

AGENDA FOR  
BOARD OF SCHOOL TRUSTEES  
REGULAR MEETING

Elkhart Community Schools  
Elkhart, Indiana

January 27, 2015

CALENDAR

Jan	27	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Jan	27	immediately following	Executive Session, J.C. Rice Educational Services Center
Jan	27	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Jan	27	immediately following	Executive Session, J.C. Rice Educational Services Center
Feb	10	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Feb	17	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
Feb	24	7:00 p.m.	Regular Board Meeting, Hawthorne Elementary School

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- A. CALL TO ORDER/PLEDGE
- B. INVITATION TO SPEAK PROTOCOL
- C. SUPERINTENDENT'S STUDENT ADVISORY COUNCIL REPRESENTATIVES
- D. STUDENT RECOGNITION  
Humane Shelter Fund Raiser
- E. DEPARTMENT SPOTLIGHT  
Food Service
- F. MINUTES - January 13, 2015 – Public Work Session  
January 13, 2015 – Regular Board Meeting  
January 13, 2015 – Board of Finance  
January 20, 2015 – Public Work Session  
January 22, 2015 – Public Work Session  
January 23, 2015 – Public Work Session
- G. TREASURER'S REPORT  
Consideration of Claims  
Financial Report – January 1 – December 31, 2014  
Loan Repayments – The Business Office reports on the repayment of a loan between funds through December 31, 2014.  
Appropriations Transfer – The Business Office reports on the transfer of appropriations of the 2014 tax funds.

Resolution for Transfer of Funds – The Business Office seeks Board adoption a resolution authorizing the transfer of funds during the calendar year 2015.

Bid Award – The Business Office recommends Board approval of the bid award for the Eastwood Elementary School Roof Replacement Project.

Bid Award – The Business Office recommends Board approval of the bid award for the Pierre Moran Middle School Roof Replacement Project.

Extra Curricular Purchase -The Business Office seeks Board approval of an extra-curricular purchase request from West Side Middle School.

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

H. NEW BUSINESS

Grant Report – The administration presents the bi-monthly grant submission and award update.

Residential Services Agreement – The administration recommends Board approval of continued alternative residential services for an Elkhart Community Schools’ student.

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

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

Elkhart Community Schools  
Elkhart, Indiana

January 13, 2015

Woodland Elementary School, 1220 County Road 3, Elkhart – 5:30 p.m.

Board Members  
Present:

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

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

ECS Personnel Present:

Doug Hasler  
Rob Haworth  
John Hill

Doug Thorne  
Bob Woods

The Board discussed election of officers and the sale of bonds. Cheryl Waggoner, director of talent recruitment and management, explained the process for selecting the Elkhart Community Schools teacher of the year for 2015.

The meeting adjourned at approximately 6:20 p.m.

APPROVED:

\_\_\_\_\_  
Dorisanne H. Nielsen, President

\_\_\_\_\_  
Karen S. Carter, Member

\_\_\_\_\_  
Carolyn R. Morris, Vice President

\_\_\_\_\_  
Susan C. Daiber Member

\_\_\_\_\_  
Glenn L. Duncan, Secretary

\_\_\_\_\_  
Jeri E. Stahr, Member

\_\_\_\_\_  
Douglas K. Weaver, Member

Time/Place

Roll Call

Topics  
Discussed

Adjournment

Signatures

MINUTES  
OF THE REGULAR MEETING  
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana  
January 13, 2015

Woodland Elementary School, 1220 County Road 3, Elkhart – 7:00 p.m.	Place/Time			
<table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">Board Members Present:</td> <td style="width: 33%;">Dorisanne H. Nielsen Carolyn R. Morris Glenn L. Duncan</td> <td style="width: 33%;">Karen S. Carter Susan C. Daiber Jeri E. Stahr Douglas K. Weaver</td> </tr> </table>	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
Board Members Present:	Dorisanne H. Nielsen Carolyn R. Morris Glenn L. Duncan	Karen S. Carter Susan C. Daiber Jeri E. Stahr Douglas K. Weaver		
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			
Doug Hasler, executive director of support services and notary public, administered the oath of office, as listed in Indiana code 20-26-4-2, to recently re-elected Board members, Karen Carter, Glenn Duncan, and Jeri Stahr.	Oath of Office			
By unanimous action, the Board elected Carolyn Morris to serve as president, Mr. Duncan to serve as vice president, and Susan Daiber to serve as secretary of the Board of School Trustees for 2015. This election is in accordance with the Board’s long standing rotation schedule. As past practice, outgoing President Nielsen presided over the meeting.	Election of Officers			
By unanimous action, the Board recessed the regular meeting.	Motion to Recess			
The annual Board of Finance meeting was held.	Board of Finance			
The regular meeting of the Board of School Trustees was reconvened.	Meeting Reconvened			
Five board members - Mrs. Carter, Mr. Duncan, Dorisanne Nielsen, Ms. Stahr, and Doug Weaver- publicly disclosed potential conflicts of interest. Mrs. Carter reported Board members pay for their insurance and pay the same premiums as all other employees. (Codified Files 1415-77)	Conflicts of Interest Disclosed			

Rachel Swanson of Central High School and Michael Foy of Memorial High School were welcomed and introduced themselves representing their school's Superintendent's Student Advisory Council (SSAC). Rachel, a junior at Central, is active in soccer, band and is Social Chair of her class. She reported on upcoming events: a blood drive; swim meets and senior night; SSAC's goal for the food drive is 50,000 pounds of food; SSAC juniors are planning a leadership conference for this summer; and SSAC freshmen and sophomores are preparing emergency kits for ECS 3<sup>rd</sup> graders. Michael, a junior at Memorial reported: tardy lock outs for every period are in effect to try to cut down on activity in the hallways; Memorial graduates came back to show a video and talk with all freshmen girls about "girl on girl violence"; and current sports are basketball, swimming and wrestling with state wrestling occurring at the end of January.

