

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

August 8, 2017

CALENDAR

Aug	8	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Aug	8	immediately following	Executive Session, J.C. Rice Educational Services Center
Aug	8	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Aug	15	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
Aug	22	5:30 p.m.	Public Work Session, Beardsley Elementary, 1027 McPherson St.
Aug	22	7:00 p.m.	Regular Board Meeting, Beardsley Elementary, 1027 McPherson St.
Sep	12	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Sep	12	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Sep	19	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center

- A. CALL TO ORDER/PLEDGE
- B. INVITATION TO SPEAK PROTOCOL
- C. MINUTES -
 - July 25, 2017 – Public Work Session
 - July 25, 2017 – Regular Board Meeting
- D. TREASURER'S REPORT

Consideration of Claims

Gift Acceptance - The administration recommends Board acceptance with appreciation of recent donations made to Elkhart Community Schools.

Annual Financial Report – The Annual Report for 2016-2017 is presented for Board information.

Food Commissary Financing Resolution

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

E. UNFINISHED BUSINESS

Board Policy 5410 - The administration presents proposed revisions to Board Policy 5410, Promotion and Retention of Students, as initially presented at the Board's July 25th regular meeting.

2018 Board Meeting Schedule - The administration seeks Board approval of the proposed Board of School Trustees meeting schedule for 2018, as initially presented at the Board's July 25th regular meeting.

Communication Plan - The administration seeks Board approval of the proposed Communication Plan, as initially presented at the Board's July 25th regular.

F. NEW BUSINESS

Board Policy 8405 - The administration presents proposed revisions to Board Policy 8405 - Environmental Health and Safety Issues - Indoor Air Quality, Animals in the Classroom, and Idling Vehicles on School Property, for initial consideration.

Grant Approval - It is recommended the Board approve submission of grants as recommended by the administration.

G. PERSONNEL

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

July 25, 2017

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – 5:45 p.m.

Time/Place

Board Members

Present:

Susan C. Daiber

Karen S. Carter

Douglas K. Weaver

Rodney J. Dale

Carolyn R. Morris

Jeri E. Stahr

Roll Call

Absent:

Glenn L. Duncan

ECS Personnel Present:

Tony England

Rob Haworth

Brenda Kolbe

Bill Kovach

Dawn McGrath

Kevin Scott

Doug Thorne

Cheryl Waggoner

Wendy Wood

Bob Woods

The Board heard the following presentations: Dawn McGrath, Deputy Superintendent, provided a report on high ability; Brenda Kolbe, Director of Communication, provided a review of the proposed Communication Plan and a review of the communication audit findings; Kevin Scott, Chief Financial Officer, presented a budget draft review.

Topics
Discussed

The Board also discussed agenda items for the regular Board meeting.

The meeting adjourned at approximately 6:15 p.m.

Adjournment

APPROVED:

Signatures

Susan C. Daiber, President

Rodney J. Dale, Member

Karen S. Carter, Vice President

Glenn L. Duncan, Member

Douglas K. Weaver, Secretary

Carolyn R. Morris, Member

Jeri E. Stahr, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
July 25, 2017

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at approximately 7:00 p.m.

Place/Time

Board Members Present:	Susan C. Daiber Karen S. Carter Douglas K. Weaver	Rodney J. Dale Carolyn R. Morris Jeri E. Stahr
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Roll Call

Absent: Glenn L. Duncan

President Susan Daiber called the regular meeting of the Board of School Trustees to order. The pledge of allegiance was recited.

Call to Order

Mrs. Daiber discussed the invitation to speak protocol.

By unanimous action, the Board approved the following minutes:

- July 11, 2017 – Public Work Session
- July 11, 2017 – Regular Board Meeting
- July 12, 2017 – Public Work Session
- July 18, 2017 – Special Meeting/Work Session

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$1,535,235.22 as shown on the July 25, 2017, claims listing. (Codified File 1718-06)

Payment of Claims

By unanimous action, the Board accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$500.00 to Memorial High School's (MHS) volleyball program from Boling Vision Center; and \$10,240.00 from the MHS Booster Club to the MHS athletic department to purchase items in each sport program as follows: \$1,000 each to football, girls golf, boys basketball, girls basketball, wrestling, and softball; \$840 to boys golf; \$600 to cross country; \$500 each to volleyball, boys soccer, girls soccer, and swimming; and \$150 each to boys tennis and girls tennis.

Gift Acceptance

The Board received a financial report for the period January 1 – June 30, 2017, and found it to be in order.

Financial Report

Kevin Scott, chief financial officer, reported the following fund loans were made on June 30, 2017: \$454,813.37 from Retirement/Severance Bond Fund to Debt Service; \$1,100,000 from Capital Projects Fund to General Fund; \$720,000 from Capital Projects Fund to Bus Replacement Fund; \$153,000 from Referendum Tax Levy Fund to Bus Replacement Fund; and \$118,000 from Referendum Tax Levy Fund to Bus Replacement Fund. Mr. Scott noted all loans have been repaid effective June 30, 2017.

Fund Loans

By unanimous action, the Board approved textbook rental fees for the 2017-2018 school year as follows: Kindergarten \$48; grade 1 \$110; grade 2 \$100; grade 3 \$107; grade 4 \$91; grade 5 \$72; and grade 6 \$87. Middle school and high school fees are based on subjects in which student is enrolled. (Codified File 1718-07)

Textbook
Rental Fees

Kevin Scott provided the current insurance report including medical plan experience costs compared year-to-date. This report will be provided at the second meeting of each month going forward.

Insurance
Report

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 1718-08)

Fundraiser
Approval

By unanimous action, the Board approved proposed revisions of Board Policy 2623 - Student Assessment, as initially presented at the July 11th regular meeting.

Board Policy
2623

By unanimous action, the Board approved proposed revisions of Board Policy 5460 - Graduation Requirements, as initially presented at the July 11th regular meeting.

Board Policy
5460

By unanimous action, the Board approved proposed revisions of Board Policy 5530 - Drug Prevention, as initially presented at the July 11th regular meeting.

Board Policy
5530

By unanimous action, the Board approved proposed revisions of Board Policy 8400 - School Safety, as initially presented at the July 11th regular meeting.

Board Policy
8400

By unanimous action, the Board approved proposed revisions and waived second reading of Board Policy 3422.06S - Secretarial/Business Compensation Plan.

