

AGENDA FOR
 BOARD OF SCHOOL TRUSTEES
 REGULAR MEETING
 Elkhart Community Schools / Elkhart, Indiana
 December 22, 2014

CALENDAR

December	22	7:00 a.m.	Regular Board Meeting, J.C. Rice Educational Services Center
December	22	Immediately following	Public Work Session, J.C. Rice Educational Services Center
January	13	7:00 p.m.	Regular Board Meeting, Woodland Elementary, 1220 CR 3, Elkhart
January	20	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
January	27	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center



- A. CALL TO ORDER/PLEDGE
- B. INVITATION TO SPEAK PROTOCOL
- C. GIFT ACCEPTANCE – The administration recommends the Board accept with appreciation recent donations made to the Elkhart Community Schools. M 2 A
- D. MINUTES – M 2 A
 December 9, 2014 – Work Session
 December 9, 2014 – Regular Board Meeting
- E. TREASURER'S REPORT
 - Consideration of Claims M 2 A
 - Financial Report – January 1, 2014 – November 30, 2014
 - Fund Loans – The Business Office reports on fund loans made on November 30, 2014.
 - Fuel Bids – The Business Office recommends awarding bids for the purchase of gasoline and diesel fuel for calendar year 2015. M 2 A
 - Refuse Removal Bids – The Business Office recommends Board approval of refuse removal bids for 2015-2017. M 2 A
 - Fundraisers – The Business Office recommends Board approval of proposed school fundraisers in accordance with Board Policy. M 2 A
- F. NEW BUSINESS
 - Board Policy GCEA – The administration presents proposed revisions to Board Policy GCEA, Substitute Teacher Pay Schedule, and asks to waive 2nd reading. M 2 A
 - Overnight Trip Requests – The administration seeks Board approval of overnight trip requests. M 2 A

G. PERSONNEL

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

M 2 A

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

M 2 A

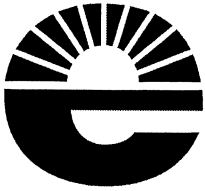
H. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

I. ADJOURNMENT



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STUDENT SERVICES

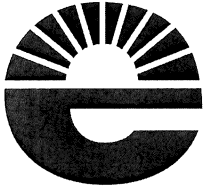
J. C. Rice Educational Services Center
Elkhart Community Schools
2720 California Road, Elkhart, IN 46514-1220
(574) 262-5540 / 5548 fax
www.elkhart.k12.in.us

DATE: December 15, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Anthony England, Director of Student Services
RE: Donation Approval

We recently received a donation of approximately 250 scarves. These items were all hand knit by Diane Dawe. The members of First Congregational Church donated material for the scarves. These scarves will be distributed to children in Elkhart Community Schools.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

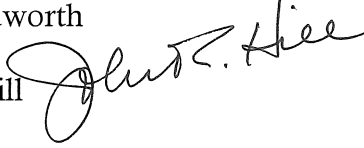
Diane Dawe
c/o The First Congregational Church UCC
431 S. Third Street
Elkhart, IN 46516



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CURRICULUM AND INSTRUCTION
J. C. Rice Educational Services Center
Elkhart Community Schools
2720 California Road, Elkhart, IN 46514-1220
(574) 262-5559 / 5556 fax
www.elkhart.k12.in.us

Memorandum

TO: Dr. Rob Haworth
FROM: Dr. John Hill 
DATE: December 16, 2014
RE: Gift Approval – Music Department

Fred and Judy Bechtold have offered to donate one (1) Yamaha Upright Piano (serial number 820483) to the music department of the Elkhart Community Schools.

Wesco Tuning Service has examined the piano and finds it to be in good condition. The fair market value of the instrument is \$2,300.00.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation be sent to:

Fred and Judy Bechtold
28971 Ella Drive
Elkhart IN 46514

rlt



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

DATE: December 17, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Dr. Robert Woods *Rob*
RE: Donation Approval

The Elkhart League of Women Voters has donated \$800.00 for the U. S. History Trip.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

Bev Weimeri - Treasurer
26089 Lake Drive
Elkhart, IN 46514

DATE: December 10, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Roosevelt STEAM Academy
RE: Donation Approval

A financial gift of \$200 from Goodwill located in South Bend was given to our school to help assist with families in need of clothing and furniture.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

Goodwill
1805 Western Ave.
South Bend Indiana, 46619

Note: Roosevelt STEAM Academy sent a note of thanks as well.

