

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

March 25, 2014

CALENDAR

Mar	25	5:30 p.m.	Public Work Session, Mary Daly Elementary School
Mar	25	Immediately following	Executive Session, Mary Daly Elementary School
Mar	25	7:00 p.m.	Regular Board Meeting, Mary Daly Elementary School
Apr	15	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Apr	29	7:00 p.m.	Regular Board Meeting, Memorial High School

- A. CALL TO ORDER/PLEDGE
- B. INVITATION TO SPEAK PROTOCOL
- C. SUPERINTENDENT'S STUDENT ADVISORY COUNCIL REPRESENTATIVES
- D. DISTRICT HIGHLIGHT
Alex Holtz-ETA President
- E. GIFT ACCEPTANCE - The administration recommends the Board accept with appreciation recent donations made to the Elkhart Community Schools.
- F. STUDENT RECOGNITION
GrapeSEED Program
Elkhart City Science Fair
- G. DALY BUILDING REPORT
Josh Nice-Principal
- H. MINUTES - March 11, 2014 – Public Work Session
March 11, 2014 – Regular Board Meeting
March 18, 2014 – Public Work Session
- I. TREASURER'S REPORT
Consideration of Claims
Financial Report – January 1, 2014 – February 28, 2014
Extra-Curricular Purchases – The Business Office seeks Board approval of extra-curricular purchase requests from West Side Middle School.

J. UNFINISHED BUSINESS

2014-2015 Board Meeting Schedule – The administration presents proposed revisions to the 2014-2015 Board of School Trustees meeting schedule as presented at the March 11th meeting.

K. NEW BUSINESS

Board Policy K1 – The administration presents proposed revisions to Board Policy K1, Fundraising, for initial consideration.

Grant Application Indiana “Making a Difference Grant” – The administration seeks approval for submission of the “Making a Difference Grant”. This grant is applied for from the High Ability Office at IDOE.

Overnight Trip Request – The administration seeks Board approval of overnight trip requests.

L. 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.

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

M. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

N. ADJOURNMENT

Accountability A-F School Grades and Socio-Economic Status

City or Marion County MSD	A-F Accountability Grade	Percent of students with paid lunch
Indianapolis	F	16%
Hammond	D	18%
Gary	F	20%
Anderson	D	23%
Richmond	C	26%
Wayne	D	26%
South Bend	D	27%
Muncie	C	27%
Michigan City	C	27%
Fort Wayne	C	30%
Lafayette	B	31%
Kokomo	D	31%
Goshen	C	32%
Warren	C	32%
Elkhart	B	33%
Pike	C	35%
Mishawaka	C	36%
Decatur	D	36%
Perry	C	39%
Lawrence	B	41%
Merrillville	B	41%
Jeffersonville	C	42%
Evansville	C	43%
Washington Township	C	43%
Portage	C	44%
Terre Haute	C	45%
Greenwood	A	53%
New Albany	B	56%
Columbus	C	58%
Franklin Township	A	62%
Bloomington	A	63%
Valparaiso	A	72%
Noblesville	A	76%
Fishers	A	86%
Carmel	A	90%



inspiring. excellence.

ELKHART MEMORIAL HIGH SCHOOL
Elkhart Community Schools
2608 California Road, Elkhart, IN 46514-1222
(574) 262-5600 / 5625 fax
www.elkhart.k12.in.us

DATE: March 11, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Jacquie Rost
RE: Donation Approval

To Whom It May Concern:

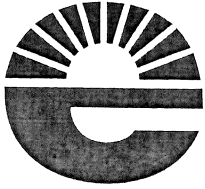
The Athletic office has received a donation from Phyllis Tubbs in the amount of \$1,000.00 to be used for the Wall of Champions display in our athletic area.

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:

Ms. Phyllis Tubbs
71075 Dawn Drive
Union, MI 49130


Sincerely,

Jacquie Rost



inspiring. excellence.

SUPERINTENDENT OF SCHOOLS
J. C. Rice Educational Services Center
Elkhart Community Schools
2720 California Road, Elkhart, IN 46514-1220
(574) 262-5516 / 5733 fax
www.elkhart.k12.in.us

DATE: March 13, 2014
TO: Board of School Trustees
FROM: Rob Haworth 
RE: Donation Approval

Elkhart Community Schools received a donation of approximately 200 24-count boxes of crayons from an anonymous donor to be distributed to children in need.

I am requesting approval from the Board of School Trustees to accept this donation.



DATE: March 10, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Kristie Stutsman
RE: Donation Approval

West Side Middle School has received the following from Donors Choose:

Chad O'Brien - 9 sets of headphones for READ 180 totaling \$142.80

Lindsey Cox - TI-30X IIS Calculator Teacher Kit - Set of 10, quantity 2, \$170.99 each totaling \$341.98

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:

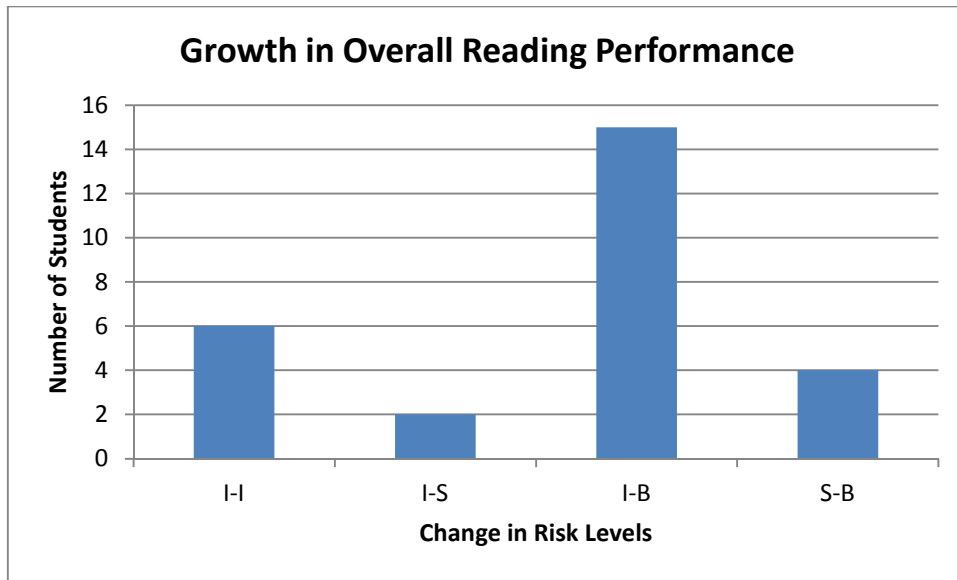
Chad O'Brien
West Side Middle School

Lindsey Cox
West Side Middle School

I have also included the address for Donors Choose, but I'm not sure if it is needed.

Donors Choose
134 West 37th Street, 11th Floor,
New York, NY 10018.

