

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

REVISED
10/27/15

Elkhart Community Schools
Elkhart, Indiana

October 27, 2015

CALENDAR

Oct	27	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Oct	27	Immediately following	Executive Session, J.C. Rice Educational Services Center
Oct	27	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Oct	27	Immediately following	Executive Session, J.C. Rice Educational Services Center
Nov	10	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Nov	17	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center

- A. CALL TO ORDER/PLEDGE
- B. INVITATION TO SPEAK PROTOCOL
- C. SUPERINTENDENT'S STUDENT ADVISORY COUNCIL REPRESENTATIVES
- D. MINUTES
October 13, 2015 – Public Work Session
October 13, 2015 – Regular Board Meeting

E. TREASURER'S REPORT

Consideration of Claims

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

Fund Loans

Group Medical and Dental Insurance - The Insurance Committee is recommending Board approval of a medical benefits proposal from United Health Care, a dental benefits proposal from MetLife, and a change in benefit eligibility for employees working less than 30 hours per week.

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

F. NEW BUSINESS

Tentative Agreement - Consideration of a tentative agreement with the Elkhart Teacher's Association (ETA) for a new collective bargaining agreement.

Communication & Data Department Update

Student Services Department Update

Instructional Leadership Department Update

Grant Approval – The administration recommends approval for the submission of the following grant applications to:

Department of Homeland Security for Fiscal Year 2016 Secured School Safety Grant from ECS.

Gametime for Playground Matching Grant from ECS.

Elkhart Education Foundation for Wireless Interactive Whiteboard Systems for 2nd grade from Eastwood.

Elkhart Education Foundation for Project CLICK from Mary Beck.

Elkhart Education Foundation for Maxing Out Our Education from Mary Daly.

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

G. PERSONNEL

Conference Leaves for Carl D. Perkins Grant – The administration recommends approval of conference leave requests in accordance with Board Policy.

Conference Leaves - The administration recommends approval of conference leave requests in accordance with Board Policy.

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

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

Elkhart Community Schools
Elkhart, Indiana

October 13, 2015

Mary Beck Elementary School, 818 McDonald Street, Elkhart – at 5:30 p.m.

Board Members
Present:

Glenn L. Duncan
Susan C. Daiber

Karen S. Carter
Dorisanne H. Nielsen
Jeri E. Stahr

Absent:

Carolyn R. Morris

Douglas K. Weaver

ECS Personnel Present:

Tony England
Shawn Hannon
Doug Hasler

Rob Haworth
Dawn McGrath
Doug Thorne

Time/Place

Roll Call

The Board discussed upcoming Region 2 meeting and agenda items for the regular Board meeting.

Topics
Discussed

The meeting adjourned at approximately 5:50 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 REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
October 13, 2015

Mary Beck Elementary School, 818 McDonald Street, Elkhart 7:00 p.m.

Board Members Present:	Glenn L. Duncan Susan C. Daiber	Karen S. Carter Dorisanne H. Nielsen Jeri E. Stahr
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Absent:	Carolyn R. Morris	Douglas K. Weaver
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Vice President Glenn Duncan called the regular meeting of the Board of School Trustees to order. The pledge of allegiance was recited.

Mr. Duncan discussed the invitation to speak protocol.

By unanimous action, the Board accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$375.00 from Trinity United Methodist Church to Mary Daly Elementary for the art and music programs; a Gemeinhardt flute valued at \$200.00 from Scott Filley to the ECS music department; \$1,203.80 from St. Mark Missionary Church in support of the Title I Meeting and Annual Back to School Picnic at Osolo Elementary; school supplies valued at \$75.00 from Advance America to Riverview Elementary for the third grade classroom of Katherine Bueter; a 'buddy bench' from Dale and Amy Kehoe for Mary Feeser Elementary students to have a place to sit with their buddy during recess; \$500.00 from Global Building Products to Bristol Elementary for instructional supplies for Amanda Carpenter's first grade classroom; a 2011 Chevrolet Malibu with an approximate value of \$5,582.50 from General Motors to the Elkhart Area Career Center (EACC) automotive technology services department; t-shirts, water bottles, bike lights, cow bells and socks valued at \$150.00 for Pierre Moran Middle School (PMMS) to be used as rewards for positive behaviors of bike riding students; and \$500.00 from Elkhart Area Marines to PMMS for the purchase of four bicycles as end of semester awards.

Ted Foland, energy education specialist, presented a Building Energy Report on Mary Beck Elementary. During the building audit conducted on Saturday, October 10, 2015, 32 out of 60 individual staff work stations received "Thanks for Saving Energy" for complete room shut down. The building is ranked 7th among all elementary buildings with a cost/floor area of 92 cents per square foot. Year to date cost avoidance for ECS is currently at 30.3%. Buildings are all being prepared for the Fall break.

Place/Time

Roll Call

Call to Order

Protocol

Gift Acceptance

Energy Education Report

Principal JeNeve Adams welcomed everyone to Mary Beck. She highlighted some of the on-going programs: Cowboy ethics, Girls on the Run, Lifeline, and One Love Drumming; and is awaiting the results of the recently conducted Advanced Education Diagnostic Review. After introducing all of the staff present, she congratulated them on being supportive, dedicated and always giving 110%.