Board Policy
3422.06S

The Board was presented proposed revisions to Board Policy 5410 - Promotion and Retention of Students, for initial review.

Board Policy
5410

By unanimous action, the Board approved a revision to the 2017-2018 School Calendar. The revision reflected the date change for Memorial High School's graduation from June 10, 2018 to June 8, 2018. (Codified File 1718-09)

2017-2018
School
Calendar

The Board was presented the proposed Board of School Trustees meeting schedule for 2018, for initial review.

2018 Board
Meeting
Schedule

By unanimous action, the Board approved grant submissions presented by Ashley Molyneaux, Elkhart Education Foundation, Executive Director to the Elkhart Education Foundation. A total of \$29,214.78 was granted as follows: \$18,510.78 for 2017 Fall teaching grant requests and \$9,704.00 for 2017 Fall extra-curricular grants. (Codified File 1718-10)

Grant Approval

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the July 25, 2017 listings. (Codified File 1718-11)

Conference
Leaves

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

Personnel
Report

Employment of the following eight (8) certified staff members for the 2017-2018 school year:

Certified
Employment

Amanda Brandy - Kindergarten at Daly
Sara Chrobot - Kindergarten at Riverview
Alexa Fields - grade 5 at Hawthorne
Lorinda Kline - instructional coach at Pierre Moran
Shelbi Krecik - art at Monger
Trisha Kucera - world culture at Hawthorne
Holli Ness - grade 6 at Roosevelt
Shannon Stanley - grade 1 at Roosevelt

Retirement of certified staff member Earl Knudson, science at Pierre Moran, with 19 years of service.

Certified
Retirement

Resignation of the following ten (10) certified staff members effective 6/30/17:

Certified
Resignation

Lindsey Blackford - grade 4 at Daly
Jon Cerling - science at Memorial
Marilyn Cregier - counselor at Central
Angela Garcia - ENL at Central
Kristine Martin - business at Central
Jineane McCraner - grade 1 at Roosevelt
Danielle Miller - psychologist at ESC
Stacy Shields - math at Memorial
Carolyn Repaich - intervention at Osolo
Jason Yoder Rupp - math at Central

<p>Maternity leave for the following two (2) certified staff members, on dates indicated: Jessica Schibley – science at Central, beginning 8/15/17 and ending 9/1/17 Randi Weidman – special education at Woodland beginning 8/15/17 and ending 8/21/17</p>	<p>Maternity Leave</p>
<p>Retirement of following two (2) classified employees, on dates indicated, with years of service in parenthesis: Mary Yoder Holsopple, bully prevention coordinator at ESC, 8/1/17; (18) Gayle Tripp, paraprofessional at Roosevelt, 6/1/17 (34)</p>	<p>Classified Retirement</p>
<p>Resignation of the following two (2) classified employees effective on dates indicated: Lori Beber - paraprofessional at Central, 7/18/17 Staci Franson - secretary at Central, 7/20/17</p>	<p>Classified Resignations</p>
<p>Dwight Fish, 4th District City Councilman, spoke regarding the current school crossing guards funding issue. Mr. Fish stated he is in favor of the City paying for the guards as recommended and in the budget provided by the Chief of Police. Mr. Fish hopes the City and schools to be as one to consolidate the community along with the schools merging. Mr. Fish would like to see meetings between the school board, council, and the Mayor.</p>	<p>From the Audience</p>
<p>Andy Williams, former school board member, spoke regarding the current school crossing guards funding issue. Mr. Williams also supports the City funding the guards and stated he knows the school board is eager to meet with the council. He referenced the following: "When two elephants fight, it's the grass that suffers".</p>	<p>From the Audience</p>
<p>Board member, Karen Carter, respond to the speakers. Mrs. Carter stated the Board has talked with the Council and none of the requested information such as wages, number of and location of guards was provided. Mrs. Carter stated she had personally sent an email to Brian Dickerson and has not received a reply. Mrs. Carter clarified the Board has been in communication and continues to try to communicate with the Council.</p>	<p>From the Board</p>
<p>The Communication Plan was presented for first reading by Superintendent, Rob Haworth.</p>	<p>From the Superintendent</p>
<p>By unanimous action, the Board approved a request from the administration, presented by Dr. Haworth, to grant the administration the authority to negotiate and enter into a lease with DRTY, LLC for temporary office space to be used by the school district. (Codified File 1718-12)</p>	<p>From the Superintendent</p>

Board member, Doug Weaver commented on the presence of a Boy Scout in the audience. While introducing himself, Jason Maxson, stated his attendance was helping him earn a merit badge. Board President, Susan Daiber, invited Jason to assist her in adjourning the meeting.

The meeting adjourned at approximately 7:35 p.m.

APPROVED:

Susan C. Daiber, President

Karen S. Carter, Vice President

Douglas K. Weaver, Secretary

Rodney J. Dale, Member

Glenn L. Duncan, Member

Carolyn R. Morris, Member

Jeri E. Stahr, Member

From the Board

Adjournment

Signatures

ELKHART COMMUNITY SCHOOLS

ANNUAL FINANCIAL REPORT

2016-2017

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**Receipts Comparisons
Calendar Year 2016**

Receipt Accounts	2016 Approved Budget Receipts	2016 Actual Receipts
<u>GENERAL FUND</u>		
1000 Local Sources	\$ 240,000.00	\$637,639.93
2000 Intermediate Sources	\$530.00	\$530.04
3000 State Sources	84,600,000.00	\$87,235,547.17
4000 Federal Sources		\$10,219.54
5000 Other Financing Sources		
6000 Other Items		\$3,226.26
TOTAL	\$ 84,840,530.00	\$87,887,162.94
<u>REFERENDUM FUND</u>		
1000 Local Services	\$3,719,622.00	\$3,930,379.78
TOTAL	\$3,719,622.00	\$3,930,379.78
<u>DEBT SERVICE FUND</u>		
1000 Local Sources	\$9,785,240.00	\$9,764,801.25
2000 Intermediate Sources		
3000 State Sources		
4000 Federal Sources		
5000 Other Financing Sources		
6000 Other Items		
TOTAL	\$9,785,240.00	\$9,764,801.25
<u>RETIREMENT/SEVERANCE BOND DEBT SERVICE FUND</u>		
1000 Local Sources	\$4,279,763.00	\$3,983,104.95
TOTAL	\$4,279,763.00	\$3,983,104.95
<u>CAPITAL PROJECTS FUND</u>		
1000 Local Sources	10,193,774.00	\$9,130,361.66
2000 Intermediate Sources		
3000 State Sources		\$50,000.00
4000 Federal Sources		
5000 Other Financing Sources		\$5,000.00
6000 Other Items		
TOTAL	\$10,193,774.00	\$9,185,361.66

