

- heard Doug Thorne, district counsel/chief of staff, recite the Elkhart Promise.
-heard from Superintendent's Student Advisory Council (SSAC) representative Maria McComish, a senior from Central High School (CHS). Ms. McComish reported the football team is off to its best start since 2005, girls cross country qualified for semi-state, and girls basketball practice has begun. In music, the Blazer Brigade qualified for ISSMA semi-state, the band festival for grades 6-12 is November 7, and the Fall play, Crazy Town, will be presented November 15 and 16. In upcoming events, the powder puff football game is November 4, and freshman parent night is November 5.
- accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$500 from Cressy & Everett, Inc. Realtors for Memorial's girls/boys track team; \$500 from 4Sight Inspection Services in support of the drama/fall play at Central; \$2,500 from Beacon Community Impact for a healthy cooking workshop for Hawthorne parents; \$750 from NIVA Volleyball Club and 12 Wilson Evolution Basketballs (with a donor value of \$720) from the Elkhart Sports Center to Pierre Moran's athletic department; \$25,000 from Thad and Rachelle Naquin for renovations to Rice Field and North Side Gym; and \$25,000 from Patrick Industries to the Engineering, Technology and Innovation building fund.
- approved the 2020 Budget, 2020 Capital Projects Plan and 2020 School Bus Replacement Plan, and associated resolutions. Kevin Scott, chief financial officer, reviewed each document prior to a vote.
- approved extra-curricular purchase request from Central High School to purchase a sound system for the baseball and softball field in the amount of \$8,198.14.
- 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.
- heard Mr. Scott provide the current insurance update reporting claims are higher than same months last year, but remain below overall for the year.
- approved the Recommendation for Award of the Elkhart High School Addition and Renovation Food Service Equipment Bid to Stafford-Smith of Mishawaka in the amount of \$771,641.
-approved revisions to Board Policy 7510 – Use of School Facilities and Property, as initially presented at the October 8th regular meeting. Mr. Thorne noted the changes include the addition of use waivers, and removes references to pool usage. In response to audience inquiry, Mr. Thorne stated the waivers will be handled through the building services department.
-reviewed revisions to Administrative Regulation GDBA-10 – Miscellaneous Position Pay Schedule, as initially presented at the October 8th regular meeting.

..... approved the tentative agreement with the Elkhart Teacher's Association (ETA) for a Master agreement expiring June 30, 2020. A tentative agreement was reached on October 10, 2019. A complete copy of the Master contract, incorporating the terms of the tentative agreement was posted, as required by IC §20-29-6-19, on the district website Tuesday, October 15 at 4:00 p.m., and the Board met to discuss the proposed tentative agreement during a Special Meeting, noticed pursuant to IC §5-14-1.5-5, on Friday, October 18. The tentative agreement was ratified by members of the ETA on Thursday, October 17.

The proposed revised contract incorporates the following changes: a revision to the definition of immediate family; changes to personal business leave language authorizing a teacher who does not use any personal business during the school year to carry-over two days to the following year, along with a change authorizing a teacher to use personal business on the day following fall break; changes to contract language governing the use of bereavement leave, and authorizing the use of bereavement leave for a miscarriage; revisions to language governing the transfer of sick leave from a predecessor school district to ECS, and a change to the number of sick leave days an ECS teacher can accumulate; procedural changes to language related to a teacher's sick leave bank application, placement on the salary schedule when transferring to certain positions at the EACC, and procedures relating to the payment of teacher salaries; changes to language regarding reimbursement to a teacher when the teacher's personal property is damaged during the course of the teacher's performance of professional duties; revisions to language governing health insurance and teacher retirement benefits; the creation of an Employee Assistance Program, and an increase to the salary for all teachers by \$700 along with additional increases of \$100 to \$200 for teachers depending upon their years of service to the district.

The projected total cost for this agreement is approximately \$900,000, and is substantially funded by the savings resulting from the State of Indiana's assumption of the corporation's contributions to the teachers' retirement fund.

Mr. Thorne thanked both the ETA negotiations team lead by Kerry Mullet, ETA President; as well as the team representing the administration and the school board.

.....noted the submitted grant submission was withdrawn.

..... approved an overnight trip request for 8 Central and Memorial Move2Stand Bullying Prevention Club members to travel to Chicago, IL on November 6-8, to attend the InspirED Leadership Lab and the International Bullying Prevention Association Annual Conference.

..... confirmed employment of the following three (3) certified staff members for the 2019-2020 school year: Tricia Davis, math at West Side; Martin Mullins, law enforcement at EACC; and Eliza Stoltzfus, grade 4 at Beardsley.

..... confirmed the resignation of the following three (3) certified staff members: Anthony Gouin, machine trades at EACC; Jeffrey Hemmerlein, language arts at Memorial; and Clare Palenchar, language arts at West Side.

..... approved maternity leave for certified staff member, Izamar Garcia, ENL at Pierre Moran.

- confirmed the employment of the following twenty-eight (28) classified employees: Christina Arranage, bus helper t Transportation; Madison Bartley, paraprofessional at Central; Betty Beadin, food service at Daly/Beardsley; Brandy Bohm, paraprofessional at Osolo; Clara Bonds, food serve at Pierre Moran; Amber Delgado, food service at Cleveland; Estrella Diaz, secretary at West Side; Elizabeth Fair, food service at Eastwood; Jessica Fortoso, building translator/parent liaison at Hawthorne; Katherine Gilpin, bus driver at Transportation; Gearlene Griffin, food service at Memorial; Luella Hanks, paraprofessional at North Side; Megan Hartman, paraprofessional at Eastwood; Donya Hill, bus driver at Transportation; April Liefer, food service at Memorial; Deanna Kohr, bus driver at Transportation; Cheyenne Magyar, bus driver at Transportation; Lois Mason, secretary at Pierre Moran; Donna Moore, bus driver at Transportation; Patricia Mosher, food service Beardsley; Vilma Ortiz de Carroccio, paraprofessional at Central; Carla Raeder, food service at North Side; Shawanie Riley; food service at Pinewood; Kristina Roberts, paraprofessional at Cleveland; Tiffany Smart, paraprofessional at West Side; Jena Swain, technical assistant at Pierre Moran; Tona Vanover, paraprofessional at Central; and Heidi Vrielynck, bus driver at Transportation.
- confirmed the retirement of classified employee Constance Barber, custodian at North Side.
- confirmed the resignation of the following two (2) classified employees: Nichole Houser, food service at Riverview; and Michelle Masten, registered nurse at Pierre Moran.
- Leave for the following two (2) classified employees: Yvonne Gefri, food service at North Side; and Donna Johnson, paraprofessional at Riverview.
- heard Superintendent Thalheimer ask for continued participation in the Educating Right thought exchange, and for all to have a relaxing Fall Break.
- heard Board member, Rocky Enfield, thank Superintendent Thalheimer for all of the recent Educating Right public meetings and the thought exchange to communication with and request input from the public.