

AGENDA FOR  
BOARD OF SCHOOL TRUSTEES  
REGULAR MEETING

Elkhart Community Schools  
Elkhart, Indiana

July 28, 2015

CALENDAR

July 28	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
July 28	Immediately following	Executive Session, J.C. Rice Educational Services Center
July 28	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
July 28	Immediately following	Executive Session, J.C. Rice Educational Services Center
Aug 11	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Aug 18	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
Aug 25	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center

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A. CALL TO ORDER/PLEDGE

B. INVITATION TO SPEAK PROTOCOL

C. Gift Acceptance - The administration recommends the Board accept with appreciation recent donations made to Elkhart Community Schools.

D. MINUTES                      July 14, 2015 – Public Work Session  
   July 14, 2015 – Regular Board Meeting  
   July 21, 2015 – Public Work Session

E. TREASURER'S REPORT

Consideration of Claims

Financial Report – January 1, 2015 – June 30, 2015

Fund Loans – The Business Office reports on fund loans paid back effective June 30, 2015.

Annual Financial Report – The Annual Report for 2014-2015 is presented for Board information.

Textbook Rental Fees – The Business Office recommends Board approval of textbook rental fees for the 2015-2016 school year.

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

F. NEW BUSINESS

Communication & Data Department Update

Instructional Leadership Department Update

Student Services Department Update

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

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

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



inspiring. excellence.

ELKHART MEMORIAL HIGH SCHOOL  
Elkhart Community Schools  
2608 California Road, Elkhart, IN 46514-1222  
(574) 262-5600 / 5625 fax  
www.elkhart.k12.in.us

DATE: July 21, 2015  
TO: Dr. Rob Haworth  
Board of School Trustees  
RE: Donation Approval

We are in receipt of an extracurricular donation in the amount of \$2,000.00 for the Memorial Athletic Department. This donation will go towards covering participation fees (\$40 for each sport) for those athletes in need. Taylor Physical Therapy has asked that \$1,000 be set aside for female athletes and \$1,000 be used for male athletes.

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:

Taylor Physical Therapy  
1628 W. Beardsley  
Elkhart, IN 46514

Thanks,

Jacquie Rost  
Elkhart Memorial High School, Athletic Director

MINUTES  
OF THE REGULAR MEETING  
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana  
July 14, 2015

<p>J. C. Rice Educational Services Center, 2720 California Rd, Elkhart – approximately 7:05 p.m.</p>	<p>Place/Time</p>			
<table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">Board Members Present:</td> <td style="width: 33%;">Carolyn R. Morris Glenn L. Duncan Susan C. Daiber</td> <td style="width: 33%;">Karen S. Carter Dorisanne H. Nielsen Jeri E. Stahr Douglas K. Weaver</td> </tr> </table>	Board Members Present:	Carolyn R. Morris Glenn L. Duncan Susan C. Daiber	Karen S. Carter Dorisanne H. Nielsen Jeri E. Stahr Douglas K. Weaver	<p>Roll Call</p>
Board Members Present:	Carolyn R. Morris Glenn L. Duncan Susan C. Daiber	Karen S. Carter Dorisanne H. Nielsen Jeri E. Stahr Douglas K. Weaver		
<p>President Carolyn Morris called the regular meeting of the Board of School Trustees to order. The pledge of allegiance was recited.</p>	<p>Call to Order</p>			
<p>Ms. Morris discussed the invitation to speak protocol.</p>	<p>Protocol</p>			
<p>By unanimous action, the Board accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$10,000.00 from the Rex and Alice Martin Foundation, \$500.00 from Ronald and Constance Minzey, \$300.00 from Evergreen Recreational Vehicles, and \$100.00 from Richard Burns, Jr. DDS, to assist students with meals and ticket prices associated with field trips; \$4,519.00 from Robert and Amy Martin for the athletic department at Central High School (CHS) for the football program; and \$1,000.00 from Pinnacle Transport to CHS’ Blazer Communications to purchase items for the digital media class.</p>	<p>Gift Acceptance</p>			
<p>By unanimous action, the Board approved the following minutes:              June 9, 2015 – Regular Board Meeting (revised)              June 23, 2015 – Public Work Session              June 23, 2015 – Regular Board Meeting</p>	<p>Approval of Minutes</p>			
<p>By unanimous action, the Board approved payment of claims totaling \$17,405,286.72 as shown on the July 14, 2015 claims listing. (Codified File 1516-01)</p>	<p>Payment of Claims</p>			
<p>By unanimous action, the Board reappointed Douglas Hasler, executive director of support services, to serve as ECS’ Treasurer for the 2015-2016 school year.</p>	<p>Appointment of Treasurer</p>			
<p>By unanimous action, the Board approved the purchase of treasurer’s bonds for the period of July 1, 2015-July 1, 2016. In response to Board inquiry, Mr. Hasler will provide additional financial information at a future meeting. (Codified File 1516-02)</p>	<p>Bonds</p>			

By unanimous action, the Board approved submission of a petition to the Indiana State Board of Education School Technology Advancement Account for the 2015-2016 school year. The funds will provide low interest loans to ECS for the standard cycle of replacement computer hardware. Based on current enrollment, ECS qualifies for a loan of \$261,660. Mr. Hasler responded to Board questions regarding the repayment timeline. (Codified File 1516-03)

School  
Technology  
Advancement  
Account

By unanimous action, the Board authorized a three-year extension to the agreement with Activate Healthcare, subject to a limited right of termination.

Health and  
Wellness  
Center  
Agreement

By unanimous action, the Board approved proposed revisions to Board Policy GDBA-10, Employees in Miscellaneous Positions Compensation Plan, as initially presented at the Board's June 23<sup>rd</sup> meeting.

Board Policy  
GDBA-10

Dawn McGrath, deputy superintendent, spoke regarding a recent State change to reporting procedures for formative assessments. More detailed information will be forthcoming from the State. A short discussion ensued regarding potential options. Dr. McGrath also reported on preschool reconfigurations and new joint collaborations with the Student Services department. Board member Glenn Duncan expressed interest in future expansion of child care services for employees. Dr. McGrath noted the district has begun reviewing the potential for expanded opportunities.

Department  
Report

Tony England, director of student services, expanded on the collaborative efforts of the student services and instructional leadership departments. He gave an update on student work permits. All students aged 14-17 who work must have a completed Intent to Work Form from their employer on file. Different restrictions apply to different age groups and work types. Currently, over 1,200 permits are on record. Future plans include having an office at CHS to issue permits to relieve students from having to travel to the administration building for permits during the school year.

Department  
Report

At this point in the meeting, Board Member Glenn Duncan departed at approximately 7:35 p.m.

Duncan  
Departed

By unanimous action, the Board approved housing a Head Start class at Osolo Elementary for the 2015-2016 school year.

Reconfiguration  
Approval

By unanimous action, the Board approved a request for a program number from the Indiana Department of Education for the Elkhart Alternative Education program

Program  
Number  
Request

By unanimous action, the Board accepted potential conflicts of interest statements from the following administrators: Brian Buckley, Shawn Hannon, Toni McDougal, Dawn McGrath, Jacqueline Rost and Bernadette Taylor. (Codified File 1516-04)

Administrative  
Conflict of  
Interest

By unanimous action, the Board approved overnight trip requests for the motorcycle outdoor/power technology team from the Elkhart Area Career Center to travel to Lima, OH from July 22 -23, 2015 and to Joliet, IL from July 31 to August 1, 2015 to participate in the Hot Rodders of Tomorrow Engine Challenges.

Overnight Trip  
Requests

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the July 14, 2015 listing. (Codified File 1516-05)

Conference  
Leaves

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

Personnel  
Report

A settlement agreement regarding compensation (Codified File 1516-06)

Settlement  
Agreement

Administrative appointments for the following effective for the 2015-2016 school year:

Administrative  
Appointments

Krista Hennings - district graduation facilitator  
Charlene Trotter - assistant principal at Cleveland

Employment for the following fifteen (15) certified staff members for the 2015-16 school year:

Certified  
Employment

Kathleen Bain - math at Memorial  
Tara Ciesiolka - grade 5 at Monger  
Marilyn Cregier - counselor at Central  
Kayla Freeze - grade 4 at Riverview (TC)  
Javier Jimenez - academic dean at Hawthorne  
Laurie Kaiser - ENL at Hawthorne  
Cynthia Keeling - agriculture at Career Center  
Karen Keranen - special education at Memorial  
Bryan Hunter - social studies at Memorial  
Pete Lestinsky - diesel tech at Career Center  
Bess Lyons - art at Cleveland  
Danielle Miller - psychologist at ESC  
Regina Roberson - early college at Central  
Summer Runyan - early college at Memorial  
Kristen Stooksbury - elementary music at TBD

Retirement of the following two (2) certified staff members, with years of service in parenthesis:

Certified  
Retirements

Karla Brenneman - grade 1 at Feeser (28)  
Karen Erlacher - alternative programs at Tipton (35)

