

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

March 11, 2014

CALENDAR

Mar	11	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Mar	11	Immediately following	Executive Session, , J.C. Rice Educational Services Center
Mar	11	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Mar	18	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
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

- A. CALL TO ORDER/PLEDGE
- B. INVITATION TO SPEAK PROTOCOL
- C. SUPERINTENDENT'S STUDENT ADVISORY COUNCIL REPRESENTATIVES
- D. GIFT ACCEPTANCE - The administration recommends the Board accept with appreciation recent donations made to the Elkhart Community Schools.
- E. SPECIAL PRESENTATIONS
- F. MINUTES - February 25, 2014 – Public Work Session
February 25, 2014 – Regular Board Meeting

G. TREASURER'S REPORT

Consideration of Claims

Fund Loan – The Business Office reports on fund loans made at the end of February 2014.

Cash Tuition Rates – The Business Office recommends Board approval of cash tuition rates for the 2014-2015 school year.

Energy Education

H. NEW BUSINESS

2014-2015 Board Meeting Schedule – The administration presents a draft of the 2014-2015 Board of School Trustees meeting schedule for initial Board consideration.

Grant Application Region 2 Adult Education Continuation Grant - The administration seeks Board approval for submission of the 2014-2015 Adult Education Continuation Grant. This grant is applied for in collaboration with Adult Education Directors in Region 2.

Grant Application Region 2 Adult Education El Civics Continuation Grant - The administration seeks Board approval for submission of the 2014-2015 Adult Education El Civics Continuation Grant. This grant is applied for in collaboration with Adult Education Directors in Region 2.

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

I. 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.

J. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

K. ADJOURNMENT



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ELKHART CENTRAL HIGH SCHOOL
Elkhart Community Schools
One Blazer Boulevard, Elkhart, IN 46516-4565
(574) 295-4700 / 4712 fax
www.elkhart.k12.in.us

DATE: March 4, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Frank Serge *FS*
RE: Donation Approval

We are requesting approval to accept a donation from Ms. Bernice Bishop. Ms. Bishop has donated approximately \$350 worth of piano and piano/vocal music and books to the Elkhart Central High School Music Department for use by students and faculty.

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. Bernice Bishop
54612 Sundale Place
Elkhart, IN 46514



CLEVELAND ELEMENTARY SCHOOL
Elkhart Community Schools
53403 County Road 1 North, Elkhart, IN 46514-9754
(574) 262-5580 / 5582 fax
www.elkhart.k12.in.us

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DATE: March 6, 2014
TO: Board of School Trustees, Elkhart Community Schools
FROM: Ms. Martha Strickler, Principal, Cleveland Elementary School
RE: Donation Approval
University of Notre Dame

I am requesting that the following donation request be presented at the Board of School Trustees Meeting on March 11, 2014.

On behalf of Cleveland Elementary School, I am requesting Elkhart Community School's Board of School Trustees approve the acceptance of a donation in the amount of \$980.00 from the University of Notre Dame. The donation is in response to Cleveland's partnership with the University of Notre Dame in a longitudinal study aimed at identifying skills that are most important for future math success among elementary students. This year the study included students in second, third, and fourth grades.

The donation is being applied to Cleveland's Extra Curricular Funds for Student Activities to support future academic activities/clubs for students.

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:

Ms. Nicole McNeil
NFS Project Director
CLAD Lab/B20 Haggard Hall
University of Notre Dame
Notre Dame, IN 46556-5612

and to:

Accounts Payable Office
725 Grade Hall
University of Notre Dame
Notre Dame, IN 46556-5612

Respectfully,
Martha Strickler
Principal
Cleveland Elementary School



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RIVERVIEW ELEMENTARY SCHOOL
Elkhart Community Schools
2509 Wood Street, Elkhart, IN 46516-5037
(574) 295-4850 / 4901 fax
www.elkhart.k12.in.us

DATE: February 28, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM:
RE: Donation Approval

Riverview Elementary has received \$550.00 from the friends of Mary Sydenstricker, a former Riverview teacher who passed away in January. This donation will be used to purchase library books.

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:

Fourteen letters of acknowledgement and appreciation have been sent.

**DONATIONS TO MARY SYDENSTRICKER
MEMORIAL LIBRARY FUND**

Dave and Gail Duthie

3521 Briarwood Dr.

Elkhart, IN 46514

Bob and Esther Slaughter

3255 Sugarloaf Key Rd., Apt. 34C

Punta Gorda, FL 33955

Jill Szyarto

1627 Evergreen Pl

Elkhart, IN 46514

Lynn Miles

1517 Birch

Elkhart, IN 46514

Nancy Rouch

1433 Canterbury Ct

Elkhart, IN 46516

Paul and Barb Campbell

1511 Greenleaf Blvd

Elkhart, IN 46514

Chris and Donna Losch

913 E Beardsley Ave

Elkhart, IN 46514

Jeff and Mary Ann Cain

53056 Pine Brook

Bristol, IN 46507

Marsha Watson

1838 Cobblestone Blvd

Elkhart, IN 46514

Jack and Sue Hunsberger

3739 Thornridge Dr

Elkhart, IN 46514

Charlene Helfrich

1705 Cobblestone Blvd

Elkhart, IN 46514

Martin and Nancy Alig

1 St. Joe Manor

Elkhart, IN 46516

Betty Kaehr

3436 Grady Blvd

Elkhart, IN 46516

Sue Anne Cloud

1738 Cobblestone Blvd

Elkhart, IN 46514



Elkhart
Community Schools

WEST SIDE MIDDLE SCHOOL 101 S. Nappanee Street Elkhart, IN 46514
574-295-4815 fax 574-295-4812

DATE: February 6, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Kristie Stutsman 
RE: Donation Approval

West Side received a donation of \$125.00 from Rod Van Zile to be used towards the purchase of ISTEP t-shirts for the student.

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:

Rod Van Zile
27090 Killian Lane
Elkhart IN 46514

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

Elkhart Community Schools
Elkhart, Indiana

February 25, 2014

North Side Middle School, 300 Lawrence Street, Elkhart – 5:30 p.m.

Board Members
Present:

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

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

ECS Personnel Present:

Doug Hasler
Rob Haworth

John Hill
Bob Woods

The Board discussed the weather and school make up days, current state legislation issues and the referendum.

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

APPROVED:

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

Time/Place

Roll Call

Topics
Discussed

Adjournment

Signatures

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

Elkhart Community Schools
 Elkhart, Indiana
 February 25, 2014

North Side Middle School, 300 Lawrence St., 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

The board was entertained by a percussion soloist Savion Bias, a violin soloist Dylan Chadwick and a trumpet soloist Joel DeFreese. These students were introduced by Lynne Gwinn, Sandy Carnall and Jeff Hatfield, music educators from North Side Middle School (NSMS).