SSAC  
Representatives

By unanimous action, the Board accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$500.00 checks from Kimberly Pasquale, Scott Hammontree and Christal Henderson for the girls and boys track teams at Memorial for sweats, team shirts, shoes, equipment, and other miscellaneous costs; a \$200.00 check from Trinity United Methodist Church for the nurse at Bristol Elementary to purchase undergarments and sweatpants for their students; a washer and dryer valued at \$565.43 from Mr. and Mrs. Todd Cornell for the Intense Intervention classes at Cleveland; 300 coats for ECS students and families from Ziker Cleaners; a \$200.00 check from Trinity United Methodist Women to help provide warm clothing and boots for Hawthorne Elementary students; a 1993 Buick Roadmaster valued at \$2,423.00 from Doug and Julie Weaver for the Elkhart Area Career Center (EACC) automotive and collision repair program; items valued at \$343.69 for the PreK class at Hawthorne from DonorsChoose.

Gift  
Acceptance

By unanimous action the Board accepted with appreciation the following donations made to Woodland Elementary School: a meal valued at \$285.00 from Encounter Church for staff in recognition of their dedication; martial arts instruction and pizza valued at \$400.00 for third graders from Star Martial Arts; a \$2,800.00 check from Hometown Mortgage to Woodland Parent Activity Council to be used for a student event and other school needs at Woodland; an anti-bullying program by an illusionist valued at \$200.00 from Grace Bible Church; and the following donors and donations to assist struggling families during the holiday season: \$600 from the Elkhart Police Department, \$200 from Elkhart Police Department Shop With a Cop, \$90 from the Woodland PAC, \$750.00 from St Paul's United Methodist Church, \$1,500 from the Knights of Columbus, \$900 from an anonymous donor, \$300 from the Stuff the Bus Food Drive, \$100 anonymous food donation, and a \$500 anonymous Christmas gift donation.

Woodland Social Worker Gayla Konanz recognized Bryan George, Duncan Green, Hayden Smith and Isaac Aranda for their participation in the Box City event which supports the Women's Shelter and Destani Schwartz for her efforts collecting money for Ribbon of Hope by asking for donations in lieu of birthday presents. Her donations will support children of cancer patients.

Student  
Recognition

Ted Foland, energy education specialist, gave the Energy Report for Woodland Elementary. Woodland leads all classroom buildings in cost avoidance percentages and all elementary buildings in cost avoidance dollars. It is their fourth consecutive year with a cost avoidance of above 52% valued at over \$364,000.00

Energy Ed  
Report

Principal Jonathan LeVan, Principal of Woodland Elementary, reported on how proud he is of his staff and parents. He introduced staff and Parents Activities Council members. He highlighted and gave examples of demographics, educational programming, college and career readiness, family involvement, special programs, ISTEP performance data which showed measurable improvements, discipline data, and ended with school improvement focus.

Woodland  
Building  
Report

By unanimous action, the Board approved minutes of its December 22, 2014 regular/public work session meeting with the correction to the signature page; Mrs. Daiber was present and Mrs. Carter was absent.

Approval of  
Minutes

By unanimous action, the Board approved payment of claims totaling \$18,451,506.59 as shown on the January 13, 2015, claims listing. (Codified File 1415-78)

Payment of  
Claims

The Board approved an extracurricular purchase of a sound system for West Side Middle School to be used for all music department concerts as well as assemblies which need microphones and speakers. It would also be used in the classrooms every day in order to supplement the sound coming from the computer. The West Side orchestra and choir will each pay \$2,527.00 from their extracurricular accounts. The Board also approved the purchase of 6 flutes, 5 trumpets, and 5 trombones, valued at \$5,967.00 from the West Side Band extracurricular account.

Extra  
Curricular  
Purchases

By unanimous action, the Board approved proposed school fund raisers in accordance with Board policy. (Codified File 1415-79)

Fundraiser  
Approval

By unanimous action, the Board confirmed the submission of the following grants:

Grant  
Confirmation

A United Way Innovation Grant to support Career Camp for middle school students.

Indiana Department of Education 1003 (a) Tier IV AdvancED Options grants for Beck Elementary School and Pierre Moran

Middle School to provide resources to write an effective school improvement plan and build leadership capacity partnering with AdvancED using the ASSIST program.(Codified File 1415-80)

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the January 13, 2015 listing. (Codified File 1415-81)

Conference  
Leaves

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

Personnel  
Report

Employment of the following two (2) certified staff members for the remainder of the 2014-2015 school year:

Brian Bennett – science at Memorial  
Jaime Shreiner – language arts at Tipton

Certified  
Employment

Retirement of the following two (2) certified staff members at the end of the 2014-2015 school year with years of service in parenthesis:

Carolyn Aho-Rulli, special ed at Memorial, (36)  
Annetta Ropp, psychologist at ECS, (23)

Certified  
Retirement

Regular employment for the following fourteen (14) classified employees who have successfully completed their probationary periods, on dates indicated:

Classified  
Employment

Sherrie Anspach- technical assistant at Pierre Moran, 12/5/14  
Carol Brown - food service at Memorial, 1/7/15  
Larry Brown - bus helper at Transportation, 12/5/14  
Kimberly Corse - food service at Woodland, 12/5/14  
Diane Hobson - food service at Monger, 1/5/15  
Monique Holmes - food service at Beck/Roosevelt, 12/15/14  
D'Varius Johnson - custodian at Beck, 12/23/14  
Shannon Link - secretary at Daly, 1/5/15  
Debora Micolavonfurstenrecht - food service at Memorial/Central, 12/15/14  
Cheryl Nieves - bus helper at Transportation, 12/5/14  
Traci Pace - food service at Pierre Moran, 12/17/14  
Kirstin Truman - paraprofessional at Monger, 12/5/14  
Julie Williams - paraprofessional at Beardsley, 1/5/15  
Jacqueline Wilson - custodian at Woodland, 1/5/15

Resignation of the following three (3) classified staff members effective on dates indicated:

Classified  
Resignation

DeAnn Graham - food service at Cleveland, 11/25/14  
Barbara White - food service at West Side, 12/19/14  
Joseph Wood - support tech I at ESC, 12/31/14

The Board heard from the audience appreciation for the two hour delays for the safety of our children from the cold temperatures.

