

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING
Elkhart Community Schools / Elkhart, Indiana
September 9, 2014

CALENDAR

September	9	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
September	23	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
September	30	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
October	14	7:00 p.m.	Regular Board Meeting, Tipton
October	21	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
October	28	7:00 p.m.	Public Work Session, 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. MINUTES –
 - August 26, 2014 – Public Work Session
 - August 26, 2014 - Regular Board Meeting
 - E. TREASURER'S REPORT

Consideration of Claims

Fund Loans – The Business Office reports on fund loans made the end of August 2014.

Public Hearing – A public hearing will be held on the 2015 Budget.

Public Hearing – A public hearing will be held on the 2015 Capital Projects Plan.

Public Hearing – A public hearing will be held on the 2015 School Bus Replacement Plan.

Cash Management – The Business Office recommends Board approval of a proposal to provide banking services for a two year period.

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

F. NEW BUSINESS

Board Policy GDBA - 10 – The administration presents proposed revisions to Board Policy GDBA - 10, Employees in Miscellaneous Positions Compensation Plan, for initial consideration.

2014-2015 Board Meeting Schedule – The administration presents changes to the 2014-2015 Board of School Trustees meeting schedule as approved at the Board’s March 25th meeting.

Grant Application – The administration seeks Board approval for the submission of an Excellence in Performance Awards grant from the Indiana Department of Education.

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

G. PERSONNEL

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

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

H. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board


I. ADJOURNMENT



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

Memorandum

TO: Dr. Rob Haworth
FROM: Dr. John Hill 
DATE: August 28, 2014
RE: Gift Approval

The Gurley Leep Automotive Family donated \$250.00 from their Driven To Give Event to the Elkhart Community Schools Arts Programs. This check was deposited into the Celebrating Excellence Gifts and Donations fund.

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

Mike Leep Jr.
Gurley-Leep Automotive Management
5201 N. Grape Road
Mishawaka, Indiana 46545

rlt

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

DATE: September 2, 2014

TO: Dr. Rob Haworth
Board of School Trustees

FROM: Brian Buckley
Elkhart Central Athletic Department

RE: Donation Approval

A donation in the amount of \$500.00 has been given to the Elkhart Central High School athletic department from an anonymous donor. This donation will assist in strengthening the growth of our athletic programs at Elkhart Central.

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

Sincerely,

Brian Buckley



Elkhart Area Career Center
a Division of Elkhart Community Schools

Memorandum

TO: Dr. Robert Haworth
Board of School Trustees

FROM: Dr. David Benak

DATE: September 3, 2014

RE: Donation Approval - EACC

Bayer HealthCare is donating several graphical and electrical items (see attached listing) with an approximate market value of \$9,000.00 to be used in the Career Center's graphic design and automation and engineering programs. This equipment will be utilized in these programs for producing screen-printed circuits, circuit boards, and/or graphical displays and inks. The equipment will also be used to develop promotional items for the automation and engineering program.

David Kriegel, automation and engineering instructor, reports that these items will be useful for training purposes in his program as well as the graphic design program.

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:

Andy Edelbrock
Staff Engineer
Bayer HealthCare LLC
430 S Beiger St
Mishawaka IN 46544-3207

ls

Bayer



Approval form for donations

Recipient: Elkhart Area Career Center		Date: 8-1-14
Contact: Dr. David R. Benak		Category: Science & Education <input checked="" type="checkbox"/> Health & Social <input type="checkbox"/> Sports, Culture, Municipal <input type="checkbox"/>
Address: 2424 California Road, Elkhart, IN 46514		
Tel./ E-mail: 574-262-5650		
Intermediary organization/agent: if involved		Federal Tax ID#: 35-1123802
Bank account details:	Bank name / IBAN:	Account number:
	Bank code:	

Purpose: use supplementary sheet for description	The materials will be used for the graphic arts program and for developing promotional items for the robotics program.
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Value [EUR]: 6,569	Entire commitment: \$9,000 Payment Plan: one-time donation	Monetary donation <input type="checkbox"/>	Non-monetary donation <input type="checkbox"/>	Check appropriate box
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Initiator:	Andy Edelbrock	CWID:	
Org. unit / Function:		Pers. no.:	
Company / Group Area:		Tel.:	
Funding: check appropriate box	Donation pool <input type="checkbox"/>	Local budget <input checked="" type="checkbox"/>	Region / Country: North America / U.S.

Certified: Signature and name in block letters	<i>always required</i>	<i>where required *</i>	<i>always required</i>	<i>where required *</i>
	Andy Edelbrock Initiator/Date		Sarah Toulouse U.S. Donations Officer/Date	Thimo Schmitt-Lord BAG CO-FDM/Date

Approval <i>always required</i>	Authorization <i>where required *</i>	Authorization <i>where required *</i>	Additional Authorization <i>where required *</i>
Date / signature Philip Blake Name in block letters	Date / signature Global TK Head	Date / signature Kernal Malik Name in block letters	Date / signature Dr. Marijn Dekkers Name in block letters

**) please see Chapter 4 of the Bayer Donation Directive // please complete and add the supplementary sheet*

Authorization by members of the Group Management Board must be obtained as follows:

Germany: via BAG CO-Foundation & Donations (BAG CO-FDM), Mrs. Millie Ruffin, Building Q 26, 51368 Leverkusen

Outside Germany: through the Senior Bayer Representative via the responsible regional coordinator at BAG Regional Coordination Leverkusen

Internal notes regarding donation pool

File number:

Partner number:

Bayer



Supplementary sheet

Explanation for improved understanding of desired grant:

Most of the equipment being donated is utilized in the electronic and or graphical industry for producing screenprinted circuits, circuit boards and/or graphical displays and inks. The donated items will be utilized in the Elkhart Area Career Center for students looking to find out more about the electronic industry, polymer thick films and processing of printed circuits, circuitboards, and/or graphical art displays. The equipment will also be used to developed promotional items for the robotics program.