Receipt Accounts	2016 Approved Budget Receipts	2016 Actual Receipts
<u>SCHOOL TRANSPORTATION FUND</u>		
1000 Local Sources	\$5,384,057.00	\$4,931,144.86
3000 State Sources		
4000 Federal Sources		
5000 Other Financing Sources		
6000 Other Items		\$4,632.88
TOTAL	\$5,384,057.00	\$4,935,777.74
<u>SCHOOL BUS REPLACEMENT FUND</u>		
1000 Local Sources	1,203,356.00	\$1,126,847.89
5000 Other Financing Sources		
Other Items		
TOTAL	\$1,203,356.00	\$1,126,847.89
<u>EXEMPT DEBT SERVICE FUND</u>		
1000 Local Sources	\$1,590,923.00	\$1,533,556.02
2000 Intermediate Sources		
3000 State Sources		
4000 Federal Sources		
5000 Other Financing Sources		
6000 Other Items		
TOTAL	\$1,590,923.00	\$1,533,556.02
<u>REPAIR AND REPLACEMENT FUND</u>		
1000 Local Sources		
3000 State Sources		
4000 Federal Sources		
5000 Other Financing Sources		
6000 Other Items		
Total		
<u>SELF-INSURANCE FUND</u>		
1000 Local Sources		
3000 State Sources		
4000 Federal Sources		
5000 Other Financing Sources		
6000 Other Items		
Total		
Grand Total	\$120,997,265.00	\$122,346,992.23

Expenditures Comparisons
Calendar Year 2016

Expenditure Accounts	2016 Approved Budget Expenditures	2016 Actual Expenditures
<u>GENERAL FUND/FISCAL STABILIZATION FUND</u>		
11000 Instruction/Regular Programs	\$49,710,758.43	\$49,710,758.43
12000 Instruction/Special Programs	\$11,313,473.16	\$11,313,473.16
13000 Instruction/Adult/Continuing Education	\$329,342.65	\$329,342.65
14000 Instruction/Summer School	\$580,095.97	\$580,095.97
15000 Enrichment Programs		
16000 Remediation	\$101,718.14	\$101,718.14
17000 Payments to Governmental Units in State	\$754,366.25	\$754,366.25
21000 Support Services/Pupils	\$5,716,161.75	\$5,716,161.75
22000 Support Services/Instruction	\$1,847,841.98	\$1,847,841.98
23000 Support Services/General Admin.	\$1,158,674.06	\$1,158,674.06
24000 Support Services/School Admin.	\$7,218,108.37	\$7,218,108.37
25000 Central Services	\$2,624,008.55	\$2,624,008.55
26000 Operation & Maintenance of Plant Srves.	\$6,528,613.53	\$6,528,613.53
27000 Student Transportation	\$10.50	\$10.50
30000 Operation of Non-instructional Srves.	\$919,994.39	\$919,907.57
40000 Facility Acquisition and Construction		
50000 Debt Services		
6000 Non-programmed Charges	\$2,382.02	\$2,382.02
TOTAL	\$88,805,549.75	\$88,805,462.93
<u>REFERENDUM FUND</u>		
11000 Instruction/Regular Programs		
12000 Instruction/Special Programs		
13000 Instruction/Adult Continuing Education		
14000 Instruction/ Summer School		
15000 Enrichment Programs		
16000 Remediation Programs		
17000 Payments to Governmental Units in State		
21000 Support Services/Pupils		
22000 Support Services/Instruction		
23000 Support Services/General Administration		
24000 Support Services/School Administration		
25000 Central Services		
26000 Operation & Maintenance of Plant Srves.		
27000 Student Transportation	\$4,993,000.00	\$4,992,903.68
30000 Operation of Non-instructional Srves.		
4000 Facility Acquisition and Construction		
50000 Debt Services		
60000 Non-programmed Charges		
TOTAL	\$4,993,000.00	\$4,992,903.68

Expenditure Accounts	2016 Approved Budget Expenditures	2016 Actual Expenditures
<u>DEBT SERVICE FUND</u>		
25000 Central Services		
50000 Debt Services	\$9,369,196.00	\$8,995,196.97
60000 Non-programmed Charges	\$250,000.00	
TOTAL	\$9,619,196.00	\$8,995,196.97
<u>CAPITAL PROJECTS FUND</u>		
22300 Instruction-Related Technology	\$1,846,931.64	\$1,846,931.64
25000 Central Services	\$375,720.73	\$375,720.73
26000 Operation and Maintenance of Plant Srvc.	\$2,914,231.34	\$2,914,231.34
40000 Facility Acquisition and Construction	\$10,524,684.99	\$10,521,150.11
50000 Debt Services		
60000 Non-programmed Charges		
TOTAL	\$15,661,568.70	\$15,658,033.82
<u>SCHOOL TRANSPORTATION FUND</u>		
21000 Support Services/Pupils	\$20,057.98	\$20,057.98
23000 Support Services/General Admin.	\$38,423.33	\$38,423.33
24000 Support Services/School Admin	\$72,502.16	\$72,502.16
25000 Central Services	\$119,189.02	\$119,189.02
26000 Operation & Maintenance of Plant Srvc.	\$15,485.11	\$15,485.11
27000 Student Transportation	\$5,140,790.32	\$5,139,955.68
40000 Facility Acquisition and Construction		
50000 Debt Services		
60000 Non-programmed Charges		
TOTAL	\$5,406,447.92	\$5,405,613.28
<u>SCHOOL BUS REPLACEMENT FUND</u>		
2500 Central Services	\$1,417,859.00	\$1,417,859.00
27000 Student Transportation		
5000 Debt Services		
60000 Non-programmed Charges		
TOTAL	\$1,417,859.00	\$1,417,859.00
<u>EXEMPT DEBT SERVICE FUND</u>		
25000 Central Services		
5000 Debt Services	\$1,384,000.00	\$1,384,000.00
60000 Non-programmed Charges		
TOTAL	\$1,384,000.00	\$1,384,000.00

