

..... heard Board Member Mike Burnett recite the Elkhart Promise.

..... heard SSAC member Janelle Abarca, a junior at Elkhart High School (EHS), share that she is involved in several sports and clubs including cheerleading, gymnastics, SSAC, LSAT, Student Government, and Move2Stand. Miss Abarca informed the Board EHS would be hosting a chess tournament for ECS students in grades K – 12 this Saturday, December 2 at the ETI Building. National Honor Society Students hosted their annual Blood Drive, chaired by senior, Makenah Romanetz, collecting eighty (80) units of blood from students and staff. Sigma Beta Upsilon and the Air Force Junior Reserve Officer Training Corps hosted their annual canned food drive and cooked breakfast for the class with the most donated items, Mrs. Burkhart’s Gold 5 period. They collected a total of 2,200 pounds of food to be donated.

Brandon Eakins, Director of the EACC; Traci Pankratz, Language Arts Teacher/Coordinator; Kenny Helbling, Audio/Video Production; Melissa Hertsel, Computer Networking; Ryan Gortney, Power Equipment; Pat Brownell, Photography; and Pete Lestinsky, Diesel were all present to celebrate the EACC National SkillsUSA participants. Ms. Pankratz, explained SkillsUSA is a career and technical student organization that promotes career and technical education to help students build skills needed for the workforce through events and competitions. Students compete in their program events at the local, regional, state, and national level and can win scholarship money to further their education as well as tools for their career or trade. In April of 2023, the EACC had seventy-eight (78) students representing sixteen (16) different programs at the Indiana State Leadership and Skills Conference winning thirteen (13) gold, nine (9) silver, and eleven (11) bronze medals. In June 2023, twelve (12) of the gold medal winners went on to compete at the SkillsUSA National Leadership and Skills Conference in Atlanta, Georgia; all students placed in the top twenty (20) and two (2) were in the top ten (10).

Gavin Roth, Diesel student who graduated in 2023, placed sixteenth (16th) in the nation and shared with the Board that he is now working for MacAllister CAT in South Bend.

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

Minutes – November 10, 2023 – Special Board Meeting
Minutes – November 14, 2023 – Regular Board Meeting

Claims in the amount of \$7,160,325.73.

Proposed school fundraisers in accordance with Board policy.

Accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$1,000.00 from Kevin Segner to Elkhart High School (EHS) Athletic Department to be used for the Wellness Center to assist with the growth and development of all athletic programs.

Conference Leave Requests

Submission of the following grant: Employer – Sponsored Child Care Fund hosted by Indiana Family and Social Services Administration’s Office of Early Childhood and Out-of-School Learning in the amount of \$300,000 which would fund one (1) year of tuition expenses for staff, childcare staff training, the addition of two (2) childcare staff members, and classroom/playground equipment.

Employment of three (3) certified staff for the 2023/24 school year: Sesalie Nelson, Grade 2 at Daly; Erin Pinter, Grade 2 at Pinewood; and Sabrina Wickens, Grade 6 at Cleveland.

Resignation of the following two (2) certified staff: Mary Smith, Grade 5 at Osolo and Joshua Tavernier, Health at Pierre Moran.

Unpaid leave for the following one (1) certified staff: Dodie Norris, District Instructional Math at Osolo.

Employment of the following eleven (11) classified employees: Shawn Burton, Bus Driver at Transportation; Crystal Connett, Food Service at Cleveland; Kimberly Ehret, Social Worker at Feeser; Laura Gernand, Paraprofessional at Eastwood; Arnola Grant Booze, Food Service at North Side; Jeremy Henderson, Food Service at Woodland; Sarah Hobbs, Food Service at Riverview; Marcia McFadden, Technical Assistant at Osolo; Teresa McLain, Secretary at Cleveland; Shayla Nelson, Technical Assistant at EACC; and Corieon Owens, Campus Security at Elkhart High.

Reassignment of the following one (1) classified employee to a certified position: Sesalie Nelson, Paraprofessional at Daly.

Unpaid leave for the following two (2) classified employees: Janie Halliburton, Custodian at Elkhart High and Gloria Janc, Food Service at Osolo.

Resignation of the following three (3) classified employees: William Drehmel, Building Services Manager at Building Services; Kelly Engle, Technical Assistant at Cleveland; and Margie Nisley, Paraprofessional at Roosevelt STEAM Academy.

Termination of the following one (1) classified employee: Angela Lee, Food Services at Pinewood.

Hiring of the following two (2) classified employees: Cathryn Herr, Substitute Teacher at ESC and Zachary Quiett, Chief Financial Officer at ESC.

Administrative Appointment of the following one (1) classified employee: Zachary Quiett, Chief Financial Officer at ESC.

..... approved a Request for Proposals (RFP) for Construction Manager as Constructor for the 2023-2024 Additions and Renovations as presented, including work at the EACC, EACC Annex, and EHS as prepared by J. Lake Architecture and Design and dated November 28, 2023; and authorize Tony Gianesi, Chief Operating Officer, to publicly advertise the RFP for release to prospective respondents.

- approved the members of the Evaluation Committee as presented, and authorized the committee to receive, review, score, and evaluate the proposals received by prospective respondents to the RFP, and to make future recommendations to the Board for selection of a firm to serve as the Construction Manager as Constructor and enter into a contract for pre-construction services.
- heard Dr. Bruce Stahly, Assistant Superintendent of Instruction, present the 2024-2025 School Calendar for initial consideration. In response to Board inquiry, Dr. Stahly confirmed the administration would be petitioning the Indiana Coalition of Continuous Improvement School Districts (CCISD) consortium for a flexibility waiver again and there was no mention of making the first day back following winter break a staff only/non-student day by the calendar committee.
- heard Dr. Stahly present the following proposed new course offering for Board review: Indiana University/ACP POLYS-Y 103 Introduction to American Politics. In response to Board inquiry, it was confirmed the curriculum used for this class is Indiana University based and teachers are required to attend a four (4) day training to learn the curriculum.
- confirmed an administrator disclosure of potential conflict of interest statement.
- 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
 - 3422.06S – Secretarial/Business Compensation Plan
 - 3422.07S – Executive Assistants’ Salary Schedule
 - 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 to the following Board Policies, waived second reading and directed the administration to create a working committee to update both policies and report recommendations back to the Board:
 - 3422.08S – Paraprofessionals’ Compensation Plan
 - 3422.09S – Technical Assistants’ Compensation Plan
- approved the proposed Agreement with the American Federation of State, County, and Municipal Employees (AFL-CIO, Local #2925).
- received the monthly financial report and found everything to be in order.
- received the monthly insurance report.

- approved Board Policy 3421.01A – Professional Staff Contracts and Compensation Plans (Administrators) including revisions shared to the Board.
- heard audience member Audience member speak about the Early College Program and the benefits it provides ECS families.
- heard Dr. Stahly remind Board members their next meeting will be held on December 12, 2023 including a work session at 6:00 p.m. and regular Board meeting at 7:00 p.m.
- heard Mrs. VonDerVellen thank Dr. Stahly for covering for Superintendent Mark Mow in his absence.
- heard Ms. Davis announce the Board will hold second round interviews for the position of Superintendent on December 1, 2023, interviewing three (3) candidates.