<p>Resignation of the following four (4) certified staff members effective on dates indicated:  Stacie Back - grade 2 at Woodland, 6/29/15  Vanessa Jackson - grade 6 at Daly, 7/13/15  Stephanie Noble - ENL at North Side, 7/6/15  James Smith - Latin at Central, 7/1/15</p>	Certified Resignations
<p>Maternity leave of absence for the following two (2) certified staff members:  Emma Dugger - kindergarten at Pinewood, beginning 8/4/15 and ending 10/16/15  Rose Miller - grade 1 at Woodland, beginning 8/18/15 and ending 9/4/15</p>	Certified Maternity Leave
<p>Regular employment for the following two (2) classified employees, who have successfully completed their probationary periods, on dates indicated:  Parnell Jones, Jr. - custodian at Building Services, 6/22/15  Jacqueline Pietzak - custodian at Hawthorne, 6/22/15</p>	Classified Employment
<p>Resignation of the following seven (7) classified employees effective on dates indicated:  Tara Ciesiolka - paraprofessional at Osolo, 6/5/15  Jennifer Hoff - food service at Memorial, 6/5/15  Lynne Miller - paraprofessional at North Side, 6/5/15  Walter Peoples - custodian at Beck, 6/25/15  Mary Weber - registered nurse at Feeser, 6/30/15  Brent Williams - custodian at Eastwood/Bristol, 7/17/15  Julie Williams - paraprofessional at Beardsley, 6/5/15</p>	Classified Resignation
<p>Retirement of classified employee Becky Adams, paraprofessional at Eastwood, effective 6/5/15 with 19 years of service.</p>	Classified Retirement
<p>Voluntary leave of absence for the following two (2) classified employees:  Susan Behling – secretary at Central, beginning 7/28/15 and ending 8/31/15  Mila Simeonova - bus driver at Transportation beginning 9/8/15 and ending 11/6/15</p>	Classified Voluntary Leave
<p>Carolyn Morris spoke regarding the leadership summit she, Sue Daiber and Dorisanne Nielsen observed and what a successful event it was for the students. Doug Weaver commented on the prayer breakfast held that same day and how moving and insightful the presentation was that Lt. Gen. (Ret.) Boykin gave. Karen Carter attended the middle school program, Career Camp, put on at the Career Center. Also, teachers will have a booth at the Elkhart County 4-H Fair and will be promoting the Career Center.</p>	From the Board

The meeting adjourned at approximately 7:55 p.m.

APPROVED:

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

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

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

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

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

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

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

Adjournment

Signatures



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

Elkhart Community Schools  
Elkhart, Indiana

July 14, 2015

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

Tony England  
Doug Hasler

Dawn McGrath  
Doug Thorne

The Board heard a presentation on the Activate Health and Wellness Center by Jeff Hadden and discussed the three year extension to the contract.

Topics  
Discussed

The meeting adjourned at approximately 6:45 p.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

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

Elkhart Community Schools  
Elkhart, Indiana

July 21, 2015

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

Board Members Present:	Carolyn R. Morris Susan C. Daiber	Karen S. Carter Dorisanne H. Nielsen Jeri E. Stahr
Absent:	Glenn L. Duncan	Douglas K. Weaver
ECS Personnel Present:	Shawn Hannon Doug Hasler Rob Haworth	Dan Rice Bob Woods

The Board met to review the draft 2016 budget.

The meeting adjourned at approximately 9:00 a.m.

APPROVED:

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

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

\_\_\_\_\_  
- absent -  
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

# ACCOUNT BALANCES/INVESTMENT DETAIL

JUNE 2015

PETTY CASH \$ 0.00

## GENERAL ACCOUNTS:

Lake City Bank	29,945,163.35
Lake City Bank - Merchant Account	502,289.88
Teachers Credit Union	2,814,688.69

## SCHOOL LUNCH ACCOUNTS:

Lake City Bank	20,622.45
Change Fund	0.00

## TEXTBOOK RENTAL ACCOUNTS:

Chase Bank	2,129,827.09
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## PAYROLL ACCOUNTS:

Lake City Bank - Payroll Account	1,245,013.92
Lake City Bank - Flex Account	59,774.48
Teachers Credit Union-Payroll Account	50,237.68
Teachers Credit Union - Flex Account	11,659.13

## INVESTMENTS:

Lake City Bank Certificate of Deposit

**\$ 36,779,276.67**



BUSINESS OFFICE

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**ELKHART**  
COMMUNITY SCHOOLS

INTERNAL MEMO

**TO: DOUGLAS A. HASLER**

**FROM: TRACEY BOLIN**

**DATE: JUNE 30, 2015**

**LOAN REPAYMENT**

**The following loans have been paid back effective 06/30/15:**

\$406,000.00 From Fund 0200 Debt Service Fund to Fund 0100 General Fund

\$4,400,000.00 From Fund 0200 Debt Service Fund to Fund 0350 Capital Projects Fund

\$2,043,500.00 From Fund 0350 Capital Projects Fund to Fund 0100 General Fund

\$63,000.00 From Fund 0350 Capital Projects Fund to Fund 0200 Debt Service Fund

\$847,000.00 From Fund 0410 Trans-Operating Fund To Fund 0100 General Fund

\$496,000.00 From Fund 0410 Trans-Operating Fund To Fund 0200 Debt Service Fund

\$509,000.00 From Fund 0410 Trans-Operating Fund To Fund 0420 Trans Bus-Replacement Fund

**ELKHART COMMUNITY SCHOOLS**

**ANNUAL FINANCIAL REPORT**

**2014-2015**

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Annual Financial Report

County Number 20

School corporation Number 2305

School Corporation Name Elkhart Community Schools

Any questions regarding this report should be directed to:

Contact Person's Name Douglas A. Hasler

Title Executive Director of Support Services

Telephone Number (574) 262-5563

When mailing the Annual Financial Report to the Department of Education, attach this cover sheet and send to:

Office of School Finance  
ATTN: Teresa Hemmerle  
151 West Ohio Street  
Indianapolis, IN 46204-2798

**Receipt Comparisons  
Calendar Year 2014**

Receipt Accounts	2014 Approved Budget Receipts	2014 Actual Receipts
<u>GENERAL FUND/FISCAL STABILIZATION FUND</u>		
1000 Local Sources	\$340,000	\$858,213
2000 Intermediate Sources	530	265
3000 State Sources	81,675,000	85,095,767
4000 Federal Sources	---	---
5000 Other Financing Sources	7,500	15,883
6000 Loans	---	7,381
<b>TOTAL</b>	<b>\$ 82,023,030</b>	<b>\$85,977,509</b>
<u>REFERENDUM FUND</u>		
1000 Local Services	---	---
<b>TOTAL</b>	---	---
<u>DEBT SERVICE FUND</u>		
1000 Local Sources	\$15,758,989	13,083,118
2000 Intermediate Sources	---	---
3000 State Sources	---	---
4000 Federal Sources	---	---
5000 Other Financing Sources	---	---
6000 Other Items	---	---
<b>TOTAL</b>	<b>\$ 15,758,989</b>	<b>\$ 13,083,118</b>
<u>RETIREMENT/SEVERANCE BOND FUND</u>		
<u>DEBT SERVICE FUND</u>		
1100 Local Sources	\$2,955,479	\$2,427,119
3000 State Sources	---	---
<b>TOTAL</b>	<b>\$2,955,479</b>	<b>\$2,427,119</b>
<u>CAPITAL PROJECTS FUND</u>		
1000 Local Sources	\$11,639,246	\$9,688,886
2000 Intermediate Sources	---	---
3000 State Sources	---	---
4000 Federal Sources	---	---
5000 Other Financing Sources	---	---
6000 Other Items	---	---
<b>TOTAL</b>	<b>\$11,639,246</b>	<b>\$9,688,886</b>

Receipt Accounts	2014 Approved Budget Receipts	2014 Actual Receipts
<u>SCHOOL TRANSPORTATION FUND</u>		
1000 Local Sources	8,412,689	\$7,093,789
2000 Intermediate Sources		
3000 State Sources	---	
5000 Bonds and Advances		
6000 Other Items		\$165
<b>TOTAL</b>	<b>\$8,412,689</b>	<b>\$7,093,954</b>
<u>SCHOOL BUS REPLACEMENT FUND</u>		
1000 Local Sources		6,382
5000 Bonds and Advances		
6000 Other Items		
9000 Transfers		
<b>TOTAL</b>	<b>---</b>	<b>6,382</b>
<u>SPECIAL EDUCATION PRESCHOOL FUND</u>		
1000 Local Sources	\$---	\$---
3000 State Sources	---	---
5000 Bonds and Advances	---	---
6000 Other Items	---	---
<b>TOTAL</b>	<b>\$</b>	<b>\$</b>
<u>REPAIR AND REPLACEMENT FUND</u>		
1000 Local Sources		
3000 State Sources		
4000 Federal Sources		
5000 Other Financing Sources		
6000 Other Items		
<b>TOTAL</b>	<b>\$120,789,433</b>	<b>\$118,276,968</b>



Receipt Accounts	2014 Approved Receipts	2014 Actual Receipts
<u>SELF-INSURANCE FUND</u>		
1000 Local Sources	\$	\$
3000 State Sources		
4000 Federal Sources		
6000 Other Items		
7000 Sale of Property, Adjustments and Refunds		
9000 Transfer/Other Funds		
TOTAL	\$	\$
<b>GRAND TOTAL</b>	<b>\$120,789,433</b>	<b>\$118,276,968</b>