Expenditure Accounts	2016 Approved Budget Expenditures	2016 Actual Expenditures
<u>RETIREMENT/SEVERANCE BOND FUND, DEBT SERVICE FUND</u>		
50000 Debt Services	\$2,979,494.60	2,979,494.60
60000 Non-programmed Charges		
TOTAL	\$2,979,494.60	\$2,979,494.60
<u>SELF-INSURANCE FUND</u>		
11000 Instruction/Regular Programs		
12000 Instruction/Special Programs		
13000 Instruction/Adult/Continuing Education		
14000 Instruction/Summer School		
15000 Enrichment Programs		
16000 Remediation		
17000 Payments to Governmental Units in State		
21000 Support Services/Pupils		
22000 Support Services/Instruction		
23000 Support Services/General Administration		
24000 Support Services/School Administration		
25000 Central Services		
26000 Operation & Maintenance of Plant Srvc.		
27000 Student Transportation		
3000 Operation of Non-instructional Srvc.		
4000 Facility Acquisition and Construction		
6000 Non-programmed Charges		
GRAND TOTAL	\$130,267,116.37	\$129,638,564.28

E. Compensation Plan

Salary Schedule

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

2015-2016 School Year

Stipend – ECS will pay a stipend in the amount of \$1,000 for full-time teachers and \$500 for part-time teachers (as defined by Article 2) on the first pay of December 2015, with the exception of those teachers who have received an annual rating of Ineffective or Improvement Necessary.

Base Pay Compensation Plan Contribution – Effective with the February 19, 2016 pay, ECS shall contribute \$801,000 into the base pay compensation plan for those teachers paid by General Funds, with a similar percentage increase for those teachers paid from other funds. Teachers who receive an annual rating, as of January 10, 2016, of Ineffective or Improvement Necessary shall not be eligible for increases resulting from this contribution. This increase will be retroactive to the beginning of the 2015-2016 school year and all retroactive pay will be paid on the February 19, 2015 pay.

Budget Transparency Commitment – Should the 2015 year end General Fund cash balance exceed 4.2 million dollars, ECS will contribute a pro-rata portion of the sum exceeding 4.2 million dollars to employee HSA's, or VEBA's for those employees not on the ECS insurance plan, during the month of March 2016.

2016-2017 School Year

Base Pay Compensation Plan Contribution – ECS shall contribute \$1,128,635 into the base pay compensation plan during the 2016-2017 school year. Teachers who receive an annual rating of Ineffective or Improvement Necessary shall not be eligible for increases resulting from this contribution.

Budget Transparency Commitment – Should the 2016 year end General Fund cash balance exceed 3.7 million dollars, ECS will contribute a pro-rata portion of the sum exceeding 3.7 million dollars to employees HSA's, or VEBA's for those employees not on the ECS insurance plan, during the month of March 2017.

An increase in the bargaining unit member's base salary will be based upon the bargaining unit member's accumulation of compensation units as follows:

Measure	Compensation Units
Annual Rating as Effective or Highly Effective	67
Attainment of Masters Degree or Higher ¹ /Teaching Dual Credit	33

Compensation Unit Value

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

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

Increases to Individual Teacher's Base Salary

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

Per Diem Rate

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

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

Compensation for Part-Time Teachers

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

Compensation for Teachers with Extended Contracts

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

APPENDIX B
2016-2017 ADDED PAY SCHEDULE

B-1. ADDED PAY/EXTRA DUTY

	INDEX 2016-2017	AMOUNT 2016-2017
BASE	32,059	
SYSTEM-WIDE ASSIGNMENTS		
*Guidance Coordinator	0.05900	1,895
Additional Instructional Responsibility	0.12000	3,850
Cooper Science Lab Coordinator	0.04000	1,285
Athletic Training Coordinator	0.04000	1,285
Science Fair Coordinator	0.04500	1,445
Assistant Science Fair Coordinator	0.02250	725
Science Mentor Coordinator	0.03000	965
GEI Coordinator	0.04000	1,285
GEI Team Member	0.02000	645
Building Level High Ability Coordinator	0.01500	485
Building Wellness Coordinator	0.01500	485
Lacrosse Program Development Position Year 1	0.10000	3,210
Lacrosse Program Development Position Year 2	0.15000	4,810
**Contest Advancement		200
Hourly Employment		
Building Rental Manager		14.50/hr
Curriculum Development	0.00090	28.85/hr
Data Coordinator		35.00/hr
Technology Coordinator		35.00/hr
Intramurals		7.25/hr
Health Programs & Other Programs from 8-D-2	0.00100	32.06/hr
Evening High School Coordinator	0.00100	32.06/hr
Homebound or Adult Continuing Education	0.00113	36.23/hr
HIGH SCHOOL ASSIGNMENTS		
Department Chairpersons:		
English	0.12000	3,850
Mathematics	0.11000	3,530
Business, Guidance, Social Studies, Science, Industrial Arts	0.10400	3,335
Art, Home Economics, Media, Physical Ed., Health	0.08800	2,825
Special Education	0.08800	2,825
Foreign Language, Music	0.08800	2,825
Athletics		
Cross Country	0.12000	3,850
Golf Coach	0.10000	3,210
Boys Athletics		
Assistant Basketball Coach	0.15000	4,810
Freshman Basketball Coach	0.10000	3,210
Assistant Football Coach	0.15000	4,810
Freshman Football Coach	0.10000	3,210
Baseball Coach	0.15000	4,810
Assistant Baseball Coach	0.07500	2,405
Track Coach	0.15000	4,810
Assistant Track Coach	0.07500	2,405
Wrestling Coach	0.15000	4,810
Assistant Wrestling Coach	0.07500	2,405
Swimming Coach	0.15000	4,810
Assistant Swimming Coach	0.07500	2,405
Tennis Coach	0.14000	4,490
Assistant Tennis Coach	0.07000	2,245
Soccer Coach	0.18180	5,830
Assistant Soccer Coach	0.09090	2,915
Girls Athletics:		