Compliance declarations by the initiator:

Recipient is: a recognized charitable organization in the country of the donating company

Recipient is: not connected to the initiator in a private manner
 connected to the initiator in the following private manner:

Recipient is: the final recipient
 not the final recipient, acting as an agent for the following reason:

During the last 3 years the recipient: has not been part of any critical public commentorship
 has been part of the following critical public commentorship:

Please always fill out the following breakdown in the case of a non-monetary donation:

Product name / Donated object	Product/ Inventory number	Volume / Unit	Book value EUR	Market value EUR
See attached list				
Total			\$24,747	\$9,000

The total of the market values must be transferred to the approval sheet as the "approval value". The donation recipient must be notified that the donations receipt must be made out to the book value.

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

Print or type See Specific Instructions on page 2.	Name (as shown on your income tax return) ELKHART COMMUNITY SCHOOLS	
	Business name/disregarded entity name, if different from above	
	Check appropriate box for federal tax classification (required): <input type="checkbox"/> Individual/sole proprietor <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶ _____ <input checked="" type="checkbox"/> Other (see Instructions) ▶ GOVERNMENTAL UNIT	
	<input type="checkbox"/> Exempt payee	
Address (number, street, and apt. or suite no.) 2720 CALIFORNIA ROAD		Requester's name and address (optional)
City, state, and ZIP code ELKHART IN 46514		
List account number(s) here (optional)		

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on the "Name" line to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Social security number								

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Employer identification number									
3	5	-	1	1	2	3	8	0	2

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here	Signature of U.S. person <i>Robert Woods</i>	Date ▶ <i>8/12/13</i>
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.



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

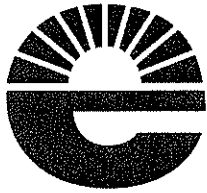
Memorandum

TO: Dr. Rob Haworth
FROM: Bruce Klonowski *BK*
DATE: August 28, 2014
RE: Gift Approval – For student field trips

Water Managers, Inc. has forwarded a check in the amount of **\$100.00** to support transportation costs for future field trips.

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:

**Water Managers, Inc.
DBA Kauffman Laundry
231 W. Indiana Ave.
P.O. Box 1402
Elkhart, IN 46515**



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

Memorandum

TO: Dr. Rob Haworth
FROM: Bruce Klonowski *BK*
DATE: August 26, 2014
RE: Gift Approval – For student field trips

Beverly Billings of Faithful Friends Pet Cremation Services has forwarded a check in the amount of \$100.00 to support transportation costs for future field trips.

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:

Beverly Billings
Faithful Friends Pet Cremation services
1606 Navajo St.
Elkhart, IN 46516



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

Memorandum

TO: Dr. Rob Haworth

FROM: Bruce Klonowski *BK*

DATE: August 26, 2014

RE: Gift Approval – For student field trips

Karen Cittadine has forwarded a check in the amount of \$200.00 to support transportation costs for future field trips.

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:

Karen Cittadine
2303 Greenleaf Blvd.
Elkhart, IN 46514

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

Elkhart Community Schools
Elkhart, Indiana

August 26, 2014

J.C. Rice Educational Services Center, 2720 California Rd, Elkhart – 5:00 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
Brad Sheppard

John Hill
Doug Hasler
Jean Creasbaum

The Board discussed: Assessment tools, ISBA conference, Boys and Girls Clubs, Elkhart Youth Center, Budget,

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
August 26, 2014

J.C. Rice Educational Services Center, 2720 California Road – 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): from NIVA for the use of ECS facilities for practices and competitions to be used towards the athletic programs at each school with the amounts listed; Cleveland, \$300.00; Riverview, \$300.00; Pinewood, \$500.00; and Eastwood, \$500.00; a check from Creative Arts Camp at Trinity United Methodist Church in the amount of \$250 to Riverview for Music and Arts programs; a check in the amount of \$100.00 to support transportation costs for future field trips from Thomas and Dorothy Arnold; and from Thor Industries, an amazing fireworks display at the Memorial vs. Central football game on August 22, 2014. Also accepted with appreciation were items donated by these local businesses as door prizes at the ECS Teacher Welcome Back Event: Activate Health and Wellness Center, B on the River, Between the Buns, Charlie's Butcher Block, Edward Jones, Feed The Children-Teacher Store, First Source Bank, Key Bank, Martin's Grocery, MFB Financial, The Sarah Crane Foundation, School Specialty, Teachers Credit Union, Twisted Cow, United Art and Education and Valic. In response to Board inquiry, Superintendent Haworth will look into the process of acquiring gifts.

Gift Acceptance

By unanimous action, the Board approved the following minutes:
August 12, 2014 - Public Work Session
August 12, 2014 - Regular Board Meeting
August 19, 2014 - Public Work Session

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$3,582,583.51 as shown on August 12, 2014, claims listing. In response to Board inquiry Dr. Woods, Director of Business Operations, stated we often receive grants for multiple school districts which we then distribute which explains checks written to Trinity Lutheran

Payment of Claims

School. Mr. Hasler shared he would look into grants with June 30, 2014 expiration dates which still had balances. (codified file 1415-18)

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

The Board heard from Mr. Doug Hasler, Executive Director of Support Services, the proposed 2015 Budget, Capital Projects Fund (CPF), and Bus Replacement Plans for initial Board review. The proposed budget for 2015 is \$122,645,224.00 which closely compares to the 2014 budget of \$122,434,198.00. Mr. Hasler stated school corporations, and other local taxing units are now required to submit proposed budgets to the Indiana Department of Local Government finance through an online reporting system, Gateway. Most of the budget materials in the Board packet were directly generated through the Gateway system. A new form included is for the Referendum Fund, which was authorized in May with the approval of an operating referendum fund. This fund is authorized for a period of seven (7) years. In next year's budget process, an additional fund – debt service fund for the capital improvements referendum, which was also approved in May 2014, will be added. Mr. Hasler indicated a public hearing will be held to present the budget on September 9, 2014 with budget adoption anticipated on September 23, 2014.

