

AGENDA FOR  
BOARD OF SCHOOL TRUSTEES  
REGULAR MEETING

Elkhart Community Schools  
Elkhart, Indiana

May 12, 2015

CALENDAR

May	12	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
May	12	immediately following	Executive Session, J.C. Rice Educational Services Center
May	12	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
May	19	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
May	26	7:00 p.m.	Regular Board Meeting, Bristol Elementary School
Jun	9	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center

\*\*\*\*\*

- A. CALL TO ORDER/PLEDGE - JROTC
- B. INVITATION TO SPEAK PROTOCOL
- C. SUPERINTENDENT'S STUDENT ADVISORY COUNCIL REPRESENTATIVES
- D. Gift Acceptance - The administration recommends the Board accept with appreciation recent donations made to Elkhart Community Schools.
- E. STUDENT RECOGNITION
  - TCU Bookmark Contest Winners
  - Elkslogistics Robotics Team
- F. DEPARTMENT SPOTLIGHT
  - Special Education
- G. PUBLIC LIBRARY APPOINTMENTS
  - Bristol Public Library
  - Elkhart Public Library
- H. MINUTES
  - April 28, 2015 – Public Work Session
  - April 28, 2015 – Regular Board Meeting
- I. TREASURER'S REPORT
  - Consideration of Claims
  - Loan Funds

Bus Purchases – The Business Office requests Board authorization to purchase buses through the State purchasing program.

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

J. NEW BUSINESS

Communications & Data Department Update

Instruction & Learning Department Update

Student Services Department Update

Grant Approval – The administration recommends approval for the submission of a grant application to the Elkhart Education Foundation for an Innovative Teaching Grant for the Roosevelt STEAM Academy.

Grant Approval – The administration recommends approval for the submission of a grant application to the Elkhart Education Foundation for an Innovative Teaching Grant for Eastwood, Hawthorne, Beck and Beardsley Schools.

Grant Approval – The administration recommends approval for the submission of a grant application to Magnify Learning for West Side Middle School.

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

Board Policy ED-(1) – The administration presents proposed new Board Policy ED-(1), Rescue Epinephrine, for initial Board review.

Administrative Regulation JFC – (2) The administration presents proposed revisions to Administrative Regulation JFC – (2), Rules for Student Conduct, for initial Board review.

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

J. OLD BUSINESS

Board Policy GCQH – The administration recommends approval of the proposed revisions to Board Policy GCQH, Deductions from Salary Checks, as initially presented at the Board’s April 28<sup>th</sup> meeting.

Board Policy GDB – The administration recommends approval of the presents proposed revisions to Board Policy GDB, Support Staff Salaries and Deductions, as initially presented at the Board’s April 28<sup>th</sup> meeting.

K. 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.

L. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

M. ADJOURNMENT



inspiring. excellence.

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

## *Memorandum*

TO: Dr. Rob Haworth

FROM: Bruce Klonowski *BK*

DATE: May 7, 2015

RE: Gift Approval

Elkhart Community Schools received a donation in the amount of **\$200.00** from Collins & Company to assist students with meals, ticket prices, and supplies associated with field trips

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

**Collins & Company**  
**17880 Commerce Drive**  
**P.O. Box 1009**  
**Bristol, IN 46507**



inspiring. excellence.

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

## *Memorandum*

TO: Dr. Rob Haworth

FROM: Bruce Klonowski *BK*

DATE: May 7, 2015

RE: Gift Approval

Elkhart Community Schools received a donation in the amount of **\$100.00** from Welch Packaging Group, Inc. to assist students with meals, ticket prices, and supplies associated with field trips

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

**Welch Packaging Group, Inc.**  
**1020 Herman St.**  
**Elkhart, IN 46516**



**Elkhart  
Community Schools**

**HAWTHORNE ELEMENTARY SCHOOL**

501 W. Lusher Avenue, Elkhart, IN 46517-1822  
phone: 574-295-4820  
<http://elkhart.k12.in.us>

DATE: May 1, 2015  
TO: Dr. Rob Haworth  
Board of School Trustees  
FROM: Principal, Mary Teeter  
Music teacher, Dawn Ashton  
RE: Donation Approval

A \$50 donation was given to the Hawthorne Drum2Change drummers as a thank-you for their performance for the Salvation Army's Volunteer Appreciation dinner. The money will be used to help pay for dry-cleaning the drummer's African dashiki uniforms.

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:

Mary Jo Sartorius  
515 North River Road  
Bristol, IN 46507



**CERTIFICATE OF APPOINTMENT**  
**Public Library Board Member**



Form for Class I Libraries  
State Form 31873 (R4/11-05)

I/We, Carolyn R. Morris,  
name(s) of official(s)  
President, of  
title(s)

Board of School Trustees, Elkhart Community Schools  
name of appointing authority(s)

of Elkhart, Indiana,  
municipal corporation(s)

hereby certify that on the 12th day of May, 2015 I/we have duly appointed

Shannon Link to the Elkhart Public

Library Board for a term of **\*\*one year**, said term to end the 30th day of June

2016. Witness my hand and seal this 12th day of May, 2015.

\_\_\_\_\_  
signature of appointing official or attesting officer

\_\_\_\_\_  
(additional line for signatures if joint appointments occur)

**OATH OF OFFICE**

STATE OF INDIANA )  
                                  ) SS  
                                  ) COUNTY)

I, \_\_\_\_\_, do hereby solemnly swear that I will support the Constitution  
name of appointee  
of the United States and the Constitution of the State of Indiana and to the best of my ability I will faithfully and  
impartially discharge the duties and accept the responsibilities of a member of the Library Board of the \_\_\_\_\_  
Public Library, and that I will observe and obey all the laws relating to said  
office now in force or which may hereafter be enacted during my term of service, so help me God.

\_\_\_\_\_  
signature of appointee

Subscribed and sworn to before me this \_\_\_\_\_ day of \_\_\_\_\_,  
My commission expires \_\_\_\_\_.

