

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

July 23, 2013

CALENDAR

July	23	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
July	23	immediately following	Executive Session, J.C. Rice Educational Services Center
July	23	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Aug	13	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Aug	20	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
Aug	27	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center

A. CALL TO ORDER

B. PLEDGE OF ALLEGIANCE

C. INVITATION TO SPEAK PROTOCOL

D. DISTRICT HIGHLIGHT

E. MINUTES

July 9, 2013 – Public Work Session

July 9, 2013 – Regular Board Meeting

July 16, 2013 – Public Work Session

F. TREASURER'S REPORT

Consideration of Claims

Financial Report – January 1, 2013 – June 30, 2013

Annual Financial Report – the Annual Report for 2012-2013 is presented for Board Information.

School Technology Advancement Account – The Business Office recommends Board approval for submitting a petition to the School Technology Advancement Account for the 2013-2014 school year.

Refunding Resolution – The Business Office recommends Board approval of a resolution authorizing a refunding of the 2003 High School lease-rental bond series.

G. OLD BUSINESS

Administrative Regulation CC – The administration presents proposed revisions to Administrative Regulation CC, Administrative and Supervisory Organization, as initially presented at the Board’s July 9, 2013.

H. NEW BUSINESS

Board Policy GDBA-10 – The administration presents proposed revisions to Board Policy GDBA-10, Employees in Miscellaneous Positions Compensation Plan, and asks to waive 2nd reading.

I. PERSONNEL

Conference Leaves - It is recommended that the Board grant conference leave requests in accordance with Board Policy to staff members as recommended by the administration.

Certified and Classified Staff - See the report and recommendations of the administration.

J. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

K. ADJOURNMENT

MINUTES OF THE
PUBLIC WORK SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

July 9, 2013

J. C. Rice Educational Services Center, 2720 California Rd, Elkhart - 5:30 p.m.

Time/Place

Board Members
Present:

Jeri E. Stahr
Dorisanne H. Nielsen
Carolyn R. Morris

Karen S. Carter
Susan C. Daiber
Glenn L. Duncan
Douglas K. Weaver

Roll Call

ECS Personnel Present:

Doug Hasler
Rob Haworth
John Hill

Doug Thorne
Bob Woods

Board members discussed the impact of the Health Care reform delay, the out of district transfer resolution, the State Statute regarding nepotism, and calendar events for Board meetings.

Topics
Discussed

The meeting adjourned at approximately 6:25 p.m.

Adjournment

APPROVED:

Signatures

Jeri E. Stahr, President

Karen S. Carter, Member

Dorisanne H. Nielsen, Vice President

Susan C. Daiber Member

Carolyn R. Morris, Secretary

Glenn L. Duncan, Member

Douglas K. Weaver, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
July 9, 2013

J. C. Rice Educational Services Center, Elkhart - 7:00 p.m.

Board Members Present:	Jeri E. Stahr Dorisanne H. Nielsen Carolyn R. Morris	Karen S. Carter Susan C. Daiber Glenn L. Duncan Douglas K. Weaver
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Place/Time

Roll Call

President Jeri Stahr called the regular meeting of the Board of School Trustees to order. The pledge of allegiance was recited.

Call to Order/Pledge

Ms. Stahr discussed the invitation to speak protocol.

Protocol

By unanimous action, the Board approved minutes of its June 25, 2013 public work session and its June 25, 2013 regular Board meeting.

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$17,097,160.80 as shown on the July 9, 2013, claims listing. (Codified File 1314-1)

Payment of Claims

By unanimous action, the Board re-appointed Douglas Hasler, executive director of support services, to serve as ECS' Treasurer and Diana Stamper, executive assistant/head bookkeeper, as Deputy Treasurer for the 2013-2014 school year.

Appointment of Treasurer and Deputy Treasurer

By unanimous action, the Board approved the purchase of treasurer's bonds for the period of July 1, 2013-July 1, 2014.

Treasurer's Bond

By unanimous action, the Board approved proposed revisions and waived second reading to by a 6-0 vote; the Board approved proposed revisions and waived second reading to Board Policy GDBA-6, paraprofessional compensation plan. Board member Jeri Stahr abstained from voting because her daughter is a library paraprofessional. Doug Thorne, executive director of personnel and legal services, indicated the recommended change is the addition of a differential for the increased duties of elementary library paraprofessionals and keyboarding instructional paraprofessionals due to the extension of the elementary day.

Board Policy GDBA-6

The Board heard proposed revisions to Administrative Regulation CC, Administrative and Supervisory Organization. Mr. Thorne reported previously the Director of Community Education was supervised by the Assistant Superintendent for Instruction and is now supervised by the Director of Student Services. In response to Board inquiry, Mr. Thorne indicated the organizational chart could be prepared for their use with names of each administrator.

Administrative
Regulation CC

The Board adopted a resolution regarding out of district transfers in accordance with Indiana Code. The resolution establishes the capacity to accept up to thirty-five transfer requests from students residing within the attendance area of another school corporation at each grade level and the date for submissions of request to transfer to Elkhart Community Schools must be made by May 29, 2014. In response to Board inquiry, Mr. Thorne indicated the number of requests is determined without incurring the need to hire additional staff. He also said he would review all Board policies and regulations pertaining to class sizes. (Codified File 1314-2)

Out of District
Transfer
Resolution

The Board heard of potential conflicts of interest from the following administrators: Brian Buckley, Terry Chomer, Shawn Hannon, Dr. John Hill, William Kovach, Toni McDougal, and Bernadette Taylor. (Codified File 1314-3)

Administrative
Conflict of
Interest

By unanimous action, the Board approved the following personnel recommendations of the administration:

Personnel
Report

Resignation of the following two (2) certified staff members effective on dates indicated:

Certified
Resignation

Lauren Sheeley - first grade at Daly, 7/1/13
Ryan Leniski - fifth grade at Pinewood, 6/26/13

Professional leave of absence for Lisa Dercach, intervention teacher at Osolo, beginning 8/12/13 and ending on 5/30/14.

Certified Leave
of Absence

Employment of the following five (5) certified staff for the 2013-2014 school year:

Certified
Employment

Chaz-Lit Doyle - third grade at Hawthorne
Kasey Graber - sixth grade at Roosevelt
Anita Pratt - interventionist at Monger
Erica Shannon - science at Memorial
Doreen Shelt - sixth grade PEP at Pinewood

Resignation of Anita Pratt, paraprofessional at Beardsley, effective 5/30/13

Classified
Resignation

Retirement of Susan Gietzen, secretary at Memorial, effective 6/28/13 with 23 years of service.

Classified
Retirement

Appointment of Jacquie Rost as Athletic Director at Memorial

Administrative
Appointments

The meeting adjourned at approximately 7:15 p.m.

Adjournment

APPROVED:

Signatures

Jeri E. Stahr - President

Dorisanne H. Nielsen - Vice President

Carolyn R. Morris - Secretary

Karen S. Carter - Member

Susan C. Daiber - Member

Glenn L. Duncan - Member

Douglas K. Weaver - Member

MINUTES OF THE
PUBLIC WORK SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

July 16, 2013

J. C. Rice Educational Services Center, 2720 California Rd, Elkhart – 7:00 a.m.

Board Members
Present:

Jeri E. Stahr
Dorisanne H. Nielsen
Carolyn R. Morris

Karen S. Carter
Susan Daiber
Glenn L. Duncan
Douglas K. Weaver

ECS Personnel Present:

Doug Hasler
Rob Haworth

John Hill

Executive Director of Support Services, Doug Hasler, reviewed a draft of the 2014 General Fund budget. The Board discussed attendance at conferences.

The meeting adjourned at approximately 8:25 a.m.

APPROVED:

Jeri E. Stahr, President

Karen S. Carter, Member

Dorisanne H. Nielsen, Vice President

Susan C. Daiber Member

Carolyn R. Morris, Secretary

Glenn L. Duncan, Member

Douglas K. Weaver, Member

Time/Place

Roll Call

Topics
Discussed

Adjournment

Signatures

ELKHART COMMUNITY SCHOOLS

ANNUAL FINANCIAL REPORT

2012-2013

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**Receipt Comparisons
Calendar Year 2012**

Receipt Accounts	2012 Approved Budget Receipts	2012 Actual Receipts
<u>GENERAL FUND/FISCAL STABILIZATION FUND</u>		
1000 Local Sources	\$437,500	\$719,918
2000 Intermediate Sources	530	530
3000 State Sources	81,970,917	83,612,994
4000 Federal Sources	---	---
5000 Other Financing Sources	10,000	8,636
6000 Loans	---	26,772
TOTAL	\$82,418,947	\$84,368,850
<u>REFERENDUM FUND</u>		
1000 Local Sources		
TOTAL	---	---
<u>DEBT SERVICE FUND</u>		
1000 Local Sources	\$ 17,141,995	\$14,914,101
2000 Intermediate Sources	---	---
3000 State Sources	---	---
4000 Federal Sources	---	---
5000 Other Financing Sources	---	---
6000 Other Items	---	---
TOTAL	\$ 17,141,995	\$ 14,914,101
<u>RETIREMENT/SEVERANCE BOND FUND DEBT SERVICE FUND</u>		
1100 Local Sources	\$ 3,052,711	\$ 2,627,320
3000 State Sources	---	---
TOTAL	\$ 3,052,711	\$ 2,627,320
<u>CAPITAL PROJECTS FUND</u>		
1000 Local Sources	\$ 8,706,261	\$ 8,567,616
2000 Intermediate Sources	---	---
3000 State Sources	---	---
4000 Federal Sources	---	---
5000 Other Financing Sources	---	---
6000 Other Items	---	9,647
TOTAL	8,706,261	8,577,263

Receipt Accounts	2012 Approved Budget Receipts	2012 Actual Receipts
<u>SCHOOL TRANSPORTATION FUND</u>		
1000 Local Sources	\$7,928,283	\$ 7,381,939
2000 Intermediate Sources	---	---
3000 State Sources	---	---
5000 Bonds and Advances	---	---
6000 Other Items	---	\$ 489
TOTAL	\$ 7,928,283	\$7,382,428
<u>SCHOOL BUS REPLACEMENT FUND</u>		
1000 Local Sources	\$ 1,214,668	1,049,945
5000 Bonds and Advances	--	--
6000 Other Items	--	--
9000 Transfers	\$ 1,214,668	\$ 1,049,945
TOTAL		
<u>SPECIAL EDUCATION PRESCHOOL FUND</u>		
	\$ ---	\$ ---
1000 Local Sources	---	---
3000 State Sources	---	---
5000 Bonds and Advances	---	---
6000 Other Items		
TOTAL	\$	\$
<u>REPAIR AND REPLACEMENT FUND</u>		
1000 Local Sources		
3000 State Sources		
4000 Federal Sources		
5000 Other Financing Sources		
6000 Other Items		
TOTAL	\$	\$