GrapeSEED Data for Kindergarten



I= Intensive is high risk of reading difficulties

S= Strategic is some risk of difficulties

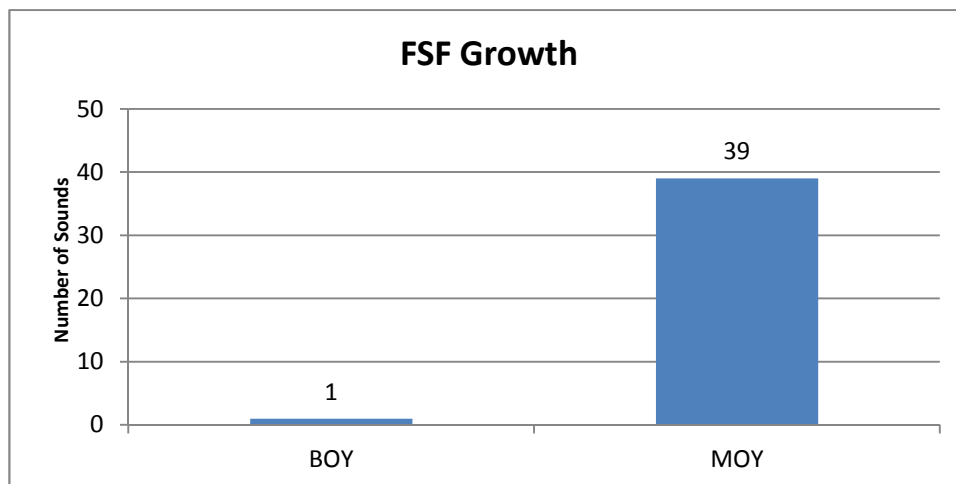
B= Benchmark is on a trajectory for reading success

I-I Stayed Intensive

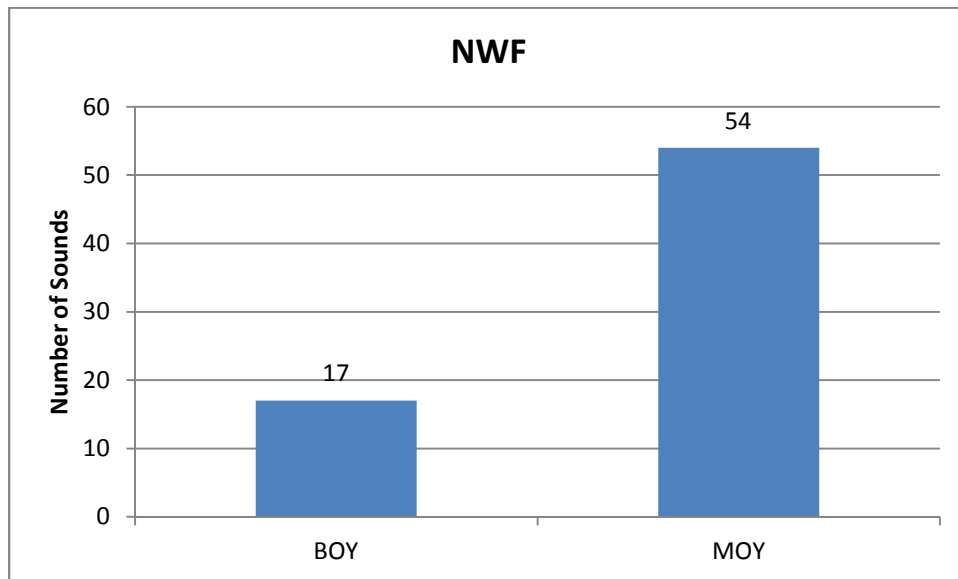
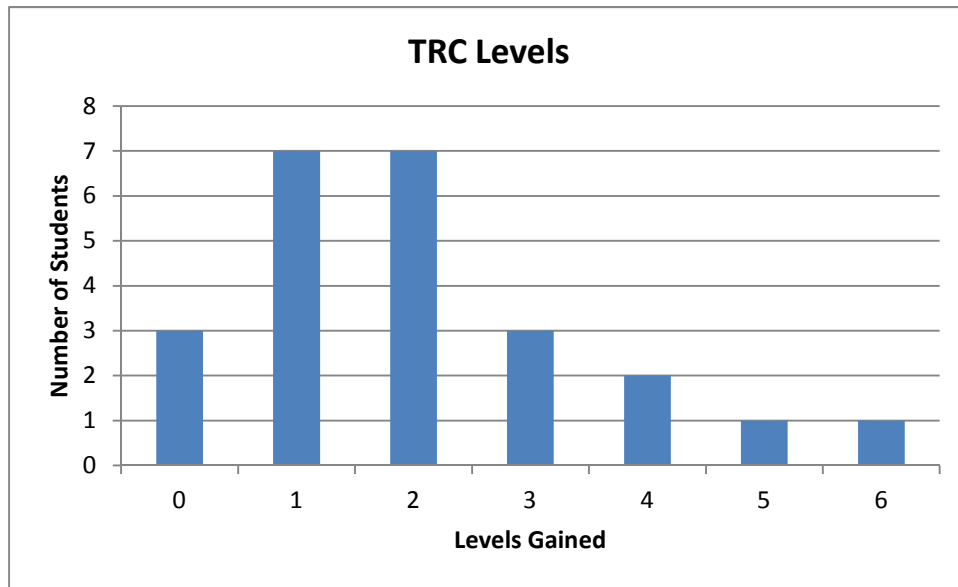
I-S Intensive to strategic

I-B Intensive to Benchmark

S-B Strategic to Benchmark



GrapeSEED Data for 1st Grade



NWF= Nonsense word fluency – Essential decoding skill

TRC= Text Reading Comprehension- Measures accuracy and comprehension

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

3/25/14

(Date)

TO: Board of School Trustees

FROM: Dr. Robert Haworth, Superintendent of Schools

SUBJECT: Profile of Mary Daly
(Name of School)

Number of Staff:	<u>2</u>	<u>38</u>	<u>23</u>						
	Administrators	Certified Staff	Classified Staff						
Enrollment:	<u>561</u>	<u>41.18</u>	<u>16.76</u>	<u>31.91</u>	<u>-</u>	<u>.53</u>	<u>9.09</u>	<u>.53</u>	<u>10-1-13</u>
	Total	%White	%Black	%Hispanic	%Asian	%Amer. Indian	%Multi Racial	%Pac. Island /Hawaiian	As of Date

Previous Year Stability Rate: 67%

Stability percentage is calculated by dividing the number of students who attended one school all year by the number of students who attended at any point.

Parent Involvement: 10% activities

% of Families Represented in PTA/PTO

Special Education:

Daly has mild disabilities and specific learning disabilities programs along with high ability cluster programs. Have 2 reading interventionists and 1 math to fill in gaps between general education and special education needs.

% on Free Lunches: 77.5% % with Reduced Lunches: 6.5%

Breakfast Program: 308

Average Daily Participation

Before & After School Child Care: 40 24

am participation pm participation

- Special Programs
 - Special curriculum features
 - Awards/honors
- Daly Dash and Run Club
Choir and Music Programs
Craft Bazaar
Math and Reading Nights
School Carnival
Quarterly Student Choice Behavior Rewards
All Pro Dads

Attachments: School Improvement Plan Information, Standardized Test Profile, and Staffing/Class Size Report

MARY L. DALY ELEMENTARY SCHOOL
1735 Strong Ave, Elkhart, 46514
Phone: 295-4870
Fax: 295-4877

Principal

Josh Nice
Teresa McLain, Head Secretary

Assistant Principal

Micah Lambert
Charrell Stevens, Assistant Secretary

Kindergarten

Natalie Blair
Amanda Brandy
Scott (Wes) Liggett
Jerry Schultz

First Grade

Kristen Becraft
Carla Darr
Nicole Hughes
Vanessa Jackson
Renee Ruocco

Second Grade

Diane Chastain
Allison Deshone
Laurie Newman
Gary Wenning

Third Grade

Lindsay Gagy
Shawn McCuen
Alyce Saal
Damen Ullery

Fourth Grade

Sherri Holston
Tracy Kelm
Kaleigh Seiler
James Wooten

MARY L. DALY ELEMENTARY - Continued

Fifth Grade

Michelle Braden
Carolyn Farrow
Richard Rushlow

Sixth Grade

Elizabeth Keiling
Julie Springer
Shannon Wingard

Intervention Teacher

Lisa Regan
Gladys Stevens

ESL

LuAnne VanKirk

Special Education

Laura Reverman
Beth Wilson

Mild Disabilities
Mild Disabilities

Art

Eric Berger
Leah Lukovic

Physical Education

Robert Wentz

Parent Support

Diana Liptak

Psychologist

Laura Krause

Behavior Support

Melissa Cutcliffe

Social Worker

Julie Hinzmann

MARY L. DALY ELEMENTARY - Continued

Speech Pathologist

Emily Grant
Nicole Spear

Nurse

Diana Duncan

Music

Christopher Harmon

Paraprofessional and Technical Assistants

Nicolette Andert	Mild Disabilities Paraprofessional
Ami Balding	Instructional Paraprofessional
Tracy Calhoun	Instructional Paraprofessional
Josie Cohen	Instructional Paraprofessional
Kerry Gianesi	Mild Disabilities Paraprofessional
Tammy Johnson	ESL Technical Assistant
Marcia Meehan	Lunch Paraprofessional
Tesha Miller	Lunch Paraprofessional
Nancy Misener	Lunch Paraprofessional
Christine Moskowitz	Keyboarding Paraprofessional
Sheri Torok	Instructional Paraprofessional