Building
Report

By unanimous action, the Board approved the following minutes:
December 22, 2014 – Regular Board Meeting - REVISED
September 22, 2015 – Public Work Session
September 22, 2015 – Regular Board Meeting

Approval of
Minutes

The following statement was read by Alex Holtz, President of the Elkhart Teachers Association.

Communication
from Elkhart
Teachers
Association

It is a rare occasion that motivates me to speak before you. Usually, I try to limit my requests to speak to situations where I have great concern for the vitality of Elkhart Community Schools. The ability to provide an excellent educational experience for students is of utmost importance to me and the Elkhart Teachers Association and that is what brings me here this evening. In the past, you may remember, I have spoken to you when it became obvious that data driven decision making would be demanded by those that fund our schools. I also came before you when the greatest concern for Elkhart Community Schools appeared to be the State's interference in our day to day operations. Because of the collaborative nature of your employees and a willingness to work harder and differently than ever before, both of these challenges are being met with great success. According to the most recent statistics available, our graduation rates and 3rd grade IREAD results are the best they have ever been. Additionally, Elkhart Community Schools now has more students earning a greater number of college credits than they ever have in the past. Advanced Placement and Dual Credit courses are thriving and so are the students that opt to participate in these learning opportunities.

However, I come before you today because I believe there is a different threat to the success of our students and staff. To be clear, I believe this challenge will be vanquished less quickly than those previously mentioned. In fact, I believe it may impact our community for decades and we are just seeing the first waves of it roll onto shore. The threat now at the forefront of my mind is a teacher shortage. I believe it is upon us and will rise up to ferocious proportions very soon. Specifically, there will not be enough newly licensed teachers to replace retirees or to take the place of those who resign from the profession after a short stint realizing the work is hard, the hours are long, and the respect offered from the legislative body is less than ideal. This problem will be compounded if we neglect to adequately support those teachers already in the field. Please consider my record, and our collective record, on crucial questions related to Elkhart Community Schools and give careful attention to all matters that may relate to teacher satisfaction and retention.

By unanimous action, the Board approved payment of claims totaling \$11,251,676.94 as shown on the October 13, 2015, claims listing. (Codified File 1516-38)

Payment of
Claims

By unanimous action, the Board approved the purchase of 15 school buses for the 2015 Budget year. 13 will be 72-passenger buses and two will be 84-passenger buses. In response to Board inquiry, Doug Hasler, executive director of support services, replied ECS currently has 115 buses and a small number are being traded in to offset the purchase price. He explained the monies will come from the Bus Replacement Fund and Referendum Operating Fund.

Bus Purchases

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 1516-39)

Fundraiser
Approval

By unanimous action, the Board approved a recommendation presented by Superintendent Haworth for the Elkhart Area Career Center to offer Indiana FFA programs for its students. The EACC currently offers education in Horticulture and Landscape Management as well as other courses that would be in line with the FFA program. This would be the initial step to a new chapter charter.

Communication
from the
Superintendent's
Office

By unanimous action, the Board approved a recommendation to support the continued collaboration with Beacon Health System and the Community Foundation of Elkhart County in the efforts to resolve the mutual school system and community need for an updated, upgraded, and more efficient indoor pool facility in the City of Elkhart.

Communication
from the
Superintendent's
Office

Shawn Hannon, assistant superintendent of communication and data, reported on the recent 3-day convention with 120 teachers and the Indiana Department of Education (IDOE) in Indianapolis. The activities were focused on setting standards (cut scores) for the ISTEP to be sent to the State Board. In response to Board inquiry regarding a timeline, she responded it is unknown at this time.

Department
Report

Tony England, assistant superintendent of student services, introduced Dr. Bonnie Raine, system care coordinator for Oaklawn, who reported on the progress of the Project AWARE Grant. Nationally 120 grants were given. Oaklawn and Elkhart Community Schools are the only recipients in the state of Indiana. The program provides Mental Health First Aid Training including the tools to recognize mental health disorders. Faculty and staff have so far been trained in 18 sessions for over 400 faculty and staff. She complimented ECS for its participation in the program. In response to Board inquiry, she responded the program will be presented at the middle and high schools as the curriculum is directed for 12 – 25 year olds.

Department
Report

Dr. Dawn McGrath, deputy superintendent, report ECS has received a \$30,000 Innovation Teaching Grant from the IDOE. The grant has three significant features: it represents collaboration between the curriculum department and the technology department; allows the district to bring in a consultant to review our technology practices, and provides training for teachers. An outside consulting agency will visit our schools and make recommendations of strategic action steps.

Department
Report

By unanimous action, the Board approved the submission of the following grants to:

Grant Approval

Elkhart Education Foundation for an Innovation Grant from West Side Middle School.

Elkhart Education Foundation for an Innovative Teaching Grant from Beardsley Elementary School.

Elkhart Education Foundation for Small Group Lesson Instruction from Central High School.

Safe Fleet United Against Bullying for Bus Driver Bullying Prevention Training from Student Services.

Indiana Department of Education for Title II: Improving Teacher Quality from ECS.

(Codified File 1516-40)

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

Grant
Confirmation

Target for Purdue Partnership Field Trip Lunch from Elkhart Central orchestras.

