

NOTICE OF PUBLIC WORK SESSION

OF THE

BOARD OF SCHOOL TRUSTEES

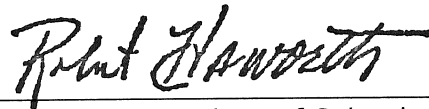
Elkhart Community Schools  
Elkhart, Indiana

Date: Tuesday, November 11, 2014

Time: 5:30 p.m.

Purpose: Public Work Session

Location: J. C. Rice Educational Services Center  
2720 California Road  
Elkhart, IN 46514



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Superintendent of Schools

Posted and Mailed Via U. S. Mail,  
Postpaid, to School Attorney, and  
News Media on Thursday,  
November 6, 2014 and electronically  
delivered to Board Members  
on Friday, November 7, 2014

The Board's meeting site is accessible to all persons. Any person requiring accommodation or assistance should contact the Assistant Secretary to the Board of School Trustees with the School Corporation's administrative office, located at 2720 California Road, Elkhart, Indiana 46514, at 574-262-5516.

NOTICE OF EXECUTIVE SESSION  
OF THE  
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana

Date: Tuesday, November 11, 2014

Time: Immediately following 5:30 p.m. Public Work Session

Purpose: Reference Indiana Code Section 5-14-1.5-6.1-(b)-

- (2) For discussion of strategy with respect to any of the following:
  - (A) Collective bargaining.
  - (B) Initiation of litigation or litigation that is either pending or has been threatened specifically in writing.
- (6) With respect to any individual over whom the governing body has jurisdiction.

Location: J.C. Rice Educational Services Center  
2720 California Road  
Elkhart, IN 46514



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Superintendent of Schools

Posted and Mailed Via U. S. Mail,  
Postpaid, to School Attorney, and  
News Media on Thursday, November 6,  
2014 and electronically delivered  
to Board Members on Friday,  
November 7, 2014.

NOTICE OF PUBLIC MEETING  
OF THE  
BOARD OF SCHOOL TRUSTEES  
Elkhart Community Schools  
Elkhart, Indiana

Date: Tuesday, November 25, 2014

Time: 7:00 p.m.

Purpose: Superintendent's Contract

At the regular meeting of the Board of School Trustees of Elkhart Community Schools commencing at 7:00 p.m. on November 25, 2014, the Board shall hold a public hearing to discuss and hear objections to and support for modifications of the school corporation's contract with Dr. Robert Haworth, Superintendent. The Superintendent's contract consists of a standard-form Regular Teacher's Contract and an Addendum thereto. The current Addendum is posted on the school corporation's website and is incorporated herein by reference.

The Board shall consider a proposal to modify the Addendum by eliminating the college savings plan portion of the contract and extending the length of the contract. Otherwise, the terms of the Contract and the Addendum as currently posted would remain the same.

If the proposal is approved by the Board, the Superintendent's base salary for the school year commencing July 1, 2014 and ending June 30, 2015, shall be \$180,000.

Dorisanne Nielson, President  
Board of School Trustees

Location: J. C. Rice Educational Services Center  
2720 California Road  
Elkhart, IN 46514



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Superintendent of Schools

Posted and Mailed, Via U. S. Mail  
Postpaid, to School Attorney and  
News Media, on Friday, November 7 2014,  
and electronically delivered to Board  
Members on Friday, November 7, 2014.

AGENDA FOR  
 BOARD OF SCHOOL TRUSTEES  
 REGULAR MEETING  
 Elkhart Community Schools / Elkhart, Indiana  
 November 11, 2014

CALENDAR

November	11	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
November	11	Immediately following	Executive Session, J.C. Rice Educational Services Center
November	11	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
November	18	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
November	25	7:00 p.m.	Regular Board Meeting, Elkhart Area Career Center

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Entertainment: Videos of Elkhart Central Blazer Brigade and Elkhart Memorial Charger Command 2014 Marching Band Shows.

- 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. M 2 A
- E. STUDENT RECOGNITION
  - Indiana Bandmasters Association All-District Band
  - Indiana All-State Choir
- F. REFERENDUM PROJECTS UPDATE
- G. MINUTES – M 2 A
  - October 28, 2014 – Public Work Session
  - October 28, 2014 - Regular Board Meeting
- H. TREASURER'S REPORT
  - Consideration of Claims M 2 A
  - Fundraisers – The Business Office recommends Board approval of proposed school fundraisers in accordance with Board Policy. M 2 A
- I. NEW BUSINESS
  - Custodial Agreement – the administration recommends Board approval of the proposed new agreement with the American Federation of State, County, and Municipal Employees (AFL-CIO, Local #2925) for the period of January 12, 2012 through December 31, 2015. M 2 A

Board Policy GCBA – The administration presents proposed revisions to Board Policy GCBA, Administrative Salary Schedule, for initial consideration.

Grant Report – The administration presents an update on grants.

Grant Application – The administration seeks Board approval for submission of a grant to True Value Painting a Brighter Future. **M 2 A**

Grant Confirmation – The administration seeks Board confirmation for a grant submitted to the Elkhart Education Foundation for Mary Feeser Elementary to fund a guitar class for 5<sup>th</sup> & 6<sup>th</sup> graders. **M 2 A**

Grant Confirmation – The administration seeks Board confirmation for a grant submitted to the Elkhart Education Foundation for Mary Feeser Elementary to fund a super trip to Henry Ford Museum.

Grant Confirmation – The administration seeks Board confirmation for a grant submitted to the Elkhart Education Foundation for Monger Elementary to fund a reading program for 2<sup>nd</sup> and 3<sup>rd</sup> graders.

Grant Confirmation – The administration seeks Board confirmation for a grant submitted to the Elkhart Education Foundation for Mary Daly Elementary to fund clicker devices to be used school wide.

Grant Confirmation – The administration seeks Board confirmation for a grant submitted to the Elkhart Education Foundation for Central High School to fund materials and supplies for an Art club.

Grant Confirmation – The administration seeks Board confirmation for a grant submitted to the Elkhart Education Foundation for Central High School to fund an Art Reach mentoring program.

j. PERSONNEL

Conference Leaves - It is recommended the Board grant conference leave requests in accordance with Board Policy to staff members as recommended by the administration. **M 2 A**

Certified and Classified Staff - See the report and recommendations of the administration. **M 2 A**

k. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

L. ADJOURNMENT



inspiring. excellence.

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

## *Memorandum*

TO: Dr. Rob Haworth

FROM: Bruce Klonowski *BK*

DATE: November 3, 2014

RE: Gift Approval – Funding Student Costs

Elkhart Community Schools received a donation in the amount of **\$500.00** from The Noon Optimist Club of Elkhart, Inc. to support funding student costs.