Cafeteria

Michelle Neel
Nicole Houser
Tesha Miller
Tamara Peet

Custodian

Roxanne Davis
Ondrace Malone
Pamela Swoveland

Head Custodian

Daily ELA Action Plan DRAFT May 2013 – All steps reviewed by SIP team- all items still implemented

GOAL (SUMMATIVE GOALS) <ul style="list-style-type: none"> ▪ All students in grades K-3 will read at or above grade level as measured by TRC. ▪ All students in grades 3-6 will score proficient as measured by ISTEP+. 	
BENCHMARKS (FORMATIVE GOALS) <ul style="list-style-type: none"> ▪ All students grades K-2 will achieve benchmarks set by DIBELS and TRC for each individual grade level. ▪ All students grade 3 will achieve benchmarks set by DIBELS and achieve 65% of items correct on ACUITY reading standards in each quarter. ▪ All students grades 4-6 will achieve 65% of the items correct on ACUITY reading standards each quarter. 	

Begin Date	Teacher Action Steps	Evidence of Implementation	Evidence of Impact								
8/13	GENERAL: TIER 1 Implement Journeys Core Reading program with fidelity: <ul style="list-style-type: none"> ▪ K-3 uninterrupted 90 min. reading ▪ 4-6 – 75 minute reading block with embedded reading instruction in other subjects ▪ Following district instructional calendar ▪ Whole group instruction – on grade level ▪ Using efficient, explicit instruction ▪ Aligned with grade level standards ▪ Leveled reading instruction – based on skills 	MCLASS (K-3) DAZE (3-6) ACUITY (3-6)	MCLASS (K-3) DAZE (3-6) Readworks Reading Assessments (2-6) sequenced to coincide with Journeys								
8/12	Hold higher expectations for all students. Set grade-level benchmarks on TRC. <table style="margin-left: 20px; border-collapse: collapse;"> <tr> <td style="padding-right: 10px;"><i>MOY</i></td> <td style="padding-right: 10px;"><i>EOY</i></td> </tr> <tr> <td style="padding-right: 10px;"><i>K</i></td> <td style="padding-right: 10px;"><i>E</i></td> </tr> <tr> <td style="padding-right: 10px;"><i>1</i></td> <td style="padding-right: 10px;"><i>J</i></td> </tr> <tr> <td style="padding-right: 10px;"><i>2</i></td> <td style="padding-right: 10px;"><i>M</i></td> </tr> </table>	<i>MOY</i>	<i>EOY</i>	<i>K</i>	<i>E</i>	<i>1</i>	<i>J</i>	<i>2</i>	<i>M</i>	MCLASS (K-3)	DAZE (3-6) ACUITY (3-6)
<i>MOY</i>	<i>EOY</i>										
<i>K</i>	<i>E</i>										
<i>1</i>	<i>J</i>										
<i>2</i>	<i>M</i>										
8/11	Explicitly teach and then EMBED for repetition into regular instruction - <i>ISTEP Essential</i> vocabulary list found on curriculum maps for grades K-6.		MCLASS (K-3) DAZE (3-6) ACUITY (3-6)								
8/11	LOW ACHIEVERS: TIER 2 (8-step) Grades K-2 Identify low achievers using DIBELS and TRC. Provide early intervention of at least an additional 30 minutes of leveled reading instruction in small groups daily.	Walk Through	DIBELS/3-D								
8/11	Grades 3-6 Identify low achievers using CORE assessments and ACUITY. Provide an additional 30 minutes of leveled reading instruction in small groups daily. (Tier 2) (8-Step)		MCLASS (K-3) DAZE (3-6) ACUITY (3-6)								
8/09	Provide 60 minutes of Tier 3 interventions for special education		Fountas & Pinnel Benchmark								

	students daily. Also 90 min. block for 4-6 reading at K-1 levels (6 students) HIGH ACHIEVERS – HIGH ABILITY: Provide challenging text and vocabulary in small leveled-reading groups daily.		Reading A to Z READWELL ACUITY Tier 4
10/09	CULTURAL COMPETENCY Address our practices, procedures, and cultural awareness of issues that cause over-identification of African American students in special education in selected categories and disproportionate student suspensions. <ul style="list-style-type: none"> • GEI team will monitor referrals & process for identifying students and testing for special services. • Monitor referral/suspension data GP#6 • PBIS team to continue rewards/supports desired by students • Male mentors for AA males • CARES volunteers • PBIS team to honor students at assemblies consistent with school goals/rules PARENT COMMUNICATION Present student reading performance based on DIBELS ACUITY to parents at fall parent-teacher conf. Inform about planned interventions. Provide parents with activities to help their child at home. Provide 2 additional contacts for each student about progress during the year	School Procedures Rules	Continue to monitor discipline data for disproportionality Monitor subgroups in DIBELS ACUITY
Fall/Winter 2011	FAMILY INVOLVEMENT At back-to-school night/Title 1 meeting provide tip sheet for parents to use to guide structuring homework time and support in the evening. Include visuals to illustrate the ideas. Present tips at KG Round-up <ul style="list-style-type: none"> ▪ Listen to your child read every night ▪ Provide quiet place/time to do homework ▪ Be in bed by 8PM ▪ Check power school ▪ Check assignment book ▪ Check backpacks FAMILY INVOLVEMENT Display parent tips in the front hall as a constant reminder of how		
Fall 2013			
Fall 2011			
Spring 2010			
Fall 2010		Observations of display	

Spring 2010	parents can support learning. Create Parent Resource room with info and tips for parents.	# parents using resource room	
Fall 2013	FAMILY INVOLVEMENT <ul style="list-style-type: none"> ▪ Have 1 breakfast event per grade level per semester to offer informal opportunities to parents to build community and learn about the school ▪ Begin All-Pro Dad's morning events to help fathers and children connect around education 		
Fall 2013	FAMILY INVOLVEMENT PTO sponsor monthly family events. Have staff representation at each event.	List of events	
Fall 2012	Hold monthly grade-level lunch with parents twice for each grade level		
Spring 10	FAMILY INVOLVEMENT Increase number of parents who attend KG round-up in spring. Pre-assess children. Invite to attend summer school. Get parents involved with school asap.	List of events Participation numbers	
Fall 2012	Hold weekly pre-KG club for both parents and students to attend together to familiarize them with Daily expectations; help feel comfortable in building and provide ideas to work with their child at home on phonics, letters, numbers, etc. Parent coordinator will hold English language classes for adults in the evening.		
4/10	TRANSITIONS Provide all incoming KG parents with clear expectations for reading skills in KDG and how they can support their child's reading development. Provide materials to use at home.		
4/10	Hold summer KG Club for incoming Kindergarten students. At KDG round-up pre-assess skills for KDG		
8/09	TECHNOLOGY Use Accelerated Reader, Skills Bank, ACUITY, RAZ KIDS, Steck-Vaughn for comprehension practice/assessment.		
8/12	Schedule the second computer lab for publishing.		