	INDEX	AMOUNT
	2016-2017	2016-2017
BASE	32,059	
Basketball Coach	0.30000	9,620
Assistant Basketball Coach	0.15000	4,810
* Swimming Coach	0.15000	4,810
Assistant Swimming Coach	0.07500	2,405
Volleyball Coach	0.15000	4,810
Assistant Volleyball Coach	0.07500	2,405
Gymnastics Coach	0.15000	4,810
Assistant Gymnastics Coach	0.07500	2,405
Track Coach	0.15000	4,810
Assistant Track Coach	0.07500	2,405
Softball Coach	0.15000	4,810
Assistant Softball Coach	0.07500	2,405
Soccer Coach	0.18180	5,830
Assistant Soccer Coach	0.09090	2,915
Tennis Coach	0.14000	4,490
Assistant Tennis Coach	0.07000	2,245
Athletic-Related Assignments:		
*Pool Manager/Maintenance	0.08000	2,565
Ticket Manager	0.10000	3,210
Athletic Trainer	0.24000	7,695
Supervisor and Instructor of Student Trainers	0.04000	1,285
Cheerleader Sponsor	0.15000	4,810
JV Cheerleader Sponsor	0.07500	2,405
Freshman Cheerleader Sponsor	0.07500	2,405
Supervision Manager	0.06800	2,185
Cheerblock Sponsor	0.03000	965
Booster Club Sponsor	0.03000	965
Pool Rental Supervisor (hourly rate)		10.00/hr
Non-Athletic Assignments:		
Activities Director	0.11000	3,530
Drama Coach	0.15000	4,810
Assistant Drama Coach	0.07500	2,405
Forensics Coach	0.14000	4,490
Assistant Forensics Coach	0.06800	2,185
Speech Coach	0.11000	3,530
Assistant Speech Coach	0.05000	1,605
Mock Trial Coach	0.02000	645
ElkLogistics Robotics	0.15000	4,810
ElkLogic Robotics Assistant Coach	0.07500	2,405
Marching Band Color Guard Director	0.12000	3,850
Winter Color Guard Director	0.12000	3,850
Pep Band	0.04000	1,285
Marching Band Percussion Director	0.08500	2,730
Winter Percussion Director	0.10000	3,210
Co-Curricular Jazz		
Jazz Choir	0.02500	805
Jazz Band	0.02500	805
Jazz String	0.02500	805
Extra Curricular Jazz		
Jazz Choir	0.05000	1,605
Jazz Band	0.05000	1,605
Jazz String	0.05000	1,605
Move to Stand	0.02000	645
Key Club	0.02000	645
Academic Competition Teams (Full Squad Competing Teams)	0.07700	2,470
National Honor Society	0.03000	965
Student Government Sponsor	0.03000	965

	INDEX	AMOUNT
	2016-2017	2016-2017
BASE	32,059	
Senior Class Sponsor	0.02800	900
Junior Class Sponsor	0.03500	1125
Sophomore Class Sponsor	0.02000	645
Freshman Class Sponsor	0.02000	645
MIDDLE SCHOOL ASSIGNMENTS:		
Building Department Chairpersons		
English, Mathematics	0.08800	2,825
Science Social Studies	0.04700	1,510
Special Education	0.08800	2,825
Art, Home Economics, Industrial Arts, Media	0.03500	1,125
Music Physical Education/Health		
System-wide Chairperson (Year of adoption and prior year only)		
English, Mathematics, Science, Social Studies	0.02350	755
Art, Home Economics, Industrial Arts, Media, Music, Physical Educ/Health	0.01750	565
Athletics		
Eighth Grade Basketball Coach	0.10000	3,210
Eight Grade Assistant Basketball Coach	0.03750	1,205
Seventh Grade Basketball Coach	0.10000	3,210
Seventh Grade Assistant Basketball Coach	0.03750	1,205
*Eight Grade Track Coach	0.05500	1,765
Eight Grade Assistant Track Coach	0.03750	1,205
*Seventh Grade Track Coach	0.05500	1,765
Seventh Grade Assistant Track Coach	0.03750	1,205
Eight Grade Soccer Coach	0.07500	2,405
Eight Grade Assistant Soccer Coach	0.37500	12,025
Seventh Grade Soccer Coach	0.07500	2,405
Seventh Grade Assistant Soccer Coach	0.03750	1,205
Cross Country Coach	0.05500	1,765
Swimming Coach	0.05500	1,765
Boys Athletics		
Eighth Grade Lacrosse Coach	0.07500	2,405
Eight Grade Assistant Lacrosse Coach	0.37500	1,205
Seventh Grade Lacrosse Coach	0.07500	2,405
Seventh Grade Assistant Lacrosse Coach	0.03750	1,205
Eight Grade Feeder Football Coach	0.10000	3,210
Eight Grade Feeder Assistant Football Coach	0.05000	1,605
Seventh Grade Feeder Football Coach	0.10000	3,210
Seventh Grade Feeder Assistant Football Coach	0.05000	1,605
Wrestling Coach	0.07500	2,405
Assistant Wrestling Coach	0.03500	1,125
Girls Athletics:		
Eighth Grade Volleyball Coach	0.07500	2,405
Seventh Grade Volleyball Coach	0.07500	2,405
Athletic Related Assignments		
Eighth Grade Cheerleader Sponsor	0.07500	2,405
Seventh Grade Cheerleader Sponsor	0.07500	2,405

	INDEX	AMOUNT
	2016-2017	2016-2017
BASE	32,059	
Non-Athletic Assignments:		
Drama Director	up to .05000	550 to 1,605
Yearbook Sponsor	0.03000	965
Debate Coach	0.01000	325
Move to Stand	0.02000	645
Academic Competition (Full Squad Competing Teams)	0.05000	1,605
Robotics Coach	0.05000	1,605
Junior Honor Society	0.01500	485
Student Council	0.01500	485
Science Fair Coordinator	0.01700	550
ELEMENTARY ASSIGNMENTS:		
Athletics		
System-wide Athletic Director	0.24000	7,695
Boys Basketball Coach	0.04850	1,555
Boys Softball Coach	0.02100	675
Boys Track Coach	0.01500	485
Boys Football Coach	0.04850	1,555
Boys Soccer Coach	0.04850	1,555
Boys Lacrosse Coach	0.03200	1,030
Girls Volleyball Coach	0.04850	1,555
Girls Basketball Coach	0.04850	1,555
Girls Softball Coach	0.02100	675
Girls Track Coach	0.01500	485
Girls Soccer Coach	0.04850	1,555
Assistant Basketball Coach	0.02425	780
Assistant Softball Coach	0.01050	340
Assistant Track Coach	0.00750	245
Assistant Football Coach	0.02425	780
Assistant Soccer Coach	0.02425	780
Assistant Lacrosse Coach	0.01600	515
Assistant Volleyball Coach	0.02425	780
Cheerleader Sponsor	0.02500	805
Non-Athletic Assignments:		
Safety Patrol Sponsor	0.01700	550
Science Fair Coordinator	0.01700	550
Instructional Systems Manager	0.03200	1,030
Robotics Coach	0.05000	1,605
Academic Competition (Full Squad Competing Teams)	0.05000	1,605
Oratorical	0.02400	770
Student Council	0.00750	245
SPECIAL PROGRAMS		
Special Olympics Coordinator (hourly rate)		7.50/hr.
Special Olympics Basketball Coach - Traditional	0.04100	1,315
Special Olympics Basketball Coach - Unified	0.04100	1,315

