

- ..... heard Steve Thalheimer, superintendent of schools, recite the Elkhart Promise.
- ..... heard from the Superintendent's Student Advisory Council (SSAC) representatives Kylie Webb, a sophomore from Memorial High School (MHS) and Maria McComish, a junior from Central High School (CHS). Ms. Webb provided the following update on student activities: five students participated in the 14-hour mathworks mega math challenge; winter guard placed third at state; ElkLogics made the semifinals of the St. Joseph County competition at Penn last weekend; the Air Force JROTC competed in their first drill competition at Dayton, Ohio; the robotics team was a semifinalist at their recent competition and are ranked 18<sup>th</sup> out of 57 teams in the state; and two students competed at the state speech competition last weekend. In upcoming activities, the Academic Superbowl is at Wawasee on March 14<sup>th</sup> and the annual winter sports program is March 20<sup>th</sup>. In the area of music, Ms. McComish, reported the band, choir and orchestra competed at the ISSMA solo and ensemble competition with 20 students going on to state competitions, the Blazeline will compete at Pendleton Heights High School next weekend. Also, the Spring musical, *High School Musical*, was last weekend. 45 students participated in the 2019 Scholastic's Art Show with 16 Gold Key winners going on to national adjudication. Central is hosting the boys' semi-state basketball tournament this weekend.
- ..... heard William Neiderer, CHS choral director/department chair, and Josh Hren, MHS director of choral activities, introduce the students who were selected to participate in the All-State Honor Choir. Central students: Olivia Bliler and Elijah Martin, and Memorial students: A'Daiziana Johnson, Cadence Lee, Antwon Williams, Jr., and Lacy Witmer. The directors explained the audition process and preparation each student went through to qualify. The All-State Honor Choir performed at the Indiana Choral Directors Association conference in Fort Wayne.
- ..... heard Cheryl Waggoner, director of human resources, commend all 27 honorees on their nominations and their combined 300+ years of service to the District. Melanie Summers, classified human resource assistant, introduced the employees nominated in the four categories of Distinguished Support Staff of the Year: Elementary: Jenna Armstrong, paraprofessional at Feeser; Mary Baker, secretary at PACE; Christina Buss paraprofessional at Feeser; Roberta Ellison, technical assistant at Roosevelt; Deanna Foster, paraprofessional at Pinewood; Jamie Greenway, paraprofessional at Cleveland; Christine Hack, secretary at Pinewood; Lois Keisling, nurse at Beardsley; Pushpa King, paraprofessional at Monger; Ercilla Maeda, technical assistant at Hawthorne; Mason Neel, paraprofessional at Cleveland; Karen Pfister, paraprofessional at Beardsley; Alexia Smith paraprofessional at Bristol, and Lorna Suggs, technical assistant at PACE. Secondary: Rosetta Bloss, secretary at Memorial; Undra Clay, custodian at Central; William Coatie, paraprofessional at Central; Carol Hoff, paraprofessional at Pierre Moran; Rosemary Krull, secretary at Central; and Kristine VanZile, paraprofessional at Memorial. District: Paul Brokamp, manager of infrastructure services at Technology Services; Kristin Hitt, secretary at ESC; Johanna Montas-Arias, secretary at ESC; Clay Powell, dispatcher at Transportation; Charrell Stevens, secretary at ESC; Kathryn Broman, technology of integration at ESC. Certified: Kathryn Broman, technology of ESC; and Kim Varga, pathway coordinator at Monger. Ms. Waggoner read excerpts from the nominations of the

four winners of the Distinguished Support Staff of the Year prior to announcing the names. Winners, by category are: Elementary - Ercilla Maeda from Hawthorne; Secondary – Rosemary Krull from Central; District – Charrell Stevens from Student Services; and Kathryn Broman from ESC.

- ..... accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$1,000 from CTS Corporation and \$750 from Cargo Systems, Inc. in support of ElkLogics Robotics to purchase equipment and other items for the club; \$800 from Matt Stemm and Nate Stemm of Edwards Jones, for Memorial’s Academic Letter of Excellence award ceremony; and two John Deere riding mowers: an LA 100 and an LA 115 with a combined donor value of \$1,000 for the Elkhart Area Career Center’s (EACC) Agriculture/Motorcycle/Outdoor Power Technology class for training purposes.
- ..... approved proposed school fundraisers in accordance with Board policy. The funds raised through the listed activities are deposited into each school’s extra-curricular fund.
- .....approved an extra-curricular purchase request from Pierre Moran for lanyards in the amount of \$885.
- ..... heard Tony Gianesi, chief operating officer, provide an energy education update. 2018 was a record breaking year for cost avoidance with a total avoidance of \$1,501,988. The goal of the program starting in 2009 was to reach ten million dollars in ten years, that goal has been surpassed. With continued increases in electrical expenses, every opportunity has been taken to reduce costs including the replacement of older lights with more efficient LED lighting both inside and outside of buildings and diligent monitoring of buildings during the polar vortex. Mr. Gianesi recognized all the employees for their efforts in keeping energy costs low, especially those who assisted during the snow days.
- ..... awarded the final contract for the Elkhart Area Career Center Annex Building Project to house the diesel technology program to Brown and Brown in the amount of \$3,550,665.51. The bid price includes the connector road, CDL and bus driver training area, and paving of the existing parking lot. In response to Board inquiry, Mr. Gianesi stated the small engine program will not be housed in the new facility. Plans for the relocation of the small engine program are still being discussed.
- ..... heard Dr. Dawn McGrath, director of special services, present information on special education federal grant funding and timelines. To fulfill the critical priority of recruitment and retention of staff it is proposed to use federal grant overlap (of 27-month cycle) to certify 10 new teachers in special education in partnership with IUSB. Candidates would need to have Bachelor degree in any field to participate in this cohort. They will be reimbursed for the required 18 credits with a 3-year commitment to ECS upon completion.
- ..... approved an update to the program plan written to provide appropriate educational experiences to high ability students in kindergarten through grade 12, per Indiana Code 20-36-2-2. Students can be identified as high ability in the areas of math, English language arts or general intellectual (both). The update includes using a cut score of the 95<sup>th</sup> percentile to determine eligibility.

