

..... heard Board member Anne VonDerVellen recite the Elkhart Promise.

..... heard SSAC member Diya Patel, a junior at Elkhart High School (EHS) and Elkhart Area Career Center (EACC) for Sports Medicine, inform the Board of this year's theme, "Service is Our Game." Some of their service projects included: Student Government cleaned up outside of the 10-12 campus; Sigma Beta Upsilon (SBU), Class of 2023 representatives, and football team held a parking fundraiser at a football game raising \$1,000 for Cancer Services of Elkhart County; National Honor Society (NHS) setup and helped run a Spell Bowl for 14 elementary schools; NHS helped officiate students vs. staff games at West Side's Game Night; Sigma Beta Upsilon (SBU) and Air Force Junior Reserve Officer Training Corps (AFJROTC) collected 1,100 food items for Church Community Services; held the Fall Blood Drive for students and staff collecting seventy-six (76) units of blood. They have one more event remaining for this year where NHS was invited by EHS graduate, Jessica Dibley, to partner with IUSB for a second food drive the week after Thanksgiving; all items collected will go to Elkhart families via the Food Bank of Northern Indiana.

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

Minutes – November 8, 2022 – Public Work Session  
Minutes – November 8, 2022 – Regular Board Meeting

Claims in the amount of \$6,669,000.00.

Proposed school fundraisers in accordance with Board policy.

Gift Acceptance: Accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$1,000 from Cressy & Everett, Inc. Realtors to Elkhart High School (EHS) Boys' Track program to be used to assist with growth of the program; \$500 from Kirk and Misty Youell to the Elkhart Area Career Center (EACC) to be used for travel expenses for participating students in the Hot Rodders of Tomorrow National competition; nail polish and nail dip powder with an owner estimated value of \$400 from Cara Storer to the EACC to be used in the Cosmetology classes; \$1,000 from Passionately Purple – The Sarah Crane Foundation to EHS Boys' Track team to be used to assist with growth of the program; and \$500 from Hoosier Crane Service Company to EHS Wrestling team to be used to assist with growth of the program.

Submission of the following grants: Perkins Reserve Grant hosted by Governors Workforce Cabinet in the amount of \$150,000 and READI-Advanced Manufacturing Awareness and Access Grant hosted by South Bend Elkhart Regional Partnership in the amount of \$75,000.

Conference Leave Requests

Personnel Report:

Consent agreements regarding unpaid time for a certified staff member.

Agreement regarding services.

Employment of the following certified staff member: Stevi Weaver, career readiness at Pierre Moran.

Resignation of the following two (2) certified staff members: Sarah Biddle, grade 5 at Daly and Rose Griffy, grade 2 at Roosevelt.

Change to medical leave for the following certified staff member: Nakara Murray, cosmetology at Career Center.

Extension to medical leave for the following certified staff member: Brett Cramer, special education at Elkhart Academy.

Employment of the following eleven (11) classified employees: Catherine Boudreau, food service at Elkhart High; Cedric Brown, truck driver at Commissary; Bailey Case, food service at West Side; Laurie Crysler, secretary at food services; Toni Elswick, paraprofessional at Bristol; David Griffis, food service at Osolo; Richard Lancaster, RBT at Beck; Yancy McGuire, technical assistant at Career Center; Abigail Quiroz Garcia, paraprofessional at Hawthorne Early Learning Center; Matilynn Rodriguez, technical assistant at Career Center; and Maverick Spruell, custodian at Riverview.

Unpaid leave for the following three (3) classified employees: Jessica Buckley, paraprofessional at Cleveland; Sally Coddens, bus driver at Transportation; and Brenda Stow, bus helper at Transportation.

Resignation of the following two (2) classified employees: Holly Havens, custodian at North Side and Tiffany Smart, paraprofessional at West Side.

Rescission of resignation for the following classified employee: Rachel Orpurt, food service at Elkhart High.

Termination of the following classified employee: Erin O'Neill, food service at North Side.