Elkhart Municipal Band Foundation Fund from Elkhart Central Music Department.

Elkhart County Community Foundation (Municipal Band) from Elkhart Memorial band.

(Codified File 1516-40)

By unanimous action, the Board approved continued alternative non-residential services agreement for an ECS special education student. (Codified File 1516-43)

Non-residential
Services
Agreement

By unanimous action, the Board approved conference leave requests for the Carl D. Perkins Grant in accordance with Board policy for staff members as recommended by the administration on the October 13, 2015 listing. (Codified File 1516-41)

Conference
Leaves –
Perkins Grants

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the October 13, 2015 listing and the October 13, 2015 Addendum. (Codified File 1516-42)

Conference
Leaves

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

Personnel
Report

Employment of certified staff member, Cynthia Smith, ENL at North Side, effective 9/24/15, for the 2015-16 school year.

Certified
Employment

Maternity leave of absence for certified staff member Ashley Carlson, intervention at Hawthorne, beginning 11/9/15 and ending 11/24/15.

Certified
Maternity
Leave

Change to maternity leave of absence for certified staff member Melissa Morey, grade 5 at Roosevelt, beginning 10/26/15 and ending 11/6/15.

Certified
Change to
Maternity
Leave

Resignation of certified staff member Kaci Wilkinson, special education at Pinewood effective 10/9/15.

Certified
Resignation

Regular employment of the following forty-one (41) classified employees, who have successfully completed their probationary periods, on dates indicated:

Classified
Employment

Charity Burke - unassigned bus driver at Transportation, 10/8/15
Anita Byrd - food service at Beardsley, 10/7/15
Rachel Campagnoli - paraprofessional at Feeser, 10/9/15
Robin Creer - unassigned bus driver at Transportation, 10/9/15
Bobbie Denney - food service at Monger, 10/7/15
Vicki Ellis - lunch paraprofessional at Eastwood, 10/8/15
Chere Engstrom - food service at West Side, 10/7/15
Amber Fredrychowski - paraprofessional at Beardsley, 10/9/15
Wendy Freeland - nurse at Central, 10/6/15
Tracy Freeman - paraprofessional at Tipton, 10/10/15
Karen Gadson - paraprofessional at Tipton, 10/9/15
Whitney Grandison - paraprofessional at Tipton, 10/9/15
William Greene - paraprofessional at Central, 10/9/15
Rick Hayford - unassigned bus driver at Transportation, 10/9/15
Arlin House - unassigned bus driver at Transportation, 9/22/15
Cynthia Johansen - lunch paraprofessional at Feeser, 10/9/15
Scott Killelea - unassigned bus driver at Transportation, 10/9/15

Stephanie Kline - paraprofessional at Beardsley, 10/9/15
Amelia Larsen - food service at North Side, 10/8/15
Molly Loeffelholz - speech therapist at Beardsley, 10/7/15
Donald Lowe - unassigned bus driver at Transportation,
10/9/15
Jeff Martin - mechanic at Transportation, 9/21/15
Joel Mbugua - unassigned bus driver at Transportation,
10/9/15
Judith McCarthy - lunch paraprofessional at Monger, 10/9/15
Donna Miller - unassigned bus driver at Transportation,
10/9/15
Denny Nisley - unassigned bus driver at Transportation,
10/8/15
Jacqueline Robinson - unassigned bus driver at
Transportation, 10/9/15
Brittney Saint-Louis - paraprofessional Beardsley, 10/7/15
Theresa Serafino - paraprofessional at Feeser, 10/9/15
Toya Sheppard - bus helper at Transportation, 10/9/15
Thomas Sibal - misc. membership manager at EACC,
9/28/15
Kirsten Smith - music (TA) at Memorial, 10/9/15
Kayla Stafford - secretary at Riverview, 9/24/15
Bryan Taylor - unassigned bus driver at Transportation,
10/9/15
Breah Tolbert - food service at Pierre Moran, 10/6/15
Emily Toledo - paraprofessional at Hawthorne, 10/7/15
Carmela Tomsits - food service at Memorial, 10/9/15
Wesley Turner - unassigned bus driver at Transportation,
10/9/15
Barbara White - food service at Memorial, 10/7/15
Sandra White - unassigned bus driver at Transportation,
9/22/15
Zachary Wilfert - technical support team at Building
Services, 10/6/15

Resignation of the following ten (10) classified employees effective on dates indicated:

Francesca Anderson - paraprofessional at Tipton, 9/17/15
Heather Erlacher - secretary at Adult Education, 9/25/15
Marcia Hiatt - secretary at ECS, 9/21/15
Tracy Mast - bus driver at Transportation, 10/6/15
Karen Russell - lunch paraprofessional Cleveland, 9/25/15
Molly Shields - paraprofessional at EACC, 9/24/15
Lorrie Stork - bus helper at Transportation, 10/16/15
Nicole Thompson - food service at Cleveland, 10/9/15
Joann Williams - secretary at Bristol, 10/16/15
Kristina Wiskotoni - food service at Memorial, 10/9/15

Classified
Resignation

Medical leave for classified employee, Fred Dils, custodian at Memorial, beginning 8/27/15 and ending 12/31/15.