- ..... approved proposed revisions and waived second reading of Board Policy 3422.12S – Employees in Miscellaneous Positions Compensation Plan. In response to Board inquiry, Doug Thorne, district counsel/chief of staff, stated the revisions to the supervisor of Building Services positions will result in cost savings.
- ..... approved proposed revisions and waived second reading of Board Policy 3422.06S – Secretarial/Business Compensation Plan. Mr. Thorne stated the revisions will also result in cost savings.
- ..... was presented revisions to Board Policy 3141ACS – Suspension of Employees, for initial consideration.
- ..... was presented proposed new Administrative Regulation GCS – Procedure for Suspension, for initial consideration.
- ..... was presented proposed Administrative Regulation IGBB – Procedures for Identifying and Serving High Ability Students, for initial consideration.
- ..... was presented revisions to Board Policy 6460 – Conflicts of Interest and Vendor Relations, for initial consideration.
- ..... approved the submission of the following grants: from MHS to Walmart Community Grants for a food/clothes pantry grant in the amount of \$5,000; and from Adult Education to the Indiana Department of Workforce Development for a PY 2019 Adult Education Grant Continuation in the amount of \$428,463.65.
- ..... confirmed the following overnight trip request: for Memorial’s speech team to travel to Fishers, IN on March 8 and 9 for the state speech tournament; and approved the following overnight trip requests: CHS Jobs for America’s Graduates (JAG) student to travel to Indianapolis, IN on March 14 and 15 for the JAG Career Development Conference; EACC Ag/Motorcycle/Outdoor Power students to travel to Cleveland, OH on March 15-17 for the Hot Rodders of Tomorrow Jr. Engine Challenge; and 100 EACC students to travel to Indianapolis, IN on April 19 and 20 to attend the state SkillsUSA competition.
- ..... approved an agreement regarding unpaid time for a certified staff member.
- ..... confirmed employment of certified staff member, Kristi Zentz, intervention at Roosevelt, for the 2018-2019 school year.
- ..... confirmed the resignation of the following five (5) certified staff members: Heather Bechtel, grade 3 at Woodland; Rhiannon Harrison, assistant principal at Central; W. Douglas Hunnings, grade 4 at Riverview; Anh Oyer, grade 3 at Bristol; and Kathryn Roberts, grade 3 at Feeser.
- ..... approved personal leave for the following four (4) certified staff members: Julie DeWit, kindergarten at Pinewood; Emma Dugger, kindergarten at Pinewood; Kaleigh Estrup, first grade at Riverview; and Brianna Tribbett, grade 6 at Cleveland.

- ..... confirmed employment of the following ten (10) classified employees who have completed probation: Jill Brenneman, permanent substitute at Hawthorne; Jovon Deal, campus security at Beardsley; Brian Hunt, mechanic at Transportation; Leydi Jurado Canenguez, paraprofessional at Hawthorne; Jasmin Martinez, paraprofessional at Monger; Toni Miller, paraprofessional at Bristol; Norma Rivas Canenguez, secretary at Pierre Moran; Jermaine Rogers, technical assistant at Beardsley; Alysa Shultz, paraprofessional at Osolo; and Ash-Lee Townsend, paraprofessional at Tipton.
- ..... confirmed the resignation of the following three (3) classified employees: Betty Beadin, custodian at Memorial; Jalethia Black; food service at Osolo; and Joshua Tolbert, food service at Memorial.
- ..... confirmed the retirement of the following two (2) classified employees: Jeffery Corpe, supervisor at Building Services; and Lois Keisling, registered nurse at Beardsley.
- ..... approved leave for the following two (2) classified employees: Kayla Brookshire, paraprofessional at Memorial; and Clara Hendrix, bus helper at Transportation.
- ..... approved the termination of a classified employee in accordance with Board Policy 3139.01S
- ..... heard from an audience member asking when public meetings for the referendum are going to held and asking for clarification on projects funded through previous referendums.
- ..... heard Superintendent Thalheimer report he is working on an update to the Strategic Plan for review at the next work session and is continuing meeting with the leadership team regarding priorities.