**Expenditures Comparisons  
Calendar Year 2014**

Expenditure Accounts	2014 Approved Budget Expenditures	2014 Actual Expenditures
<u>GENERAL FUND/FISCAL STABILIZATION FUND</u>		
11000 Instruction/Regular Programs	\$45,964,577	\$ 46,320,067
12000 Instruction/Special Programs	11,647,832	10,977,921
13000 Instruction/Adult/Continuing Education	649,377	665,521
14000 Instruction/Summer School	350,275	530,980
15000 Enrichment Programs	---	---
16000 Remediation Programs	204,400	105,745
17000 Payments to Governmental Units in State	2,070,000	1,613,724
21000 Support Services/Pupils	5,190,745	5,137,305
22000 Support Services/Instruction	1,797,398	1,829,297
23000 Support Services/General Admin.	965,890	842,130
24000 Support Services/School Admin.	6,660,750	6,829,297
25000 Central Services	2,026,857	2,527,805
26000 Operation & Maintenance of Plant Srvc.	6,181,863	6,422,070
27000 Student Transportation	---	---
30000 Operation of Non-instructional Srvc.	1,042,550	804,671
40000 Facility Acquisition and Construction	---	---
50000 Debt Services	---	---
6000 Non-programmed Charges	---	---
<b>TOTAL</b>	<b>\$84,752,514</b>	<b>\$84,606,533</b>
<u>RETIREMENT/SEVERANCE BOND FUND, DEBT SERVICE FUND</u>		
50000 Debt Services	\$ 2,190,155	\$2,190,155
<b>TOTAL</b>	<b>\$ 2,190,155</b>	<b>\$2,190,155</b>
<u>DEBT SERVICE FUND</u>		
25000 Central Services	---	---
50000 Debt Services	\$ 15,051,633	\$ 14,760,023
60000 Non-programmed Charges	---	---
<b>TOTAL</b>	<b>\$15,051,633</b>	<b>\$14,760,023</b>
<u>CAPITAL PROJECTS FUND</u>		
22300 Instruction-Related Technology	\$2,634,333	\$ 1,926,756
25000 Central Services	369,395	\$ 371,162
26000 Operation & Maintenance of Plant	3,739,228	3,240,376
40000 Facility Acquisition and Construction	9,067,660	2,819,646
<b>TOTAL</b>	<b>\$ 15,810,616</b>	<b>\$8,357,940</b>

Expenditure Accounts	2014 Approved Expenditures	2014 Actual Expenditures
<b><u>SCHOOL TRANSPORTATION FUND</u></b>		
25000 Central Services	\$ ---	\$ 33,555
26000 Operation & Maintenance of Plant Srvc.	---	---
27000 Student Transportation	8,752,126	7,218,543
<b>TOTAL</b>	<b>\$ 8,752,126</b>	<b>\$ 7,252,098</b>
<b><u>SCHOOL BUS REPLACEMENT FUND</u></b>		
25000 Central Services	---	---
27000 Student Transportation	\$ 567,965	\$ 58,843
50000 Debt Services	---	---
<b>TOTAL</b>	<b>\$ 567,965</b>	<b>\$ 58,843</b>
<b><u>SPECIAL EDUCATION PRESCHOOL FUND</u></b>		
12000 Support Services/Special Programs	\$ ---	---
21000 Support Services/Students	---	\$ ---
25000 Central Services	---	---
60000 Non-Programmed Charges	---	---
<b>TOTAL</b>	<b>\$ ---</b>	<b>\$ ---</b>
<b><u>REPAIR AND REPLACEMENT FUND</u></b>		
25000 Support Services/Business	---	---
<b>TOTAL</b>	<b>\$ ---</b>	<b>---</b>
<b><u>SELF-INSURANCE FUND</u></b>		
25000 Central Services	---	---
26000 Operation & Maintenance of Plant Svc.	---	---
<b>TOTAL</b>	<b>\$ ---</b>	<b>\$ ---</b>
<b>GRAND TOTAL</b>	<b>\$127,125,009</b>	<b>\$117,225,592</b>

E. Compensation Plan

Salary Schedule

The "Individual Base Salary" ("Base Salary") for each bargaining unit member shall be defined as the salary earned by that bargaining unit member under the assumption that the bargaining unit member is employed by ECS for 184 days and 7.5 hours per day.

A base salary for each bargaining unit member will be determined for each bargaining unit member based upon the bargaining unit member's present position on the ECS Salary Schedule.

An increase in the bargaining unit member's base salary will be effective on the first teacher work day in August, but the rate change will appear on checks the second pay in January (retroactive pay would also be paid in the second pay in January) based upon bargaining unit member's accumulation of compensation units as follows:

Measure	Compensation Units
Annual Rating as Effective or Highly Effective	4
Attainment of Masters Degree or Higher <sup>1</sup>	2

Compensation Unit Value

Compensation unit value will be determined through negotiations between Elkhart Community Schools and the Elkhart Teachers Association.

1. ECS and ETA reach agreement on the revenue available for increased teacher compensation.
2. Total Revenue is divided by the total number of compensation units accrued by all eligible employees in the ETA's bargaining unit to determine the value of an individual compensation unit.
3. Eligible employees would be defined as bargaining unit members who received a rating of effective or highly effective during the prior school year from the Elkhart Community Schools.
4. Once earned, a degree earned beyond a Bachelor's Degree shall continue to be counted as two compensation units.

Increases to Individual Teacher's Base Salary

The base salary for an individual bargaining unit member who attains a rating of effective or highly effective would be increased by the number of compensation units

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<sup>1</sup> Maximum number of points available is six. In order to receive compensation units for attainment of an additional degree beyond a bachelor's degree, the teacher must have submitted an official transcript from a degree granting institution or a letter from the Registrar's Office of the degree granting institution, to personnel, indicating the successful completion of a master's degree or other degree beyond the conference of a bachelor's degree, on or before September 1<sup>st</sup> each year.

accrued by that bargaining unit member multiplied by the value of a compensation unit.

Per Diem Rate

The Per Diem or Daily Rate for a bargaining unit member shall be determined by dividing the base salary for a bargaining unit member by 184.

Compensation for Part-Time Teachers

Compensation for part-time teachers will be determined by dividing the average number of student contact minutes the bargaining unit member is working, plus fifteen (15) minutes before and after student contact time, each day divided by 340. The report time for the teacher shall be adjusted accordingly and the additional thirty (30) minutes shall be used by the teacher on a part-time contract for collaboration, consultation, and preparation.

Compensation for Teachers with Extended Contracts

Compensation for teachers with extended contracts shall be determined by adding the teacher's base salary to the teacher per diem rate for each 7.5 hour day worked beyond 184 days.

Yrs Exp	BS+0	BS+06	BS+12	BS+18	BS+24	BS+30	MS+0	MS+06	MS+12	MS+18	MS+24	MS+30	MS+36	MS+42	MS+48	MS+54	MS+60	MS+66	Grand Total
0	41	1			1		4												47
1	33	1			2	1	2		1										40
2	26		1	3	1	1	3												35
3	24			1			4	1											30
4	13		1		2		4	1											21
5	20	3		2	2		9	1	2		1		1		1				42
6	9	3	1	2	1	2	12	3		1			2	1					37
7	18	5	4	2	1	1	18	2	3	1				1					55
8	11	6	1	2	5	1	16	5		1		1			1		1		51
9	10	4		1		1	19	3	1				1	1					41
10	9	2	2	1	1		17	4	3	2	1	1							43
11	2	2	1	1	2	1	18	5	2	2	1			1			1		39
12	4	5	1	1	1	1	20	3	2	2									40
13	5	5	1		1		13	2	5	1	1	1	1	1					37
14	4	2	6	1	2	1	17	4	2	2	1	1		1					43
15		5	5			1	15	3	3		2					1	1		36
16	2	1	4	1			17	1	3	1									30
17		1	1				13	5	1	1		1							23
18	1		1	2	2		12	1	5			1		1					26
19			1	1			6	6	2	2		1							19
20		1	1				5	1	1	1	1								11
21	1		1				16	4	6	1	1								30
22		1	1				4	3		2	2			1	1				15
23	3						3	4	1	4		1					1		17
24		1		2	1		6	3	3	1	3								20
25			1	1			6	1	5	1	1								16
26			1				2	3	2	1	1	1							11
27							3		1	1	1			1				1	8
28							4	2	1	2	1		1						11
29			1				7	1	1					1	1				12
30							5	2	2	1									10
31-up							13	7	1	2	3	2	3					2	33
<b>Grand Total</b>	<b>236</b>	<b>49</b>	<b>37</b>	<b>24</b>	<b>25</b>	<b>10</b>	<b>313</b>	<b>81</b>	<b>59</b>	<b>33</b>	<b>20</b>	<b>11</b>	<b>9</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>929</b>

