

..... heard Board Member Jeff Bliler recite the Elkhart Promise.

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

Minutes – July 25, 2023 – Regular Board Meeting

Claims in the amount of \$6,400,322.98.

Proposed school fundraisers in accordance with Board policy.

Gift Acceptance

Accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$25,000 to ETI Building Fund from Bob and Amy Martin; six (6) \$20 gift cards from Big City Pizza for the Back to School University/Do One Thing (BSU/DOT) professional development days; "Teachers are Amazing" bottle of Epsom Bath Soak and \$20 gift card from Camile's Floral Shop for the BSU/DOT; bottle of Vanilla and four (4) bags of Dominican Republic Coffee from Connie Rhodes for the BSU/DOT; four (4) free On Ramp Training Sessions and one (1) free 1-Month Membership from CrossFit Elkhart for the BSU/DOT; four hundred (400) Elkhart County Area Guides, four hundred (400) Well Crafted stickers, and six (6) Well Crafted water bottles from Elkhart County Visitors and Convention Bureau for the BSU/DOT; five (5) office chairs, ten (10) leather duffle bags, thirty-six (36) Starbucks tumblers, thirty-six (36) blankets, thirty (30) insulated backpacks with Bluetooth speakers, thirty-six (36) notebooks, and 250 paper bags from Feed the Children for the BSU/DOT; ten (10) t-shirts with a gift card for a free Shake & Tea Bomb from Golden Nutrition for the BSU/DOT; ten (10) \$10 gift cards from Hacienda for the BSU/DOT; five (5) Coffee Lovers Gift Baskets, valued at \$30 each, from Hart City Coffee for BSU/DOT; \$125 gift basket of merchandise from Ivy and Oak for the BSU/DOT; school supplies from Jeremy's Construction for BSU/DOT; three (3) JBL Flip 6 Bluetooth Speakers and three (3) JBL Wireless Earbuds from Justin and Charrell Stevens for the BSU/DOT; \$20 gift card to Big City Pizza and gift basket from Laura Cauthen for the BSU/DOT; Vera Bradley tote bag from Linton's for the BSU/DOT; five (5) \$10 gift cards from Martin's Super Market for the BSU/DOT; 1-hour family photo session from Miranda Baier Photography for the BSU/DOT; six (6) tickets to any show from Premier Arts for the BSU/DOT; holiday ornaments from Queen Right Colonies for the BSU/DOT; four (4) \$5 gift cards, two (2) glass root beer mugs, and two (2) t-shirts from Simonton Lake Drive-in for the BSU/DOT; twelve (12) Potawatomi Zoo Passes and two (2) tumblers from Tammy Tidey for the BSU/DOT; \$25 gift card from The Brass Elk for the BSU/DOT; one (1) Popcorn Lovers Gift Basket from The Dutch Kernel for the BSU/DOT; ten (10) \$10 gift cards from Twisted Cow for the BSU/DOT; one hundred (100) general admission tickets and \$100 donation from Wellfield Gardens for the BSU/DOT; and Wilson Reading System Introductory Set from Wilson for the BSU/DOT.

Conference Leave Requests

Submission of the following grant: Community Foundation of Elkhart County (CFEC) hosted by the Community Foundation of Elkhart County in the amount of \$250,000 to help support the renovation of the shared Elkhart Area Career Center (EACC)/Ivy Tech Surgical Tech & Sterile Processing Program space located at the EACC.

In response to Board inquiry, Brandon Eakins, Director of the EACC, informed the Board the EACC wishes to pursue this grant request but the submission of said grant request will be contingent upon the adequate funding from local healthcare providers. There has been an ongoing partnership between EACC, Ivy Tech Community College, Beacon Health Systems, St. Joseph Medical Center, and Goshen Hospital to bring sterile processing and surgical technology training to the area. In order to have a successful application with the CFEC, commitment from the community partners needs to be in place. The construction project cost is projected to be just under \$500,000 and equipment needs are estimated at \$190,000. If adequate funding is not in place, the grant proposal will not be submitted.

Personnel Report:

Approval of one (1) agreement for unpaid time.

Appointment of the following two (2) certified employees: Brandon Cavanaugh, Assistant Principal at Beck and Jeffery Hemmerlein, Principal at Pierre Moran.

