

..... heard Board secretary, Troy Scott, recite the Elkhart Promise.

..... heard Cary Anderson, executive principal of Elkhart High School, and Tony Gianesi, chief operating officer, present the Moment of Pride. Mr. Anderson reported on the Community Open House highlighting the community investment, tours of new spaces, and the ribbon cutting ceremony for the Lake City Bank branch for the Business and International Relations School of Study. He also reported 46 colleges and universities were represented at the college fair held in the ETI building with just under 1600 students in attendance, and events related to each of the schools of study.

Mr. Gianesi presented two Excellence in Construction Awards in regards to work on the Engineering, Technology and Innovation building and the Elkhart Area Career Center presented to Brown & Brown Construction and Dirig Sheet Metal.

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

Minutes – September 28, 2021 – Public Work Session
Minutes – September 28, 2021 – Regular Board Meeting
Minutes – September 30, 2021 – Public Work Session

Claims in the amount of \$6,944,656.18.

Gift Acceptance:

Donation of \$10,000 from Elaine Marohn, for playground equipment at Woodland.

Proposed school fundraisers in accordance with Board policy.

Conference Leave Requests

Confirmation Agreement Related to Compensation

Personnel Report:

A consent agreement regarding retention for a certified staff member.

Employment of the following two (2) certified staff members for the 2021-2022 school year: ReMella Coffey, grade 2 at Hawthorne; and Paige Walters, speech pathologist at Beck.

Leave for certified staff member, Julia Johnson, music at Hawthorne.

Resignation of the following four (4) certified staff members: Victoria Culp, grade 1 at Eastwood; Elizabeth DeMeester, grade 3 at Hawthorne; Anna Miller, science at North Side; and R Charles Ross, science at ETI.

Rescinded resignation of certified staff member, Jennifer Andrews, language arts at EHS.

Employment of the following twenty-six (26) classified employees: Amy Anderson, custodian at Bristol/Eastwood; Michaela Butcher, psychologist at EL; Danae Breneman, bus driver at Transportation; Laura Christensen, social worker at Roosevelt; Heather Dills, social worker at Pierre Moran; Denise Finn, bus driver at Transportation; Molly Gannaway, paraprofessional at Beck; Kelli Garner, paraprofessional at Hawthorne; Courtney Gray, food service at Feeser; Betty Jackson, food service at Hawthorne; Kimberly Kratzer, food service at West Side; Shykila Lawson, registered behavior tech at Freshman Division; Hannah Litka, paraprofessional at Hawthorne; Georgia Macon, food service at Hawthorne; Matthew Manley, paraprofessional at Pinewood; Rebecca Manns, social worker at North Side; Christine Mather, paraprofessional at Pierre Moran; Yvonne McCoy, food service at EHS; Patrick Pinkerton, food service truck driver at Commissary; Allyn Pizana Alvarado, secretary at Freshman Division; Amanda Rohrer, bus driver at Transportation; Miranda Quinn, food service at North Side; Tailor Schultheis, campus security at Freshman Division; Teri Shreiner, food service at Eastwood; Shannon Stone, food service at EHS; and Stephanie Whiteaker, food service at Feeser.

Resignation of the following eight (8) classified employees: Kimberly Bartolini, paraprofessional at Woodland; Marilyn Bender, paraprofessional at Freshman Division; Cherie Brooks, paraprofessional at North Side; Vince Edwards, custodian at Osolo; Jocelyn Gordon, food service at EHS; April Kiefer, catering driver at Food Service Admin; Derek McBride, infrastructure coordinator at Technology; and Lizbeth Ponce, paraprofessional at Roosevelt.

Leave for classified employee, Judith Lund, paraprofessional at Pinewood.

-heard Superintendent Thalheimer report that COVID numbers were remaining low and current protocol allow all close contacts to report to school. Doug Thorne, district counsel/chief of staff, provided the Board with examples of religious mask exemptions used by other districts. Tony England, assistant superintendent of exceptional learners noted medical exemptions currently exist for special education students.
-approved the recommendation from the business office to proceed with Hawthorne Elementary School's renovation project.
-approved proposed revisions and waived second reading to Board Policy 3422.08 – Paraprofessionals' Compensation Plan. Mr. Thorne stated the revision provides paraprofessionals assigned by a building administrator to serve as a substitute for an absent teacher, be paid a differential of \$3.00 per hour over their existing rate when the assignment is for a full or half day coverage. Also, paraprofessionals with assigned prep periods will be entitled to the current period substitution rate when covering for a teacher's class during the prep period.
- approved Elkhart Area Career Center Agreements for 2021/2022 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.

- held a public hearing on the 2022 Budget, 2022 Capital Projects Plan and 2022 School Bus Replacement Plan was opened. Kevin Scott, chief financial officer, reviewed the budget and plans, outlining the changes that have taken place in 2022. With no further comments from the audience, the hearing was closed.
- heard ten audience members speak regarding mask mandate issues and First Amendment rights related to mandates.
- heard Kerry Mullet, Elkhart Teachers Association president, note the lack of progress on the bargaining of teacher contracts and the unacceptable current offer.
- heard an audience member comment on the Kids Care site closing and lack of optional care.
- heard Megan Baughman, ETHOS interim co-CEO, comment on the recent application by Phalen Leadership Charter School citing ETHOS as a partner. Ms. Baughman clearly stated that ETHOS is not and will not ever be a charter school. The mission of ETHOS is to support local schools by providing STEM education support.
- heard teachers comment on the current COVID sick day policy, sick leave bank, negotiations and teacher pay.
- heard Superintendent Thalheimer report on Indiana School Board Association's conference highlighting the power of pathways and no marginalized students, both affirming moments that the district is on the right track.
- heard Board members, Kellie Mullins, Troy Scott and Doug Weaver thank those who spoke.