Part time certified teachers: 11

Full time certified teachers: 918

Total certified teachers: 929

APPENDIX B  
 ADDED PAY/INCLUDED DUTY SCHEDULE

APPENDIX B  
 ADDED PAY SCHEDULE

APPENDIX B  
 2014-2015 ADDED PAY SCHEDULE

B-1. ADDED PAY/EXTRA DUTY

	INDEX 2009-2010	AMOUNT 2009-2010
BASE	31,430	
<b>SYSTEM-WIDE ASSIGNMENTS</b>		
*Guidance Coordinator	0.059	1,855
Additional Instructional Responsibility	0.12	3,775
Cooper Science Lab Coordinator	0.04	1,260
Athletic Training Coordinator	0.04	1,260
Science Fair Coordinator	0.045	1,415
Assistant Science Fair Coordinator	0.0225	710
Science Mentor Coordinator	0.03	945
GEI Coordinator	0.04	1,260
GEI Team Member	0.02	630
District Literacy Facilitator	0.18	5,660
Building Level Literacy Facilitator	0.065	2,045
<b>Hourly Employment</b>		
Building Rental Manager		14.50/hr
Curriculum Development	0.0009	28.29/hr
Intramurals		6.50/hr
Health Programs & Other Programs from 8-D-2	0.001	31.43/hr
Evening High School Coordinator	0.001	31.43/hr
Homebound or Adult Continuing Education	0.001	35.20/hr
<b>HIGH SCHOOL ASSIGNMENTS</b>		
<b>Department Chairpersons:</b>		
English	0.12	3,775
Mathematics	0.11	3,460
Business, Guidance, Social Studies, Science, Industrial Arts	0.104	3,270
Art, Home Economics, Media, Physical Ed., Health	0.088	2,770
Special Education	0.088	2,770
Foreign Language, Music	0.088	2,770
<b>Athletics</b>		
Cross Country	0.12	3,775
Golf Coach	0.1	3,145
<b>Boys Athletics</b>		
Assistant Basketball Coach	0.15	4,715
Freshman Basketball Coach	0.1	3,145
Assistant Football Coach	0.15	4,715
Freshman Football Coach	0.1	3,145
Baseball Coach	0.15	4,715
Assistant Baseball Coach	0.075	2,360
Track Coach	0.15	4,715
Assistant Track Coach	0.075	2,360
Wrestling Coach	0.15	4,715

APPENDIX B  
 ADDED PAY/INCLUDED DUTY SCHEDULE

APPENDIX B (Page 2)

Assistant Wrestling Coach	0.075	2,360
Swimming Coach	0.15	4,715
Assistant Swimming Coach	0.075	2,360
Tennis Coach	0.14	4,405
Assistant Tennis Coach	0.07	2,205
Soccer Coach	0.15	4,715
Assistant Soccer Coach	0.075	2,360
<b>Girls Athletics:</b>		
Basketball Coach	0.3	9,430
Assistant Basketball Coach	0.15	4,715
* Swimming Coach	0.15	4,715
Assistant Swimming Coach	0.075	2,360
Volleyball Coach	0.15	4,715
Assistant Volleyball Coach	0.075	2,360
Gymnastics Coach	0.15	4,715
Assistant Gymnastics Coach	0.075	2,360
Track Coach	0.15	4,715
Assistant Track Coach	0.075	2,360
Softball Coach	0.15	4,715
Assistant Softball Coach	0.075	2,360
Soccer Coach	0.15	4,715
Assistant Soccer Coach	0.075	2,360
Tennis Coach	0.14	4,405
Assistant Tennis Coach	0.07	2,205
<b>Athletic-Related Assignments:</b>		
*Pool Manager/Maintenance	0.08	2,515
Ticket Manager	0.1	3,145
Athletic Trainer	0.24	7,545
Supervisor and Instructor of Student Trainers	0.04	1,260
Cheerleader Sponsor (sum per season)	0.15	4,715
JV Cheerleader Sponsor (sum per season)	0.075	2,360
Freshman Cheerleader Sponsor (sum per season)	0.075	2,360
Supervision Manager	0.068	2,140
Cheerblock Sponsor	0.03	945
Booster Club Sponsor	0.03	945
Pool Rental Supervisor		10.00/hr
<b>Non-Athletic Assignments:</b>		
Drama Coach	0.15	4,715
Assistant Drama Coach	0.075	2,360
Forensics Coach	0.14	4,405
Assistant Forensics Coach	0.068	2,140
Speech Coach	0.11	3,460
Assistant Speech Coach	0.05	1,575
Mock Trial Coach	0.05	1,575
ElkLogistics Robotics	0.1	3,145
Technology Coordinator (2 positions)	0.1	3,145
Building Level Data Coordinator	0.075	2,360
Auxiliary Corps Director	0.085	2,675
Winter Guard Competitive Dance	0.1	3,145
Competitive Band Auxiliary Corps Director	0.02	630



APPENDIX B  
 ADDED PAY/INCLUDED DUTY SCHEDULE

APPENDIX B (Page 3)

Future Problem Solving	0.077	2,425
Quiz Bowl Sponsor	0.05	1,575
Science Olympiad	0.05	1,575
Academic Decathlon	0.05	1,575
Academic Super Bowl	0.05	1,575
Spell Bowl	0.05	1,575
National Honor Society	0.03	945
Student Government Sponsor	0.03	945
Senior Class Sponsor	0.028	885
Junior Class Sponsor	0.035	1,105
Sophomore Class Sponsor	0.02	630
Freshman Class Sponsor	0.02	630
*Driver Education Coordinator	0.04	1,260
Driver Education	.0011/hr	34.57/hr
<b>MIDDLE SCHOOL ASSIGNMENTS:</b>		
<b>Building Department Chairpersons</b>		
English, Mathematics, Science, Social Studies	0.047	1,480
Special Education	0.047	1,480
Art, Home Economics, Industrial Arts, Media, Music, Physical Educ/Health	0.035	1,105
<b>System-wide Chairperson (Year of adoption and prior year only)</b>		
English, Mathematics, Science, Social Studies	0.0235	740
Art, Home Economics, Industrial Arts, Media, Music, Physical Educ/Health	0.0175	555
<b>Athletics</b>		
Eighth Grade Basketball Coach	0.1	3,145
*Eighth Grade Track Coach	0.055	1,730
Seventh Grade Basketball Coach	0.1	3,145
*Seventh Grade Track Coach	0.055	1,730
Assistant Track Coach	0.0375	1,180
Cross Country Coach	0.055	1,730
Swimming Coach	0.055	1,730
<b>Boys Athletics</b>		
Eighth Grade Football Coach	0.075	2,360
Seventh Grade Football Coach	0.075	2,360
Assistant Basketball Coach	0.0375	1,180
Assistant Football Coach	0.0375	1,180
7th Grade Feeder Football Coach	0.1	3,145
8th Grade Feeder Football Coach	0.1	3,145
Wrestling Coach	0.075	2,360
Assistant Wrestling Coach	0.035	1,105
<b>Girls Athletics:</b>		
Eighth Grade Volleyball Coach	0.075	2,360

APPENDIX B  
 ADDED PAY/INCLUDED DUTY SCHEDULE

APPENDIX B (Page 4)

Seventh Grade Volleyball Coach	0.075	2,360
Assistant Basketball Coach	0.0375	1,180
<b>Athletic Related Assignments</b>		
Eighth Grade Cheerleader Sponsor	0.075	2,360
Seventh Grade Cheerleader Sponsor	0.075	2,360
<b>Non-Athletic Assignments:</b>		
Drama Director	up to .05	535 to 1,572
Yearbook Sponsor	0.03	945
Team Leader	0.12	3,775
Technology Coordinator	0.09	2,830
Building Level Data Coordinator	0.075	2,360
Debate Coach	0.01	315
Robotics	0.025	790
Academic Super Bowl	0.025	790
Quiz Bowl	0.025	790
Spell Bowl	0.025	790
Math Pentathlon	0.025	790
Junior Honor Society	0.015	475
Student Council	0.015	475
Science Fair Coordinator	0.017	535
<b>ELEMENTARY ASSIGNMENTS:</b>		
<b>Athletics</b>		
System-wide Athletic Director	0.24	7,545
Boys Basketball Coach	0.044	1,385
Boys Softball Coach	0.021	665
Boys Track Coach	0.015	475
Boys Football Coach	0.032	1,010
Girls Volleyball Coach	0.032	1,010
Girls Basketball Coach	0.044	1,385
Girls Softball Coach	0.021	665
Girls Track Coach	0.015	475
Assistant Basketball Coach	0.022	695
Assistant Softball Coach	0.0105	335
Assistant Track Coach	0.0075	240
Assistant Volleyball Coach	0.016	505
Assistant Football Coach	0.016	505
Soccer Coach	0.021	665
Cheerleader Sponsor	0.025	790
<b>Non-Athletic Assignments:</b>		
Technology Coordinator	0.07	2,205
Safety Patrol Sponsor	0.017	535
Science Fair Coordinator	0.017	535
Instructional Systems Manager	0.032	1,010
Building Level Data Coordinator	0.075	2,360
Robotics	0.025	790
Math Pentathlon	0.024	755
Oratorical	0.024	755
Reading Recovery Training (Year 1 & 2 only)	0.035	1,105
Student Council	0.0075	240

APPENDIX B  
 ADDED PAY/INCLUDED DUTY SCHEDULE

APPENDIX B (Page 5)

<b>SPECIAL PROGRAMS</b>		
Special Olympics Coordinator		7.50/hr.
Special Olympics Basketball Coach - Traditional	0.041	1,290
Special Olympics Basketball Coach - Unified	0.041	1,290
<b>LIFE ALTERNATIVE PROGRAM</b>		
Jr. LIFE Lead Teacher	0.14	4,405
Technology Coordinator	0.09	2,830
<b>ELKHART AREA CAREER CENTER</b>		
Lead teacher at EACC Annex	0.07	2,205
Technology Coordinator	0.1	3,145
Vocational Club Coordination Sponsor	0.045	1,415
Vocational Advisors	0.01	315
Attendance at State Competition		100
Attendance at National Competition		200
Approved Equipment Repair, Maintenance or Procurement	.001/hr	31.43/hr
Guidance Chairperson	0.07	2,205
National Honor Society Sponsor	0.03	945