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:

**The Noon Optimist Club of Elkhart, Inc.**  
**PO Box 2273**  
**Elkhart, IN 46515**



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**STUDENT SERVICES**

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

DATE: October 29, 2014  
TO: Dr. Rob Haworth  
Board of School Trustees  
FROM: Anthony England, Director of Student Services  
RE: Donation Approval

We recently received a donation of 52 hat and scarf sets, 16 hats, 4 scarves, and 2 pair of mittens for distribution to Elkhart Community School children. These items were all hand knit by Ruth Ann Owen.

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:

Ruth Ann Owen  
700 Liberty  
Elkhart, IN 46514



**OSOLO ELEMENTARY SCHOOL**  
Elkhart Community Schools  
24975 County Road 6 East, Elkhart, IN 46514-9696  
(574) 262-5590 / 5799 fax  
[www.elkhart.k12.in.us](http://www.elkhart.k12.in.us)

inspiring. excellence.

DATE: October 31, 2014  
TO: Dr. Rob Haworth  
Board of School Trustees  
FROM: Gary Gardner  
RE: Donation Approval

Osolo Elementary School would like to publicly thank the Elkhart Environmental Center, Trees for America, and ElkhartWood for their partnership in planting twelve trees, valued at \$1200, in the green space out in front of Osolo Elementary School on October 28<sup>th</sup> and 29<sup>th</sup> as part of the Community Tree Planting Program. Osolo's Student Council and Eco Club students worked with parents, staff members, and community volunteers over two days to dig holes, plant trees, and spread mulch. We look forward to enjoying the shade and beauty these trees will provide as they grow throughout the coming years.

Sincerely,

Gary Gardner, Principal

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:

Ericka Popovich  
Program and Volunteer Coordinator  
Elkhart Environmental Center  
1717 East Lusher Ave.  
Elkhart, IN



[DONATION TEMPLATE-PLACE ON LETTERHEAD]

DATE: October 31, 2014  
TO: Dr. Rob Haworth  
Board of School Trustees  
FROM: Gary Gardner  
RE: Donation Approval

Osolo Elementary School would like to publicly thank Geyer Decorating for their donation of vinyl lettering stating Osolo's mission statement "Expecting and Reaching Our Personal Best!" which was recently installed on a wall in the library. Osolo's library is the central gathering space of our building and this display will be a continual reminder to our students and staff of our mission.

Sincerely,

Gary Gardner, Principal of Osolo Elementary School

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:

Joseph Geyer  
200 Karen Dr.  
Elkhart, IN 46514

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

Elkhart Community Schools  
Elkhart, Indiana

October 28, 2014

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

Time/Place

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

Absent: Glenn L. Duncan

ECS Personnel Present:	Rob Haworth Doug Thorne Robert Woods	John Hill Doug Hasler
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The Board members discussed: Email addresses; Spirit wear; Horns of Plenty concert; Grants; Insurance Schedule; Activate; Urban Coalition; School Safety Construction Bids; Schools Without Walls; STEAM Academy; Horizon Education Alliance; Cobus Farm; Growing Kids; Boys and Girls Clubs; Hilliard School trip; Board members Greater Clark visit; and Board members Farm visit.

Topics  
Discussed

The meeting adjourned at approximately 6:30 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

MEMORANDA  
of  
EXECUTIVE SESSION

Board of School Trustees  
Elkhart Community Schools  
Elkhart, Indiana

October 28, 2014

J.C. Rice Educational Services Center, 2720 California Rd, Elkhart – approximately 6:30 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

Roll Call

The Board discussed matters with reference to Indiana Code 5-14-1.5-6.1-(b)-

Subject  
Matter

- (2) For discussion of strategy with respect to any of the following:
  - (A) Collective bargaining.
  - (B) Initiation of litigation or litigation that is either pending or has been threatened specifically in writing.
- (6) With respect to any individual over whom the governing body has jurisdiction.

The Board discussed no subject matter in executive session other than the subject matter specified in the public notice.

No Other  
Subject  
Matter

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

MINUTES  
OF THE REGULAR MEETING  
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana  
October 28, 2014

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

Place/Time

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

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

Call to Order/Pledge

Mrs. Nielsen discussed the invitation to speak protocol.

Protocol

By unanimous action, the Board accepted with appreciation donations made to Elkhart Community Schools (ECS): two Automated External Defibrillators from HeartReach Michiana for Central High School and athletic events; and a check for \$100.00 to support funding student's costs from Ginger Valley, Inc.

Gift Acceptance

Dan Rice, Sr. Director of Technology, shared the attributes of his department who are assisting students and teachers use technology every day. A few highlights from ECS technology: 16 people on staff; 120 new interactive whiteboards installed and ready for school use; 360 new iPads deployed in Title 1 K-2 classrooms; and high school teachers engaged to pilot a Google platform to prepare for an eventual one-to-one environment. Mr. Rice stated much of his department's service goes unnoticed. His expectations are non-emergency service orders should be completed in only two days, then shared an example how six or seven of his staff completed 1,000 work orders in the first 20 days of school...amazing work. He told the Board about what kind of people work for him by sharing a few of their activities outside of work and lives and concluded by saying they are the most dedicated group he has ever worked with. He introduced his department to the Board.

District Highlight Technology

The Board welcomed Superintendent's Student Advisory Council (SSAC) representatives from both high schools. Miyah Byers, a junior at Memorial High School (MHS) is active in SSAC, physics club, symphony orchestra, viola section leader West Side Middle School/Memorial High School orchestra group, and Premier Arts. Some activities at MHS are: girl's volleyball won Sectionals and are playing Penn in a Regional match tonight. Brooke Moore received 3<sup>rd</sup> place at Cross Country Semi-State and will be running at State November 1 in Terre Haute. Football plays Concord Friday and the Charger Command marches at Semi State in

SSAC

Indianapolis this weekend. Band, orchestra and choir all performed in fall concerts. "Noises Off" will be presented on Nov. 14 at 7pm and Nov. 16 at 2pm. Chamber and Symphony orchestras are fundraising for a trip to New York City in spring 2015. Science classes are helping with ETHOS Spooktacular. The cafeteria has new ceiling tiles which help keep the noise down some. Dr. Haworth commented there is a plan to add something to the walls to help with the noise. Sarah Freehafer is a senior at Central High School (CHS) who is involved in NHS, Student Council, Student Athletic Council (SAC), PEERS, swimming, and tennis. Activities happening at CHS are: Band Festival; SAC bon fire; talent show; powder puff football won by seniors won; students for diversity and unity fundraiser, wear a costume to school for \$1; and a blood drive. In sports: the football team plays Goshen in sectionals, costume theme for students; cheerleaders will participate in preliminaries for state; and swimming and basketball are starting. She shared a concern about traffic in the mornings on Blazer Boulevard which they are taking a proposed solution to the city.

By unanimous action, the Board approved the following minutes:  
October 14, 2014 - Public Work Session  
October 14, 2014 - Regular Board Meeting  
October 21, 2014 - Public Work Session

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$5,884,210.87 as shown on October 28, 2014, claims listing. (codified file 1415-50)

Payment of Claims

By unanimous action, the Board approved an extra-curricular purchase of \$890.00 for protective padding for a softball diamond at Central High School, and \$852.00 to purchase t-shirts for choir students at West Side Middle School. (codified file 1415-51)

Extra-Curricular Purchase

The Board received a financial report for the period January 1, 2014 - September 30, 2014 and found it to be in order.

