

..... heard Board Vice President, Carolyn Morris, recite the Elkhart Promise.

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

Minutes – August 25, 2020 – Public Work Session  
Minutes – August 25, 2020 – Regular Board Meeting

Claims in the amount of \$5,050,289.70.

Gift Acceptance:

A 1x Rigid Power Drive 300 pipe threader (owner value of \$3,660) from Michael Boyer and MSC Industrial Supply Company to the EACC for the Precision Machining class; and a custom built computer (owner value of \$1,500) from Steve Watts to the EACC for the Computer Networking class.

Proposed school fundraisers in accordance with Board policy.

Extra-curricular purchase request from Elkhart High School's athletic department to recondition the junior varsity and varsity softball infields in the amount of \$4,200.

Personnel Report:

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

Employment of the following seven (7) certified staff members for the 2020-2021 school year: Travon Curry, special education intern at ESC; David Heineman, automotive at EACC; Dolly Lozano, special education intern at ESC; Benjamin McClintic, health at West Side; Anna Miller, science at North Side; Allison Schrock, grade 6 at Daly (temp); and Tammie Thompson, language arts at West Side.

Resignation of the following three (3) certified staff members: Mary Brown, special education at Monger; Crystal Davis, physical education at Pinewood; and Brenda Estrada, intervention at Monger.

Retirement of the following two (2) certified staff members: Katherine Bueter, grade 2 at Hawthorne; and Cheryl Waggoner, director of Human Resources.

Employment of classified employee, Nathaniel Blodgett, mechanic at Transportation.

Resignation of the following three (3) classified employees: Floyd Meherg, bus helper at Transportation; Georgiana Miller, bus helper at Transportation; and Mara Scott, paraprofessional at Bristol.

Leave for the following eight (8) classified employees: Jacques Black, social worker at Roosevelt; Irenna Coleman, food service at EHS West; Jocelyn Gordon, food service at EHS West; Robert Gray, food service at Pierre Moran; Haley Kidder, bus driver at

Transportation; Cheyenne Magyar, bus driver at Transportation; Christina Miller, bus driver at Transportation; and Kelsey Rockstroh, registered nurse at Feeser.

Reassignment of the following two (2) classified employees: Travon Curry and Dolly Lozano.

Rescission of a resignation for the following two (2) classified employees: Beth Porter, food service at Feeser; and Crystal Howard, paraprofessional at Beardsley.

Revision to a resignation for classified employee, Shawn Powell, food service truck driver at Commissary.

..... approved revisions to the following Board policies regarding Bylaws, as presented at the August 25<sup>th</sup> regular Board meeting: Policy 0151 - Proposed Revised Organizational Meeting; Policy 0152 – Officers; Policy 0154 – Motions; Policy 0155 – Committees; Policy 0167.2 - Executive Session; and Policy 0171.4 – Treasurer.

..... approved proposed 2021 Board of School Trustees’ meeting calendar, as presented at the August 25<sup>th</sup> regular Board meeting.

..... approved and waived second reading of Board Policy 3220.01C – Teacher Appreciation Grants. Doug Thorne, District Counsel/Chief of Staff, noted the only revision is a change to the submission date set by the Indiana Department of Education (IDOE).

..... heard Dr. Brad Sheppard, Assistant Superintendent of Instruction and Dr. Mindy Higginson, Director of Elementary Instruction, present the new Teacher Appraisal Plan. The Plan has two main goals: Primary Measure: PLC Goal - will represent the effectiveness of a particular PLC team for which a teacher is a member, and the Secondary Measure: Personal Goal – provides an avenue to represent the impact of a teacher on the performance of students. Both goals focus on either the implementation of processes/performance or student achievement/ growth measures. The four domains include: planning and preparation, the classroom environment, instruction, and professional responsibilities.

..... heard Sarita Stevens, Assistant Superintendent of Student Services, present an update on the SEL/TIC program. The committee is comprised of coordinator, Todd Kelly, Bully Prevention Coordinator; Natalie Bickel, Attendance Officers; Gail Draper, Director of Counseling; Bryan Hammontree, Principal, Elkhart Academy; Matt Garber, Dean of Behavior Support, Hawthorne; Lindsey Brander, Supervisor of Special Programs; Anthony England, Assistant Superintendent of Exceptional Learners; and Ms. Stevens.

The district goal is for all schools to implement a multi-tiered system of supports plan consisting of coordinated social and emotional learning, trauma-informed care, restorative practices, and positive behavior support as represented by the district PRIDE framework. Schedules activities include: Mrs. Draper has coordinated a series of SEL: Preparing for the Journey Ahead Workshops; Mr. Kelly is coordinating with the Center for Community Justice (CCJ) for training circles; Mrs. Bickel has set team summit days and a presentation to principals in October; and Mr. Hammontree is working on Village to Village, a mentoring program development for Alternative Education students. Programs are in conjunction with Beacon Health, the CCJ, and the Bowen Center.

- ..... awarded the bid for the Freshman Division Construction Projects to Ziolkowski Construction, Inc. of South Bend, Indiana as the lowest and best, most responsive and most responsible bidder. As part of the contract, award of Alternate numbers R1, R2, R3 and R4 were added for a total bid price of \$4,504,000. The project includes the renovation of several areas of the building, including a new Intense Intervention area, a new Young Adult Program area, a new Adult Education area, a new elevator, and replacement of 50% of the existing roofing.
- ..... an audience member expressed concern in regards to the high ability program and not meeting the needs of her child.
- ..... an audience member suggested making plans for the second semester as soon as possible to allow the guidance department staff plenty of time for scheduling students. Also, suggested keeping the current options available for the benefit of students and staff, and to maintain the current positivity rate.
- ..... heard Dr. Thalheimer recognize the incredible efforts by the COVID team on the improved communication within the district through the leadership team, weekly newsletter and the Elkhart Teachers' Association.
- ..... heard Dr. Thalheimer recognize the retirement of Cheryl Waggoner, Director of Human Resources, at the end of the 2020-2021 school year with 34 years of service to the district.
- ..... heard Board member, Susan Daiber, recognize how supportive she has found secretaries to be, especially as front line contacts throughout the pandemic.