**B-2 ADDED PAY/INCLUDED DUTY**

<b>SYSTEM-WIDE ASSIGNMENTS</b>		
Instrumental Music Additional Instruction	0.048	1,510
Psychologist	0.068	2,140
Data Team	0.0125	395
<b>HIGH SCHOOL ASSIGNMENTS</b>		
Football Coach	0.3	9,430
Boys Basketball Coach	0.3	9,430
Band Director	0.18	5,660
Assistant Band Director	0.09	2,830
Competitive Band Director	0.04	1,260
Competitive Band Assistant Director	0.02	630
Activities Director	0.11	3,460
Orchestra Director	0.12	3,775
Assistant Orchestra Director	0.06	1,890
Choir Director	0.12	3,775
Annual Sponsor	0.1	3,145
Magazine Sponsor	0.1	3,145
Newspaper Sponsor	0.08	2,515
Media Specialist	0.047	1,480
Vocal Music Additional Instruction	0.04	1,260
<b>MIDDLE SCHOOL ASSIGNMENTS:</b>		
Activities Director	0.17	5,345
Media Specialist	0.03	945
Middle School Band	0.1	3,145
Middle School Orchestra	0.1	3,145
Assistant Middle School Band	0.05	1,575
Assistant Middle School Orchestra	0.05	1,575
Middle School Jazz Band	0.05	1,575
Vocal Music Additional Instruction	0.02	630
Middle School Music/Elementary Assignment	0.005	160
<b>ELEMENTARY ASSIGNMENTS</b>		
Vocal Music - System-wide Elementary Choir	0.015	475

\* Individuals employed in these positions will stay at their previous index as long as they continue to be employed in that extra-duty position.

**Noncertified Employee Classifications  
and Range of Pay Rates 2014-15**

Classifications	Pay Rate Range
<b>I. Instructional and Supplementary Pupil Services</b>	
a. Library Paraprofessionals	8.99 - 12.59
c. Special Education Paraprofessionals	8.99 - 12.59
d. Instructional Paraprofessionals	8.99 - 12.59
f. Other	
Technical Assistants	13.20 - 16.07
<b>II. Cafeteria and Food Services</b>	
a. Food Service Director	80,000 - 90,000
b. Managers	9.03 - 18.68
c. All other food service employees	7.83 - 10.80
Food Services Coordinator	16.05 - 25.08
Food Service Truck Driver	14.87 - 17.67
Food Service Receiving/Supply	14.87 - 17.67
<b>III. Health Services</b>	
a. Nurses	30,669 - 38,061
c. Therapists	40,511 - 60,522
d. Social Workers	28,807 - 42,360
<b>IV. Office/Clerical/Secretarial</b>	
	11.02 - 17.81
<b>V. Executive/Administrative/Accounting</b>	
a. Executive Director of Personnel and Legal Services	105,000 - 125,000
b. Buildings and Grounds Director	90,000 - 105,000
d. Director of Community Education	90,000 - 105,000
e. Executive Director of Support Services	105,000 - 125,000
f. Supervisor of Accounting, Audits and Investments	90,000 - 105,000
g. Other	
Executive Assistants	41,940 - 54,522
<b>VI. Maintenance/Custodial/Warehouse/Security/Transportation</b>	
a. Building custodians	12.37 - 18.55
b. Bus drivers	17.49 - 20.03
c. Other	
Ass't Supervisor of Transportation	22.24 - 27.46
Transportation Route/Driver Coordinator	18.53 - 21.65
Transportation Trainer/Dispatcher	18.53 - 21.65
Ass't Supervisor of Building Services	52,000 - 65,000
Custodial Pool Manager	14.79 - 17.37
Maintenance	19.19 - 26.40
Mechanics	13.25 - 27.47
Bus Helpers	9.51 - 12.13
<b>VII. Computer Services</b>	
Support Technician (I)	15.38 - 24.04
Office Systems Support Technician (I)	14.42 - 18.00
Network Engineer	60,000 - 89,000
Technical Support Manger (IV)	62,000 - 87,000
Database Administrator/Programer	44,545 - 68,107
Network Infrastructure Technician	36,000 - 60,000
Computer Systems Specialist (IV)	56,000 - 76,000
Office Systems Support Manager (III)	48,000 - 67,000
Technical Support Specialist (III)	48,000 - 67,000
Office Systems Support Specialist (II)	40,000 - 58,000

<b>Classifications</b>	<b>Pay Rate Range</b>
Advanced Support Technician (II)	42,000 - 60,000
Programmer/Analyst (II)	42,000 - 60,000
Digital Communications Specialist	35,536 - 55,842

Classifications	Pay Rate Range
<b>VIII. Other</b>	
WVPE Radio Station Staff Announcers	8.73 - 12.41
WVPE Radio Station Manager	46,922 - 69,711
WVPE Development Director	44,159 - 66,821
WVPE Business Account Mgr	34,853 - 65,709
WVPE Program Director	34,853 - 53,622
WVPE Operations Manager	24,130 - 39,546
WVPE Morning Edition Host	27,385 - 43,108
WVPE Promotions Manager	28,167 - 41,910
WVPE Membership Manager	31,237 - 44,253
WVPE Sr. Report & Assignment Editor	30,109 - 44,087
Safe & Drug Free Schools Coordinator	24,036 - 28,043
Title I Funded Pupil, Program, Parent Support Person	18.55 - 26.94
H.S. Parent/Community Liaison	18.50 - 26.94
School Security Officer	21.99
Bldg. Community Ed Coordinator	25.89 - 32.37
Child Care Coordinator	13.44 - 16.67
Adult Education Non-Contract Teachers	31.43
After School Comm. Ed. Organized Activities Leader	14.00
After School Comm. Ed. Organized Activities Assistant	9.39
21st Century Community Learning Center Coordinator	2,500/Semester

Total number of non-certified part-time employees = 50

Total number of non-certified full-time employees = 820

**Certified Administrative Staff**  
**In effect June 17, 2014**

	<b>Lowest Salary</b>	<b>Highest Salary</b>	<b>Average Salary</b>	<b>Number Personnel</b>
Administrative Staff	\$60,000	\$180,000	\$93,430	65

**Student Enrollment**  
**October 1, 2014**

<b>Grade Level</b>	<b>Enrollment</b>
Pre-School Ages 0-2 (PW)	---
Pre-Kindergarten Ages 3-5 (PK)	331
Kindergarten	1,018
Grade 1	1,135
Grade 2	1,038
Grade 3	1,103
Grade 4	973
Grade 5	945
Grade 6	886
Grade 7	852
Grade 8	925
Grade 9	997
Grade 10	1009
Grade 11	892
Grade 12	847
Grade 12+/Adult (13)	32
<b>Total</b>	<b>13,083</b>

Reported

**Assessed Valuation and Tax Rates**  
**Calendar Years 2014 and 2015**

	<b>2014</b>	<b>2015</b>
Assessed Valuation	2,688,693,674	2,700,782,759
Tax Rate – General Fund	N/A*	N/A*
Tax Rate – Referendum Fund	--	--
Tax Rate – Debt Service Fund	.5275	0.5098
Tax Rate – Retirement/Severance Bond Debt Service Fund	.1028	.0513
Tax Rate – Capital Projects Fund	.3896	.3542
Tax Rate – School Transportation Fund	.2662	.1482
Tax Rate – School Bus Replacement Fund	0	.0343
Tax Rate – Special Education Preschool Fund	N/A	N/A

\*The school corporation general fund will only have a tax rate if an excess levy appeal has been approved. Per HB 1001 passed in 2008.

7/9/15



**Vendor State Report Card**

Elkhart Community Schools

Payments made in excess of 0 to Vendors for date span 01/01/2014 through 12/31/2014