Receipt Accounts	2012 Approved Receipts	2012 Actual Receipts
<p><u>SELF-INSURANCE FUND</u></p> <p>1000 Local Sources</p> <p>3000 State Sources</p> <p>4000 Federal Sources</p> <p>6000 Other Items</p> <p>7000 Sale of Property, Adjustments and Refunds</p> <p>9000 Transfer/Other Funds</p> <p>TOTAL</p>	<p>\$</p> <p>\$</p>	<p>\$</p> <p>\$</p>
GRAND TOTAL	\$120,462,865	\$118,919,907

**Expenditures Comparisons
Calendar Year 2012**

Expenditure Accounts	2012 Approved Budget Expenditures	2012 Actual Expenditures
<u>GENERAL FUND/FISCAL STABILIZATION FUND</u>		
11000 Instruction/Regular Programs	\$46,868,970	\$ 46,410,670
12000 Instruction/Special Programs	11,477,849	11,249,978
13000 Instruction/Adult/Continuing Education	519,952	639,848
14000 Instruction/Summer School	352,425	552,845
15000 Enrichment Programs	---	---
16000 Remediation Programs	376,900	132,957
17000 Payments to Governmental Units in State	2,495,960	1,899,697
21000 Support Services/Pupils	5,024,014	4,941,060
22000 Support Services/Instruction	2,058,574	1,788,475
23000 Support Services/General Admin.	976,691	908,634
24000 Support Services/School Admin.	6,855,250	6,516,384
25000 Central Services	2,307,481	2,174,207
26000 Operation & Maintenance of Plant Srvc.	6,460,770	6,396,990
27000 Student Transportation	---	---
30000 Operation of Non-instructional Srvc.	1,032,800	1,262,350
40000 Facility Acquisition and Construction	---	---
50000 Debt Services	---	---
6000 Non-programmed Charges	---	---
TOTAL	\$86,807,636	\$84,874,095
<u>RETIREMENT/SEVERANCE BOND FUND, DEBT SERVICE FUND</u>		
50000 Debt Services	\$ 2,945,541	\$2,945,541
TOTAL	\$ 2,945,541	\$2,945,541
<u>DEBT SERVICE FUND</u>		
25000 Central Services	---	---
50000 Debt Services	\$ 15,532,555	\$ 14,294,996
60000 Non-programmed Charges	---	---
TOTAL	\$15,532,555	\$14,294,996
<u>CAPITAL PROJECTS FUND</u>		
22300 Instruction-Related Technology	\$2,306,128	\$ 1,892,067
25000 Central Services	2,93,892	\$ 444,349
26000 Operation & Maintenance of Plant	2,884,227	3,167,811
40000 Facility Acquisition and Construction	6,023,961	3,741,827
TOTAL	\$ 11,508,208	\$9,246,054

Expenditure Accounts	2012 Approved Expenditures	2012 Actual Expenditures
<u>SCHOOL TRANSPORTATION FUND</u>		
25000 Central Services	\$ ---	\$ 637
26000 Operation & Maintenance of Plant Srvc.	8,933,546	
27000 Student Transportation	---	7,269,745
TOTAL	\$ 8,933,546	\$ 7,270,382
<u>SCHOOL BUS REPLACEMENT FUND</u>		
25000 Central Services	---	---
27000 Student Transportation	\$ 2,373,978	\$1,236,448
50000 Debt Services	---	---
TOTAL	\$ 2,373,978	\$1,236,448
<u>SPECIAL EDUCATION PRESCHOOL FUND</u>		
12000 Support Services/Special Programs	\$ ---	---
21000 Support Services/Students	---	---
25000 Central Services	---	\$ ---
60000 Non-Programmed Charges	---	---
TOTAL	\$ ---	\$ ---
<u>REPAIR AND REPLACEMENT FUND</u>		
25000 Support Services/Business	---	---
TOTAL	\$ ---	\$ ---
<u>SELF-INSURANCE FUND</u>		
25000 Central Services	---	---
26000 Operation & Maintenance of Plant Svc.	---	---
TOTAL	\$ ---	\$ ---
GRAND TOTAL	\$128,101,464	\$119,867,516

574-262-5510
 Number of work days: 184

APPENDIX A
 ELKHART COMMUNITY SCHOOLS
 Certified Salary Schedule
 August 1, 2009 - July 31, 2012

2720 California Road
 Elkhart, Indiana 46514

Base: 31,430

Bachelor's Schedule						Masters Schedule					
Years	Index	BS-0	BS+6	BS+12	BS+18	BS+24	BS+30	Index	MS-0/ BS+42	MS+6	MS+12
0	1.13	35520	35820	36120	36420	36720	37020	1.20	37720	38120	38520
1	1.14	35835	36135	36435	36735	37035	37335	1.22	38345	38745	39145
2	1.16	36460	36760	37060	37360	37660	37960	1.24	38975	39375	39775
3	1.18	37090	37390	37690	37990	38290	38590	1.26	39605	40005	40405
4	1.19	37405	37705	38005	38305	38605	38905	1.27	39920	40320	40720
5	1.21	38035	38335	38635	38935	39235	39535	1.32	41490	41890	42290
6	1.23	38660	38960	39260	39560	39860	40160	1.37	43060	43460	43860
7	1.25	39290	39590	39890	40190	40490	40790	1.42	44635	45035	45435
8	1.27	39920	40220	40520	40820	41120	41420	1.47	46205	46605	47005
9	1.29	40545	40845	41145	41445	41745	42045	1.52	47775	48175	48575
10	1.31	41175	41475	41775	42075	42375	42675	1.57	49350	49750	50150
11	1.33	41805	42105	42405	42705	43005	43305	1.63	51235	51635	52035
12	1.35	42435	42735	43035	43335	43635	43935	1.68	52805	53205	53605
13	1.37	43060	43360	43660	43960	44260	44560	1.74	54690	55090	55490
14	1.41	44320	44620	44920	45220	45520	45820	1.80	56575	56975	57375
15	1.50	47145	47445	47745	48045	48345	48645	1.89	59405	59805	60205
16	1.52	47775	48075	48375	48675	48975	49275	1.91	60035	60435	60835
17	1.55	48720	49020	49320	49620	49920	50220	1.94	60975	61375	61775
18	1.58	49660	49960	50260	50560	50860	51160	2.01	63175	63575	63975

NOTE: Beginning January 1, 1994, the Board will contribute 3% of the teacher's salary, including Added Pay, to the Teachers Retirement Fund

APPENDIX A
 ELKHART COMMUNITY SCHOOLS
 Certified Salary Schedule
 August 1, 2009 - July 31, 2012

Base: \$31,430

Page 2

Masters Schedule (Continued)										
Years	Index	MS+18	MS+24	MS+30	MS+36	MS+42	MS+48	MS+54	MS+60	MS+66
0	1.20	38920	39320	39720	40120	40520	40920	41320	41720	42120
1	1.22	39545	39945	40345	40745	41145	41545	41945	42345	42745
2	1.24	40175	40575	40975	41375	41775	42175	42575	42975	43375
3	1.26	40805	41205	41605	42005	42405	42805	43205	43605	44005
4	1.27	41120	41520	41920	42320	42720	43120	43520	43920	44320
5	1.32	42690	43090	43490	43890	44290	44690	45090	45490	45890
6	1.37	44260	44660	45060	45460	45860	46260	46660	47060	47460
7	1.42	45835	46235	46635	47035	47435	47835	48235	48635	49035
8	1.47	47405	47805	48205	48605	49005	49405	49805	50205	50605
9	1.52	48975	49375	49775	50175	50575	50975	51375	51775	52175
10	1.57	50550	50950	51350	51750	52150	52550	52950	53350	53750
11	1.63	52435	52835	53235	53635	54035	54435	54835	55235	55635
12	1.68	54005	54405	54805	55205	55605	56005	56405	56805	57205
13	1.74	55890	56290	56690	57090	57490	57890	58290	58690	59090
14	1.80	57775	58175	58575	58975	59375	59775	60175	60575	60975
15	1.89	60605	61005	61405	61805	62205	62605	63005	63405	63805
16	1.91	61235	61635	62035	62435	62835	63235	63635	64035	64435
17	1.94	62175	62575	62975	63375	63775	64175	64575	64975	65375
18	2.01	64375	64775	65175	65575	65975	66375	66775	67175	67575

NOTE: The salary schedule for teachers who do not have a Bachelor's degree will start at an index of 1.00 on a base of \$31,430. It will increase at a rate of .02 per year for 15 years to 1.30 and a rate of .03 for 3 years to 1.39 of \$31,430 in 18 years (contract salary \$43,690).

* Any newly employed teacher will be placed on the salary schedule according to Article 11-C-2 of the Master Contract.

* Credit beyond the Master's degree must be earned after having been hired by the Elkhart Community Schools (See Article 11-H of the Master Contract).