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 Miyah Byers. She is a sophomore who plays viola, likes photography and volunteers at a local bakery. Activities at MHS include an Oratorical contest; Blood Drive; Solo and Ensemble Music State Competition; Sadie Hawkins Dance “Lasso Your Love”; Band and Orchestra jazz groups in a Jazz Festival in LaPorte; the school play “Check Please”; and the students are planning a Hunger Drive collecting food for local charities. Central High School (CHS) was represented by Sara Freehafer. She is a junior, a member of the swim team, which recently broke a school record; also two swimmers are going to State. Other upcoming Central activities include a pep session is being planned including a Fashion Show starring staff, CHS also has musicians going to ISSMA state competition, a Dance Marathon fundraiser is being planned, athletes from CHS and MHS joined for bowling and listened to a speaker from Notre Dame.

SSAC
Representatives

The Board accepted with appreciation a donation made to Pierre Moran Middle School a one-time grant from the Elkhart County Community Foundation and Elkhart Municipal Band Foundation for \$1,800.00 to support the Instrumental Music Scholarship Program which will allow students who receive free or reduced lunch to take private lessons in the school for a reduced rate.

Gift Acceptance

The Board heard from Sara Jackowiak, North Side Principal, about their wonderful music department. She introduced Jeff Hatfield, North Side Music Chairperson who recognized nine of his orchestra students selected for the Indiana All Region Orchestra, Allyson Lankford, Dillon Chadwick, Abby Downs, Chenavy Pich, Sabrina Veich, Katherine Lade, Brynn Green, and Julia Axsom. Sandy Carnall, Band Director, recognized nine students who were selected for the Indiana All Region Band, Emily Dollins, Abby Doncilovic, Kaylee Ashcroft, Joel DeFries, Brookelyn Tidd, Mackenzie Blodgett, Aaron Rhoda, Paul Whitmer, Jessica Patino, and Bethany Turney. Mrs. Jackowiak shared that North Side is a very busy place hosting High School Basketball games, School Board Meetings and have kids in the building until seven pm with Boys and Girls Club. She noted these are only a few of the many things happening at North Side and they like it busy. In 2013, the 8th grade set ISTEP+ records crediting her staff and their 8 Step Remediation Process. Along with a new starting time, North Side is making other changes. The Success/Husky period has been changed to working on ISTEP+, anti-bullying and Positive Behavior the entire year instead of ISTEP+ alone the second semester. They have moved to four lunch periods and have found many positives; one of which is having seventh graders eating together and eight graders eating together easing some stress issues for new seventh graders. Teachers have set personal and building wide goals and have been visiting other classrooms and held peer evaluations which have helped all staff. The North Side family has always had a fondness for community service; staff are helping to raise funds for a teacher whose' child needs a service dog. Ashley Berger, art teacher has involved students in community service; at Christmas, crane ornaments were made and sold to raise monies for the Sarahstrong Foundation. A beautiful origami crane display showed how students made origami cranes to represent the many people touched by Sarah Crane and the Sarahstrong movement. A large purple crane hangs in the middle of thousands of smaller white cranes.

The Board was introduced to Hayley Boling of the Elkhart Education Foundation (EEF). She shared a power point presentation clarifying a need in ECS for support of extracurricular activities. She showed how extracurricular activities have encouraged students in ECS with testimonies. Arts, athletics, accredited clubs, and social organizations are the basic ways EEF is planning to motivate and encourage at risk students. She invited anyone to join her team as the EEF Board needs committee members and help getting out the word about their program. They have a web site and Facebook account for anyone who is interested in volunteering.

Special
Presentation

The Board heard from Kevin Deary of Boys and Girls Clubs, express agreement there is a need in ECS for EEF and complimented Hayley on her drive and excitement. He stated The Boys and Girls Club Board of Directors is stepping up to support the Referendum. He read a letter expressing their support of the referendum to help kids learn in a safe and healthy environment. (Codified File 1314-84)

Public support

By unanimous action, the Board approved the following minutes:
February 11, 2014 – Public Work Session
February 11, 2014 – Regular Board Meeting
February 18, 2014 – Public Work Session

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$5,221,669.45 as shown on the February 25, 2014, claims listing. (Codified File 1314-85)

Payment of Claims

The Board received a financial report for the period January 1, 2014 – January 31, 2014 and found it to be in order.

Financial Report

By unanimous action, the Board approved proposed revisions to Board Policy GDBA-3, Bus Drivers Compensation Plan, and waived 2nd reading. Doug Thorne, Executive Director of Personnel and Legal Services, explained the changes and clarified some language regarding assignments, procedures and bus routes. There is no change in compensation. Board member Glenn Duncan asked if any policy not involving financial issues, to be discussed over two meetings. Going forward, Mr. Thorne asked if the board wanted this revision to be read at two meetings and the board declined. In response to a Board inquiry, Mr. Thorne clarified the Unpaid Leave Incentive Plan.

Board Policy GDBA-3

By unanimous action, the Board approved overnight trip requests; eight Memorial High School wrestlers and coaches to travel to Semi State in Fort Wayne from February 14-15, 2014; three MHS wrestlers and coaches to travel to State in Indianapolis February 21-23, 2014; Skills USA students from Elkhart Area Career Center to travel to State in Indianapolis March 14-15, 2014; and -approximately 65-90 orchestra students from MHS to travel to New York City from April 8 to April 12, 2015.

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 February 25, 2014 listing. (Codified File 1314-86)

Conference Leaves

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

Personnel Report

Three consent agreements regarding unpaid time. (codified file 1314-87)

Consent Agreement

One joint agreement regarding the correction of a printing error in the master contract. (codified file 1314-88)	Joint Agreement
Employment of certified staff member Katrina Foree – Special Education at Hawthorne, 2/24/14	Certified Employment
Retirement of the following two (2) certified staff members with years of service in parenthesis: Sandra Healy – speech Pathologist at Monger (23) Kathleen Kulp – Grade 2 at Woodland (22)	Certified Retirement
Resignation of two (2) certified staff members effective on date indicated: Barry Claywell-Industrial Tech at Memorial, 2/18/14 Katie Wallace – Grade 1 at Bristol, 5/30/14	Certified Resignation
Voluntary leave of a certified staff member Jessica Webb, Grade 1 at Bristol beginning on 6/5/15	Voluntary Leave
Regular employment for the following three (3) classified employees who have successfully completed their probationary periods, on dates indicated: Jennifer Moran – Paraprofessional at Beardsley, 2/7/14 Patricia Schmidt – Paraprofessional at Feeser, 2/10/14 Vicky Scott – Paraprofessional at Beardsley, 2/13/14	Classified Employment
Termination of a classified employee Michele Montague – Bus Driver in Transportation, 2/25/14 Board Policy GDPD Section 1 a,f,g	Classified Termination
The Board heard from Steve Brown, Treasurer of YES4Elkhart, a political action committee supporting the ECS referendum, request to use school facilities for the purpose of conducting public informational meetings. A motion and second was made to accept the request.	Request from YES4Elkhart
Mr. Thorne presented a resolution waiving the requirement for Yes4Elkhart to be in existence for a minimum of two years, to be in effect through May 6, 2014. The motion was amended and seconded. By unanimous action the Board adopted the resolution. (codified file 1314-89)	Resolution
Superintendent Haworth explained the resolution will also open the use of building to any organized groups formed in opposition to the referendum.	From the Superintendent
The meeting adjourned at approximately 8:16 p.m.	Adjournment