By unanimous action, the Board authorized the administration to advertise the 2015 Budget, Capital Projects, and Bus Replacement Fund Plans and to hold a Public Hearing on September 9, 2014.

President Nielsen opened a public hearing on a proposed lease agreement. Hearing no comments from the audience members, President Nielsen declared the hearing was closed.

By unanimous action, the Board adopted a proposed Resolution to enter into a lease agreement. Mr. Hasler explained bids will be taken soon for the larger capital improvements. Procedural requirements for the proposed bond issue include approving a lease agreement. This lease is structured as a Lease/Rental agreement. Buildings will be purchased by Elkhart Community Schools Building Corporation who will then lease them back to the school district with payments that will equal the principal and interest due for the bonds that will be sold in November. (codified file 1415-19)

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

By unanimous action, the Board confirmed the submission of a United Way of Elkhart County grant to support the Elkhart CARES Program. This is a 2 year, \$50,000.00 grant. (codified file 1415-20)

Financial Report

2015 Budget,
Capital Projects
and Bus
Replacement
Plans

Permission to
Advertise

Public Hearing

Resolution

Fundraisers

Grant
Application

By unanimous action, the Board confirmed the submission of a Title III Grant to the Indiana Department of Education for the 2014-2015 school year. The Language Instruction for Limited English Proficient and Immigrant Students (LEP) award is \$375,266.00 with \$14,043.00 allocated to St Vincent de Paul Catholic School and \$3,322.00 allocated to St. Thomas the Apostle Catholic School. (codified file 1415-21)

Grant
Application

By unanimous action, the Board approved an overnight trip request for Pinewood 6th graders to go to Camp Friedenswald in Cassopolis, Michigan from October 20-21, 2014 for an environmental outdoor and team building experience.

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 August 22, 2014 listing. (codified file 1415-22)

Conference
Leaves

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

Personnel
Report

Employment of forty three (43) certified employees for employment in the 2014-2015 school year:

Certified
Employment

Sonia Araujo - grade 1 at Monger
Fern Beard - interventions at Roosevelt
Bodie Bender - physical education at Central
Christina Beyer - music at Roosevelt
Hannah Boyd - special education at Monger
David Brennan - music at Memorial
Rhonda Byler - special education at Beck
Patrick Ciesielski - music at West Side
Rebecca Crocker - academic dean at Monger
Elizabeth DeMeester - grade 3 at Roosevelt
Christine Dille - grade 5 PEP at Pinewood
Stephen Evans - grade 6 at Beardsley
Taylor Feller - pre-kindergarten at Hawthorne
Jennifer Hansen - grade 1 at Beardsley
Kelly Harrington - art at Osolo-Monger
Jennifer Hirsh - grade 3 at Cleveland
Megan Hughes - intervention at Beck
Ann Jagla - FACS at Memorial
Heather Jones - grade 4 at Beck
Michelle Kessler - counselor at Memorial
Ryan Leniski - grade 4 at Pinewood
Christine McGuire - language arts at Pierre Moran
Molly Merillat - kindergarten at Daly
Kris Miller - special education at Central
Megan Miller - language arts at North Side
Morgan Minisee-Lowe - Grade 3 at Roosevelt
Jessica Moreno - Grade 6 at Monger

Lora Mulstay - grade 2 at Beck
 Anh Oyer - grade 3 at Bristol
 Andrea Pinarski - math at North Side
 Kendra Roberts - grade 1 at Roosevelt
 Sharvon Robinson - Health at Career Center
 Peggy Shadler - science at North Side
 Elizabeth Schmucker - grade 2 at Beck
 Steven Scott - special education at Memorial
 Rebecca Shenk - social studies at Central
 Savannah Smith - special education at Riverview
 Tim Tobin - world language at Central
 Jennifer Trovatore - kindergarten at Roosevelt
 Julie Tyrakowski - math at Memorial
 Molly Wain - grade 1 at Riverview
 Randi Wiedman - special education at Woodland
 Ileana Yoder - grade 3 at Daly

Resignation of the following four (4) certified employees effective on dates indicated:

Mark Barnhizer - physical education at North Side, 8/8/14
 Catherine Mangones - world language at Central, 8/7/14
 Christine McGuire - language arts at Pierre Moran 8/15/14
 Amanda Tugmon - kindergarten at Beardsley 8/7/14

Certified
Resignation

Maternity leave for Colleen Shook, media at Pierre Moran beginning on 9/25/14 and ending on 11/4/14.

Maternity Leave

Employment of classified employee Betty Beadin, custodian at Memorial who has successfully completed her probationary period on 8/11/14.