Financial Report

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

Fundraisers

By unanimous action, the Board approved submission of the Title II, Part A Improving Teacher Quality and Effectiveness Grant. Also approved were the following grants to the Elkhart Education Foundation: funding for West Side Middle School Heart Healthy Family Fitness Night; funding to subsidize private lessons for West Side Middle School band students; funding for North Side Middle School First Tech robotics program; funding to subsidize private lessons for North Side Middle School band students; iPads for guidance counselors at Memorial High School; and iPads for AP incentives at Memorial High School, and (codified file 1415-52)

Grant Applications

By unanimous action, the Board approved a one-time stipend for administrators and classified employees.

Employee Stipends

By unanimous action, the Board approved insurance plan design, premium rates, and employer contribution amounts for the 2015 plan year. (codified file 1415-53)

Group Medical/dental Plan Benefits

By unanimous action, the Board approved an overnight trip request for Elkhart Central High School choir members and staff to attend ICDA All-State Honor Choir rehearsals and performance January 16-17, 2015 in Fort Wayne, IN.

Overnight Trip Request

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration of the October 28, 2014 listing. (codified file 1415-54)

Conference Leaves

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

Personnel Report

Employment of five (5) certified employees for the remainder of the 2014-2015 school year:

Certified Employment

Ami Balding, intervention (part-time) at Woodland  
Kelley Hunnings, ENL at Riverview  
Elyssa Kovatch, special education at West Side  
Rebekah Thompson, psychologist at ESC  
Robert Wilson, band at Pierre Moran.

Administrative Appointment of certified employee Levar Johnson, Assistant Principal at Woodland effective 10/27/14.

Administrative Appointment

Change to resignation of certified employee Danae Worth, district academic coach at ESC effective 11/7/14.

Change to Certified Resignation

Resignation of certified employee Miriam Troup, grade 1 at Eastwood effective 10/31/14.

Certified Resignation

Employment of fifty four (54) classified employees who have successfully completed their probationary period:

Classified Employment

Benjamin Adkins, paraprofessional at Monger, 10/17/14  
Todd Baugh, bus driver unassigned at Transportation, 10/17/14  
Eddie Mae Bennett, bus driver unassigned at Transportation, 10/17/14  
Anna Bishop, paraprofessional at Daly, 10/17/14  
William Coatie, paraprofessional at Central, 10/17/14  
Terry Cochran Jr., bus driver unassigned at Transportation, 10/16/14  
Alix Davis, bus driver unassigned at Transportation, 10/17/14  
Candace Davis, bus driver unassigned at Transportation, 10/17/14  
Sabrina Dempsey, bus driver unassigned at Transportation, 10/17/14

Tracy Donati, secretary at Memorial, 10/15/14  
Deborah Douglas, registered nurse at Woodland, 10/16/14  
Elisha Emmans, bus driver unassigned at Transportation, 10/17/14  
Tunisia Fields, bus driver unassigned at Transportation, 10/17/14  
David Fisher, bus driver unassigned at Transportation, 10/17/14  
Tawny Fitzsimmons, paraprofessional at Feeser, 10/17/14  
Antoine Fowler, bus driver unassigned at Transportation, 10/17/14  
Yvonne Gefri, food service at Osolo/Beardsley, 10/17/14  
Mary Gutschow, paraprofessional at Pinewood, 10/17/14  
Laterica Hubbard, food service at Beck, 10/17/14  
April Hunt, food service at Memorial, 10/22/14  
June Jensen, bus driver unassigned at Transportation, 10/17/14  
Jeffrey Jones, bus driver unassigned at Transportation, 10/17/14  
Melissa Lovett, bus driver unassigned at Transportation, 10/17/14  
Richard Macys, bus driver unassigned at Transportation, 10/17/14  
Rachel Magyar, bus driver unassigned at Transportation, 10/17/14  
Jennifer Massing, bus driver unassigned at Transportation, 10/17/14  
Hua Metzcus, food service at Riverview, 10/17/14  
Retha Miller, bus driver unassigned at Transportation, 10/20/14  
Adrienne Minix, speech therapist at Eastwood, 10/15/14  
Julie Moody, bus helper at Transportation, 10/17/14  
Casey Neely, bus driver unassigned at Transportation, 10/17/14  
LaDeana Owens, bus driver unassigned at Transportation, 10/17/14  
Gloria Pace, bus driver unassigned at Transportation 10/17/14  
Shelly Piggie, food service at Central/Hawthorne, 10/17/14  
Brian Prugh, bus driver unassigned at Transportation, 10/17/14  
Courtney Quick, paraprofessional at Riverview, 10/17/14  
Anthony Robinson, custodian at Beardsley, 10/20/14  
Molly Shields, paraprofessional at EACC, 10/17/14  
Georgi Simeonov, bus driver unassigned at Transportation, 10/17/14  
Kristen Smith, food service at North Side, 10/15/14  
Denise Sonneborn, food service at Daly, 10/17/14  
Lorrie Stork, bus helper at Transportation, 10/17/14  
Carmen Torres, paraprofessional at North Side  
Teffany Ulmer-Allen, bus driver unassigned at Transportation, 10/17/14  
Lois Underwood, food service at Beardsley, 10/20/14  
Mariana Villalobos, paraprofessional at Roosevelt, 10/13/14  
Tiffany Vos, bus driver unassigned at Transportation, 10/17/14  
Alford Warr, bus driver unassigned at Transportation, 10/17/14  
Tracey Weirich, secretary at Central, 10/17/14  
Linda Weiss, food service at Memorial, 10/20/14  
Carol West, secretary at Hawthorne, 10/10/14  
Carmen White, food service at Pinewood/Beck, 10/17/14  
Amber Wodtkey, bus driver unassigned at Transportation, 10/17/14  
Mildred Wright, bus driver unassigned at Transportation, 10/17/14

Resignation of three (3) classified employees effective on dates given:

Dorothy Dempster, bus driver at Transportation, 10/31/14  
Idongesit Essien, paraprofessional at Cleveland, 10/24/14

Classified  
Resignation

Bryan Kratzer, paraprofessional at Bristol, 10/13/14

Termination of a classified employee Jeannine Daly, food service at Osolo, 10/9/14 in accordance with Board Policy GDPD Section 1 c.

Voluntary leave of classified employee Nancy Rodman, paraprofessional at EACC beginning 2/9/15 and ending 4/3/15.

By unanimous action, the Board approved tabelling the termination of DeAnn Graham until more information can be gathered.

Superintendent Haworth thanked Mr. Rice and his department for all they do to make sure computers run every day and take care of our school systems technology.

