

..... heard Board president, Kelley Mullins, recite the Elkhart Promise.

..... approved the following items under a consent approval:

Minutes – November 6, 2020 – Special Board Meeting
Minutes – November 10, 2020 – Public Work Session
Minutes – November 10, 2020 – Regular Board Meeting

Claims in the amount of \$6,941,304.98

Gift Acceptance:

Donation of \$25,000 from the Rex & Alice A. Martin Foundation and \$3,000 from the Don & Jurate Krabill Family to purchase new music apparel for Elkhart High School (EHS) bands, choirs and orchestras.

Proposed school fundraisers in accordance with Board policy.

Personnel Report:

A consent agreement regarding unpaid time for a certified staff member.

Employment of certified staff member, Jewel Eyestone, grade 6 at Woodland.

Leave for the following three (3) certified staff members: Rita Janson, grade 1 at Beck; Andrea Bucher, math at North Side; and Tiffany Mason, grade 6 at Hawthorne.

Resignation of the following two (2) certified staff members: Charles Luke, ENL at Roosevelt; and Debra Robinson, special education at Roosevelt.

Employment of the following eight (8) classified employees: Valorie Books, LPN at North Side; Courtney Curry, secretary at Pierre Moran; Kendra Langfeldt, farm technician at EACC; Steven Millsaps, Sr., technical assistant at West Side; Derria Pratcher, substitute teacher at Hawthorne; Bethany Reed paraprofessional at Monger; Deneen Stout, paraprofessional at Eastwood; and Rebbecchia Stratton, bus driver at Transportation.

Resignation of the following four (4) classified employees: Michael Chastain, custodian at Building Services; Kendra Crump, food service at Eastwood/Daly; Sandra Molano Romero, building translator/parent liaison at Woodland; and Mary Kathryn Taylor, paraprofessional at EACC.

Retirement of classified employee, Lorrie Bjornstad, registered nurse at North Side.

Leave for the following two (2) classified employees: Debra Ball, substitute teacher at Roosevelt; and Toya Wiley, bus driver at Transportation.

Leave extensions for the follow two (2) classified employees: Terrin Allen, food services at Hawthorne; and Brenda White, food service at Woodland.

Rescission of leave for classified employee, Shawn Burton, bus driver at Transportation.

Rescission of resignation of classified employee, Letha Marshall, paraprofessional at Eastwood.

..... heard School Improvement Plan presentations from Beardsley, Bristol and Pinewood Elementary Schools and Elkhart High School.

..... approved Elkhart Area Career Center Agreements with the following feeder schools: Baugo Community Schools, Bremen Public Schools, Concord Community Schools, Edwardsburg Public Schools, Goshen Community Schools, Middlebury Community Schools, Penn-Harris-Madison Schools, School City of Mishawaka, and Wa-Nee Community Schools.

..... approved the proposed Tentative Agreement with the American Federation of State, County, and Municipal Employees (AFL-CIO, Local #2925).

..... approved proposed revisions to the following Board Policies and waived second reading:

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

3422.09S - 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

3422.16S - LPNs' Compensation Plan

..... approved proposed revisions and waived second reading to Board Policy 3422.08S- Paraprofessional Compensation Plan.

..... adopted a resolution for the transfer of appropriations.

..... heard Mr. Scott provide the current insurance update reporting claims are ahead of same months last year, but are below overall for the year.

..... authorized a one-time premium holiday for all staff currently participating on the ECS benefits plan. The payroll date will December 24, 2020.

..... approved the Campus Master Plan as presented by Tony Gianesi, chief operating officer.

- heard Kerry Mullet, Elkhart Teachers' Association president, speak regarding the angst of ETA members particularly in light of the high schools switching to virtual only through January 19, 2021.
- heard an audience member thank the Board for not closing all schools and staying on course.
- Heard an on-line audience member note the less than 2% spread of COVID within the schools and the need of students for in classroom instruction.
- heard Superintendent Thalheimer state temporarily changing the high school format was not an easy decision. The community spread is imposing on local school districts.
- heard Superintendent Thalheimer report the survey results as of the November 18th deadline.
- again heard Superintendent Thalheimer state the administration's gratitude for all staff, especially for additional duties required due to COVID.
- heard Board member, Rocky Enfield, report on the Real Men Read program at Pinewood and the positive feedback he received for in classroom instruction.
- heard Board member, Babette Boling, remind everyone to support the Elkhart Education Foundation's drive to provide food for 500 families on Saturday, December 12th
- heard Board president, Kellie Mullins, state all staff are highly valued and the District has a powerful plan in place.