Classified
Employment

Resignation of sixteen (16) classified employees on dates indicated:

Ami Balding - paraprofessional at Daly 8/13/14
 Liesl Bell - technical assistant at Pierre Moran 8/8/14
 David Brennan - technical assistant at Memorial 8/13/14
 Elizabeth Crowley - food service at Beardsley 8/12/14
 Michelle Graber - secretary at ESC 9/2/14
 Kelly House - food service at Hawthorn 8/14/14
 Sheila Iannarelli - paraprofessional at Feeser 8/11/14
 Brian Kindig - technical assistant at Beck 8/14/14
 Jesmina Klapuh - paraprofessional at Hawthorne 8/13/14
 Heather Martin - paraprofessional at EACC 8/15/14
 Jennifer Moran - paraprofessional at Beardsley 8/14/14
 Andrea Pinarski - paraprofessional at North Side 8/13/14
 Julie Thomas - food service at Central 9/2/14
 Nancy Woltman - paraprofessional at Monger 8/12/14
 Deidre Wright - bus driver at Transportation 8/29/14
 Jamie Yoder - paraprofessional at Roosevelt 8/14/14

Classified
Resignation

Retirement of four (4) classified employees – effective on dates indicated with years of service in parenthesis:

Anna Harbaugh, social worker at Woodland 8/29/14 (23)

Willie Lee, custodian at Building Services 9/1/14 (32)

Linda Picon, secretary at WVPE 8/22/14 (12)

Sarah Tipton, bus helper at Transportation 8/19/14 (13)

Classified
Retirement

Termination of two (2) classified employees:

Tasha Kyle – bus helper at Transportation, 8/21/14, Board Policy GDPD Section 1 a,c,f,g

Edwin Newsome – bus helper at Transportation, 8/21/14, Board Policy GDPD Section 1 a,c,f,g

Classified
Termination

Board adopted a resolution outlining Dr. Haworth’s goals for the 2014-15 school year. (codified file 1415-23)

From the Board

The meeting adjourned at approximately 8:45p.m.

Adjournment

APPROVED:

Signatures

Dorisanne H. Nielsen - President

Carolyn R. Morris - Vice President

Glenn L. Duncan - Secretary

Karen S. Carter - Member

Susan C. Daiber - Member

Jeri E. Stahr - Member

Douglas K. Weaver - Member

ELKHART COMMUNITY SCHOOLS

DATE: 08/29/14

TO: Mr. Douglas A. Hasler

FROM: Tracey Bolin

RE: Loans - One Fund to Another

The following loan was made on 08/29/14:

\$35,000 to Fund 0200 Debt Service from Fund 0420 Bus Replacement



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

To: Board of School Trustees
Dr. Haworth

From: Douglas A. Hasler

Date: September 4, 2014

CC: Deb Shoup, Tracey Bolin

RE: Cash Management Services Bid Recommendation

A request for proposals (“RFP”) for cash management services was sent to all area banking and financial institutions with branches located within the boundaries of Elkhart Community Schools. Ultimately, six proposals were received.

The RFP establishes selection criteria to include aggregate banking services cost, the ability to meet current and projected service requirements over the term of the financial services agreement (all present and past experience with the institution to be taken into consideration), online capability for direct deposits and wires, remote deposit technology, preparation of the bank statement with totals of account activity to assist in reconciliation, and proximity of full service branches.

All proposals were reviewed with a focus on the selection criteria specified in the RFP. Under the aggregate banking services cost criterion, two financial institutions – TCU and Lake City – stand apart from the other financial institutions submitting bids, with TCU’s proposal reflecting the best aggregate cost. As to other criteria focused on the actual delivery of cash management services to Elkhart Community Schools – availability of fully functional remote deposit technology, preparation of bank statements with summarized totals of transaction activity, and proximity of full service branches – Lake City is able to meet these service requirements, while TCU is not. Accordingly, I believe that Lake City Bank offers the best overall cash management services proposal.

Please review the attached document summarizing the cash management proposals received. I will be recommending your approval of the Lake City Bank proposal to provide cash management services to Elkhart Community Schools during the September 9th Board meeting.

Please contact me at 262-5563 if you have any questions concerning this matter prior to next Tuesday’s Board meeting.

Elkhart Community Schools

Summary of Cash Management Services Proposals

Bank	Interest Rate Offered	Estimated Interest Earnings	Estimated Annual Service Fees	Services
Teachers Credit Union	Fixed rate of 0.69 calculated on the average balance at the end of each day during the calendar month, posted at the beginning of the following month.	207,015	11,615	Remote deposit and bank statement capabilities are insufficient to meet ECS needs; only one full service branch location within ECS district.
Lake City Bank	EFFR plus 40 basis points calculated on all collected balances each day; daily compounding and posting to the account.	150,041	13,815	Provides remote deposit capability, bank statements with totals of account activity for reconciliation, and multiple full service branch locations
Mutual Bank	Tiered Rate adjusted weekly; guaranteed floor rate of 0.30% calculated on monthly average balance less 10% reserve requirement.	79,815	11,980	No positive pay proposal. Will not provide CD-ROM with check images, but rather includes paper copies of checks with bank statements. Interest calculated on the basis of simple interest.
1st Source Bank	Average daily EFFR published in Federal Reserve H. 15 plus 10 basis points calculated on the average daily collected balance in the accounts. No daily accrual of interest.	61,866	9,300	Interest calculated as simple interest. Will not track direct deposits for payroll.

Bank	Interest Rate Offered	Estimated Interest Earnings	Estimated Annual Service Fees	Services
JP Morgan Chase	Suggest that we offset fees with Earnings Credit Rate of 0.30%. This requires setting a reserve on the account big enough to offset fees. Any balance over the reserve would earn a Bank Set Rate of 0.05%.	16,423	29,765	No tracking of direct deposits for payroll. Interest calculated as simple interest.
KeyBank	Bank rate of 0.10% calculated based on the Daily end-of-day balance; compounded daily and paid monthly.	30,002	13,915	No tracking of direct deposits for payroll. Interest calculated as simple interest.