	INDEX	AMOUNT
	2016-2017	2016-2017
BASE	32,059	
ELKHART ACADEMY ALTERNATIVE PROGRAM		
Jr. Elkhart Academy Lead Teacher	0.14000	4,490
ELKHART AREA CAREER CENTER		
Lead teacher at EACC Annex	0.10000	3,210
Vocational Club Coordination Sponsor	0.05000	1,605
Vocational Advisors	0.01500	485
Attendance at State Competition		500
Attendance at National Competition		1,000
Approved Equipment Repair, Maintenance or Procurement (hourly rate)	0.00100	32.06/hr
Guidance Chairperson	0.07000	2,245
National Honor Society Sponsor	0.03000	965
B-2 ADDED PAY/INCLUDED DUTY		
SYSTEM-WIDE ASSIGNMENTS		
6th Grade Band	0.04800	1,540
6th Grade Orchestra	0.04800	1,540
Psychologist	0.06800	2,185
Data Team	0.01250	405
HIGH SCHOOL ASSIGNMENTS		
Boys Football Coach	0.30000	9,620
Boys Basketball Coach	0.30000	9,620
Band Director	0.18000	5,775
Assistant Band Director	0.09000	2,890
Head Band Director Competitive Marching Band	0.15000	4,810
Assistant Band Director Competitive Marching Band	0.07500	2,405
Orchestra Director	0.12000	3,850
Assistant Orchestra Director	0.06000	1,925
Choir Director	0.12000	3,850
Assistant Choir Director	0.06000	1,925
Annual Sponsor	0.10000	3,210
Magazine Sponsor	0.10000	3,210
Media Specialist	0.04700	1,510
MIDDLE SCHOOL ASSIGNMENTS:		
Activities Director	0.17000	5,455
Media Specialist	0.03000	965
Middle School Band	0.10000	3,210
Assistant Middle School Band	0.05000	1,605
Middle School Orchestra	0.10000	3,210
Assistant Middle School Orchestra	0.05000	1,605
Middle School Choir	0.06800	2,185
Assistant Middle School Choir	0.03400	1,095
ELEMENTARY ASSIGNMENTS		
Elementary Music	0.01000	325
* Individuals employed in these positions will stay at their previous index as long as they continue to be employed in that extra-duty position.		
**Effective with the 2016-2017 school year, Contest Advancement - This provision is applicable for all extra-curricular and co-curricular programs with officially sanctioned contests. When a program advances beyond sectionals (or the first round equivalent), "coaches" are eligible for this stipend paid by claim, signed by the Building Principal, for each additional level of competition (e.g. regional, semi-state, state, etc.).		
Total number of certified part-time employees = 6		
Total number of certified full-time employees = 914		

**Noncertified Employee Classifications
and Range of Pay Rates 2016-17**

Classifications	Pay Rate Range
I. Instructional and Supplementary Pupil Services	
a. Library Paraprofessionals	9.42 - 13.60
b. Special Education Paraprofessionals	9.42 - 13.60
c. Instructional Paraprofessionals	9.42 - 13.60
d. Other Technical Assistants	13.83 - 16.84
II. Cafeteria and Food Services	
a. Food Service Director	82,208 - 92,484
b. Managers	9.46 - 18.26
c. All other food service employees	8.21 - 11.32
Food Services Coordinator	16.82 - 26.29
Food Service Truck Driver	15.59 - 18.52
Food Service Receiving/Supply	15.59 - 18.52
III. Health Services	
a. Nurses	32,145 - 39,893
b. Therapists	42,461 - 63,436
c. Social Workers	30,194 - 44,400
IV. Office/Clerical/Secretarial	11.55 - 18.67
V. Executive/Administrative/Accounting	
a. District Counsel/Chief of Staff	107,898 - 128,450
b. Director of Building Services	92,484 - 107,898
c. Chief Financial Officer, Chief Operating Officer	107,898 - 128,450
d. Supervisor of Accounting, Audits and Investments	92,484 - 107,898
e. Other Executive Assistants	43,960 - 59,896
VI. Maintenance/Custodial/Warehouse/Security/Transportation	
a. Building custodians	12.97 - 19.44
b. Bus drivers	18.33 - 20.99
c. Other	
Ass't Supervisor of Transportation	23.31 - 28.78
Transportation Route/Driver Coordinator	19.42 - 22.69
Transportation Trainer/Dispatcher	19.42 - 22.69
Ass't Supervisor of Building Services	54,504 - 68,130
Head Custodial Pool	15.51 - 18.21
Maintenance	25.11 - 29.52
Mechanics	13.89 - 28.79
Bus Helpers	9.97 - 12.71
VII. Computer Services	
Support Technician (I)	16.12 - 25.20
Office Systems Support Technician (I)	15.12 - 18.87
Network Engineer	62,889 - 93,286
Technical Support Manager (IV)	64,985 - 91,189
Database Administrator/Programer	46,690 - 71,386
Network Infrastructure Technician	37,733 - 62,889
Computer Systems Specialist (IV)	58,697 - 79,660
Office Systems Support Manager (III)	50,311 - 70,226
Technical Support Specialist (III)	50,311 - 70,226
Office Systems Support Specialist (II)	41,926 - 60,793
Advanced Support Technician (II)	44,022 - 62,889