Board Vice President Carolyn Morris discussed the visit to Hilliard Innovation Center in Ohio which she, Board President Nielsen, Superintendent Haworth and other ECS personnel attended. She stated they were able to speak to students and teachers and were very impressed with their use of technology.

The meeting adjourned at approximately 8:05 p.m.

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

Termination

Voluntary Leave

Termination

From the  
Superintendent

From the Board

Adjournment  
Signatures



MEMORANDA  
of  
EXECUTIVE SESSION

Board of School Trustees  
Elkhart Community Schools  
Elkhart, Indiana

October 28, 2014

J. C. Rice Educational Services Center, 2720 California Road, Elkhart -  
approximately 8:00 p.m.

Place/Time

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

Roll Call

The Board discussed matters with reference to Indiana Code 5-14-1.5-6.1-(b)-

Subject  
Matter

- (6) With respect to any individual over whom the governing body has jurisdiction
- (9) To discuss a job performance evaluation of individual employees

The Board discussed no subject matter in executive session other than the subject matter specified in the public notice.

No Other  
Subject  
Matter

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

**Elkhart Community Schools**  
Proposed School Fundraising Activities  
Nov. 7, 2014 Meeting of Board of School Trustees

School/Organization	Fundraising Activity Description/Purpose	Date(s) of Activity	Sponsor(s)
Central Wrestling	An elementary Wrestling camp will be held at Central. Proceeds will be used for team uniforms.	Nov. 10, 2014 - Nov 13, 2014	Zach Whickcar
Central Dance Marathon	Candy Cane grams with holiday notes will be sold during lunch hours. Proceeds will be used for Dance	12/9/2014 - 12/19/2014	Jessica Schibley
Central Dance Marathon	Students will be able to pay \$1.00 and wear a hat or wear their shirt untucked. Proceeds will be donated	11/25/2014	Jessica Schibley
Central Dance Marathon	Students will purchase tickets for a chance to win going to the movie with the homecoming king or queen at Encore. The winners will go as a group. The proceeds will go to Dance Marathon and Riley	11/10/2014- 11/18/2014	Jessica Schibley
Central Blue Blazers Softball	A softball clinic for grades 4-8 will be held in the gym at ECS. Proceeds will be used for new equipment and	11/10/20104-	Brent Bardo
Elkhart Central Champs	Penny wars will be held during lunch. Proceeds will be donated to the United Cancer of Elkhart County. Students will also be given an opportunity to	4/20/2015 - 4/28/2015	Missie Dickerson
Elkhart Central Champs	Champs will collect loose change at lunch and take donations to adopt a family from Salvation Army for	12/3/2014 - 12/12/2014	Missie Dickerson
Central Boys Basketball	A golf outing is being planned to take place at Christiana Creek Country Club. Proceeds will be used	6/29/2015	Randy Deshone
Memorial Boy's Basketball	Nelson's Chicken Fundraiser. Proceeds will be used to purchase shoes, shirts and travel gear for the team.	11/4/2014 - 11/22/2014	Kyle Sears
Memorial Girl's Basketball	Players will be selling candy bars for \$1.00. Proceeds will be used for shoes, travel gear, and equipment for	10/29/2014 - 12/1/2014	Steve Scott

Elkhart Community Schools  
AFSCME Local 2925  
Tentative Agreement

ARTICLE 18

INSURANCE

- A. For full-time employees who work thirty (30) hours or more each week, the Board will contribute ~~\$5,000~~ **\$5,500** toward the combined cost of a single coverage health insurance plan, including prescription drug and dental, or ~~\$10,000~~ **\$11,000** toward the combined cost of a family coverage health insurance plan, including prescription drugs and dental insurance. For full-time employees who work twenty (20) hours a week or more, but less than thirty (30) hours each week, the Board will contribute \$3,986 toward the combined cost of a single coverage health insurance plan, including prescription drugs, or \$7,931 toward the cost of a family coverage health insurance plan, including prescription drugs and dental insurance. The employee shall select single or family coverage from a plan provided by the Board.
- B. The Board agrees to contribute ninety percent (90%) of the cost of a group term life insurance policy for all full-time employees with coverage of thirty-five thousand dollars (35,000).
- C. The Board agrees to contribute ninety percent (90%) of the cost of a group long-term physical disability insurance policy for all full-time employees who work thirty (30) hours or more and whose annual salary or wage is more than the minimum required for eligibility.
- D. All salary and wage computations shall be made exclusive of overtime salary or wages. The Board shall retain the right to determine and select the group insurance programs for all employees.

APPENDIX A

CUSTODIAL WAGES

January 1, 2015 – December 31, 2015

Increase all hourly rates by 1.53%

All other Articles Current Contract language.

ADMINISTRATIVE SALARY SCHEDULE

Elkhart Community Schools  
Elkhart, Indiana

<u>Factor</u>	<u>2014-2015 Salary Range*</u>	<u>Length</u>	<u>Position</u>
51-62	65,645-79,805	10	High School Assistant Athletic Director
51-66	65,645-84,955	12	Director of Food Services
		12	Assistant Director of Transportation and School Safety
40-67	51,490-86,240	10.5	Elementary Assistant Principal
58-69	74,655-88,815	12	Director of Community Education
		12	Supervisor of Accounting, Audits, and Investments
50-70	64,360-90,105	10.5	Middle School Assistant Principal
56-70	72,085-90,105	10.5	Middle School Associate Principal
60-71	77,230-91,390	12	High School Athletic Director
60-72	77,230-92,675	11	High Ability Program Supervisor
61-73	78,520-93,965	10.5	Elementary Principal
		11	High School Assistant Principal
		12	Director of Talent Recruitment and Management
		12	Supervisor of Student Services for Special Education
		12	Supervisor of Federal Programs
51-63	56,645-81,095	12	Director of Elementary Instruction
		12	Director of Secondary Instruction
60-74	77,230-95,250	12	Director of Building Services
51-69	65,645-88,815	12	Director of School Safety and Security
			Director of Grant Development and Pre-K Services
65-76	83,665-97,825	12	Alternative Programs Principal
65-77	83,665-99,115	12	Director of Special Education/Assistant Director of Student Services
67-79	86,240-101,685	12	Principal Elkhart Area Career Center
67-79	86,240-101,685	11	Middle School Principal
			Chancellor for School Improvement
69-80	88,815-102,975	12	Director of Business Operations
			Sr. Director of Communication and Data
			Sr. Director of Technology
72-83	92,675-106,835	12	Executive Director of Career and Alumni Success
67-79	86,240-101,685	12	Director of Elkhart Area Career Center
73-84	93,962-108,120	12	Director of Student Services
76-88	97,825-113,270	12	High School Principal
78-89	100,400-114,560	12	Assistant Superintendent for Instruction
76-90	97,825-115,845	12	Executive Director of Personnel and Legal Services
77-91	99,115-117,135	12	Assistant Superintendent for Business or Executive Director of Support Services **

\*Apply factor to \$128,715

\*\*Plus car benefit. Add four factor points if benefit is not used.

Corporation contributes 3% of administrator's salary to TRF/PERF.