9/4/2014 10:56

Elkhart Community Schools
Proposed School Fundraising Activities
Sept. 9, 2014 Meeting of Board of School Trustees

School/Organization	Fundraising Activity Description/Purpose	Date(s) of Activity	Sponsor(s)
Bristol Elementary	Smencils (smelly pencils) will be sold in the bookstore. Proceeds will be used for Red Ribbon Week items and student council t-shirts.	9/1/14 - 5/29/15	Student Council, Nicole King
Bristol Elementary	6th grade students will sell concessions during Family Golf Night. Proceeds will be used for the 6th grade field trip and graduation.	4/24/2015	Jamie Iannarelli
Bristol Elementary	Nelson's Chicken BBQ. Proceeds from the sale will be used for 6th grade graduation and 6th grade cook-out with their parents	4/27 - May 16, 2015	Jayme Iannarelli and Chris Romanetz
Bristol Elementary	6th grade students will take orders from a brochure for Popcorn Palace. Proceeds will be used for the 6th grade trip.	2/2/15 - 2/20/15	Jayne Iannarelli and Chris Romanetz
Bristol Elementary	6th grade students will sell bags of flavored coffee from Java Joe's (a coffee fund raising program). Proceeds will be used towards 6th grade field trips.	11/17/14 - 12/1/14	Jayme Iannarelli and Chris Romanetz
Bristol Elementary	Students will be able to wear a hat one Friday per month. Proceeds will be given to a charity chosen by Student Council members.	9/1/14 - 6/1/15	Nicole King
West Side	Brochure sale of Garden flags; Flower bulbs; and Healthy food items. Proceeds will be used to purchase music, shirts, instrument supplies, private lessons, and guest musicians	9/10/14 - 9/26/14	Tim Carnall
Central High School	Students with the Blazer Pennant Magazine will solicit donations during Parent Teacher Conferences with baked goods and pizza. Proceeds will be used to help with publication costs for the magazine.	10/16/2014	Leslie Smith
Central High School	The Yearbook Class will sell lottery tickets for \$1.00. The student with the winning lottery ticket will win a Yearbook. Proceeds will be used for the Yearbook Class.	8/25/2015 - 8/29/15	Amy Stine

EMPLOYEES IN MISCELLANEOUS POSITIONS COMPENSATION PLAN

Section 1. MISCELLANEOUS WAGE/SALARY SCHEDULE
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The Board of School Trustees hereby adopts the following wage schedule for the positions below to be effective January 1, 2009. In addition, the three percent (3%) employee contribution to PERF will be paid by Elkhart Community Schools.

POSITION	HOURLY WAGE RANGE
Assistant Supervisor of Transportation	21.90 – 27.05
Transportation Trainer/Dispatcher	18.25 – 21.32
Food Service Truck Driver	14.65 – 17.40
Food Service Receiving/Supply	14.65 – 17.40
Assistant Supervisor of Building Services	21.90 – 27.05
Supply Manager	14.46 – 17.42
Food Service Training Specialist	16.60 – 23.25
Food Service Bids & Commodity Coordinator	15.81 – 24.70
Child Care Coordinator	13.24 – 16.42
Transportation Route/Driver Coordinator	18.25 – 21.32
Adult/Community Education Non-Contract Teachers	31.43 *
Building Community Education Coordinator	25.50 – 31.88
Radio Station Staff Announcer	8.60 – 12.22
Radio Station Development Assistant	10.00 – 16.00
School Security Officer	21.66
Title I/Funded Pupil/Program/Parent Support Person	18.22 – 26.53
High School Parent/Community Liaison	18.22 – 26.53
Asst. Site Coordinator - 21 st Century Community Learning Center	14.00
After-School Community Education Organized Activities Leader	14.00
After-School Community Education Organized Activities Assistant	9.39
Deaf/Hard of Hearing Educational Interpreter	15.00 – 28.00
Technology Support for Student Accounting and Program Evaluation	15.81 – 18.81

* Hourly rate based on .001 of the certified teacher's base salary

POSITION	YEARLY SALARY RANGE
Radio Station Manager	46,215 – 68,660
Radio Station Development Director	43,494 – 65,814
Radio Station Business Account Manager	34,328 – 64,719
Radio Station Program Director	34,328 – 52,814
Radio Station Senior Reporter and Assignment Editor	29,655 – 43,423
Radio Station Operations Manager	23,766 – 38,950
Radio Station Morning Edition Host	23,766 – 36,311
	<u>26,972 – 42,458</u>
Radio Station Promotions Manager	27,743 – 41,278
Radio Station Membership Manager	30,766 – 43,586
Safe and Drug Free Schools Coordinator	24,036 – 28,043
Olweus Bullying Prevention Program Coordinator	39,694 – 53,703
Energy Education Specialist	54,940 – 74,399

School Psychologist Intern	35,520
Deputy Controller	45,000
College and Career Readiness Advisor (Grant Funded)	35,000 – 40,000
21 st Century Community Learning Center Coordinator	2,500 (per semester)
Community Engagement Manager	28,000
Jr. ROTC Program Manager	<u>50,000</u>

An employee who is required to report to work to respond to an emergency outside of the employee's regular work hours will be paid for a minimum of two (2) hours.