APPROVED:

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

Signatures

ELKHART COMMUNITY SCHOOLS

DATE: 02/28/14

TO: MR. DOUGLAS A. HASLER

FROM: DIANA STAMPER

RE: LOANS - ONE FUND TO ANOTHER

THE FOLLOWING LOANS WERE MADE ON 02/28/14:

\$35,000 TO FUND 0200 DEBT SERVICE FROM 0350 CAPITAL PROJECTS FUND



BUSINESS SERVICES
J. C. Rice Educational Services Center
Elkhart Community Schools
2720 California Road, Elkhart, IN 46514-1220
(574) 262-5563 / 5565 fax
www.elkhart.k12.in.us

INTEROFFICE MEMO

DATE: FEBRUARY 18, 2014

TO: DOUGLAS A. HASLER, EXECUTIVE DIRECTOR OF SUPPORT SERVICES

FROM: DEBORAH S. SHOUP, CPA
SUPERVISOR OF ACCOUNTING, AUDITING, & INVESTMENT

RE: TRANSFER TUITION RATE FOR 14-15 SCHOOL YEAR

Attached are the completed worksheets showing cash tuition estimates for the board. In March 2013 we set the transfer tuition rate at \$7,300. The actual tuition rate will probably be closer to \$6,929. The state reimbursement rate includes Tuition Support and the Complexity Grant and has not been adjusted for "Other" spending reductions on the form SA545. It is estimated to be \$6,131.

I would **recommend a tuition rate** for students in **grades 1-12 of \$6,930** and for **Kindergarten of \$4,850**. Last year only foreign exchange students who attend Elkhart Community Schools (ECS) were billed. We did not directly bill any other type of student attending our school. Schools sending students to ECS were billed as usual.

**CASH TUITION ESTIMATES
2011-12**

Projected Cost

05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15
\$ 6,359	\$ 6,163	\$ 6,773	\$ 6,339	\$ 6,885	\$ 7,059	\$ 7,346	\$ 7,189	\$ 6,929	6930
(\$104)	(\$196)	\$610	(\$434)	\$546	\$174	\$287	(\$157)	(\$260)	

State Support:								Est.
\$3,320	\$3,530	\$3,632	\$3,782	\$6,089	\$6,150	\$5,940	\$5,949	\$6,131
								\$4,569 Tuition Support
								\$1,562 Complexity Grant

* - In January 2009 the State of Indiana began funding the General Fund for Tuition Support.
 ✖ - State support was calculated including cuts made to funding by the legislature; did not just average the state support listed on the SAS45

Refunds for 2012-13

Full tuition with State Support \$ -

Full tuition without State Support	\$ III
	\$ 1,240 Tuition Estimate
	\$ 1,428 Actual Tuition Cost
	\$ (188) Tuition Refunded

Full tuition without State Support	\$ III
	\$ 7,300 Tuition Estimate
	\$ 7,189 Actual Tuition Cost
	\$ III Tuition Refunded

Actual costs with State Support:

05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13
\$2,941	\$2,572	\$3,114	\$1,163	\$1,076	\$1,119	\$1,349	\$1,428

Projection for 2013-14

Estimated Tuition	\$ 7,300	<i>No State Support</i>	Estimated Tuition	\$ 1,169	*** <i>With State Support</i>
Actual est.	6,929		Actual est.	798	
Estimated Refund	\$ 371		Estimated Refund	\$ 371	

PROPOSED TUITION FOR 2014-15:

\$ 6,929	Pupil Cost	<i>Kindergarten</i>	(receives only 1/2 support)
		\$ 4,850	Pupil cost

4,569	State Tuition Support	2,285	State Tuition Support
1,562	Complexity Grant	781	Complexity Grant / 2
\$ 798		1,224	Full Day K Grant / 2

(State Support = 4,569 / 2 since *K students are counted as 1/2)

Elkhart Community Schools Energy Program Update

2010-2013



Cenergistic™

The Energy Conservation Company

The logo for Cenergistic features the company name in a red, serif font with a trademark symbol. Below the name is the tagline 'The Energy Conservation Company' in a smaller, red, sans-serif font.

**Cost Avoidance Summary -
Buildings by Type
Sorted by Building**

	2010	2011	2012	2013
Building Code & Name				
Administrative Office				
ECS - Ed Svc Center	10.37%	9.25%	3.47%	12.35%
Kent Street (Office)	10.70%	5.21%	32.06%	37.02%
Alternative Building				
LIFE	18.43%	22.21%	9.72%	20.25%
Elementary School				
Beardsley Elementary	28.40%	29.89%	30.67%	31.18%
Beck Elementary	7.90%	4.95%	6.02%	4.35%
Bristol Elementary	27.47%	30.13%	27.21%	27.27%
Cleveland Elementary	31.69%	30.24%	24.28%	24.01%
Daly Elementary	18.17%	15.55%	20.96%	19.40%
Eastwood Elementary	31.57%	31.45%	27.45%	34.78%
Feeser Elementary	33.48%	33.06%	40.38%	42.73%
Hawthorne Elementary	25.75%	23.51%	26.03%	25.92%
Monger Elementary	32.59%	40.67%	46.06%	50.49%
Osolo Elementary	29.48%	31.04%	26.01%	31.08%
Pinewood Elementary	27.64%	28.35%	28.89%	32.79%
Roosevelt Elementary	25.07%	35.08%	31.78%	28.37%
Riverview Elementary	19.02%	25.55%	35.29%	32.00%
Woodland Elementary	34.34%	51.81%	53.84%	52.52%
Elementary School:	27.25%	30.54%	31.52%	32.51%

Building Code & Name	2010	2011	2012	2013
High School				
Central High School	21.54%	28.55%	30.53%	26.82%
Memorial High School	15.71%	18.92%	21.46%	20.41%
High School:	18.17%	22.80%	25.42%	23.20%
Middle School				
North Side Middle	29.57%	33.17%	34.93%	36.36%
Pierre Moran Middle	16.50%	16.98%	11.22%	12.31%
West Side Middle	24.32%	27.71%	26.29%	27.51%
Middle School:	24.19%	26.87%	25.49%	26.62%
Manufacturing Facility				
Elkhart Area CC	16.32%	28.60%	31.83%	32.96%
EACC Annex 1A	19.20%	12.02%	26.94%	26.40%
EACC Annex 1B	11.75%	12.56%	16.27%	25.37%
Manufacturing Facility:	16.64%	24.59%	30.12%	31.28%
Vehicle Garage				
Bus Ax Kent St	36.63%	50.46%	45.39%	42.65%
Bus Garage	12.54%	11.09%	14.86%	14.46%
Vehicle Garage:	21.09%	24.52%	24.66%	23.24%
Warehouse/Storage				
Kent Street Bldg #4	39.42%	23.86%	21.20%	-1.39%
Service Building Ax B	50.18%	62.73%	81.05%	83.56%
Service Building Ax A	19.85%	19.01%	48.38%	52.35%
Warehouse/Storage:	33.78%	35.25%	43.87%	37.30%
Totals:	22.30%	26.30%	28.07%	27.93%