Yrs Exp	BS+0	BS+06	BS+12	BS+18	BS+24	BS+30	MS+0	MS+06	MS+12	MS+18	MS+24	MS+30	MS+36	MS+42	MS+48	MS+54	MS+60	MS+66	Grand Total
0	28		2	1	1	1	2												35
1	20			2			5	1											28
2	13	1			3		1												18
3	18	3	1	2	1	2	2		1	1					1				32
4	10	4	4	2	5	3	2	2				1	1						34
5	21	4	5	3	5	2	12	2	3	1				2					60
6	14	7	3	4	5	3	18	4				1			1			1	61
7	11	4		2	1	3	18	4	1	1			1						46
8	11	2	3	1	1		18	4	3	2	1	1							48
9	3	2	3	1	2	1	14	4	2	2	1	2	1		1				39
10	4	6	2	1	1		20	4	3	2		1	1						44
11	5	5	1	1			16	4	5	1	1	1	2						42
12	5	3	6	2	3	1	13	5	2	1		1		1					43
13	2	5	7	1			17	3	3		1							1	40
14	2	1	5	1			18	1	3	1									32
15		1	1	1			14	5	1	1		1							25
16	1	1	1	1	2		12	3	3	1				1					26
17			1	1	2		6	6	3	1		2							22
18		1	1	1			7	1	1	1	1								13
19	1		1				17	5	5	2	1								32
20		1	1				5	3	1	2	2		1						18
21	3						3	4	1	3		1						1	16
22		1		2	1		7	3	3	1	4								22
23			1	1			6	1	5	1	1								16
24			1				4	4	3	1	1	1							15
25					1		4	1	2	2	1	1	1				1		15
26							4	3	2	3			2						15
27			1				8	3	2							1			16
28							5	2	2	1									10
29										1				1					2
30								1					1						2
31-up							26	7	2	2	6	3	3	1				4	54
Grand Total	172	52	51	29	34	18	304	90	62	35	22	17	13	8	5	1	1	7	921

Part time certified teachers: 11

Full time certified teachers: 910

Total certified teachers: 921

EXTRA/INCLUDED DUTY ASSIGNMENTS

**EXTRA DUTY
SYSTEM-WIDE ASSIGNMENTS**

Guidance Coordinator	1,855
Addl Instructional Resp	3,775
Cooper Science Lab Coord	1,260
Athletic Training Coord	1,260
Science Fair Coordinator	1,415
Asst. Science Fair Coord	710
Science Mentor Coordinator	945
GEI Coordinator	1,260
GEI Team Member	630
District Literacy Facilitator	5,660
Building Level Literacy Facilitator	2,045
Building Rental Mgr.	14.50/hr
Curriculum Development	28.29/hr
Intramurals	6.50/hr
Health/Other Programs	31.43/hr
Evening High Sch Coord	31.43/hr

HIGH SCHOOL ASSIGNMENTS

Department Chairpersons:	
English	3,775
Mathematics	3,460
Business, Guidnc, Soc St, Science, Ind. Arts	3,270
Art, Home Ec, Media, Phy Ed/Health, Spec Ed	2,770
For Lang, Music	2,770
Athletics:	
Cross Country Coach	3,775
Golf Coach	3,145
Boys Athletics:	
Asst. Basketball Coach	4,715
Freshman Basketball Coach	3,145
Asst. Football Coach	4,715
Freshman Football Coach	3,145
Baseball Coach	4,715
Asst. Baseball Coach	2,360
Track Coach	4,715
Asst. Track Coach	2,360
Wrestling Coach	4,715
Asst. Wrestling Coach	2,360
Swimming Coach	4,715
Asst. Swimming Coach	2,360
Tennis Coach	4,405
Asst. Tennis Coach	2,205
Soccer Coach	4,715
Asst. Soccer Coach	2,360
Girls Athletics:	
Basketball Coach	9,430
Asst Basketball Coach	4,715
Swimming Coach	4,715
Asst Swimming Coach	2,360
Volleyball Coach	4,715
Asst Volleyball Coach	2,360
Gymnastics Coach	4,715
Asst Gymnastics Coach	2,360
Track Coach	4,715
Asst Track Coach	2,360
Softball Coach	4,715
Asst Softball Coach	2,360
Soccer Coach	4,715
Asst Soccer Coach	2,360
Tennis Coach	4,405
Asst Tennis Coach	2,205
Athletic-Related Assignments:	
Pool Manager/Maintenance	2,515
Ticket Manager	3,145
Athletic Trainer	7,545
Supv/Instr/Student Trainer	1,260
Cheerleader Sponsor	4,715
JV,Freshman Cheerleader Sponsor	2,360
Supervision Manager	2,140
Cheerblock Sponsor	945
Booster Club Sponsor	945
Pool Rental Supervisor	10.00/hr
Non-Athletic Assignments:	
Drama Coach	4,715
Asst Drama Coach	2,360
Forensics Coach	4,405
Asst Forensics Coach	2,140
Speech Coach	3,460
Asst Speech, Mock Trial Coach	1,575
Technology Coordinator (2)	3,145
Building Level Data Coordinator	2,360
Auxiliary Corps Director	2,675
WinterGuard Competitive Dance	3,145
Competitive Band Aux Corps Dir	630
Future Problem Solving	2,425
Quiz Bowl, Sci Olympiad, Academic Decathlon, Academic Super Bowl, Spell Bowl Sponsor	1,575
National Honor Society	945
Student Govt Sponsor	945
Senior Class Sponsor	885
Junior Class Sponsor	1,105
Sophomore Class Sponsor	630
Freshman Class Sponsor	630
Driver Education Coord	1,260
Driver Education	34.57/hr

MIDDLE SCHOOL ASSIGNMENTS

Department Chairpersons:	
Engl, Math, Sci, Soc St, Spec Ed	1,480
Art, Home Ec, Ind Arts, Media, Music, PE/Health	1,105
System-wide Chairpersons: (Year of adoption & prior yr only)	
Engl, Math, Sci, Soc St	740
Art, Home Ec, Ind Arts, Media, Music, PE/Health	555
Athletics:	
7/8 Gr Basketball Coaches	3,145
7/8 Gr Track Coaches	1,730
Asst Track Coach	1,180
Cross Country, Swimming Coaches	1,730
Boys Athletics:	
7/8 Gr. Football Coaches	2,360
Asst Basketball/Football	1,180
7/8 Gr. Feeder Football Coaches	3,145
Wrestling Coach	2,360
Asst Wrestling Coach	1,105
Girls Athletics:	
7/8 Gr Volleyball Coaches	2,360
Asst Basketball Coach	1,180
Athletic-Related Assignments:	
7/8 Gr Cheerleader Sponsor	2,360
Non-Athletic Assignments:	
Drama Director	535 to 1,572
Yearbook Sponsor	945
Team Leader	3,775
Technology Coordinator	2,830
Building Level Data Coordinator	2,360
Debate Coach	315
Acad Super Bowl, Quiz Bowl, Spell Bowl, Math Pentathlon	790
Jr Honor Society, Student Council	475
Science Fair Coord	535

ELEMENTARY ASSIGNMENTS

Athletics:	
System-Wide Athletic Dir	7,545
Boys/Girls Basketball Coach	1,385
Boys/Girls Softball Coach	665
Boys/Girls Track Coach	475
Boys Football Coach	1010
Girls Volleyball Coach	1010
Asst. Basketball Coach	695
Asst. Softball Coach	335
Asst. Track Coach	240
Asst. Volleyball/Football Coach	505
Soccer Coach	665
Cheerleader Sponsor	790
Non-Athletic Assignments:	
Technology Coordinator	2,205
Safety Patrol Sponsor	535
Science Fair Coordinator	535
Instructional Systems Manager	1010
Building Level Data Coordinator	2,360
Math Pentathlon, Oratorical	755
Reading Recovery Training, yr 1 & 2	1,105
Student Council	240

SPECIAL PROGRAMS

Special Olympics Coord	7.50/hr
Spec Olymp Bsktbl Coach	1,290

LIFE ALTERNATIVE PROGRAM

Jr. LIFE Lead Teacher	4,405
Technology Coordinator	2,830

CAREER CENTER ASSIGNMENTS

Non-Athletic Assignments:	
Lead Teacher at EACC Annex	2,205
Technology Coordinator	3,145
Voc Club Coord Sponsor	1,415
Vocational Advisors	315
Attend State Competition	100
Attend National Competition	200
Approved Equip Repair, Maint, Procurement	31.43/hr
Guidance Chairperson	2,205
National Honor Society Sponsor	945

INCLUDED DUTY

SYSTEM-WIDE ASSIGNMENTS

Instmtl Music Add Instruc	1,510
Psychologist	2,140
Data Team	395

HIGH SCHOOL ASSIGNMENTS

Football Coach	9,430
Boys Basketball Coach	9,430
Band Director	5,660
Asst Band Director	2,830
Competitive Band Director	1,260
Competitive Band Asst Director	630
Activities Director	3,460
Orchestra Director	3,775
Asst Orchestra Director	1,890
Choir Director	3,775
Annual, Magazine Sponsor	3,145
Newspaper Sponsor	2,515
Media Specialist	1,480
Vocal Music Addtl Instruc	1,260

MIDDLE SCHOOL ASSIGNMENTS

Activities Director	5,345
Media Specialist	945
Band, Orchestra Director	3,145
Asst Band, Orchestra, Jazz Band	1,575
Vocal Music Additi Instruc	630
Middle School Music/Elem. Assgn.	160

ELEMENTARY ASSIGNMENTS

Vocal Music - System Wide	
Elementary Choir	475

reportcd.eda (2009-2010)

**Noncertified Employee Classifications
and Range of Pay Rates 2012-13**

Classifications	Pay Rate Range
I. Instructional and Supplementary Pupil Services	
a. Library aides	8.85 - 12.77
b. Kindergarten aides	8.85 - 12.77
c. Special education aides	8.85 - 12.77
d. Prime time aides	8.85 - 12.77
e. Prekindergarten/head start aides	8.85 - 12.77
f. Other	
Technical Assistants	13.00 - 15.83
II. Cafeteria and Food Services	
a. Managers/head cooks	12.83 - 18.40
b. School food service director	65,645 - 84,955
c. All other food service employees	7.54 - 11.67
Food Services Coordinator	21.90 - 27.05
Food Service Truck Driver	14.65 - 17.40
Food Service Receiving/Supply	14.65 - 17.40
III. Health Services	
a. Nurses	28,193 - 36,204
b. Nurse Assts.	18,125 - 19,662
c. Therapists	39,901 - 59,610
d. Social Workers	28,373 - 41,722
IV. Office/Clerical/Secretarial	
	10.85 - 17.54
V. Executive/Administrative/Accounting	
a. Executive Director of Personnel and Legal Services	78,520 - 102,975
b. Buildings and Grounds Director (Director of Building Services)	77,230 - 95,250
c. Public Relations & Volunteer Coordinator	39,694 - 53,703
d. Director of Community Education	74,655 - 88,815
e. Other	
Executive Director of Support Services	99,115 - 117,135
Supvsr. Of Acctg., Audits, Investments	74,655 - 88,815
Executive Assistants	41,308 - 53,700
VI. Maintenance/Custodial/Warehouse/Security/Transportation	
a. Building custodians	12.17 - 18.27
b. Bus drivers	17.23 - 19.73
c. Other	
Director of Transportation/School Safety	77,230 - 95,250
Ass't Supervisor of Transportation	21.90 - 27.05
Transportation Route/Driver Coordinator	18.25 - 21.32
Transportation Trainer/Dispatcher	18.25 - 21.32
Ass't Supervisor of Building Services	21.90 - 27.05
Supply Manager	14.46 - 17.42
Custodial Pool Manager	14.57 - 17.11
Maintenance	18.90 - 27.74
Mechanics	13.05 - 27.06
Bus Helpers	9.37 - 11.95
VII. Computer Services	
Support Technician (I)	15.38 - 24.04
Office Systems Support Technician (I)	14.42 - 18.00
Network Engineer	54,940 - 74,399
Database Administrator/Programer	43,545 - 68,107

