

..... heard Board member Kellie Mullins recite the Elkhart Promise.

..... heard Dr. Melinda Higginson, director of elementary instruction, present the Moment of Pride introducing David Wiegner, children’s public mental health specialist, from The SOURCE. Mr. Wiegner presented Elkhart Community Schools (ECS) with a mini-grant to support the K-6 Summer STEM Camp which utilizes the Civil Air Patrol (CAP) Aerospace Connections in Education (ACE) K-6 STEM program. The SOURCE has been funding mini-grants across Elkhart County dispersing a total of \$58,686. These dollars are used to target child distress through the enhancement of high quality programming for kids. Observations supported by data have found these grants have had a big impact and helped to create momentum, making a difference in kids’ lives.

Next, Dr. Higginson introduced Mr. Dan Walsh, a science teacher at Elkhart High School as well as Major, Civil Air Patrol LCDR, US Navy Retired. Mr. Walsh introduced the K-6 Summer STEM Camp to ECS last summer. The program consists of twenty-one (21) modules comprised of the following content: implementation guide, pre-test, aerospace education, character development, physical fitness, and post-test. It included a field trip to the Elkhart Municipal Airport, adding to the experience as student were afforded aircraft, air traffic control tower, and airfield tours. This year, students from the Engineering, Technology, and Innovation School of Study will be volunteering at the STEM camp. Currently, there are eighty-five (85) students enrolled with a goal of reaching up to one hundred twenty (120) students. This camp is a free, engaging, hands-on opportunity for student to connect with real life experiences.

..... heard Board members speak in support of the camp and the opportunity it provides our students.

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

- Minutes – May 24, 2022 – Public Work Session
- Minutes – May 24, 2022 – Regular Board Meeting

Claims in the amount of \$8,417,403.30.

Proposed school fundraisers in accordance with Board policy.

Accepted the following extra-curricular purchase requests: West Side athletic extra-curricular fund to pay for athletic awards in the amount of \$550.

Gift Acceptance: Accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$50,000 from NIBCO, Inc., care of Rex Martin, for the ETI Robotics Lab naming rights; \$4,000 from the Community Foundation of Elkhart County, care of Amanda Jamison, to the music department of which \$3,000 is to be designated for high school basic materials such as instruments, instrument maintenance and/or educational materials and lessons to support economically disadvantaged students and \$1,000 must be designated in support of the junior high musical education feeder programs facilitated by the high school; donation of six (6) Canon EOS Rebel T6 Digital

SLR cameras valued at \$340 each from Barletta Boats, care of Jeffrey Roth, to be used by the photography club at Bristol Elementary School; donation of a Quicksilver brand ATV mower with an owner estimated value of \$1,000 from Gerencer Motorsports, care of Koleman Gerencer, to be used in the Motorcycle/Outdoor Power Technology classes at the Elkhart Area Career Center (EACC); \$326.03 from U.S. Fish & Wildlife Service, care of Jared O'Brien, to be used towards the purchase of native plant plugs for the habitat improvement project to restore 0.5 acres of diverse native prairie at the Agriculture Learning Center and Environmental Learning Lab (ACCELL); \$500 from Indiana Department of Natural Resources, care of Jessica Merklung, to be used towards educational signage for the habitat improvement project to restore 0.5 acres of diverse native prairie at ACCELL; \$320 from Pheasants Forever, Inc. to be used towards the native pollinator seed mix for the habitat improvement project to restore 0.5 acres of diverse native prairie at ACCELL; \$1,200 from Cheers to Wheels, care of Barb White, to be used towards toolboxes for two (2) graduating students who plan to attend trade school; and \$1,000 from Patrick Industries, Inc., care of Jason Teich, to the EHS volleyball program to help with the purchase of training equipment and other miscellaneous costs associated with the program.

Conference Leave Requests

Submission of the following grants: 1 School 1 Book Data Action Mini Grant hosted by The SOURCE/Oaklawn from Pierre Moran Middle School (Media Center) in the amount of \$2,000; Indiana Michigan Power Education Support Grant hosted by Indiana Michigan Power from Student Services in the amount of \$10,000; and Team America Rocketry Challenge (TARC) Grant/Donors Choose Grant hosted by National Association of Rocketry/Donors Choose from EHS Rocketry Team in the amount of \$4,000.