From the  
Audience

Board member Karen Carter responded to the need for musical instruments at West Side, to let the Board know when items are needed, they may have contacts such as friends, service clubs or family who would contribute. Board member Doug Weaver thanked ECS for supporting a trip for a group of parents and students to watch a MHS graduate play college basketball. He said it was a wonderful experience and gave students the opportunity to visit a college and speak to college students. Board members Sue Daiber and Jeri Stahr attended the Longy School of Music visit to the Roosevelt STEAM academy today and heard wonderful musical performances by the students.

From the Board

The meeting adjourned at approximately 8:10 p.m.

Adjournment

APPROVED:

Signatures

\_\_\_\_\_  
Dorisanne H. Nielsen, President

\_\_\_\_\_  
Glenn L. Duncan, Vice President

\_\_\_\_\_  
Carolyn R. Morris, Secretary

\_\_\_\_\_  
Karen S. Carter, Member

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Susan C. Daiber, Member

\_\_\_\_\_  
Jeri E. Stahr, Member

\_\_\_\_\_  
Douglas K. Weaver, Member



MINUTES OF THE  
ANNUAL MEETING OF THE BOARD OF FINANCE

Elkhart Community Schools  
Elkhart, Indiana  
January 13, 2015

Woodland Elementary School, 1220 County Road 3, Elkhart – approximately 7:10 p.m.

Time/Place

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

Roll Call

President Dorisanne Nielsen called the annual meeting of the Board of Finance to order.

Call to Order

By unanimous action, the following officers were elected for 2015:  
President – Carolyn Morris  
Secretary – Susan Daiber

Election of Officers

By unanimous action, the Board adopted the following resolution:  
BE IT RESOLVED that the Board of Finance does hereby authorize the Treasurer of the Elkhart Community Schools to invest funds from the depository balance instead of from a specific fund balance in accordance with the provisions established by Indiana Code 5-13-9-6.

Adoption of Resolution

Board members were provided with an investment history report listing the investment and maturity dates, interest rate, institution, principal amount, and interest paid for two investments made during the 2014 calendar year.

2014 Investment History

By unanimous action, the meeting was adjourned at approximately 7:20 p.m.

Adjournment

APPROVED:

Signatures

\_\_\_\_\_  
Dorisanne H. Nielsen, President

ATTESTED:

\_\_\_\_\_  
Glenn L. Duncan, Secretary

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

Elkhart Community Schools  
Elkhart, Indiana

January 20, 2015

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

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

ECS Personnel Present: Rob Haworth Doug Thorne

The Board discussed proposed revisions to Board policies adopted by Elkhart Community Schools.

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

APPROVED:

\_\_\_\_\_  
Carolyn R. Morris, President

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Karen S. Carter, Member

\_\_\_\_\_  
Glenn L. Duncan, Vice President

\_\_\_\_\_  
Dorisanne H. Nielsen, Member

\_\_\_\_\_  
Susan C. Daiber, Secretary

\_\_\_\_\_  
Jeri E. Stahr, Member

-absent-  
\_\_\_\_\_  
Douglas K. Weaver, Member

Time/Place

Roll Call

Topics  
Discussed

Adjournment

Signatures

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

Elkhart Community Schools  
Elkhart, Indiana

January 22, 2015

Elkhart Area Career Center, 2424 California Road, Elkhart – 5:00 p.m.

Time/Place

Board Members  
Present:

Carolyn R. Morris  
Glenn L. Duncan  
Susan C. Daiber

Karen S. Carter  
Dorisanne H. Nielsen  
Jeri E. Stahr  
Douglas K. Weaver

Roll Call

ECS Personnel Present: Rob Haworth

The Board discussed upcoming district events.

Topics  
Discussed

The meeting adjourned at approximately 5:40 p.m.

Adjournment

APPROVED:

Signatures

\_\_\_\_\_  
Carolyn R. Morris, President

\_\_\_\_\_  
Karen S. Carter, Member

\_\_\_\_\_  
Glenn L. Duncan, Vice President

\_\_\_\_\_  
Dorisanne H. Nielsen, Member

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Susan C. Daiber, Secretary

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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

January 23, 2015

Elkhart Area Career Center, 2424 California Road, Elkhart – 8:00 a.m.

Time/Place

Board Members  
Present:

Carolyn R. Morris  
Glenn L. Duncan  
Susan C. Daiber

Karen S. Carter  
Dorisanne H. Nielsen  
Jeri E. Stahr  
Douglas K. Weaver

Roll Call

ECS Personnel Present: Rob Haworth

The Board was presented with updates to the district action plan.

Topics  
Discussed

The meeting adjourned at approximately 11:30 a.m.

Adjournment

APPROVED:

Signatures

\_\_\_\_\_  
Carolyn R. Morris, President

\_\_\_\_\_  
Karen S. Carter, Member

\_\_\_\_\_  
Glenn L. Duncan, Vice President

\_\_\_\_\_  
Dorisanne H. Nielsen, Member

\_\_\_\_\_  
Susan C. Daiber, Secretary

\_\_\_\_\_  
Jeri E. Stahr, Member

\_\_\_\_\_  
Douglas K. Weaver, Member

# ACCOUNT BALANCES/INVESTMENT DETAIL

DECEMBER 2014

PETTY CASH	\$	0.00
GENERAL ACCOUNTS:		
Lake City Bank		37,882,173.03
Lake City Bank - Merchant Account		268,665.10
Teachers Credit Union		2,295,500.71
SCHOOL LUNCH ACCOUNTS:		
Lake City Bank		148,255.26
Change Fund		0.00
TEXTBOOK RENTAL ACCOUNTS:		
Chase Bank		1,534,449.92
PAYROLL ACCOUNTS:		
Lake City Bank - Payroll Account		588,534.08
Lake City Bank - Flex Account		69,632.43
Teachers Credit Union-Payroll Account		50,237.68
Teachers Credit Union - Flex Account		11,659.13
INVESTMENTS:		
		0.00
	\$	42,849,107.34