Classifications	Pay Rate Range
Network Infrastructure Technician	36,000 - 60,000
Computer Systems Specialist (IV)	56,000 - 74,000
Technical Support Manager (III)	53,000 - 71,000
Office Systems Support Manager (III)	48,000 - 66,000
Technical Support Specialist (III)	48,000 - 66,000
Office Systems Support Specialist (II)	40,000 - 58,000
Advanced Support Technician (II)	40,000 - 58,000
Programmer/Analyst (II)	40,000 - 58,000

Classifications	Pay Rate Range
VIII. Other	
WVPE Radio Station Staff Announcers	8.60 - 12.22
WVPE Radio Station Manager	46,215 - 68,660
WVPE Development Director	43,494 - 65,814
WVPE Business Account Mgr	34,328- 64,719
WVPE Program Director	34,328 - 52,814
WVPE Operations Manager	23,766 -38,950
WVPE Morning Edition Host	23,766 - 36,311
WVPE Promotions Manager	27,743 - 41,278
WVPE Membership Manager	30,766 - 43,586
WVPE Sr. Report & Assignment Editor	29,655 - 43,423
Safe & Drug Free Schools Coordinator	24,036 - 28,043
Title I Funded Pupil, Program, Parent Support Person	18.22 - 26.53
Communications Coordinator	35,348 - 44,025
H.S. Parent/Community Liaison	18.22 - 26.53
School Security Officer	21.66
Bldg. Community Ed Coordinator	25.50 - 31.88
Child Care Coordinator	13.24 - 16.42
Adult Education Non-Contract Teachers	31.43
After School Comm. Ed. Organized Activities Leader	14.00
After School Comm. Ed. Organized Activities Assistant	9.39
21st Century Community Learning Center Coordinator	3,375/Semester

Total number of non-certified part-time employees = 67

Total number of non-certified full-time employees = 783

Effective June 30, 2012, the Elkhart Community Schools employed 70 certified administrative staff members with the highest salary being \$180,000, the lowest salary being \$70,795, and the average salary being \$941940.

Total student enrollment as of October 1, 2012, was 13,112:

445 PreKndrgrtn	917 Grade 4	926 Grade 9
1137 Kndrgrtn	934 Grade 5	903 Grade 10
1121 Grade 1	982 Grade 6	888 Grade 11
1030 Grade 2	957 Grade 7	820 Grade 12
1027 Grade 3	995 Grade 8	30 Grade 12+/Adult

Certified Administrative Staff
In effect June 17, 2012

	Lowest Salary	Highest Salary	Average Salary	Number Personnel
Administrative Staff	\$70,795	\$180,000	\$94,140	70

Student Enrollment
October 1, 2012

Grade Level	Enrollment
Pre-School Ages 0-2 (PW)	---
Pre-Kindergarten Ages 3-5 (PK)	445
Kindergarten	1,137
Grade 1	1,121
Grade 2	1,030
Grade 3	1,027
Grade 4	917
Grade 5	934
Grade 6	982
Grade 7	957
Grade 8	995
Grade 9	926
Grade 10	903
Grade 11	888
Grade 12	820
Grade 12+/Adult (13)	30
Total	13,112

Reported

Assessed Valuation and Tax Rates
Calendar Years 2012 and 2013

	2012	2013
Assessed Valuation	2,756,004,813	2,663,259,714
Tax Rate – General Fund	N/A*	N/A*
Tax Rate – Referendum Fund	--	--
Tax Rate – Debt Service Fund	.5645	.4969
Tax Rate – Retirement/Severance Bond Debt Service Fund	.1033	.0530
Tax Rate – Capital Projects Fund	.2867	.3866
Tax Rate – School Transportation Fund	.2568	.2660
Tax Rate – School Bus Replacement Fund	.0400	.0358
Tax Rate – Special Education Preschool Fund	N/A	N/A

*The school corporation general fund will only have a tax rate if an excess levy appeal has been approved. Per HB 1001 passed in 2008.

6/17/13

2012 Vendors over \$2,500

Payments made in excess of \$2,500 to vendors from the General, Capital Projects, and Transportation Funds

ORDER	VENDOR NAME	FUND 0100	FUND 0350	FUND 0410/0420	TOTAL
1	Indiana State Teachers'	4,750,547.53		3,151.64	4,753,699.17
2	Public Employees	1,517,600.47	36,081.21	580,565.95	2,134,247.63
3	Indiana Michigan Power		1,441,386.04	55,177.66	1,496,563.70
4	Kerlin Bus Sales			1,286,328.07	1,286,328.07
5	Anthem Ins Co, Inc	1,130,055.70	3,131.62	117,183.20	1,250,370.52
6	Meritain Health	976,253.47		2,946.50	979,199.97
7	Elkhartnet		852,176.00		852,176.00
8	Low, L L Assoc Inc		791,925.00		791,925.00
9	Yoder Oil Company			718,467.91	718,467.91
10	Brown & Brown		645,715.54		645,715.54
11	Bashor Children's Home	625,716.25			625,716.25
12	Tepe Sanitary Supply Co	514,304.37	76,532.16	327.59	591,164.12
13	CenterPoint Energy Svcs, Inc		541,859.60	4,511.41	546,371.01
14	Indiana Insurance	383,582.36		162,085.12	545,667.48
15	Ethos, Inc	9,700.00	388,589.44	113.61	398,403.05
16	Lincoln National Life	329,784.19	1,115.17	17,362.95	348,262.31
17	Burkett Mechanical Services		344,267.50		344,267.50
18	Goshen Comm Schools	273,430.76	50,000.00		323,430.76
19	R K Sports Seating, Inc		285,900.00		285,900.00
20	Advanced Imaging	89,880.30	189,098.60		278,978.90
21	Cenergistic Inc		244,200.00		244,200.00
22	Datena Construction		237,388.68		237,388.68
23	Two Cubed Solutions, LLC		210,093.28		210,093.28
24	Elkhart Public Utilities		199,194.96	1,711.28	200,906.24
25	Lattimer Lawn Care		199,479.50		199,479.50
26	Activate Healthcare	178,183.00			178,183.00
27	Northern In Public Sv		146,182.10	917.01	147,099.11
28	Primary Engineering, Inc		144,376.50		144,376.50
29	T C U Agency, LLC	141,048.00			141,048.00
30	Quinlan & Fabish Music Co	46,317.14	79,424.48		125,741.62
31	Crossing National, The, Inc	121,500.00			121,500.00
32	Central Michigan Paper	116,261.87			116,261.87
33	Niblock Escavation Inc	586.00	12,424.50	92,004.18	105,014.68
34	Child and Parent Services, Inc	103,463.41			103,463.41
35	City of Elkhart			99,452.97	99,452.97
36	American Compensation	86,510.09		9,304.24	95,814.33
37	C D W-G	2,255.80	90,326.80	1,630.93	94,213.53
38	Himco Waste-Away Ser Inc	93,641.29			93,641.29
39	Follett Library Res	92,995.17			92,995.17
40	Citizens Management Inc	87,600.70		4,066.97	91,667.67
41	Frontier	85,325.03			85,325.03
42	Shoff Security Sers Inc		67,813.90	4,784.00	72,597.90
43	Indiana Employment Sec Div	56,404.46		13,276.22	69,680.68
44	Communication Company		66,018.38		66,018.38
45	Midland Engineering Co Inc		65,866.00		65,866.00
46	Petroleum Traders Corp			63,959.85	63,959.85
47	Educational Furniture		61,839.47		61,839.47
48	S M R Communications Inc	481.00	1,542.00	56,841.50	58,864.50
49	Apple Computer	849.00	56,616.00		57,465.00

ORDER	VENDOR NAME	FUND 0100	FUND 0350	FUND 0410/0420	TOTAL
50	Mid-City Supply Co Inc	49,381.31	4,146.66		53,527.97
51	Lars Rishaug Painting &		51,626.56		51,626.56
52	Wa-Nee Community Schools	45,001.45			45,001.45
53	G E Betz, Inc		41,218.00		41,218.00
54	Proctor, Todd W		40,670.12		40,670.12
55	Panzica Building Corporation		40,000.00		40,000.00
56	Bye Mo'R Inc	39,369.90	137.89		39,507.79
57	Dell Marketing Lp		38,982.79		38,982.79
58	Lee Company, Inc		38,955.00		38,955.00
59	Guardian - Appleton	34,703.88	96.10	3,596.00	38,395.98
60	C E D Credit Office	37,515.79			37,515.79
61	Monteith/Michiana Tire			37,407.40	37,407.40
62	Schwartz Electric, Inc	864.00	36,066.67		36,930.67
63	Power Brake &			36,785.99	36,785.99
64	Herrman & Goetz Inc		34,888.29	655.00	35,543.29
65	United States Postal Ser	34,984.21		291.80	35,276.01
66	One Way Audio Group		34,889.47		34,889.47
67	Bambi's Roofing		34,770.78		34,770.78
68	Bib B's Tree Service		31,470.00		31,470.00
69	Leisure Pools & Spas Co	12,635.90	18,187.48		30,823.38
70	Collision Repair Systems Inc			30,434.18	30,434.18
71	N J N Inc			29,270.00	29,270.00
72	Follett Software Co	18,824.09	10,325.00		29,149.09
73	Griffen P & H Inc	399.79	25,176.37		25,576.16
74	N C S Pearson Inc		25,408.49		25,408.49
75	Ridge Company			24,447.83	24,447.83
76	Quill Corporation	23,242.66	437.98	578.76	24,259.40
77	Steele Healthcare Solutions	23,032.75			23,032.75
78	Barnes & Thornburg	22,923.50			22,923.50
79	H R P Construction Inc		22,826.35		22,826.35
80	Brenner Design Inc		22,544.27		22,544.27
81	School Specialty	19,318.61	3,050.25		22,368.86
82	Menards	19,795.75	2,080.00	225.65	22,101.40
83	Air Filter & Equipment, Inc	18,612.40	2,431.74		21,044.14
84	Michiana Public Broadcasting		20,978.00		20,978.00
85	Safe Hiring Solutions	20,613.50			20,613.50
86	A-One Signs & Graphics	4,960.07	12,780.87	2,330.35	20,071.29
87	Unity School Bus Parts			19,902.42	19,902.42
88	Education Networks of Americ	19,819.29			19,819.29
89	Lithotone, Inc	19,789.72			19,789.72
90	Marbach, Brady Land Survey		11,204.00	8,367.00	19,571.00
91	Current Mechanical		19,476.20		19,476.20
92	Decatur Truck & Tractor			19,380.75	19,380.75
93	Safety-Kleen Corp		18,080.00	981.71	19,061.71
94	Print Shop, The	18,803.94			18,803.94
95	Schindler Elevator Corp		18,598.60		18,598.60
96	Open Storage Solutions, Inc		18,312.48		18,312.48
97	Fox Fire Safety, Inc		17,742.69		17,742.69
98	E S C O Communications	130.00	17,610.17		17,740.17
99	Hydronic & St4eam Eq Co	17,670.28			17,670.28
100	B & B Equipment Inc			17,610.17	17,610.17
101	Elkhart Clinic LLC			16,991.00	16,991.00
102	Omni Group, The	16,906.45			16,906.45
103	Traffic Control Corp		15,264.56	1,330.00	16,594.56