\_\_\_\_\_  
File one copy with library, one copy with circuit court clerk within 30 days of taking oath.

IC 36-12-2-19 states:

“An appointing authority under this chapter shall issue to each appointee to a library board a signed certificate of appointment. Within ten (10) days after the receipt of the certificate of appointment, the appointee shall take an oath of office, before any person authorized by law to administer the oath, to the effect that he will faithfully discharge his duties to the best of his ability. The appointee shall file the certificate of appointment and the endorsed oath with the records of the public library, which shall be preserved as a public record.”

See also IC 5-4-1-1.2, IC 5-4-1-4

\*\* If to complete an unexpired term, insert the correct length of time.



MINUTES  
OF THE REGULAR MEETING  
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana  
April 28, 2015

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

Place/Time

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

Roll Call

Absent: Carolyn R. Morris

Vice President Glenn Duncan called the regular meeting of the Board of School Trustees to order. The pledge of allegiance was recited.

Call to  
Order/Pledge

Mr. Duncan discussed the invitation to speak protocol.

Protocol

Superintendent's Student Advisory Council (SSAC) representative Katie Buckley from Central High School (CHS) was welcomed and introduced herself. Katie reported on the end of course assessment for Biology, National Honor Society inductions, upcoming track relays, softball games, cap and gown distribution, compassion walk, and 'May-hem' with games and events on Fridays.

SSAC  
Representative

By unanimous action, the Board accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$250.00 from Jack and Karen Cittadine to assist students with meals, ticket prices, and supplies associated with field trips; a donation of two 1236-4501 AC Controllers, two ET-134MCU throttles, an 840 gauge, and a 1314K programming kit valued at \$2,875.00 from Curtis Instruments, and two Iskra 24V AC 3-phase motors valued at \$1,400.00 from Hull Lift Truck for students enrolled in Elkhart Memorial's Project Lead the Way Capstone class to build the prototype of an electric amphibious ATV.

Gift Acceptance

Mayor Dick Moore stated how those who dedicate their lives to working with kids deserve special recognition for their achievements. He congratulated certified staff member Dr. Robert Woods, director of business operations, who has been employed by ECS for 40 years. He presented Dr. Woods with a Key to the City plaque.

Special  
Recognition

Doug Thorne, executive director of personnel and legal services, introduced the employees nominated for employee of the year and the winners in both categories. Nominees for Certified Support Staff were Elizabeth Eisele, librarian at Memorial; Brenda Emerson, education to career coordinator at EACC; and Terri Wilson, counselor at West Side. Nominees for Classified Support Staff were Janine DeShone, guidance office at Memorial; Rose Everette, instructional paraprofessional at Hawthorne; Angela Gortney, instructional paraprofessional (graphics) at EACC; Heather Grinage, mild interventions paraprofessional at Woodland; Dana Irving, instructional paraprofessional at Roosevelt; Anita Randolph, technical assistant ESL at Feeser; Vicki Shoemaker, nurse at West Side; Rebecca Thompson, head secretary, instruction and learning at ESC; Lindsey Walter, mild interventions paraprofessional at Hawthorne; Nyta Tilford, head secretary at Monger; Beth Wentland, technical support specialist at ESC. The winners were: Brenda Emerson and Vicki Shoemaker

Special  
Recognition

The Board recognized ten members of the SkillsUSA team. Matt Werbiansky, principal of the Elkhart Area Career Center (EACC) introduced: Jared Aites and Becca Berkey for being elected to state offices and described their training and duties at the upcoming national event in Louisville; and the following gold medal winners from the state competition, LaToria House, CNA Prep (Nursing Assistant); Alexis Castellanos, Commercial Photography; Daniela Morales, Cosmetology (Esthetics); Daisy Garcia, Dental Assisting; Blade Corpe, Marine Engine Service; Evan McCauley, Motorcycle Engine Service; Carter Rucker, Construction Trades (Plumbing); and Edward Mozader, Small Engine (Power Equipment). He also honored parents and EACC staff for their contributions to the students' success. Superintendent Haworth added to the congratulations and stated EACC applications have exceeded 1,400, representing a 5-year high for acceptance for the next school year.

Student  
Recognition

By unanimous action, the Board approved the following minutes:  
April 14, 2015 – Public Work Session  
April 14, 2015 – Regular Board Meeting  
April 21, 2015 – Public Work Session

Approval of  
Minutes

By unanimous action, the Board approved payment of claims totaling \$6,023,057.86 as shown on the April 28, 2015, claims listing. (Codified File 1415-119)

Payment of  
Claims

The Board received a financial report for the period January 1 – March 31, 2015 and found it to be in order.

Financial  
Report

Doug Hasler, executive director of support services, reported the following fund loans were made on March 31, 2015: \$34,000.00 to Debt Service Fund from General Fund; \$809,000.00 to Capital Projects Fund from General Fund; and \$618,000.00 to Transportation Operating Fund from General Fund.

Fund Loans

The Board was presented with the proposed timeline for adoption of the 2016 Budget by Doug Hasler. (Codified File 1415-120)

Budget  
Timeline

The Board authorized Doug Hasler to submit a request to the Indiana Department of Local Government Finance for a waiver from implementation of protected taxes under Indiana law. (Codified File 1415-121)

DLGF Waiver

By unanimous action, the Board approved proposed school fundraisers in accordance with Board Policy. The funds raised through the listed activities are deposited into each school's extra-curricular fund. (Codified File 1415-122)

Fundraiser  
Approval

Shawn Hannon, director of communications and data, thanked Board members for their participation in Staff Recognition Day and the positive responses to the lapel pins distributed that day. She reported the department is working on updates to the promotions for summer school; teacher of the year banquet; IREAD scores are still embargoed; no changes to ISTEP in last few days and testing window is from April 20 thru May 15; end of course assessments; weapon incident at Pierre Moran; and potential change in graduation requirements for current 8th grade students.