September 9, 2014

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

Regular Board of School Trustees' Meetings
2014-2015

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

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

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

Public Work Sessions
2014-2015

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

July	15, 2014	January	20, 2015
August	19, 2014	February	17, 2015
September	16, 2014 Sept. 30, 2014	March	17, 2015
October	21, 2014	April	21, 2015
November	18, 2014	May	19, 2015
December	16, 2014	June	16, 2015

Approved by Board - March 25, 2014
Proposed Changes - September 9, 2014

Grant Proposal

September 5, 2014

To: Dr. Robert Haworth

From: Dr. John Hill 

RE: IDOE "Excellence in Performance Awards" grant application

Elkhart Community Schools intends to submit electronic application prior to September 15, 2014 to the Indiana Department of Education for an "Excellence in Performance Awards" grant. This grant recognizes the achievement of teachers who taught in Priority or Focus Schools during the 2013-14 school year and who were rated "effective" or "highly effective" in the teacher evaluation system. The locally-established performance award is set at \$2500.00 per teacher, if awarded by the IDOE to Elkhart Community Schools.

ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST

School: Osolo Elementary

Class/Group: 5th Grade

Number of Students: 64

Date/Time Departing: October 6th 8:50 am

Date/Time Returning: October 7th 2:30 pm

Destination: Camp Eberhart - Three Rivers Michigan
City State

Overnight facility: Leighton Lodge, Morris Lodge

Mode of transportation: School Bus

Reason for trip: Students participate in activities that allow for the application of knowledge and skills in the real world. Emphasis on working in groups, leadership, communication, and respecting the environment

Names of chaperones: Tim Miller, Kelle' Price, Michelle McClintic

Cost per student: \$68

Describe Plans for Raising Funds or Funding Source: Nelsons Chicken Fundraiser - Sept 19th

Plans to defray costs for needy students: PTO Scholarships and Camp Eberhart Scholarships