ORDER	VENDOR NAME	FUND 0100	FUND 0350	FUND 0410/0420	TOTAL
104	I D N H Hoffman Inc	16,307.31			16,307.31
105	Voice Data Systems LLC		15,962.15		15,962.15
106	Elkhart County Treasurer		15,705.78		15,705.78
107	Novak-Roberts, Frances			15,636.00	15,636.00
108	Service Experts Heating & Air		646.75	14,985.00	15,631.75
109	Ziker Cleaners Inc			15,575.99	15,575.99
110	Hill Truck Sales Inc			15,444.23	15,444.23
111	Glass Doctor		14,534.83	670.42	15,205.25
112	Krause, Laura	15,175.00			15,175.00
113	Plato Learning		15,158.50		15,158.50
114	Lake City Bank	14,923.59			14,923.59
115	Lasalle Bristol	45.00	14,873.04		14,918.04
116	Gibson Insurance Agency Inc	13,963.50		636.75	14,600.25
117	Indiana Developmental	14,493.06			14,493.06
118	N E A, LLC	14,199.66			14,199.66
119	Johnson Controls Inc	14,170.46			14,170.46
120	Auto-Owners Insurance Co	13,658.00			13,658.00
121	Enyart Ele Motor Ser Inc		13,375.89		13,375.89
122	Nextel Communications			13,043.25	13,043.25
123	Stoneware, Inc		12,750.00		12,750.00
124	Truth Publishing Company, Inc	12,677.26		30.69	12,707.95
125	Depco LLC		12,370.00		12,370.00
126	Quality Asphalt Paving			12,283.00	12,283.00
127	Boyce, A E Co Inc	12,244.50			12,244.50
128	Grove, Iverson C		11,500.00		11,500.00
129	Softchoice Corp		11,348.27		11,348.27
130	Blick, Dick Co	11,202.96			11,202.96
131	Bristol Municipal Util	11,091.10			11,091.10
132	Fire Alarm System Testing LLC		10,560.00		10,560.00
133	Child and Parent Services	10,522.60			10,522.60
134	Wildman Business Group	10,250.40			10,250.40
135	Kenney Corporation	10,205.02			10,205.02
136	Grainger, W W Inc	9,928.94		187.91	10,116.85
137	Rainbow Book Co	10,111.50			10,111.50
138	Education Logistics, Inc			10,000.00	10,000.00
139	Auto Jet Muffler Corp			9,978.18	9,978.18
140	Kendall/Hunt Publish Co	9,703.09			9,703.09
141	North Side Auto Parts			9,672.89	9,672.89
142	Mc Allister, Rick	575.64	9,061.12		9,636.76
143	Martin's Supermarket #02	9,567.54			9,567.54
144	Liberty Agency Underwriters	7,375.00		2,159.00	9,534.00
145	MacAllister Machinery Co	1,106.02		8,146.87	9,252.89
146	Schuell Fence Co		9,172.50		9,172.50
147	Long's Lock Shop		9,078.75		9,078.75
148	Manufacturers and Traders		9,025.59		9,025.59
149	Snap-On Industrial			9,016.63	9,016.63
150	Bugsy's Elkhart		8,965.00		8,965.00
151	Accu-Screen Labs, Inc	8,925.00			8,925.00
152	Beardsley Auto Repair			8,800.95	8,800.95
153	Cengage Learning	8,790.75			8,790.75
154	4 T Door Systems Inc		8,692.45		8,692.45
155	Muncie Community Schools	8,557.75			8,557.75
156	Schuster Sheet Metal, Inc	2,394.20	6,119.00		8,513.20
157	Pioneer Randustrial	8,497.85			8,497.85

ORDER	VENDOR NAME	FUND 0100	FUND 0350	FUND 0410/0420	TOTAL
158	Help Desk Technology		8,368.00		8,368.00
159	Shultz Insurance Agency	8,307.00			8,307.00
160	Burkhart Advertising	8,263.00			8,263.00
161	Dyna Systems			8,189.66	8,189.66
162	Elkhart Clinic LLC	8,145.00			8,145.00
163	M S D of Lawrence Township	8,077.10			8,077.10
164	SkillSurvey, Inc		7,865.00		7,865.00
165	Worldwide Battery Co LLC			7,786.34	7,786.34
166	Pemberton Davis		7,674.98		7,674.98
167	United States Postal Ser	7,601.74			7,601.74
168	American Council on Educ	7,600.00			7,600.00
169	National School Towel Sys	7,559.24			7,559.24
170	Inland Power Group Inc			7,534.93	7,534.93
171	W S J V Television	7,500.00			7,500.00
172	H J Umbaugh & Associates	7,500.00			7,500.00
173	Humanex Ventures LLC		7,472.00		7,472.00
174	Indiana School Boards Assoc	7,375.00			7,375.00
175	Cardmember Service	4,939.69	2,357.95		7,297.64
176	M C Equipment, Inc			7,118.65	7,118.65
177	Key Curriculum Press	7,075.70			7,075.70
178	LEGO Education	5,136.00	1,906.95		7,042.95
179	Facilities Management		7,040.00		7,040.00
180	School Health Corp	7,021.47			7,021.47
181	Empower Learning LLC		7,000.00		7,000.00
182	Logistics Management, Inc			6,965.00	6,965.00
183	Full Compass Systems Ltd	4,374.94	2,342.59		6,717.53
184	Cambridge University Press	6,646.51			6,646.51
185	Havel		6,623.25		6,623.25
186	Consolidated Fireprotect	35.00	6,437.50		6,472.50
187	Hostetler Lawn &		6,396.00		6,396.00
188	I A A V D Inc		6,390.00		6,390.00
189	Haworth, Robert	6,263.19			6,263.19
190	Abe's Free Flow, Inc		6,210.70		6,210.70
191	Damar Services Inc	6,143.28			6,143.28
192	Ferree Movers		5,925.36		5,925.36
193	School Specialty	5,905.01			5,905.01
194	Howard, Donnavon & Tina		5,900.00		5,900.00
195	Kinetic Recreation Design LLC	2,027.50	3,851.00		5,878.50
196	Northern Electric Company Inc	250.00	5,619.56		5,869.56
197	Rainbow Irrigation Inc		5,863.63		5,863.63
198	Papers Inc, The	5,836.70			5,836.70
199	N S B A Council of School	5,750.00			5,750.00
200	Proforma Data & Marketing	5,725.61			5,725.61
		12,765,297.98	8,581,142.35	3,730,619.11	25,077,059.44

Annual Financial Report

**Statement of Indebtedness
Calendar Year 2012**

Indebtedness	Principal Outstanding
Temporary Loans	---
School Bonds	35,010,000.00
Emergency Loans	---
School Bus Loans	---
Holding Company – Public & Private	76,675,000.00
Veterans' Memorial Loans	---
Common School Loans	955,584.00
Indiana Bond Bank/Anticipation Notes	---
Retirement/Severance Bond Debt	---
Other Tax Board Approved Debt	---
TOTAL	\$112,640,584.00
Outstanding Encumbrances - All Funds (Include purchase orders, vendor contracts, letters of commitment, leases)	\$ 3,727,664.00



inspiring. excellence.

J. C. RICE EDUCATIONAL SERVICES CENTER
Elkhart Community Schools
2720 California Road, Elkhart, IN 46514-1220
(574) 262-5500
www.elkhart.k12.in.us

I hereby certify that the annual financial report is true and accurate in every respect to the best of my knowledge and belief. I further certify that all contracts, vouchers, and bills for all payments made by the school corporation are in its possession and open to public inspection.

Date: July 23, 2013

Signature _____

Secretary
Board of School Trustees
Elkhart Community Schools
2720 California Road
Elkhart, Indiana 46514

2013 Budget Goals Statement for Elkhart Truth

Elkhart Community Schools shall strive to achieve a percentage of expenditure for academic achievement and student instructional support during fiscal year 2013 that is equal to 63.8%, or greater. Elkhart Community Schools is committed to the identification of efficiencies in all expenditure categories. Elkhart Community Schools is a participating member of the North Central Indiana Energy Cooperative, an organization of public school corporations formed for the purpose of purchasing natural gas.



Elkhart Community Schools
Daniel Rice, Sr. Director of Technology
2720 California Road, Elkhart, IN 46514
p: 574.262.5560 f: 574.262.5565
e-mail: drice@elkhart.k12.in.us

MEMORANDUM

TO: Doug Hasler, Robert Haworth
Board of School Trustees

DATE: 7-18-2013

RE: **School Technology Advancement Account**

Attached is information and a petition form to receive funds from the Indiana State Board of Education School Technology Advancement Account for 2013-14. The petition requires the signatures of both superintendent and school board president.

The purpose of the School Technology Advancement Account is to provide low interest loans to school corporations for the purchase of computer hardware and software to be used for student instruction. Based on current enrollment, ECS qualifies for a loan of \$262,240.

Completed petitions are due to the IDOE Office of School Finance in Indianapolis by August 2, 2013.

**Petition to the Indiana State Board of Education for Funds
From the School Technology Advancement Account
Fiscal Year 2014**

Corporation No: 2305
Corporation Name: Elkhart Community Schools

Contact Person: Daniel Rice
Contact email: drice@elkhart.k12.in.us

Street Address: 2720 California Road
City/State/Zip Elkhart, IN 46514

Enrollment (DOE-PE 2012-2013) 13112

Amount requested from Technology Advancement Account \$ 262,240

All requests should complete questions 1-5 below

- If your corporation is applying for funds to purchase computer hardware and software for student instruction, complete Form STAA-A.
- If your corporation is applying for funds to develop and implement an innovative technology project, complete Form STAA-B.