Department  
Report

John Hill, assistant superintendent for instruction, reported Dr. Brad Sheppard and Beth Williams are attending World-class Instructional Design and Assessment (WIDA) trainer training sessions in Indianapolis; the graduation waiver committee will meet next week; and Dr. Dawn McGrath, incoming Deputy Superintendent will arrive later in the week.

Department  
Report

Tony England, director of student services gave a reported on programs at The Crossing and the involvement of Karen Erlacher, alternative programs liaison, with the students and program management including weekly contact with Crossing staff, participation in court hearings, and integrating students into high school curriculum. Components of the program consist of academics, high school equivalency, and hands-on programs through the Development Training Center. There will be two graduates this year, one at Elkhart Central and one at Elkhart Memorial. The Kindergarten open houses were very well received and enrollment is open thru May 15. Another Elkhart Academy professional development is being scheduled. Mr. England and Ms. Erlacher responded to questions from Board members regarding Kindergarten registration and The Crossing programs.

Department  
Report

The Board heard proposed revisions to Board Policy GCQH, Deductions from Salary Checks, for initial consideration.

Board Policy  
GCQH

The Board heard proposed revisions to Board Policy GDB, Support Staff Salaries and Deductions, for initial consideration.

Board Policy  
GDB

The Board heard proposed revisions to Board Policy JHD, Student Wellness, for initial consideration. Mr. Thorne and Pam Melcher, director of food services, outlined changes necessary to comply with the National School Lunch, Breakfast, and Snack Program requirements and responded to various questions from Board members regarding the funding, timeline, testing, staff requirements, and wellness implementation strategies. It was noted the program provides over \$6.5 million dollars to Elkhart Community Schools; most of the requirements have been in place since 2006; and additional information will be provided to parents prior to the start of the 2015-2016 school year. Discussion continued regarding support of the wellness program intentions and recognizing the extensive work provided by the committee.

Board Policy  
JHD

By unanimous action, the Board untabled Board Policy JHB, Child Care Programs, and approved with proposed revisions as initially presented at the Board's March 24<sup>th</sup> meeting.

Board Policy  
JHB

Consideration of the overnight trip for Central students to travel to London, England was removed from the agenda by Superintendent Haworth, pending additional information regarding the trip.

Overnight Trip  
Request

Board member Jeri Stahr left the meeting at this point

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the April 28, 2015 listing and the April 28, 2015 Addendum. (Codified File 1415-123)

Conference  
Leaves

Ms. Stahr returned to the meeting at this point

By a 5-0 vote (Glenn Duncan abstained) the Board approved the following personnel recommendations of the administration:

Personnel  
Report

A consent agreement regarding unpaid time. (Codified File 1415-124)

Consent  
Agreement

Regular employment for certified staff employee Jeramiah Bowman, band director at Central, for 2015-16 school year.

Certified  
Employment

Retirement of certified staff member Terri Wilson, counselor at West Side, effective 6/12/15 with 21 years of service.

Certified  
Retirement

Resignation of the following three (3) certified staff members effective 6/5/15:

Certified  
Resignation

Ashley Bragg - speech pathologist at Cleveland

Molly Bush - music at Beardsley

Emily Schieber - special education at Central

<p>Regular employment for the following six (6) classified employees, who have successfully completed their probationary periods, on dates indicated:</p> <ul style="list-style-type: none"> <li>Karla Cunningham - paraprofessional at Cleveland, 4/21/15</li> <li>Brad Minix - support tech I at ESC, 4/16/15</li> <li>Carla Moore - food service at Daly, 4/15/15</li> <li>Susan Ott - secretary at ECS, 4/14/15</li> <li>Antoinette Robinson - food service at Hawthorne, 4/13/15</li> <li>John Smerekanich - mechanic at Transportation, 4/14/15</li> </ul>	<p>Classified Employment</p>
<p>Resignation of the following three (3) classified employees effective on dates indicated:</p> <ul style="list-style-type: none"> <li>Kivvon Jackson - food service truck driver at Memorial, 4/17/15;</li> <li>Debra Sherwood - secretary at North Side, 4/24/15</li> <li>Pamela Squibb - bus driver unassigned at Transportation, 4/3/15</li> </ul>	<p>Classified Resignation</p>
<p>Retirement of the following two (2) classified employees effective on dates indicated with years of service in parenthesis:</p> <ul style="list-style-type: none"> <li>Cynthia Hackman - food service at Woodland, 6/5/15; (11)</li> <li>Elaine Wolkins - membership manager at WVPE, 8/27/15; (26)</li> </ul>	<p>Classified Retirement</p>
<p>Medical leave of absence for classified employee Jane Bryant, paraprofessional at Osolo, beginning 4/13/15 and ending on 6/5/15</p>	<p>Medical Leave</p>
<p>Superintendent Haworth congratulated the staff on continuing great programs, student recognition, and the Board's patience. "Great job team!"</p>	<p>From the Superintendent</p>
<p>Board member Karen Carter commented on Elkhart Central High School's ski club presentation at Kiwanis Club.</p>	<p>From the Board</p>
<p>The meeting adjourned at approximately 8:35 p.m.</p>	<p>Adjournment</p>





## **ELKHART COMMUNITY SCHOOLS**

**DATE:** 04/30/15

**TO:** Mr. Douglas A. Hasler

**FROM:** Tracey Bolin

**RE:** Loans – One Fund to Another

The following loan was made on 04/30/15:

**\$34,000 to Fund 0200 Debt Service Fund from Fund 0100 General Fund**

**\$631,000 to Fund 0350 Capital Projects Fund from Fund 0100 General Fund**

**\$229,000 to Fund 0410 Transportation Operating Fund from Fund 0100 General Fund**

**\$340,000 to Fund 0410 Transportation Operating Fund from Fund 0420 Trans. Bus Replacement Fund**



ELKHART COMMUNITY SCHOOLS  
Elkhart, IN

May 7, 2015

TO: Dr. Haworth  
Board of School Trustees

FROM: Douglas A. Hasler

SUBJECT: State Bus Purchasing Program

---

Elkhart Community Schools has not made any bus purchases since 2012, and the need to begin replacing older buses in our fleet is pressing. As in 2012, I would like to make our bus purchases through the State Purchasing Program.

