

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING
Elkhart Community Schools / Elkhart, Indiana
October 28, 2014

CALENDAR

October	28	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
October	28	Immediately following	Executive Session, J.C. Rice Educational Services Center
October	28	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
October	28	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, J.C. Rice Educational Services Center

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- A. CALL TO ORDER/PLEDGE
 - B. INVITATION TO SPEAK PROTOCOL
 - C. GIFT ACCEPTANCE – The administration recommends the Board accept with appreciation recent donations made to the Elkhart Community Schools.
 - D. DEPARTMENT SPOTLIGHT – Technology – Dan Rice
 - E. SUPERINTENDENT’S STUDENT ADVISORY COUNCIL REPRESENTATIVES
 - F. MINUTES –
 - October 14, 2014 – Public Work Session
 - October 14, 2014 - Regular Board Meeting
 - October 21, 2014 – Public Work Session
 - G. TREASURER'S REPORT

Consideration of Claims

Extra-Curricular Purchase – The Business Office seeks Board approval of extra-curricular purchases requested from Central High School and West Side Middle School.

Financial Report – January 1, 2014 – September 30, 2014

Fundraisers – The Business Office recommends Board approval of proposed school fundraisers in accordance with Board Policy.

H. NEW BUSINESS

Grant Application – The administration recommends Board approval for submission of the Title II, Part A Improving Teacher Quality and Effectiveness Grant Application.

Grant Application – The administration recommends Board approval for submission of a grant to the Elkhart Education Foundation for West Side Middle School Heart Healthy Family Fitness Night.

Grant Application – The administration recommends Board approval for submission of a grant to the Elkhart Education Foundation to subsidize private lessons for West Side Middle School band students.

Grant Application – The administration recommends Board approval for submission of a grant to the Elkhart Education Foundation for North Side Middle First Tech Robotics program.

Grant Application – The administration recommends Board approval for submission of a grant to the Elkhart Education Foundation to subsidize private lessons for North Side Middle School band students.

Grant Application – The administration recommends Board approval for submission of a grant to the Elkhart Education Foundation for guidance counselors at Memorial High School.

Grant Application – The administration recommends Board approval for submission of a grant to the Elkhart Education Foundation AP incentive.

Grant Confirmation – The administration seeks Board confirmation for submission of a grant to the Elkhart County Community Foundation for Memorial High School band student's private lesson subsidy.

Grant Confirmation – The administration seeks Board confirmation for submission of a grant to Indiana FIRST for ElkLogic Robotics 2013-14 season.

Employee Stipends – The administration recommends board approval to pay a one-time stipend for administrators and classified employees.

Group Medical/Dental Plan Benefits – The Business Office is recommending approval of proposed plan designs, premium rates, and employer contribution amounts for the 2015 plan year.

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

**ELKHART CENTRAL H. S. ATHLETIC DEPARTMENT
BRIAN BUCKLEY, ATHLETIC DIRECTOR
#1 BLAZER BLVD. * ELKHART IN 46516
574-295-4720 * 574-295-4726 Fax**

DATE: October 22, 2014
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Brian Buckley, ECHS Athletic Director
RE: Donation Approval

HeartReach Michiana has donated two Automated External Defibrillators to the Elkhart Central Athletic Department. These AED's will be available in case of emergency at Elkhart Central High School and at athletic events.

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:

**HeartReach Michiana
500 Arcade Ave. # 230
Elkhart, IN 46514**





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
DATE: October 15, 2014
RE: Gift Approval – Funding Student Costs

Elkhart Community Schools received a donation in the amount of **\$100.00** from Ginger Valley, 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:

Ginger Valley, Inc.
15065 State Road 23
Granger, IN 46530

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

Elkhart Community Schools
Elkhart, Indiana

October 14, 2014

Tipton Street Center, 1013 Tipton St., Elkhart – 5:30 p.m.

Time/Place

Board Members
Present:

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

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

Roll Call

ECS Personnel Present:

Rob Haworth
Doug Thorne
Doug Hasler
Jean Creasbaum
Linda Fine

Tony England
David Bird
Bill Kovach
Brad Sheppard

The Board discussed: Curriculum Review, Schools Without Walls, middle school Art 1 for high school credit, illnesses, grant accounts, insurance, press release, Cobus Creek Resolution, and middle school and elementary athletics.

Topics
Discussed

The meeting adjourned at approximately 6:40 p.m.

Adjournment

APPROVED:

Signatures

Dorisanne H. Nielsen, President

Karen S. Carter, Member

Carolyn R. Morris, Vice President

Susan C. Daiber Member

Glenn L. Duncan, Secretary

Jeri E. Stahr, Member

Douglas K. Weaver, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
October 14, 2014

Tipton Street Center – 1013 Tipton Street, 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.

Call to Order

The pledge of allegiance was led by Candice Bufkin and Iman Robinson members of Move2Stand.

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): writing notebooks, writing journals and small spiral notebooks valued at \$120.00 from Wal-Mart on County Line Road for Woodland Elementary children in need; \$1,000.00 from Taylor Physical Therapy to Memorial Athletic department to cover football player participation fees for the 2014 season; and books valued at \$996.28 from Donell Housel for use in the classroom of first year teacher Allison Fites at Riverview Elementary.

Gift Acceptance

The Board welcomed Superintendent's Student Advisory Council (SSAC) representatives from both high schools. Central's Alexandra Brown-Anderson is a senior who is active in National Honor Society, Student Council and SSAC. This year SSAC goals are: the food drive doubles last year's donation to the Food Bank; working with the Red Cross, to provide readiness kits to all third graders in ECS; and present a Leadership Conference. Some activities at Central include: football; cross country sectionals; cheerleading competition; marching band regional's; internship's; and diversity club's talent show. Memorial's SSAC representative Dan Asbury shared a few of his interests: four years in SSAC; student government; tennis; and four years on the baseball team. He hopes to play baseball in college. Activities at Memorial include: marching band regional's, all city orchestra concert, all city choir concert, cross country sectionals;

SSAC

volleyball team which is top 10 in the state; football game on Halloween; 800 students taking the PSAT; and Genesis students will be selling "Rise and Roll" donuts at Parent Teacher Conferences. He shared student concerns about the noise level in the cafeteria he hoped it would be handled soon.

Dennis Trigg, Principal of Tipton Street Center, thanked his students and staff who were in attendance, and also thanked the Board for allowing Tipton Center to show off the changes in their building. Mr. Trigg reported the building is secure, safe, updated and more inviting. He thanked the girls from Move2Stand, which is a new addition to Tipton, for leading the pledge. Learning is for everyone (LIFE) is currently collaborating with Feed the Children, Faith Mission and The Crossing. Some students attend LIFE half day and the other half at Memorial, Central or the Career Center. Mr. Trigg acknowledged students showing good work ethics and attendance: Student of the Month in Middle School Austin Clements; and Students of the Month in High School, Jamie Reeves and Erica Salazar. Mr. Trigg noted new technology allows students to learn in their own way at their own pace, then closed by introducing his staff and added "Great things are happening at Tipton Center".

Building Report-
Tipton Center

Ted Foland, Energy Education Specialist, reported Tipton Center has had an energy cost avoidance average of 20.9% for the last two (2) years valued at \$17,855.00. ECS's 30% cost avoidance from January through September is valued at \$921,816.00. Mr. Foland reported Tipton Center is the only classroom building that is fully operated manually by thermostats which adds more manpower to stay efficient and they are doing a great job.

Energy Report

By unanimous action, the Board approved the following minutes:
September 23, 2014 - Public Work Session
September 23, 2014 - Regular Board Meeting
September 30, 2014 - Public Work Session
October 7, 2014 - Special Board Meeting

Approval of
Minutes

By unanimous action, the Board approved payment of claims totaling \$6,648,643.02 as shown on the October 14, 2014, claims listing. (codified file 1415-42)

Payment of
Claims

Doug Hasler, executive director of support services, reported the following fund loan was made September 30, 2014 \$32,000.00 to Debt Service Fund from Capital Projects Fund.