Classifications	Pay Rate Range
Programmer/Analyst (II)	44,022 - 62,889
Digital Communications Specialist	37,247 - 58,531
VIII. Other	
WVPE Radio Station Staff Announcers	9.15 - 13.01
WVPE Radio Station Manager	49,181 - 73,067
WVPE Development Director	46,285 - 70,038
WVPE Business Account Mgr	36,531 - 68,873
WVPE Program Director	36,531 - 56,204
WVPE Operations Manager	25,292 - 41,450
WVPE Morning Edition Host	28,704 - 45,184
WVPE Promotions Manager	29,523 - 43,928
WVPE Membership Manager	32,741 - 46,384
WVPE Sr. Report & Assignment Editor	31,559 - 46,210
Title I Funded Pupil, Program, Parent Support Person	19.39 - 28.24
Communication Specialist	36,247 - 56,959
H.S. Parent/Community Liaison	19.39 - 28.24
School Security Officer	25.00
Bldg. Community Ed Coordinator	27.14 - 33.93
Adult Education Non-Contract Teachers	32.06
After School Comm. Ed. Organized Activities Leader	14.00
After School Comm. Ed. Organized Activities Assistant	9.39
21st Century Community Learning Center Coordinator	2,500/Semester

Total number of non-certified part-time employees = 142

Total number of non-certified full-time employees = 688

Certified Administrative Staff
In effect June 17, 2016

	Lowest Salary	Highest Salary	Average Salary	Number Personnel
Administrative Staff	\$42,465	\$180,000	\$91,385	72

Student Enrollment
October 1, 2016

Grade Level	Enrollment
Pre-School Ages 0-2 (PW)	---
Pre-Kindergarten Ages 3-5 (PK)	421
Kindergarten	942
Grade 1	972
Grade 2	986
Grade 3	1,183
Grade 4	1,049
Grade 5	991
Grade 6	978
Grade 7	890
Grade 8	880
Grade 9	854
Grade 10	942
Grade 11	919
Grade 12	950
Grade 12+/Adult (13)	36
Total	12,993

Reported

Assessed Valuation and Tax Rates
Calendar Years 2016 and 2017

	2016	2017
Assessed Valuation	2,700,782,759	2,883,696,110
Tax Rate – General Fund	N/A*	N/A*
Tax Rate – Referendum Fund	--	0.1267
Tax Rate – Debt Service Fund	0.5098	0.2807
Tax Rate – Retirement/Severance Bond Debt Service Fund	.0513	.00956
Tax Rate – Capital Projects Fund	.3542	.3671
Tax Rate – School Transportation Fund	.1482	.1866
Tax Rate – School Bus Replacement Fund	.0343	.0430
Tax Rate – Exempt Debt Service Fund	N/A	0.0383

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

7/27/2017

Reprtd4

Vendor State Report Card

Payments made in excess of 0 to Vendors for date span 01/01/2016 through 12/31/2016

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
001661	Elkhart Community School	53,665,729.53	807,176.12	1,179,146.15		55,652,051.80
001654	Elkhart Community School	7,080,343.68	81,364.89	119,072.02		7,280,780.59
002705	Indiana State Teachers'	4,397,712.10	598.51	7,224.51		4,405,535.12
001646	Elkhart Community School	3,915,815.29	57,535.75	322,108.57		4,295,459.61
004477	Public Employees	1,735,310.99	128,946.77	216,190.33		2,080,448.09
006066	Bank Transfers	2,070,357.57				2,070,357.57
002690	Indiana Michigan Power		1,760,780.11	47,193.45		1,807,973.56
001670	Elkhart Community School	443,250.00	556,750.00			1,000,000.00
005375	Tepe Sanitary Supply Co	689,753.83	61,568.65	7,122.50		758,444.98
002811	Internal Revenue Service	689,111.98	8,864.60	36,918.00		734,894.58
002963	Bashor Children's Home	725,051.61				725,051.61
009876	Gibson Insurance Agency Inc	567,711.08		98,516.65		666,227.73
001803	Elkhart Community School	364,000.00	240,000.00			604,000.00
010840	Elkhart Community Schools	593,000.00				593,000.00
010408	KB Mechanical Inc		531,380.94			531,380.94
001384	Advanced Imaging	88,467.65	388,373.08	5,136.00		481,976.73
001652	Elkhart Community School	(135,385.56)		604,556.88		469,171.32
001650	Elkhart Community School	440,000.00				440,000.00
008395	CenterPoint Energy Svcs Inc		411,474.94	4,106.38		415,581.32
010445	North Central Cooperative Inc			414,497.88		414,497.88
010196	ONB Benefits Administrations	310,232.27		5,154.68		315,386.95
010628	Indiana HRA Plan	290,782.20	398.97	2,920.94		294,102.11
002944	Datena Construction Inc		281,510.89			281,510.89
007844	Lattimer Lawn Care		268,176.50			268,176.50
002988	Kerlin Bus Sales			28,857.84	221,302.00	250,159.84
010737	MetLife	241,117.24	3,028.10	4,419.44		248,564.78
003782	Two Cubed Solutions, LLC		223,847.11			223,847.11
010900	CIGNA	189,099.57	3,147.78	3,243.62		195,490.97
001724	City of Elkhart		184,123.13	2,167.15		186,290.28
006149	Elkhart Community School	182,844.70				182,844.70
002609	Hydronic & Steam Eq Co	23,680.71	155,583.55			179,264.26
004059	Northern In Public Sv		166,586.30	1,088.91		167,675.21
008856	Child and Parent Services Inc	166,801.29				166,801.29
008738	Transpar Group			165,281.00		165,281.00
004188	Ethos Inc	2,860.00	160,016.00	159.05		163,035.05
009695	Pemberton Davis		162,907.18			162,907.18
006858	Crossing National The Inc	150,343.75				150,343.75
007161	Elkhart Community Schools	141,000.00				141,000.00
002671	Lincoln National Life	134,251.22	2,225.78	2,323.65		138,800.65
009939	Kovert Hawkins Architects		138,293.82			138,293.82
000045	Schwartz Electric Inc		124,153.34	2,375.00		126,528.34
003291	Low, L L Assoc Inc		122,370.00			122,370.00
008751	Quinlan & Fabish Music Co.	7,970.93	113,632.67			121,603.60
007318	Meridian Title Corp		114,587.15			114,587.15
010674	Michigan Playgrounds LLC		113,057.00			113,057.00
002459	Himco Waste-Away Ser Inc	111,642.03				111,642.03
009565	Frontier	105,317.60				105,317.60