I am proposing the purchase of fifteen buses of varying capacity, with an anticipated purchase cost of \$1.2 million. Appropriations are available for these purchases in the Bus Replacement Fund as well as in our Operating Referendum Fund.

In order to participate in the State Purchasing Program, it is necessary that the Board authorize such purchase. Accordingly, I will be requesting your authorization to process a bus purchase through the state program in the May 12<sup>th</sup> Board meeting. At a point in time when actual purchase cost is known, I will provide this updated information to you.

Please contact me at 262-5563 if you have any questions concerning this matter prior to Tuesday evening.





DATE: 4/24/15

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

FROM: Tessa Sutton

SCHOOL / ENTITY APPLYING: Roosevelt STEAM Academy

GRANT TITLE: Innovation Teaching Grant

GRANT APPLICATION READ  YES  NO

ENTITY APPLYING TO: Elkhart Education Foundation

GRANT AMOUNT: \$5000.00 GRANT SUBMISSION DEADLINE: May 30, 2015

SIGNATURE OF ADMINISTRATOR APPROVING APPLICATION: *Tessa R. Sutton*

**EXPLANATION OF GRANT:**

The grant funding would support the Let's Build an Orchestra Campaign aimed at supporting the El Sistema Program at Roosevelt STEAM Academy. The funding received for the Let's Build an Orchestra Campaign is utilized to support purchase of equipment, music and other necessary items for the valuable program.

**IF PART OF GRANT, NOTIFY:**

DIRECTOR OF TECHNOLOGY	<input type="checkbox"/> YES <input checked="" type="checkbox"/> N/A	DATE CONTACTED	
DIRECTOR OF SAFETY AND SECURITY	<input type="checkbox"/> YES <input checked="" type="checkbox"/> N/A	DATE CONTACTED	
DIRECTOR OF STUDENT SERVICES	<input type="checkbox"/> YES <input checked="" type="checkbox"/> N/A	DATE CONTACTED	
DIRECTOR OF FOOD SERVICES	<input type="checkbox"/> YES <input checked="" type="checkbox"/> N/A	DATE CONTACTED	

**SUSTAINABILITY PLAN:**

The Let's Build an Orchestra Campaign will continue to seek grants and community partnerships to support the Roosevelt STEAM Academy orchestra.

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

Purchase equipment for the El Sistema music program to continue the orchestra.

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

Tessa Sutton

BOARD:  APPROVED  DENIED

DATE OF BOARD APPROVAL



DATE:

5/5/2015

TO:

Dr. Robert Haworth, Superintendent  
Board of School Trustees

FROM:

Jean Creasbaum/Kim Boynton

SCHOOL / ENTITY APPLYING:

Eastwood, Hawthorne, Beck, Beardsley

GRANT TITLE:

Innovative Teaching Grant

GRANT APPLICATION READ

YES  NO

ENTITY APPLYING TO:

Elkhart Education Foundation

GRANT AMOUNT:

\$5000

GRANT SUBMISSION DEADLINE:

5/30/2015

SIGNATURE OF ADMINISTRATOR APPROVING APPLICATION:

*Jean Creasbaum / Kimberly Boynton*

EXPLANATION OF GRANT:

Eastwood, Hawthorne, Beck, and Beardsley Kindergartens will be piloting the Tools of the Mind Kindergarten Curriculum beginning in August 2015. The teachers have identified materials that would be beneficial to the implementation of the Kindergarten Curriculum. The grant would be utilized to support the purchase of classroom materials.

IF PART OF GRANT, NOTIFY:

DIRECTOR OF TECHNOLOGY

YES  N/A

DATE CONTACTED

DIRECTOR OF SAFETY AND SECURITY

YES  N/A

DATE CONTACTED

DIRECTOR OF STUDENT SERVICES

YES  N/A

DATE CONTACTED

DIRECTOR OF FOOD SERVICES

YES  N/A

DATE CONTACTED

SUSTAINABILITY PLAN:

Identified materials are not consumable; therefore once purchased will be utilized for many years.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Purchase of materials beneficial to the implementation of Tools of the Mind

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Jean Creasbaum/Kim Boynton

BOARD:  APPROVED  DENIED

DATE OF BOARD APPROVAL



Grant Approval Form

DATE:

May 5, 2015

TO:

Dr. Robert Haworth, Superintendent  
Board of School Trustees

FROM:

Kristie Stutsman

SCHOOL / ENTITY APPLYING:

West Side Middle School

GRANT TITLE:

Magnify Learning Grant

GRANT APPLICATION READ

YES  NO

ENTITY APPLYING TO:

Magnify Learning

GRANT AMOUNT:

\$741.00

GRANT SUBMISSION DEADLINE:

May 15, 2015

SIGNATURE OF ADMINISTRATOR APPROVING APPLICATION:

*Kristie Stutsman*

EXPLANATION OF GRANT:

This grant would cover half the cost for a team of 6 (5 teachers / 1 administrator) to attend the Project Based Learning Workshop in Plymouth on June 15 - 18, 2015. The workshop will provide training on instructional strategies and implementation of project based learning.

IF PART OF GRANT, NOTIFY:

DIRECTOR OF TECHNOLOGY

YES  N/A

DATE CONTACTED

[ ]

DIRECTOR OF SAFETY AND SECURITY

YES  N/A

DATE CONTACTED

[ ]

DIRECTOR OF STUDENT SERVICES

YES  N/A

DATE CONTACTED

[ ]

DIRECTOR OF FOOD SERVICES

YES  N/A

DATE CONTACTED

[ ]

SUSTAINABILITY PLAN:

This is a one time opportunity to reduce the cost of training on June 15 - 18.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

For team to attend training in Plymouth on June 15 - 18.

