

..... heard Board member Babette Boling recite the Elkhart Promise.

..... heard Brian Buckley, EHS athletic director, present the Moment of Pride. Mr. Buckley thanked the superintendent and Board for allowing him the opportunity to recognize Jacquie Rost, EHS volleyball coach, for earning her 700th victory. Mrs. Rost has been the Elkhart Memorial/Elkhart High School head coach for the past 27 years, currently holds a record of 703 and 265, and has averaged 27 wins per season over the course of her career. She has recruited, trained, and surrounded herself with assistant coaches who share her vision building a sustainable volleyball program for EHS. This milestone of 700 victories ranks her among some of the State's most elite, which was not achieved without a tremendous amount of time, determination, and full dedication. A big thank you and congratulations to Coach Rost and good luck in the upcoming sectional against Warsaw.

Mindy Higginson, director of elementary education, shared the good news that Elkhart Community Schools was awarded a total of \$631,000 for the Attract, Prepare, Retain Grant: Expanding and Diversifying Indiana's Educator Pipeline. The four (4) primary areas of focus for Elkhart will be expanding the mentor/mentee program; partnering with local universities to create a bridge into teaching program; expanding opportunities to support teachers to alleviate stress and burnout; and creating more opportunities for high school students to explore a career in education through EHS and the Elkhart Area Career Center (EACC). In the next few weeks, Dr. Higginson will begin bringing community partners/stakeholders together to explore all the possibilities ahead and looks forward to sharing updates with the Board in the future as they progress.

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

Minutes – September 27, 2022 – Public Work Session

Minutes – September 27, 2022 – Regular Board Meeting

Claims in the amount of \$8,440,817.31.

Proposed school fundraisers in accordance with Board policy.

Gift Acceptances:

Accepted with appreciation the following donations made to Elkhart Community Schools (ECS): School supplies and a cash donation under \$100 from Lippert Components, plants 58 and 83, for the students at Mary Daly Elementary School; \$500 from NIVA to Mary Daly Elementary School to be used for school facilities for volleyball practices and competitions; \$1,000 from NIVA to Eastwood Elementary School to be used to benefit students at Eastwood and/or Eastwood's volleyball program; \$900 from Whiteford Kenworth, care of Dave Brackeen, to be used for student related activities in the Diesel Technology program; and \$750 from NIVA to Osolo Elementary School to be used for extra-curricular activities for Osolo students.

Conference Leave Requests.

Approved overnight trip request for Elkhart High School (EHS) and Elkhart Area Career Center (EACC) to travel to Indianapolis, Indiana on October 25 – 29, 2022 for the FFA National Convention; EHS Girls Swimming to travel to Indianapolis, Indiana on February 10 – 11, 2023 for the State tournament; EHS Boys and Girls Wrestling to travel to Indianapolis, Indiana on February 17 – 18, 2023 for the State tournament; EHS Boys Swimming to travel to Indianapolis, Indiana on February 24 – 25, 2023 for the State tournament; and EHS Winter Percussion Ensemble to travel to Indianapolis, Indiana on March 4 – 5, 2023 for the Winter Guard International (WGI) Indianapolis Regional competition.

Submission of the following grants: Digital Learning Coach Mini Grant hosted by Indiana Department of Education (IDOE) from Brian Bennett, coordinator of professional learning, in the amount of \$5,000 to help pay for graduate coursework for his Master's Degree; and Data Action Mini Grant hosted by The Source from Allison Smith, social worker, on behalf of Bristol Elementary School in the amount of \$1,300 to fund the purchase of trauma-informed first aid kits.

EACC Sponsorship Agreements: Accepted with appreciation \$5,000 from Mid-City Supply to EACC for the platinum level sponsorship.

Personnel Report:

Administrative appointment of the following certified employee: Helenia Robinson, principal at Roosevelt.

Agreement regarding employee compensation.

Employment of the following three (3) certified employees: Farrah Burkhart, FACS at EHS; Kristin Judson, ENL at Cleveland; and Benjamin Kain, Alternative Education at Pierre Moran.

Resignation of the following three (3) certified employees: James McClain, math at EHS; Jason Rivich, career readiness at Pierre Moran; and Kasey Witt, special education at Beardsley.

Employment of the following thirty-five (35) classified employees: Rochelle Alberding, food service at Feeser; Elizabeth Avery, paraprofessional at Monger; Ashley Bishop, registered behavior technician at Riverview; Kathy Bressler, paraprofessional at Eastwood; Wisdom Chigwada, technical assistant at Feeser; Alexis Geers, paraprofessional at Freshman Division; Katherine Gregg, food service at EHS; Myriah Harris, bus helper at Transportation; Turquoise Holloway, food service at Pinewood; Ada Johnson, food service at North Side; Latosha Jones, custodian at EHS; Shirley Kelley, food service at Osolo; Brian Kral, food service at Roosevelt; Bredi Lane, paraprofessional at Pinewood; Emily Lewandowski, social worker at Monger; Hannah Litka, paraprofessional at EHS; Erick Martinez, communications at ESC; Kendell Maurer, food service at EHS; Jena Merrill, paraprofessional at Eastwood; Hilda Norah, food service at Roosevelt; Rachel Orpurt, food service at EHS; Melissa Peck, paraprofessional at PACE; Melody Riley, food service at Feeser; Erin Rockhill, registered behavior technician at EHS; Sarah Sacco, paraprofessional at Riverview; Jessica Scholfield, paraprofessional at Feeser; Jackie Smith, food service at Feeser; Gayle Sotelo-Martin, unassigned driver at Transportation; Rita Stefanski, food service at Pinewood; Christina Stewart, technical assistant at Pinewood; Charlena Thompson, unassigned driver at Transportation; Nathaniel

Vrielynck, unassigned driver at Transportation; Danielle Weaver, social worker at Pierre Moran; Anne Wiley, food service at Freshman Division; and Carolyn Wheeler, food service at Daly.