Fund Loans

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

Fundraisers

By unanimous action, the Board adopted a resolution regarding the proposed wastewater treatment facility that will discharge into Cobus Creek. (codified file 1415-43)	Resolution Cobus Creek
By unanimous action, the Board approved submission of a grant to the Indiana Department of Education for High Ability Program. (codified file 1415-44)	Grant Application
By unanimous action, the Board approved submission of a grant to the Elkhart Education Foundation for the West Side Middle School Art Department. (codified file 1415-45)	Grant Application
By unanimous action, the Board approved submission of a grant to the Elkhart Education Foundation for the North Side Middle School Art Department. (codified file 1415-46)	Grant Application
By unanimous action, the Board approved submission of a grant to Game Time Playground to improve playground equipment at Hawthorne and Mary Daly Elementary Schools. (codified file 1415-47)	Grant Application
By unanimous action, the Board approved an overnight trip request for West Side Middle School volleyball teams traveling to the Middle School State Tournament held at the Munciana Volleyball Center in Yorktown IN on October 17-18, 2014.	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 14, 2014 listing. (codified file 1415-48)	Conference Leaves
By unanimous action, the Board approved the following personnel recommendations of the administration:	Personnel Report
Three (3) consent agreements regarding unpaid time. (codified file 1415-49)	Consent Agreement
Employment of five (5) certified employees for the remainder of the 2014-2015 school year: Anna Calkins, interventions at Hawthorne Donald Guerrettaz, world language at Central Shantel Keith, kindergarten at Beck Kimberly Miller, grade 1 at Beardsley Forrest Robertson, industrial technology at Memorial.	Certified Employment
Change to maternity leave for Molly Bush, music at Beardsley beginning 8/13/14 and ending 6/5/15.	Change to Maternity Leave

<p>Health leave for Jamie Hill, science at Memorial, beginning 10/16/14 and ending on 6/5/15.</p>	<p>Health Leave</p>
<p>Maternity leave for Stephanie Noble, ENL at North Side, beginning 11/13/14 and ending 11/25/14.</p>	<p>Maternity Leave</p>
<p>Resignation of Talandra Neff, academic dean at Woodland, effective 10/24/14.</p>	<p>Certified Resignation</p>
<p>Employment of eight (8) classified employees who have successfully completed their probationary period: Audriana Coleman, secretary at Memorial, 10/3/14 Audrey Dalton, custodian at Beck/Hawthorne, 10/6/14 Anthony Horvath, mechanic at Transportation, 9/29/14 Ashlea LaBine, paraprofessional at Feeser, 10/1/14 Elvira Oliver, bus driver unassign at Transportation, 9/22/14 Luz Palacios, secretary at Beardsley, 10/3/14 Jennifer Souter, secretary at Beck, 10/1/14 Monique Thompson, food service at Memorial, 10/6/14</p>	<p>Classified Employment</p>
<p>Resignation of five (5) classified employees, effective on dates indicated: Adell Kyle, food service at Pierre Moran, 10/22/14 Carrie Lee, paraprofessional at Daly, 10/10/14 Brittany McCoy, food service at Memorial, 10/3/14 Kathy Miller, bus driver at Transportation, 10/10/14 Felix Montesino, trainer/dispatcher at Transportation, 10/10/14</p>	<p>Classified Resignation</p>
<p>Retirement of two (2) classified employees, effective on dates indicated, with years of service in parenthesis: Susan Grooms, paraprofessional at Feeser, 12/19/14; (17) Jackie Ullery, bus driver at Transportation, 9/30/14; (20)</p>	<p>Classified Retirement</p>
<p>The Board confirmed the retirements of Faith Schultz, Supervisor of the High Ability Program, and Dr. John Hill, Assistant Superintendent for Instruction, effective at the end of the school year. Dr. Haworth expressed his deep appreciation for their long commitment to Elkhart Community Schools and their dedication to its students and staff. They will be formally recognized at the end of the school year.</p>	<p>From the Superintendent</p>
<p>The meeting adjourned at approximately 8:02 p.m.</p>	<p>Adjournment</p>

APPROVED:

Signatures

Dorisanne H. Nielsen - President

Carolyn R. Morris - Vice President

Glenn L. Duncan - Secretary

Karen S. Carter - Member

Susan C. Daiber - Member

Jeri E. Stahr - Member

Douglas K. Weaver - Member

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

Elkhart Community Schools
Elkhart, Indiana

October 21, 2014

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

Time/Place

Board Members
Present:

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

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

Roll Call

ECS Personnel Present: Doug Thorne

The Board members met to review proposed bylaws and revisions to the policies adopted for Elkhart Community Schools.

Topics
Discussed

The meeting adjourned at approximately 8:30 a.m.

Adjournment

APPROVED:

Signatures

-absent-
Dorisanne H. Nielsen, President

Karen S. Carter, Member

-absent-
Carolyn R. Morris, Vice President

Susan C. Daiber Member

Glenn L. Duncan, Secretary

Jeri E. Stahr, Member

-absent-
Douglas K. Weaver, Member

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

October 22, 2014

TO: Dr. Haworth
Board of School Trustees

FROM: Doug Hasler

SUBJECT: Extra-Curricular Purchase

The Business Office recommends Board approval of purchase of the following items from extra-curricular funds:

SCHOOL/ACCOUNT	ITEM	AMOUNT
Athletic Extra Curricular Fund	Protective Padding for softball diamond	\$890.00



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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: October 10, 2014

To: Dr. Haworth
Board of School Trustees
Fr: Mr. Buckley
Subject: Protective Padding

I would like permission to purchase protective padding for our softball diamond to help prevent injuries.

The cost of this padding is \$890 which will be paid for from our Athletic Extracurricular Funds.

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

October 22, 2014

TO: Dr. Haworth
Board of School Trustees

FROM: Doug Hasler

SUBJECT: Extra-Curricular Purchase

The Business Office recommends Board approval of purchase of the following items from extra-curricular funds:

SCHOOL/ACCOUNT	ITEM	AMOUNT
Extra Curricular Account	T – Shirts for Choir Students	\$852.00

101 S. Nappanee St.
Elkhart, IN 46514

October 2, 2014

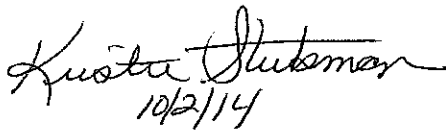
To Whom It May Concern:

The West Side Choral Department is requesting to use \$852 for our extracurricular account in order to purchase concert t-shirts. These shirts will be used by choir students as one part of their uniforms for concerts throughout the school year. If you have any questions, please do not hesitate to contact me at 574-295-4815 or segreen@elkhart.k12.in.us. Thank you for your time and consideration.

Thank you,



Stephanie E. Green
Choral Director
West Side Middle School



10/2/14

ACCOUNT BALANCES/INVESTMENT DETAIL

SEPTEMBER 2014

PETTY CASH \$ 500.00

GENERAL ACCOUNTS:

Lake City Bank 250,753.63
Teachers Credit Union 23,061,989.75

SCHOOL LUNCH ACCOUNTS:

Teachers Credit Union 219,407.75
Lake City Bank 157.32
Change Fund 2,130.00

TEXTBOOK RENTAL ACCOUNTS:

Chase Bank 1,560,423.67

PAYROLL ACCOUNTS:

Teachers Credit Union-Payroll Account 564,672.87
Teachers Credit Union - Flex Account 64,422.51

INVESTMENTS:

First State Bank Certificate of Deposit
To mature 12/18/14 at .35% 77,000.00

\$ 25,801,457.50

Elkhart Community Schools
Proposed School Fundraising Activities
Oct. 28, 2014 Meeting of Board of School Trustees

School/Organization	Fundraising Activity Description/Purpose	Date(s) of Activity	Sponsor(s)
Eastwood Elementary Student Council	Students will pay \$1.00 to wear a hat for the day. Proceeds will be used to buy fresh turkey's for Hawthorne's needy families	10/31/2014	Kelly Kielce
	Please note the following fundraisers are presented for confirmation only.		
West Side Media Center	Scholastic Book Fair selling books and school supplies. Students attended the Book Fair with English classes and during Parent Teacher Conferences. Proceeds will be used for books and supplies for the library.	10/10/14 - 10/16/2014	Matthew Howe
Memorial Class of 2015	During Parent Teacher Conferences Hacienda chips and salsa was sold to raise money for the class fund.	10/16/2014	Jeff Miller
Memorial Young Adult Program	Holiday wreaths and dinner rolls will be sold. Proceeds will be used for recreational opportunities for the Young Adult Program.	10/13/2014 - 12/3/2014	Linda Ogle & Tracy Sanders



INSTRUCTION AND LEARNING
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

DATE: October 9, 2014
TO: Board of School Trustees
Robert Haworth, Superintendent
FROM: Beth Williams, Supervisor of Federal Programs
RE: Title II Grant Application for FFY 2014

The Title II, Part A Improving Teacher Quality and Effectiveness Grant Application FFY 2014 (July 1, 2014 – September 30, 2016) award is **\$545,900.00**.