**LOAN REPAYMENTS**  
(ONE FUND TO ANOTHER)  
ELKHART COMMUNITY SCHOOLS

**THE FOLLOWING LOANS HAVE BEEN PAID BACK EFFECTIVE 12/31/14**

\$2,102,000.00 FROM FUND 0200 DEBT SERVICE FUND TO FUND 0350 CAPITAL PROJECTS FUND

\$35,000.00 FROM FUND 0200 DEBT SERVICE FUND TO FUND 0420 TRANS-BUS REPLACEMENT FUND

\$750,000.00 FROM FUND 0250 DEBT SV-RET/SEV FUND TO FUND 0350 CAPITAL PROJECTS FUND

\$500,000.00 FROM FUND 0410 TRANS-OPERATING FUND TO FUND 0100 GENERAL FUND

\$480,000.00 FROM FUND 0410 TRANS-OPERATING FUND TO FUND 0420 TRANS-BUS REPLACEMENT FUND

\$30,000.00 FROM FUND 0420 TRANS-BUS REPLACEMENT FUND TO FUND 0100 GENERAL FUND

SUBMITTED BY

Tracey Bolin

ELKHART COMMUNITY SCHOOLS  
Elkhart, IN

January 22, 2015

TO: Board of School Trustees  
Dr. Haworth

FROM: Doug Hasler

SUBJECT: Appropriation Transfers

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A report summarizing the transfer of appropriations within each of the tax funds at the end of the 2014 budget year is attached. These transfers are done pursuant to the resolution approved by the Board in the November 20<sup>th</sup> Board Meeting.

If you have any questions prior to the next Board meeting, please call me at 262-5563.

**TRANSFER APPROPRIATIONS  
2014**

GENERAL FUND	DECREASED	INCREASED
11000 INSTRUCTIONAL		385,012.96
12000 INSTRUCTIONAL	668,227.04	
13000 INSTRUCTIONAL		19,325.96
14000 INSTRUCTIONAL		180,705.25
16000 INSTRUCTIONAL	98,655.44	
17000 INSTRUCTIONAL	456,276.09	
21000 SUPPORTING SERVICES	35,688.25	
22000 SUPPORTING SERVICES		58,289.64
23000 SUPPORTING SERVICES	123,284.77	
24000 SUPPORTING SERVICES		168,547.29
25000 SUPPORTING SERVICES		512,988.74
26000 SUPPORTING SERVICES		295,141.10
33000 COMMUNITY SERVICES	237,879.35	
	<u>(1,620,010.94)</u>	<u>1,620,010.94</u>

DEBT SERVICE FUND	DECREASED	INCREASED
51000 GENERAL OBLIGATION BOND	105,688.25	
52000 DEBT SERVICE INTEREST	186,639.68	
54000 COMMON SCHOOL		292,327.93
	<u>(292,327.93)</u>	<u>292,327.93</u>

CAPITAL PROJECTS FUND	DECREASED	INCREASED
22000 SUPPORTING SERVICES	196,149.49	
25000 SUPPORTING SERVICES		19,876.85
26000 SUPPORTING SERVICES	487,160.82	
41000 NON PROGRAM CHARGES	100,000.00	
43000 NON PROGRAM CHARGES		184,437.66
45000 NON PROGRAM CHARGES		204,479.33
47000 NON PROGRAM CHARGES		561,176.03
49000 NON PROGRAM CHARGES	186,659.56	
	<u>(969,969.87)</u>	<u>969,969.87</u>

TRANSPORTATION FUND	DECREASED	INCREASED
26000 SUPPORTING SERVICES		33,554.85
27000 SUPPORTING SERVICES	33,554.85	
	<u>(33,554.85)</u>	<u>33,554.85</u>



**RESOLUTION TO TRANSFER FROM ONE FUND TO ANOTHER**

WHEREAS, it is necessary from time to time to borrow money to enhance the General, Transportation, Bus Replacement, Debt Service, Capital Projects; and,

WHEREAS, there is from time to time, on deposit to the credit of the General, Transportation, Bus Replacement, Debt Service, and Capital Projects Funds of the Elkhart Community Schools sufficient balances available for temporary advancement and transfer;

NOW, THEREFORE, BE IT RESOLVED, that the Treasurer of the Elkhart Community Schools is authorized to effect transfers to depleted funds for a period not to extend beyond the 2015 Budget Year;

RESOLVED, FURTHER, that any funds so advanced and transferred shall become a report of public record at the next regular meeting of the Board of School Trustees.

ELKHART COMMUNITY SCHOOLS  
Board of School Trustees

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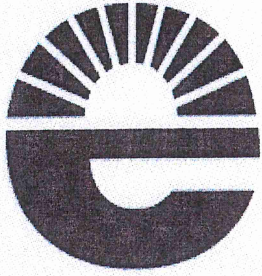
President

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Secretary

DATED THIS 27TH DAY OF JANUARY, 2015.

Resolutiontrf



inspiring. excellence.

**BUILDING SERVICES**  
Elkhart Community Schools  
1135 Kent St., Elkhart, IN 46514-1601  
(574) 262-5690 / 5693 fax  
[www.elkhart.k12.in.us](http://www.elkhart.k12.in.us)

Date: January 16, 2015  
To: Board of School Trustees  
From: Anthony J. Gianesi  
RE: Recommendation for Award

On January 14, 2015 bids were received for the Eastwood Elementary School Roof Replacement project.

All bids have been reviewed by Elkhart Community Schools and Fidelis Management for compliance with plans and specifications prepared by Fidelis Management.

The Business Office recommends award of a contract in the amount enumerated (see Fidelis Management recommendation dated January 15, 2015) to Slatile Roofing and Sheet Metal Company, Inc. of South Bend, Indiana as the lowest and best, most responsive and most responsible bidder.

TOTAL	\$ 374,513.00
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The project includes the replacement of the entire roof.

Funding for this project will come from the referendum bonds.

Anthony J. Gianesi  
Director of Building Services

Elkhart Community Schools  
J.C. Rice Educational Services Center  
2720 California Road  
Elkhart, Indiana 46514

January 15, 2015

Re: Eastwood Elementary Roof Replacement

Members of the Board:

Legal ads for "NOTICE TO CONTRACTORS" were published on December 31, 2014 and January 7, 2015 in two different publications.