Replace

Administrative Salary Schedule

Annually, the Superintendent shall recommend and the Board of School Trustees shall set the salaries of administrators employed by the corporation. To determine salary, the Superintendent may assign each administrator to one of the salary ranges set forth below:

<u>Class</u>		
<u>I</u>	<u>\$50,000</u>	<u>\$60,000</u>
<u>II</u>	<u>\$60,000</u>	<u>\$80,000</u>
<u>III</u>	<u>\$80,000</u>	<u>\$90,000</u>
<u>IV</u>	<u>\$90,000</u>	<u>\$105,000</u>
<u>V</u>	<u>\$105,000</u>	<u>\$125,000</u>

Placement in a salary classification shall be based on the following considerations:

1. Amount of money under the administrator's direction
2. Level of decision-making
3. Expertise required
4. Amount of public contact
5. Time commitment
6. Prerequisites
7. Number of staff subordinates
8. Number of days on contract during the school year
9. Compensation rate of administrators in similar positions within the district
10. Analysis of comparable positions in area districts

The Superintendent or his or her designee is directed by the Board to conduct a bi-annual analysis of administrative salaries to ensure pay equity exists for those administrators subject to the provisions of this policy.

November 11, 2014

## Board of School Trustees Grant Submission and Award Update

November 11, 2014

<b>Grant Title</b>	<b>Grantee Organization</b>	<b>Award Status</b>	<b>Amount of Award</b>
<b>Awarded Grants</b>			
Project AWARE	SAMHSA	Grant Received 9/23/2014	\$100,000 (\$50,000 each year for 2 years)
Safe Haven Funds	Indiana Criminal Justice Institute	Grant Received 9/19/2014	\$20,000
MHS Military Wall of Heroes	ECCF	Grant Received 8/25/2014	\$1,800
Playground Matching Grant (Daly and Hawthorne)	Game Time	Grant Received 10/17/2014	100% Matching Grant \$75,000
<b>Approved Grants</b>			
Federal Grant Part B (Mary Jo Sartorius)	Department of Education	Grant Approved 9/4/2014	611-\$3,127,244 (3-21) 619-\$112,036 (PreK)
Title I (Beth Williams)	Department of Education	Grant Approved 8/14/2014	\$4,170,250.95
Title II (Beth Williams)	Department of Education	Grant Approved 10/28/2014	\$545,900.00
Title III (Beth Williams)	Department of Education	Grant Approved 9/29/2014	\$357,266.00
High Ability Grant	Department of Education	Grant Approved 10/23/2014	\$79,688.00
<b>Pending Notification</b>			
ElkLogistics Team Member Reimbursement	Perkins Grant Indiana First		
United Way Volunteer Coordinator CARES Grant	United Way		
IDOE Excellence in Education	Indiana Department of Education		
Target Field Trip Grant (Beck)	Target		
PEP Engineering Materials	Kiwanis		
Private Lesson Subsidy-MHS	Elkhart County Community Foundation		
WSMS Art classroom iPads	Elkhart Education Foundation		
NSMS Ceramic Supplies	Elkhart Education Foundation		
Student Healthy Hearts (WSMS)	Elkhart Education Foundation		
NSMS Robotics	Elkhart Education Foundation		
MHS AP iPads	Elkhart Education Foundation		
MHS Guidance Counselor iPads	Elkhart Education Foundation		
NSMS Band Private Lessons	Elkhart Education Foundation		
WSMS Band Private Lessons	Elkhart Education Foundation		

Board of School Trustees Grant Submission and Award Update

November 11, 2014

Smart Boards MHS Art	Elkhart Education Foundation		
<b>Grants Not Received</b>			
Walmart Foundation (Roosevelt Uniform Grant)	Walmart	Did not receive 10/29/14	
Verizon Innovative Learning Grant	Verizon	Did not receive 10/13/14	
School Climate Grant	United States Department of Education	Did not receive 9/30/14	
<b>Withdrawn or Not Submitted</b>			
Safety and Security Grant	ECCF	Application Withdrawn 8/20/2014	
Lowes Toolbox for Education NSMS Fence	Lowes	Grant was not submitted	





**DATE:**

10/31/2014

**TO:**

Dr. Robert Haworth, Superintendent  
Board of School Trustees

**FROM:**

Kim Boynton

**SCHOOL /ENTITY APPLYING:**

Osolo Elementary School

RFA Read  YES  NO

**NAME OF ADMINISTRATOR APPROVING APPLICATION:**

Gary Gardner

**GRANT TITLE:**

True Value Painting a Brighter Future Grant

**ENTITY APPLYING TO:**

True Value Foundation

**GRANT AMOUNT:**

40 Gallons of Pain

**GRANT SUBMISSION DEADLINE:**

11/30/2014

**EXPLANATION OF GRANT:**

The Painting A Brighter Future Grant provides an opportunity to energize schools by applying new paint. The grant award is equal to 40 gallons of paint from selected color choices.

**IF PART OF GRANT, NOTIFY:**

**DIRECTOR OF TECHNOLOGY**

YES  N/A

**DATE**

**DIRECTOR OF SAFETY AND SECURITY**

YES  N/A

**DATE**

**DIRECTOR OF STUDENT SERVICES**

YES  N/A

**DATE**

**DIRECTOR OF FOOD SERVICES**

YES  N/A

**DATE**

**SUSTAINABILITY PLAN:**

No sustainability plan is needed. Future paint needs will be addressed as needed.

**WHERE/HOW WILL GRANT FUNDING BE UTILIZED:**

Osolo Elementary to paint first floor walls.

**WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:**

Tony Gianesi, Gary Gardner, and Kim Boynton

**BOARD:**  APPROVED  DENIED

**DATE OF BOARD APPROVAL**



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**MARY FEESER ELEMENTARY SCHOOL**  
Elkhart Community Schools  
26665 County Road 4 West, Elkhart, IN 46514-5859  
(574) 262-5586 / 5588 fax  
[www.elkhart.k12.in.us](http://www.elkhart.k12.in.us)

**To:** Elkhart Community School Board of School Trustees  
**From:** Kevin Dean, Principal Mary Feeser Elementary School  
**Date:** October 27, 2014  
**Re:** Elkhart Education Foundation grant application

The Feeser music teacher, Kim Garner, submitted a request to the Elkhart Education Foundation to purchase guitars for a guitar class that she hopes to teach. I submitted the Grant Approval Form today to Jill Barfell. It is my understanding that the approval form will not be available for the board to approve prior to the November 1 submission deadline for the grant. I apologize for the poor timing in submitting the proper forms.