- The grant award is based the most recent available Census data, as determined by the Secretary, on the number of children age 5-17 who reside in the area served by the LEA as well as the most recent available Census data, as determined by the Secretary, on the number of children age 5-17 from families with incomes below the poverty line.

School	Enrollment	Allocation
Elkhart Community Schools	12,719	\$511,703.00
Cornerstone Christian Montessori School	49	\$1,971.00
Montessori School of Elkhart	33	\$1,328.00
Kessington Christian School	0	\$.00
Trinity Lutheran School	284	\$11,426.00
St. Thomas the Apostle Catholic School	356	\$14,322.00
St. Vincent de Paul Catholic School	128	\$5,150.00
Total	13,569	\$545,900.00

- The grant allocation provides \$40.23 per student. This includes 12,719 Elkhart Community Schools' students and 850 students at participating nonpublic schools
- Title II funds provide targeted professional development that are an integral part of broad schoolwide and districtwide educational improvement plans, improve and increase teachers' knowledge of academic subjects, and advance teachers' understanding of effective instructional strategies that are based on scientific research.



DATE:

Oct. 13, 2014

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Carolyn Lesperance

SCHOOL /ENTITY APPLYING:

West Side Middle School

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

NAME OF ADMINISTRATOR APPROVING APPLICATION:

Kristie Stutsman

GRANT TITLE:

Heart Healthy Family Fitness Night

ENTITY APPLYING TO:

Elkhart Education Foundation

GRANT AMOUNT:

\$755.00

GRANT SUBMISSION DEADLINE:

Nov 1, 2014

EXPLANATION OF GRANT:

This project involves 7/8 grade health, physical education and FACS students as they coordinate a Heart Healthy Family Fitness night with the help of their teachers and community resources. The project includes cross curricular integration of language art and math as well as parent involvement. This serves as a great beginning to project based learning and problem solving skills for a lifetime.

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:

Once equipment is constructed it can be used again each year. Perishable items would be donated each year.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

West Side family nights and other after school events.

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Carolyn Lesperance, Kristie Stutsman

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

DATE OF BOARD APPROVAL



DATE:

10-20-14

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Tim Carnall

SCHOOL /ENTITY APPLYING:

West Side Middle School Band

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

NAME OF ADMINISTRATOR APPROVING APPLICATION:

Kristie Stutsman

GRANT TITLE:

Private Lesson Subsidy

ENTITY APPLYING TO:

Elkhart Education Foundation

GRANT AMOUNT:

\$1000

GRANT SUBMISSION DEADLINE:

Nov 1

EXPLANATION OF GRANT:

The purpose of the grant is to subsidize (in part or in full) private lessons for any 6th, 7th, or 8th grade West Side Band student in-need, whether they are on FRL or have a hardship.

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:

Will apply for the same grant for the same purpose each year.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Reimbursements to students for private lesson costs.

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Tim Carnall

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

DATE OF BOARD APPROVAL



DATE:

10/17/14

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Tracy Korn

SCHOOL /ENTITY APPLYING:

North Side Robotics Program

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

NAME OF ADMINISTRATOR APPROVING APPLICATION:

Sara Jackowiak

GRANT TITLE:

North Side Robotics First Tech Challenge Pilot

ENTITY APPLYING TO:

Elkhart Education Foundation

GRANT AMOUNT:

\$5,000

GRANT SUBMISSION DEADLINE:

November 1, 2014

EXPLANATION OF GRANT:

ECS has an established FLL program and FRC program for grades 4-8 and 9-12 respectively, but we do not have an intermediate program as recommended by FIRST, the parent foundation for ECS robotics. North Side's First Tech Challenge (FTC) team bridges this gap by providing continued opportunity for FLL students , but also by seeding our FRC team for an all around cohesive program.

IF PART OF GRANT, NOTIFY:

DIRECTOR OF TECHNOLOGY

YES **N/A**

DATE

10/17/14

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:

Currently, ECS is forming a robotics taskforce that will oversee the development of our robotics program. Initial costs, however, are beyond what the school corporation is able to provide this year, hence, this grant application. This grant will offset the pilot program's main expenses for the next five years, at which point, we are able to reapply if additional funding is needed.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Funds will go toward start-up equipment, registration and kit costs, and team-building initiatives.

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Tracy Korn

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

DATE OF BOARD APPROVAL



DATE:

10-20-14

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Sandy Carnall

SCHOOL /ENTITY APPLYING:

North Side Band

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

NAME OF ADMINISTRATOR APPROVING APPLICATION:

Sara Jackowiak

GRANT TITLE:

Private Lesson Subsidy

ENTITY APPLYING TO:

Elkhart Education Foundation

GRANT AMOUNT:

\$1000

GRANT SUBMISSION DEADLINE:

Nov 1

EXPLANATION OF GRANT:

The purpose of the grant is to subsidize (in part or in full) private lessons for any North Side Band student in grades 6, 7, or 8.

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:

Will apply for the same grant for the same purpose each year.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Reimbursements to students for private lesson costs.

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Sandy Carnall

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

DATE OF BOARD APPROVAL



DATE:

10-17-14

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Elkhart Memorial Guidance

SCHOOL /ENTITY APPLYING:

Elkhart Memorial High School

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

NAME OF ADMINISTRATOR APPROVING APPLICATION:

Mark Tobolski

GRANT TITLE:

5 IPAD's

ENTITY APPLYING TO:

Elkhart Education Foundation

GRANT AMOUNT:

\$1,995.00

GRANT SUBMISSION DEADLINE:

11-1-14

EXPLANATION OF GRANT:

Students seek assistance from Guidance Counselors in applying for SAT's, PSAT, college scholarships, Pasrchment, Military, Apprenticeships, and Career Interest Inventories, and can do so in privacy. It will also allow counselors to take pictures of the students to place on the applications. It will also allow counselors access to Power School, calendars and other information while away from the building.

IF PART OF GRANT, NOTIFY:

DIRECTOR OF TECHNOLOGY

YES **N/A**

DATE

10-16-14

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:

Student have been seeking help from counselors for applying for and registering for various items. Under the current set up it is difficult to assist. Applications and registration can be done more efficiently and effectively which would be a great benefit to the students.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Elkhart Memorial Guidance Department

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Michelle Kessler

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

DATE OF BOARD APPROVAL



DATE:

10-17-14

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Elkhart Memorial Guidance

SCHOOL /ENTITY APPLYING:

Elkhart Memorial High School

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

NAME OF ADMINISTRATOR APPROVING APPLICATION:

Mark Tobolski

GRANT TITLE:

Three IPAD's

ENTITY APPLYING TO:

Elkhart Education Foundation

GRANT AMOUNT:

\$1,050.00

GRANT SUBMISSION DEADLINE:

11-1-14

EXPLANATION OF GRANT:

The grant would be used to increase student attendance at Saturday's AP Tip-In sessions. These are sponsored by Notre Dame and AP. This will increase the student's chance of passing the AP for college credit.