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
001661	Elkhart Community School	61,022,866.64	912,531.30	3,943,126.16		65,878,524.10
001654	Elkhart Community School	6,066,468.14	63,333.20	449,903.71		6,579,705.05
001646	Elkhart Community School	4,268,044.25	66,209.61	275,666.50		4,609,920.36
001650	Elkhart Community School		4,027,000.00		35,000.00	4,062,000.00
002705	Indiana State Teachers'	4,057,914.51		1,891.05		4,059,805.56
001652	Elkhart Community School	92,272.50	835,000.00	1,553,778.89	30,000.00	2,511,051.39
001803	Elkhart Community School	1,569,671.22		800.00	905,000.00	2,475,471.22
004477	Public Employees	1,684,073.63	129,579.73	530,015.11		2,343,668.47
006066	Bank Transfers	2,070,617.57				2,070,617.57
001670	Elkhart Community School	1,359,310.26	556,761.47			1,916,071.73
007161	Elkhart Community Schools	995,000.00	750,000.00			1,745,000.00
002690	Indiana Michigan Power		1,462,151.01	113,969.04		1,576,120.05
005749	Anthem Ins Co, Inc	1,147,897.84	12,431.73	99,775.27		1,260,104.84
001741	Elkhart Community School	30,000.00		905,000.00		935,000.00
001651	Elkhart Community School	835,000.00				835,000.00
008395	CenterPoint Energy Svcs, Inc.		686,838.65	7,334.74		694,173.39
005375	Tepe Sanitary Supply Co.	606,823.11	63,449.94			670,273.05
009876	Gibson Insurance Agency Inc	471,439.24		164,441.02		635,880.26
004290	Petroleum Traders Corp			627,277.46		627,277.46
002963	Bashor Children's Home	391,024.10				391,024.10
001384	Advanced Imaging	136,894.82	249,494.37			386,389.19
003051	C D W-G	3,789.93	334,746.16	581.23		339,117.32
002671	Lincoln National Life	311,207.87	5,051.86	14,554.50		330,814.23
005485	Burkett Mechanical Services		285,365.77			285,365.77
004188	Ethos, Inc.	820.00	281,423.31			282,243.31
007844	Lattimer Lawn Care		250,412.50			250,412.50
009639	C M I	214,041.17		19,698.88		233,740.05
003782	Two Cubed Solutions, LLC		213,202.25			213,202.25
001724	City of Elkhart		200,754.09	2,105.00		202,859.09
002245	Griffen P & H Inc		194,001.89			194,001.89
008615	N C S Pearson Inc	7,622.54	182,514.00			190,136.54
004059	Northern In Public Sv		168,521.63	1,124.48		169,646.11
010196	ONB Benefits Administrations	111,406.56		54,994.29		166,400.85
003291	Low, L L Assoc Inc		163,312.00			163,312.00
008738	Transpar Group			159,670.00		159,670.00
006149	Elkhart Community School	150,042.05				150,042.05
008751	Quinlan & Fabish Music Co.	9,074.25	139,766.73			148,840.98
003103	PlayCore Holdings, Inc.	17,131.72	130,096.33			147,228.05
004643	Rieth-Riley		23,005.00	100,000.00		123,005.00
002184	Goshen Comm Schools	101,882.36	17,918.55			119,800.91
002459	Himco Waste-Away Ser Inc	112,106.59				112,106.59
001944	Follett School Solutions Inc	111,233.62				111,233.62
008856	Child and Parent Services, Inc	110,932.66				110,932.66
006858	Crossing National, The, Inc.	105,317.50				105,317.50
009565	Frontier	101,623.52				101,623.52
008147	Central Michigan Paper	99,156.82				99,156.82
005697	School Specialty Inc	81,543.03	6,966.30	245.01		88,754.34

**Vendor State Report Card**

Payments made in excess of 0 to Vendors for date span 01/01/2014 through 12/31/2014

Note: Report includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
002944	Datena Construction Inc		77,731.34	3,617.25		81,348.59
010136	NETech Corporation		79,400.63			79,400.63
003634	Mid-City Supply Co., Inc	77,878.19				77,878.19
004995	Shoff Security Sers Inc		69,373.55			69,373.55
003638	Midland Engineering Co. Inc.		64,327.93			64,327.93
008375	Quality Applied Systems Inc		64,135.00			64,135.00
009738	H. J. Umbaugh & Associates	12,225.00	49,604.00			61,829.00
003661	Midwest Transit Eqpt Co			2,506.67	58,843.00	61,349.67
008383	Reliance Communications LLC		58,500.00			58,500.00
002674	Indiana Employment Sec Div	40,132.24		13,954.74		54,086.98
009113	Meritain Health	51,558.23		1,622.86		53,181.09
002887	Fairchild Communication Syst		52,044.22			52,044.22
005831	Softchoice Corp		52,013.93			52,013.93
007055	Open Storage Solutions, Inc.		51,891.00			51,891.00
009695	Pemberton Davis	1,938.00	49,261.52			51,199.52
002368	Lower Great Lakes Kenworth			46,103.95		46,103.95
002609	Hydronic & Steam Eq Co	21,405.04	23,797.90			45,202.94
008798	G E Betz, Inc.		43,944.00			43,944.00
004388	Power Brake &	375.80		43,075.41		43,451.21
000926	C E D Credit Office	43,011.74				43,011.74
009173	Proctor, Todd W.		40,844.18			40,844.18
005701	Guardian - Appleton	35,257.20	382.80	3,072.30		38,712.30
004609	United States Postal Ser	35,597.48		2,060.13		37,657.61
000432	Barnes & Thornburg	35,971.30				35,971.30
002325	Dell Marketing L P		35,605.61			35,605.61
001623	City Of Elkhart			34,310.16		34,310.16
003838	N J N, Inc.			33,900.00		33,900.00
002450	Hill Truck Sales Inc			32,651.72		32,651.72
002988	Kerlin Bus Sales			32,062.04		32,062.04
001637	Elkhart Clinic LLC	31,837.00				31,837.00
005114	Air Filter & Equipment, Inc.	31,820.63				31,820.63
000350	Leisure Pools & Spas Co	24,261.42	7,145.22			31,406.64
001793	Monteith's Best-One-Goshen			31,376.38		31,376.38
004016	Wa-Nee Community Schools	30,581.43				30,581.43
007061	Elkhart Community Schools	30,110.51				30,110.51
009588	Mc Allister, Rick		29,691.54			29,691.54
001739	Big B's Tree Service		28,450.00			28,450.00
005667	Vincent Lighting Systems CO	1,340.30	26,504.00			27,844.30
002331	Educational Furniture		26,980.12			26,980.12
000825	Elkhart General Health Care	387.32	26,000.00			26,387.32
006843	Safe Hiring Solutions	25,738.80				25,738.80
000045	Schwartz Electric, Inc	138.64	25,524.32			25,662.96
000121	Teachers Credit Union	25,619.70				25,619.70
003847	I D N H Hoffman Inc	25,494.58				25,494.58
004331	Pioneer Randustrial	17,854.22	6,400.00			24,254.22
010408	KB Mechanical Inc		23,765.29			23,765.29
003823	Michiana Public Broadcasting		23,592.00			23,592.00

**Vendor State Report Card**

Payments made in excess of 0 to Vendors for date span 01/01/2014 through 12/31/2014

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
004504	Quill Corporation	22,210.06		1,311.70		23,521.76
002877	Johnson Controls Inc	22,316.91				22,316.91
008504	Education Networks of Americ	22,218.22				22,218.22
009030	Auto Owners Insurance Co	22,129.00				22,129.00
002751	N E A , LLC	21,546.24		34.00		21,580.24
004810	Schindler Elevator Corp.		21,445.61			21,445.61
010200	Mid-Town Petroleum Acquisiti			21,326.33		21,326.33
004831	School Health Corp.	20,207.08				20,207.08
003078	Unity School Bus Parts			19,799.76		19,799.76
004852	Schuell Fence Co		19,312.00	85.00		19,397.00
001713	Elkhart Clinic LLC	247.00		19,081.61		19,328.61
001967	ZZ-Follett Software Co	18,988.03				18,988.03
003189	Novak-Roberts, Frances			18,709.00		18,709.00
002206	Lars Rishaug Painting &		18,448.34			18,448.34
009972	Fidelis Management Inc		18,000.00			18,000.00
002550	Grove, Iverson C.		17,000.00			17,000.00
007111	Elkhart County Treasurer		16,585.50			16,585.50
005259	Kenney Corporation	16,108.99		454.00		16,562.99
006514	Schuster Sheet Metal, Inc.	1,791.55	14,525.00			16,316.55
005110	Collision Repair Systems Inc			16,053.18		16,053.18
003368	Menards	15,011.08		831.53		15,842.61
000771	Bye Mo'R Inc	15,478.00				15,478.00
009280	US Bank National Assoc	6,982.60	390.64	7,328.55		14,701.79
009411	Voice Data Systems LLC		14,476.25			14,476.25
001767	Enyart Ele Motor Ser Inc		14,414.75			14,414.75
002254	Glass Doctor		13,279.15	1,124.78		14,403.93
004636	Ridge Company			14,297.94		14,297.94
007715	Auto Jet Muffler Corp			14,236.05		14,236.05
005986	Yoder Oil Company			14,160.67		14,160.67
008352	Rosetta Stone Ltd.	13,815.00				13,815.00
009010	MacAllister Machinery Co Inc	530.48		12,526.36		13,056.84
006356	Elkhart Community Schools	1,344.00		11,712.08		13,056.08
000727	Bugsy's Elkhart		12,995.00			12,995.00
007004	UniFirst Corporation Loc 099			12,934.53		12,934.53
005862	C I M Technology Solutions		12,427.00			12,427.00
007690	S M R Communications, Inc	755.00	2,700.00	8,843.50		12,298.50
001291	School Datebooks Inc	12,108.94				12,108.94
010189	LeRoy's Collision Center Inc		2,207.17	9,842.75		12,049.92
004061	North Side Auto Parts			11,637.87		11,637.87
003174	Lee Company, Inc	539.80	10,960.00			11,499.80
002747	Educational Services Co	11,443.17				11,443.17
000637	Boyce, A E Co Inc	11,361.33				11,361.33
003366	Grainger, W W Inc	10,221.19		1,134.65		11,355.84
002840	A-One Signs & Graphics	6,535.36	3,244.68	1,470.28		11,250.32
005891	Decatur Truck & Tractor			11,209.26		11,209.26
006272	Wildman Business Group	10,378.81		292.27		10,671.08
003574	Elkhart Community Schools	2,040.00		8,527.07		10,567.07

**Vendor State Report Card**

Elkhart Community Schools

Payments made in excess of 0 to Vendors for date span 01/01/2014 through 12/31/2014