Cost Avoidance Monthly Trend

Month	2009	2010	2011	2012	2013
January		19.4%	25.6%	30.3%	29.8%
February		20.4%	18.2%	23.2%	24.7%
March		17.7%	18.7%	24.4%	24.1%
April		16.5%	21.2%	19.1%	19.6%
May		19.4%	20.6%	23.5%	23.2%
June		30.4%	40.4%	36.6%	42.1%
July		35.4%	42.6%	45.5%	44.9%
August		26.3%	31.5%	29.4%	31.4%
September	8.6%	21.3%	28.0%	26.1%	24.5%
October	8.3%	25.8%	25.3%	31.1%	24.8%
November	-0.9%	16.5%	19.6%	22.5%	21.8%
December	10.7%	24.3%	27.4%	26.3%	25.4%
Average	7.1%	22.5%	26.4%	28.1%	27.9%

Cost Avoidance

Monthly & Yearly Trend

	2009	2010	2011	2012	2013
January		\$85,041	\$113,991	\$125,284	\$116,289
February		\$85,854	\$65,699	\$85,505	\$88,845
March		\$57,892	\$56,348	\$80,549	\$79,630
April		\$40,357	\$57,965	\$47,298	\$57,354
May		\$50,634	\$56,242	\$62,342	\$70,402
June		\$81,782	\$113,618	\$97,629	\$124,989
July		\$90,296	\$122,628	\$132,541	\$138,247
August		\$78,090	\$94,153	\$87,798	\$101,328
September	\$25,839	\$61,157	\$83,178	\$76,834	\$79,663
October	\$22,872	\$72,132	\$68,870	\$82,013	\$75,728
November	(\$2,650)	\$53,109	\$60,026	\$66,866	\$68,866
December	\$42,887	\$91,046	\$100,165	\$84,925	\$95,563
Total	\$88,949	\$847,391	\$992,882	\$1,029,584	\$1,096,904

Base Year Cost/Usage

Energy Type	Use	Units	Meter Cost	Avg Unit Cost	% of Total Cost
All Sites					
Electricity	26,450,242	KWH	\$1,971,400	\$0.07	54.38%
Natural Gas	1,429,334	THERM	\$1,444,691	\$1.01	39.85%
Water	4,737	KGAL	\$13,415	\$2.83	0.37%
Water & Sewer	900,181	KGAL	\$194,487	\$0.22	5.37%
Sewer	430	KGAL	\$1,017	\$2.36	0.03%

Total Cost: \$3,625,009

2013 Cost/Usage

Energy Type	Use	Units	Meter Cost	Avg Unit Cost	% of Total Cost
All Sites					
Electricity	21,143,328	KWH	\$1,903,178	\$0.09	67.14%
Natural Gas	1,067,076	THERM	\$700,278	\$0.66	24.70%
Water	11,310	KGAL	\$23,137	\$2.05	0.82%
Water & Sewer	1,016,981	KGAL	\$206,181	\$0.20	7.27%
Sewer	507.96	KGAL	\$1,860	\$3.66	0.07%

Total Cost: \$2,834,634

Expected Energy Costs

Actual Energy Cost

Program Savings

Savings Percent

Special Savings

Total Savings

Cumulative Cost Savings

\$16,393,523

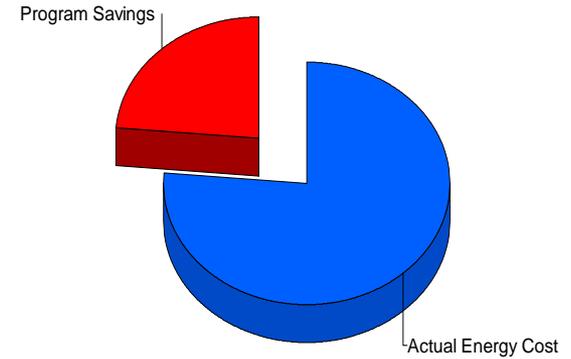
\$12,337,819

\$4,055,704

24.74%

\$22,355

\$4,078,059



Expected Energy Costs

Amount you would have spent on energy without energy management program.

This is the base year usage adjusted for changes in weather, equipment, schedules, occupancy and prices

Actual Energy Costs

Actual utility costs for electricity, gas, water, sewer, etc obtained directly from bills.

Program Savings

The difference between Expected and Actual Costs, calculated in accordance with the International Performance Measurement & Verification Protocol. Does not include savings attributable to reduced equipment maintenance and replacement costs and other collateral benefits. These savings can increase the program savings up to 20%.

Special Savings

Additional documented savings attributable to Program activities but not the direct result of usage reductions, such as rebates, refunds, tariff changes, etc.

Cumulative Greenhouse Gas Reduction

**Energy Reduction
Impact:**

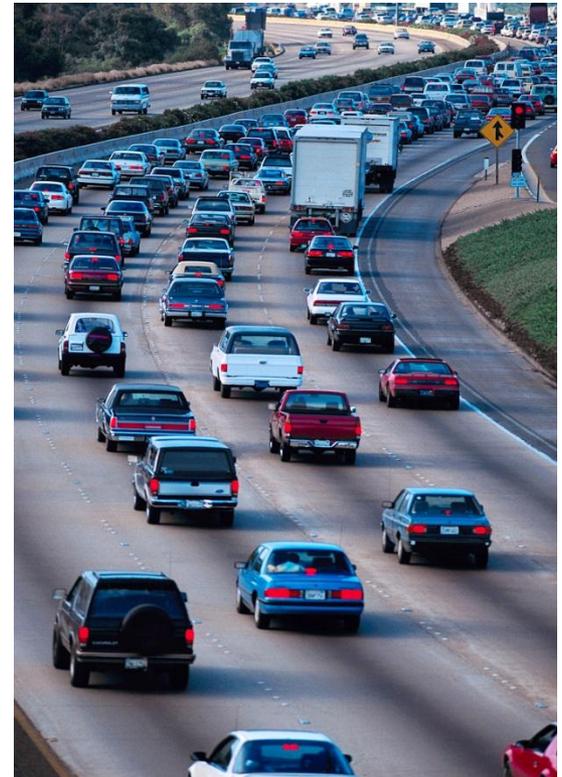
264,331 MMBTU

37,443equiv. metric tons of CO2

This is equivalent to the following:

Passenger cars not driven for one year: 7,801

Tree seedlings grown for 10 years: 960,100



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
July	22, 2014	January	27, 2015
August	12, 2014	February	10, 2015
August	26, 2014	February	24, 2015
September	9, 2014	March	10, 2015
September	23, 2014	March	24, 2015
October	14, 2014	April	14, 2015
October	28, 2014	April	28, 2015
November	11, 2014	May	12, 2015
November	25, 2014	May	26, 2015
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, unless otherwise noted.