Are needy students made aware of plans? Yes -

Signature of Teacher/Sponsor: Jim Miller

Signature of Principal: [Signature] Date: 9/4/14

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


Approval of Assistant Superintendent: [Signature] Date: 9/5/14

Approval by Board: _____

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

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: September 5, 2014
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. John Hill 
 RE: **Conference Leave Requests**
September 9, 2014 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p>ADVANCED PLACEMENT TRAINING AND INCENTIVE PROGRAM INDIANA (TIP-IN) FALL CONFERENCE Participation in this conference will provide information regarding how the Advanced Placement (AP) tests are graded. This information will enable teachers to better prepare students for AP tests. Indianapolis, IN September 12, 2014 (1 day's absence)</p> <p>NEIL BAHBAH - CENTRAL (0-0) BRONWYN CARROLL - CENTRAL (0-0) TINA DAVIDHIZAR - MEMORIAL (0-0) HEATHER FELLOWS - MEMORIAL (0-0) JILL HALLORAN-BARNES - CENTRAL (0-0) ERIC JANTZAN - CENTRAL (0-0) BRENDA MUELLER - MEMORIAL (0-0) AMY SEMANCIK - MEMORIAL (1-0) LESLIE SMITH - CENTRAL (0-0) JOHN TAYLOR - MEMORIAL (0-0) JULIE TYRAKOWSKI - MEMORIAL (0-0)</p>	\$0.00	\$0.00
<p>INDIANA STANDARDS - INSTRUCTIONAL SHIFTS IN COLLEGE AND CAREER READINESS This conference will provide a deeper understanding of the Indiana Academic Standards for English/Language Arts and Mathematics as well as related resources to help prepare students to be college and career ready. Participants will also be introduced to proven instructional strategies for the delivery of the new standards. Decatur, IN September 15, 2014 (1 day's absence)</p> <p>VAL PRILLER - BEARDSLEY - (0-0) NICOLE SERGE - BEARDSLEY - (0-0)</p>	\$210.80	\$0.00
<p>ADULTS REACHING ALGEBRA READINESS The conference will help participants to develop the skills necessary for teaching a more advanced algebra which is now required for the High School Equivalency (HSE). Indianapolis, IN September 17 - 19, 2014 (2 day's absence)</p> <p>JOANNE COGDELL - ADULT EDUCATION (0-0)</p>	\$620.64	\$0.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p>INDIANA ASSOCIATION OF CAREER AND TECHNICAL EDUCATION (IACTE) STATEWIDE PROFESSIONAL DEVELOPMENT CTE CONFERENCE</p> <p>This conference provides an opportunity for CTE professionals to network and learn from each other. The 2014 Conference offers valuable development experiences for secondary and postsecondary educators, counselors, administrators, and industry experts. Participants can choose from over 99 breakout sessions centered around college and career readiness; pathways specific content; classroom technologies; school safety initiatives; and project based learning.</p> <p>Indianapolis, IN</p> <p>September 18 - 20, 2014 (3 day's absence)</p> <p>DAVID KRIEGEL - EACC (0-0)</p> <p>SHARVON ROBINSON - EACC (0-0)</p>	\$1,730.00	\$210.00
<p>LIVING WORKS SUICIDE PREVENTION</p> <p>This conference will provide information about the five components of the Indiana Suicide Prevention Plan: Awareness, Prevention, Intervention, Postvention, and Evaluation.</p> <p>Elkhart, IN</p> <p>September 19, 2014 (1 day's absence)</p> <p>NATALIE BICKEL - ESC (0-0)</p> <p>DONNA GILDEA - TIPTON (0-0)</p> <p>JANTHA HAVENS - OSOLO (0-0)</p> <p>RHONDA LANDGRAF - PACE (0-0)</p> <p>MAE SIMS - TIPTON (0-0)</p>	\$337.88	\$0.00
<p>AMERICAN ASSOCIATION OF FAMILY AND CONSUMER SCIENCES CONFERENCE</p> <p>This conference will provide professional development information and new ideas to enrich the instruction which drives the FACS curriculum.</p> <p>Indianapolis, IN</p> <p>September 19 - 20, 2014 (1 day's absence)</p> <p>ANITA GORDEN - CENTRAL (0-0)</p> <p>BARBARA VAN WECHERL - CENTRAL (0-0)</p>	\$548.48	\$170.00
<p>INDIANA STANDARDS - INSTRUCTIONAL SHIFTS IN COLLEGE AND CAREER READINESS</p> <p>This conference will provide a deeper understanding of the Indiana Academic Standards for English/Language Arts and Mathematics as well as related resources to help prepare students to be college and career ready. Participants will also be introduced to proven instructional strategies for the delivery of the new standards.</p> <p>Notre Dame, IN</p> <p>September 20, 2014 (0 day's absence)</p> <p>KEVIN BEVERIDGE - EASTWOOD (0-0)</p> <p>BARBARA CRIPE - RIVERVIEW (0-0)</p> <p>NICOLE HARRIS - EASTWOOD (0-0)</p> <p>MELISSA JENNETTE - BRISTOL (0-0)</p> <p>HAROLD WALT - EASTWOOD (0-0)</p>	\$76.79	\$0.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p>THE 2 SISTERS' WORKSHOP</p> <p>This workshop will provide the latest research supporting Daily 5 and CAFÉ as well as first hand experiences. Participants will receive many tools to jump-start their classroom practice and resource books exclusive to those attending the live workshop.</p> <p>Wheeling, IL</p> <p>September 20 - 21, 2014 (0 day's absence)</p> <p>LISA BAUGH - MONGER (0-0)</p> <p>JOY GRABER - MONGER (0-0)</p> <p>LINDA WAGNER - MONGER (0-0)</p>	\$2,880.16	\$0.00
<p>DIAGNOSTIC REVIEW TEAM TRAINING</p> <p>Ms. Torres has been asked to serve on the Diagnostic Review Team. This training will provide information regarding the standards used by the AdvancEd to award accreditation. This information will be shared with the School Improvement Team.</p> <p>Gary, IN</p> <p>September 22 - 24, 2014 (3 day's absence)</p> <p>MARILYN TORRES - WESTSIDE (0-0)</p>	\$0.00	\$255.00
<p>INDIANA SCHOOL SAFETY SPECIALIST ACADEMY</p> <p>This training is provided by the School Safety Specialist Academy and will count towards training required by the State for the School Safety Specialist Certification renewal.</p> <p>Indianapolis, IN</p> <p>September 29 - 30, 2014 (2 day's absence)</p> <p>MARY WISNIEWSKI - NORTH SIDE (1-1)</p>	\$246.60	\$0.00
<p>PROJECT EXCEL PROFESSIONAL DEVELOPMENT</p> <p>Participation in this professional development is required for Project Excel staff who are teaching dual credit courses at the EACC.</p> <p>Vincennes, IN</p> <p>September 29 - 30, 2014 (2 day's absence)</p> <p>TRACY PLANK-TEEGARDEN - EACC (0-0)</p> <p>AMY STUTZMAN - EACC (0-0)</p>	\$140.00	\$0.00
<p>2014 INDIANA STATE ENGLISH LANGUAGE (EL) CONFERENCE</p> <p>This conference will explore the new WIDA and Indiana Academic Standards as well as provide strategies and resources for supporting students with these standards. It will also provide information to help EL parents better understand how to support their children in the new era of learning.</p> <p>Indianapolis, IN</p> <p>October 9, 2014 (1 day's absence)</p> <p>DANAE WIRTH - ESC (1-1)</p>	\$261.64	\$0.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p>VICTIM OFFENDER MEDIATION TRAINING</p> <p>This training will provide participants with tools to help students resolve conflicts and restore relationships. Elkhart, IN</p> <p>October 9 - 11, 2014 (2 day's absence)</p> <p>GAYLA KONANZ - BRISTOL/PINEWOOD (0-0)</p>	\$75.00	\$0.00
<p>DOING WHAT WORKS: READING, RIGOR, AND RELATIONSHIPS</p> <p>This conference is designed for K-12 and includes a copy of Mrs. Brunner's book on instructional practices for helping students with reading for deeper meaning and thinking at higher levels of Bloom's Taxonomy and a flash drive pre-loaded with resource materials. South Bend, IN</p> <p>October 21, 2014 (1 day's absence)</p> <p>JILL BALCOM - BRISTOL (0-0)</p> <p>ELIZABETH GINGERICH - BRISTOL (0-0)</p> <p>MELISSA JENNETTE - BRISTOL (1-0)</p> <p>APRIL MAST - CLEVELAND (0-0)</p> <p>JENNIE MAST - CLEVELAND (0-0)</p> <p>VAL PRILLER - BEARDSLEY (2-3)</p> <p>NICOLE SERGE - BEARDSLEY (1-1)</p> <p>DEENA SMITH - CLEVELAND (0-0)</p> <p>MARTHA STRICKLER - CLEVELAND (1-1)</p> <p>TRACY THOMPSON - BEARDSLEY (0-0)</p> <p>TONYA WINTERS - CLEVELAND (0-0)</p>	\$1,947.00	\$425.00
<p>INDIANA ASSOCIATION OF SCHOOL PRINCIPALS (IASP) - ASSISTANT PRINCIPALS FALL CONFERENCE</p> <p>This conference is specifically designed for assistant principals and will cover the current trends in education and updates on current law and new standards. Indianapolis, IN</p> <p>November 21 - 22, 2014 (1 day's absence)</p> <p>MICAH LAMBERT - DALY (0-0)</p>	\$1,322.48	\$0.00
<p>INDIANA ASSOCIATION OF SCHOOL PRINCIPALS (IASP) - TOOLS OF THE TRADE: BUILDING SUCCESS TOGETHER</p> <p>This conference will provide an opportunity for principals to network with successful school leaders across the state. Information learned will be used to help Beardsley reach their school improvement goals for the 2014-2015 school year. Indianapolis, IN</p> <p>November 23 - 25, 2014 (2 day's absence)</p> <p>VAL PRILLER - BEARDSLEY (1-1)</p>	\$1,143.00	\$0.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
NATIONAL EARLY COLLEGE CONFERENCE This workshop will provide the information needed to help administrators prepare to implement an "Early College" model at both Central and Memorial. Dallas, TX December 8 - 10, 2014 (3 day's absence) DAVID BENAK - EACC (1-5) MARK TOBOLSKI - MEMORIAL (1-1)	\$2,993.00	\$0.00
DEFUSE AND MANAGE PROBLEM STUDENTS AND CONFRONTATIONAL PARENTS: SCHOOL AND POLICE TACTICS THAT WORK This training provides a practical, tactical course on verbal strategies to take control of situations over the phone, in a meeting, witness interviews, interrogations, and with unexpected visitors which will provide key negotiation methods that work. Mishawaka, IN February 27, 2014 (1 day's absence) FRANK SERGE - CENTRAL (1-1)	\$0.00	\$0.00
FOR CONFIRMATION ONLY: (RECEIVED TOO LATE FOR PRIOR APPROVAL)		
INDIANA STANDARDS - INSTRUCTIONAL SHIFTS IN COLLEGE AND CAREER READINESS This conference will provide a deeper understanding of the Indiana Academic Standards for English/Language Arts and Mathematics as well as related resources to help prepare students to be college and career ready. Participants will also be introduced to proven instructional strategies for the delivery of the new standards. Merrillville, IN September 4, 2014 (1 day's absence) JEFF KOMINS - ROOSEVELT (0-0) JONATHAN LEVAN - WOODLAND (0-0) THERESA MAIER - WOODLAND (0-0) FRANK SERGE - CENTRAL (0-0)	\$198.75	\$0.00
TOTAL	\$14,732.22	\$1,060.00
2014 YEAR-TO-DATE GENERAL FUNDS	\$24,012.65	\$3,265.00
2015 YEAR-TO-DATE GENERAL FUNDS	\$0.00	\$0.00
2014 YEAR-TO-DATE OTHER FUNDS	\$113,332.24	\$8,625.00
2014 YEAR-TO-DATE ADJUSTMENTS	(\$4,099.40)	\$0.00
2015 YEAR-TO-DATE OTHER FUNDS	\$2,687.20	\$0.00
2015 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
GRAND TOTAL	\$135,932.69	\$11,890.00