There was a very good response from contractors as we received eight bids for this work. Bids were opened and read aloud on January 14, 2015 at 10:00 AM. The bidding documents were reviewed by Fidelis Management for bidding compliance.

The bid includes replacement of the entire roof.

The bid work is within the projected budget and we are hereby recommending the award of the contract to Slatile Roofing and Sheet Metal Co. Inc. The contract amount will be \$ 374,513.00

We have also attached the bid tabulations from the bidders for your review.

Respectfully Submitted,

Christopher La Follette  
Chairman/CEO  
Fidelis Management, Inc.



200 South Hobart Road, Suite 200 Hobart, IN 46342  
PH 219-363-4716 FAX 219-947-1856

[www.fidelismgmt.com](http://www.fidelismgmt.com)





# Eastwood Elementary School Reroofing Project Elkhart Community Schools BID TABULATION

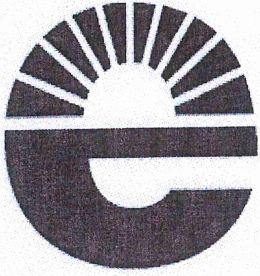
200 South Hobart Road, Suite 200  
Hobart, IN 46342  
219-363-4716

### Roofing Work

Bids Received At: J.C. Rice Educational Services Center  
2720 California Road, Elkhart, IN 46514

Bid Date: January 14, 2015  
Bids Due: 10:00 AM  
Bids Read: 10:15 AM

	Slatle Roofing and Sheet Metal Co. Inc.	Modern Roofing Inc.	Quality Roofing	Lawmasters	Midland Engineering	Morris & Sons Roofing	Northern Indiana Roofing and Sheet Metal Corp.	Dudeck Roofing and Sheet Metal, Inc.
Form 96 (Revised 1987)	X	X	X	X	X	X	X	X
Suppl. Bid Proposal Form	X	X	X	X	X	X	X	X
Addenda	X	X	X	X	X	X	X	X
Non-Collusion Affidavit	X	X	X	X	X	X	X	X
Domestic Steel Cert.	X	X	X	X	X	X	X	X
Bid Bond	X	X	X	X	X	X	X	X
Financial Statement	X	X	X	X	X	X	X	X
AIA 305	X	X	X	X	X	X	X	X
Cert. Good Stdg. (Out of State Only)	NA	X	X	NA	NA	NA	NA	NA
Subcontractors & Suppliers List	X	X	X	X	X	X	X	X
<b>BASE BID</b>	<b>\$374,513</b>	<b>\$402,280</b>	<b>\$414,000</b>	<b>\$422,268</b>	<b>\$447,500</b>	<b>\$477,550</b>	<b>\$531,400</b>	<b>\$634,800</b>



inspiring. excellence.

**BUILDING SERVICES**  
Elkhart Community Schools  
1135 Kent St., Elkhart, IN 46514-1601  
(574) 262-5690 / 5693 fax  
www.elkhart.k12.in.us

Date: January 16, 2015  
To: Board of School Trustees  
From: Anthony J. Gianesi  
RE: Recommendation for Award

On January 7, 2015 bids were received for the Pierre Moran Middle School Roof Replacement project.

All bids have been reviewed by Elkhart Community Schools and Fidelis Management for compliance with plans and specifications prepared by Fidelis Management.

The Business Office recommends award of a contract in the amount enumerated (see Fidelis Management recommendation dated January 15, 2015) to Slatile Roofing and Sheet Metal Company, Inc. of South Bend, Indiana as the lowest and best, most responsive and most responsible bidder. The Business Office also recommends, as part of the contract, award of Alternates No. 2, and 3, that conform to the budgetary constraints of the project.

Base Bid:	\$ 977,856.00
Alternate No. 2	\$ 25,241.00
Alternate No. 3	\$ 13,284.00
TOTAL	\$ 1,016,381.00

The project includes the replacement of the entire roof, new metal flashings, and new roof ladders.

Funding for this project will come from the referendum bonds.

Anthony J. Gianesi  
Director of Building Services

Elkhart Community Schools  
J.C. Rice Educational Services Center  
2720 California Road  
Elkhart, Indiana 46514



200 South Hobart Road, Suite 200 Hobart, IN 46342  
PH 219-363-4716 FAX 219-947-1856

[www.fidelismgmt.com](http://www.fidelismgmt.com)



January 8, 2015

Re: Pierre Moran Middle School Roof Replacement

Members of the Board:

Legal ads for "NOTICE TO CONTRACTORS" were published on December 24, 2014 and December 31, 2014 in two different publications.

There was a very good response from contractors as we received six bids for this work. Bids were opened and read aloud on January 7, 2015 at 10:00 AM. The bidding documents were reviewed by Fidelis Management for bidding compliance.

The base bid includes replacement of the entire roof as well as new fascia metal. Alternate 1, that is not being recommended at this time, is for a mechanical fastener in lieu of the adhesive fastening at the poured gypsum deck areas. We will conduct a pull test when weather allows verifying that the adhesive fastening will meet the uplift requirements. Should it fail, we will recommend the acceptance of the alternate for mechanical fasteners in the amount of \$ 106,258. Alternate 2 is for thicker fascia metal that matches the original building design. Alternate number 3 is for new exterior ladders mounted on the building between roof levels to meet current code.

The base bid work and alternates are within the projected budget and we are hereby recommending the award of the contract to Slatile Roofing and Sheet Metal Co. Inc. The contract amount will be \$ 1,016,381.00

We have also attached the bid tabulations from the bidders for your review.

Respectfully Submitted,

Christopher La Follette  
Chairman/CEO  
Fidelis Management, Inc.