July	15, 2014	January	20, 2015
August	19, 2014	February	17, 2015
September	16, 2014	March	17, 2015
October	14, 2014	April	21, 2015
November	18, 2014	May	19, 2015
December	16, 2014	June	16, 2015

2014-2015 Adult Education Grant Continuation
Form 4 – Assurances



- 8. All equipment acquired under the Adult Education and Family Literacy Act will be used continually for the purposes specified in the approved program proposal throughout the period of active federal funding; administrative control of such equipment and other property acquired with these funds will be retained by the Indiana Department of Workforce Development.
- 9. All fiscal records and records that document program accomplishments, as reported by the applicant to the Indiana Department of Workforce Development, will be maintained for a period of three years at a minimum.
- 10. The copyrights on all materials produced under this grant will be held by the Indiana Department of Workforce Development unless a specific exception is explicitly granted in writing to the applicant agency by the Indiana Department of Workforce Development.

We the undersigned hereby attest to the above on behalf of:

Elkhart Community Schools

(Legal name of applicant organization)

1. Signed: _____
(President/chairman, governing board)

Typed name: Dorisanne H. Nielsen, President

Official name of board: Board of School Trustees, Elkhart Community Schools

2. Signed: Robert Haworth
(Chief executive/superintendent)

Typed name: Dr. Robert Haworth, Superintendent

STATE USE ONLY

Date approved _____
Director of Adult Education



inspiring. excellence.

ADULT AND COMMUNITY EDUCATION
Elkhart Community Schools
2424 California Road, Elkhart, IN 46514-1226
(574) 262-5678 / 5675 fax
www.elkhart.k12.in.us

MEMO

DATE: FEBRUARY 26, 2014
TO: DR. ROB HAWORTH
FROM: DEB WEAVER, DIRECTOR OF ADULT EDUCATION, ELKHART COMMUNITY SCHOOLS *Deb Weaver*
RE: REGION 2 ADULT EDUCATION CONTINUATION GRANT

I am applying for the 2014-2015 Adult Education Grant Continuation. This grant is applied for in collaboration with Adult Education Directors in Region 2. The other adult education 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 our nine (9) adult basic education sites serving over 800 adult students per program year.

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

2014-2015 Adult Education Grant Continuation
Form 4 – Assurances



The applicant organization, legally entitled Elkhart Community Schools,
gives assurances to the Indiana Department of Workforce Development, that:

1. The information provided in this application is accurate and constitutes a firm request for assistance to conduct an adult education program under the Adult Education Act and Family Literacy Act, Title II of the Workforce Investment Act of 1998.
2. The applicant agency has the necessary legal authority to apply for and receive the proposed grant.
3. If approved, the proposed program(s) will be conducted in accordance with all relevant federal and state laws, with the *Indiana State Plan for Adult Education and Family Literacy*, and with any other applicable policies and administrative guidelines issued by the State Workforce Innovation Council and the Indiana Department of Workforce Development. Specific assurance is given that:
 - a. Federal funds received under the Adult Education and Family Literacy Act will be used to supplement the amount of state and local funds available for uses specified in the act and, in no case, to supplant such state and local funds.
 - b. Each grant will be maintained in a separate ledger account.
 - c. The applicant will take necessary steps to ensure equitable access to and participation in its adult education program(s) by addressing the special needs of students, teachers, or other program beneficiaries in order to overcome barriers to equitable participation, including barriers based on gender, race, color, national origin, disability, and age.
4. The adult education program(s) will be coordinated with and not duplicative of services, programs, or activities made available to adults in the community under other federal, state, and local programs including: Workforce Investment Act of 1998, Title I, III, and IV; Vocational and Technical Education Act of 1998; Education of the Handicapped Act; Higher Education Act of 1965; and the Domestic Volunteer Service Act.
5. The applicant will comply with the policy of the Indiana Department of Workforce Development not to discriminate on the basis of race, color, religion, sex, national origin, age, or handicap as required by the Indiana Civil Rights Act (I.C. 1971, 22-9-1), Public Law 218 (I.C. 19971 title 20), Titles VI and VII (Civil Rights Acts of 1964), The Equal Pay Act of 1973, Title IX (1972 Education Amendments), and Section 504 (Rehabilitation Act of 1973).
6. If a representative other than the chief administrative officer has been duly authorized to submit this application for and on behalf of the applicant, and if the undersigned is fulfilling the duties so delegated, the applicant verifies such authorization by attaching a copy of the official authorizing document to this application.
7. No board or staff member of this applicant agency will participate in, or make recommendations with respect to, an administrative decision regarding this project if such a decision can be expected to result in any benefit or remuneration, such as a royalty, commission, contingent fee, brokerage fee, consultant fee, or other benefit to him or any member of his immediate family.

2014-2015 Adult Education Grant Continuation
Form 4 – Assurances



- 8. All equipment acquired under the Adult Education and Family Literacy Act will be used continually for the purposes specified in the approved program proposal throughout the period of active federal funding; administrative control of such equipment and other property acquired with these funds will be retained by the Indiana Department of Workforce Development.
- 9. All fiscal records and records that document program accomplishments, as reported by the applicant to the Indiana Department of Workforce Development, will be maintained for a period of three years at a minimum.
- 10. The copyrights on all materials produced under this grant will be held by the Indiana Department of Workforce Development unless a specific exception is explicitly granted in writing to the applicant agency by the Indiana Department of Workforce Development.

We the undersigned hereby attest to the above on behalf of:

(Legal name of applicant organization)

1. Signed: _____
(President/chairman, governing board)

Typed name: Dorisanne H. Nielsen, President

Official name of board: Board of School Trustees, Elkhart Community Schools

2. Signed: *Robert Haworth*
(Chief executive/superintendent)

Typed name: Dr. Robert Haworth

STATE USE ONLY

Date approved _____
Director of Adult Education



inspiring. excellence.

ADULT AND COMMUNITY EDUCATION
Elkhart Community Schools
2424 California Road, Elkhart, IN 46514-1226
(574) 262-5678 / 5675 fax
www.elkhart.k12.in.us

MEMO

DATE: FEBRUARY 27, 2014
TO: DR. ROB HAWORTH
FROM: DEB WEAVER, DIRECTOR OF ADULT EDUCATION, ELKHART COMMUNITY SCHOOLS *Deb Weaver*
RE: REGION 2 ADULT EDUCATION EL CIVICS CONTINUATION GRANT

I am applying for the 2014-2015 Adult Education Grant Continuation. This grant is applied for in collaboration with Adult Education Directors in Region 2. The other adult education programs in Region 2 applying for this funding 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 our four (4) adult basic education ESL sites serving over 500 adult students per program year.