IF PART OF GRANT, NOTIFY:

DIRECTOR OF TECHNOLOGY

YES **N/A**

DATE

10-16-14

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:

Student attendance is very low and an incentive is needed to increase student participation which will increase the passing rate.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Elkhart Memorial Guidance Department

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Allison Makowski

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

DATE OF BOARD APPROVAL



**Elkhart
Community Schools**

Grant Approval Form

DATE:

10-9-14

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Kurt Weimer

SCHOOL / ENTITY APPLYING:

EMHS Band

RFA Read YES NO

NAME OF ADMINISTRATOR APPROVING APPLICATION:

Mark Tobolski *mt*

GRANT TITLE:

Private Lesson Subsidy

ENTITY APPLYING TO:

Elkhart Municipal Band - ECF

GRANT AMOUNT:

\$3000

GRANT SUBMISSION DEADLINE:

Oct 15

EXPLANATION OF GRANT:

The purpose of the grant is to subsidize (in part or in full) private lessons for any high school band student in-need, whether they are on FRL or have a hardship.

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:

Will apply for the same grant for the same purpose each year.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Reimbursements to students for private lesson costs.

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Kurt Weimer

BOARD: APPROVED DENIED

DATE OF BOARD APPROVAL _____

Memorandum

To: Dr. Haworth and School Board of Trustees
From: Mark Tobolski
Date: 10/22/2014
Re: EMHS Band grant approval

Mr. Weimer recently made me aware of the grant for which he is applying for the third year in a row. The grant application was turned in late because, for past two years, the foundation sent Mr. Weimer an email letting him know the grant was open and included the application materials. Since only three people can apply for this grant – Mr. Weimer, Dan Burton, and Scott Spradling from Concord, Mr. Weimer assumed incorrectly that it would be the same process again this year. Mr. Weimer was unaware that there was a change in procedure for grant applications.

I am in full support of the Elkhart Municipal Band Grant for which Mr. Weimer is applying. It has been and will continue to be beneficial to the Memorial Music Program. The grant is needed to subsidize the cost of private music lessons for our students who have financial hardship.

Thank you!



DATE:

10-15-2014

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Dennis Gable

SCHOOL /ENTITY APPLYING:

ElkLogic Robotics

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

NAME OF ADMINISTRATOR APPROVING APPLICATION:

Dr. David Benak

GRANT TITLE:

2013-2014 Perkins Grant Application- Indiana FIRST

ENTITY APPLYING TO:

Indiana FIRST, Inc. (info@indianafirst.org)

GRANT AMOUNT:

\$1000 to \$4000

GRANT SUBMISSION DEADLINE:

10-13-2014

EXPLANATION OF GRANT:

The 2013-2014 Perkins Grant is being administered by the Indiana FIRST Inc. organization, funded through the IDOE. It is offered to all Indiana FIRST robotics teams. Would have been available in the late fall of 2013 but was only funded recently. It will fund a portion of the expenses occurred by the teams during the 2013-2014 season. Receipts showing the expenses must be included with the grant.

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:

A similar grant has been received during several seasons. However there is no guarantee that this grant will be available in the future. The ElkLogic Robotics team has been developing other sources of funding that will be used to supplement this grant. The students have made up an information packet and will be contacting various businesses and groups for funding throughout the year.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

It will be used to reimburse the team for materials used during the 2013-2014 season.

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Dennis Gable has completed final reports in past years and will continue to do so this year.

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

DATE OF BOARD APPROVAL



inspiring. excellence.

ELKHART AREA CAREER CENTER
Elkhart Community Schools
2424 California Road, Elkhart, IN 46514-1226
(574) 262-5650 / 5801 fax
www.elkhart.k12.in.us

Dr. Dave Benak
Director

Memo

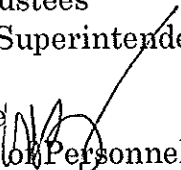
To: Dr. Robert Haworth *DRB*
From: Dr. David R. Benak *DRB*
CC: Jill Barfell
Board of School Trustees
Date: 10/22/2014
Re: Indiana First 2013-2014 Perkins Grant

The Elkhart FRC Robotics Team has applied for the Indiana First 2013-2014 Perkins Grant. The amount of the grant is between \$1000 and \$4000. The grant will be used to offset the expenses incurred by the Elkhart FRC Robotics Team competition during the 2013-14 school-year. The late submission to the Board of School Trustees was a result of a late notification from the state, September 29, 2104. Furthermore, the grant writer and FRC coach, a retired Elkhart Community School teacher, was unaware of the district approval process. With the unification of the district robotics programs, currently being done, the aforementioned issue will be resolved in the future.

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: October 23, 2014

TO: Board of School Trustees
Dr. Rob Haworth, Superintendent

FROM: W. Douglas Thorne 
Executive Director of Personnel and Legal Services

RE: Employee Stipends

As you know our tentative agreement with the Elkhart Teachers Association ("ETA"), that was approved by the Board on October 7, 2014 provided stipends for all employees represented by the ETA. As you may remember full time teachers are to receive \$200, with part time teachers receiving \$100.

I will be making a recommendation to the Board during your October 28th meeting that all other employees receive the same stipend.

Should you have any questions please let me know.

ELKHART COMMUNITY SCHOOLS
Elkhart, IN

October 23, 2014

TO: Board of School Trustees
Dr. Haworth

FROM: Doug Hasler *DH*

SUBJECT: Group Medical/Dental Plan Renewal

The group medical/dental plan benefits program that Elkhart Schools offers to eligible employees operates on a calendar plan year. As we look forward to the upcoming 2015 plan year, it is necessary to establish premium rates for the various plan options that are available.

The Insurance Committee reviews claims experience, and other matters relating to the ECS benefits plan, on a regular basis. Based upon a review of claims experience over the past year, the Insurance Committee is recommending an increase of approximately 10.5% for the premium rates of the two plan options that were available to ECS participants in 2014. In addition, the Insurance Committee is recommending that two additional plan options be offered to ECS employees – both such plan options featuring reduced premium costs resulting from higher deductible/out-of-pocket maximum plan designs. The attachment includes detailed information on the plan designs of each of these plan options (HDHP 1 and 2 are existing plan options; HDHP 3 and 4 are new plan options for 2015). Also attached are premium rates sheets for all ECS employee groups (please note that these rate sheets incorporate the same employer contribution amount that the Board approved for certified (teaching) staff earlier this month).

The Elkhart Schools group medical/dental benefits plan is “self-funded.” While ECS contracts with Anthem (medical benefits), and Guardian (dental benefits) to access their provider networks, and for the processing of claims, ultimately medical and dental claims are paid with funds contributed by Elkhart Schools and participating employees. The premium rates proposed for 2015 reflect the Insurance Committee’s best judgment of the rates necessary to generate sufficient funds (contributed by ECS and participating employees) to cover anticipated medical, dental, and related costs in 2015.

Jeff Hadden of Locascio Hadden & Dennis assists our Insurance Committee in reviewing claims costs, and developing premium renewal rates and plan designs.

In Tuesday night’s Board meeting, I will be recommending your approval of (1) four high-deductible health plan options; (2) premium rates for each plan option; and (3) increased employer contribution amounts for all employee groups.

If you have any questions concerning these matters prior to Tuesday night, please contact me at 262-5563.

Medical and Prescription Drugs Benefits are insured by:



4 Medical Plan Options Effective January 1, 2015	HDHP 1		HDHP 2	
	Network Benefits	Non-Network Benefits	Network Benefits	Non-Network Benefits
	Blue Access Network	www.anthem.com	Blue Access Network	www.anthem.com
	<u>Your costs are summarized below</u>		<u>Your costs are summarized below</u>	
Physician Office Visit	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Specialist Office Visit	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Deductible				
Individual	\$2,000		\$3,000	
Family	\$4,000		\$6,000	
Coinsurance	0%	30%	0%	30%
Out-of-Pocket Maximum				
Individual	\$2,000	\$4,000	\$3,000	\$6,000
Family	\$4,000	\$8,000	\$6,000	\$12,000
Preventive Care	100% Covered	30% after Deductible	100% Covered	30% after Deductible
Services include but are not limited to: Routine Exams, Routine and Non-Routine Mammograms, Pelvic Exams, Pap testing, Immunizations, Annual diabetic eye exam, Routine Vision and Hearing exams				
Hospital Services	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Out-Patient Services	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Maternity Services	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Emergency Room Services	0% after Deductible		0% after Deductible	
Urgent Care Centers	0% after Deductible		0% after Deductible	
Mental & Nervous				
InPatient	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
OutPatient	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Substance Abuse				
InPatient	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
OutPatient	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Retail Prescription Drugs				
Generic	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Preferred	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Non-Preferred	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Mail Order Prescription Drugs				
Generic	0% after Deductible	Not Covered	0% after Deductible	Not Covered
Preferred	0% after Deductible	Not Covered	0% after Deductible	Not Covered
Non-Preferred	0% after Deductible	Not Covered	0% after Deductible	Not Covered
Lifetime Maximum				
Medical	Unlimited		Unlimited	
Surgical Treatment of Morbid Obesity	Unlimited		Unlimited	

HSA Through:



Health Savings Account (HSA)		Health Savings Account (HSA)	
2015 Plan Year		2015	
Annual HSA Contribution		Annual IRS Limits	
Employee	\$250	Employee	\$3,350
Family	\$500	Family	\$6,650
Elkhart Community Schools will make the full HSA contribution on the first pay in January		Catch-Up Contributions	
		Ages 55 and Older	\$1,000

The above is a brief outline to communicate the benefit programs. Please see the Plan Certificates for complete plan information. In a case of a discrepancy, the plan certificates will prevail.