The amount of advancements range from a minimum of \$20,000 to a maximum determined under the following formula:

STEP ONE: DOE-PE 2012-2013 enrollment	<u>13112</u>
STEP TWO: Divide STEP ONE by 25	<u>524.48</u>
STEP THREE: Multiply STEP TWO by \$500	<u>\$ 262,240</u>
	Eligible amount

If there are remaining STAA funds available, please check here to be considered for additional funds, if available (yes) _____ (no) _____

1. Amount requested in additional funds \$ _____
2. Please provide a brief description of the additional project components to be funded and a breakdown of the cost by building.
3. Does the school corporation have a current approved 3-year technology plan on file with the Department? (yes) _____ (no) _____

If the school's three year technology plan is not on file or has been updated, please attach a copy to this application.

4. Project Cost Breakdown

- a. Technology \$ 262,240
- b. Other project cost (please specify) \$ _____
- c. Other project cost (please specify) \$ _____
- d. Total project cost (sum lines a through c) \$ 262,240

Sources of funds used to finance the project:

- e. Common School Technology Loan \$ 262,240
- f. Other (Specify) _____ \$ _____
- g. Total sources of funds (line e plus line f) \$ 262,240

5. Please answer the following questions:

- a. Outstanding principle amount of all obligations for the school: \$112,640,584.90
- b. Current debt service tax rate: 0.4969

Form STAA-A Petition to purchase of computer hardware and software for student instruction

1. Briefly describe the computer hardware and/or software being purchased:
(Please attach a breakdown of the project cost by building)

This funding will be used to purchase 440 computers and software for student use in one high school and six elementary schools (in classrooms and computer labs). These computers will be used for instruction and will allow for increased access to local and state online instructional resources and assessments, such as ECAs and ISTEP+.

2. Briefly cite evidence that said hardware and/or software will be used primarily for student instruction.

The addition of these computers fits within Elkhart Community Schools' long-range technology plan which was developed by our corporation technology team and approved by IDOE.

Dated this _____ day of _____, 2013.

Superintendent Signature

School Board President Signature

Superintendent printed name

School Board President printed name

Date of Board Approval: _____

Form STAA-B Petition to Develop and Implement Innovative Technology Projects

A. Check either or both:

_____ Project will introduce new technology to the school corporation

_____ Project will introduce new methods of instruction to the corporation

B. Briefly describe the new technologies and/or new methodologies being introduced:

C. Briefly explain how the project is expected to advance student learning and achievement?

D. Briefly describe the method(s) which will be used to evaluate the degree to which the above stated goal is achieved.

E. For each budget category below, state the dollar amount to be spend and briefly describe the goods or services to be purchased:

Contracted services amount \$ _____

Description:

Hardware amount \$ _____

Description:

Materials/Supplies amount \$ _____

Description:

Personnel amount \$ _____

Description:

Other amount \$ _____
Description:

Dated this _____ day of _____, 2013.

Superintendent Signature

School Board President Signature

Superintendent printed name

School Board President printed name

Date of Board Approval: _____

Applications are due by 4:30 p.m. on Friday, August 2, 2013. Mail completed applications to:

Indiana Department of Education
Attn: Teresa Hemmerle, Office of School Finance
115 West Washington Street
South Tower, Suite 600
Indianapolis, IN 46204

STAA Petition, Fiscal Year 2014
2305: Elkhart Community Schools

Hardware and software being purchased		
Qty	Item	Total
440	Dell GX 3010 Desktop Computer	\$ 239,228
440	Microsoft Office	\$ 23,012
	Total Project	\$ 262,240

Project cost by building		
Qty	Location	Total
140	Memorial High School	\$ 83,440
50	Hawthorne Elementary	\$ 29,800
50	Monger Elementary	\$ 29,800
50	Osolo Elementary	\$ 29,800
50	Pinewood Elementary	\$ 29,800
50	Riverview Elementary	\$ 29,800
50	Roosevelt Elementary	\$ 29,800
440		\$ 262,240

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

July 23, 2013

TO: Board of School Trustees
Dr. Haworth

FROM: Douglas A. Hasler *DH*

SUBJECT: Refunding of 2003 First Mortgage Refunding Bonds

Recently, Elkhart Schools has taken advantage of several refunding opportunities to generate savings to the school corporation, which in turn will translate into lower tax levies and tax rates for property owners within Elkhart Schools. We have identified another refunding opportunity, this one relating to the 1998 lease-rental bonds for the high schools, refunded initially in 2003. Current estimates of savings resulting from such a refunding are approximately \$200,000, or 2.5% (net present value savings). Historically, we have targeted a savings level of 2% or better when doing refundings.

I am attaching a proposed resolution that would authorize a refunding of the 1998 lease-rental bonds. As I am unable to attend the July 23rd Board meeting, Dr. Haworth will be recommending your approval of this proposed resolution.

Jeff Qualkinbush from Barnes & Thornburg and Kevin McCanna from Speer Financial are assisting us throughout the refunding process.

Please contact me at 262-5563 if you have questions concerning this matter.

**RESOLUTIONS OF BOARD OF SCHOOL TRUSTEES APPROVING
AMENDMENTS TO CERTAIN LEASES AND TAKING OTHER ACTIONS
REGARDING FIRST MORTGAGE REFUNDING BONDS**

WHEREAS, the Elkhart Community Schools Building Corporation (the "Prior Corporation") previously issued its First Mortgage Bonds of 1998 (the "1998 Bonds"), in the original aggregate principal amount of Thirty-Eight Million Dollars (\$38,000,000), dated as of April 1, 1998, pursuant to a Trust Indenture, dated as of April 1, 1998 (the "Original Indenture"), between the Prior Corporation and Fort Wayne National Bank, as trustee (the "1998 Trustee"), for the purpose of procuring funds to pay the cost of acquiring the existing Central High School, the existing Memorial High School and the real estate upon which they are located and making certain renovations thereto; and

WHEREAS, in connection with the issuance of the 1998 Bonds, the Prior Corporation and the Elkhart Community Schools, Elkhart County, Indiana (the "School Corporation") entered into a Lease, dated as of February 24, 1998 (the "Original Lease") of all or a portion of Central High School, Memorial High School and the real estate upon which such facilities are located (the "Leased Premises"); and

WHEREAS, in 2003 the Prior Corporation issued its First Mortgage Refunding Bonds, Series 2003, in the original aggregate principal amount of \$32,765,000 (the "2003 Bonds"), in accordance with the Original Indenture, as supplemented and amended by a First Supplemental Trust Indenture, dated as of October 1, 2003 (the "First Supplemental Indenture"), by and between the Prior Corporation and National City Bank of Indiana (as successor to the 1998 Trustee), as trustee (the "2003 Trustee"), for the purpose of procuring funds to advance refund all of the outstanding 1998 Bonds and pay costs of issuing the 2003 Bonds; and

WHEREAS, earlier this year, the Elkhart Community School Building Corporation (as assignee to the Prior Corporation)(the "Corporation") issued its First Mortgage Bonds, Series 2013A, 2013B and 2013C in the original aggregate principal amount of \$1,255,000, \$1,445,000 and \$1,235,000, respectively, in accordance with a Second Supplemental Trust Indenture, dated as of May 1, 2013 (the "Second Supplemental Indenture"), by and between the Corporation and U.S. Bank National Association (successor to the 2003 Trustee), as trustee (the "2013 Trustee"), for the purpose of procuring funds to reimburse the School Corporation for improvements made by the School Corporation to the Leased Premises since it has been owned by the Prior Corporation and to pay for the costs of certain renovations and installation of equipment at the Leased Premises; and

WHEREAS, Indiana Code 5-1-5, as amended, authorizes the refunding of all or a portion of the 2003 Bonds prior to such time as such 2003 Bonds are subject to redemption in order to effect a savings; and

WHEREAS, Article VII of the First Supplemental Indenture provides the Corporation may redeem all or any part of the 2003 Bonds maturing on or after February 15, 2014, on any date not earlier than August 15, 2014, at a price equal to the aggregate principal amount of the 2003 Bonds being redeemed, plus interest accrued to the date fixed for redemption, and without any redemption premium; and

WHEREAS, in accordance with Indiana Code 5-1-5, the Corporation desires to provide for the issuance of bonds to current refund all or any portion of the 2003 Bonds which are currently outstanding (the "Refunded 2003 Bonds"), to effect a savings to the Corporation and, by reason of the corresponding reduction in the lease rental payments to provide a savings to the School Corporation; and

WHEREAS, the Corporation intends to execute and issue its First Mortgage Refunding Bonds (with such additional series designation and other distinguishing characteristics, if any, as determined at the time of issuance) in one or more series in an aggregate principal amount not to exceed Eight Million Dollars (\$8,000,000) (the "Refunding Bonds"), in the form and subject to the terms provided in the Third Supplemental Trust Indenture, to be dated either the first day or the fifteenth day of the month in which the Refunding Bonds are issued or sold (the "Third Supplemental Indenture") (the Original Indenture, as supplemented and amended by the First Supplemental Indenture, the Second Supplemental Indenture and the Third Supplemental Indenture, the "Indenture"), which will be by and between the Corporation and the 2013 Trustee, in order to (a) provide funds, together with funds currently on deposit in the Original Indenture, to current refund all of the Refunded 2003 Bonds by depositing into an irrevocable escrow account an amount of funds and non-callable Government Obligations, the principal of and interest on which when due will be sufficient to pay on redemption date all of the principal of, and accrued and unpaid interest on, the Refunded 2003 Bonds and (b) provide funds to pay all of the costs of issuance of the Refunding Bonds including all of the incidental expenses necessary to be incurred in connection with the issuance of the Refunding Bonds or on account thereof (clauses (a) and (b), collectively, the "Refunding Program"); and

WHEREAS, Indiana Code § 5-1-5-15 provides that, in connection with the issuance of refunding bonds, an issuing body and the lessee of any building, financed with the proceeds or obligations being refunded may enter into an amendment modifying or amending the provisions of such lease in one or more of the following respects: (i) to provide for a reduction in the amount of lease rental payable by the lessee to be effective upon the redemption or defeasance of the bonds being refunded; (ii) to provide for extensions or reductions of the time set forth in the lease before the option of the lessee to purchase may be exercised to such times as may be agreed upon by the issuing body and the lessee; or (iii) to provide that the lease rental payable by the lessee or lessees after redemption of the bonds being refunded may be payable to the trustee under a trust indenture securing such refunding bonds; and

WHEREAS, in accordance with Indiana Code § 5-1-5-15, the Board of School Trustees of the School Corporation (the "Board") now desires (i) to enter into an amendment to the Original Lease as amended prior to the date hereof (collectively, the "Lease") (the "Third Amendment to Lease") with the Corporation for the purpose of modifying or amending the provisions of the Lease to provide for a reduction in the amount of lease rental payable by the School Corporation to reflect the savings obtained from the issuance of the Refunding Bonds and to be effective upon the defeasance of the Refunded 2003 Bonds; (ii) approve the issuance of the Refunding Bonds in one or more series, and (iii) authorize certain actions in connection therewith.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SCHOOL TRUSTEES OF THE ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA, AS FOLLOWS:

Section 1. Third Amendment to Lease. The Third Amendment to Lease, in the form and substance acceptable to the President or any other officer of the Board, be, and hereby is, approved.