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

2014-2015 Adult Education Grant Continuation
Form 4 – Assurances



The applicant organization, legally entitled Elkhart Community Schools, gives assurances to the Indiana Department of Workforce Development, that:

1. The information provided in this application is accurate and constitutes a firm request for assistance to conduct an adult education program under the Adult Education Act and Family Literacy Act, Title II of the Workforce Investment Act of 1998.
2. The applicant agency has the necessary legal authority to apply for and receive the proposed grant.
3. If approved, the proposed program(s) will be conducted in accordance with all relevant federal and state laws, with the *Indiana State Plan for Adult Education and Family Literacy*, and with any other applicable policies and administrative guidelines issued by the State Workforce Innovation Council and the Indiana Department of Workforce Development. Specific assurance is given that:
 - a. Federal funds received under the Adult Education and Family Literacy Act will be used to supplement the amount of state and local funds available for uses specified in the act and, in no case, to supplant such state and local funds.
 - b. Each grant will be maintained in a separate ledger account.
 - c. The applicant will take necessary steps to ensure equitable access to and participation in its adult education program(s) by addressing the special needs of students, teachers, or other program beneficiaries in order to overcome barriers to equitable participation, including barriers based on gender, race, color, national origin, disability, and age.
4. The adult education program(s) will be coordinated with and not duplicative of services, programs, or activities made available to adults in the community under other federal, state, and local programs including: Workforce Investment Act of 1998, Title I, III, and IV; Vocational and Technical Education Act of 1998: Education of the Handicapped Act; Higher Education Act of 1965; and the Domestic Volunteer Service Act.
5. The applicant will comply with the policy of the Indiana Department of Workforce Development not to discriminate on the basis of race, color, religion, sex, national origin, age, or handicap as required by the Indiana Civil Rights Act (I.C. 1971, 22-9-1), Public Law 218 (I.C. 19971 title 20), Titles VI and VII (Civil Rights Acts of 1964), The Equal Pay Act of 1973, Title IX (1972 Education Amendments), and Section 504 (Rehabilitation Act of 1973).
6. If a representative other than the chief administrative officer has been duly authorized to submit this application for and on behalf of the applicant, and if the undersigned is fulfilling the duties so delegated, the applicant verifies such authorization by attaching a copy of the official authorizing document to this application.
7. No board or staff member of this applicant agency will participate in, or make recommendations with respect to, an administrative decision regarding this project if such a decision can be expected to result in any benefit or remuneration, such as a royalty, commission, contingent fee, brokerage fee, consultant fee, or other benefit to him or any member of his immediate family.

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Elkhart Central High School
Class/Group: Swim Team
Number of Students: 10
Date/Time Departing: 2-27-14 @ 3:00pm
Date/Time Returning: 3-1-14 @ 5:00pm
Destination: State Swim meet Indy
City: Indy State: _____
Overnight Facility: Candlewood
Mode of Transportation: Short white Bus
Reason for Trip: Swim State

Names of Chaperones: Brian Buckley

Cost per Student: 2

Describe Plans for Raising Funds or Funding Source: 2

Plans to Defray Costs for Needy Students: 2

Are Needy Students Made Aware of Plans? 2

Signature of Teacher/Sponsor: [Signature]

Signature of Principal: [Signature] Date: 2/26/14

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

Approval of Assistant Superintendent: [Signature] Date: 2/26/14

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

ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST

School: Elkhart Memorial High School
Class/Group: Charger Speech
Number of Students: 3
Date/Time Departing: Fri, March 14th, 2014 @ 11:00 am
Date/Time Returning: Sat, March 15th, 2014 @ Late @ night
Destination: Fishers Hs, Fishers IN
Overnight facility: Hotel in Fishers. City State
Mode of transportation: w/ Central Hs Speech
Reason for trip: State Speech Tournament

Names of chaperones: Todd Esits (Memorial)

Cost per student: 25 dollars

Describe Plans for Raising Funds or Funding Source: if needed - donations

Plans to defray costs for needy students: same

Are needy students made aware of plans? yes

Signature of Teacher/Sponsor: [Signature]

Signature of Principal: [Signature] Date: 3-4-14

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

Approval of Assistant Superintendent: [Signature] Date: 3/4/14

Approval by Board: _____

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

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Elkhart Central, Elkhart Memorial, EACC.

Class/Group: Elk Logic Robotics

Number of Students: 30

Date/Time Departing: March 20, 5:00 AM

Date/Time Returning: March 22, 9:00 PM

Destination: Purdue University, West Lafayette, IN.
City State

Overnight Facility: Best Western Lafayette Executive Plaza

Mode of Transportation: White Mini Buses - Drivers approved by school system,

Reason for Trip: Participating in the Boilermaker Regional

Approximately 40 teams will be participating. competition on the Purdue University Campus.
This is one of two regional robotic competitions in Indiana. The team has spent 6 weeks building a robot since Jan 4th.

Names of Chaperones: Dennis Gable, Ted Elli, Brian Boehler, Neil Holmes, Tama Soper, Brent Soper, Steve Weld, Zack Waterman

Cost per Student: \$20.00 / breakfast - 3 lunches

Describe Plans for Raising Funds or Funding Source: Funds are raised with grants and donations. Students have been selling LED light bulbs.

Plans to Defray Costs for Needy Students: The Elklogics Robotics team will help needy students pay the expenses.

Are Needy Students Made Aware of Plans? Yes - They also have had an opportunity to earn credit by helping at local LEGO League events.

Signature of Teacher/Sponsor: Dennis Gable

Signature of Principal: Frank Seay Date: 3/5/14

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

Approval of Assistant Superintendent: Robert Staworth Date: 5/6/14

Approved by Board: _____

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

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Elkhart Area Career Center
Class/Group: Early Childhood (2nd year)
Number of Students: 10
Date/Time Departing: March 27, 2014
Date/Time Returning: March 29, 2014
Destination: Indianapolis Convention Center Indianapolis IN
Overnight Facility: Courtyard by Marriott
Mode of Transportation: ECS Bus
Reason for Trip: Attending an Indiana Association for the Education of young children conference
Names of Chaperones: Carla Henderson (EACC Early Childhood Instructor)
Theresa Duford (bus driver pending approval)
Cost per Student: Approximately \$150 (however grant funding is pending)
Describe Plans for Raising Funds or Funding Source: Advisory Board Partnerships (PNC Bank, United Way, etc)
Plans to Defray Costs for Needy Students: Grant funding will cover cost. All students will be requested to pay the \$30.00 membership cost.
Are Needy Students Made Aware of Plans? _____
Signature of Teacher/Sponsor: Carla Henderson
Signature of Principal: David R Benak **Date:** 2/20/14

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

Approval of Assistant Superintendent: John R. Hise **Date:** 2/26/14

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

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Elkhart Central

Class/Group: Key Club

Number of Students: 9 (one student from Memorial)

Date/Time Departing: Friday, April 4, 2014 After School

Date/Time Returning: Sunday, April 6, 2014 Afternoon

Destination: Sheraton Hotel (Keystone at the Crossing) Indianapolis IN
City State

Overnight Facility: Sheraton Hotel

Mode of Transportation: Cars

Reason for Trip: District Convention for Indiana Key Clubs
- workshops
- networking
- elect state/district leadership for 2014-2015 school year.