Medical and Prescription Drugs Benefits are insured by:



4 Medical Plan Options Effective January 1, 2015	HDHP 3		HDHP 4	
	Network Benefits	Non-Network Benefits	Network Benefits	Non-Network Benefits
	Blue Access Network	www.anthem.com	Blue Access Network	www.anthem.com
	Your costs are summarized below		Your costs are summarized below	
Physician Office Visit	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Specialist Office Visit	0% after Deductible	30% after Deductible	0% after Deductible	30% after Deductible
Deductible				
Individual	\$4,000	\$8,000	\$5,000	\$10,000
Family	\$8,000	\$16,000	\$10,000	\$20,000
Coinsurance	0%	30%	20%	30%
Out-of-Pocket Maximum				
Individual	\$4,000	\$16,000	\$6,350	\$20,000
Family	\$8,000	\$32,000	\$12,700	\$40,000
Preventive Care	100% Covered	30% after Deductible	100% Covered	30% after Deductible
Services include but are not limited to: Routine Exams, Routine and Non-Routine Mammograms, Pelvic Exams, Pap testing, Immunizations, Annual diabetic eye exam, Routine Vision and Hearing exams				
Hospital Services	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
Out-Patient Services	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
Maternity Services	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
Emergency Room Services	0% after Deductible		20% after Deductible	
Urgent Care Centers	0% after Deductible		20% after Deductible	
Mental & Nervous				
InPatient	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
OutPatient	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
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InPatient	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
OutPatient	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
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Generic	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
Preferred	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
Non-Preferred	0% after Deductible	30% after Deductible	20% after Deductible	30% after Deductible
Mail Order Prescription Drugs				
Generic	0% after Deductible	Not Covered	20% after Deductible	Not Covered
Preferred	0% after Deductible	Not Covered	20% after Deductible	Not Covered
Non-Preferred	0% after Deductible	Not Covered	20% after Deductible	Not Covered
Lifetime Maximum				
Medical	Unlimited		Unlimited	
Surgical Treatment of Morbid Obesity	Unlimited		Unlimited	

HSA Through:



Health Savings Account (HSA)		Health Savings Account (HSA)	
2015 Plan Year		2015	
Annual HSA Contribution		Annual IRS Limits	
Employee	\$250	Employee	\$3,350
Family	\$500	Family	\$6,650
Elkhart Community Schools will make the full HSA contribution on the first pay in January		Catch-Up Contributions Ages 55 and Older	\$1,000

The above is a brief outline to communicate the benefit programs. Please see the Plan Certificates for complete plan information. In a case of a discrepancy, the plan certificates will prevail.

HEALTH AND DENTAL INSURANCE PREMIUM RATES

Effective for deductions in December 2014

HDHP #1				
Deductible - Single \$2,000 Family \$4,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	8,412.05	5,500.00	2,912.05	121.34
Single, Half-time	8,412.05	4,400.00	4,012.05	167.17
Family, Full-time	20,278.53	11,000.00	9,278.53	386.61
Family, Half-time	20,278.53	8,800.00	11,478.53	478.27
Family, Both Employed, Full-time	20,278.53	11,275.00	9,003.53	375.15

HDHP #2				
Deductible - Single \$3,000 Family \$6,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,710.41	5,500.00	2,210.41	92.10
Single, Half-time	7,710.41	4,400.00	3,310.41	137.93
Family, Full-time	18,570.69	11,000.00	7,570.69	315.45
Family, Half-time	18,570.69	8,800.00	9,770.69	407.11
Family, Both Employed, Full-time	18,570.69	11,275.00	7,295.69	303.99

HDHP #3				
Deductible - Single \$4,000 Family \$8,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,288.61	5,500.00	1,788.61	74.53
Single, Half-time	7,288.61	4,400.00	2,888.61	120.36
Family, Full-time	17,543.97	11,000.00	6,543.97	272.67
Family, Half-time	17,543.97	8,800.00	8,743.97	364.33
Family, Both Employed, Full-time	17,543.97	11,275.00	6,268.97	261.21

HDHP #4				
Deductible - Single \$5,000 Family \$10,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	6,597.89	5,500.00	1,097.89	45.75
Single, Half-time	6,597.89	4,400.00	2,197.89	91.58
Family, Full-time	15,862.65	11,000.00	4,862.65	202.61
Family, Half-time	15,862.65	8,800.00	7,062.65	294.28
Family, Both Employed, Full-time	15,862.65	11,275.00	4,587.65	191.15

HEALTH AND DENTAL INSURANCE PREMIUM RATES
Effective for deductions in December 2014

HDHP #1				
Deductible - Single \$2,000 Family \$4,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	8,412.05	5,500.00	2,912.05	121.34
Single, Half-time	8,412.05	4,400.00	4,012.05	167.17
Family, Full-time	20,278.53	11,000.00	9,278.53	386.61
Family, Half-time	20,278.53	8,800.00	11,478.53	478.27
Family, Both Employed, Full-time	20,278.53	11,275.00	9,003.53	375.15

HDHP #2				
Deductible - Single \$3,000 Family \$6,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,710.41	5,500.00	2,210.41	92.10
Single, Half-time	7,710.41	4,400.00	3,310.41	137.93
Family, Full-time	18,570.69	11,000.00	7,570.69	315.45
Family, Half-time	18,570.69	8,800.00	9,770.69	407.11
Family, Both Employed, Full-time	18,570.69	11,275.00	7,295.69	303.99

HDHP #3				
Deductible - Single \$4,000 Family \$8,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,288.61	5,500.00	1,788.61	74.53
Single, Half-time	7,288.61	4,400.00	2,888.61	120.36
Family, Full-time	17,543.97	11,000.00	6,543.97	272.67
Family, Half-time	17,543.97	8,800.00	8,743.97	364.33
Family, Both Employed, Full-time	17,543.97	11,275.00	6,268.97	261.21

HDHP #4				
Deductible - Single \$5,000 Family \$10,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	6,597.89	5,500.00	1,097.89	45.75
Single, Half-time	6,597.89	4,400.00	2,197.89	91.58
Family, Full-time	15,862.65	11,000.00	4,862.65	202.61
Family, Half-time	15,862.65	8,800.00	7,062.65	294.28
Family, Both Employed, Full-time	15,862.65	11,275.00	4,587.65	191.15

October 27, 2014

Secretaries, Custodians, Therapists, Nurses, Maintenance, Food Service, (incl. Coord. & Drivers), WVPE, Mechanics, Paraprofessionals
Trans. Dispatcher, Bldgs/Grounds Supv., Suppy Mgr, TA's

HEALTH AND DENTAL INSURANCE PREMIUM RATES

Effective for deductions in December 2014

HDHP #1				
Deductible - Single \$2,000 Family \$4,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	8,412.05	5,500.00	2,912.05	121.34
Single, Half-time	8,412.05	4,400.00	4,012.05	167.17
Family, Full-time	20,278.53	11,000.00	9,278.53	386.61
Family, Half-time	20,278.53	8,800.00	11,478.53	478.27
Family, Both Employed	20,278.53	11,275.00	9,003.53	375.15

