

- heard Doug Thorne, district counsel/chief of staff, recite the Elkhart Promise.
-heard from Superintendent's Student Advisory Council (SSAC) representatives Dylan Rost from Memorial High School (MHS) and Irlyn Milfort from Central High School (CHS). Mr. Rost, a junior, plays football and baseball, is involved in student government and the Varsity Club, and is currently ranked fifth in his class. Mr. Rost reported the following activities: the music department has moved in to the band and choir portion of the new facility; the pep band performed at the last Memorial vs. Central basketball game along with 40 alumni; the choir presented the final Elkhart Memorial Madrigal Dinner; the drumline performed at the Winterfest parade; heard Nathan Harmon of Your Life Speaks; the National Honor Society held a very successful blood drive; clubs are busy with holiday activities; and winter sports are on-going. In conclusion, Mr. Rost expressed how excited he is to be a Lion and represent Elkhart High School in his last year of high school. Irlyn Milfort, a junior, reported on the winter orchestra and band concerts, the basketball, swim meet and wrestling match all going on tonight. Ms. Milfort reported Central will host the joint SSAC meeting on Thursday to discuss the plans for activities to bring the two student bodies together before the merger.
- heard from Mia Morgan-Perez, a senior at Central, selected to attend the National Student leadership Academy in Washington, DC last week. Ms. Morgan-Perez was selected by Jobs for America's Graduates (JAG) specialist, Jennifer Kemble. Ms. Morgan-Perez presented slides from her recent trip. She participated in a competition with 1,000 JAG students on employability skills including resume and cover letter writing, completing a job application and a mock interview. When asked by a Board member her biggest take-away from the experience, she stated connecting with other participants was easier than anticipated and took her out of her comfort zone.
- heard Dan Burton, band director at Central and Pierre Moran, introduce Emily Anderson, Myla McMullen, Cleo Kirkton, and Savannah Tully, student members of the committee responsible for selecting the instrumental music for the Elkhart High School fight song. Other members of the committee include: Cary Anderson, Kelly Berheide, Susan Daiber, Jacquie Rost, Brian Buckley, Kurt Weimer, David Elliott and Brenda Kolbe. The students outlined the process and decision making used during the search, including copyright privileges and ownership of the fight song 'War Eagle' from Auburn University. The committee listed to recordings of 194 present college fight songs before narrowing list to 15 and then to 4 for the final vote. Robert Allen composed the song in the mid 1950's, his widow stated she was 'thrilled' to have her husband's song represent the theme for the new Elkhart High School. The final approval from one of the owners has been withheld pending the submission of the lyrics. Mr. Ken Dye from Notre Dame has offered to arrange the new school song at no cost to Elkhart Community Schools. The community will be invited to submit their lyrics or words in the near future. A recording of the instrumental music was played for the Board along with the video being released in January.
- approved the instrumental music for the Elkhart High School fight song.

..... accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$500 from the Northern Indiana Volleyball Association to Eastwood for their volleyball program; \$1,500 from Virtual Benefits Administrators through Patrick Tibbs for the Early College Program at Memorial; and 40 knitted hats from Jane Slabaugh and friends for distribution through social workers to children in need.

..... approved an extra-curricular purchase request from Memorial to purchase garment racks and accessories to store choral formalwear in the new music department in the amount of \$1,072.70.

..... awarded the bid for the purchase of gasoline and diesel fuel for calendar year 2020 to Ceres Solutions (formerly known as North Central Co-op) at a fixed cost of \$1.995 for unleaded and \$2.494 for diesel.

..... approved proposed revisions and waived second reading of the following Compensation Plans:

- 3422.01S - Food Service Employees' Compensation Plan
- 3422.02S - Mechanics' Compensation Plan
- 3422.03S - Bus Drivers' Compensation Plan
- 3422.04S - Bus Helpers' Compensation Plan
- 3422.05S - Support Staff Salary Schedule
- 3422.06S - Secretarial/Business Compensation Plan
- 3422.07S - Executive Assistants' Salary Schedule
- 3422.08S - Paraprofessionals' Compensation Plan
- 3422.09S - Technical Assistants' Compensation Plan
- 3422.10S - Registered Nurses' Compensation Plan
- 3422.11S - Social Workers' Compensation Plan
- 3422.12S - Employees in Miscellaneous Positions Compensation Plan
- 3422.13S - Therapists' Compensation Plan
- 3422.14S - Employees in Tech. Services Positions Compensation Plan
- 3422.15S - Permanent Substitute Teachers' Compensation Plan

Mr. Thorne highlighted the changes to support staff compensation: a 1.9% increase to all wage and salary ranges; revisions to the definition of immediate family; revision to bereavement leave language; revision to personal leave allocations; revision of sick leave allocation for full time employees. In specific areas: mechanics classification changing from three pay ranges to one; bus drivers - increasing trip pay by 50 cents; executive assistants - revision of severance and retirement language; paraprofessionals - addition of an attendance incentive; registered nurses - revision to compensation language for national School Nurse Certification and change to schedule placement language.

..... was presented proposed revisions to Board Policy 3413S - Support Staff Working Hours, Compensatory Time and Overtime, for initial consideration.

..... was presented proposed revisions to Administrative Regulation GDBA-10 - Miscellaneous Position Pay Schedule for review. Mr. Thorne noted the revisions include removing life guards positions from the schedule and increased compensation for food service subs.

- approved the tentative Agreement with the American Federation of State, County, and Municipal Employees (AFL-CIO, Local #2925). Mr. Thorne noted the changes to the custodial agreement include the 1.9% increase, and revisions to the definition of immediate family and bereavement.
- approved an overnight trip request for a North Side choir student to travel to Fort Wayne on 1/16-1/17, to perform with the All-State Middle School Honor Choir.
- approved a consent agreement regarding unpaid time for a certified staff member.
- approved administrative transfer for Anthony England to Assistant Superintendent of Exceptional Learners.
- confirmed employment of certified staff member Abigail Gerig, grade 5 at Beardsley, for the 2019-2020 school year.
- approved maternity leave for certified staff member MiColette Berry, Kindergarten at Beardsley.
- approved a leave for certified staff member, Jami Young, Homebound at ESC.
- confirmed the employment of the following nine (9) classified employees: Danette Freel, food service at Central; Minnie Hutch, food service at North Side; Kathleen Kelly, paraprofessional at Osolo; Shelly Piggie, bus helper at Transportation; Paul Shelley, social worker at Pinewood; Lauren Smith, food service at Commissary; Cathy Snyder, paraprofessional at Woodland; Kelly Vollstedt, food service at Beardsley; Amber White, food service at Memorial.
- confirmed the resignation of the following three (3) classified employees: Lois Keith, paraprofessional at Roosevelt; Roderic Roberson, energy and risk management specialist at ESC; and Brenda Snider, bus helper at Transportation.
- confirmed the retirement of the following three (3) classified employees: Linda DeRomero, paraprofessional at Pierre Moran; Eulah Mitchell, social worker at Pierre Moran; and Nyta Tilford, secretary at Monger.
- heard from an audience staff member stating the mascot issue was decided 18 months ago and it is time to move on to 'What's Next?'
- heard Board member Rocky Enfield speak regarding the efforts of Crossroads Community Church assisting the students at the Academy at Tipton including mentoring and after school programs. Each student will be receiving an Eddie Bauer backpack filled with food and supplies for the holiday break. Mr. Enfield also commented on the improvements in student behavior and the dedication of the staff at Tipton. In closing, he challenges others to be a part of the solution.