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



Date: September 9, 2014
To: Dr. Robert Haworth
From: Mr. W. Douglas Thorne
Subject: Personnel Recommendations

Certified

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

Katrina Barhydt **Central/Counselor**
Begin: 9/25/14 End: 10/22/14

Julie Clarke **Bristol/Grade 3**
Begin: 10/20/14 End: 11/14/14

b. **Change to Maternity Leave** – We recommend a change in a maternity leave for the following employee:

Meganne Vrient **Beck/Kindergarten**
Begin: 9/23/14 End: 12/19/14

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

Griffin Bemisderfer **Memorial/World Languages**
Resign: 8/13/14 Resign: 8/18/14

d. **Retirement** – We report the retirement of the following employee effective September 9, 2014:

Richard Mendez **North Side/Asst Principal** **15 Years of Service**

e. **Volunteer Leave** – We recommend a personal leave for the following employee:

Elizabeth Stroven **Feeser/Kindergarten**
Begin: 9/2/14 End: 6/5/15

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

Molly Bails **Monger/Interventions**

Lyndel Borener	Beck/Music
David Kriegel	Career Center/Automation Engineering
Mary Krieger-Miller	Woodland/Interventions
Nia Mathews	Monger/Grade 1
Scott McAninch	Central/World Languages
Bruce McDonald	Monger/Grade 2
Evelyn Muniz	Beck/Interventions
Sara Pickler	Pierre Moran/Science
Timothy Taylor	Daly/Grade 5

Classified

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

Delicia Baskin Began: 4/15/14	Pinewood/Paraprofessional PE: 8/25/14
Olivia Sanchez Began: 4/14/14	Osolo/Paraprofessional PE: 8/25/14

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

Tanisha Anderson Began: 9/18/12	North Side/Paraprofessional Resign: 8/29/14
Nicole Cantzler Began: 9/6/13	Eastwood/Paraprofessional Resign: 9/8/14
Elizabeth DeWyse Began: 8/13/07	Central/Secretary Resign: 9/12/14
Mary Kay Dicks Began: 11/22/01	Pierre Moran/Secretary Resign: 8/20/14
Tina Iavagnilio Began: 11/21/03	North Side/Food Service Resign: 8/22/14

Corine Lewis
Began: 12/1/06

ESC/Custodian
Resign: 9/15/14

Ollie Williams
Began: 1/27/14

Beck/Food Service
Resign: 8/22/14

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

Ramona Donaldson
Began: 3/19/14

Beck/Paraprofessional
Terminated: 9/9/14
Board Police GDBDA

Michelle Hines
Began: 9/3/13

West Side/Food Service
Terminated: 8/27/14
Board Policy GDBDA

d. Death – We regretfully report the death of the following employee:

Beverly Huff
Deceased: 8/25/14

Monger/Paraprofessional
24 Years of Service