Classified
Medical Leave

Change to retirement of classified employee, Harriett Lewis, paraprofessional at West Side, 12/4/15 with 15 years of service.

Classified
Change to
Retirement

Retirement of classified employee, Diane Lucchese, paraprofessional at Central, effective 9/25/15 with 15 years of service.

Classified
Retirement

Board members thanked those in attendance for coming to the meeting.

From the Board

The meeting adjourned at approximately 7:40 p.m.

Adjournment

APPROVED:

Signatures

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

ACCOUNT BALANCES/INVESTMENT DETAIL

SEPTEMBER 2015

PETTY CASH	\$	500.00
GENERAL ACCOUNTS:		
Lake City Bank		25,858,447.94
Lake City Bank - Merchant Account		580,784.95
Teachers Credit Union		2,818,209.03
SCHOOL LUNCH ACCOUNTS:		
Lake City Bank		81,595.91
Change Fund		2,110.00
TEXTBOOK RENTAL ACCOUNTS:		
Chase Bank		966,419.07
PAYROLL ACCOUNTS:		
Lake City Bank - Payroll Account		498,522.03
Lake City Bank - Flex Account		54,731.96
Teachers Credit Union-Payroll Account		50,237.68
Teachers Credit Union - Flex Account		11,659.13
INVESTMENTS:		
Lake City Bank Certificate of Deposit To mature 12/29/15 at .43%		77,000.00
	\$	31,000,217.70



BUSINESS OFFICE

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: Mr. Douglas A. Hasler
FROM: Tracey Bolin
DATE: September 30, 2015

LOANS – ONE FUND TO ANOTHER

The following loan was made on 09/30/15:

\$142,000 to Fund 0410 Transportation Fund from Fund 0420 Trans. Bus Replacement Fund



BUSINESS OFFICE

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

October 22, 2015

TO: Board of School Trustees
Dr. Haworth

FROM: Douglas A. Hasler

SUBJECT: Insurance Committee Recommendations

The Insurance Committee is recommending a number of changes that would impact medical and dental benefits for participating employees during the 2016 Plan Year.

Network Access and Benefit Administration Provider

In the Spring of this year, our Insurance Committee initiated a request for proposal (“RFP”) process for (medical) network access and benefit administration services. This RFP process was facilitated through our insurance consultant, Jeff Hadden.

Three responses to the RFP were received – Anthem, United Health Care/UMR, and BeaconHealth. All respondents submitted proposals with information on fixed costs (claims administration, stop-loss premiums), negotiated network discounts, and provider networks.

All respondents to the RFP have a high percentage of area primary care physicians in their networks. Anthem and United Health Care have all the major hospitals in their networks; BeaconHealth’s network does not include St. Joseph Regional Medical Center.

Based on the fixed cost and negotiated discounts of the three organizations, it is possible to generate 2016 premium costs for each proposal. The resulting premium increases ranged from Anthem’s 8.91%, to United Health Care’s 10.78%, to BeaconHealth’s 24.85%.

Our Insurance Committee received in-person presentations from Anthem and United Health Care to gather additional information about the submitted proposals. The Insurance Committee later convened to discuss the options presented, and to develop recommendations. In that meeting, the Insurance Committee decided to accept the United Health Care proposal. This decision had the support of the full committee. The Committee’s decision was motivated by two considerations: customer service and long-term management of ECS benefit plan.

The Committee considered the customer service provided to ECS by Anthem to have been less than satisfactory, especially the prescription benefit disruption that occurred in September 2013. While we have no experience with United Health Care, the Committee has confidence in the ability of United Health Care to provide ECS staff with high quality customer service.

While Anthem has higher negotiated discounts with health care providers, the Insurance Committee believes that United Health Care has the tools, and the necessary support to help Elkhart Schools manage our medical benefit plan more effectively than Anthem does.

Dental Benefits

Elkhart Schools has self-funded its dental plan for approximately 15 years. If dental benefits were to be self-funded in 2016, it would have been necessary to increase our premiums by about 4.7%. At the direction of the Insurance Committee, Jeff Hadden sought proposals for fully insured dental plans from 4 carriers – Anthem, CIGNA, Delta Dental, and MetLife. The Insurance Committee is recommending that the MetLife proposal, which reflects a 2.6% decrease in the dental premium for 2016, be accepted. Under the MetLife proposal, the annual maximum benefit will increase from \$1,000 to \$1,250.

Part-Time Employee Eligibility

For many years, Elkhart Schools has extended benefit eligibility to school employees who work as few as 20 hours weekly. Under the federal Affordable Care Act, employers are generally required to provide medical benefits to employees who work 30 or more hours weekly. The Insurance Committee is recommending that Elkhart Schools change its eligibility to align with the federal standard.

When Elkhart Schools first extended benefits to employees working less than 30 hours weekly, such individuals would have had few options to obtain medical insurance apart from an employer group medical benefit plan. With the advent of the Affordable Care Act, individuals have the ability to obtain medical insurance through the Healthcare Marketplace/Exchange. Through this system, medical insurance can be obtained on a guaranteed basis, without limitations for preexisting conditions. Further, subsidies (based on household income) may be available that reduce the cost of coverage. To summarize, an ECS employee now has the opportunity to obtain guaranteed medical coverage, with plans that are comparable to the benefits available through the ECS benefit program, with the potential that subsidies can reduce the individual's cost of coverage.