HDHP #2				
Deductible - Single \$3,000 Family \$6,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,710.41	5,500.00	2,210.41	92.10
Single, Half-time	7,710.41	4,400.00	3,310.41	137.93
Family, Full-time	18,570.69	11,000.00	7,570.69	315.45
Family, Half-time	18,570.69	8,800.00	9,770.69	407.11
Family, Both Employed	18,570.69	11,275.00	7,295.69	303.99

HDHP #3				
Deductible - Single \$4,000 Family \$8,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,288.61	5,500.00	1,788.61	74.53
Single, Half-time	7,288.61	4,400.00	2,888.61	120.36
Family, Full-time	17,543.97	11,000.00	6,543.97	272.67
Family, Half-time	17,543.97	8,800.00	8,743.97	364.33
Family, Both Employed	17,543.97	11,275.00	6,268.97	261.21

HDHP #4				
Deductible - Single \$5,000 Family \$10,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	6,597.89	5,500.00	1,097.89	45.75
Single, Half-time	6,597.89	4,400.00	2,197.89	91.58
Family, Full-time	15,862.65	11,000.00	4,862.65	202.61
Family, Half-time	15,862.65	8,800.00	7,062.65	294.28
Family, Both Employed	15,862.65	11,275.00	4,587.65	191.15

HEALTH AND DENTAL INSURANCE PREMIUM RATES
Effective for deductions in December 2014

HDHP #1				
Deductible - Single \$2,000 Family \$4,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	8,412.05	5,500.00	2,912.05	121.34
Single, Half-time	8,412.05	4,950.00	3,462.05	144.25
Family, Full-time	20,278.53	11,000.00	9,278.53	386.61
Family, Half-time	20,278.53	9,900.00	10,378.53	432.44
Family, Both Employed, Full-time	20,278.53	11,275.00	9,003.53	375.15
Family, Both Employed, Half-time	20,278.53	10,560.00	9,718.53	404.94

HDHP #2				
Deductible - Single \$3,000 Family \$6,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,710.41	5,500.00	2,210.41	92.10
Single, Half-time	7,710.41	4,950.00	2,760.41	115.02
Family, Full-time	18,570.69	11,000.00	7,570.69	315.45
Family, Half-time	18,570.69	9,900.00	8,670.69	361.28
Family, Both Employed, Full-time	18,570.69	11,275.00	7,295.69	303.99
Family, Both Employed, Half-time	18,570.69	10,560.00	8,010.69	333.78

HDHP #3				
Deductible - Single \$4,000 Family \$8,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,288.61	5,500.00	1,788.61	74.53
Single, Half-time	7,288.61	4,950.00	2,338.61	97.44
Family, Full-time	17,543.97	11,000.00	6,543.97	272.67
Family, Half-time	17,543.97	9,900.00	7,643.97	318.50
Family, Both Employed, Full-time	17,543.97	11,275.00	6,268.97	261.21
Family, Both Employed, Half-time	17,543.97	10,560.00	6,983.97	291.00

HDHP #4				
Deductible - Single \$5,000 Family \$10,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	6,597.89	5,500.00	1,097.89	45.75
Single, Half-time	6,597.89	4,950.00	1,647.89	68.66
Family, Full-time	15,862.65	11,000.00	4,862.65	202.61
Family, Half-time	15,862.65	9,900.00	5,962.65	248.44
Family, Both Employed, Full-time	15,862.65	11,275.00	4,587.65	191.15
Family, Both Employed, Half-time	15,862.65	10,560.00	5,302.65	220.94

October 27, 2014

*Bus Drivers & Helpers
Not Eligible for HSA*

HEALTH AND DENTAL INSURANCE PREMIUM RATES

Effective for deductions in December 2014

HDHP #1				
Deductible - Single \$2,000 Family \$4,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	8,162.05	5,500.00	2,662.05	110.92
Single, Half-time	8,162.05	4,950.00	3,212.05	133.84
Family, Full-time	19,778.53	11,000.00	8,778.53	365.77
Family, Half-time	19,778.53	9,900.00	9,878.53	411.61
Family, Both Employed, Full-time	19,778.53	11,275.00	8,503.53	354.31
Family, Both Employed, Half-time	19,778.53	10,560.00	9,218.53	384.11

HDHP #2				
Deductible - Single \$3,000 Family \$6,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,460.41	5,500.00	1,960.41	81.68
Single, Half-time	7,460.41	4,950.00	2,510.41	104.60
Family, Full-time	18,070.69	11,000.00	7,070.69	294.61
Family, Half-time	18,070.69	9,900.00	8,170.69	340.45
Family, Both Employed, Full-time	18,070.69	11,275.00	6,795.69	283.15
Family, Both Employed, Half-time	18,070.69	10,560.00	7,510.69	312.95

HDHP #3				
Deductible - Single \$4,000 Family \$8,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,038.61	5,500.00	1,538.61	64.11
Single, Half-time	7,038.61	4,950.00	2,088.61	87.03
Family, Full-time	17,043.97	11,000.00	6,043.97	251.83
Family, Half-time	17,043.97	9,900.00	7,143.97	297.67
Family, Both Employed, Full-time	17,043.97	11,275.00	5,768.97	240.37
Family, Both Employed, Half-time	17,043.97	10,560.00	6,483.97	270.17

HDHP #4				
Deductible - Single \$5,000 Family \$10,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	6,347.89	5,500.00	847.89	35.33
Single, Half-time	6,347.89	4,950.00	1,397.89	58.25
Family, Full-time	15,362.65	11,000.00	4,362.65	181.78
Family, Half-time	15,362.65	9,900.00	5,462.65	227.61
Family, Both Employed, Full-time	15,362.65	11,275.00	4,087.65	170.32
Family, Both Employed, Half-time	15,362.65	10,560.00	4,802.65	200.11

October 27, 2014

Not eligible for an HSA

HEALTH INSURANCE PREMIUM RATES
Effective for deductions in December 2015

HDHP #1				
Deductible - Single \$2,000 Family - \$4,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	8,162.05	5,500.00	2,662.05	110.92
Single, Half-time	8,162.05	4,400.00	3,762.05	156.75
Family, Full-time	19,778.53	11,000.00	8,778.53	365.77
Family, Half-time	19,778.53	8,800.00	10,978.53	457.44
Family, Both Employed, Full-time	19,778.53	11,275.00	8,503.53	354.31

HDHP #2				
Deductible - Single \$3,000 Family - \$6,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,460.41	5,500.00	1,960.41	81.68
Single, Half-time	7,460.41	4,400.00	3,060.41	127.52
Family, Full-time	18,070.69	11,000.00	7,070.69	294.61
Family, Half-time	18,070.69	8,800.00	9,270.69	386.28
Family, Both Employed, Full-time	18,070.69	11,275.00	6,795.69	283.15

HDHP #3				
Deductible - Single \$4,000 Family - \$8,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,038.61	5,500.00	1,538.61	64.11
Single, Half-time	7,038.61	4,400.00	2,638.61	109.94
Family, Full-time	17,043.97	11,000.00	6,043.97	251.83
Family, Half-time	17,043.97	8,800.00	8,243.97	343.50
Family, Both Employed, Full-time	17,043.97	11,275.00	5,768.97	240.37

HDHP #4				
Deductible - Single \$5,000 Family - \$10,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	6,347.89	5,500.00	847.89	35.33
Single, Half-time	6,347.89	4,400.00	1,947.89	81.16
Family, Full-time	15,362.65	11,000.00	4,362.65	181.78
Family, Half-time	15,362.65	8,800.00	6,562.65	273.44
Family, Both Employed, Full-time	15,362.65	11,275.00	4,087.65	170.32

HEALTH AND DENTAL INSURANCE PREMIUM RATES
Effective for the 2015 Plan Year

HDHP #1				
Deductible - Single \$2,000 Family \$4,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	8,412.05	5,500.00	2,912.05	121.34
Single, Half-time	8,412.05	4,400.00	4,012.05	167.17
Family, Full-time	20,278.53	11,000.00	9,278.53	386.61
Family, Half-time	20,278.53	8,800.00	11,478.53	478.27
Family, Both Employed, Full-time	20,278.53	11,275.00	9,003.53	375.15

