

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

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

Minutes – October 24, 2023 – Regular Board Meeting

Claims in the amount of \$10,023,768.53.

Proposed school fundraisers in accordance with Board policy.

Accepted the following extra-curricular purchase requests: Elkhart High School (EHS) Athletics Extra-Curricular Account to purchase a TV system for the Athletic Commons area totaling \$10,040.49.

Gift Acceptance

Accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$1,500 from the Community Foundation of Elkhart County to Pierre Moran to assist with the cost of supplies for the 21st Scholarship Night; \$3,000 from Laura and Billy Cronkhite II to EHS to be used to help fund snacks, clothing, gift cards, or other items needed for students; \$1,000 from OBECO, Inc. to EHS Girls Basketball Team to be used to assist with the growth and development of the team; \$500 from Arvis Dawson to EHS Girls Basketball Team to be used to assist with the growth and development of the team; \$1,000 from J. A. Wagner Construction, Inc. to EHS Wrestling Team to be used to assist with the growth and development of the team; \$1,000 from Genesis Products, LLC to the EHS Wrestling Team to be used to assist with the growth and development of the team; \$10,000 from Patrick Industries, care of Andrew Nemeth, to Mary Daly to purchase materials for new carpet and paint in the teachers' lounge as well as fund class field trips; \$100 from an anonymous donor to Pierre Moran to be used to support the music program; \$1,000 from the Tolson Center of Community Excellence to Pierre Moran to be used to assist with the cost of supplies for the 21st Scholarship Night; and donation of set equipment including two (2) wall panels, two (2) green screen walls, a news desk, a wheeled editing desk, two (2) robotic cameras, two (2) motorized tripods, two (2) prompter hoods, two (2) program monitors, two (2) pigtail wire casings, a camera controller, three (3) curved set panels, and a sports desk set from WSBT-TV, care of Scott Leiter, to the Elkhart Area Career Center (EACC) Audio/Video class to be used to create a news studio in the classroom for student training purposes.

Conference Leave Requests

Approved overnight trip request for the EACC AG/Motorcycle/Outdoor Power Technology class to travel to Indianapolis, Indiana to participate in the National Finals Hot Rodders of Tomorrow competition on December 5 - 9, 2023.

Submission of the following grant: AEP Teacher STEM Grant hosted by American Electric Power (I&M) in the amount of \$500 to be used to purchase rocket motors for the Rocketry Team.

Employment of three (3) certified staff for the 2023/24 school year: Amanda Davis, Grade 3 at Bristol; Alexandria Hollingsworth, Kindergarten at Bristol; and Madelynn Miller, Mathematics at West Side.

Employment of the following twenty (20) classified employees: Jessica Burt, Secretary at Eastwood; Elizabeth Cramer, Bus Helper at Transportation; Julie Davis, Food Service at North Side; Hannah Diver, Food Service at Bristol; Gregory Dybas, Jr., Bus Driver at Transportation; James Edwards, Food Service Administration at Food Service; Cassandra Foard-Anglemyer, Bus Helper at Transportation; Christina Gillis, Registered Behavior Technician at PACE; Amanda Herring, Food Service at Commissary; Denise Johnson, Food Service at West Side; Stacy Johnson, Food Service at Eastwood; Joshlyn Kauffman, Food Service at Feeser; Sandra Mondragon Lara, Secretary at ESC; Anita Mulato, Bus Driver at Transportation; Sharisse Nelson, Bus Helper at Transportation; Rebecca Ruch, Registered Behavior Technician at Eastwood; Samantha Todd, Secretary at ESC; Erick Villegas-Garay, Speech Language Pathology Assistant at Eastwood; Roosevelt Washington, Jr., Bus Helper at Transportation; and Karen Young, Paraprofessional at Freshman Division.

Unpaid leave for the following two (2) classified employees: David Griffis, Food Service at Osolo and Yalunka Washington, Paraprofessional at North Side.

Resignation of the following one (1) classified employee: Madison Bartley, Paraprofessional at Elkhart High.

Employment of the following three (3) classified employees: Nancy Conner House, Bus Helper at Transportation; April Garner, Food Service at North Side; and Jordyn Stepp, Food Service at Food Service Administration.

..... approved the tentative agreement with the Elkhart Teacher’s Association (ETA) for a Master agreement expiring June 30, 2024. A tentative agreement was reached on October 16, 2023. A complete copy of the Master contract, incorporating the terms of the tentative agreement was posted, as required by IC §20-29-6-19, on the district website Tuesday, November 7 at 7:30 a.m., and the Board met to discuss the proposed tentative agreement during a Special Meeting, noticed pursuant to IC §5-14-1.5-5, on Friday, November 7. The tentative agreement was ratified by members of the ETA on Friday, October 27.

..... approved Elkhart Area Career Center Agreements for 2023–2024 with the following feeder schools: Baugo Community Schools, Bremen Public Schools, Concord Community Schools, Edwardsburg Public Schools, Goshen Community Schools, Middlebury Community Schools, Penn-Harris-Madison Schools, School City of Mishawaka, and Wa-Nee Community Schools.

..... heard Doug Thorne, District Counsel/Chief of Staff, present proposed revisions to Board Policy 3421.01A – Professional Staff Contracts and Compensation Plans (Administrators) for initial consideration. The proposed compensation plan provides for a \$2,500 increase in the salary ranges for administrative positions which is equivalent to the increase in the base

salary for teachers; an increase in the daily rate paid to less than twelve (12) month administrators when performing duties outside of their scheduled work calendar; and the authorization for twelve (12) month administrators to work from home when schools are closed due to inclement weather. In addition, two (2) administrative positions, Freshman Division Principal and Principal, Alternative Education/Emotional Disability Program, which currently exist but were not shown on the schedule are recommended to be added to the schedule. Also, the new position of Supervisor of Early Childhood has been added to the schedule. Copies of the position descriptions have been included in the Board packet.

In response to Board member inquiry, Mr. Thorne confirmed there was only one (1) new administrative position, Supervisor of Early Childhood. The other two (2) were current positions which were redefined.

- heard Mr. Thorne present revisions to Administrative Regulation DLC – Expense Reimbursements, as presented during the October 28, 2023 Board meeting, for final review.
- heard audience member express concerns about the principalship at Eastwood.
- heard audience member speak issues at Transportation.
- heard Mr. Mow remind Board Members of their next regularly scheduled Board Meeting at 7:00 p.m. on November 28, 2023.
- heard Ms. Davis announce the Board will hold first round interviews for the position of Superintendent on November 17, 2023, interviewing six (6) candidates. The Board will then narrow it down to two (2) candidates with final interviews taking place on December 1, 2023.