Confirmed the following overnight trip request: EHS Boys, Girls, and Unified Track Teams to travel to Bloomington, Indiana on June 3 – 4, 2022 for the State Boys, Girls, and Unified Track Meet.

Personnel Report:

Employment of the following twenty (20) certified employees: Joshua Bamber, agriculture at EHS; Michaela Butcher, psychologist at Exceptional Learners; Mitchell Crothers, kindergarten at Feeser; Natalie Fultz, special education at Roosevelt; Victoria Hawk, social studies at EHS; Taylor Ibrekic, grade 2 at Woodland; Airra Jackson, grade 4 at Pinewood; Theodore Keeler, math at North Side; Radwan Khatib, orchestra at Pierre Moran; Jerry Miller, grade 6 at Woodland; Ariana Mora, grade 1 at Osolo; Tricia Pollachek, grade 1 at Beardsley; Brianna Reedy, grade 2 at Cleveland; Martha Robinson, band at Pierre Moran; Jennifer Shelton, grade 3 at Riverview; Meagan Sumption, science at Freshman Division; Claire Troyer, grade 2 at Woodland; Serena Utterback, grade 3 at Roosevelt; McKenna Wallace, special education at Freshman Division; and Lauren Weirich, orchestra at Freshman Division.

Retirement of certified staff member Sarita Stevens, assistant superintendent of student services at ESC; Kristie Stutsman, principal at West Side; and Jennifer Wakeman, grade 3 at Cleveland.

Change to Maternity Leave for certified staff member Jordan Bienz, special education at PACE.

Resignation of the following thirteen (13) certified employees: Stacey Ankony, kindergarten at Beardsley; Heather Cline, math at North Side; Audrey Gemberling, kindergarten at Pinewood; Kama Hardy, grade 3 at Pinewood; Brittany Hedman, grade 6 at Osolo; Carmen Hiatt, grade 4 at Daly; Melissa Horvath, math at Freshman Division; Nancy Howells, speech pathologist at Daly; Angel Linville, special education at North Side; Holly Morlan, grade 1 at Feeser; Angela Ness, counselor at EHS; Phillip Whybrew, grade 1 at Roosevelt; and Katie Wilson, grade 6 at Pinewood.

Employment of the following three (3) classified employees: Robert Hostetler, custodian at Building Services; Tori Patterson, custodian at North Side; and Jason Pressler, custodian at Freshman Division.

Resignation of the following three (3) classified employees: Corina Barron Alvino, secretary at Hawthorne; Joanna Pizana, unassigned driver at Transportation; and Mildred Wright, unassigned driver at Transportation.

Retirement of the following classified employee Joann Glick, food service at Freshman Division.

Termination of the following three (3) classified employees: Beverly Johnson, bus helper at Transportation; Marquisha Perry, bus helper at Transportation; and Amanda Rohrer, bus helper at Transportation.

..... heard Maggie Lozano, director of human resources, provided an update and handout outlining vacancies by grade level/content area. To date, ECS has hired forty-seven (47) teachers as of June 14 and hired six (6) teachers second semester 2021-22. Ms. Lozano continues to reach out to universities in neighboring states and post on their career page; actively post on Handshake, Nimble (IDOE), LinkedIn, as well as other job boards through Frontline; and continues to foster relationships with local universities for student teacher placement (hired seven (7) student teachers from last year school year and have eight (8) student teacher placements for the 2022-23 school year). She is also working with the substitute teacher pool and retired teachers, in conversations with the Chamber of Commerce regarding recruitment opportunities in Puerto Rico, looking into a teacher exchange program (J-1 Visas) through The Sagamore Institute, as well as assessing the need for Elevate K-12. In closing, Ms. Lozano noted the district's greatest needs are currently in the following buildings: Daly, Roosevelt, North Side, Pierre Moran, Freshman Division, and EHS. She will continue to provide the Board with progress reports as the numbers are changing daily.

..... approved SitelogIQ as the vendor for the district demographic and feasibility study in the amount of \$93,750.