HDHP #2				
Deductible - Single \$3,000 Family \$6,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,710.41	5,500.00	2,210.41	92.10
Single, Half-time	7,710.41	4,400.00	3,310.41	137.93
Family, Full-time	18,570.69	11,000.00	7,570.69	315.45
Family, Half-time	18,570.69	8,800.00	9,770.69	407.11
Family, Both Employed, Full-time	18,570.69	11,275.00	7,295.69	303.99

HDHP #3				
Deductible - Single \$4,000 Family \$8,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	7,288.61	5,500.00	1,788.61	74.53
Single, Half-time	7,288.61	4,400.00	2,888.61	120.36
Family, Full-time	17,543.97	11,000.00	6,543.97	272.67
Family, Half-time	17,543.97	8,800.00	8,743.97	364.33
Family, Both Employed, Full-time	17,543.97	11,275.00	6,268.97	261.21

HDHP #4				
Deductible - Single \$5,000 Family \$10,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST	PER PAY DEDUCTION
Single, Full-time	6,597.89	5,500.00	1,097.89	45.75
Single, Half-time	6,597.89	4,400.00	2,197.89	91.58
Family, Full-time	15,862.65	11,000.00	4,862.65	202.61
Family, Half-time	15,862.65	8,800.00	7,062.65	294.28
Family, Both Employed, Full-time	15,862.65	11,275.00	4,587.65	191.15

October 27, 2014

Pre-65 Teacher Retirees
Without VEBA

HEALTH AND DENTAL INSURANCE PREMIUM RATES
Effective for the 2015 Plan Year

HDHP #1			
Deductible - Single \$2,000 Family \$4,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST
Single, Full-time	8,412.05	5,500.00	2,912.05
Family, Full-time	20,278.53	11,000.00	9,278.53

HDHP #2			
Deductible - Single \$3,000 Family \$6,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST
Single, Full-time	7,710.41	5,500.00	2,210.41
Family, Full-time	18,570.69	11,000.00	7,570.69

HDHP #3			
Deductible - Single \$4,000 Family \$8,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST
Single, Full-time	7,288.61	5,500.00	1,788.61
Family, Full-time	18,570.69	11,000.00	7,570.69

HDHP #4			
Deductible - Single \$5,000 Family \$10,000	ANNUAL PREMIUM	EMPLOYER CONTRI- BUTION	ANNUAL EMPLOYEE COST
Single, Full-time	6,597.89	5,500.00	1,097.89
Family, Full-time	15,862.65	11,000.00	4,862.65

HEALTH/DENTAL INSURANCE PREMIUM RATES

Effective for 2015 Plan Year

If the single retired administrator is under 65 or both members of the retired administrator's family are under 65, the rates for active employees apply. Rates for a single or family plan when one of the covered members is over 65 are shown below:

HDHP #1

Deductible - Single \$2,000 Family \$4,000	ONE PERSON OVER 65 ONE PERSON UNDER 65			BOTH PERSONS OVER 65		
	ANNUAL PREMIUM	EMPLOYER CONTRIBUTION	ANNUAL EMPLOYEE COST	ANNUAL PREMIUM	EMPLOYER CONTRIBUTION	ANNUAL EMPLOYEE COST
Single, Full-time				\$6,479.64	\$5,500.00	\$979.64
Family, Full-time	\$17,750.68	\$11,000.00	\$6,750.68	\$15,722.82	\$11,000.00	\$4,722.82
Family, Both Employed, Full-time	\$17,750.68	\$11,275.00	\$6,475.68	\$15,722.82	\$11,275.00	\$4,447.82

HDHP #2

Deductible - Single \$3,000 Family \$6,000	ONE PERSON OVER 65 ONE PERSON UNDER 65			BOTH PERSONS OVER 65		
	ANNUAL PREMIUM	EMPLOYER CONTRIBUTION	ANNUAL EMPLOYEE COST	ANNUAL PREMIUM	EMPLOYER CONTRIBUTION	ANNUAL EMPLOYEE COST
Single, Full-time				\$5,918.33	\$5,500.00	\$418.33
Family, Full-time	\$16,213.62	\$11,000.00	\$5,213.62	\$14,356.55	\$11,000.00	\$3,356.55
Family, Both Employed, Full-time	\$16,213.62	\$11,275.00	\$4,938.62	\$14,356.55	\$11,275.00	\$3,081.55

HDHP #3

Deductible - Single \$4,000 Family \$8,000	ONE PERSON OVER 65 ONE PERSON UNDER 65			BOTH PERSONS OVER 65		
	ANNUAL PREMIUM	EMPLOYER CONTRIBUTION	ANNUAL EMPLOYEE COST	ANNUAL PREMIUM	EMPLOYER CONTRIBUTION	ANNUAL EMPLOYEE COST
Single, Full-time				\$5,580.89	\$5,500.00	\$80.89
Family, Full-time	\$15,289.57	\$11,000.00	\$4,289.57	\$13,535.18	\$11,000.00	\$2,535.18
Family, Both Employed, Full-time	\$15,289.57	\$11,275.00	\$4,014.57	\$13,535.18	\$11,275.00	\$2,260.18

HDHP #4

Deductible - Single \$5,000 Family \$10,000	ONE PERSON OVER 65 ONE PERSON UNDER 65			BOTH PERSONS OVER 65		
	ANNUAL PREMIUM	EMPLOYER CONTRIBUTION	ANNUAL EMPLOYEE COST	ANNUAL PREMIUM	EMPLOYER CONTRIBUTION	ANNUAL EMPLOYEE COST
Single, Full-time				\$5,028.31	\$5,028.31	\$0.00
Family, Full-time	\$13,776.39	\$11,000.00	\$2,776.39	\$12,190.12	\$11,000.00	\$1,190.12
Family, Both Employed, Full-time	\$13,776.39	\$11,275.00	\$2,501.39	\$12,190.12	\$11,275.00	\$915.12

ELKHART COMMUNITY SCHOOLS OVERNIGHT TRIP REQUEST

School: Elkhart Central High School

Class/Group: Choirs

Number of Students: 2

Date/Time Departing: 6:30 AM Friday, January 16, 2015

Date/Time Returning: 6:00 PM Saturday, January 17, 2015

Destination: Fort Wayne IN

City State

Overnight Facility: Hotel Fort Wayne

Mode of Transportation: car

Reason for Trip: Students selected for the ICDA All-State Honor
Choir will be rehearsing on both days and
performing at the Embassy Theatre on Saturday
January 17.

Names of Chaperones: William Niederer

Cost per Student: \$85- (actually \$170 but ECHS choir pays 1/2)

Method of Payment:

Plans to Defray Costs for Needy Students: Financial assistance (ICDA) applications, student fundraising

Are needy students made aware of plans? Yes

Signature of Teacher/Sponsor: W. Niederer

Signature of Principal:

Date: 9/8/14

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

Approval of Assistant Superintendent:

[Signature]

Date: 10/14/14

Approved by Board:

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

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: October 22, 2014
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. John Hill *John Hill*
 RE: **Conference Leave Requests**
October 28, 2014 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p>HOT RODDERS SPECIALTY EQUIPMENT MARKET ASSOCIATION (SEMA)</p> <p>Mr. Gortney was asked to speak at the conference regarding his success in the classroom as a teacher and how scholarship dollars have helped his students. Las Vegas, NV November 1 - 6, 2014 (4 day's absence) RYAN GORTNEY - EACC (0-0)</p>	\$425.00	\$340.00
<p>NATIONAL SCIENCE TEACHERS ASSOCIATION (NSTA) SCIENCE CONFERENCE</p> <p>This conference will provide information about the STEM/STEAM program and how teachers can help students become college ready. Orlando, FL November 6 - 8, 2014 (3 day's absence) DOUGLAS HUNNINGS - RIVERVIEW (0-0)</p>	\$225.00	\$255.00
<p>INDIANA MUSIC EDUCATION ASSOCIATION (IMEA) BEGINNING/DEVELOPING TEACHERS WORKSHOP</p> <p>This conference will provide information covering best practices in classroom management skills in a music classroom. Other topics will include cross-curricular lesson plans; new ideas for the classroom; and effective ideas for after school groups. Indianapolis, IN November 7, 2014 (1 day's absence) PATRICK CIESIELSKI - WEST SIDE (0-0)</p>	\$84.00	\$85.00
<p>ANNUAL FALL CONFERENCE PRESENTED BY INDIANA ASSOCIATION OF SCHOOL PSYCHOLOGISTS (IASP)</p> <p>This conference is an opportunity for professional development which will provide information regarding DSM-5: Diagnostic, Criteria, Assessment, and Treatment as well as topics on Cross Battery Assessments. All information learned will be shared with other psychologists during their monthly meetings. Indianapolis, IN November 13 - 14, 2014 (2 day's absence) DANIELLE MILLER - STUDENT SERVICE (0-0) CHRISTINA MORRIS - STUDENT SERVICES (0-0)</p>	\$904.00	\$0.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p>KIDS COUNT CONFERENCE</p> <p>This conference will provide information to help build and improve Elkhart Community Schools' after-school programs; especially in the areas of funding and students engagement.</p> <p>Indianapolis, IN December 1 - 3, 2014 (3 day's absence)</p> <p>DEB WEAVER - COMMUNITY EDUCATION (2-4)</p>	\$525.70	\$0.00
<p>INDIANA ASSOCIATION FOR THE GIFTED (IAG) STATE CONFERENCE</p> <p>This conference will provide an overview on the latest classroom instruction, materials, and state expectations. Participants will be attending several workshops pertaining to new strategies for teaching gifted students.</p> <p>Indianapolis, IN December 14 - 16, 2014 (2 day's absence)</p> <p>AMANDA BALK - BRISTOL (0-0) JEAN CREASBAUM - ESC (3-4) DENISE DEMETER - EASTWOOD (0-0) JONI PEAK - PINWOOD (0-0) CAMBRIA RIEF - EASTWOOD (0-0) HAROLD WALT - EASTWOOD (1-0) RITA WALT - BRISTOL (0-0)</p>	\$4,172.80	\$850.00
FOR CONFIRMATION ONLY: (RECEIVED TOO LATE FOR PRIOR APPROVAL)		
<p>YOUTH MENTAL HEALTH FIRST AID (YMHFA) INSTRUCTOR CERTIFICATION</p> <p>YMHFA is an 8-hour course which teaches people to identify the signs of mental illnesses and addictions, how to provide initial help, and how to connect individuals in crisis with the appropriate care. Upon course completion, trainees will demonstrate increased awareness of youth mental health issues; be able to identify a youth in crisis; be able to name possible interventions for youth in crisis; and be able to describe the referral process in their school for youth treatment services.</p> <p>Madison, WI October 26 - 31, 2014 (5 day's absence)</p> <p>DEBRA BEEHLER - STUDENT SERVICES TODD KELLY - CENTRAL/MEMORIAL</p>		
TOTAL	\$6,336.50	\$1,530.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
2014 YEAR-TO-DATE GENERAL FUNDS	\$27,084.27	\$3,775.00
2015 YEAR-TO-DATE GENERAL FUNDS	\$0.00	\$0.00
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
GRAND TOTAL	\$193,413.29	\$17,245.00

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



Date: October 28, 2014
To: Dr. Robert Haworth
From: Mr. W. Douglas Thorne
Subject: Personnel Recommendations

Certified

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

Ami Balding	Woodland/Intervention (part-time)
Kelley Hunnings	Riverview/ENL
Elyssa Kovatch	West Side/Special Education
Rebekah Thompson	ESC/Psychologist
Robert Wilson	Pierre Moran/Band

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

Danae Wirth Began: 8/20/01	ESC/District Academic Coach Resign: 10/31/14
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Classified

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

Benjamin Adkins Began: 8/18/14	Monger/Paraprofessional PE: 10/17/14
Todd Baugh Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Eddie Mae Bennett Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14

Anna Bishop Began: 8/15/14	Daly/Paraprofessional PE: 10/17/14
William Coatie Began: 8/15/14	Central/Paraprofessional PE: 10/17/14
Terry Cochran Jr Began: 6/6/14	Transportation/Bus Driver Unassigned PE: 10/16/14
Alix Davis Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Candace Davis Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Sabrina Dempsey Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Tracy Donati Began: 8/13/14	Memorial/Secretary PE: 10/15/14
Deborah Douglas Began: 8/11/14	Woodland/Registered Nurse PE: 10/16/14
Elisha Emmans Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Tunisia Fields Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
David Fisher Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Tawny Fitzsimmons Began: 8/15/14	Feeser/Paraprofessional PE: 10/17/14
Antoine Fowler Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Yvonne Gefri Began: 8/15/14	Osolo/Beardsley/Food Service PE: 10/17/14
Mary Gutschow Began: 8/15/14	Pinewood/Paraprofessional PE: 10/17/14
Laterica Hubbard Began: 8/15/14	Beck/Food Service PE: 10/17/14
April Hunt Began: 8/20/14	Memorial/Food Service PE: 10/22/14
June Jensen Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14

Jeffrey Jones Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Melissa Lovett Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Richard Macys Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Rachel Magyar Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Jennifer Massing Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Hua Metzcus Began: 8/15/14	Riverview/Food Service PE: 10/17/14
Retha Miller Began: 8/18/14	Transportation/Bus Driver Unassigned PE: 10/20/14
Adrienne Minix Began: 8/13/14	Eastwood/Speech Therapist PE: 10/15/14
Julie Moody Began: 8/15/14	Transportation/Bus Helper PE: 10/17/14
Casey Neely Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
LaDeana Owens Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Gloria Pace Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Shelly Piggie Began: 8/14/14	Central/Hawthorne/Food Service PE: 10/17/14
Brian Prugh Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Cortney Quick Began: 8/15/14	Riverview/Paraprofessional PE: 10/17/14
Anthony Robinson Began: 8/18/14	Beardsley/Custodian PE: 10/20/14
Molly Shields Began: 8/15/14	EACC/Paraprofessional PE: 10/17/14
Georgi Simeonov Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14

Kristen Smith Began: 8/13/14	North Side/Food Service PE: 10/15/14
Denise Sonneborn Began: 8/15/14	Daly/Food Service PE: 10/17/14
Lorrie Stork Began: 8/15/14	Transportation/Bus Helper PE: 10/17/14
Carmen Torres Began: 8/15/14	North Side/Paraprofessional PE: 10/17/14
Teffany Ulmer-Allen Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Lois Underwood Began: 8/18/14	Beardsley/Food Service PE: 10/20/14
Mariana Villalobos Began: 6/3/14	Roosevelt/Paraprofessional PE: 10/13/14
Tiffany Vos Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Alford Warr Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Tracey Weirich Began: 8/15/14	Central/Secretary PE: 10/17/14
Linda Weiss Began: 8/18/14	Memorial/Food Service PE: 10/20/14
Carol West Began: 8/8/14	Hawthorne/Secretary PE: 10/10/14
Carmen White Began: 8/15/14	Pinewood/Beck/Food Service PE: 10/17/14
Amber Wodtkey Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14
Mildred Wright Began: 8/15/14	Transportation/Bus Driver Unassigned PE: 10/17/14

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

Dorothy Dempster Began: 10/1/13	Transportation/Bus Driver Resign: 10/31/14
Idongesit Essien Began: 6/1/98	Cleveland/Paraprofessional Resign: 10/24/14
Bryan Kratzer Began: 12/3/10	Bristol/Paraprofessional Resign: 10/13/14

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

Jeannine Daly
Began: 3/18/14

Osolo/Food Service
Terminated: 10/9/14
Board Policy GDPD Section 1 c

DeAnn Graham
Began: 2/19/14

Cleveland/Food Service
Terminated: 10/15/14
Board Policy GDPD Section 1 b, c, f, g

d. **Voluntary Leave** - We recommend a voluntary leave for the following classified employee:

Nancy Rodman
Begin: 2/9/15

EACC/Paraprofessional
End: 4/3/15