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
009792	Taylor Blackburn & Joy			10,486.84		10,486.84
010070	Ross Stephen C		10,366.64			10,366.64
004654	H M Receivables Co II LLC	10,284.33				10,284.33
006456	Niblock Excavating Inc	487.00	9,729.30			10,216.30
003283	Long's Lock Shop		10,096.00			10,096.00
009844	FileWave USA Inc		9,840.00			9,840.00
010074	NEOLA Inc	9,540.36				9,540.36
007408	B & B Equipment Inc			9,493.84		9,493.84
006278	M-F Athletic Co Inc		9,291.00			9,291.00
006355	Home Acres Building Supply	9,120.77				9,120.77
005493	Truth Publishing Company, Inc	8,751.98				8,751.98
005983	A R Management LLC		8,721.79			8,721.79
006235	Bell Industries Inc		8,568.46			8,568.46
000582	Abe's Free Flow, Inc		8,440.00			8,440.00
004702	Inland Power Group Inc			8,374.02		8,374.02
003010	University of Notre Dame	8,358.80				8,358.80
009580	Help Desk Technology		8,268.00			8,268.00
003906	Print Shop, The	8,096.50				8,096.50
009413	Humanex Ventures LLC	7,845.00				7,845.00
008278	Snider Recreation, Inc.	6,036.00	1,642.00			7,678.00
000682	Bristol Municipal Util	7,649.60				7,649.60
000566	Blick, Dick Co	7,581.01				7,581.01
001698	All Phase Electric	7,547.90				7,547.90
002652	Cengage Learning Inc	7,484.13				7,484.13
003496	Martin's Supermarket #02	7,469.28				7,469.28
002843	Papers Inc, The	7,466.13				7,466.13
000728	Builders Enterprise Corp	580.70	5,750.30	1,059.00		7,390.00
010273	Think 60 LLC	7,377.73				7,377.73
001544	Education Logistics, Inc			7,239.00		7,239.00
001574	Fox Fire Safety, Inc	4,583.83	1,469.30	1,096.00		7,149.13
007825	Mc Millan Metal Craft	785.54	5,500.97	851.67		7,138.18
002695	Indiana School Boards Assoc	7,079.00				7,079.00
008842	Software Services Group		7,070.00			7,070.00
003235	M C Equipment, Inc.			7,059.37		7,059.37
004164	Scholastic, Inc.	757.28	6,300.00			7,057.28
001437	Neat, Thomas L	7,000.00				7,000.00
010177	Lincoln Sewer Cleaning Inc		6,850.00			6,850.00
000354	Nextel Communications			6,752.78		6,752.78
003612	Fastenal Supplies	2,122.11		4,628.59		6,750.70
004522	Rainbow Irrigation Inc		6,662.94			6,662.94
001354	Demco Inc	6,575.38				6,575.38
000967	A+ Office Furniture & Design		6,436.00			6,436.00
000517	Best Sweeping Spec Inc	6,396.00				6,396.00
007445	Sears Payment Center	159.99	6,064.31	119.98		6,344.28
006334	Damar Services Inc	6,205.00				6,205.00
005487	Indiana Developmental	6,012.00				6,012.00
005206	Herff Jones, Inc.	5,979.20				5,979.20

**Vendor State Report Card**

Payments made in excess of 0 to Vendors for date span 01/01/2014 through 12/31/2014

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
005468	Los Angeles County Off of Edu	5,913.25				5,913.25
000008	4 T Door Systems Inc		5,887.95			5,887.95
002578	Hull Lift Truck Inc	510.57	5,253.91	38.68		5,803.16
000874	Elkhart Community Schools	5,728.00				5,728.00
003717	Praxair Distribution Inc.	2,146.26		3,504.61		5,650.87
006738	Indiana Paging Network Inc		5,627.90			5,627.90
000017	National School Board	5,490.00				5,490.00
004953	Wesco, Charles		5,383.00			5,383.00
001483	Cummins/Crosspoint			5,378.53		5,378.53
010299	Apex Learning Inc		5,348.00			5,348.00
009774	South Bend Mental Health As	5,250.00				5,250.00
000912	Greater Elkhart Chamber	5,209.00				5,209.00
002176	Georgia Holdings Inc	5,182.02				5,182.02
008595	Grand Stage Lighting Compan		5,170.00			5,170.00
009757	Sprigeo, Inc	5,169.36				5,169.36
003864	Nasco	5,084.24				5,084.24
008291	Five Star	5,000.00				5,000.00
010343	C A R E S Inc	5,000.00				5,000.00
010373	Indiana Urban Schools Assoc.	5,000.00				5,000.00
010180	NationJob Inc		5,000.00			5,000.00
005778	Project Lead the Way	4,989.00				4,989.00
004258	J W Pepper & Son, Inc.	4,952.70				4,952.70
005559	United States Postal Ser	4,920.00				4,920.00
006891	Pearson	4,905.00				4,905.00
001648	Elkhart Community School	4,865.70				4,865.70
010338	J J White Incorporated		4,850.00			4,850.00
002516	Mail Management Inc	4,845.18				4,845.18
010310	Harrison Jason	4,800.00				4,800.00
001859	African American Images Inc	4,800.00				4,800.00
004552	M & M Industrial Supply, LLC	4,062.19		604.08		4,666.27
008388	Primary Engineering, Inc.		4,615.00			4,615.00
009049	N C S Pearson Inc	4,569.18				4,569.18
010216	Motorsports Guys LLC			4,559.31		4,559.31
006542	School Specialty Inc	4,540.29				4,540.29
010346	Hicks, Stephen Alan		4,538.00			4,538.00
001179	Craft Laboratories Inc			4,526.45		4,526.45
003526	Martin's Supermarket #14	4,523.36				4,523.36
004063	Elkhart Community Schools			4,491.78		4,491.78
005149	My Preschool	4,485.00				4,485.00
004133	Accu-Screen Labs, Inc	4,410.00				4,410.00
010293	Samantha Inc	74.97	4,314.54			4,389.51
006634	Jostens Inc	4,331.57				4,331.57
006621	Patterson Medical Supply Inc		4,312.65			4,312.65
005915	Starter & Alternator Exchange			4,280.29		4,280.29
003094	MT Library Services	4,279.25				4,279.25
003394	Verizon Wireless			4,253.51		4,253.51
004174	Indiana Urban Schools Assoc	4,240.00				4,240.00

**Vendor State Report Card**

Elkhart Community Schools

Payments made in excess of 0 to Vendors for date span 01/01/2014 through 12/31/2014

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
304642	Steve's Truck Service		4,220.46			4,220.46
009720	iParadigms, LLC	4,197.44				4,197.44
003632	U S HealthWorks Medical Gro	308.00		3,881.00		4,189.00
009646	Liberty Mutual Insurance	4,152.45				4,152.45
000014	Accu Weather Inc			4,132.00		4,132.00
001673	Elkhart Community School	3,775.14	38.51	295.45		4,109.10
006531	American Pump & Supply	4,000.88				4,000.88
000588	State of Indiana		3,994.00			3,994.00
006485	Cardinal Buses Inc	3,916.20				3,916.20
010329	US Foundation		3,825.00			3,825.00
002089	Duncan Supply Company, Inc.	2,232.27	1,586.55			3,818.82
005512	Potuck, Mark	3,750.00				3,750.00
005979	J & J Lawn & Garden Equip, I	2,458.55		1,253.05		3,711.60
009685	Haworth, Robert	3,662.85				3,662.85
005342	Batteries Plus	3,633.97				3,633.97
250	Vendor(s)	89,691,789.02	13,872,193.05	9,643,590.50	1,028,843.00	114,236,415.57

Annual Financial Report

**Statement of Indebtedness  
Calendar Year 2014**

Indebtedness	Principal Outstanding
Temporary Loans	---
School Bonds	64,864,999.25
Emergency Loans	---
School Bus Loans	---
Holding Company – Public & Private	105,980,000.00
Veterans' Memorial Loans	---
Common School Loans	6,923,234.33
Indiana Bond Bank/Anticipation Notes	---
Retirement/Severance Bond Debt	---
Other Tax Board Approved Debt	---
TOTAL	\$177,768,233.58
Outstanding Encumbrances - All Funds (Include purchase orders, vendor contracts, letters of commitment, leases)	\$ 6,775,996.75



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J. C. RICE EDUCATIONAL SERVICES CENTER  
Elkhart Community Schools  
2720 California Road, Elkhart, IN 46514-1220  
(574) 262-5500  
[www.elkhart.k12.in.us](http://www.elkhart.k12.in.us)

I hereby certify that the annual financial report is true and accurate in every respect to the best of my knowledge and belief. I further certify that all contracts, vouchers, and bills for all payments made by the school corporation are in its possession and open to public inspection.

Date: July 28, 2015

Signature \_\_\_\_\_

Secretary  
Board of School Trustees  
Elkhart Community Schools  
2720 California Road  
Elkhart, Indiana 46514





BUSINESS OFFICE

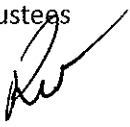
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**ELKHART**  
COMMUNITY SCHOOLS

INTERNAL MEMO

July 21, 2015

To: Dr. Robert Haworth  
Board of School Trustees

From: Dr. Robert Woods 

Subject: Textbook Rental Fees- 2015-16

The Business Office is recommending the Board of School Trustees approve the book rental fees for 2015-16 school year as follows:

	Current fees	Recommended fees
Kindergarten Fee:	\$60	\$60
Grades 1-6	\$100	\$100

The fees for the elementary schools are not changing from what was charged in 2014-15.

Middle school and high school book rental fees will be based on the subjects in which the student is enrolled. We are offering high school credit for several classes at the middle school level and will charge the same fees as are charged at the high school for these same classes.