Names of Chaperones: Jackie Clinedaniel /

Cost per Student: \$295.00 (Students pay \$75, Key Club \$100, Kiwanis covers remainder)

Describe Plans for Raising Funds or Funding Source: ECHS Key Club Account; supported by Kiwanis

Plans to Defray Costs for Needy Students: Students only required to pay \$75 of \$295.00 cost

Are Needy Students Made Aware of Plans? Yes, all club members were encouraged to attend.

Signature of Teacher/Sponsor: [Signature]

Signature of Principal: [Signature] Date: 3/4/14

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

Approval of Assistant Superintendent: [Signature] Date: 5/6/14

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

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: March 6, 2014
TO: Dr. Robert Haworth, Superintendent
FROM: Dr. John Hill
RE: **Conference Leave Requests**
March 11, 2014 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
ADVANCED PLACEMENT TRAINING AND INCENTIVE PROGRAM INDIANA (TIP-IN) CONFERENCE Participation in this conference will provide information regarding how the Advanced Placement (AP) tests are graded. This information will enable teachers to better prepare students for AP tests. Indianapolis, IN March 14, 2014 (1 day's absence) NEIL BAHBAH - CENTRAL (2-1) HELENE DAUERTY - CENTRAL (2-1) HEATHER FELLOWS - MEMORIAL (3-1) ERIC JANTZEN - CENTRAL (2-1) GEETHA JOHN - MEMORIAL (0-0) TRACY KORN - CENTRAL (2-1) SARAH PENNINGTON - CENTRAL (2-1) STACY SHIELD - MEMORIAL (2-1) JOHN TAYLOR - MEMORIAL (2-1)	\$0.00	\$0.00
SKILLS USA STATE COMPETITION Accompanying students to the State Skills USA Competition. Indianapolis, IN March 14 - 15, 2014 (1 day's absence) NANCY RODMAN - EACC (0-0)	\$70.00	\$0.00
UNIVERSITY OF MICHIGAN FOOTBALL COACHES MEETING This is an opportunity for the Central football coaches to meet exclusively with the Michigan coaching staff. This meeting will enable the football coaches to gain valuable position and program information which will be utilized within Central's football program. Ann Arbor, MI March 14, 2014 (1 day's absence) TRAVON CURRY - WEST SIDE (0-0) MATT ERLACHER - CENTRAL (0-0) JEREMY HREN - CENTRAL (0-0) LEVON JOHNSON - CENTRAL (0-0) JEFFREY MILLER - MEMORIAL (0-0)	\$0.00	\$340.00

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
<p>INDIANA SUMMIT ON OUT-OF-SCHOOL LEARNING</p> <p>This conference will provide an opportunity to listen to top-notch speakers and attend a wide range of break-out sessions/workshops with practical tools and best practices for out-of-school time providers, schools, and partners including: Exciting Curriculum and Activities for K-12 Youth; Funding, Partnerships, and Sustainability; Leadership with Youth, Staff, Families, and Community; Advocacy and Communications; Strategic Planning and Evaluation; and Healthy and Safety.</p> <p>Indianapolis, IN</p> <p>March 17 - 18, 2014 (2 day's absence)</p> <p>KATHY NUSBAUM - CENTRAL (0-0)</p> <p>NINA SWARTZLANDER - MONGER (1-2)</p>	\$816.60	\$340.00
<p>BOILERMAKER REGIONAL F.I.R.S.T. (FOR INSPIRATION AND RECOGNITION OF SCIENCE AND TECHNOLOGY) ROBOTICS</p> <p>Mr. Elli, Mr. Gamble, and ElksLogic's members will be participating in this regional competition which challenges teams of young people and their mentors to solve a common problem in a 6-week timeframe using a standard "kit of parts" and a common set of rules. Each team builds a robot from the parts and competes with other teams around the world.</p> <p>Lafayette, IN</p> <p>March 20 - 22, 2014 (2 days absence)</p> <p>TED ELLI - CENTRAL (0-0)</p> <p>DENNIS GAMBLE - CENTRAL (0-0)</p>	\$0.00	\$340.00
<p>INDIANA INTERSCHOLASTIC ATHLETIC ADMINISTRATORS ASSOCIATION - 2014</p> <p>This conference will include excellent speakers, an amazing awards banquet, and informative workshops. It is also a valuable opportunity to networks with other Athletic Directors across the State of Indiana.</p> <p>Indianapolis, IN</p> <p>March 24 - 25, 2014 (2 day's absence)</p> <p>JACQUIE ROST - MEMORIAL (0-0)</p>	\$508.12	\$0.00
<p>BARCELONA TOUR TRAINING</p> <p>Ms. Sokolowski is taking a group of students on an Art History Trip to Barcelona this summer. This training is required for the trip.</p> <p>Barcelona, Spain</p> <p>March 26 - 30, 2014 (3 day's absence)</p> <p>ELIZABETH SOKOLOWSKI - CENTRAL (0-0)</p>	\$158.00	\$255.00
<p>2014 ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN</p> <p>This conference is designed to "spotlight" various topics pertaining to working with young learners and their families. Topics covered include Early Literacy Language Development; Inclusion in Classrooms; Brain Research; Music and Learning; Parent Involvement; and Learning for Math.</p> <p>Indianapolis, IN</p> <p>March 27 - 29, 2014 (2 day's absence)</p> <p>LISA HAECK - ROOSEVELT (0-0)</p> <p>SUE THOMAS - ROOSEVELT (0-0)</p>	\$847.86	\$340.00

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
<p>KNOWLES SCIENCE TEACHING FOUNDATION (KSTF) SPRING FELLOWS MEETING</p> <p>This meeting will provide an opportunity for Mr. Kinder to engage in collaborative inquiry into his own teaching practice in the company of other STEM educators. The focus will be on promoting discussion in the classroom. Information learned will be shared with his colleagues during collaboration.</p> <p>Denver, CO</p> <p>March 28 - 29, 2014 (1 day's absence)</p> <p>JOSHUA KINDER - PIERRE MORAN (0-0)</p>	\$0.00	\$0.00
<p>EARLY COLLEGE SITE VISITATION</p> <p>This is an opportunity for Dr. Benak to tour the Area 31 Career Center as they have implemented the Career and Technical Education model for Early College; as well as Lawrenceburg, as they have implemented a whole school model for Early College.</p> <p>Indianapolis/Lawrenceburg, IN</p> <p>April 10 - 11, 2104 (2 day's absence)</p> <p>DAVID BENAK - EACC (3-5)</p>	\$450.00	\$0.00
<p>INDIANA SCHOOL SAFETY SPECIALIST ACADEMY</p> <p>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.</p> <p>Indianapolis, IN</p> <p>April 22 - 23, 2014 (2 day's absence)</p> <p>TERRY CHOMER - SECURITY/SAFETY (0-0)</p>	\$90.00	\$0.00
<p>28TH ANNUAL HIGH SCHOOLS THAT WORK (HSTW) STAFF DEVELOPMENT CONFERENCE</p> <p>This conference will focus on optional career pathways through high school and other changes in instruction and support which are necessary to adequately prepare students for college, advanced training, and the Nashville, TN</p> <p>July 15 - 19, 2014 (0 day's absence)</p> <p>RAY COLLINS - EACC (0-0)</p> <p>BRENDA EMERSON - EACC (0-0)</p> <p>CARLA HENDERSON - EACC (0-0)</p> <p>LAURIE HUND-SCHIEBER - EACC (0-0)</p> <p>WILLIAM KOVACH - EACC (0-0)</p> <p>GAIL LEISTER - EACC (0-0)</p> <p>MIKE MALONEY - EACC (0-0)</p> <p>TRACI PANKRATZ - EACC (0-0)</p> <p>PETE PICA - EACC (0-0)</p> <p>WARREN SEEGER - EACC (0-0)</p> <p>JAMIE STITH - EACC (0-0)</p> <p>TRACY TEEGARDEN - EACC (0-0)</p> <p>MICHELLE ZACHARY - EACC (0-0)</p>	\$12,524.38	\$0.00