The President or any other officer of the Board be, and hereby is, authorized and directed to execute and deliver the Third Amendment to Lease, with such changes to the form thereof as such officer deems necessary or advisable, in the name and on behalf of the School Corporation, and the Secretary or any other officer of the Board be, and hereby is, authorized and directed to attest such execution, and any such execution and delivery and any such attestation heretofore effected be, and hereby are, ratified and approved.

Section 2. Continuing Disclosure Contract. The Continuing Disclosure Contract, dated as of the date the Refunding Bonds are issued (the "Undertaking"), executed by the School Corporation, in the form and substance acceptable to the President or any other officer of the Board be, and hereby is, approved.

If necessary, the President or any other officer of the Board be, and hereby is, authorized and directed to execute and deliver the Undertaking, with such changes to the form thereof as such officer deems necessary or advisable, in the name and on behalf of the School Corporation, and the Secretary or any other officer of the Board be, and hereby is, authorized and directed to attest such execution, and any such execution and delivery and any such attestation heretofore effected be, and hereby are, ratified and approved.

Section 4. Official Statement. The Preliminary Official Statement with respect to the Refunding Bonds, in the form and substance acceptable to the President or any other officer of the Board (collectively, the "Preliminary Official Statement") be, and hereby is approved, with such changes as are approved by the President of the Board. The President is hereby authorized and directed, in the name and on behalf of the Board, to place the Preliminary Official Statement into final form as the Final Official Statement of the Corporation. The President is authorized to sign the Final Official Statement and by such signature approve its execution.

Section 5. Refunding Bonds. The Board finds that the providing for the financing, refinancing, constructing and equipping of such school facilities by the Corporation and the leasing of same to the School Corporation is in the public interest of the citizens of the School Corporation, and all of the foregoing is a proper public purpose for which this Board agrees to cooperate with the Corporation.

The issuance, sale and delivery by the Corporation of the Refunding Bonds in one or more series under the Indenture in the aggregate principal amount not to exceed \$8,000,000, is hereby approved, so long as the issue and sale of each series of the Refunding Bonds has been approved by the Executive Director of Support Services of the School Corporation (the "Executive Director") or the Superintendent of the School Corporation (the "Superintendent"), and the net present value debt service savings is at least equal to two percent (2.00%) of the

outstanding principal amount of the Refunded 2003 Bonds being refunded with the proceeds of the Refunding Bonds.

Upon the redemption or retirement of the all Bonds issued under the Indenture, the School Corporation will accept from the Corporation title to such school facilities, free and clear of any and all liens and encumbrances thereon.

Section 6. Bond Purchase Agreement. The Bond Purchase Agreement with respect to the Refunding Bonds, in the form and substance acceptable to the President or any other officer of the Board (collectively, the "Bond Purchase Agreement"), by and among the Corporation, the School Corporation and Mesirow Financial, Inc., as underwriter, be, and hereby is, approved. The President or any other officer of the School Corporation, along with the Executive Director and/or the Superintendent, be, and hereby is, authorized and directed to execute and deliver the Bond Purchase Agreement, with such changes thereto as such officer, the Executive Director and/or the Superintendent deem necessary or advisable, in the name and on behalf of the School Corporation, and the Secretary or any officer of the School Corporation be, and hereby is, authorized and directed to attest such execution and delivery and any such execution and/or attestation heretofore effected be, and hereby are, ratified and approved.

Section 7. Engagement of Professionals. In connection with the issuance of the Refunding Bonds, the Board hereby approves its engagement of (a) Mesirow Financial, Inc. to serve as the underwriter/placement agent of the Refunding Bonds, (b) Speer Financial, Inc. to serve as the financial advisor of the School Corporation and the Corporation in connection with the Refunding Bonds and (c) Barnes & Thornburg LLP to serve as the general counsel and bond counsel of the School Corporation and the Corporation in connection with the Refunding Bonds.

Section 8. Other Actions. Any officer of the School Corporation, the Superintendent or the Executive Director be, and hereby are, authorized and directed to execute and deliver such documents and take such other actions as such person deems necessary or desirable to effect the foregoing resolutions, and any such documents heretofore executed and delivered and any such other actions heretofore taken be, and hereby are, ratified and approved.

PASSED AND ADOPTED this 23rd day of July, 2013.

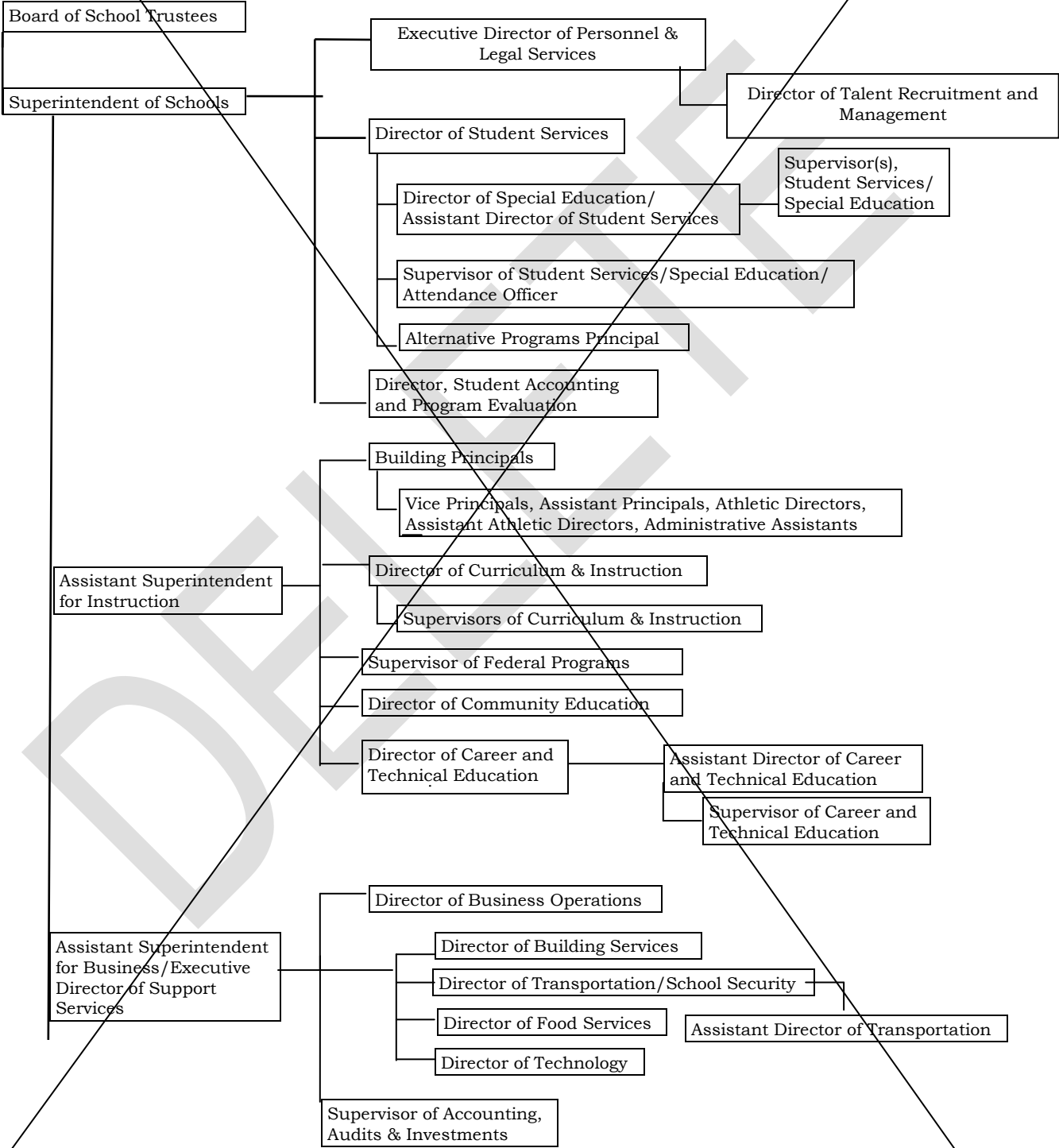
BOARD OF SCHOOL TRUSTEES OF THE ELKHART COMMUNITY SCHOOLS,
ELKHART COUNTY, INDIANA