	<i>White boards.</i>	
PROFESSIONAL DEVELOPMENT		
<p>COLLABORATION: Teachers will provide year-end reading data to the next year's teacher. Use the composite and ACUITY (#4 and #1) to determine if students are on grade level at the beginning of year.</p> <p>CODE KEEPERS will develop Tier 2 behavior interventions. Provide PD for the staff.</p>		
<p>School: Mary Daly Elementary Focus Area: English Language Arts -Writing</p> <p>Goal: By spring of 2014, All students grades 3-6 will meet Indiana Academic Standards in English Language Arts as measured by ISTEP+.</p> <p>Benchmarks: .By Spring of 2014 all grades 3-6 students will score at proficient on building (ISTEP) writing prompts as measured by building rubric.</p>		

Begin Date	Teacher Action Steps	Evidence of Implementation	Evidence of Impact
8/12	GENERAL: <ul style="list-style-type: none"> Daily writing instruction following <i>utilize Indiana Common Core writing standards along with Lucy Calkins, Ralph Fletcher, Writing Fix, and other resources for mini-lessons</i> Provide a minimum of 45 minutes daily of student practice/application in writing in any content area. Teach Constructed Response strategies to students once a week.	Specified end product as defined by the unit focus.	Unit end product scored using Journeys rubric.
8/09			
9/12	Use a consistent rubric within grade levels for scoring writing LOW ACHIEVERS: Provide specific feedback to low achievers in small groups or individually two times per week. HIGH ACHIEVERS: Provide specific feedback to high achievers in small groups or individually at least once/week.		Pre-post test data
1/10			
1/10			
Fall 2010	PARENT/FAMILY INVOLVEMENT Grade levels inform parents about academic standards for writing monthly in school newsletter. Provide a grade-level tip about how parents can support learning.	Data team minutes Newsletters	
Fall 2012	Post samples of proficient writing for the grade level.	Administrative	

Fall 2010	<i>In school entryway</i> , each grade level show writing samples of proficient and advanced. Also display monthly samples throughout year so parents can see the progression of writing development.	Walk-Through
3/12	TECHNOLOGY Provide opportunities for students to learn and practice keyboarding skills so they can publish their writing.	

PROFESSIONAL DEVELOPMENT		
<i>On-going training in writing instruction. (Interventionist and teacher leaders)</i>		
<i>Teacher collaboration to discuss the writing products, results and impact on instruction.</i>		
<i>Common scoring to establish inter-rater reliability using the Journeys rubrics at the end of the first unit and the fourth unit.</i>		

DALY – Math Action Plan – DRAFT - MAY 2013

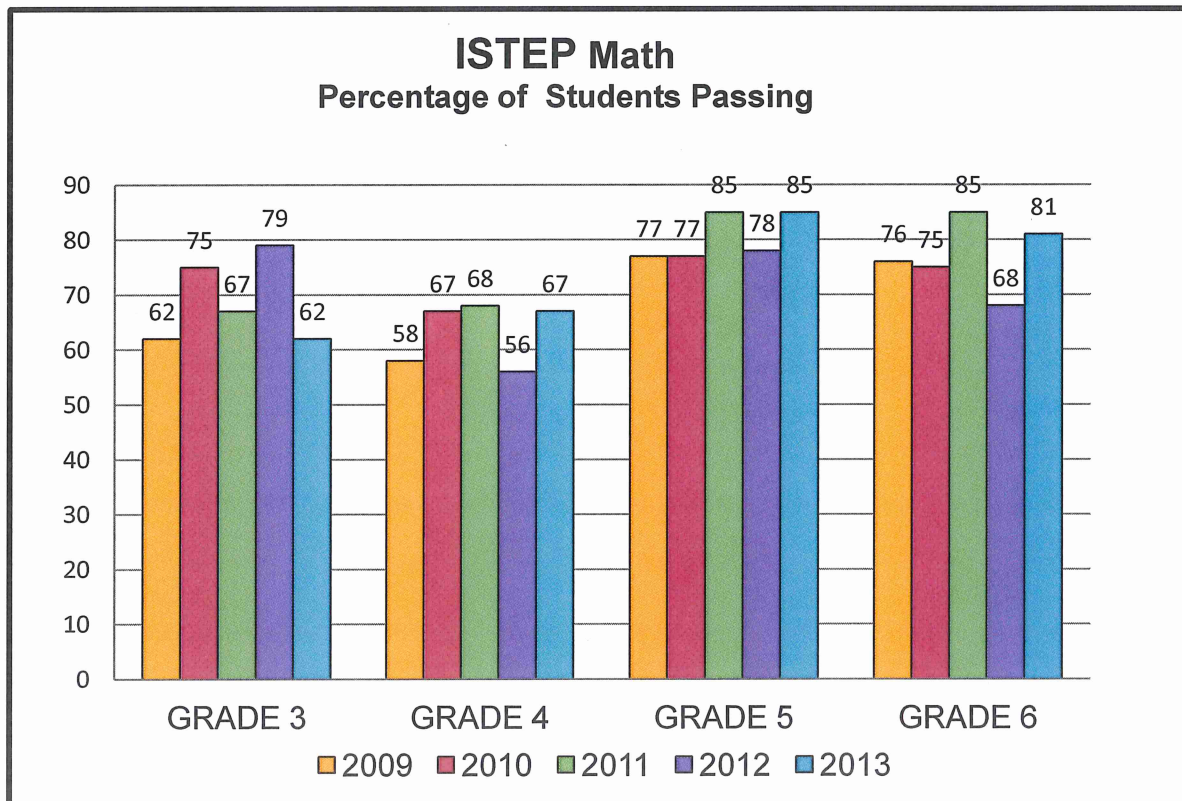
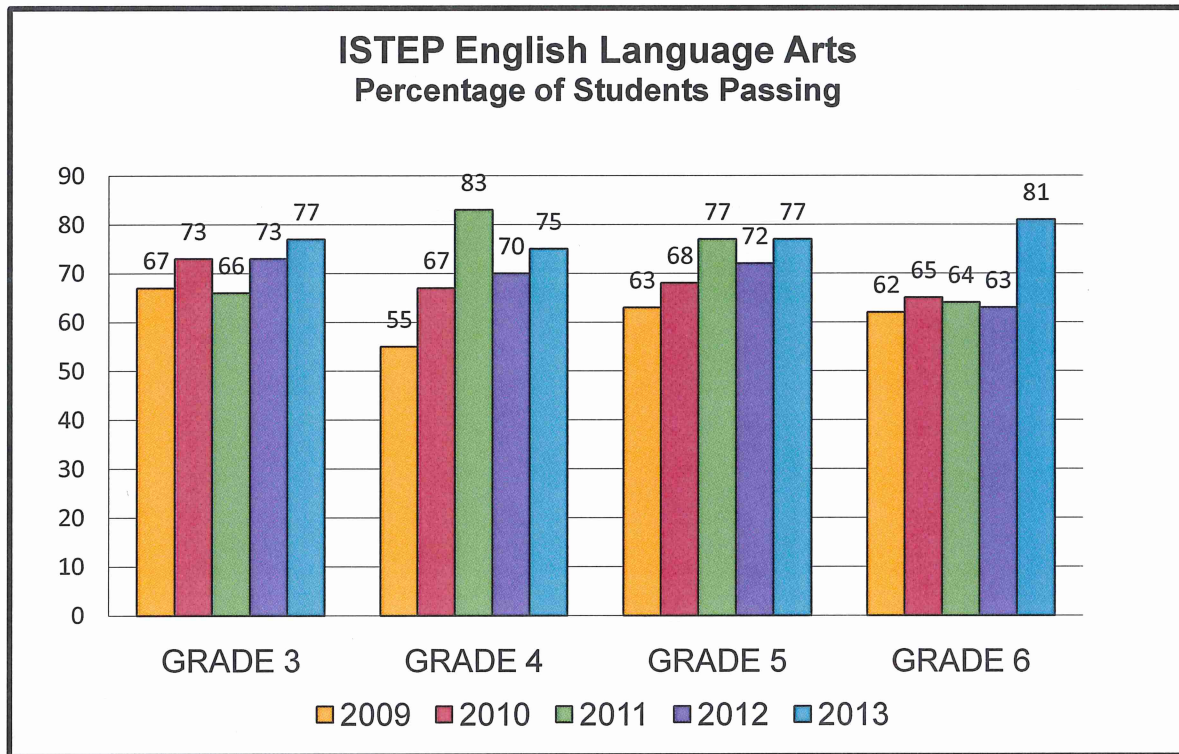
Goal: Spring 2014, all students grades 3-6 will meet Indiana Academic Standards in Math as measured by ISTEP+			
Benchmarks: Year 4: By Spring of 2014 100% of grades K-2 students will score benchmark as measured by MCLASS MATH Year 4: By Spring of 2014 100% of grades 3-6 students will score in Tier 3 or 4 as measured by ACUITY			
Begin Date	Teacher Action Steps	Evidence of Implementa.	Evidence of Impact
Fall 2012	GENERAL: TIER 1 Implement the <i>new district math instructional calendars</i> with fidelity for 60 minutes daily <i>including problem solving</i>	<i>District Math assessment on problem solving</i>	District assessments results MCLASS MATH
Fall 2012	<i>Implement Math review daily for 15 minutes</i> <i>Daily writing in math</i>	<i>Math review test</i>	District assessments results MCLASS MATH
Fall 2010	LOW ACHIEVERS: TIER 2 Tier 2 interventions will be provided on the identified skill deficiencies. (2-6) 8-STEP	<i>Learning log meetings</i>	MCLASS MATH District Assessments
	Progress monitor/MCLASS math K-2 LOW ACHIEVERS: TIER 3		

