

..... heard Board vice president Troy Scott recite the Elkhart Promise.

..... heard Tara White, director of literacy, share a Moment of Pride highlighting the Professional Learning Community (PLC) conference in Lincolnshire, Illinois which approximately one hundred ECS staff attended this summer. A PLC is a continuous process educators use to work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for their students; the key being to improve learning for students there must be continuous job-embedded learning for educators. The conference focused on three main themes: ensuring all students learn, building a culture of collaboration, and focusing on student outcomes; all of which feature researched based best practices for instruction proven to increase collective teacher efficacy, a driving factor in student achievement.

Kelly Carmichael, principal of Cleveland Elementary School, shared how amazing the PLC institute truly is, reaffirming the work already being done across the district and helping to emphasize the role administrators play in ensuring processes and expectations are clear. ECS staff believes in this process and as leaders, we have the responsibility to clarify the expectations, provide feedback, and support the process; clarity proceeds competence. Mrs. Carmichael quoted Anthony Muhammad, "We are the guardians of our students" as well as words from Dr. Thalheimer about how "We cannot wait." In closing, she stated "Our children need us today and the PLC process is the right work, right now."

Jennifer Allen, teacher at Pinewood Elementary School, shared that the conference was invigorating as an educator. She most appreciated the wellness session as it demonstrated the creation of a learning community for both students and teachers, building a family for all. The conference allowed her to see some ideas of her own in action, share with other teachers, learn from other colleagues, and finally debrief with her building principal to discuss how to implement what was learned at Pinewood.

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

Minutes – July 26, 2022 – Public Work Session
Minutes – July 26, 2022 – Regular Board Meeting

Claims in the amount of \$7,968,574.70.

Proposed school fundraisers in accordance with Board policy.

Conference Leave Requests

Submission of the following grants: Elkhart Art Depot hosted by Indiana Arts Commission from ECS Art Depot in the amount of \$5,000; NESP Non-English Speaking Program hosted by the Indiana Department of Education (IDOE) from ECS in the amount of \$778,999.50; ULEAD Elkhart Schools Leadership Development hosted by the Community Foundation of Elkhart County from ECS jointly with ULEAD in the amount of \$68,050; and Title III Language Instruction for English Language Learners hosted by the IDOE from ECS in the amount of \$244,311.

Personnel Report:

Administrative Appointment of the following four (4) certified employees: Lindsey Brander, assistant superintendent of student services at ESC; Heather Burton, principal at Osolo; Rhiannon Harrison, director of English learners at ESC; and Helen Stegmann, assistant principal at West Side.

Employment of the following eleven (11) certified employees: Todd Efsits, language arts at Freshman Division; Stephanie Elam Garcia, career readiness at North Side; Sherri Holston, grade 4 at Daly; Emma Irvine, grade 4 at Pinewood; Brian Jamison, career readiness at Pierre Moran; Steven McGrath, math at Pierre Moran; Sara Paul, social studies at West Side; Wendy Sandoval, grade 3 at Woodland; Sidney Shafer II, business education at EHS; Lauren VanGoey, STEM coordinator at ETI; and Courtney Wesdorp, kindergarten at Beardsley.

Retirement of the following certified employee: Christine Grubb, physical education at EHS.

Resignation of the following nine (9) certified employees: Jenna Carper, special education at Freshman Division; Karl Columbus, math at West Side; Anissa Hakim, grade 2 at Roosevelt; Charlette Hawkins, special education at West Side; Joshua Hren, music at EHS; Radwan Khatib, music at Pierre Moran; Kimberly Ross, art at West Side; Scott Sekal, physical education at Freshman Division; and Troy Smith, grade 6 at Cleveland.

Maternity leave for the following certified employee: Caroline Stopiak, physical education at Monger.

Employment of the following three (3) classified employees: Anntionette Cotton, custodian at Woodland; Michael Popyk, custodian at Building Services; and Jody Slater, chef at Commissary.

Resignation of the following nine (9) classified employees: Cathy Bell, food service at Pierre Moran; Jodi Buckhout, food service at North Side; Jessica Chupp, food service at Osolo; Desiree Diliberti, food service at West Side; Karen Fraire Vargas, food service at Monger; Amanda Gower, paraprofessional at Cleveland; Robert Hostetler, Jr., custodian at Building Services; Lindsay Waite, technical assistant at Career Center; and Diana Whetstone, food service at Cleveland.

Retirement of the following classified employee: Barbara Foster, paraprofessional at Freshman Division.

Unpaid leave for the following two (2) classified employees: Leslee Gage, social worker at Woodland and Shannon Yoder, paraprofessional at Feeser.