Resignation of the following eight (8) classified employees: Betty Beadin, food service at Beck; Karen Cross, secretary at Pierre Moran; Sandra Geers, custodian at Eastwood; Lois Mason, secretary at ESC; Ashley McIntyre, social worker at Eastwood; Mytchell Sellers, paraprofessional at Elkhart Academy; Tina Sigrist, custodian at Pierre Moran; and Tiffany West, paraprofessional at EHS.

..... heard Dr. Thalheimer report that Janel Keating met with the district leadership team to discuss district PLCs and what she did with her district to move student achievement. She primarily focused on finding the right balance of assessments given, essential standards work, and use of common formative assessments and unit development to help bring the team to the next step of working with the district guiding coalition.

..... heard Dr. Thalheimer provide an update and additional details about the Full-Service Community Grant that Elkhart Community Schools applied for through the United States Department of Education. A full-service community grant helps schools serve as centers of the community, connecting students and families to resources to help them thrive. This includes expanded learning and enrichment opportunities for both students and parents, and promotes family and community engagement in education, which in turn helps students achieve academic success. ECS partnered with Concord Community Schools (CCS) and submitted an application for the Elkhart Community Opportunities for Learning Engagement (ECOLE) Grant which focuses on Title I schools including six (6) ECS schools (Beck, Daly, Monger, Beardsley, Roosevelt, and Pierre Moran) and two CCS schools (South Side and West Side). There will be an overall project coordinator for the grant as well as eight (8) site coordinators. This team will work with community partners to provide high quality in and out of school programs and strategies; family and community engagement and supports; high quality early childhood programs; health, nutrition and mental health supports; and supports for transitions between grade levels.

In response to Board inquiry, Dr. Thalheimer explained these employees are hired with the understanding their employment is only throughout the life of the grant. At the end of the grant, the district will evaluate the effectiveness of the program and determine how to move forward. The program coordinator will oversee the site coordinators who will be implementing the programs at each site location. The ultimate goal is to have a significant increase in student academic success.

..... approved the recommendation to appoint Kathy Greene to a four-year term through June 2026, to the Bristol Public Library Board.

..... was presented the proposed 2023 Board Meeting schedule for initial review.

..... heard Dr. Brad Sheppard, assistant superintendent of instruction, present proposed new course offerings for the 2023-2024 school year: Accounting Capstone; Management Fundamentals; and New Venture Development. In response to Board inquiry, Dr. Sheppard explained the district is seeking approval of these new courses ahead of time as it takes time to get materials, establish course schedules, develop curriculum, etc. In response to Board

inquiry, the course descriptions may seem very “legal” heavy but the curriculum is geared towards the awareness phase in high school, not college level.

- held a public hearing on the 2023 Budget, 2023 Capital Projects Plan and 2023 School Bus Replacement Plan. Kevin Scott, chief financial officer, reviewed the budget and plans, outlining the changes that have taken place in 2022 as discussed during the September 27, 2022 Public Work Session. With no further comments from the audience, the hearing was closed.
- adopted the School Operations Fund Levy Appeal Resolution, requesting to increase the operations fund maximum levy under IC 20-46-8-3 due to one or both of the following grounds: transportation cost increases of at least ten percent (10%) over the preceding year and an adopted or amended bus replacement plan pursuant to IC 20-40-18-9.
- heard two (2) audience members express support for social workers to become certified employees.
- heard two (2) audience members speak about bully prevention and mental health.
- heard one (1) audience member speak about the Full Service Community Grant and questioned how it will be tracked.
- heard Maggie Lozano, director of human resources, provide teacher turnover statistics as requested during a previous Board meeting. Ms. Lozano reported the number of certified/classified staff who left in 2020-2021 was 202/249 respectively and in 2021-2022 was 145/189 respectively. In 2021-2022, numbers as a whole dropped which seems to stem from the pandemic.

In the fall of 2019, all employees who resigned or retired were sent an exit survey which included questions about job class, factors contributing to their leaving, things they liked about ECS, what was most challenging, and what the district could have done to keep them. The last question offers a chance for an exit interview. In 2020-2021, there were a lot of employees who retired if they were able; again, this number seems to be pandemic driven. The takeaway from the survey information was most employees left due to a greater opportunity in another district, salary, and/or cost of health insurance. This information has been reviewed and informed the collective bargaining process.

- heard Board member express support for social workers.
- heard Board member ask the administration how the closure of the Johnson Street bridge was impacting walkers.
- heard Board member inform the public about the Ryan’s Story Presentation on Thursday, October 13, 2022 at 7:00 p.m. at Elkhart High School.
- heard Board member express that he does not support the Full-Service Community Grant.
- heard Board member inquire about the cost and legal process of moving social workers from classified to certified employees.

..... heard Board member congratulate Helenia Robinson on her appointment as principal at Roosevelt.