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Kristie Stutsman

BOARD:  APPROVED  DENIED

DATE OF BOARD APPROVAL

[ ]

Board of School Trustees Grant Submission and Award Update

May 12, 2015

Grant Title	Grantee Organization	Amount Requested	Award Status	Amount of Award
<b>Awarded Grants</b>				
PEP Engineering Materials	Kiwanis	\$3,000.00	Grant Received 3/17/2015	\$750.00
Innovation Grant Career Camp	United Way	\$31,000.00	Conditional Award *Meeting in May 2015 to answer additional questions	\$20,000.00
IDOE Tier IV (Beck) <sup>1</sup>	Indiana Department of Education	\$6,000.00 (Initial Award)	Additional Grant Funds Received 3/20/2015	\$37,000.00
IDOE Tier IV (Pierre Moran) <sup>2</sup>	Indiana Department of Education	\$6,000 (Initial Award)	Additional Grant Funds Received 3/20/2015	\$37,000.00
Department of Homeland Security Safety Grant-Central High School <sup>3</sup>	Department of Homeland Security	\$50,000	Funds Received 4/9/2015	\$50,000.00
Indiana Early Literacy Intervention Grant	Department of Education	\$67,900.00	Grant Received 4/13/2015	\$67,900.00
IYI Convention Grant	Indiana Youth Institute	\$463.56	Grant Received 3/31/2015	\$463.56
True Value Painting A Brighter Future	True Value Foundation	40 gallons paint	Grant Received 4/30/2015	40 gallons paint
North Side Project Lead the Way	Project Lead the Way, Inc	\$10,800.00	Grant Received 4/27/2015	\$10,800.00
West Side Project Lead the Way	Project Lead the Way, Inc	\$10,800.00	Grant Received 4/27/2015	\$10,800.00
<b>Total 3/10/2015</b>				<b>\$286,642.00</b>
<b>Total 3/10/2015-5/12/2015</b>				<b>\$234,713.56</b>
<b>Total as of 5/12/2015</b>				<b>\$521,355.56</b>
<b>Approved Grants</b>				
<b>(Funds Approved)</b>				
<b>*Annual District Grant Applications for Program Funding (Title, Department of Education, Special Education)</b>				
<b>Total To Date 5/12/2015 2014-2015 School Year</b>				<b>\$8,392,384.95</b>
<b>Pending Notification</b>				
IDOE Excellence in Education	Indiana Department of Education	Not Known		
Perkins Secondary CTE Grant	Indiana Department of Education	\$660,866.09		
Department of Homeland Security Safety Grant-Memorial High School <sup>4</sup>	Department of Homeland Security	\$50,000.00		

<sup>1</sup> Indiana Department of Education Tier IV grant was awarded to Mary Beck Elementary. Additional funds were made available and Mary Beck Elementary was awarded an additional \$37,000 for professional development.

<sup>2</sup> Indiana Department of Education Tier IV grant was awarded to Pierre Moran Middle School. Additional funds were made available and Pierre Moran Middle School was awarded an additional \$37,000 for professional development.

<sup>3</sup> Funds for the Central High School Department of Homeland Security Grant have been reimbursed.

<sup>4</sup> Memorial High School Department of Homeland Security Grant has been fully executed.

Board of School Trustees Grant Submission and Award Update

---

May 12, 2015

<b>Grants Not Received</b>				
Sow It Forward	Kitchen Gardens International	\$500.00		
Let's Build An Orchestra	Teacher's Credit Union Foundation	\$5,000.00		
<b>Withdrawn or Not Submitted</b>				

**Rescue Epinephrine**

**The Director of Student Services will request the County Health Officer for the Elkhart County Health Department sign a standing order and prescription for Elkhart Community Schools to provide rescue epinephrine according to Indiana code. Following storage guidelines of the medication, the school district will attempt to provide rescue epinephrine injection devices in the school nurse's office.**

**Epinephrine injection training for select employees, including the school nurse, will be provided by the school district.**

**Any medical use of rescue epinephrine will be documented.**

**May 12, 2015**



**Proposed Revised Administrative Regulation****RULES FOR STUDENT CONDUCT**

In addition to adopted Board Policies and Administrative Regulations governing all students of the Elkhart Community Schools, the Elkhart Community Schools adopt the following rules governing student conduct. These rules apply to actions which occur on school property, inside or outside the school building, or on property adjacent to school property; or at any school-sponsored activity regardless of location; or when traveling to or from school or any educational activity. Disregard of these rules shall constitute grounds for suspension, expulsion, or any other reasonable form of disciplinary action. In addition to being subjected to discipline, students who use cellular phones, tablet computers, music devices, digital cameras, electronic equipment and other similar devices in a manner which is inconsistent with these rules may have those devices confiscated by the school.

1. Insubordination. Refusal to obey or follow a reasonable order or directive given by any Elkhart school staff member. Refusal to provide proper and sufficient identification upon request of any staff member. Staff members shall mean teachers, administrators, custodians, bus drivers, paraprofessionals, all other employees and officials, and authorized volunteers.
2. Failure to clearly display a school identification card when this is required by a student's school.
3. Theft of school property or property belonging to another student or staff member or being in possession of stolen property.
4. Fighting and/or committing any act which jeopardizes the health, safety, or welfare of other students, staff members, or visitors.
5. Vandalism. Damaging any property belonging to other students, staff, or to the Elkhart Community Schools.
6. Use of, display of, or participation in any form of profanity, indecency, or obscenity.
7. ~~Use of e~~Conduct or **use of** language which reasonably threatens, intimidates, or indicates disrespect of another person.
8. Bullying Behavior: Intentional behaviors involving unwanted negative actions which may be repeated over time and involve an imbalance of power.
9. Failure to follow directions during an emergency or an emergency drill.
10. Failure to follow cafeteria procedures and rules.
11. Consuming food or drink in the building except in the cafeteria or other designated areas.
12. Use of the elevator without the specific and express permission of a staff member.
13. Leaving a class station or other assigned area without permission of a staff member.
14. Leaving school property at a time other than the end of the student's scheduled day, unless specific permission is granted by the administration, and the sign-out procedure is followed by the student.
15. Failure to comply with school attendance/tardy policies.
16. Failure to comply with study hall, detention, and/or in-school suspension regulations.
17. Failure to attend assigned detention including, but not limited to, after-school detention, lunch detention, weekend detention, etc.

