

..... heard Board President Dacey Davis recite the Elkhart Promise.

..... heard Superintendent Steve Thalheimer speak regarding the administration's work on anti-bullying efforts over the past few weeks. ECS's liability insurance carrier, Liberty Mutual, has had their Risk Control Services do a "high-level overview" and shared that they "found many of the components of [our] bullying prevention program do align with the best practices identified by multiple national resources." Their suggestion is for us to audit various aspects of our processes and conduct student, parent, and staff surveys of what can be done to be more effective and consistent.

Overall, findings show ECS needs to make sure anti-bullying efforts are ongoing because there is no end date for bullying prevention. While students are talked to about bullying at the beginning of the school year and provided information about reporting bullying on the Sprigeo system, further steps need to be taken to ensure we maintain a "see something/say something culture" all year round. Going forward ECS will do the following:

- Conduct bullying prevention and notification training with students multiple times a year;
- Clearly document that we have trained staff on the Olweus Bullying Prevention Program. This will include new staff (as a part of orientation) as well as substitute teachers, because we have come to rely on them so heavily, per Board Policy 5517.01;
- Ensure staff who investigate reported bullying follow the how-to manual for bullying investigations;
- Establish a Safe School Team made up of a person from each building who will be the face for bullying prevention and coordinate activities at each site;
- Integrate Olweus with Move2Stand, a peer based program of support for students, the district utilized prior to COVID; and
- Provide education on what bullying is to parents along with prevention and mediation strategies.

Building on the success of our recent parent forum, the Student Services Department is looking at a parent event later this month that will define bullying and how the community can collaborate to reduce its occurrence.

Knowing a great deal of bullying occurs online, our Instructional Leadership team and Tech Services team are working on modules covering social media, digital footprints, online honesty, and privacy that students will be trained on during the first weeks of school in the fall.

As I have stated before, knowing students are more vulnerable emotionally and socially at this time, we are also looking to add in a risk assessment of any student who reports bullying as well as to potentially include a risk assessment of a student accused of bullying because those actions may indicate an underlying issue.

Our plan going forward is built on the pillars of helping people define and report bullying, prepare staff to deal with it, and engage parents in the process.

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

Minutes – March 22, 2022 – Public Work Session  
Minutes – March 22, 2022 – Regular Board Meeting  
Minutes – March 31, 2022 – Public Work Session

Claims in the amount of \$11,142,866.92.

Gift Acceptance:

Accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$37,500 from Thor Industries, Inc. for the ETI Building Fund; \$6,470 from Matt and Dr. Jill Windy to help with the purchase of a new shooting practice machine for the Elkhart High School (EHS) basketball program; one (1) Nippon 4/4 violin valued at \$450 and bow and one (1) Schroetter 16-inch viola and bow with a value of \$500 from Kate Irelan to ECS music department; four (4) A063B869 generators with an owner estimated value of \$5,472 and a 5EGMBE-5270C generator with an owners estimated value of \$618 from Cummins Onan – Elkhart, care of Jennifer Pendley, for the Motorcycle/Outdoor Power Technology classes at the Elkhart Area Career Center (EACC); and \$1,000 from Phyllis Tubbs to EHS softball team.

Proposed school fundraisers in accordance with Board policy.

Accepted the following extra-curricular purchase requests: Elkhart High School (EHS) Athletic Department extra-curricular fund to purchase a Wall of Fame Interactive Kiosk in the amount of \$16,295 and West Side Middle School – Vocal Music extra-curricular fund to purchase choir promotional apparel in the amount of \$571.40.

Conference Leave Requests

Personnel Report:

Employment of certified staff member, Brett Cramer, special education at Elkhart Academy.

Consent agreements regarding unpaid time for a certified staff member.

Resignation of the following seven (7) certified staff members: Loraine Benifiel, grade 2 at Woodland; Cadabbra Bernard Brown, psychologist at ESC; Tamika Jones, grade 5 at Roosevelt; Jacqueline Maillard, grade 5 at Woodland; Kyle Miller, music at PMMS; Connie Rhodes, special education at PMMS; and Meganne Vrient, kindergarten at Pinewood.

Maternity leave for the following certified staff member: Jordan Bienz, special education at PACE.

Employment of the following ten (10) classified employees: Heather Bowers, secretary at PMMS; Brenda Egick, custodian at Feeser; Emily Grimes, assistant secretary at Cleveland; David Harrel, custodian at Woodland; Sirlexiah Patrick, food service at North Side; Mark Paustain, mechanic at Transportation; Connor Reynolds, custodian at Beardsley; Terri Rohr, custodian at Osolo/Feeser; Whitney Shupert, food service at Eastwood; and Diana Whetstone, food service at Cleveland.