Fall 2010	Students will receive an additional 30 minutes of math instruction on identified deficiencies Monitor progress with curriculum-based measures.		CBM	MCLASS MATH
Jan. 2011	LOW ACHIEVERS: Special Ed. teachers teach students how to use calculators. For students who have calculator accommodations in IEPs, provide daily practice with calculators.			
Fall 2012	HIGH ACHIEVERS Students receive enrichment through differentiated math boxes or <i>Math Forum</i> projects.			MCLASS MATH
Fall 2011	CULTURAL COMPETENCY Track performance OF AYP subgroups Analyze cultural responsiveness of our instructional strategies in math.			MCLASS ACUITY
Fall 2012	PARENT INVOLVEMENT Math & Munchies Night to show parents how to support math learning at home Show parents how to access math websites and provide lists of parent resources to about math	Parent feedback Parent attendance		
Fall 2010	Encourage parents to observe math instruction in the classroom TECHNOLOGY Provide practice using ACUITY software on targeted skills. Practice with calculators.			

PROFESSIONAL DEVELOPMENT

5 Easy Steps for new staff – August 2013 Ongoing coaching (interventionist – G. Stevens)
Training and coaching for paras working in interventions (interventionist)

MARY DALY ELEMENTARY ISTEP+
5-Year Comparison



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

Elkhart Community Schools
Elkhart, Indiana

March 11, 2014

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

Board Members Present:	Dorisanne H. Nielsen Carolyn R. Morris	Karen S. Carter Susan C. Daiber Jeri E. Stahr Douglas K. Weaver
absent ECS Personnel Present:	Glenn L. Duncan Doug Hasler Rob Haworth	John Hill Bob Woods

Time/Place

Roll Call

The Board heard from Jodi Buoscio about her run for State office, an update of the referendum, a possible discussion group looking at issues minorities face in our schools, the upcoming ISBA Regional Conference, and how future weather might affect school make up days.

Topics
Discussed

The meeting adjourned at approximately 6:05 p.m.

Adjournment

APPROVED:

Signatures

Dorisanne H. Nielsen, President

Karen S. Carter, Member

Carolyn R. Morris, Vice President

Susan C. Daiber Member

absent
Glenn L. Duncan, Secretary

Jeri E. Stahr, Member

Douglas K. Weaver, Member

+
 MINUTES
 OF THE REGULAR MEETING
 OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
 Elkhart, Indiana
 March 11, 2014

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

Place/Time

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

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

Mrs. Nielsen welcomed Superintendent’s Student Advisory Council representatives from both high schools. Memorial High School (MHS) was represented by Mady Robison. She is a junior on the tennis team and loves sports. She reported on activities at MHS including the Speech team sending several students to the State competition; Sadie Hawkins Dance, Music Department; choir receiving 22 gold medals, orchestra receiving 11 gold medals and band receiving 21 gold medals at the District contest and sending many to the State competition; the Music Department is in the running for the All Music All District Award following Jazz Band, Jazz Choir and Jazz Orchestras all receiving gold ratings at the District competition; Zack Tally a MHS student is battling a rare disease and the school is sponsoring a spaghetti dinner at the Elkhart Moose on March 30th to help with medical bills. Maggie Zinich, a senior, represented Central High School (CHS). She plays tennis, is Vice President of SSAC, is in the marching band and has been a cheerleader. Activities at CHS include the track team participating in Track Relays and qualifying for State; a food drive collecting for Elkhart County; Sadie Hawkins Dance, food will be collected; Dance Marathon raising funds for Riley’s Children’s Hospital and Future Problem Solvers holding a fundraiser for cancer called “St. Baldricks” where students collect money to shave their heads, students from Elkhart Area Career Center students will be cutting the hair.

SSAC Representatives

The Board accepted with appreciation donations of; \$550.00 from friends of Mary Sydenstricker, former Riverview teacher, to purchase library books at Riverview Elementary; \$125.00 from Rod VanZile towards purchase of ISTEP t-shirt at West Side Middle School; \$350.00 worth of piano and piano/vocal music and books from Ms. Bernice Bishop for Central High School Music Department; and \$980.00 to

Gift Acceptance

support future academic activities/clubs for students at Cleveland from Notre Dame for partnering in education.

The Board heard an Energy Report from Ted Foland. He discussed how the contract with Cenergistic, which ended December of 2013, has provided a cost avoidance of 24.9% valued at \$4,263,313.00 from September 2009 to date. In response to Board inquiry, Mr. Foland explained why the water usage in 2013 was so high: chiller systems were flushed when replaced at Pinewood, Feeser, North Side and Monger and flushing can take as long as 2-3 days to run through an entire school; boiler repairs at Cleveland, and swimming pool filter and valve issues at Central and Memorial increasing the use of water, and irrigation accounts ran 2-3 weeks longer due to warm weather in the fall. Mr. Foland described his work hours; he is usually in the schools when they are closed looking at energy usage. He speaks with classrooms explaining power usage how computers seem to only use 1 cent of energy an hour but with over 5000 computers in the Elkhart Community School system it adds up. He complemented staffs, especially the custodial staffs, at all of the schools for their hard work.

Energy Report

The Board heard poems read by winners of "My Dream" Poetry Contest winners; Alexis Largent, Brenden Seabolt, Maleia Morey, Jasmine Green-Love and Jocelyn Portillo. Mr. Clyde Riley and Mr. Dynel Hill from the Tolson Center introduced the winners. Each received a certificate of recognition. Jackie Rost, Athletic Director at MHS, introduced wrestlers; Eugene Moody-Nuekon, Marcus Mejia, Tony Vaughn, Nick Ritchie, Jon Osoria, David Eli and Tieshawn Johnson and announced their post season accomplishments in IHSAA Competitions. They also received certificates.