18. Failure to comply with driving and parking regulations. Reckless driving is prohibited (~~when applicable~~).
19. Failure to comply with bus regulations.
20. Failure to comply with the school's release time regulations.
21. Possession or use of tobacco in any form; possession, use, or under the influence of alcohol; or possession, use, under the influence, or transmission of any controlled substance or substance represented as a controlled substance, or paraphernalia for the use of such substance.
22. Violating any reasonable condition of probationary enrollment status for which proper notice has been given.
23. Using an electronic device (e.g. cellular phone, tablet computer, music device, digital camera, etc.) **either** in a manner which constitutes an interference with a school purpose, educational function, invasion of privacy, or act of academic dishonesty; or **which** is profane, indecent, or obscene.
24. Failure to comply with the building's dress code.
25. Failure to bring required materials and equipment to classes and refusal to participate in class activities.
26. Continuously and intentionally making noise or acting in any manner so as to interfere with the ability of any teacher or any other school personnel to conduct the educational function under his/her supervision.
27. Violations of the Board of School Trustees' Policy on Acceptable Use of Electronic Information, Services, and Networks (IGBC) regarding appropriate use of school corporation computers and networks.
28. Knowingly possessing, handling, or transmitting a knife, gun, destructive device, or any other object which can reasonably be considered a weapon.
29. Possessing and/or using, ~~on school grounds, without authorization by school officials,~~ matches, cigarette lighters, or any pyrotechnic device, including firecrackers, **on school grounds without authorization from school officials.**

May 13, 2014 **May 12, 2015**

**ELKHART COMMUNITY SCHOOLS  
OVERNIGHT TRIP REQUEST**

School: Elkhart Area Career Center

Class/Group: Skills USA

Number of Students: 11

Date/Time Departing: 6/22/15 @ 8:00 AM

Date/Time Returning: 6/27/15 @ 1:00 PM

Destination: Louisville Kentucky

Overnight Facility: Breckenridge INN Louisville KY

Mode of Transportation: School Bus

Reason for Trip: Compete in Skills USA  
National Contest/Leadership

Names of Chaperones: Lo

Cost per Student: \$140.00

Describe Plans for Raising Funds or Funding Source: Covered by Joint Vocational Budget line

Plans to Defray Costs for Needy Students: \_\_\_\_\_

Are Needy Students Made Aware of Plans? \_\_\_\_\_

Signature of Teacher/Sponsor: [Signature]

Signature of Principal: David R Benak Date: 4/29/15

\*\*\*\*\*

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

Approval of Assistant Superintendent: [Signature] Date: 5/1/15

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

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

**ELKHART COMMUNITY SCHOOLS  
OVERNIGHT TRIP REQUEST**

**School:** Elkhart Memorial High School

**Class/Group:** Marching Band

**Number of Students:** 100-150

**Date/Time Departing:** April 3, 2016

**Date/Time Returning:** April 9, 2016

**Destination:** Orlando FL  
City State

**Overnight facility:** Embassy Suites

**Mode of Transportation:** Charter Bus

**Reason for trip:** Performance/Reward Trip  
Disney World parks, Clearwater Beach

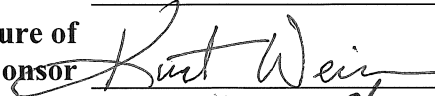
**Names of chaperones:** Band directors and 1 chaperon per 10 students

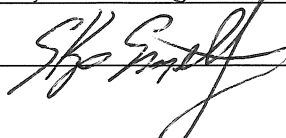
**Cost per student:** \$700

**Describe Plans for Raising Funds or Funding Source:** Adbook, Pie Sales, Peelers, etc

**Plans to defray costs for needy students:** Fundraisers exist for this purpose, some grants available from donors

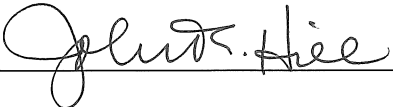
**Are needy students made aware of plans?** YES

**Signature of Teacher/Sponsor:** 

**Signature of Principal:**  **Date:** MAY 1, 2015

\*\*\*\*\*

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

**Approval of Assistant Superintendent:**  **Date:** 5/5/15

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

**Proposed Revised Board Policy***(with suggestions made following the 4/28/15 BST meeting)***DEDUCTIONS FROM SALARY CHECKS****Section 1. Indiana State Teachers Retirement Fund**

It shall be the duty of paying officials, at the time of payment of salaries to certified staff members employed under a regular teacher's contract ("Teacher(s)/ Administrator(s)"), to deduct three percent (3%) from the salary of each teacher/administrator.

**Section 2. Social Security**

Social Security taxes will be withheld from each teacher's/administrator's salary check as required by law.

**Section 3. Federal, State, and County Income Taxes**

Such taxes will be withheld from each teacher's/administrator's salary check as required by law.

**Section 4. United Way**

At the request of any teacher/administrator, deductions will be made for contributions to the United Way. ~~Fourteen~~ ~~Fen~~ ~~(140)~~ equal deductions shall be made with a minimum of ~~two~~ **one** dollars per pay period. The first deduction shall be made from the first paycheck in ~~November - May~~ **January**.

**Section 5. Elkhart Education Foundation and Dollars for Scholars**

**At the request of any teacher/administrator, separate deductions will be made for contributions, not less than one dollar, to the Elkhart Education Foundation and/or Dollars for Scholars, twice each month.**

**Section 56. Tax Deferred Annuities**

Upon the request of a teacher/administrator, contributions to an approved tax deferred annuity will be withheld twice each month (see administrative regulation GCQH).