Resignation of the following seven (7) classified employees: Shelley Carpenter, bus driver at Transportation; Sherrie Frantz, paraprofessional at Bristol; Willie Grant, bus helper at Transportation; Monique Harris, custodian at Riverview; Justin Hicks, workforce development reporter at WVPE; Kimberly Stutzman, social worker at Bristol; and Stacy Wright, bus driver at Transportation.

Retirement of the following classified employee member: Julie Weaver, paraprofessional at Cleveland.

Extension in unpaid leave for classified employee, Barbara Foster, paraprofessional at Freshman Division.

..... heard the Administration request Board action to repurpose Hawthorne Elementary from a K-6 building to a Pre-K center and to implement the redistricting of attendance boundaries as presented in the packet and to evaluate this Pre-K location as part of the feasibility study.

..... heard six (6) audience members speak to the repurposing of Hawthorne. All were in opposition to the repurposing of Hawthorne and expressed concerns regarding the lack of communication and involvement with impacted constituents, the impact this will have on the students and families on the south side of Elkhart, and the lack of transparency throughout the decision making process.

..... heard Board member thank audience members for taking the time to come and voice their concerns for their school, students, family, and community. She wishes this had played out differently and hopes the RFP will help this conversation be more inclusive going forward. Unfortunately, ECS is still facing a teacher shortage, bus driver shortage, and capacity issue. Most importantly, students need an education and a teacher in their classroom. She asked the community to work together with the district going forward to help make ECS strong again.

..... heard Board member thank audience members and announced he would be voting no to the repurposing of Hawthorne. He expressed concerns about the process and believes ECS should weigh other alternatives for the repurposing of Hawthorne after further review and public engagement.

..... heard Board member speak about a need for change with the district's primary focus being on students and education. She announced she would be voting no, not supporting the plan to repurpose Hawthorne.

..... heard Board member thank audience members and express her support for the repurposing of Hawthorne. She spoke of changing her mind during this process and feels, after attending all the community meetings, this is in the best interest of students. This option provides the district an opportunity to help alleviate staffing issues caused by the teacher shortage while

offering smaller class sizes which will contribute to more learning for ECS students. She announced she would be voting yes in support of the repurposing of Hawthorne.

.....heard Board member speak about this being a difficult decision; something no one wants to do. The process was not perfect and the Board and Administration can do better. At the end of the day, it is about the students and their academic achievement, preparation for life, college, and being the best they can be. The repurposing of Hawthorne provides students the best opportunity to succeed by keeping teachers in the classroom and offering smaller class sizes. These problems need to be addressed in order to do what is best for kids.

.....heard Board member speak about doing what is best for the kids and how a good education can happen with fewer students in the classroom. She is making her decision based on what is best for students and hopes everyone can come together to make it successful for ECS students and the community.

.....approved the repurposing of Hawthorne Elementary from a K-6 to a Pre-K center and to implement the redistricting of attendance boundaries as presented in the packet and to evaluate this Pre-K location as part of the feasibility study.

.....reviewed proposed revisions to Administrative Regulation JC – School District Boundaries as presented in the March 31, 2022 Board Work Session. Revisions also included changes to the attendance areas of Elkhart High School and the Freshman Division due to the merger.

.....approved and waived second reading of proposed revisions to Board Policy 3422.07S – Executive Assistant Compensation Plan eliminating the Executive Assistant to the Assistant Superintendent of Student Services position which was reclassified to a Secretary V.

.....approved and waived second reading of proposed revisions to Board Policy 3422.12S – Employees in Miscellaneous Positions Compensation Plan including the creation of a Food Service Supervisor of Truck Drivers, rate change for positions funded and paid as written in the federal grant, and the elimination of the Assistant Site Coordinator 21st Century Learning Center.

.....approved proposed revision to the 2021-2022 School Year Calendar moving Kindergarten Kick-off from April 14 to May 17, 2022.

.....authorized the submission of a Petition to the Indiana State Board of Education for an advance from the Common School Fund in the amount of \$1,130,835.

.....accepted a potential conflict of interest presented from the District Counsel/Chief of Staff, Doug Thorne.

.....heard two (2) audience members speak against the repurposing of Hawthorne Elementary School as well as concerns about the lack of communication leading up to the vote.

.....heard nine (9) audience members speak about concerns of bullying in ECS and what the district it doing to stop it.

..... heard audience member speak about improving the communication between transportation and parents so parents are aware when their student's bus is running late.

..... heard audience member speak about their concerns for the mental health and well-being of students.

..... heard audience member speak of concerns with their child's special education services.

..... heard audience member express concerns about the lack of communication from the district.