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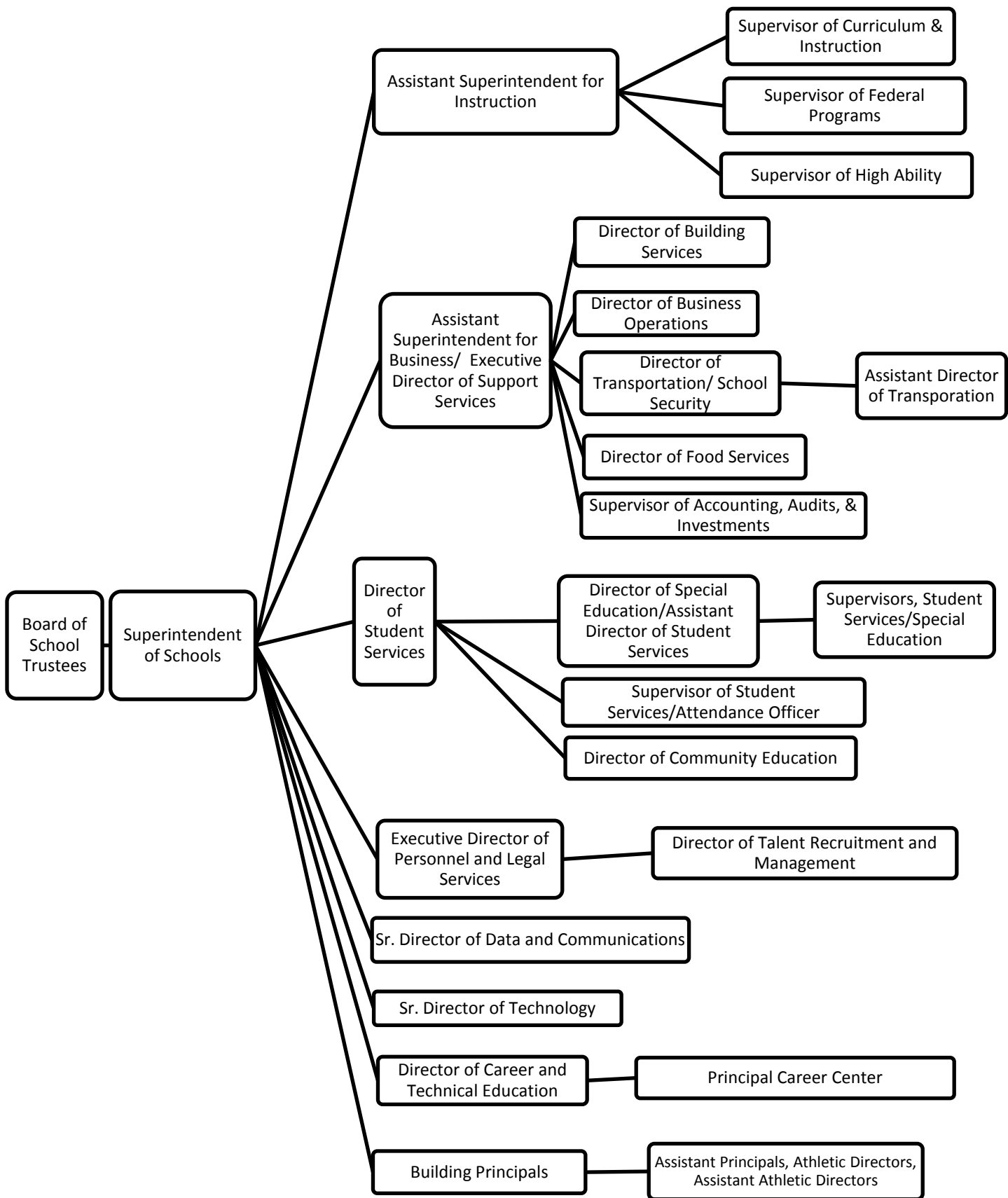
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ATTEST: _____
Secretary of the Board of School Trustees

ADMINISTRATIVE AND SUPERVISORY ORGANIZATION
ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana



ADMINISTRATIVE AND SUPERVISORY ORGANIZATION
ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana



EMPLOYEES IN MISCELLANEOUS POSITIONS COMPENSATION PLAN

Section 1. MISCELLANEOUS WAGE/SALARY SCHEDULE

The Board of School Trustees hereby adopts the following wage schedule for the positions below to be effective January 1, 2009. In addition, the three percent (3%) employee contribution to PERF will be paid by Elkhart Community Schools.

POSITION	HOURLY WAGE RANGE
Assistant Supervisor of Transportation	21.90 – 27.05
Transportation Trainer/Dispatcher	18.25 – 21.32
Food Service Truck Driver	14.65 – 17.40
Food Service Receiving/Supply	14.65 – 17.40
Assistant Supervisor of Building Services	21.90 – 27.05
Supply Manager	14.46 – 17.42
Food Service Training Specialist	16.60 – 23.25
Food Service Bids & Commodity Coordinator	15.81 – 24.70
Child Care Coordinator	13.24 – 16.42
Transportation Route/Driver Coordinator	18.25 – 21.32
Adult/Community Education Non-Contract Teachers	31.43 *
Building Community Education Coordinator	25.50 – 31.88
Radio Station Staff Announcer	8.60 – 12.22
Radio Station Development Assistant	10.00 – 16.00
School Security Officer	21.66
Title I/Funded Pupil/Program/Parent Support Person	18.22 – 26.53
High School Parent/Community Liaison	18.22 – 26.53
Asst. Site Coordinator - 21 st Century Community Learning Center	14.00
After-School Community Education Organized Activities Leader	14.00
After-School Community Education Organized Activities Assistant	9.39
Deaf/Hard of Hearing Educational Interpreter	15.00 – 28.00
Technology Support for Student Accounting and Program Evaluation	15.81 – 18.81

* Hourly rate based on .001 of the certified teacher's base salary

POSITION	YEARLY SALARY RANGE
Radio Station Manager	46,215 – 68,660
Radio Station Development Director	43,494 – 65,814
Radio Station Business Account Manager	34,328 – 64,719
Radio Station Program Director	34,328 – 52,814
Radio Station Senior Reporter and Assignment Editor	29,655 – 43,423
Radio Station Operations Manager	23,766 – 38,950
Radio Station Morning Edition Host	23,766 – 36,311
Radio Station Promotions Manager	27,743 – 41,278
Radio Station Membership Manager	30,766 – 43,586
Communications Coordinator	35,348 – 44,025
Public Relations and Volunteer Coordinator	39,694 – 53,703
Safe and Drug Free Schools Coordinator	24,036 – 28,043
Olweus Bullying Prevention Program Coordinator	39,694 – 53,703

Employees in Miscellaneous Positions Compensation Plan

GDBA-10
Board Policy

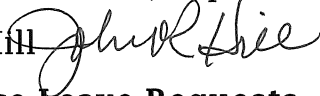
Energy Education Specialist	54,940 – 74,399
School Psychologist Intern	35,520
21 st Century Community Learning Center Coordinator	\$2,500 3,375 (per semester)**

~~** Effective June 10, 2008~~

An employee who is required to report to work to respond to an emergency outside of the employee's regular work hours will be paid for a minimum of two (2) hours.

July 23, 2013 ~~October 23, 2012~~

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: July 18, 2013
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. John Hill 
 RE: **Conference Leave Requests**
July 23, 2013 - Board of School Trustees Meeting


The following requests for excused absences are recommended for approval:

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
TITLE III NEW DIRECTOR MEETING This meeting will provide information pertinent to Title III regulations, requirements, forms, and documentation. Indianapolis, IN August 15, 2013 (1 day's absence) BETH WILLIAMS - ESC (0-0)	\$169.50	\$0.00
SOCIAL MEDIA MARKETING CONFERENCE This conference will provide information and insight into marketing through the use of social media. The information learned will be used to create a media platform for the adult education program which will help to continue to grow the program and enrich our community. South Bend, IN September 9, 2013 (1 day's absence) HEATHER ERLACHER - ADULT EDUCATION (0-0)	\$258.60	\$0.00
DATA DRIVEN DECISION MAKING AND DATA TEAMS During this training, participants will be an active learner as they apply core content, problem solve, and engage in performance-based learning activities. Each participant will work on their skills as a facilitator and practice teaching parts of the content in a supportive environment. Each participant will receive a licensure agreement from The Leadership and Learning Center allowing the certified trainer to present seminars over the course of three years. Chicago, IL October 8 - 10, 2013 (3 day's absence) BETH WILLIAMS - ESC (1-1)	\$538.34	\$0.00
TOTAL	\$796.94	\$0.00
2013 YEAR-TO-DATE GENERAL FUNDS	\$9,353.05	\$1,105.00
2013 YEAR-TO-DATE OTHER FUNDS	\$67,945.61	\$6,035.00
GRAND TOTAL	\$77,298.66	\$7,140.00

(Figures in parentheses are the number of conferences & the number of absence days previously approved for the current school yr.)

**ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana**

ADDENDUM

DATE: July 23, 2013
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. John Hill 
 RE: **Conference Leave Requests
 July 23, 2013 - Board of School Trustees Meeting**

The following requests for excused absences are recommended for approval:

2013-2014 CONFERENCES	Expenses	Substitutes
MIDWEST WHOLE BRAIN TEACHING CONFERENCE This conference will demonstrate how to engage students in the classroom using specific activities, words, and gestures which will utilize all parts of the students' brain enabling them to focus and retain more information. Schererville, IN August 5, 2013 (0 day's absence) ADRIA ANDERSON - BRISTOL (0-0) LYNDA ATKINSON - BRISTOL (0-0) THERESA HARMON - BRISTOL (0-0) SUE KELLER - BRISTOL (0-0) STAYCIE LIEVENS - BRISTOL (0-0) KATHRYN SMITH - BRISTOL (0-0)	\$382.78	\$0.00
	\$382.78	\$0.00

(The figures in the parentheses indicate the number of conferences and the number of absence days previously approved for the current school year.)



Date: July 23, 2013
To: Dr. Robert Haworth
From: Mr. W. Douglas Thorne
Subject: Personnel Recommendations

Certified

- a. **Consent Agreement** – We recommend the approval of a consent agreement regarding employee compensation.

- b. **Health Leave** – We recommend a health leave for the following employee:

Shalon White Begin: 8/12/13	Feeser/Kindergarten End: 5/30/14
---------------------------------------	--------------------------------------------

- c. **New Certified Staff** – We recommend the following new certified staff for employment in the 2013-14 school year:

Heidi Elonich	North Side/Counselor
Jamie Haradine	Beck/Grade 5
Aliya Jojo	Pierre Moran/Science
Heather McKay	Roosevelt/Grade 2
Sara Mead	Beardsley/Speech Pathologist
Dodie Norris	Cleveland/Grade 5 PEP
Quincy Phipps	TBD/Art
Kyle Worden	Pierre Moran/Science

- d. **Resignation** – We report the resignation of the following employees:

Tamara Smaka Began: 8/19/99	Pierre Moran/Special Education Resign: 7/15/13
Stephanie Timko Began: 8/15/11	North Side/Art Resign: 7/10/13

Classified

- a. New Employees** - We recommend regular employment for the following classified employee:

Anthony Bailey
Began: 5/1/13

Memorial/Custodian
PE: 7/3/13

- b. Resignation** – We report the resignation of the following classified employees:

Heidi Elonich
Began: 8/16/93

North Side/Social Worker
Resign: 7/11/13

Desiree Maurer
Began: 10/25/93

West Side/Food Service
Resign: 7/15/13

Mark Miller
Began: 6/28/11

Beardsley/Custodian
Resign: 7/5/13

Brenda Wohlford
Began: 9/7/12

Riverview/Paraprofessional
Resign: 8/1/13

- c. Retirement** - We report the retirement of the following classified employee:

Sherry Wisler
Began: 10/29/79

Osolo/Paraprofessional
Retire: 7/31/13
33 Years of Service

- d. Death** – We regreftully report the death of the following employee:

Michele Ware
Deceased: 7/1/13

Tipton/Paraprofessional
Years of Service: 1