

..... heard Board vice president, Dacey Davis, recite the Elkhart Promise.

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

Minutes – December 15, 2020 – Regular Board Meeting

Claims in the amount of \$16,152,421.93.

Gift Acceptance:

Donations of \$5,000 from the Kimberlee and Scott Welch family; \$500 from Richard & Kathleen Collins; \$1,000 from Anthony & Carolyn Hunt; Randal & Lori Christophel; \$550 from an anonymous donor; \$500 from Carolyn Cook; \$2,500 from the Mulvaney Law Office; \$500 from Michael & Jennifer Nolan; \$500 from Erik & Christina Smith to purchase new music apparel for Elkhart High School (EHS) bands, choirs and orchestras; \$965 from Safe Fleet for Osolo's Angel Tree Program; \$1,000 from Genesis Products to support the EHS girls' basketball program; \$250 from the Brian and Amanda Jamison Charitable NE for misc. costs of the EHS boys' basketball program; a 2010 Ford Edge Limited (donor valued at \$6,293) from Jessica Weaver in 2020 for the automotive program at EACC; 25 basketball warm-ups (donor valued at \$1,375) from AZ Apparels to Pierre Moran's boys' and girls' basketball teams; and \$50,000 from the Irions Foundation and \$25,000 from David Weaver for the Engineering, Technology and Innovation building fund.

Proposed school fundraisers in accordance with Board policy.

An extra-curricular purchase request from Elkhart High School's athletic department to purchase a BenQ golf projector for training purposes for the boys' and girls' golf program in the amount of \$699.

Conference Leave Request

Personnel Report:

Consent agreement regarding unpaid time for a certified staff member.

Employment of the following five (5) certified staff members for the 2020-2021 school year: Jill Brenneman, grade 6 at Hawthorne; Amanda Davis, language arts at PMMS; Audrey Gemberling, ENL at Pinewood; Kent Kauffman, science at EHS West; and Mary Kwon, ENL at Pinewood.

Retirement of certified staff member, Kathleen Mentz, District Dean at PACE, with 16 years of service.

Resignation of certified staff member, Elise Maller, counselor at EHS East.

Leave for certified staff member, Shanna Robinson, social studies at EHS West.

Employment of the following five (5) classified employees: Andrew Geers, custodian at Eastwood; Benjamin Hesch, custodian at Woodland; Elizabeth Osowski, food service at EHS West; Niquan Whitener, misc. truck driver at Commissary; and Jacquelyn Zayas, bus driver at Transportation.

Resignation of the following two (2) classified employees: Nathaniel Blodgett, mechanic at Transportation; and Kristie Burk, bus driver at Transportation.

Retirement of classified employee, Janet LaPlace, food service at Commissary, with 10 years of service.

Extension of leaves for the following eight (8) classified employees: Terrin Allen, food service at Hawthorne; Debra Ball, substitute teacher at Roosevelt; Alix Davis, bus driver at Transportation; Frances Eggink, food service at West Side; Tonci Haynes, food service at EHS East; Kimberly Jones, paraprofessional at EHS West; Lynne Lee, bus helper at Transportation; Christina Miller, bus driver at Transportation.

Leave for the following five (5) classified employees: Liesl Bell, technical assistant at EHS West; Sherriann Gard, paraprofessional at Osolo; Vicky Kraus, technical assistant at EHS East; Kitty Lange, food service at Feeser; and Cleve Shirley, bus driver at Transportation.

Reassignment of classified employee Jill Brenneman to a certified position.

Revision of resignation of classified employee Martha Brown, food service at Beck.

Revision of retirement of classified employee, Donna Gildea, social worker at Elkhart Academy, with 23 years of service.

Termination of three (3) classified employees.

..... approved proposed new Board Policy 2266 – Title IX, as presented at the December 8th regular meeting.

..... approved proposed revisions to Board Policy 7455 – Accounting System for Fixed Assets, as presented at the December 8th regular meeting.

..... approved proposed revisions and waived second reading to Board Policy 3422.06S – Secretarial/Business Compensation Plan. Doug Thorne, District Counsel/Chief of Staff, noted the revisions contained a reclassification of one secretarial position and corrections to job titles, etc.

..... approved proposed revision and waived second reading to Board Policy 3422.12S – Employees in Miscellaneous Positions Compensation Plan. The revision adjusted the hourly wage range for a position.

- approved proposed revisions and waived second reading to Board Policy 3422.14S – Employees in Technology Services Positions Compensation Plan. The revisions adjusted the salary range of three positions.
- approved a Memorandum of Understanding between Elkhart Community Schools and the Elkhart Teachers Association regarding student loads and stipends.
- authorized the administration to enter into a Cooperation Agreement with Elkhart County through the Health Department with Elkhart Community Schools regarding emergency services. In response to Board inquiry, Mr. Thorne stated there is a clause allowing ECS to refuse a request or a specific location and the Agreement indemnifies ECS. Mr. Thorne also noted this Agreement replaces various previous agreements with the County.
- adopted a Resolution authorizing the Chief Financial Officer or his designee to make retroactive contributions to VEBA accounts of employees not in alignment with Board Policy and to correct current contribution rates to also align with policy.
- adopted a Referendum Tax Levy Resolution to (a) place a referendum under Indiana Code 20-46-1, as amended, on the ballot with the information set forth in this resolution for the 2022 Referendum Tax Levy Fund, and (b) request the public question be placed on the ballot of a special election to be held on the first Tuesday after the first Monday in May, 2021.

Upon introduction of the Resolution, Superintendent Thalheimer presented the three key areas: 1) Increase pay for all employees to ensure competitiveness with neighboring districts, help recruit and retain exceptional employees to provide the educational excellence our community demands and the compensation required in a competitive market; 2) Reduce out-of-pocket health insurance costs for ECS employees. Skyrocketing health insurance costs in our country requires the need for ECS to modernize their benefits package to ease the undue burden on employees; and 3) Continue to provide safe transportation for our students at current levels. The transportation funding passed in the 2014 Referendum expires this year, so a significant portion of this referendum will be used to keep transportation practices in place.

- heard Board member Susan Daiber thank Mrs. Mullins for her Board presidency in a most challenging year.
- heard outgoing Board president, Kellie Mullins, thank the community and staff for their support for the last year.