Employment of nineteen (19) certified employees for 2023/24 school year: Umile Belmonte, ENL at West Side; Sury Bengochea De Mejias, ENL at Elkhart High; Alec Betz, Art at Pinewood; Chad Crabtree, Social Studies at West Side; Tanya Harmon, Grade 3 at Woodland; Brittany Kidd, Kindergarten at Beardsley; Valerie Kite, Kindergarten at Beardsley; Caitlin Lanctot, Art at Daly; LB Hannah McDaniel, Grade 3 at Woodland; Stacie Meyers, Medical Assisting at Career Center; Michael Michelakis, Physical Education at Pierre Moran; Tera Montague, Grade 1 at Pinewood; Shannon Newman, Special Education Intern at Pierre Moran; April Schneider, World Language at Elkhart High; Joshua Tavernier, Health at Pierre Moran; Berea Unger, Art at Eastwood; Haley Warstler, Social Studies at Elkhart High; Aleece Weade, Counselor at Elkhart High; and Marissa Zimney, Kindergarten at Beardsley.

Resignation of the following seven (7) certified staff: Maegan Banicki, Special Education at Freshman Division; Kelly Blough, K-1 Split at PRIDE; Richelle Davies, Grade 1 at Monger; Allison DeShone, Interventions at Daly; Deana Gregory, FACS at Freshman Division; Tracey Kizyma-Whitmyer, Principal at Beck; and Patrick Misner, Language Arts at ETI.

Employment of the following two (2) classified employees: Chelsea Pontius, Custodian at Roosevelt and Sharon Wilson, Custodian at Eastwood.

Reassignment of the following one (1) classified employee to a certified position: Sury Bengochea De Mejias, ENL at Elkhart High.

Unpaid leave for the following one (1) classified employee: Maria Martinez, Technical Assistant at Monger.

Resignation of the following eight (8) classified employees: Alainea Carter, Paraprofessional at PACE; Tiffany Fisher, Food Service at Osolo; Mariah Harney, Bus Driver at Transportation; Kristine Hembree, Paraprofessional at PACE; Montgomery Kelly, Food Service at Eastwood; Erin Kroeger, Technical Assistant at Cleveland; Maria Mitchell, Paraprofessional at Elkhart High; and Rebecca Morgan, Food Service at Commissary.

Administrative Appointment of the following one (1) certified employee: Stacy Casteel, Assistant Principal at Eastwood.

..... unanimously approved an Independent Contractor Consulting Agreement with Speicher Fields, Inc.

..... heard Superintendent Mark Mow present the proposed 2024 Board Meeting Schedule for initial consideration.

..... heard Mrs. Barbara Cripe, Director of Elementary Instruction, and Mr. Frank Serge, Director of Secondary Instruction, present an honest assessment of the ILearn Results from the 2022-2023 school year. Both recognize scores as a whole were not where they need to be. There were, however, a few standouts to be celebrated. In the English Language Arts ILEARN scores – Cleveland scored near state proficiency in grade 3; Eastwood scored near state proficiency in grade 6; Monger scored near state proficiency in grade 4 and exceeded state proficiency in grade 5; Osolo scored near state proficiency in grade 6; Pinewood scored near state proficiency in grades 4 and 5; Riverview scored near state proficiency in grades 3, 5, and 6 and exceeded state proficiency in grade 4; and Roosevelt scored near state proficiency in grade 3. In the Math ILEARN scores – Eastwood scored near state proficiency in grade 3; Monger scored near state proficiency in grade 3 and exceeded state proficiency in grades 4, 5, and 6; Pinewood scored near state proficiency in grades 4 and 5; Riverview scored near state proficiency in grades 3 and 4 and exceeded state proficiency in grades 5 and 6; and Roosevelt scored near state proficiency in grade 6.

Moving forward, Mrs. Cripe and Mr. Serge are focusing on the implementation of immediate solutions to include the following: Professional Learning Communities (PLC) process will be data driven with accountability in place and monitored by the principal; PLC process will be used to develop Common Formative Assessments (CFA) with a summative assessment by the end of the semester; the administration will partner with a proven ECS math consultant to improve math scores using the current curriculum; and district administration will work with principals to evaluate the individual needs of each school. They are currently reviewing and planning to provide additional resources where needed including but not limited to security, ETHOS science supplies, Principal/Teacher Training for shift in reading practices, completion of curriculum and CFAs, and Science of Reading Assessment and Training.