DATE: December 10, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Roosevelt STEAM Academy
RE: Donation Approval

< A gift of 300 Coats donated by United Way of Elkhart was given to our students in need.>

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

<United Way of Elkhart>
<601 County Road 17
<Elkhart, Indiana 46516

Note: Roosevelt STEAM Academy sent a note of thanks as well.>

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
December 9, 2014

Elkhart Area Career Center, 2424 California Rd., Elkhart – 7:00 p.m.

Place/Time

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

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

Call to Order/Pledge

Mrs. Nielsen discussed the invitation to speak protocol.

Protocol

By unanimous action, the Board accepted with appreciation the donation made to Elkhart Community Schools (ECS) of a check for \$1000.00 from Mr. Dana Homo for team sweats, team shirts, shoes, equipment, and other miscellaneous costs associated with the girls and boys track teams at Memorial High School (MHS).

Gift Acceptance

The Board welcomed Superintendent’s Student Advisory Council (SSAC) representatives from both high schools. Noah Yoder, a sophomore at Central High School (CHS) is active in: SSAC; Move2Stand; and Student Council. SSAC is working on bettering our schools, and bettering the community. Move2Stand is a group focusing on Bully Prevention. Student Council’s plans include service projects, Dance Marathon, and a Blood Drive. Band has a winter concert on December 16th, basketball team has a game on December 12th, and the Winter Dance will be on December 13th. Collin Whittaker is a senior at Memorial whose activities include National Honor Society, and the following clubs: Chemistry; Physics; Math and Philosophy. Activities at MHS include: basketball team keeps the Longfellow Trophy by beating Central; Blood Drive with 150 donors; fall play “Noises Off”; spring musical “Once Upon a Mattress; the math department is working on organizing an AP computer science curriculum; organizing a computer engineering curriculum; and Genesis, the school newspaper is gearing up for the end of the year publication. The Military Club is erecting a Wall of Hero’s; sending cards to our servicemen and collecting Toys for Tots.

SSAC

By unanimous action, the Board approved the following minutes:
November 25, 2014 – Public Work Session
November 25, 2014 – Regular Board Meeting

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$6,177,321.00 as shown on December 9th, 2014, claims listing. (codified file 1415-68)

Payment of Claims

By unanimous action, the Board approved proposed school fundraisers in accordance with Board policy.

Fundraisers

By unanimous action, the Board awarded the bid for the Safety, Security and Capital Improvements to Gibson-Lewis, LLC for \$6,136,600.00. Tony Gianesi, Director of Building Services explained construction would relocate offices to control access to Beardsley, Pinewood, Woodland, and West Side, and enclose classrooms with the open concept. In response to Board comment, he thanked Jamie Lake of Kovert Hawkins architects and school administration for helping in the bidding process. Mr. Gianesi also stated the construction would begin as soon as possible and be completed by the beginning of the 2015 school year. (codified file 1415-69)

Bid Award

By unanimous action, the Board approved proposed revisions to Board Policy GCBA, Professional Staff Merit System (Administrators) as initially presented at the November 25th Board meeting. Mr. Thorne explained these revisions would replace the merit system with a performance award model. The Board offered no further changes or corrections.

Board Policy GCBA

The Board was presented proposed revisions to Administrative Regulation GCBA, Administrator Qualification Guidelines for Performance Awards, as initially presented at the November 25th Board meeting. In response to Board inquiry, Mr. Thorne agreed the performance goals and awards would be presented to the Board prior to the beginning of the school year. The Board offered no further changes or corrections.

Administrative Regulation GCBA

The Board was presented proposed revision to delete Administrative Regulation GCBA, Performance Award Nomination Form, as initially presented at the November 25th Board meeting. The Board offered no further changes or corrections.

