

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

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

Minutes – February 14, 2023 – Public Work Session
Minutes – February 14, 2023 – Regular Board Meeting
Minutes – February 21, 2023 – Special Public Board Work Session

Claims in the amount of \$5,802,962,98.

Proposed school fundraisers in accordance with Board policy.

Gift Acceptance:

Accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$500 to the Elkhart High School (EHS) Air Force Junior Reserve Officer Training Corps (AFJROTC) from Julie Weaver to be used to purchase supplies, snacks, and equipment for the cadets and the Military Ball; \$300 to the EHS Theatre department to be used to purchase supplies, costumes, set construction, decorations, and student snacks for the upcoming musical production of "Mean Girls"; and \$2,200 from the Blazer Club, Inc. to the EHS National Honor Society (NHS) to be used to purchase supplies, snacks, and equipment for the carnival silent auction, students, and future events.

Conference Leave Requests

Approved overnight trip request for Pinewood Elementary School to travel to Camp Friedenswald in Cassopolis, MI on April 20 – 21, 2023 for the sixth grade trip.

Submission of the following grant: United Way Impact Grant hosted by United Way in the amount of \$34,000 to be used to continue bullying prevention efforts through Move2Stand (student led) and Parent Outreach to address bullying.

Personnel Report:

Employment of the following two (2) certified staff: Brandon Cavanaugh, dean of behavior (temporary contract) at Beardsley and Paul Steury, science at Elkhart Academy.

Retirement of the following two (2) certified staff: Dawnrachelle Allen, intervention at Osolo and Alejandrina Teifert, ENL at Roosevelt.

Leave for the following two (2) certified staff: DeVetta Farrow, assistant principal at Pierre Moran and Barbara Gingerich, early childhood at Elkhart Area Career Center (EACC).

Change to leave for the following one (1) certified staff: Rebecca Milnes, art at Pierre Moran.

Resignation of the following three (3) certified staff: Karla Flores, grade 4 at Monger; Mary Kwon, ENL at Pinewood; and Steven Shively, construction at EACC.

Employment of the following eight (8) classified employees: Alison Abner, business account manager at WVPE; Dylan Bogaert, custodian at Riverview; Anita DeLucenay, bus driver at Transportation; Candace Jones, secretary at Daly; Pamela Longbrake, food service at EHS; Helen Stutsman, paraprofessional at West Side; Amber White, food service at West Side; and Tracy Wilmore, food service at EHS.

Leave for the following two (2) classified employees: Tunisia Hunt, bus driver at Transportation and Arlinne Malave Martinez, food service at EHS.

Retirement of the following one (1) classified employees: Candy Kirchner, support specialist at Food Services.

Resignation of the following four (4) classified employees: Catherine Boudreau, food service at EHS; Laurie Cryslar, secretary at Food Service; Rita Stefanski, food service at Pinewood; and Mary Kathryn Taylor, technical assistant at Beardsley.

..... heard Superintendent Steve Thalheimer provide an update on the Feasibility Study. Next week on March 7 and 9, 2023, the Key Committee will be meeting to begin to explore options based on the available data. Information is available to the public on ECS's website at <https://www.elkhart.k12.in.us>. The public can also reach out to committee members with questions and concerns.

..... heard Brian Bennett, coordinator of professional learning, provide Board members with information about the district instructional coaches and the role they play in the district. ECS currently has six (6) instructional coaches who support teachers including one (1) coordinator of professional learning, three (3) instructional technology coaches, one (1) math coach, and one (1) dyslexia coordinator. ECS has consistently invested in their coaches over the years making professional development for teachers a priority, setting ECS apart from other districts. All coaches are in schools at least three (3) days per week. During this time, they check in with the principal and visit teachers to see how they are doing and ask how they might help provide support. Coaches are constantly working to build relationships, meeting teachers where they are, and responding on the spot to requests from teachers. If they are not able to respond to a teacher's request, they go back and collaborate/research with the other coaches and then follow-up with the teacher at a later date. Some highlights from the last forty-eight (48) hours include coaching a PLC team on math fluency skills; EL support for new Level I students; helping an art teacher using iPads with new hardware introduce digital art techniques to students; and implementation of music interactives to help engage students (this has expanded into a district-wide professional development offered to all elementary music teachers). ECS also has a substantial professional development website at <https://sites.google.com/elkhart.k12.in.us/elkhart-pd> where teachers can attend live sessions such as lunch and learn virtual sessions or schedule a digital/in-person session with a coach based on their specialty. The coaches also run a YouTube channel and blog. The YouTube channel provides visual communication such as quick math tutorials and the blog helps to inform teachers of new district initiatives/tools that are available and why they might want to incorporate them into their lesson planning. There are also self-paced courses available which are especially useful for teachers who hire in mid-year. Our district coaches

are hardworking, dedicated, and loyal professionals who definitely help to retain staff. Mr. Bennett expressed how proud he is of the instructional coaches and when out in the buildings, he is constantly reminded by teachers and administrators how grateful they are to have them as a resource.

In response to Board inquiry, the website was started at the onset of COVID and the team has continued to build on it. Usage tends to be higher at the beginning of the school year but has periodic peaks. The highest logged article to date was EL Engagement in Writing/Literacy Across the Board. They have run surveys and found staff are generally happy with the professional development offered but staff have requested more professional development during the day and they have found professional development in the building tends to be more beneficial. The coaches also meet with other coaches in surrounding districts to collaborate and problem solve. In response to Board inquiry, in January 2023, they began to track data by school and grade level in an effort to measure the impact of professional development/time spent vs. student test scores. Also, when the coaches discover something that seems to be working for one teacher/school/grade level, it is shared across the district.

..... unanimously approved proposed changes to Board Policy 5460 – Graduation Requirements including the addition of an alternative diploma for special education students recently passed by the State.

..... reviewed both Administrative Regulation IKF-(1) Evidence-Based Waiver – Core-40 Diploma and Administrative Regulation IKF-(2) – Evidence-Based Waiver – Alternate Documentation or Special Education for General Diploma as presented during the February 14, 2023 meeting. There were no further questions or comments.

..... Kevin Scott, chief financial officer, presented Board Policy 3421.01A - Professional Staff Contracts and Compensation Plans (Administrators). The administration initially requested to waive second reading, but due to several questions from the Board, the administration presented the policy for first reading. Mr. Scott explained there was a base increase of \$3,000, a few changes to the matrix, and any administrator beyond their placement on the chart would receive a \$1,000 stipend.

..... unanimously approved proposed changes and waived second reading of Board Policy 3422.03S - Bus Drivers' Compensation Plan. The main changes to the policy included adjustments to the attendance incentive plan which received positive feedback from bus drivers.

..... received the monthly financial report.

..... received the monthly insurance report.