**Section 67. Insurance Premiums**

Deductions for the teacher's/administrator's share of insurance premiums will be taken from teacher's/administrator's pay each month. Coverage shall be effective the first of the month following the teacher's/administrator's first day of work under a regular teacher's contract. Any sums owing to the District as a result of payments of the teacher's/administrator's share being made to the insurance carrier or third party

administrator by the District on behalf of the teacher/administrator, shall be deducted from the teacher's/administrator's pay at time of termination.

Section ~~78~~. Flexible Benefit Plan/Health Savings Account

A teacher/administrator may elect to participate in the Section 125 Flexible Benefit Plan, subject to the eligibility provision of the Plan. Additionally, teachers/administrators who meet eligibility requirements may have deductions made for their Health Savings Account.

Section ~~89~~. Other Deductions

Other deductions may be made pursuant to any validly adopted labor agreement, court order garnishing employee wages, or a validly adopted income withholding order.

Section ~~910~~. Pay Reductions

Many Elkhart Community Schools employees are exempt from the payment of overtime since they are paid on a salary basis and specifically exempted from overtime under federal and/or state overtime rules. Generally, these exempt employees receive their full salary without regard to the number of days or hours worked in a week.

Elkhart Community Schools is permitted to reduce an exempt employee's wages in several circumstances, including if the employee is absent from work for one or more full days for personal reasons other than sickness or disability, when no other applicable leave benefit is available; if an employee is absent from work for one or more full days because of sickness or disability, and deductions are made in accordance with the applicable leave policy; if the employee takes unpaid FMLA leave; if the employee is found to have violated a safety rule of major significance; or if the employee receives an unpaid suspension of one or more full days after a good faith finding that the employee violated an established workplace conduct rule. This is not an exclusive list of reasons the Elkhart Community Schools may reduce an exempt employee's salary.

Section ~~110~~. Improper Reductions

If an employee believes that his/her salary has been improperly reduced in violation of this policy, the employee must promptly report this improper deduction to Executive Director of Personnel and Legal Services ~~Director of Employee and Student Relations~~.

April 29, 2008 May 12, 2015

**SUPPORT STAFF SALARIES AND DEDUCTIONS**

Classified employees will normally receive their salaries in bi-weekly payments.

**Deductions:**

Federal Income Tax will be withheld from each employee's salary in accordance with the employee's exemption certificate and the applicable withholding tax rate.

Social Security contributions will be withheld from each employee's salary in accordance with federal law.

Indiana Gross Income Tax will be withheld from each employee's salary in accordance with Indiana state law.

Elkhart County Option Tax will be withheld from each employee's salary in accordance with Indiana state law.

Public Employee's Retirement Fund contributions may be deducted from each eligible employee's salary in accordance with the laws governing the Indiana Public Employee's Retirement Fund, and in accordance with each employee group's negotiated salary agreement as stated in Board Policies GDBA- 1 through 121.

Insurance - Regular employees are eligible to belong to the approved health and life insurance programs. Regular employees may be eligible to belong to the short and long term disability insurance programs. Contributions for these programs will be withheld from salaries of eligible employees who choose to enroll. Eligibility for disability insurance is contingent upon working a minimum number of hours and earning a minimal annual salary.

Deductions for the employee's share of insurance premiums will be taken from employee pay each month, after the employee electing coverage has completed probation. Coverage shall be effective the first of the month following completion of probation. Any sums owing to the District as a result of payments of the employee's share being made to the insurance carrier or third party administrator by the District on behalf of the employee, shall be deducted from the employee's pay at time of termination.

Michigan Income Tax will be withheld from the salary of each employee who is a resident of the state of Michigan in accordance with Michigan state law.

Tax Sheltered Annuity - Upon the request of a regular employee, contributions to an approved tax-sheltered annuity will be withheld twice each month.

Flexible Benefit Plan - A regular employee may elect to participate in the Section 125 Flexible Benefit Plan and Health Savings Account, subject to the terms and conditions set forth under law and plan documents.

United Way – Upon **the** request of a regular employee, contributions to the United Way will be withheld in ~~ten~~ **fourteen** equal deductions of not less than **one dollar** ~~the established minimum~~.

Credit Union - Upon the request of a regular employee, contributions to the credit union will be withheld twice each month.

**Elkhart Education Foundation and Dollars for Scholars – Upon the request of a regular employee, separate deductions will be made for contributions, not less than one dollar per pay, to the Elkhart Education Foundation and/or Dollars for Scholars, twice each month.**

#### Other Deductions

Other deductions may be made pursuant to any validly adopted labor agreement, court order garnishing employee wages, or a validly adopted income withholding order.

#### Pay Reductions

Many Elkhart Community Schools employees are exempt from the payment of overtime since they are paid on a salary basis and specifically exempted from overtime under federal and/or state overtime rules. Generally, these exempt employees receive their full salary without regard to the number of days or hours worked in a week.

Elkhart Community Schools is permitted to reduce an exempt employee's wages in several circumstances, including if the employee is absent from work for one or more full days for personal reasons other than sickness or disability, when no other applicable leave benefit is available; if an employee is absent from work for one or more full days because of sickness or disability, and deductions are made in accordance with the applicable leave policy; if the employee takes unpaid FMLA leave; if the employee is found to have violated a safety rule of major significance; or if the employee receives an unpaid suspension of one or more full days after a good faith finding that the employee violated an established workplace conduct rule. This is not an exclusive list of reasons the Elkhart Community Schools may reduce an exempt employee's salary.


#### Improper Reductions

If an employee believes that his/her salary has been improperly reduced in violation of this policy, the employee must promptly report this improper deduction to Director of Employee and Student Relations.