Mrs. Cripe held an elementary principals' meeting and was encouraged as principals were so excited to get things done. Their primary focus has been working to align both math and reading curriculum to the standards. Another exciting change is the transition to the mCLASS Assessment for kindergarten – grade 2 for reading. This assessment also serves as a dyslexia screening and includes progress monitoring. mCLASS is not available for Math until next year so NWEA will be utilized in grades K – 8 this year.

Mrs. Cripe told the Board about a new option with the ILEARN testing which includes four (4) tests across the school year instead of just one (1) at the end of the school year. These tests could potentially be used as benchmarks as well. In response to Board inquiry, Mrs. Cripe told the Board she did not know at this time if the tests were shorter in length.

Mr. Serge informed Board Members CFAs are going to be used to monitor students' progress academically across the school year; therefore, he would like to utilize an outside consultant to insure our CFAs align with the State standards as well as verify the appropriate rigor is present; after this takes place, NWEA could potentially be eliminated.

Board Member Anne VonDerVellen commended those schools demonstrating success in their ISTEP scores and encouraged the administration to learn from their successes and share across the district.

Board Member Kellie Mullins was pleased to hear about the positive energy coming from building administrators and encouraged the administration to continue to focus on the future moving forward.

..... unanimously approved the appointment of Glenn Duncan to serve on the Elkhart Building Corporation. Kevin Scott, Chief Financial Officer, explained how the Elkhart Building Corporation works in conjunction with the Board when project financing requires a lease/bond arrangement. Mr. Duncan will be taking Dr. John Hutchings's place as he will be retiring from the group. Board member Doug Weaver added Mr. Duncan will be a great addition to the group with his knowledge of ECS and legal background.

..... heard Doug Thorne, District Counsel/Chief of Staff, present Board Policy 2623.01 – Test Administration and Security Provisions for Statewide Assessments for initial consideration. The proposed revisions include additional security measures school districts are required to implement related to standardized testing as required by the Indiana Department of Education (IDOE).

..... unanimously approved and waived second reading of proposed revisions to Board Policy 3422.03S – Bus Drivers' Compensation Plan. Mr. Thorne explained the proposed revisions allow bus drivers to earn their regular hourly rate when providing bus driver candidates training.

..... heard Mr. Thorne present proposed revisions to Board Policy 3422.12S – Employees in Miscellaneous Positions Compensation Plan for initial consideration. The proposed revision awards ten (10) vacation days to the Lead Program Coordinator position, funded by the Full Service Community Schools (FSCS) Grant, for each year the grant is in effect.

..... heard Mr. Thorne present proposed revisions to Board Policy 5517.01 – Bullying Prevention. Mr. Thorne explained said revisions bring the Policy into compliance with Indiana Law as authorized during this year's legislative session.

..... heard Mr. Thorne present a proposed addition to Administrative Regulation GDBA-10 – Miscellaneous Positions Pay Schedule and requested to waive a second review. Mr. Thorne explained the addition establishes the rate of pay for ECS employees who serve, subsequent

to the appointment by the City of Elkhart Board of Safety, as crossing guards. The administration also made some changes to indicate appropriate funding sources for many positions.

..... heard Mr. Thorne present proposed revisions to Administrative Regulation JFC-(1) – Guidelines for a Safe Learning Community for initial review. The proposed revisions address changes in Indiana Law regarding bullying behavior as well as the reporting of disciplinary consequences as required by the IDOE. Mr. Weaver expressed concern about the removal of the word “insubordination” specifically. Mr. Thorne agreed to review the Board’s suggestions and bring it back for final consideration during the next regularly scheduled Board meeting.

..... heard Mr. Mow remind Board Members of their next Board Work Session and Meeting scheduled for August 22, 2023.

..... unanimously approved the appointment of Cynthia Dunlop to the open seat on the Elkhart County Library Board effective August 8, 2023 through June 30, 2024.