Most school employees who fall within the 20 to 30 hour weekly category work in the Transportation Department and the Food Services Department. A relatively small number of eligible employees from this population actually choose to enroll in our medical/benefits plan. Based on a demographic analysis of this population, the anticipated claims cost of this population is greater than that of our larger group. If this population were not eligible for benefits under our medical benefits plan, total costs of our plan are projected to decline by \$50,000.



The Insurance Committee proposes that ECS provide support for any part-time employee who would no longer be eligible for coverage under the ECS benefit plan. This support would come in the form of identifying one or more area insurance advisors to assist these individuals in reviewing the options available through the Healthcare Marketplace/Exchange, and in completing their enrollment. After discussion of the proposal to modify employee eligibility to enroll in the ECS medical/dental benefits plan, the Committee voted to support the change, with one member objecting.

Spousal Carve Out

The Insurance Committee also investigated the option of implementing a “spousal carve out.” The effect of this option would be to require that those spouses who are employed obtain medical/dental benefits through their employer (rather than through the ECS medical/dental benefits plan). Spousal carve out has been increasingly common among employers nationally, as well as within our own community.

While it is difficult to determine the exact cost-savings that would result from a spousal carve out, if 10% of spouses were required to drop their coverage through ECS, the savings would represent approximately \$46,000. However, it would be necessary to implement a four-tiered coverage structure (including coverage levels of employee only, employee and spouse, employee and children, and employee, spouse, and children) rather than our existing two-tiered coverage structure (employee, and family). Under the four-tiered coverage structure, premiums for family coverage would have increased by 42% to 80%. Balancing the modest savings from spousal carve out with the significant impact of premium increases on those employees with family coverage, the Insurance Committee decided to make no recommendation on spousal carve out.

Summary

The Insurance Committee recommends that the Board approve the following changes for 2016 medical/dental benefits:

- Accept United Health Care/UMR proposal to provide network access, and to provide benefits administration services
- Accept MetLife proposal to provide fully insured dental benefits
- Modify benefit eligibility for ECS employees to work 30 hours (or more) on a weekly basis

I will be requesting your approval of these recommendations in the October 27th Board meeting. Please contact me at 262-5563 if you have any questions concerning these matters prior to Tuesday night.





DATE:

10/13/2015

TO:

Dr. Robert Haworth, Superintendent
Board of School Trustees

FROM:

Kimberly Boynton

SCHOOL /ENTITY APPLYING:

Elkhart Community Schools (District)

GRANT TITLE:

Fiscal year 2016 Secured School Safety Grant

GRANT APPLICATION READ

YES NO

ENTITY APPLYING TO:

Department of Homeland Security

GRANT AMOUNT:

\$50,000

GRANT SUBMISSION DEADLINE:

10/30/2015

SIGNATURE OF ADMINISTRATOR APPROVING APPLICATION:

Kimberly Boynton

EXPLANATION OF GRANT:

Matching funds are provided to school corporations to support projects to increase school safety. The grant application will request funding consideration for additional safety and security equipment for the district. The grant provides an eligible \$50,000 with matching funds.

IF PART OF GRANT, NOTIFY:

DIRECTOR OF TECHNOLOGY

YES N/A

DATE CONTACTED

10/12/2015

DIRECTOR OF SAFETY AND SECURITY

YES N/A

DATE CONTACTED

10/12/2015

DIRECTOR OF STUDENT SERVICES

YES N/A

DATE CONTACTED

10/9/2015

DIRECTOR OF FOOD SERVICES

YES N/A

DATE CONTACTED

SUSTAINABILITY PLAN:

Equipment purchased is a one time cost. Maintenance will be built into existing maintenance plans and activities within the district.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

School safety equipment

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Terry Chomer, Bob Woods, Dan Rice, Doug Hasler, Kim Boynton

BOARD: APPROVED DENIED

DATE OF BOARD APPROVAL



DATE:

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

FROM:

SCHOOL /ENTITY APPLYING:

GRANT TITLE:

GRANT APPLICATION READ YES NO

ENTITY APPLYING TO:

GRANT AMOUNT:

GRANT SUBMISSION DEADLINE:

SIGNATURE OF ADMINISTRATOR APPROVING APPLICATION: *Kimberly Boynton*

EXPLANATION OF GRANT:

Gametime offers a 100% matching playground grant to add or replace playground equipment. Playground projects require the use of specified playground equipment to be eligible for the grant opportunity.