..... Dr. Mindy Higginson, director of elementary instruction, updated Board members about the work being done within the science committee. Dr. Higginson has been meeting with Jessica Moreno, science content specialist for elementary; Douglas Hunnings, science coordinator; and Billie Jo Etchason, tech coach, in an effort to plan for the science committee's next steps. She has also invited Lauren Van Goey, STEM coach, and Dodie Norris, math coach, to join their team in an effort to make elementary science more cross curricular in reading, writing, and math. Mrs. Moreno showed Board members the model she created for developing units of study, which is a bundle of standards that are grouped together based on content in order to create a cohesive set of lessons that focus on multiple standards instead of just one. These units also include the many resources available to teachers for each standard including the readymade resources such as the science kits as well as other cross curricular resources. As units of study are created, they will be recorded in the same template in order to create cohesiveness and ease of use for teachers and stored on a common drive for all teachers to access. The science committee is currently walking through the process of creating a unit of

study for third grade science to get comfortable with the process. After they become comfortable with the process, the plan is for committee members to work in groups or on their own to develop units of study and then pull the committee back together for final review. It will take time but will be a great resource for teachers when complete and will help to increase teacher utilization of the science kits.

In response to Board inquiry, they explained the content specialist, coordinator, tech coach, and STEM coach will be available to provide professional development for teachers. There will also be suggestions/guidance provided within the template helping to guide teachers (especially new teachers) on how to best use the resources.

..... heard Superintendent Steve Thalheimer review a draft of a process and criteria for Board Policy 3421.02A – Professional Staff Performance Awards (Administrators). Dr. Thalheimer has been working with a team of building and district level administrators to develop appropriate criteria for such a performance award. They concluded performance awards awarded under this policy should be considered for exemplary leadership in the district’s educational mission, going above and beyond goals and expectations set as a part of the evaluation process. Examples of such leadership include but is not limited to the following: national or state recognition for leadership; invitation to present at state or national conferences for a best practice/result; publication in a national journal/book; model Professional Learning Communities (PLC) status for one’s building; Blue Ribbon/Four Star School designation; and demonstrated local/regional leadership among peers. When an administrator demonstrates such exemplary leadership, their immediate supervisor begins the pre-nomination discussion with the superintendent and other members of district leadership. They will focus on the merits of this administrator, evidence of success, and whether this evidence documents leadership above and beyond to determine if the administrator should be nominated for a performance award. Next, the supervisor will formally nominate the administrator by completing a form, inform the nominee of the nomination, and possibly request assistance in providing evidence. The nomination form is then submitted to the superintendent for consideration at which time he may seek additional information related to the nomination. Nominations can be submitted prior to November 30 for consideration in December or prior to May 31 for consideration in June. Awards will be made prior to December 31 or June 30 respectively.

Dr. Thalheimer would like to explain this process to building administrators during the December principals’ meeting and make this available in the second semester with first awards given in June 2023.

..... approved the proposed Agreement with the American Federation of State, County, and Municipal Employees (AFL-CIO, Local #2925).

..... approved proposed revisions to the following Board Policies and waived second reading:

- 3422.01S – Food Service Employees’ Compensation Plan
- 3422.02S – Mechanics’ Compensation Plan
- 3422.03S – Bus Drivers’ Compensation Plan
- 3422.04S – Bus Helpers’ Wage Schedule
- 3422.05S – Support Staff Salary Schedule
- 3422.07S – Executive Assistants’ Salary Schedule
- 3422.08S – Paraprofessionals’ Compensation Plan

- 3422.09S – Technical Assistants’ Compensation Plan
- 3422.10S – Registered Nurses’ Compensation Plan
- 3422.11S – Social Workers’ Compensation Plan
- 3422.12S – Employees in Miscellaneous Positions Compensation Plan
- 3422.13S – Therapists’ Compensation Plan
- 3422.14S – Employees in Tech. Services Positions Compensation Plan
- 3422.15S – Permanent Substitute Teachers’ Compensation Plan
- 3422.16S – LPNs’ Compensation Plan

..... approved proposed revisions and waived second reading to Board Policy 3422.06S– Secretarial/Business Compensation Plan.

..... was presented proposed revisions to Administrative Regulation GDBA-10 – Miscellaneous Position Pay Schedule for review.

..... was presented the monthly financial report.

..... was presented the monthly insurance update.

..... heard an audience member speak about attendance incentives for bus drivers and bus helpers.

..... heard an audience member speak about issues with the bidding process at Transportation.

..... heard Dr. Thalheimer inform the Board that surveys were in the hands of SchoolIQ and they may be reaching out for further clarification.

..... heard Dr. Thalheimer remind Board members of the Key Committee meeting on December 1, 2022 at 6:00 p.m.

..... heard Dr. Thalheimer thank all staff for the great work going on across the district.

..... heard Board member recognize EHS alumni, Logan Davis, for breaking three (3) personal school records and one (1) relay record for Manchester University’s swim team.

..... heard Board member wish the EACC students good luck as they head to the National Finals – Hot Rodders of Tomorrow Engine Challenge.