# Pierre Moran Middle School Reroofing Project Elkhart Community Schools BID TABULATION



200 South Hobart Road, Suite 200  
Hobart, IN 46342  
219-363-4716

Bids Received At: J.C. Rice Educational Services Center  
2720 California Road, Elkhart, IN 46514

Bid Date: January 7, 2015  
Bids Due: 10:00 AM  
Bids Read: 10:10 AM

## Roofing Work

	Slatite Roofing and Sheet Metal Co. Inc.	Midland Engineering	Quality Roofing	Morris & Sons Roofing	Dudeck Roofing and Sheet Metal, Inc.	Lawmasters		
Form 96 (Revised 1987)	X	X	X	X	X	X		
Suppl. Bid Proposal Form	X	X	X	X	X	X		
Addenda	X	X	X	X	X	X		
Non-Collusion Affidavit	X	X	X	X	X	X		
Domestic Steel Cert.	X	X	X	X	X	X		
Bid Bond	X	X	X	X	X	X		
Financial Statement	X	X	X	X	X	X		
A/A 305	X	X	X	X	X	X		
Cert. Good Stgd. (Out of State Only)	NA	NA	X	NA	NA	NA		
Subcontractors & Suppliers List	X	X	X	X	X	X		
<b>BASE BID</b>	<b>\$977,856</b>	<b>\$1,098,700</b>	<b>\$1,215,000</b>	<b>\$1,326,000</b>	<b>\$1,514,300</b>	<b>\$1,534,600</b>		
Alternates								
1	Add \$106,258	Add \$88,400	Add \$72,000	(\$10,000)	Add \$108,990	Add \$99,700		
2	Add \$25,241	Add \$11,400	Add \$14,000	Add \$26,500	Add \$5,100	Add \$9,630		
3	Add \$13,284	Add \$5,000	Add \$6,000	Add \$12,500	Add \$3,750	Add \$3,430		
<b>Base Bid with Alternates 2 &amp; 3</b>	<b>\$1,016,381</b>	<b>\$1,115,100</b>	<b>\$1,235,000</b>	<b>\$1,365,000</b>	<b>\$1,523,150</b>	<b>\$1,547,660</b>		

# Memorandum

**To:** Dr. Haworth  
**From:** Kristie Stutsman  
**Date:** 1/21/2015  
**Re:** Approval for Purchase of ISTEP Shirts

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West Side Middle School is requesting approval to purchase ISTEP t-shirts for staff and students from our extra-curricular account. The cost of the t-shirts is \$2800.00. The t-shirts are used as an incentive for students to give best effort on ISTEP.

West Side Student Council and National Junior Honor Society students continue to do activities to raise money to cover the cost of the t-shirts.



**Elkhart Community Schools**  
Proposed School Fundraising Activities  
January 27, 2015 Meeting of Board of School Trustees

School/Organization	Fundraising Activity Description/Purpose	Date(s) of Activity	Sponsor(s)
North Side Move 2 Stand	School Dance. Proceeds will go to Move 2 Stand to support improvement of building climate. Students will pay \$1.00 to attend dance.	2/3/2015	Tracey Miller
West Side Washington D.C. Travelers	Students will sell discount/peeler cards to family and friends. Proceeds will go into the student's account that sells the peeler to help defray trip cost.	2/3/2015-2/17/2015	Lisa McKee
Elkhart Charger Speech and Debate Team	Carnations will be sold to students and staff for \$2.00 and heart cut outs for .50 each. Proceeds will help pay for the state speech and debate costs, dues and competition entrance fees.	1/28/2015-2/12/2015	Todd Efsits
Memorial Softball Team	Players will be selling ad's for a roster book. Proceeds will be used for purchasing apparel and equipment for the team as well as for maintenance of the field and dugouts.	3/1/2015-3/22/2005	Craig Sears
Memorial Sigma Beta Upsilon	A "Pennies for Patients" campaign will be held to raise money for the Leukemia and Lymphoma Society.	2/2/2015-2/12/2015	Janie Boyden & Darlene Ballard
EACC Leukemia/Lymphoma Society	Boxes will be placed in classrooms to collect money. Class that collects the most money will win a prize. Hot chocolate & bagels will be sold and a penny war will be held at the end of the campaign.	2/1/2015-2/28/2015	Laurie Hund-Schieber
Central Society For A Better Earth	Students will sell eco-friendly merchandise from a website and catalog. Money will be used for a field trip to a to be determined environmental themed location.		

## Board of School Trustees Grant Submission and Award Update

January 27, 2015

<b>Grant Title</b>	<b>Grantee Organization</b>	<b>Award Status</b>	<b>Amount of Award</b>
<b>Awarded Grants</b>			
Target Field Trip Grant (Beck)	Target	Grant Received 12/10/2014	\$735.00
Indiana Literacy Early Intervention Grant	Indiana Department of Education	Grant Received 12/12/2014	\$3750.00 *Amount requested was revised from \$5000 to \$3750 prior to submission to IDOE. Grant award was full amount requested.
IDOE Tier IV (Beck)	Indiana Department of Education	Grant Received 1/6/2015	\$6000.00
IDOE Tier IV (Pierre Moran)	Indiana Department of Education	Grant Received 1/6/2015	\$6000.00
United Way Volunteer Coordinator CARES Grant	United Way	Grant Received 1/20/2015	\$50,000 (2 year grant)
<b>Total 11/11/2014</b>			<b>\$196,800.00</b>
<b>Total 11/11/2014-1/27/2015</b>			<b>\$66,485.00</b>
<b>Total 1/27/2015</b>			<b>\$263,285.00</b>
<b>Approved Grants</b>			
<b>Total</b>			<b>\$8,392,384.95</b>
<b>Pending Notification</b>			
ElkLogistics Team Member Reimbursement	Perkins Grant Indiana First		
IDOE Excellence in Education	Indiana Department of Education		
PEP Engineering Materials	Kiwanis		
Private Lesson Subsidy-MHS	Elkhart County Community Foundation		
WSMS Art classroom iPads	Elkhart Education Foundation		
NSMS Ceramic Supplies	Elkhart Education Foundation		
Student Healthy Hearts (WSMS)	Elkhart Education Foundation		
NSMS Robotics	Elkhart Education Foundation		
MHS AP iPads	Elkhart Education Foundation		
MHS Guidance Counselor iPads	Elkhart Education Foundation		
NSMS Band Private Lessons	Elkhart Education Foundation		
WSMS Band Private Lessons	Elkhart Education Foundation		
Smart Boards MHS Art	Elkhart Education Foundation		
True Value Painting A Brighter Future	True Value Foundation		
Feeser Super Trip to Henry Ford Museum	Elkhart Education Foundation		