Administrative Regulation GCBA

By unanimous action, the Board approved proposed 2015-2016 School Calendar with revisions as initially presented at the November 25th Board meeting. After hearing from a concerned parent, Superintendent Haworth agreed with her suggestion a parent be on the committee that sets the school calendar. He also shared summer learning loss was weighty in the schedule decision process and every district in Elkhart County is moving toward a similar schedule. It was clarified no days were added to the school year. (codified file 1415-70)

2015-2016 School Calendar

President Nielsen opened a public hearing on Mary Beck Elementary School 2014-2015 Priority School Status. Principal JeNeva Adams stated Mary Beck staff is implementing the following intentional strategies to obtain their goal of improving their overall grade and move out of priority status: teachers and students are required to set goals and use data to track progress; teachers have been given training and held accountable for being able to read and disaggregate data which is driving the decisions being made in regards to instruction; interventionists have been moved from primary grade levels to upper grades 4-6; and District Academic Coaches are being used to assist Interventionists in using specific and intentional strategies. Specific goals are: by May 2015, the bottom 25% of students in grades 4-6 will achieve high growth (42.5%) as measured by the E/LA ISTEP+; by May 2015, the top 75% of students in grades 4-6 will achieve high growth (36.2%) as measured by the E/LA ISTEP+; by May 2015, the bottom 25% of students in grades 4-6 will achieve high growth (44.9%) as measured by the Math ISTEP+; and by May 2015, the top 75% of students in grade 4-6 will achieve high growth (39.2%) as measured by the Math ISTEP+. Hearing no comments from the audience members, President Nielsen closed the hearing.

Public Hearing

President Nielsen opened a public hearing on the Superintendent's contract. Doug Thorne, executive director of personnel and legal services, gave an overview of the contract and changes. He then heard Board members make suggested changes. Hearing no further comments from the audience members, President Nielsen closed the hearing.

Public Hearing

By unanimous action, the Board approved submission of two grants to Indiana Youth Institute for school psychologists to attend a National Association of School Psychologists annual meeting in February of 2015. (codified file 1415-71)

Grant
Application

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration of the December 9, 2014 listing. (codified file 1415-72)

Conference
Leaves

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

Personnel
Report

Employment of three (3) certified employees for the remainder of the 2014-2015 school year:

Certified
Employment

Heley Baker, language arts at West Side
Jennifer Beer, behavior support at Osolo
Kristina Turpin, grade 5 at Beardsley.

<p>Resignation of two (2) certified employees effective on dates indicated: William Roggeman, physical education at Memorial, 12/19/14 Maria Schroeder, grade 3 PEP at Bristol, 12/19/14.</p>	Certified Resignation
<p>Maternity leave for two (2) certified employees: Adria Anderson, grade 1 at Bristol beginning 1/6/15 and ending 6/5/15 Elizabeth Wilson, special education at Daly beginning 1/5/15 and ending 2/9/15.</p>	Maternity Leave
<p>Administrative Leave for James Iannarelli, Science at West Side effective 12/2/14.</p>	Administrative Leave
<p>Employment of eleven (11) classified employees, who have successfully completed their probationary period: Maleka Beard, food service at Central/Beardsley, 11/25/14 Lindsay Burnett, social worker at Pinewood/Bristol, 11/25/14 Roberta Eby, paraprofessional at Central, 11/20/14 Annette Lagadon, food service at Memorial, 12/1/14 Sandra Piggie, food service at Daly/Monger, 11/25/14 Yessica Ramirez, paraprofessional at Hawthorne, 11/25/14 Cassie Robershaw, food service at West Side, 11/25/14 Allison Smith, paraprofessional at Daly, 11/25/14 Eugene Stewart, custodian at Central, 12/2/14 Kendra Wieneke, technical assistant at Memorial, 11/20/14 Melanie Zottor, bus driver unassigned at Transportation, 11/20/14</p>	Classified Employment
<p>Resignation of eight (8) classified employees effective on dates given: Paige Adams, paraprofessional at Beardsley, 12/17/14 Candace Davis, bus driver unassigned at Transportation, 12/1/14 Julie Moody, bus driver unassigned at Transportation, 12/5/14 Sarah Snyder, secretary at Memorial, 12/12/14.</p>	Classified Resignation
<p>Retirement of James Conklin, bus driver at Transportation on 12/19/14 after 10 years of service.</p>	Classified Retirement
<p>Voluntary leave of Matt Perkey, paraprofessional at Central.</p>	Classified Leave
<p>The meeting adjourned at approximately 8:20 p.m.</p>	Adjournment

APPROVED:

Signatures

Dorisanne H. Nielsen - President

Carolyn R. Morris - Vice President

Glenn L. Duncan - Secretary

Karen S. Carter - Member

Susan C. Daiber - Member

Jeri E. Stahr - Member

Douglas K. Weaver - Member

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

Elkhart Community Schools
Elkhart, Indiana

December 9, 2014

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

Time/Place

Board Members
Present:

Dorisanne H. Nielsen
Carolyn R. Morris
Glenn L. Duncan

Karen S. Carter
Susan C. Daiber
Jeri E. Stahr
Douglas K. Weaver

Roll Call

ECS Personnel Present:

Doug Hasler
Rob Haworth
John Hill
Joni Peak

Doug Thorne
Bob Woods
Tony Giansesi

Guest

Jamie Lake

The Board discussed: Dec. 22 Board Meeting, Agenda; Board Retreat, Holiday Meal Basket, STEAM Academy Open House, WVPE; School Calendar; Canadian Brass concert; trip to Toledo to visit Boys and Girls Club; and Construction Bid.

Topics
Discussed

The meeting adjourned at approximately 6:35 p.m.

Adjournment

APPROVED:

Signatures

Dorisanne H. Nielsen, President

Karen S. Carter, Member

Carolyn R. Morris, Vice President

Susan C. Daiber Member

Glenn L. Duncan, Secretary

Jeri E. Stahr, Member

Douglas K. Weaver, Member

ACCOUNT BALANCES/INVESTMENT DETAIL

NOVEMBER 2014

PETTY CASH \$ 500.00

GENERAL ACCOUNTS:

Lake City Bank	19,927,233.70
Lake City Bank - Merchant Account	243,631.33
Teachers Credit Union	2,295,468.44

SCHOOL LUNCH ACCOUNTS:

Lake City Bank	162,630.16
Change Fund	2,130.00

TEXTBOOK RENTAL ACCOUNTS:

Chase Bank	1,507,132.11
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PAYROLL ACCOUNTS:

Lake City Bank - Payroll Account	522,055.51
Lake City Bank - Flex Account	64,348.20
Teachers Credit Union-Payroll Account	50,237.68
Teachers Credit Union - Flex Account	11,659.13

INVESTMENTS:

First State Bank Certificate of Deposit To mature 12/18/14 at .35%	77,000.00
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\$ 24,864,026.26

ELKHART COMMUNITY SCHOOLS

DATE: 11/30/14

TO: Mr. Douglas A. Hasler

FROM: Tracey Bolin

RE: Loans - One Fund to Another

The following loan was made on 11/30/14:

\$500,000 to Fund 0410 Transportation Operating Fund from Fund 0100 General Fund

\$30,000 to Fund 0420 Transportation - Bus Replacement Fund from 0100 General Fund

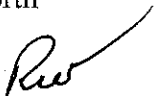


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(574) 262-5500
www.elkhart.k12.in.us

December 22, 2014

To: Board of School Trustees
Dr. Robert Haworth

From: Robert Woods 

Subject: Refuse Bid

The Business Office opened bids for refuse removal on December 10, 2014. The bids are for the next three years; 2015, 2016 and 2017.

On the attached sheet to this recommendation are the quotes from the four different vendors that took part in the refuse removal bid.

Based on selecting the lowest responsible and responsive bidder the Business Office is recommending HIMCO located in Elkhart, Indiana.

This company has been responsible for the refuse removal for the previous three years and has been a cooperative vendor dealing with any issues that arise.

The monthly bid from HIMCO is \$6,406.89, this bid price is for the next three years and some competitors had charges escalating over the life of this agreement.

2015,2016, 2017

REFUSE BIDS

VENDOR	HOME OFFICE	MONTHLY 2015	MONTHLY 2016	MONTHLY 2017	TOTAL	36 MONTHS TOTAL
HIMCO	ELKHART, IN	\$ 6,406.89	\$ 6,406.89	\$ 6,406.89	19,220.67	\$ 691,944.12
MICHIANA	NILES, MI	\$ 11,225.71	\$ 11,225.71	\$ 11,225.71	33,677.13	\$ 1,212,376.68
REPUBLIC SERVICES	ELKHART, IN	\$ 11,478.70	\$ 11,937.85	\$ 12,415.36	35,831.91	\$ 1,289,948.76
WASTE M'AGE'MENT	DANVILLE, IN	\$ 8,800.00	\$ 8,800.00	\$ 8,800.00	26,400.00	\$ 950,400.00

Elkhart Community Schools
Proposed School Fundraising Activities
Dec. 22, 2014 Meeting of Board of School Trustees