# Grant Approval Form

**DATE:**

10/27/14

**TO:**

Dr. Robert Haworth, Superintendent  
Board of School Trustees

**FROM:**

Kevin Dean & Kim Garner

**SCHOOL /ENTITY APPLYING:**

Feeser

RFA Read  YES  NO

**NAME OF ADMINISTRATOR APPROVING APPLICATION:**

Kevin Dean

**GRANT TITLE:**

Feeser 5th & 6th grade guitar class

**ENTITY APPLYING TO:**

Elkhart Education Foundation

**GRANT AMOUNT:**

\$1,680.00

**GRANT SUBMISSION DEADLINE:**

11/1/14

## EXPLANATION OF GRANT:

The Feeser guitar class will give students an exciting and motivational experience in instrumental music that some may not get if they cannot be in band or orchestra. This class will accomplish that along with meeting the goals and standards required by the Elkhart Community School curriculum guides. The grant will allow the purchase of 14 student guitars at \$120.00 each.

## IF PART OF GRANT, NOTIFY:

**DIRECTOR OF TECHNOLOGY**

YES  N/A

**DATE**

**DIRECTOR OF SAFETY AND SECURITY**

YES  N/A

**DATE**

**DIRECTOR OF STUDENT SERVICES**

YES  N/A

**DATE**

**DIRECTOR OF FOOD SERVICES**

YES  N/A

**DATE**

## SUSTAINABILITY PLAN:

The guitars will be used with all 5th & 6th grade music classes for an 8 week unit of study. Each student will receive 8 guitar lessons during their music class. They will work out of a method book and learn to play melodies and accompaniments. The class may be expanded to 4th grade in future years. The anticipation is that this will be a regular feature to music classes at Feeser.

## WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

The funds will be utilized to purchase 14 student guitars to be used during an 8 week guitar class.

## WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Kim Garner & Kevin Dean

**BOARD:**  APPROVED  DENIED

**DATE OF BOARD APPROVAL**



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**MARY FEESER ELEMENTARY SCHOOL**  
Elkhart Community Schools  
26665 County Road 4 West, Elkhart, IN 46514-5859  
(574) 262-5586 / 5588 fax  
[www.elkhart.k12.in.us](http://www.elkhart.k12.in.us)

**To:** Elkhart Community School Board of School Trustees  
**From:** Kevin Dean, Principal Mary Feeser Elementary School  
**Date:** November 3, 2014  
**Re:** Elkhart Education Foundation grant application

Feeser teachers, Ray & Aliya Caldwell submitted a grant request through the Elkhart Education Foundation for funds to support an overnight field trip to the Henry Ford Museum and Greenfield Village in Dearborn, Michigan. I support this request and realize that the deadline for the foundation is prior to the next opportunity for the board to approval this grant request.



# Grant Approval Form

**DATE:**

10-31-2014

**TO:**

Dr. Robert Haworth, Superintendent  
Board of School Trustees

**FROM:**

Aliya and Ray Caldwell

**SCHOOL /ENTITY APPLYING:**

Mary Feeser Elementary

**RFA Read**  **YES**  **NO**

**NAME OF ADMINISTRATOR APPROVING APPLICATION:**

Kevin Dean

**GRANT TITLE:**

Super Trip to the Henry Ford Museum and Village

**ENTITY APPLYING TO:**

Elkhart Education Foundation

**GRANT AMOUNT:**

\$2,399.00

**GRANT SUBMISSION DEADLINE:**

11-1-2014

**EXPLANATION OF GRANT:**

We are seeking a trip to the Henry Ford Museum and Greenfield Village. It would provide an opportunity for students to experience history and science first hand. The content we teach in class would be brought to life like never before. The museum and village are full of "living history" and hands-on experiences for the students. They can touch, create, and interact with the content that we

**IF PART OF GRANT, NOTIFY:**

**DIRECTOR OF TECHNOLOGY**

**YES**  **N/A**

**DATE**

**DIRECTOR OF SAFETY AND SECURITY**

**YES**  **N/A**

**DATE**

**DIRECTOR OF STUDENT SERVICES**

**YES**  **N/A**

**DATE**

**DIRECTOR OF FOOD SERVICES**

**YES**  **N/A**

**DATE**

**SUSTAINABILITY PLAN:**

In order to take future classes, we would need to fundraise and or find other grant opportunities.

**WHERE/HOW WILL GRANT FUNDING BE UTILIZED:**

The funds will be applied to cover the cost of the trip.

**WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:**

Aliya Caldwell or Ray Caldwell

**BOARD:**  **APPROVED**  **DENIED**

**DATE OF BOARD APPROVAL**



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MONGER ELEMENTARY SCHOOL  
Elkhart Community Schools  
1100 East Hively Avenue, Elkhart, IN 46517-2669  
(574) 295-4860 / 4865 fax  
[www.elkhart.k12.in.us](http://www.elkhart.k12.in.us)

To the Elkhart Board of Trustees,

10/29/14

I would like to apologize on behalf of myself and my staff regarding the late submission for board approval of the Elkhart Education Foundation Grant. This was the teachers' first time writing a grant and they were not in full understanding of the protocol for grant submission.

I hope that you will accept our late submission requesting approval to submit a grant to the Elkhart Education Foundation.

Sincerely,

April Walker  
Principal, Monger



**DATE:**

10-24-14

**TO:**

Dr. Robert Haworth, Superintendent  
Board of School Trustees

**FROM:**

Lisa Baugh and Linda Wagner

**SCHOOL /ENTITY APPLYING:**

Monger Classroom teachers

RFA Read  YES  NO

**NAME OF ADMINISTRATOR APPROVING APPLICATION:**

April Walker

**GRANT TITLE:**

Innovation Teaching Grant

**ENTITY APPLYING TO:**

Elkhart Education Foundation

**GRANT AMOUNT:**

\$5,000

**GRANT SUBMISSION DEADLINE:**

Nov. 1, 2014

**EXPLANATION OF GRANT:**

First, acquiring classroom books in a variety of high interest genre and all reading levels for our second and third grade classes. Additionally, storage bins for the books.

**IF PART OF GRANT, NOTIFY:**

**DIRECTOR OF TECHNOLOGY**

YES  N/A

**DATE**

**DIRECTOR OF SAFETY AND SECURITY**

YES  N/A

**DATE**

**DIRECTOR OF STUDENT SERVICES**

YES  N/A

**DATE**

**DIRECTOR OF FOOD SERVICES**

YES  N/A

**DATE**

**SUSTAINABILITY PLAN:**

The books will be available to all future students in the classroom.

**WHERE/HOW WILL GRANT FUNDING BE UTILIZED:**

Students will be able to select books on their individual reading level and areas of interest.

**WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:**

April Walker will monitor compliance and Lisa Baugh and Linda Wagner will complete required reports.

**BOARD:**  APPROVED  DENIED

**DATE OF BOARD APPROVAL**



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MARY DALY ELEMENTARY SCHOOL  
Elkhart Community Schools  
1735 Strong Avenue, Elkhart, IN 46514-1912  
(574) 295-4870 / 4877 fax  
www.elkhart.k12.in.us


Memorandum

Re: Late Grant Submission for Daly Elementary

To the Elkhart School Board:

I am aware and approve of the late grant submission regarding "The C.L.I.C.K. program" at Daly. The teacher team has been working diligently to create a meaningful grant submission that includes student input and multi-grade participation. There was a misunderstanding regarding the timeline and the approval process for the Elkhart Education Foundation grants in particular. The team now understands the grant approval process and hopes for the approval of the "C.L.I.C.K." grant submission. I am happy to answer any further questions regarding this application.