IF PART OF GRANT, NOTIFY:

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

SUSTAINABILITY PLAN:

Playgrounds will be maintained on teh regular maintenance schedule and repairs and replacements will be addressed as needed.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Playground improvements at Osolo, Eastwood, and Cleveland

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Kim Boynton and Tony Gianesi

BOARD: APPROVED DENIED

DATE OF BOARD APPROVAL



DATE: October 16, 2015

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

FROM: Cambria Rief

SCHOOL /ENTITY APPLYING: Eastwood Elementary- 2nd grade

GRANT TITLE: IW2 Wireless Interactive Whiteboard Systems for 2nd grade

GRANT APPLICATION READ YES

ENTITY APPLYING TO: Elkhart Education Foundation Innovative Teaching Grant

GRANT AMOUNT: \$4,126.96 **GRANT SUBMISSION DEADLINE:** November 1, 2015

SIGNATURE OF ADMINISTRATOR APPROVING APPLICATION: *Kevin Beveridge*

EXPLANATION OF GRANT:

The tools requested in this grant will integrate technology across the curriculum. Each 2nd grade teacher will single handedly transform their black chalkboard into an engaging interactive whiteboard. Whiteboard lessons are integrated into our Journeys reading series, Everyday Math, and our new Social Studies curriculum. They also provide capabilities to draw and annotate in real time and to work seamlessly with a wide variety of software. This form of technology can be used in a variety of ways in order to help enhance student learning and increase student involvement and motivation. These boards offer a viable option to incorporate all learning styles as they add an interactive element which truly brings lessons to life.

IF PART OF GRANT, NOTIFY:

DIRECTOR OF TECHNOLOGY	YES	DATE CONTACTED September 2015
DIRECTOR OF SAFETY AND SECURITY	N/A	DATE CONTACTED
DIRECTOR OF STUDENT SERVICES	N/A	DATE CONTACTED
DIRECTOR OF FOOD SERVICES	N/A	DATE CONTACTED

SUSTAINABILITY PLAN:

As nearly all classrooms and students at Eastwood already possess strong technology infrastructures, motivation exists within the second grade teacher team to adequately prepare their students for transition to upper grades. The students will leave 2nd grade with technology skills in place aiding in their quick adjustment to the intermediate elementary especially with IREAD being administered in 3rd grade. We are a technology-based society and education needs to be incorporating technology to keep our students current with the outside world.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

Eastwood Elementary School- 2nd grade

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Cambria Rief, Deborah Frost, Elizabeth Ordonez, and Amy Jordan

BOARD: APPROVED DENIED

DATE OF BOARD APPROVAL



DATE: 10/15/15

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

FROM: Carla Darr, Jessica Caskey, and F

SCHOOL / ENTITY APPLYING: Mary Beck

GRANT TITLE: Project C.L.I.C.K

GRANT APPLICATION READ YES NO

ENTITY APPLYING TO: Elkhart Education Foundation

GRANT AMOUNT: \$4,800

GRANT SUBMISSION DEADLINE: Nov. 1, 2015

SIGNATURE OF ADMINISTRATOR APPROVING APPLICATION: 

EXPLANATION OF GRANT:

We are seeking a grant to purchase additional technology for a team of teachers at Mary Beck Elementary School. This technology consists of Individual Response Devices for students to use in conjunction with the current Smartboard technology we have in the classroom. Our goal is to give students an opportunity to use this technology. which will provide the students and the teachers

IF PART OF GRANT, NOTIFY:

DIRECTOR OF TECHNOLOGY	<input checked="" type="checkbox"/> YES <input type="checkbox"/> N/A	DATE CONTACTED <u>10/15/15</u>
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:

Our goal is to get the three classrooms working together to have their students comfortable and knowledgeable with the technology. Our hope is to have each classroom teach the classrooms at that grade level to use the technology. The original three teachers will work with the other staff members to help them become comfortable with the technology and hopefully be available to other schools who wish to implement this program. If the technology proves to be beneficial, then we hope to be allowed to

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:

The grant funding will be used to purchase 3 sets of Individual Response devices at Mary Beck Elementary.

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:

Jessica Caskey-building technology coordinator and Carla Darr

BOARD: APPROVED DENIED

DATE OF BOARD APPROVAL _____



ELKHART COMMUNITY SCHOOLS

Grant Approval Form

DATE: 10/16/2015

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

FROM: Lindsay Gagy

SCHOOL / ENTITY APPLYING: Mary Daly Elementary

GRANT TITLE: Maxing Out our Education

GRANT APPLICATION READ YES NO

ENTITY APPLYING TO: Elkhart Education Foundation

GRANT AMOUNT: \$3261.57

GRANT SUBMISSION DEADLINE: November 1, 2015

SIGNATURE OF ADMINISTRATOR APPROVING APPLICATION: *[Handwritten Signature]*

EXPLANATION OF GRANT:
To utilize Moby Max school-wide, and provide more student friendly devices in the building. We plan to continue the use of this differentiated program both at home and during the school day. Moby Max provides exposure to various standards and subject areas.

IF PART OF GRANT, NOTIFY:

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

SUSTAINABILITY PLAN:
We plan to continue the request of student friendly technology, and the use of this differentiated program for students both at home, and school-wide for years to come. After funds for the grant have been utilized, we plan to receive money from our PTO to continue funding.