The Book rental Fund continues to struggle to be self-sufficient. The struggle is continuing as the state does not reimburse 100% for those students on the reduced/ free lunch program. Last school year we received 61% of the fees requested from the state, our school corporation did not receive \$392,102 requested based on our free/reduced lunch count.

**Elkhart Community Schools**  
Proposed School Fundraising Activities  
June 28, 2015 Meeting of Board of School Trustees

School/Organization	Fundraising Activity Description/Purpose	Date(s) of Activity	Sponsor(s)
Central Football Team	Team members will solicit sponsors for their 7th annual marathon. The money collected from the sponsors will be used for game or practice equipment. The actual marathon will be held August 8, 2015.	7/25/2015-8/8/2015	Levon Johnson
	<b>Please note the following fundraiser is presented for confirmation only.</b>		
Central Football Team	Football coaches and players waited on and bussed tables at the Krav restaurant. The event was called Tips for Touchdowns. All tips will be used for pre-game, post-game and Thursday night meals as well as for the pre-season family cookout.	7/15/2015	Levon Johnson

**ELKHART COMMUNITY SCHOOLS  
OVERNIGHT TRIP REQUEST**

School: Elkhart Central High School

Class/Group: ELK Logic Robotics

Number of Students: 14

Date/Time Departing: July 17, 2015 5:00 AM

Date/Time Returning: July 18, 2015 10:00 PM

Destination: Lawrence North High School Indianapolis IN  
City State

Overnight Facility: Ramada Inn Indianapolis IN

Mode of Transportation: Mini Bus

Reason for Trip: The Robotics Club is competing at the Indianapolis Robotic Invitational which is a great opportunity for the students experience competing against the best teams in the nation.

Names of Chaperones: Ted Elli, Dennis Gable, John Stout, Tony Kuruck

Cost per Student: \_\_\_\_\_

Describe Plans for Raising Funds or Funding Source: Students have been fundraising

Plans to Defray Costs for Needy Students: Use club funds

Are Needy Students Made Aware of Plans? yes

Signature of Teacher/Sponsor: [Signature]

Signature of Principal: [Signature] Date: 7/16/15

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

Approval of Assistant Superintendent: [Signature] Date: 7/20/15

Approved by Board: \_\_\_\_\_

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

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

DATE: July 23, 2015  
 TO: Dr. Robert Haworth, Superintendent  
 FROM: Dr. Dawn McGrath   
 RE: **Conference Leave Requests**  
**July 28, 2015 - Board of School Trustees Meeting**

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

2015 - 2016 CONFERENCES	EXPENSES	SUBSTITUTE
<p><b>THE FUTURE IS NOW: BUILDING NEW TRADITIONS IN TEACHERS OF ENGLISH TO SPEAKERS OF OTHER LANGUAGES (TESOL)</b></p> <p>This conference will provide a broader perspective in regards to ESL and Adult Education. Topics of discussion will include Modifying Classroom Tests in Mathematics and Science for English Learners; Ideas for the Classroom: Using Corpora for Vocabulary and Grammar Instruction; ESL Frontiers: Using Technology to Enhance Instruction for English Learners; After ESL: Preparing Undergraduate ESL Students for Academic Courses; and Universal Design for Learning and Assistive Technology for Dual Language Learners.</p> <p>Iowa City, IA            October 23 - 24, 2015 (0 day's absence)            ELOISE GINGERICH - COMMUNITY EDUCATION (0-0)</p>	\$372.00	\$0.00
<p><b>SCHOOL IMPROVEMENT TOOLBOX PROFESSIONAL DEVELOPMENT</b></p> <p>This conference will provide useful information for administrative teams regarding best practices used to support school improvement efforts.</p> <p>Warsaw, IN            July 30, 2015 (1 day's absence)            KELLY CARMICHAEL - PINWOOD (0-0)            VAL PRILLER - BEARDSLEY (1-1)            CHRIS SCALISE - BEARDSLEY (1-1)            NICOLE SERGE - BEARDSLEY (0-0)</p>	\$195.70	\$0.00
<p><b>TITLE III - ENGLISH LEARNERS DIRECTORS MEETING</b></p> <p>Participation in this meeting will provide information regarding the regulations and requirements for grant writing, statewide goals, and WIDA</p> <p>Indianapolis, IN            August 20, 2015 (1 day's absence)            BETH WILLIAMS - ESC (0-0)</p>	\$172.50	\$0.00
<b>TOTAL</b>	<b>\$740.20</b>	<b>\$0.00</b>

<b>2015 - 2016 CONFERENCES</b>	<b>EXPENSES</b>	<b>SUBSTITUTE</b>
2015 YEAR-TO-DATE GENERAL FUNDS	\$5,844.11	\$850.00
2016 YEAR-TO-DATE GENERAL FUNDS	\$0.00	\$0.00
2015 YEAR-TO-DATE OTHER FUNDS	\$96,194.32	\$2,125.00
2015 YEAR-TO-DATE ADJUSTMENTS	(\$4,178.00)	\$0.00
2016 YEAR-TO-DATE OTHER FUNDS	\$0.00	\$0.00
2016 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
<b>GRAND TOTAL</b>	<b>\$97,860.43</b>	<b>\$2,975.00</b>

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



Date: July 28, 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 for the following administrative appointment effective July 23, 2015:

**Shirley Elliott                      Hawthorne/Assistant Principal**

- b. **New Certified Staff** - We recommend the following new certified staff for employment in the 2015-16 school year:

<b>Anna Bishop</b>	<b>Daly/Grade 3 (temporary contract)</b>
<b>Bradley Compton</b>	<b>Central/Librarian</b>
<b>Allyson Cora</b>	<b>Woodland/Grade 3</b>
<b>Michelle Foster</b>	<b>Daly/Grade 5</b>
<b>Robert Glantz</b>	<b>Central/Special Education</b>
<b>Rose Griffy</b>	<b>Roosevelt/Intervention (temporary contract)</b>
<b>Anissa Hakim</b>	<b>Roosevelt/Grade 2</b>
<b>Olivia Houin</b>	<b>North Side/Language Arts</b>
<b>Britny Jimenez</b>	<b>Woodland/Grade 2</b>
<b>James Keranen</b>	<b>West Side /Orchestra</b>
<b>Penelope Lambdin</b>	<b>Beardsley/Intervention</b>
<b>Mirlym Milfort</b>	<b>Monger/Grade 4</b>
<b>Giovanni Ponciano</b>	<b>Beck/Grade 2</b>
<b>Leslie Rectanus</b>	<b>West Side/Art</b>
<b>Alexandra Salcedo</b>	<b>West Side/Language Arts</b>

<b>Jason Westbrook</b>	<b>Central~Memorial / Latin</b>
<b>Amber Williams</b>	<b>Daly/Grade 6</b>
<b>Raven Wilson</b>	<b>North Side/Language Arts</b>

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

<b>Lauran Carver</b> Began: 8/13/12	<b>Beck/Grade 3</b> Resign: 7/10/15
<b>Patrick Ciesielski</b> Began: 8/13/14	<b>West Side/Orchestra</b> Resign: 6/18/15
<b>Troy Noble</b> Began: 8/13/12	<b>North Side/Physical education</b> Resign: 7/21/15
<b>Lucas Saleh</b> Began: 8/13/12	<b>Tipton/Social Studies</b> Resign: 7/15/15
<b>Lindsey Walters</b> Began: 8/13/07	<b>Central/Language Arts</b> Resign: 6/6/15
<b>Andrea Washington</b> Began: 8/15/11	<b>Beardsley/Grade 1</b> Resign: 7/13/15

d. **Health Leave** – We recommend a health leave for the following employee:

<b>Denise Ryno</b> Begin: 8/4/15	<b>Bristol/Grade 3</b> End: 6/1/16
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<b>Classified</b>
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a. **Resignation** – We report the resignation of the following classified employees:

<b>Brent Anderson</b> Began: 12/2/14	<b>Transportation/Bus Driver Unassigned</b> Resign: 7/21/15
<b>Sherry Auker</b> Began: 10/10/05	<b>Cleveland/Secretary</b> Resign: 7/13/15
<b>Donna Girten</b> Began: 8/23/93	<b>Memorial/Food Service IIB</b> Resign: 7/20/15
<b>Denise Morris</b> Began: 10/22/12	<b>Roosevelt/Paraprofessional</b> Resign: 7/13/15
<b>Demetrius Pegues</b> Began: 9/15/14	<b>Tipton/Paraprofessional</b> Resign: 7/15/15

# Elkhart Community Schools

## ADDENDUM to PERSONNEL RECOMMENDATIONS

Date: July 28, 2015  
To: Dr. Robert Haworth  
From: Mr. W. Douglas Thorne  
Re: Personnel Recommendations

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**Certified**

- a. **Administrative Appointment** – The administration recommends confirmation of the following administrative appointments:

**Sarah Pattee**                      **West Side/Assistant Principal**

- b. **New Certified Staff** – We recommend the following new certified staff for employment in the 2015-16 school year:

**Mindy King**                      **Tipton/Academic Dean**

- c. **Rescinding Resignation** – We recommend the rescinding of a resignation for the following employee:

**Lucas Saleh**                      **Tipton/Social Studies**

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

**Nadine Ray**                      **Pierre Moran/Special Education**  
Begin: 8/4/15                      End: 6/1/16