Board of School Trustees Grant Submission and Award Update

January 27, 2015

Sow It Forward	Kitchen Gardens International		
National Association of School Psychologist Annual Meeting	Indiana Youth Professional Development		
Innovation Grant Career Camp	United Way		
<b>Grants Not Received</b>			
Bully Prevention	PACERS Foundation		
<b>Withdrawn or Not Submitted</b>			

ELKHART COMMUNITY SCHOOLS  
OVERNIGHT TRIP REQUEST

School: Elkhart Memorial High School

Class/Group: Charger Debate

Number of Students: Four

Date/Time Departing: 2/6/15 leave Memorial at 8am

Date/Time Returning: 2/7/15 arrive at Memorial 12am +/-

Destination: Kokomo High School Kokomo, IN

Overnight facility: Courtyard Marriott in Kokomo, IN

Mode of transportation: School Bus

Reason for trip: State Debate Competition

Names of chaperones: Kate Lane, Todd Efsits

Cost per student: \$25.00

Describe Plans for Raising Funds or Funding Source: Fundraising ~~Account~~ / Speech+Debate Account

Plans to defray costs for needy students: Fundraising + donations.

Are needy students made aware of plans? Yes

Signature of Teacher/Sponsor: [Signature]

Signature of Principal: [Signature] Date: 1-13-15

\*\*\*\*\*


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

Approval of Assistant Superintendent: [Signature] Date: 1/21/15

Approval by Board: \_\_\_\_\_

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

**ELKHART COMMUNITY SCHOOLS**  
**Elkhart, Indiana**

DATE: January 22, 2015  
 TO: Dr. Robert Haworth, Superintendent  
 FROM: Dr. John Hill   
 RE: **Conference Leave Requests**  
**January 27, 2015 - Board of School Trustees Meeting**

The following requests for excused absences are recommended for approval:

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p><b>ETHOS - SCIENCE CONTENT KIT PROFESSIONAL DEVELOPMENT</b></p> <p>This workshop will provide an opportunity for teachers to learn new assessment strategies and integration techniques revolving around their grade specific science kits.</p> <p>January 28 - 30, 2015 (1 day's absence)</p> <p>Elkhart, IN</p> <p>ELIZABETH DEMEESTER - ROOSEVELT (0-0)</p> <p>MORGAN MINISEE-LOWE - ROOSEVELT (0-0)</p> <p>KENDRA ROBERTS - ROOSEVELT (0-0)</p> <p>JENNIFER TROVATORE - ROOSEVELT (0-0)</p>	\$140.00	\$340.00
<p><b>HOOSIER ASSOCIATION OF SCIENCE TEACHERS, INC. (HASTI)</b></p> <p>This conference will provide information from the IDOE and other Science groups around the state promoting the advancement, stimulation, extension, improvement, and coordination of science education in all fields of science at all educational levels.</p> <p>Indianapolis, IN</p> <p>February 11 - 13, 2015 (3 day's absence)</p> <p>JOHN MORAN - ETHOS (0-0)</p>	\$0.00	\$0.00
<p><b>2015 SPRING INDIANA COUNCIL OF ADMINISTRATORS OF SPECIAL EDUCATION (ICASE) CONFERENCE</b></p> <p>This conference will provide information regarding new legislation, best practices, IDOE monitoring, and budgets for special education.</p> <p>Indianapolis, IN</p> <p>February 12 - 13, 2015 (2 day's absence)</p> <p>TINA NORTHERN - SPECIAL EDUCATION (0-0)</p> <p>MARY JO SARTORIUS - SPECIAL EDUCATION (0-0)</p>	\$1,273.00	\$0.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<p><b>NATIONAL ASSOCIATION OF SCHOOL PSYCHOLOGISTS (NASP) ANNUAL CONFERENCE</b></p> <p>This conference offers an opportunity to participate in more than 1,000 sessions specifically designed to provide school psychologists with the most up-to-date information in the field; as well as hear from authorities in the profession as you get in-person training which will improve the quality of the services you provide.</p> <p>Orlando, FL</p> <p>February 16 - 20, 2015 (5 day's absence)</p> <p>SHANTER ALEXANDER - STUDENT SERVICES (0-0)</p> <p>CARRIE FISHER - STUDENT SERVICES (0-0)</p> <p>LAURA KRAUSE - STUDENT SERVICES (0-0)</p> <p>ANNETTA ROPP - STUDENT SERVICES (1-3)</p>	\$5,360.46	\$0.00
<p><b>INDIANA SCHOOL SAFETY SPECIALIST ACADEMY</b></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>Grainger, IN</p> <p>February 27, 2015 (1 day's absence)</p> <p>BERNADETTE TAYLOR - MEMORIAL (0-0)</p>	\$17.84	\$0.00
<p><b>2015 MICHIGAN ASSOCIATION OF COMPUTER USERS IN LEARNING (MACUL) CONFERENCE</b></p> <p>This conference features highly regarded educational technology experts from across the country. They will present sessions on best practices, tools for the classroom, and in-depth training for educators of all levels.</p> <p>Detroit, MI</p> <p>March 19 - 20, 2015 (2 day's absence)</p> <p>BRIAN BENNETT - MEMORIAL (0-0)</p>	\$500.00	\$170.00
<p><b>2015 INDIANA SUMMIT ON OUT-OF-SCHOOL TIME LEARNING</b></p> <p>This summit will be two days of exciting keynote speakers, networking events, exhibitors, and more than 50 workshops on out of school learning. Indiana's top talent will be sharing the latest advances in the field, focusing on special project-based learning workshops.</p> <p>Indianapolis, IN</p> <p>April 13 - 14, 2015 (2 day's absence)</p> <p>DEB WEAVER - COMMUNITY EDUCATION (4-8)</p>	\$595.46	\$0.00