With Regards,

  
Joshua D. Nice  
Principal, Mary Daly Elementary





# Grant Approval Form

**DATE:**

10/29/2014

**TO:**

Dr. Robert Haworth, Superintendent  
Board of School Trustees

**FROM:**

Carla Darr & Michelle Guipe

**SCHOOL /ENTITY APPLYING:**

Mary Daly Elementary School

**RFA Read**  YES  NO

**NAME OF ADMINISTRATOR APPROVING APPLICATION:**

Josh Nice

**GRANT TITLE:**

Project "Click"

**ENTITY APPLYING TO:**

Elkhart Education Foundation

**GRANT AMOUNT:**

\$4,800

**GRANT SUBMISSION DEADLINE:**

11/1/2014

**EXPLANATION OF GRANT:**

The purpose of this project is for students to be actively engaged in producing classroom, experience-based data for interpreting, analyzing, and discussing with their peers. 3 classroom sets of "clickers" (CSR devices) will be purchased and used for answering questions and creating graphs. Older students will act as peer tutors to teach the younger students to use the devices.

**IF PART OF GRANT, NOTIFY:**

**DIRECTOR OF TECHNOLOGY**

YES  N/A

**DATE**

**DIRECTOR OF SAFETY AND SECURITY**

YES  N/A

**DATE**

**DIRECTOR OF STUDENT SERVICES**

YES  N/A

**DATE**

**DIRECTOR OF FOOD SERVICES**

YES  N/A

**DATE**

**SUSTAINABILITY PLAN:**

The CSR devices will be used by the fifth grade teacher on the team. Those students will teach the third grade class to use the devices, who in turn will teach the first grade classes. Those teachers will share the uses and benefits of the devices with their colleagues during collaboration time. Our goal is to eventually purchase more sets of the "clickers" to be used in our K-6 classrooms.

**WHERE/HOW WILL GRANT FUNDING BE UTILIZED:**

Purchasing 3 classroom sets of "clickers" (CSR devices) for Mary Daly classrooms

**WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:**


3 member grant technology team, with support of building principal

**BOARD:**  APPROVED  DENIED

**DATE OF BOARD APPROVAL**

Elkhart Central High School  
1 Blazer Blvd.  
Elkhart, IN 46516

MEMORANDUM

Date: 11-3-14  
To: Dr. Rob Haworth  
From: Frank Serge   
Re: Grant Submission Confirmation

---

I am seeking Board Confirmation of Submission of two Grants to the Elkhart Education Foundation made on October 31, 2014.

There was a misunderstanding regarding the timeline and the approval process for the Elkhart Education Foundation grants in particular. The team now understands the grant approval process and seeks approval of the late grant submission regarding Art Reach and Art Club at Central High School.



**DATE:**

10/30/2104

**TO:**

Dr. Robert Haworth, Superintendent  
Board of School Trustees

**FROM:**

Tom Grove

**SCHOOL /ENTITY APPLYING:**

Elkhart Central High School

RFA Read  YES  NO

**NAME OF ADMINISTRATOR APPROVING APPLICATION:**

Frank Serge

**GRANT TITLE:**

Art Club

**ENTITY APPLYING TO:**

Elkhart Education Foundation

**GRANT AMOUNT:**

\$5,000

**GRANT SUBMISSION DEADLINE:**

Nov. 1, 2014

**EXPLANATION OF GRANT:**

The Elkhart Central HS art department would create an after school Art Club. Through Art Club, art-inclined students who may not have found a sense of belonging in the school will become involved in growth experiences in art.

**IF PART OF GRANT, NOTIFY:**

**DIRECTOR OF TECHNOLOGY**

YES  N/A

**DATE**

**DIRECTOR OF SAFETY AND SECURITY**

YES  N/A

**DATE**

**DIRECTOR OF STUDENT SERVICES**

YES  N/A

**DATE**

**DIRECTOR OF FOOD SERVICES**

YES  N/A

**DATE**

**SUSTAINABILITY PLAN:**

This grant will allow us to buy equipment that is not in our budget. It will greatly help us get the art club up and running. To keep the program going, students will pay a \$10 membership fee for clay and other supplies. They can also sell their raku fired ceramic pieces and other art work help cover the cost of supplies.

**WHERE/HOW WILL GRANT FUNDING BE UTILIZED:**

We will use the funds to purchase a raku kiln, equipment and supplies for the art program.

**WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:**

Tom Grove

**BOARD:**  APPROVED  DENIED

**DATE OF BOARD APPROVAL**



**Elkhart  
Community Schools**

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# Grant Approval Form

**DATE:**

10/30

**TO:**

Dr. Robert Haworth, Superintendent  
Board of School Trustees

**FROM:**

Elizabeth Sokolowski

**SCHOOL /ENTITY APPLYING:**

Central High School

RFA Read  YES  NO

**NAME OF ADMINISTRATOR APPROVING APPLICATION:**

Frank Serge

**GRANT TITLE:**

Art Reach Mentoring

**ENTITY APPLYING TO:**

Elkhart Education Foundation

**GRANT AMOUNT:**

\$1,000

**GRANT SUBMISSION DEADLINE:**

Nov. 1, 2014

## EXPLANATION OF GRANT:

Art Reach is an art-based field work mentoring program between high school and at-risk middle school or elementary school students. This course focuses on introducing high school students to disciplined-based art education and mentoring at-risk students while aesthetically improving the community.

## IF PART OF GRANT, NOTIFY:

**DIRECTOR OF TECHNOLOGY**

YES  N/A

**DATE**

**DIRECTOR OF SAFETY AND SECURITY**

YES  N/A

**DATE**

**DIRECTOR OF STUDENT SERVICES**

YES  N/A

**DATE**

**DIRECTOR OF FOOD SERVICES**

YES  N/A

**DATE**

## SUSTAINABILITY PLAN:

This grant will help with the startup cost needed to get Art Reach off the ground. This will give us the time we need to create art work for fundraisers. Between fundraising and the continued support from the community we will be able to sustain this wonderful mentoring program.

## WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

This grant will be used to purchase supplies to make oversized canvas, paint and other art supplies.

## WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

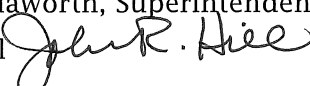
Elizabeth Sokolowski

**BOARD:**  APPROVED  DENIED

**DATE OF BOARD APPROVAL**

**ELKHART COMMUNITY SCHOOLS**

**Elkhart, Indiana**

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

**The following requests for excused absences are recommended for approval:**

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p><b>HOOSIERS AND THE AMERICAN STORY TEACHER WORKSHOP</b></p> <p>The Indiana Historical Society and Indiana Humanities are providing a free one-day teacher workshop in preparation for the 2016 State Bicentennial. They will be providing resources as well as content to help teachers integrate Indiana history into their existing curricula.</p> <p>Fort Wayne, IN</p> <p>November 13, 2014 (1 day's absence)</p> <p>TARYN DIAZ DE LEON - BRISTOL (0-0)</p> <p>RITA WALT - BRISTOL (0-0)</p>	\$0.00	\$0.00
<p><b>EARLY COLLEGE COUNSELOR'S WORKSHOP</b></p> <p>This workshop will provide the information needed to help counselors implement an "Early College" model at Central, Memorial, and the Elkhart Area Career Center.</p> <p>Indianapolis, IN</p> <p>November 13, 2014 (1 day's absence)</p> <p>MICHELLE KESSLER - MEMORIAL (0-0)</p> <p>ADRIENNE WILLIAMS - EACC/MEMORIAL (1-3)</p>	\$403.24	\$0.00
<p><b>INTERNATIONAL BULLYING PREVENTION CONFERENCE</b></p> <p>This conference will provide networking opportunities as well as current information and resources which will be used to continue the Olweus Bullying Prevention efforts in Elkhart Community Schools. This conference is branded with the Positive Behavior Intervention and Supports (PBIS) initiative.</p> <p>San Diego, CA</p> <p>November 15 - 19, 2014 (3 day's absence)</p> <p>LISA MUNOZ - CENTRAL (0-0)</p>	\$0.00	\$255.00
<p><b>CLASSROOM MANAGEMENT: PREVENTING DEFIANCE</b></p> <p>This workshop will provide information regarding the latest best practices teachers can use to improve behavioral interactions and interventions with students in the classroom.</p> <p>Elkhart, IN</p> <p>November 20, 2014 (1 day's absence)</p> <p>KARLA DOYLE - EASTWOOD (0-0)</p>	\$0.00	\$595.00

<b>2014 - 2015 CONFERENCES</b>	<b>EXPENSES</b>	<b>SUBSTITUTE</b>
BILLIE JO ETCHASON - EASTWOOD (0-0) KIM HAAS - EASTWOOD (0-0) NICOLE HARRIS - EASTWOOD (1-0) HAROLD WALT - EASTWOOD (2-2) RITA WALT - BRISTOL (2-3) BARB YIKE - EASTWOOD (0-0)		
<b>FALL PROFESSIONALS CONFERENCE</b> This conference will provide an opportunity for administrators to learn about the most current research pertaining to school leadership. The information learned will be used to help provide future professional development for the Bristol staff regarding effective teaching strategies. Indianapolis, IN November 23 - 25, 2014 (2 day's absence) MELISSA JENNETTE - BRISTOL (2-1)	\$718.44	\$0.00
<b>MIDWEST MUSIC CLINIC FOR BAND AND ORCHESTRA DIRECTORS</b> This clinic will provide the most current information regarding the best practices for teaching band and orchestra. Information learned will be used to help recharge the music program. Chicago, IL December 18 - 20, 2014 (2 day's absence) CARUS SHAFFER - PIERRE MORAN (0-0)	\$956.71	\$255.00
<b>INDIANA MUSIC EDUCATION ASSOCIATION PROFESSIONAL DEVELOPMENT CONFERENCE</b> This conference will include many great performances, reading sessions, and clinics regarding best practices in music education. It provides a great "recharge" for all music teachers. <i>will provide</i> Fort Wayne, IN January 16 - 17, 2015 (1 day's absence) WILLIAM NIEDERER - CENTRAL (0-0)	\$0.00	\$85.00
<b>TOTAL</b>	<b>\$2,078.39</b>	<b>\$1,190.00</b>
2014 YEAR-TO-DATE GENERAL FUNDS	\$29,162.66	\$4,880.00
2015 YEAR-TO-DATE GENERAL FUNDS	\$0.00	\$85.00
2014 YEAR-TO-DATE OTHER FUNDS	\$166,511.22	\$13,470.00
2014 YEAR-TO-DATE ADJUSTMENTS	(\$4,099.40)	\$0.00
2015 YEAR-TO-DATE OTHER FUNDS	\$3,917.20	\$0.00
2015 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
<b>GRAND TOTAL</b>	<b>\$195,491.68</b>	<b>\$18,435.00</b>

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



Date: November 11, 2014  
To: Dr. Robert Haworth  
From: Mr. W. Douglas Thorne  
Subject: Personnel Recommendations

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**Certified**

a. **Retirement** – We report the retirement of the following employees at the end of the 2014-15 school year:

<b>Margaret DeBoer</b>	<b>Memorial/Language Arts</b>	<b>21 Years of Service</b>	
<b>Rene Formsma</b>	<b>Riverview/Grade 1</b>	<b>27 Years of Service</b>	<b>Eff: 12/19/14</b>
<b>Judith McCullough</b>	<b>Central/English</b>	<b>15 Years of Service</b>	
<b>Suella Roberts</b>	<b>North Side/Music</b>	<b>27 Years of Service</b>	
<b>Daniel Swygart</b>	<b>Central/Asst Principal</b>	<b>10 Years of Service</b>	

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

**Kara Sears**                      **Memorial/FACS**

c. **Resignation** – We report the resignation of the following employee:

**Andrea Bayadsy**                      **West Side/Language Arts**  
Began: 4/8/12                      Resign: 11/25/14

**Classified**

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

<b>Paige Adams</b> Began: 8/25/14	<b>Beardsley/Paraprofessional</b> PE: 10/29/14
<b>Karen Allen</b> Began: 8/22/14	<b>Transportation/Bus Driver Unassigned</b> PE: 10/27/14
<b>Tara Ciesiolka</b> Began: 8/27/14	<b>Osolo/Paraprofessional</b> PE: 10/31/14
<b>Brent Curry</b> Began: 8/25/14	<b>Pierre Moran/Secretary</b> PE: 10/29/14
<b>AnaRosa Garcia</b> Began: 8/27/14	<b>Transportation/Bus Driver Unassigned</b> PE: 10/31/14
<b>Angela Gortney</b> Began: 8/22/14	<b>EACC/Paraprofessional</b> PE: 10/27/14
<b>Anita Hawkins</b> Began: 8/22/14	<b>Transportation/Bus Driver Unassigned</b> PE: 10/27/14
<b>Trina Jackson</b> Began: 8/25/14	<b>EACC/Paraprofessional</b> PE: 10/29/14
<b>Kendra Minix</b> Began: 8/28/14	<b>Feeser/Paraprofessional</b> PE: 11/3/14
<b>Breah Tolbert</b> Began: 8/26/14	<b>Pierre Moran/Paraprofessional</b> PE: 10/30/14

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

<b>Marcia Meehan</b> Began: 10/1/13	<b>Daly/Food Service</b> Resign: 10/22/14
<b>Lari Montesino</b> Began: 1/8/01	<b>Riverview/TA-ESL</b> Resign: 11/28/14