School/Organization	Fundraising Activity Description/Purpose	Date(s) of Activity	Sponsor(s)
Central Riley Dance Marathon	Hacienda give Back Night. Proceeds will be given to Riley Children's hospital	1/25/2015	Jessica Schibley
	Please note the following fundraisers are presented for confirmation only.		
EACC Dental Health Occupations	Students will sell hot chocolate to staff and students to raise money for an EACC paraprofessional who has a spouse battling cancer.	12/16/2014- 12/17/2014	Judy Bridges
Central National Honor Society	ADEC Ride A Bike team. Funds will be raised to sponsor the team to participate in the ADEC Ride A Bike.	12/14/2014- 5/16/2015	Amy Stine

GCEA
Proposed Revised Board Policy

SUBSTITUTE TEACHER PAY SCHEDULE

The Board of School Trustees hereby adopts the following wage rates for substitute teachers commencing on ~~August 17, 2010~~ **January 1, 2015**.

	Substitute License	Certified Employees Retired from ECS <u>or from another Indiana School Corporation*</u> & ECS Teachers Impacted by a Reduction in Staff	Certified Employee Retired from Indiana districts other than ECS (after 10 days)†
Full day	\$85.00	\$100	\$100
One-half day	\$45.00	\$ 55	\$55

* Individuals who held a license issued by the Indiana Professional Standards Board **or the Division of Professional Standards of the Indiana Department of Education who** were employed by Elkhart Community Schools **or another Indiana School Corporation**, and who retired from Elkhart Community Schools **or another Indiana School Corporation** are eligible to be compensated according to the wage specified above for “Certified Employees Retired from ECS **or from another Indiana School Corporation**.”

~~† Individuals who held a license issued by the Indiana Professional Standards Board were employed by an Indiana Public School District, and who retired from an Indiana Public School District are eligible to be compensated according to the wage specified above for “Certified Employees Retired from other than ECS,” after working ten (10) days for ECS each school year.~~

Effective September 22, 2009, when a substitute is employed to substitute for a ~~school nurse or a special education paraprofessional, they~~ **the employee** shall be paid \$85.00 for each full day of employment in that position.

Effective January 1, 2015, when a substitute is employed as a school nurse, the employee shall be paid \$100.00 per day for each full day of employment as a substitute school nurse.

The ~~Director of Personnel~~ **Executive Director of Personnel and Legal Services** will review this policy annually with the Board of School Trustees prior to its last regular meeting in May.

July 13, 2010 **December 23, 2014**

ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST

School: ELKHART MEMORIAL High School

Class/Group: WRESTLING

Number of Students: 18

Date/Time Departing: December 19, 2014 @ 4:30 pm

Date/Time Returning: December 20, 2014 @ 10:00 pm

Destination: ANDERSON INDIANA

City

State

Overnight facility: Holiday Inn Express 6720 S. SCATTERFIELD RD, Anderson IN 46013

Mode of Transportation: Mini Bus

Reason for trip: WE HAVE A WRESTLING MEET IN YORKTOWN INDIANA

IT'S ABOUT A 3HR. TRIP IN A mini bus. weigh-ins
ARE AT 8:00 AM WE would have to leave at
4:00 to 4:30 AM

Names of chaperones: Brian Weaver, Mark Stewart, Jeremy Sandefur
Dan Coulahan

Cost per student: 0

Describe Plans for Raising
Funds or Funding Source:

Asking EACH WRESTLER TO Bring \$15.00 Stop at Subway on
WAY HOME

Plans to defray costs for
needy students:

Are needy students made
aware of plans?

yes

Signature of
Teacher/Sponsor

[Signature] 12/12/14

Signature of Principal:

[Signature]

Date: 12/17/14

Send to Assistant Superintendent for Instruction for approval and for submission to
Board of School Trustees

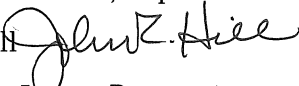
Approval of Assistant
Superintendent:

[Signature]

Date: 12/18/14

Approval by Board:

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: December 18, 2014
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. John Hill 
 RE: **Conference Leave Requests**
December 22, 2014 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p>HORIZON EDUCATION ALLIANCE - MUSIC FOR SOCIAL CHANGE</p> <p>This workshop will provide a better understanding of the El Sistema USA music program and how it can improve instruction and learning for students. Educators will learn the pedagogy to expand the El Sistema inspired music program in Elkhart Community Schools.</p> <p>Goshen, IN</p> <p>January 12 - 13, 2015 (2 day's absence)</p> <p>CHRISTINE BEYER - ROOSEVELT (0-0)</p> <p>JEAN CREASBAUM - ESC (4-6) <i>1 DAY'S ABSENCE</i></p> <p>JOHN HILL - ESC (0-0)</p> <p>TESSA SUTTON - ROOSEVELT (2-6) <i>1 DAY'S ABSENCE</i></p> <p>JEFF KOMINS - ROOSEVELT (2-2) <i>1 DAY'S ABSENCE</i></p> <p>KYLE MILLER - PIERRE MORAN (0-0) <i>1 DAY'S ABSENCE</i></p> <p>TODD NEUENSCHWANDER - ROOSEVELT (0-0)</p> <p>CARUS SHAFFER - PIERRE MORAN (1-2) <i>1 DAY'S ABSENCE</i></p> <p>SUZANNE SHAFFER - ROOSEVELT (0-0) <i>1 DAY'S ABSENCE</i></p> <p>BRAD SHEPPARD - ESC (2-2)</p> <p>KYLE WEIRICH - CENTRAL (0-0) <i>1 DAY'S ABSENCE</i></p> <p>BETH WILLIAMS - ESC (2-2)</p> <p>ROBERT WILSON - PIERRE MORAN/CENTRAL (0-0)</p>	\$648.07	\$680.00
<p>SOUTHERN REGIONAL EDUCATION BOARD SEVENTH ANNUAL TECHNOLOGY CENTERS THAT WORK (TCTW) LEADERS FORUM</p> <p>This conference will provide shared and full-time Career and Technical Education (CTE) center leaders the inspiration, practical skills, and professional network of Career and Technical administrators to expand their instructional and leadership capabilities.</p> <p>Point Clear, AL</p> <p>January 27 - 29, 2015 (5 day's absence)</p> <p>DAVID BENAK - EACC (1-5)</p>	\$2,075.00	\$0.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
CENERGISTIC 2015 WINTER NATIONAL TRAINING CONFERENCE This conference will provide continuing education and training in regards to our cost avoidance program. New Orleans, LA January 19 - 21, 2015 (2 day's absence) TONY GIANESI - BUILDING SERVICES (0-0)	\$645.00	\$0.00
2015 AIR CONDITIONING, HEATING AND REFRIGERATION (AHR) EXPO This expo will provide information on the latest heating, ventilation, and air conditioning equipment and systems for future projects. Chicago, IL January 26, 2015 (1 day's absence) JOHN BLOOM - BUILDING SERVICES (0-0) TED FOLAND - BUILDING SERVICES (2-5) TONY GIANESI - BUILDING SERVICES (1-3)	\$0.00	\$0.00
COUNCIL FOR EXCEPTIONAL CHILDREN WINTER CONFERENCE Tony England serves as the President Elect of this group and will participate in several sessions regarding the Universal Design for Learning (UDL). Indianapolis, IN February 11, 2015 (1 day's absence) TONY ENGLAND - STUDENT SERVICES (0-0)	\$309.00	\$0.00
TOTAL	\$3,677.07	\$680.00
2014 YEAR-TO-DATE GENERAL FUNDS	\$33,623.70	\$5,135.00
2015 YEAR-TO-DATE GENERAL FUNDS	\$608.00	\$340.00
2014 YEAR-TO-DATE OTHER FUNDS	\$169,312.37	\$14,490.00
2014 YEAR-TO-DATE ADJUSTMENTS	(\$5,567.40)	(\$340.00)
2015 YEAR-TO-DATE OTHER FUNDS	\$7,285.27	\$680.00
2015 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
GRAND TOTAL	\$205,261.94	\$20,305.00

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



Date: December 22, 2014
To: Dr. Robert Haworth
From: Mr. W. Douglas Thorne
Subject: Personnel Recommendations

Certified

- a. **New Certified Staff** – We recommend the following new certified staff for employment in the 2014-15 school year:

Jessica Van	Pierre Moran/Language Arts
Alexa Waggoner	Bristol/Grade 3/PEP

- b. **Maternity Leave** – We recommend a maternity leave for the following employees:

Stacey VanEck	ESC/Psychologist
Begin: 1/13/15	End: 2/23/15
Lindsey Walters	Central/Language Arts
Begin: 2/5/15	End: 6/5/15