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
FOR CONFIRMATION ONLY: (RECEIVED TOO LATE FOR PRIOR APPROVAL)		
INDIANA PUBLIC BROADCASTING SERVICE (IPBS) - LEGISLATIVE MEET AND GREET Mr. Hunt will be participating in a legislative meet and greet followed by a meeting with other IPBS station managers. Indianapolis, IN March 10 - 11, 2014 (1 day's absence) ANTHONY HUNT - WVPE (1-5)	\$373.60	\$0.00
TOTAL	\$15,838.56	\$1,615.00
2013 YEAR-TO-DATE GENERAL FUNDS	\$18,405.16	\$2,340.00
2014 YEAR-TO-DATE GENERAL FUNDS	\$3,335.80	\$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	\$32,876.18	\$5,950.00
2014 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
GRAND TOTAL	\$179,814.16	\$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 11, 2014
To: Dr. Robert Haworth
From: Mr. W. Douglas Thorne
Subject: Personnel Recommendations

Certified

- a. **Joint Agreement** – We recommend the approval of a joint agreement revision regarding the correction of a printing error in the master contract.

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

Jennifer Fitzgerald	Daly/Grade 3
Julie Plaia	Hawthorne/Grade 5
Elizabeth Spornhauer	Pierre Moran/Special Education

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

Martin McCrindle	Career Center/Public Safety
Begin: 8/13/14	End: 6/5/15

- d. **Professional Leave** – We recommend the approval of a professional leave for the following employee:

Lisa Dercach	Osolo/Intervention
Begin: 8/13/14	End: 6/5/15
Kellie Heuermann	North Side/Science
Begin: 8/13/14	End: 6/5/15

- e. **Voluntary Leave** – We recommend the approval of a personal leave for the following employees:

Jennifer Aires	Memorial/Math (part-time)
Begin: 8/13/14	End: 6/5/15

Tracy Borger
Begin: 8/13/14

Daly/Kindergarten
End: 6/5/15

Jill Coffman
Begin: 8/13/14

Hawthorne/Grade 3
End: 6/5/15

Rene Formsma
Begin: 8/13/14

Riverview/Grade 1
End: 12/19/14

April Kauffman
Begin: 8/13/14

Bristol/Grade 3
End: 6/5/15

- f. **Change to Voluntary Leave** – We recommend the approval of a change to a personal leave for the following employee:

Janice Cook
Begin: 10/7/13

Hawthorne/Grade 5
End: 2/14/14

- g. **Maternity Leave** – We recommend the approval of a maternity leave for the following employee:

Nicole Serge-Nemes
Begin: 4/14/14

Beardsley/Grade 3
End: 4/25/14

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

Janice Cook
Began: 8/13/07

Hawthorne/Grade 5
Resign: 2/14/14

Mary C. Krieger-Miller
Began: 8/14/06

Woodland/Kindergarten
Resign: 6/6/14

Gary Linley
Began: 9/5/07

Riverview/Grade 4
Resign: 06/6/14

Cynthia Neer
Began: 2/7/05

West Side/Media
Resign: 6/6/14

Summer Runyan
Began: 8/5/13

Central/Counselor (part-time)
Resign: 3/12/14

Melinda Weirich
Began: 8/18/97

Beck/Grade 4
Resign: 6/6/14

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

Deborah Pulianas Career Center/Child Care 22 Years of Service

Classified

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

Tiana Joiner Memorial/Food Service
Began: 11/19/13 PE: 2/10/14

Rita McKinney Roosevelt/Paraprofessional
Began: 12/9/13 PE: 2/24/14

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

Shannon Butts Cleveland/Paraprofessional
Began: 1/7/13 Resign: 4/4/14

Marissa Curry North Side/Paraprofessional
Began: 9/21/09 Resign: 3/14/14

Charlotte Hunnings Beck/Paraprofessional
Began: 8/27/13 Resign: 3/7/14

Bobby Macon Sr Memorial/Food Service
Began: 3/8/10 Resign: 2/27/14

Gail Mutch-Anderson Hawthorne/Paraprofessional
Began: 11/25/08 Resign: 2/24/14

Christina Stewart Pinewood/Paraprofessional
Began: 9/16/13 Resign: 3/11/14

Betsy Tavallali Memorial/Food Service
Began: 8/16/10 Resign: 3/14/14

Melissa Waterman West Side/Paraprofessional
Began: 1/18/00 Resign: 3/14/14

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

Loretta Gregory
Began: 8/22/80

Career Center/Technical Assistant
Retire: 2/28/14
33 Years of Service

Kathleen P Watson
Began: 10/22/97

Transportation/Bus Driver
Retire: 6/6/14
16 Years of Service

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

Eric Bess
Began: 8/5/09

Pinewood/Custodian
Terminated: 3/11/14
Board Policy: GDPD Section 1. f, g

Robin Murphy
Began: 1/6/99

Transportation/Bus Helper
Terminated: 2/21/14
Board Policy GDPD Section 1 a, b, c, f and g

Revised

Joint Agreement Related to the Correction of a Printing Error

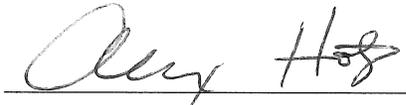
This Joint Agreement, Related to the Correction of a Printing Error ("Agreement") found in the Master Contract between the Elkhart Teachers Association, Inc. ("ETA") and the Elkhart Community Schools ("ECS"), is made on the 5TH day of March 2014.

1. ETA is the exclusive representative for certified teachers employed by ECS.
2. ETA and ECS have entered into a Master Contract governing compensation paid to Certified Teachers ("Contract").
3. The Contract incorrectly states the Homebound Rate for teachers is \$31.43.
4. The correct Homebound Rate is \$35.52.

ELKHART COMMUNITY SCHOOLS

ELKHART TEACHERS ASSOCIATION

BY: 

BY: 

3/5/14

3/5/14

Approved by Board of School Trustees on: _____

President

Secretary

cc: Rob Haworth, Doug Hasler, Payroll, ETA