2014 - 2015 CONFERENCES	EXPENSES	SUBSTITUTE
<b>INDIANA SCHOOL SAFETY SPECIALIST ACADEMY</b> This training is provided by the School Safety Specialist Academy and will count towards training required by the State for the School Safety Specialist Certification renewal. Indianapolis, IN May 20, 2015 (1 day's absence) APRIL WALKER - MONGER (1-2)	\$335.50	\$0.00
<b>FOR CONFIRMATION ONLY: (RECEIVED TOO LATE FOR PRIOR APPROVAL)</b>		
<b>INDIANA HIGH SCHOOL BASEBALL COACHES ASSOCIATION</b> This conference will provide information regarding the latest coaching techniques which will be used to enhance the baseball program at Central High School. Indianapolis, IN January 22 - 24, 2015 (1 day's absence) STEVE STUTSMAN - CENTRAL (0-0)	\$0.00	\$0.00
<b>TOTAL</b>	<b>\$8,082.26</b>	<b>\$170.00</b>
2014 YEAR-TO-DATE GENERAL FUNDS	\$33,623.70	\$5,135.00
2015 YEAR-TO-DATE GENERAL FUNDS	\$961.34	\$340.00
2014 YEAR-TO-DATE OTHER FUNDS	\$169,312.37	\$14,490.00
2014 YEAR-TO-DATE ADJUSTMENTS	(\$7,035.40)	(\$680.00)
2015 YEAR-TO-DATE OTHER FUNDS	\$15,014.19	\$850.00
2015 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
<b>GRAND TOTAL</b>	<b>\$211,876.20</b>	<b>\$20,135.00</b>

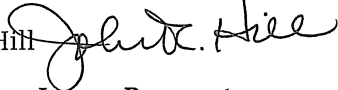
*(Figures in parentheses are the number of conferences & the number of absence days previously approved for the current school yr.)*

**ELKHART COMMUNITY SCHOOLS  
Elkhart, Indiana**

DATE: January 26, 2015

ADDENDUM

TO: Dr. Robert Haworth, Superintendent

FROM: Dr. John Hill 

RE: **Conference Leave Requests  
January 27, 2015 - Board of School Trustees Meeting**

The following requests for excused absences are recommended for approval:

2014-2015 CONFERENCES	Expenses	Substitutes
<b>PREPARING FOR INDIANA STANDARDIZED TESTING</b> This workshop will provide information regarding best practices and new teaching strategies to create success when preparing students for the ISTEP test. Fishers, IN February 7, 2015 (0 day's absence) AMANDA HOKE - FEESER (0-0) STACEY SAILOR - FEESER (0-0) CYNTHIA SMITH - FEESER (0-0)	\$276.45	\$0.00
	<b>\$276.45</b>	<b>\$0.00</b>

*(The figures in the parentheses indicate the number of conferences and the number of absence days previously approved for the current school year.)*



REVISED



Date: January 27, 2015  
To: Dr. Robert Haworth  
From: Mr. W. Douglas Thorne  
Subject: Personnel Recommendations

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**Certified**

- a. **Administrative Appointment** – The administration recommends confirmation of the following administrative appointment effective February 2, 2015:

**Denise Wappes**                      **ESC/Supervisor of Assessment/Data**

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

**Scot Shaw**                              **Memorial/Physical Education**

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

**Victoria Culp**                              **Eastwood/Grade 1**  
Begin: 1/8/15                              End: 1/21/15

**Amy Garretson**                              **Central/Physical Education**  
Begin: 3/13/15                              End: 4/10/15

**Jennifer Hanson**                              **Beardsley/Grade 1**  
Begin: 2/24/15                              End: 5/29/15

**Rhiannon Harrison**                              **Central/ENL**  
Begin: 1/26/15                              End: 2/20/15

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

**Raymond Callahan**                              **Pierre Moran/Intervention**  
Begin: 1/22/14                              Resign: 1/16/15

**Classified**

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

<b>Heidi Bentzer</b> Began: 11/3/14	<b>Cleveland/Paraprofessional</b> PE: 1/26/15
<b>Andrea Bussard</b> Began: 10/20/14	<b>Beardsley/Food Service</b> PE: 1/12/15
<b>William Christensen</b> Began: 10/20/14	<b>Monger/Paraprofessional</b> PE: 1/12/15
<b>Megan Haas</b> Began: 10/20/14	<b>Daly/Paraprofessional</b> PE: 1/12/15
<b>Velma Shafer</b> Began: 10/27/14	<b>Transportation/Bus Helper</b> PE: 1/16/15
<b>Lanasha Taylor</b> Began: 10/28/14	<b>Beck/Food Service</b> PE: 1/20/15

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

<b>Benjamin Adkins</b> Began: 8/18/14	<b>Monger/Paraprofessional</b> Resign: 12/19/14
<b>Twila Culbreath</b> Began: 10/30/13	<b>Pierre Moran/Food Service</b> Resign: 1/16/15
<b>Christopher Gonzalez</b> Began: 12/20/11	<b>Transportation/Bus Driver</b> Resign: 1/20/15
<b>D'Varius Johnson</b> Began: 10/20/14	<b>Beck/Custodian</b> Resign: 1/23/15

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

<b>Esther Halfmann</b> Began: 10/22/03	<b>ESC/Secretary</b> Retire: 6/26/15 11 Years of Service
<b>Lindy Tucker</b> Began: 10/19/98	<b>Transportation/Bus Driver</b> Retire: 4/30/15 16 Years of Service

**Helena Yeater**  
Began: 2/22/05

**Memorial/Paraprofessional**  
Retire: 2/28/15  
10 Years of Service

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

**Eva Peters**  
Began: 8/12/13

**Memorial/Food Service**  
Terminated: 10/31/14  
Board Policy GDPD Section 1 c,f,g

**e. Medical Leave –** We recommend the medical leave of the following classified employee:

**Monica Beane**  
Begin: 1/20/15

**Adult Education/Secretary**  
End: 6/30/15