February 26, 2008 **May 12, 2015**



**ELKHART COMMUNITY SCHOOLS  
Elkhart, Indiana**

DATE: May 8, 2015  
 TO: Dr. Robert Haworth, Superintendent  
 FROM: Dr. John Hill   
 RE: **Conference Leave Requests  
 May 12, 2015 - Board of School Trustees Meeting**

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

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 18, 2015 (1 day's absence) MARK TOBOLSKI - MEMORIAL (2-4)	\$0.00	\$0.00
<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) MARY TEETER - HAWTHORNE (2-5)	\$228.20	\$0.00
<b>ADULT NUMERACY INSTITUTE</b> Participation in this institute will provide an opportunity for adult education teachers to partake in a proven and effective national initiative and improve the quality of numeracy instruction in Indiana. Indianapolis, IN May 21 - 22, 2015 (0 day's absence) TRICIA PAYNE - COMMUNITY EDUCATION (1-2)	\$283.76	\$0.00
<b>ADVANCED PLACEMENT SUMMER INSTITUTE, PSYCHOLOGY</b> This conference will provide information to help educators align their instruction with the goals of the AP Psychology course; identify the skills and knowledge the exam will assess, and identify the tasks and materials for which students might need more preparation; draft a syllabus which meets the curricular requirements for the course; and make equitable access a guiding principle in designing instruction. Northfield, MN June 22 - 26, 2015 (0 day's absence) CARRIE DREWS - CENTRAL (0-0)	\$697.20	\$0.00

<b>2014 - 2015 CONFERENCES</b>	<b>EXPENSES</b>	<b>SUBSTITUTE</b>
<b>NATIONAL SKILLS USA COMPETITION</b> Accompanying students to the National Skills USA Competition. Louisville, KY June 22 - 26, 2015 (0 day's absence) MARK HUCKLEBERRY - EACC (1-2) TRINA JACKSON - EACC (0-0) AMY STUTZMAN - EACC (0-0) TRACY TEEGARDEN - EACC (1-0)	\$700.00	\$0.00
<b>OHIO TECHNICAL COLLEGE - HIGH SCHOOL INSTRUCTOR</b> Participation in this seminar will include a tour of Lincoln Electric headquarters to see the latest welding technology and interact with Lincoln instructors and staff; a step into the future with training on the Vrtex 360 Virtual Welding Equipment; classroom and hands on training to prepare for taking the 1 inch plate certification; and work with OTC instructors in the shop to prepare to take the AWS certification tests. Cleveland, OH June 28 - July 1, 2015 (0 day's absence) RAY COLLINS - EACC (2-2)	\$150.00	\$0.00
<b>TOTAL</b>	<b>\$2,059.16</b>	<b>\$0.00</b>
2014 YEAR-TO-DATE GENERAL FUNDS	\$33,623.70	\$5,135.00
2015 YEAR-TO-DATE GENERAL FUNDS	\$3,073.21	\$850.00
2014 YEAR-TO-DATE OTHER FUNDS	\$173,014.01	\$14,490.00
2014 YEAR-TO-DATE ADJUSTMENTS	(\$7,035.40)	(\$680.00)
2015 YEAR-TO-DATE OTHER FUNDS	\$36,348.80	\$2,125.00
2015 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
<b>GRAND TOTAL</b>	<b>\$239,024.32</b>	<b>\$21,920.00</b>

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



Date: May 12, 2015  
To: Dr. Robert Haworth  
From: Mr. W. Douglas Thorne  
Subject: Personnel Recommendations

---

**Certified**

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

<b>Deborah Butkus</b> Began: 8/22/06	<b>Beardsley/Special Education</b> Resign: 6/5/15
<b>Jennifer Hansen</b> Began: 8/13/14	<b>Beardsley/Grade 1</b> Resign: 6/5/15
<b>Sandra King</b> Began: 2/10/02	<b>Hawthorne/ENL</b> Resign: 6/5/15
<b>Jodell Petty</b> Began: 8/19/02	<b>Memorial/Math</b> Resign: 6/5/15
<b>Quincy Phipps</b> Began: 8/12/13	<b>Cleveland/Art</b> Resign: 6/5/15

b. **Voluntary Leave** – We recommend a personal leave for the following employee:

<b>Allison Teich</b> Begin: 8/4/15	<b>Beck/Intervention ~ part-time</b> End: 6/1/16
---------------------------------------	---

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

<b>Meg Brewer</b> Begin: 4/14/15	<b>PACE/Speech Pathologist</b> End: 1/4/16
-------------------------------------	---

**Classified**

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

<b>Marina Allen</b> Began: 3/17/15	<b>Transportation/Bus Driver Unassigned</b> PE: 5/4/15
<b>Laura Cichoracki</b> Began: 2/23/15	<b>ESC/Secretary</b> PE: 4/27/15
<b>Mayra DeLuna</b> Began: 2/17/15	<b>Pierre Moran/Food Service</b> PE: 4/29/15

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

<b>Amy Branson</b> Began: 1/10/05	<b>Feeser/Food Service</b> Resign: 5/5/15
<b>Christy Gonzalez</b> Began: 11/12/12	<b>Transportation/Bus Driver Unassigned</b> Resign: 5/8/15
<b>Nakeyta Hardy</b> Began: 4/21/14	<b>Riverview/Secretary</b> Resign: 4/29/15
<b>Jose Lopez</b> Began: 8/19/13	<b>ESC/Support Tech I</b> Resign: 5/15/15
<b>Eugene McGregor</b> Began: 9/2/08	<b>Memorial/Paraprofessional</b> Resign: 5/5/15
<b>Tonjia Miller</b> Began: 3/6/03	<b>Beardsley/Paraprofessional</b> Resign: 5/13/15
<b>Kenneth Raderstorf</b> Began: 8/13/12	<b>Roosevelt/Custodian</b> Resign: 5/8/15
<b>Sheryl Tavernier</b> Began: 9/2/14	<b>Transportation/Bus Helper</b> Resign: 5/1/15
<b>Joyce Wyne</b> Began: 9/18/95	<b>Feeser/Paraprofessional</b> Resign: 6/5/15

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

<b>Alvin Johnson</b> Began: 5/22/78	<b>Central/Custodian</b> Retire: 5/29/15 37 Years of Service
<b>Billy Sharp</b> Began: 9/19/02	<b>Transportation/Bus Driver</b> Retire: 8/28/15 12 Years of Service