Special Presentation

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

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$5,358,535.15 as shown on the March 11, 2014, claims listing. (Codified File 1314-90)

Payment of Claims

The Board received a financial report for the period February 1, 2014 – February 28, 2014 and found it to be in order.

Financial Report

The Board heard from Doug Hasler, Executive Director of Support Services report the following fund loan was made on February 28, 2014: \$35,000.00 from Capital Projects Fund to Debt Service Fund. This loan would be repaid by June.

Fund Loan

By unanimous action, the Board approved cash tuition rates for the 2014-2015 school year. Mr. Hasler reported Indiana allows school corporations to waive the payment of cash transfer tuition for Indiana residents, and Elkhart Community Schools has elected to adopt this waiver; Students residing outside of the State of Indiana seeking to enroll in Elkhart Community Schools are not eligible for this waiver, and are required to pay transfer tuition. For the 2014-2015 school year, the rate is \$6,930.00 for students in grades 1-12 and \$4,850.00 for kindergarten. Last year only foreign exchange students who attend ECS were billed. In response to Board inquiry, Mr. Hasler explained the different fees between 1-12 and kindergarten was kindergarteners do not generate the same revenue. They also inquired about foreign exchange students. Mr. Hasler explained some exchange students attending through a recognized program are not required to pay transfer tuition, while foreign resident students who are not part of a recognized foreign exchange program are required to pay cash transfer tuition.

Cash Tuition Rates

The Board was presented with a draft of the 2014-2015 Board of School Trustees meeting schedule for initial consideration.

Board of School Trustees Schedule

By unanimous action, the Board approved submission of the following two grants:

Grant Application

Region 2 Adult Education Continuation Grant. This grant was applied for in collaboration with Adult Education Directors in Region 2. Other programs in Region 2 are: Horizon Education Alliance; Plymouth Community Schools; South Bend Community Schools; and Warsaw Community Schools. Elkhart Community Schools Adult Education is applying for \$608,262.00 from the \$2,536,446.00 grant. Funding from this grant will continue to support their nine (9) adult basic education sites serving over 800 adult students per program year. In response to Board inquiry, Dr. John Hill, Assistant Superintendent for Instruction stated that this program could help students work towards their GED. Dr. Hill also explained that many sites have been consolidated and the County Jail is included. (Codified File 1314-91)

Region 2 Adult Education El Civics Continuation Grant. This grant is applied for in collaboration with Adult education Directors in Region 2. Other programs in Region 2 are: Plymouth Community Schools and South Bend Community Schools. Elkhart Community Schools Adult Education is applying for \$31,674.34 from the \$92,280.00 grant. Funding from this grant will continue to support their four (4) adult basic education sites serving over 500 adult students per program year. (Codified File 1314-92)

By unanimous action, the Board approved overnight trip requests; ten swimmers from Central High School traveling to the State Swim Meet in Indianapolis February 27, 2014 through March 1, 2014; three students from Memorial High School traveling to Fishers for the State Speech Tournament March 14-15, 2014; thirty Elk Logic Robotics students from Central and Memorial High Schools traveling to Purdue University in West Lafayette to participate in the Boilermaker Regional competition March 20-22, 2014, ten EACC Early Childhood students traveling to Indianapolis on March 27-29, 2014 to attend the Indiana Association for the Education of Young Children Conference; and nine Key Club students from Central and Memorial traveling to Indianapolis on April 4-6, 2014 to attend the District Convention for Indiana Key Clubs. The Board requested that the Robotics team bring in their robot after competition. Dr. Haworth explained how this year's robot is required to throw a ball into a specific area and taking apart the robot and redesigning it at the completion was required. In response to Board inquiry, Dr. Hill explained the need for taking gear, tools etc. of different sizes and the door configuration being different might be the reason 1 large bus is used instead of 2 short white buses.

Overnight Trip Requests

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the March 11, 2014 listing. (Codified File 1314-93)

Conference Leaves

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

Personnel Report

A Joint agreement regarding the correction of a printing error in the master contract. (codified file 1314-94)

Joint Agreement

Employment of three (3) certified employees for employment:
Jennifer Fitzgerald-Grade 3 at Daly
Julie Plaia-Grade 5 at Hawthorne
Elizabeth Spornhauer-Special Education at Pierre Moran.

Certified Employment

Health leave for Martin McCrindle-Public Safety at Career Center, beginning 8/13/14 and ending on 6/5/15.

Health Leave

Professional leave for the following two (2) certified employees:
Lisa Dercach-Interventions at Osolo, beginning on 8/13/14 and ending on 6/5/15.
Kellie Heuermann-Science at North Side, beginning on 8/13/14 and ending on 6/5/15.

Professional Leave

Voluntary leave for the following five (5) certified employees:
Jennifer Aires-Math at Memorial, beginning on 8/13/14 and ending on 6/5/15.
Tracy Borger-Kindergarten at Daly beginning 8/13/14 and ending on 6/5/15.

Voluntary Leave

<p>Jill Coffman-Grade 3 at Hawthorne beginning 8/13/14 and ending on 6/5/15 Rene Formsma-Grade 1 at Riverview beginning 8/13/14 and ending on 12/16/14. April Kauffman-Grade 3 at Bristol beginning on 8/13/14 and ending on 6/5/15.</p>	
<p>Change to voluntary leave for Janice Cook, Grade 5 at Hawthorne beginning 10/7/13 and ending on 2/14/14.</p>	<p>Change in Voluntary Leave</p>
<p>Maternity leave for Nicole Serge-Nemes, Grade 3 at Beardsley beginning 4/14/14 and ending on 4/25/14.</p>	<p>Maternity Leave</p>
<p>Resignation of the following six (6) certified staff effective on dates indicated: Janice Cook, Grade 5 at Hawthorne, 2/14/14 Mary C. Krieger-Miller, Kindergarten at Woodland, 6/6/14 Gary Linley, Grade 4 at Riverview, 6/6/14 Cynthia Neer, Media at West Side, 6/6/14 Summer Runyan, Counselor at Central, 3/12/14 Melinda Weirich, Grade 4 at Beck, 6/6/14</p>	<p>Certified Resignation</p>
<p>Retirement of Deborah Pulianas, Child Care at the Career Center with 22 years of service.</p>	<p>Certified Retirement</p>
<p>Regular employment for the following two (2) classified employees who have successfully completed their probationary periods, on dates indicated: Tiana Joiner, Food Service at Memorial, 2/10/14 Rita McKinney, Paraprofessional at Roosevelt, 2/24/14</p>	<p>Classified Employment</p>
<p>Resignation of the following eight (8) classified employees effective on dates indicated: Shannon Butts, Paraprofessional at Cleveland, 4/4/14 Marissa Curry, Paraprofessional at North Side, 3/14/14 Charlotte Hunnings, Paraprofessional at Beck, 3/7/14 Bobby Macon Sr., Food Service at Memorial, 2/27/14 Gail Mutch-Anderson, Paraprofessional at Hawthorne, 2/24/14 Christina Stewart, Paraprofessional at Pinewood, 3/11/14 Betsy Tavallali, Food Service at Memorial, 3/14/14 Melissa Waterman, Paraprofessional at West Side, 3/14/14</p>	<p>Classified Resignation</p>
<p>Retirement of two (2) classified employees-effective on dates indicated with years of service in parenthesis: Loretta Gregory, Technical Assistant at Career Center (33) Kathleen P Watson, Bus Driver at Transportation (16)</p>	<p>Classified Retirement</p>

Termination of the following two (2) classified employees:
Eric Bess, Custodian at Pinewood, 3/11/14 Board Policy
GDPD Section 1 f and g.
Robin Murphy, Bus Helper at Transportation, 2/21/14,
Board Policy GDPD Section 1 a,b,c,f and g.