WHERE/HOW WILL GRANT FUNDING BE UTILIZED:
Classroom, home, and computer specials

WHO WILL MONITOR GRANT COMPLIANCE AND COMPLETE REQUIRED REPORTS:
Christine Moskowitz and Lindsay Gagy

BOARD: APPROVED DENIED

DATE OF BOARD APPROVAL

5:30

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Elkhart Central

Class/Group: Cheerleading

Number of Students: 13

Date/Time Departing: 10/30 6:00PM

Date/Time Returning: 10/31 11/1 1:30 AM

Destination: Indianapolis IN IN
City State

Overnight Facility: Westin Hotel

Mode of Transportation: BUS

Reason for Trip: I.A.S.P. & cheer championship

Names of Chaperones: Haley Warstler Kaeshya Taylor
Julie Williams

Cost per Student: \$35.00

Describe Plans for Raising Funds or Funding Source: personal funds

Plans to Defray Costs for Needy Students: Athletic Dept. funds

Are Needy Students Made Aware of Plans? yes

Signature of Teacher/Sponsor: Haley Warstler

Signature of Principal: Kelly Bubeide Date: 10/26/15

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

Approval of Assistant Superintendent: Dawn J. McMath Date: 10/26/15

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

ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST

RECEIVED
OCT 12 2015

School: Elkhart Area Career Center

Class/Group: Motorcycle & Power Equipment Technology/Hot Rodders of Tomorrow

ELKHART COMMUNITY SCHOOLS
COMMUNICATION & DATA

Number of Students: 10

Date/Time Departing: 12-8-2015 8:00 AM

Date/Time Returning: 12-12-2015 6:00 PM

Destination: Lucas Oil/Convention Center City Indianapolis State IN

Overnight Facility: Comfort Suites City Centre

Mode of Transportation: Van/Bus

Reason for Trip: National Finals for Hot Rodders of Tomorrow Engine Challenge (HROTEC) Students will be competing to win scholarship money

Name of Chaperones: Ryan Gortney,Angee Gortney, Dan Emery, Tammy Emery,Roger Bell, Jen Bell


Cost per Student: \$125.00 for meals

Describe Plans for Raising Funds or Funding Source: Hotel and 2 meals are covered by HROTEC

Plans to Defray Costs For Needy Students: I will personally help defray cost based on the individual students needs

Are Needy Students Made Aware of Plans? Yes

Signature of Teacher/Sponsor:



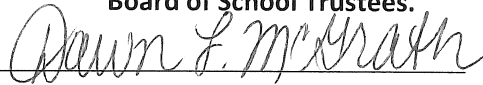
Signature of Principal:



Date: 10-6-2015

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

Approval of Assistant Superintendent



Date:

10/6/15

Approved by Board:

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

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Central High School

Class/Group: Choir

Number of Students: 2

Date/Time Departing: Friday, January 15, 6 AM

Date/Time Returning: Saturday, January 16, 7 PM departure - 9 PM return

Destination: All-State Choir rehearsals, performance - Fort Wayne IN
City State

Overnight Facility: Hotel Fort Wayne

Mode of Transportation: car

Reason for Trip: Students were selected by audition as part of the
Indiana Choral Directors Association All-State Honor Choir.

They rehearse in our area throughout fall and then
rehearse as a 250-voice choir in F.W., with performance.

Names of Chaperones: William Niederer

Cost per Student: \$85.00 (1/2 of total cost - Choir E.C.A. pays 1/2)

Describe Plans for Raising Funds or Funding Source: Choir fundraisers

Plans to Defray Costs for Needy Students: ICDA has limited scholarships available by application

Are Needy Students Made Aware of Plans? Yes

Signature of Teacher/Sponsor: William Niederer 9/16/2015

Signature of Principal: [Signature] Date: 9/17/15

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

Approval of Assistant Superintendent: [Signature] Date: 10/14/15

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

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: October 21, 2015
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. David Benak *DRB*
 RE: **Conference Leave Requests Paid Under Carl D. Perkins Grant**
October 27, 2015 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2015 - 2016 CONFERENCES	EXPENSES	SUBSTITUTE
PROSTART NETWORKING CULINARY MEETING This is a networking meeting to meet other instructors across the state and share ideas as well as learn new industry standards for the culinary program. Fair Oaks, IN November 6, 2015 PETE PICA (0-0)	\$217.25	\$85.00
NATIONAL CONSORTIUM FOR HEALTH SCIENCE EDUCATION (NCHSE) MASTER HEALTH SCIENCE EDUCATION CERTIFICATION This certification will help to improve the delivery of the health science curriculum to students. Chicago, IL November 12-13, 2015 KATHLEEN OVERHOLT (2-0)	\$278.21	\$170.00
TOTAL	\$495.46	\$255.00
2015-16 YEAR-TO-DATE PERKINS FUNDS	\$3,339.82	\$765.00
GRAND TOTAL	\$3,835.28	\$1,020.00

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

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: October 26, 2015

ADDENDUM

TO: Dr. Robert Haworth, Superintendent

FROM: Dr. Dawn McGrath 

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

The following requests for excused absences are recommended for approval:

2015-2016 CONFERENCES	Expenses	Substitutes
<p>INDIANA STATE NUTRITION ASSOCIATION (ISNA) STATE CONFERENCE</p> <p>This conference will provide information regarding the latest state initiatives and will include the following work sessions: Making a Difference; Thinking Outside of the Lunch Box; Code Red Intruder Drills; Achieving Professional Standards; Increase Participation; Breakfast in the Classroom; Meal Patterns Update; Food Waste Solutions; and Farm to School.</p> <p>Indianapolis, IN</p> <p>November 5 - 6, 2015 (2 day's absence)</p> <p style="padding-left: 40px;">CANDY KIRCHNER - ESC (0-0)</p> <p style="padding-left: 40px;">PAM MELCHER - ESC (0-0)</p>	\$940.13	\$0.00
<p>INDIANA ASSOCIATION OF SCHOOL NURSES FALL CONFERENCE 2015</p> <p>This conference will provide information regarding school nursing and wellness programs and how they impact students in our district. Mr. McClure will provide in-services based on the information provided at the conference.</p> <p>Indianapolis, IN</p> <p>November 5 - 6 , 2015 (2 day's absence)</p> <p style="padding-left: 40px;">JOHN MCCLURE - ROOSEVELT (0-0)</p>	\$529.04	\$170.00
<p>ELEVATING WORK AND LEARN IN INDIANA</p> <p>This conference will provide information regarding the latest methods and programs being utilized in the State of Indiana. This information will be used to enhance Elkhart Community Schools Community Education Program.</p> <p>Lebanon, IN</p> <p>November 10, 2015 (1 day's absence)</p> <p style="padding-left: 40px;">KIM DEHAVEN - COMMUNITY EDUCATION (2-0)</p> <p style="padding-left: 40px;">DARCEY MITSCHELEN - COMMUNITY EDUCATION (2-0)</p>	\$387.32	\$0.00

2015-2016 CONFERENCES	Expenses	Substitutes
ANNUAL DIRECTORS MEETING This meeting will provide information regarding the State program directives and initiatives which will impact our programming. Indianapolis, IN November 13, 2015 (1 day's absence) DARCEY MITSCHELEN - COMMUNITY EDUCATION (3-1) DEB WEAVER - COMMUNITY EDUCATION (0-0)	\$695.14	\$0.00
	\$2,551.63	\$170.00

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



TO: DR. ROBERT HAWORTH
FROM: MR. DOUGLAS THORNE
DATE: OCTOBER 27, 2015

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **Administrative Appointment** – The administration recommends confirmation of the following administrative appointment effective October 14, 2015:

Rebecca Crocker **Monger/Assistant Principal**

- b. **Maternity Leave** – We recommend a maternity leave for the following employee:

Jennie Siri **Cleveland/Speech Pathologist**
Begin: 10/27/15 End: 10/30/15

CLASSIFIED

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

Claudine Anderson **Beardsley/Paraprofessional**
Began: 8/24/15 PE: 10/27/15

Ron Barr Jr **Bristol~Eastwood/Custodian**
Began: 8/17/15 PE: 10/19/15

Lori Beber **Central/Paraprofessional**
Began: 8/17/15 PE: 10/19/15

Priscilla Brown **Riverview/Paraprofessional**
Began: 8/19/15 PE: 10/23/15

Nicole Cantzler **Cleveland/Paraprofessional**
Began: 8/10/15 PE: 10/9/15

Angela Gates
Began: 8/18/15

Transportation/Bus Helper
PE: 10/22/15

Tonya Gates
Began: 8/18/15

Transportation/Bus Helper
PE: 10/22/15

Amanda Goodknight
Began: 8/25/15

Cleveland/Paraprofessional
PE: 10/19/15

Crystal Howard
Began: 8/20/15

Pinewood/Lunch Paraprofessional
PE: 10/24/15

April Hunt
Began: 8/6/15

Cleveland/Food Service
PE: 10/8/15

Keysidra Jackson
Began: 8/19/15

Beardsley/Lunch Paraprofessional
PE: 10/21/15

Linda Jones
Began: 8/24/15

Transportation/Unassigned Bus Driver
PE: 10/28/15

Heather Martin
Began: 8/10/15

Roosevelt/Paraprofessional
PE: 10/9/15

Michelle Miller
Began: 8/6/15

Woodland/Lunch Paraprofessional
PE: 10/8/15

Margaret Schnippel
Began: 8/24/15

Beardsley/Paraprofessional
PE: 10/27/15

Deborah Sheppard
Began: 8/10/15

Beck/Food Service
PE: 10/9/15

Shawna Torok
Began: 8/24/15

Woodland/Food Service
PE: 10/28/15

Jennifer Weldy
Began: 8/4/15

Hawthorne/Nurse
PE: 10/6/15

Beverly Witcher
Began: 8/19/15

Transportation/Unassigned Bus Driver
PE: 10/23/15

Teresa Woodley
Began: 8/7/15

Beck/Food Service
PE: 10/9/15

Dawn Yoder
Began: 8/13/15

West Side/Food Service
PE: 10/16/15

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

Laura Cichoracki
Began: 2/25/15

ESC/Secretary
Resign: 10/16/15

Casey Lott
Began: 10/31/11

Eastwood/Paraprofessional
Resign: 10/14/15

Steve Mason Jr
Began: 5/26/15

Roosevelt/Custodian
Resign: 10/6/15

c. Parental Leave - We recommend a parental leave for the following classified employees:

Marina Allen
Begin: 10/12/15

Transportation/Unassigned Bus Driver
End: 12/18/15

Rigoberto Carvajal
Begin: 12/7/15

Hawthorne/Paraprofessional
End: 12/18/15

d. Retirement – We report the retirement of the following classified employee:

Paula Watson
Began: 10/27/86

ESC/Secretary
Retire: 10/27/15
29 Years of Service