..... Tony England, assistant superintendent of exceptional learners, provided an update from the Parent Guiding Coalition for Bullying Prevention along with two parents, Jessi Yost and Kayla Fernatt. This coalition will meet on the Tuesdays there are no Board meetings. In response to Board inquiry, Mr. England responded the meetings will be held at 6:00 p.m. and any parents who want to join may attend in-person or virtually. If interested, please feel free to contact Mr. England's office or one of the members. There will also be quarterly meetings with a larger group held at various schools across the district in an effort to keep parents

informed and encourage others to join the effort. The group is working on strategic planning, incorporating both short and long term goals. The first goal was to add Sprigeo on all student iPads for easy accessibility and this is in the process of being set up. Mr. England will be reaching out to building principals to keep them apprised of the coalition's efforts. There will be an Olweus Bullying trained liaison in every building and the district will be training two parents as well. Move2Stand, which is student led consisting of middle and high school students, and Sources of Strength will also be implemented across the district. This parent guiding coalition is excited to focus on how the district needs to move forward working together to address and consider the concerns and ideas of the administration, schools, parents, and students.

..... Superintendent Steve Thalheimer presented an executive summary of the 2022-2023 Teaching & Learning Plan which is directing the district curriculum work in professional learning communities for the upcoming year. Dr. Thalheimer asked Board members about establishing a dashboard for the target goals within the plan, and members affirmed they would like one that tracks progress and is easy to understand.

..... approved proposed revisions to Board Policy 2266 - Non-Discrimination and Anti-Harassment on the Basis of Sex in Education Programs or Activities clarifying the last sentence in the Retaliation Prohibited section of the policy as discussed during the July 26, 2022 Board meeting.

..... approved proposed changes to Board Policy 3421.04A – Professional Staff Fringe Benefits (Administrators) as presented during the July 26, 2022 Board meeting.

..... approved and waived second reading of proposed revisions to Board Policy 3410.04CS – Substitute Compensation. In an effort to attract and retain retired teachers to fill our pool of substitute teachers, the administration recommended increasing the compensation for retired Indiana teachers to \$300 per day and ECS retired teachers to \$350 per day.

..... approved and waived second reading of proposed revisions to Board Policy 3422.08S – Paraprofessionals' Compensation Plan. The administration proposed a change to the differential paid when a paraprofessional, supported by the Education Fund, is called upon to serve as a substitute for an absent teacher. The hourly differential of \$3.00 will change to a flat rate of \$15.00 for one-half of the day and \$30.00 for a full day. This proposed revision will increase the compensation received by paraprofessionals for assuming this responsibility, and will be easier for payroll to administer.

The administration is also recommending the elimination of the pay differential for Elementary Library Paraprofessionals and Technology Instructional Paraprofessionals. This change is part of the administration's recommendation to move these employees to the Technical Assistant employee group.

..... approved and waived second reading of proposed revisions to Board Policy 3422.09S – Technical Assistants' Compensation Plan. The administration recommended a change to the compensation plan for employees who have direct instructional responsibilities, namely Library Paraprofessionals and Technology Instructional Paraprofessionals, enabling them to receive the period substitution rate when they are called upon to cover another instructor's

class during their scheduled preparation period. This would be consistent with the language previously in-place when they were members of the paraprofessional employee group.

- approved and waived second reading of proposed revisions to Board Policy 5517.01 – Bullying Prevention. The administration recommended a change initiated by the Parent Guiding Coalition for Bullying Prevention to simplify the definition of Bullying by removing the wording “often repeated” from the definition.
- approved and waived second reading of proposed revisions to Board Policy 7510 – Use of School Facilities and Property. The administration recommended revisions primarily addressing changes in building names as a result of the recent completion of the high school merger.
- approved an Agreement Between Elkhart Community Schools and Elkhart Education Foundation.
- heard audience member express concerns about the walk zone.
- heard Superintendent Thalheimer recognize Lindsey Brander, newly appointed assistant superintendent of student services.
- heard Dr. Thalheimer acknowledge the hard work of all ECS employees as they prepare for the start of a new school year.
- heard Dr. Thalheimer inform Board members that SitelogIQ will be holding their first meeting of the feasibility process during the Board Work Session on September 13, 2022 from 5:45 p.m. to 7:00 p.m. The following day, September 14, they will meet with administrators to explain the process and answer any questions. That evening, ECS will host a district-wide community meeting inviting members of the community as well as the local broadcast and print news media outlets. SitelogIQ has provided ECS with a survey for staff which will be going out soon.
- heard Board secretary Doug Weaver express sympathy for the loss of Representative Jackie Walorski and the three others involved in the car accident.
- heard Ms. Davis inform the public the Board has been working on evaluation goals for the Superintendent as well as changing the timing of his evaluation from a physical calendar year to a school year calendar.