Classified
Termination

Superintendent Haworth reported Alex Holtz, Elkhart Teachers
Association President, will be giving a report at the next School Board
Meeting comparing Elkhart community Schools with other systems.

From the
Superintendent

Board member Doug Weaver reported that former Elkhart basketball
players, Michael Kibilowski and Karvel Anderson were playing on ESPN2
in final tournaments. Board member Sue Daiber encouraged everyone
to see the art display of Elkhart Community School students in the main
lobby.

The meeting adjourned at approximately 7:53 p.m.

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

March 18, 2014

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

Board Members Present:	Dorisanne H. Nielsen Carolyn R. Morris	Karen S. Carter Susan C. Daiber Jeri E. Stahr Douglas K. Weaver
absent ECS Personnel Present:	Glenn L. Duncan Rob Haworth	John Hill

Time/Place

Roll Call

The Board heard from Kim Haas about Cobus Creek, they discussed the School Board Meeting Schedule for 2014-2015 and the last week of school.

Topics Discussed

The meeting adjourned at approximately 8:00 a.m.

Adjournment

APPROVED:

Signatures

Dorisanne H. Nielsen, President

Karen S. Carter, Member

Carolyn R. Morris, Vice President

Susan C. Daiber Member

absent
Glenn L. Duncan, Secretary

Jeri E. Stahr, Member

Douglas K. Weaver, Member

ACCOUNT BALANCES/INVESTMENT DETAIL

FEBRUARY 2014

PETTY CASH	\$	500.00
GENERAL ACCOUNTS:		
Lake City Bank		205,618.23
Teachers Credit Union		22,992,891.32
SCHOOL LUNCH ACCOUNTS:		
Teachers Credit Union		313,796.51
Change Fund		2,130.00
TEXTBOOK RENTAL ACCOUNTS:		
Chase Bank		958,233.05
PAYROLL ACCOUNTS:		
Teachers Credit Union-Payroll Account		1,258,880.03
Teachers Credit Union - Flex Account		69,798.19
INVESTMENTS:		
First State Bank Certificate of Deposit To mature 06/25/14 at .21%		68,300.00
	\$	25,870,147.33



To: Robert Haworth
From: Kristie Stutsman
Date: March 20, 2014
RE: Track Uniforms

West Side Middle School seeks Board approval to use \$1149.50 from the extra-curricular fund to pay for new track uniforms at West Side Middle School. Each year the track teams have a West Side Run-A-Thon to raise money to support the track program.



To: Robert Haworth
From: Kristie Stutsman
Date: March 14, 2014
RE: 5 STAR Invoice

West Side Middle School seeks Board approval to use \$2500.00 from the extra-curricular fund to pay for the 5 STAR after school program at West Side Middle School. The program takes place on Friday afternoons at West Side. During the first session we had 95 students participating. The second session had 80 students participating. We are expecting another 90 – 100 students participating during the 3rd session.

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

Regular Board of School Trustees' Meetings
2014-2015

Regular meetings will be held at 7:00 p.m. in the J. C. Rice Educational Services Center, 2720 California Road, Elkhart, Indiana

July	8, 2014	January	13, 2015 - <u>Woodland</u>
July	22, 2014	January	27, 2015
August	12, 2014	February	10, 2015
August	26, 2014	February	24, 2015 - <u>Hawthorne</u>
September	9, 2014	March	10, 2015
September	23, 2014	March	24, 2015
October	14, 2014 - <u>Tipton</u>	April	14, 2015 - <u>Roosevelt</u>
October	28, 2014	April	28, 2015
November	11, 2014	May	12, 2015
November	25, 2014 - <u>EACC</u>	May	26, 2015 - <u>Bristol</u>
December	9, 2014	June	9, 2015
December	16, 2014 - 7:00 a.m.	June	23, 2015

Any changes to the regular meeting schedule will be determined by Board action and special notice of any variance in date, time, or location will be posted and mailed to persons who have requested the same.

Public Work Sessions
2014-2015

Public work sessions will be held at 7:00 a.m. in the J. C. Rice Educational Services Center, 2720 California Road, Elkhart.

July	15, 2014	January	20, 2015
August	19, 2014	February	17, 2015
September	16, 2014	March	17, 2015
<u>October</u>	<u>21</u> , 2014	April	21, 2015
November	18, 2014	May	19, 2015
December	16, 2014	June	16, 2015

With proposed revisions – March 25, 2014
(as presented during the March 11, 2014 BST meeting)

FUND-RAISING

SECTION 1. SCHOOL SPONSORED FUND-RAISING ACTIVITIES AND OTHER SALES

A. Philosophy

It is important for Elkhart Community Schools to

- protect the safety of all students within the district.
- encourage and support the positive image of Elkhart Community Schools.
- recognize the increased competition for available contributions to worthy organizations.
- avoid the appearance of pressure, intimidation, or annoyance during school sponsored fund raising activities.

B. Guidelines

School sponsored fund-raising activities should follow certain general guidelines. The activities should, whenever possible,

- discourage door-to-door solicitation.
- bring people into the schools.
- provide buyers with fair return for money spent.
- indicate the school-related purpose for the fund-raising event.
- minimize competition with local businesses.
- avoid promoting activities contradictory to appropriate educational goals.
- allow for direct contributions to individual schools subject to Board approval, as appropriate.

C. Procedures

School sponsored fund-raisers must have the prior approval of the Board of School Trustees. Administrators seeking the approval of the Board must submit a written request to the Board of School Trustees and provide the following information to the Business Office:

- **description of the proposed fundraising activity,**
- **school employee responsible for the fundraising activity,**
- **school employee responsible for the collection of proceeds from the fundraising activity,**
- **school employee responsible for the ordering of products, and**
- **restrictions (if any) on the use of the proceeds from the fundraising activity.**

SECTION 2. SOLICITATION BY STUDENTS OR STAFF

The solicitation of funds by school classes, organizations, students, or staff is subject to the following:

- Solicitation of the public must be approved by the appropriate building principal(s) or the Assistant Superintendent for Instruction for solicitations involving more than one building.

- Solicitation of staff by students or students by staff is discouraged.
- Solicitation by sale of school pictures, book club programs, class rings, school publications, concessions, and book store items to students on school property requires principal approval. All other sales are prohibited.

SECTION 3. FUND-RAISING BY SCHOOL SUPPORT ORGANIZATIONS

All fund-raising activities should be conducted in such a way that the best educational interests of students are served, and the interest of the general public in the quiet enjoyment of home and hearth is preserved. Sections 1(**A**), 1(**B**) and 2, above, should be used by School Support Organizations as a guide for their fundraising activities.

~~July 8, 2003~~ March 25, 2014



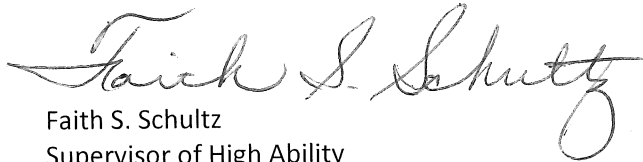
inspiring. excellence.

HIGH ABILITY OFFICE
Elkhart Community Schools
2720 California Road, Elkhart, IN 46514-1220
(574) 262-5935 / 5556 fax
www.elkhart.k12.in.us

DATE: 3/11/14
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Faith S. Schultz/ High Ability
RE: Grant Application

The Indiana "Making a Difference Grant" will be offered in the month of March from the High Ability Office at IDOE. The grant will provide \$10,000.00 to \$20,000.00 for identification of high ability students. I would like to ask for the money to purchase our most expensive kindergarten and first grade consumable assessments, the Cognitive Aptitude Tests. I will apply for approximately \$18,500.00.