..... heard proposed revisions to Board Policy 0167.3 – Public Participation at Board Meetings for initial consideration. Doug Thorne, district counsel/chief of staff, explained these changes were a result of changes made by the Indiana General Assembly addressing the ability for public comment prior to school boards voting on business as well as limiting the total length of time for public comment at the end of the meeting. In response to Board inquiry regarding

the total length of time permitted for public comment at the end of the Board meeting, Mr. Thorne suggested language be added to permit the Board president to allow public comment beyond the thirty (30) minute limit when necessary. Mr. Thorne also highlighted the removal of requiring audience members to announce their home address prior to speaking; it will remain on the form for record keeping purposes but speakers will not be required to state their address publicly. In response to Board inquiry, Mr. Thorne agreed to clarify in policy that public meetings include both the work session and board meeting. In response to Board inquiry, Mr. Thorne explained the request to notify the Superintendent's office prior to recording during a Board meeting is to allow the administration to help accommodate the person recording so to avoid obstructions for audience members. Mr. Thorne will make noted changes and bring the policy for approval during the June 28, 2022 meeting so it can be in effect prior to July 1, per Indiana Code.

..... approved and waived second reading to Board Policy 3422.03S – Bus Drivers' Compensation Plan increasing bus driver compensation to be more competitive and allow years of service from other school districts to count when placing a new bus driver on the pay scale.

..... approved and waived second reading to Board Policy 3422.04S – Bus Helpers' Compensation Plan increasing bus helper compensation to be more competitive and add retention payments, which have been paid under a Board resolution in the past, to policy. Mr. Thorne informed the Board the administration will continue to work with bus drivers and helpers to help make ECS a more appealing employer.

In response to a Board request, Mr. Thorne agreed to work with the administration to consider having bus drivers/helper meet students prior to the start of school.

..... heard proposed revisions to Board Policy 5460.01 – Commencement Exercises for initial consideration. Mr. Thorne explained the addition of language requiring employability skills may include participation in an internship, PRIDE grades, participation in clubs/activities, etc. In response to Board inquiry, Mr. Thorne explained counselors, with the support of their building administrators, will be monitoring students' progress and getting them enrolled in School Without Walls or credit recovery if falling behind. In response to Board inquiry, the administration is bringing these policy changes before the Board now so they can plan clear precise communication to students and families going into the 2022-2023 school year.

..... awarded the bids for food, commodities, fresh produce, supplies, bakery supplies and dairy supplies for a grand total of all bids being \$4,267,357.76 to the lowest, most responsive and responsible bidders: food bids to Gordon Food Service, Stanz Foodservice, and Commercial Foods; commodities bids to Gordon Food Service and Stanz Foodservice; fresh produce bids to Piazza Produce; supply bids to Gordon Food Service, Stanz Foodservice, Wallace Packing, Daxwell, and Commercial Foods; bakery bids to Gordon Food Service, Alpha Kreamo Bakers, and Stanz Foodservice; and dairy bids to Dean Foods, Gordon Food Service and Stanz Foodservice.

..... heard Dr. Brad Sheppard, assistant superintendent of instruction, present proposed new course offerings for the 2022-2023 school year: Computer Science III: Cybersecurity; Principles of Fashion and Textiles; Textiles, Apparel, and Merchandising; Principles of Early Childhood Education; Early Childhood Education Curriculum; Principles of Human Services; and Principles of Culinary and Hospitality. All of these courses are building the pathways

within the Schools of Studies which will help students meet the “employability skills” requirement included in the Board policy regarding Commencement Exercises. In response to Board inquiry, Dr. Thalheimer agreed to look into the communication used to breakdown the pathways within each School of Study to ensure they are clear and will report back to the Board. In response to Board inquiry, Dr. Sheppard informed Board members there is one teacher currently being trained to teach Cybersecurity and ECS is applying for a grant for another teacher to be trained. The administration is also looking into earlier introduction of this coursework prior to high school.

- heard three (3) audience members affirm support for placing emphasis on teaching empathy in the classroom, creating a foundation of culture which will increase academics/overall student success and reduce bullying.
- heard audience member request to continue the bullying conversation with the administration and possibly establish regular meetings to keep the effort moving forward.
- heard Superintendent Thalheimer ask Board members for feedback regarding a request for a letter of support for RealAmerica, an affordable and market-rate apartment developer, who is planning affordable housing development on 515 East Street in Elkhart. In response to Board inquiry, Dr. Thalheimer will look into the funding implications due to tax credits provided for such development.
- heard Superintendent Thalheimer inform Board members the 1003 Flexibility Waiver has been received by the State and will be reviewed during their July 14, 2022 Board meeting. In speaking with other school districts, if we are not approved, ECS does have another avenue to seek approval for the waiver.