I am requesting approval from the Board of School Trustees to submit this grant.


Faith S. Schultz
Supervisor of High Ability

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Central High
Class/Group: JAG
Number of Students: 3
Date/Time Departing: 3pm 3-13-14
Date/Time Returning: 7pm 3-14-14
Destination: IVY Tech Indianapolis IN
City State
Overnight Facility: Hampton Hotel
Mode of Transportation: Cardinal coach bus
Reason for Trip: STATE Career Development Conference

Names of Chaperones: Eliot Jeremiah; along with Wockone staff

Cost per Student: 0

Describe Plans for Raising Funds or Funding Source: paid through Wockone Indiana

Plans to Defray Costs for Needy Students: " " " "

Are Needy Students Made Aware of Plans? N/A

Signature of Teacher/Sponsor: Eliot Jeremiah

Signature of Principal: Frank Gery Date: 3/13/14

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

Approval of Assistant Superintendent: Philip Dull Date: 3/14/14

Approved by Board: _____

(All overnight trips require prior approval by Board Policy IICA.)

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Central

Class/Group: Rotary Youth Leadership Award

Number of Students: 4 Central Students | 4 Memorial Students

Date/Time Departing: April 11 @ 7:30 -

Date/Time Returning: April 13 afternoon

Destination: Camp Tecumseh Brookston IN
City State

Overnight Facility: modern lodge/cabin (shower & restrooms)

Mode of Transportation: ECS bus

Reason for Trip: ① encourage assist, and train leaders in responsible and effective youth leadership

② encourage cont'd and stronger leadership of youth by youth

Names of Chaperones: Camp counselors

Cost per Student: 0, students are guests of Rotary Club

Describe Plans for Raising Funds or Funding Source: NA

Plans to Defray Costs for Needy Students: NA

Are Needy Students Made Aware of Plans? NA

Signature of Teacher/Sponsor: [Signature]

Signature of Principal: [Signature] Date: 3/13/14


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

Approval of Assistant Superintendent: [Signature] Date: 3/20/14

Approved by Board: _____

(All overnight trips require prior approval by Board Policy IICA.)

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: March 20, 2014
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. John Hill 
 RE: **Conference Leave Requests**
March 25, 2014 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
ANNOUNCEMENT EVENT FOR COHORT 3 ADVANCED PLACEMENT TRAINING AND INCENTIVE PROGRAM INDIANA (TIP-IN) This program will take place at the Indiana State House where they will be giving an update regarding the progress of schools who participated in year 3 of the APTIP-IN grant. Indianapolis, IN April 22, 2014 (1 day's absence) SARAH FLAGG - CENTRAL (1-1)	\$183.60	\$0.00
INDIANA SCHOOL SAFETY SPECIALIST ACADEMY This training is provided by the School Safety Specialist Academy and will count towards training required by the State for the School Safety Specialist Certification renewal. Indianapolis, IN April 22 - 23, 2014 (2 day's absence) KEVIN BEVERIDGE - EASTWOOD (0-0) KRISTIE STUTSMAN - WEST SIDE (0-0)	\$1,475.16	\$0.00
EARLY COLLEGE OUTREACH EVENT This event will provide assistance to schools who have begun the implementation of the Early College model. Topics will include how to build curriculum pathways which lead to an associate's degree; how to help struggling students who have not passed the Accuplacer, but are in the Early College program; and how to work with parents to educate them about Early College and solicit their support. Marion, IN April 24, 2014 (1 day's absence) GAIL DRAPER - CENTRAL (2-2)	\$130.40	\$0.00
38TH LEARNING AND THE BRAIN CONFERENCE This conference will explore ways to use the science of "smarter minds" to teach the skills students need to meet for today's new standards, curriculum, and careers. New York, NY May 8 - 10, 2014 (2 day's absence) FAITH SCHULTZ - ESC (2-3)	\$3,612.00	\$0.00

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
SPECIAL EDUCATION LEADERSHIP DEVELOPMENT PROGRAM (LDP) This conference will provide leadership development training to special needs personnel for improving and expanding career, technical, training, and employment opportunities and support services for special (needs) populations, youths, and adults/non-traditional learners in the state of Indiana. Lafayette, IN (Purdue University) June 2 - 6, 2014 (5 day's absence) BILL KOVACH - EACC (7-24)	\$844.80	\$0.00
TOTAL	\$6,062.36	\$0.00
2013 YEAR-TO-DATE GENERAL FUNDS	\$18,405.16	\$2,340.00
2014 YEAR-TO-DATE GENERAL FUNDS	\$4,941.36	\$2,415.00
2013 YEAR-TO-DATE OTHER FUNDS	\$125,197.02	\$11,270.00
2013 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
2014 YEAR-TO-DATE OTHER FUNDS	\$37,447.98	\$5,950.00
2014 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
GRAND TOTAL	\$185,991.52	\$21,975.00

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



Date: March 25, 2014
To: Dr. Robert Haworth
From: Mr. W. Douglas Thorne
Subject: Personnel Recommendations

Certified

- a. **Consent Agreement** – We recommend the approval of two consent agreements regarding unpaid time.

- b. **Retirement** – We report the retirement of the following employees at the end of the 2013-14 school year:

Kenneth Leach	EACC/Graphic Arts	22 Years of Service
Peggy Presser	Memorial/Career to Education	19 Years of Service
R Charlie Ross	Memorial/Physical Ed	22 Years of Service
Gladys Stevens	Daly/Intervention	27 Years of Service

Classified

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

Paul Brokamp Began: 12/30/13	ESC/Advance Support Technician PE: 3/6/14
Mark Bowers Began: 12/18/13	Hawthorne/Paraprofessional PE: 3/10/14
Elishia Cook Began: 1/6/14	Pierre Moran/Registered Nurse PE: 3/12/14
Nakia Dalton Began: 1/13/14	Daly/Food Service PE: 3/19/14

Constance Dawson
Began: 1/14/14

Roosevelt/Paraprofessional
PE: 3/19/14

Brenda Goethals
Began: 1/6/14

Memorial/Riverview/Food Service
PE: 3/12/14

Dana Irving
Began: 1/6/14

Roosevelt/Paraprofessional
PE: 3/12/14

Heather Phelps
Began: 12/16/13

Hawthorne/Paraprofessional
PE: 3/7/14

Dwight Rhoades
Began: 12/30/13

ESC/Tech Support Specialist III
PE: 3/6/14

John Storer II
Began: 12/30/13

ESC/Programmer/Analyst
PE: 3/6/14

Eric Wichman
Began: 12/30/13

ESC/Advance Support Technician
PE: 3/6/14

Coriene Woods
Began: 12/16/13

Daly/Food Service
PE: 3/7/14

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

Mary Gunderson
Began: 8/16/11

Eastwood/Paraprofessional
Resign: 3/21/14

Jennifer Rice
Began: 4/25/11

Central/Custodian
PE: 3/13/14

c. Retirement – We report the retirement of the following classified employees:

Sue Clark
Began: 10/14/93

Riverview/Paraprofessional
Retire: 6/6/14
20 Years of Service

d. Termination - We recommend the termination of the following classified employees:

Jill Johnson
Began: 10/18/94

Transportation/Bus Helper
Terminated: 3/18/14
Board Policy GDPD Section 1 f and g

Margaret Johnson
Began: 10/10/94

Transportation/Bus Helper
Terminated: 3/14/14
Board Policy GDPD Section 1 f and g