Vendor State Report Card

Payments made in excess of 0 to Vendors for date span 01/01/2016 through 12/31/2016

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
005697	School Specialty Inc	81,602.91	20,699.12	355.70		102,657.73
002245	Griffen P & H Inc		102,654.05			102,654.05
003634	Mid-City Supply Co., Inc	102,272.04				102,272.04
008147	Central Michigan Paper	96,821.91				96,821.91
009738	H J Umbaugh & Associates	42,402.50	54,053.25			96,455.75
003051	C D W-G	7,371.04	88,001.73	70.00		95,442.77
004995	Shoff Security Sers Inc		87,199.85			87,199.85
003661	Midwest Transit Eqpt Co			86,677.94		86,677.94
003638	Midland Engineering Co. Inc.		83,499.70			83,499.70
010136	Presidio Networked Solutions		80,043.50			80,043.50
001944	Follett School Solutions Inc	73,427.84				73,427.84
001354	Demco Inc	6,682.28	66,457.89			73,140.17
000432	Barnes & Thornburg LLP	72,431.38				72,431.38
004388	Power Brake &			72,061.43		72,061.43
010770	PowerSchool Group LLC		71,601.60			71,601.60
010835	National Assoc of Agricultural	68,348.65				68,348.65
002184	Goshen Comm Schools	46,702.34	18,929.84			65,632.18
002450	Truck Centers Inc			61,128.22		61,128.22
007061	Elkhart Community Schools	60,586.99				60,586.99
010323	Faegre Baker Daniels LLP	6,000.00	53,296.00			59,296.00
010299	Apex Learning Inc		58,125.00			58,125.00
008798	G E Betz Inc		57,175.05			57,175.05
002325	Dell Marketing L P		55,451.34			55,451.34
010724	Zonar Systems			51,394.53		51,394.53
005654	Wabash Electric Sup Inc	50,754.04				50,754.04
003838	N J N Inc			49,910.00		49,910.00
001793	Monteith's Best-One-Goshen			48,078.82		48,078.82
008576	Foster Specialty Floors		45,850.00			45,850.00
008757	Mackin Educational Resource:	44,474.97				44,474.97
004504	Quill Corporation	38,471.73	3,646.29	1,690.55		43,808.57
004016	Wa-Nee Community Schools	43,700.25				43,700.25
002368	Lower Great Lakes Kenworth			43,645.79		43,645.79
008595	Grand Stage Lighting Compar		42,234.00			42,234.00
010320	Jones Petrie Rafinski Corp		39,488.15	1,757.50		41,245.65
004459	Goshen Farm/Lawn Ctr Inc	6,401.17	8,537.29	24,846.00		39,784.46
001544	Education Logistics Inc			39,316.48		39,316.48
008842	Software Services Group		38,661.00			38,661.00
003847	I D N H Hoffman Inc	38,285.03				38,285.03
010264	Conn-Selmer Inc		36,889.32			36,889.32
009039	E S C O Communications	22,925.75	12,644.69			35,570.44
001623	City Of Elkhart	1,560.00	100.00	33,623.49		35,283.49
005114	Air Filter & Equipment, Inc.	34,831.44				34,831.44
003283	Long's Lock Shop		34,618.95			34,618.95
000350	Leisure Pools & Spas Co	24,438.62	9,226.72			33,665.34
003174	Lee Company Inc	4,490.00	27,935.00			32,425.00
007055	Open Storage Solutions Inc		32,129.00			32,129.00
003103	Playcore Wisconsin Inc	19,455.00	11,714.00			31,169.00

Vendor State Report Card

Payments made in excess of 0 to Vendors for date span 01/01/2016 through 12/31/2016

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
004654	H M Receivables Co II LLC	31,022.16				31,022.16
009588	Mc Allister Rick		30,709.80			30,709.80
005986	Yoder Oil Company	815.94		29,748.54		30,564.48
005831	Softchoice Corp		30,480.00			30,480.00
004609	United States Postal Servic	30,162.74		96.69		30,259.43
001739	Big B's Tree Service		29,550.00			29,550.00
008504	Education Networks of Americ	28,281.97				28,281.97
002331	Educational Furniture		28,269.30			28,269.30
005728	Ward's Natural Science Est.	28,007.71				28,007.71
003141	Lawmasters Inc		27,557.00			27,557.00
003368	Menards	25,439.11		1,921.01		27,360.12
010504	Burlington English Inc	26,880.00				26,880.00
002206	Lars Rishaug Painting &		25,420.83			25,420.83
004810	Schindler Elevator Corp		25,198.57			25,198.57
002220	Grainger W W Inc	20,362.43		4,311.02		24,673.45
010491	Wright Specialty Insurance	24,519.16				24,519.16
004331	Pioneer Randustrial	24,448.20				24,448.20
009030	Auto Owners Insurance Co	24,338.00				24,338.00
010189	LeRoy's Collision Center Inc			24,279.73		24,279.73
010962	Rosemex Mecar Metal		24,200.00			24,200.00
004061	North Side Service Center	207.48		23,948.93		24,156.41
009639	York Risk Services Group	22,994.84		988.66		23,983.50
009173	Proctor Todd W		23,332.98			23,332.98
006843	Safe Hiring Solutions	23,229.05				23,229.05
007111	Elkhart County Treasurer		23,185.50			23,185.50
000967	A+ Office Furniture & Design	368.00	22,454.00			22,822.00
003807	Hill John	22,600.00				22,600.00
002751	N E A LLC	22,559.83				22,559.83
001342	Cripe Design LLC		22,255.00			22,255.00
010474	Midwest Motor Supply Co Inc			22,072.74		22,072.74
006456	Niblock Excavating Inc	1,359.00	20,642.50			22,001.50
001637	Elkhart Clinic LLC	21,918.36				21,918.36
007825	Mc Millan Metal Craft	292.75	11,148.85	9,602.31		21,043.91
002501	M S D Of Wabash County	20,597.10				20,597.10
010787	Morrison Industrial Equipment	750.00	2,121.42	17,500.00		20,371.42
003189	Novak-Roberts Frances			20,097.05		20,097.05
003078	Unity School Bus Parts			20,035.00		20,035.00
003094	MT Library Services	19,605.85				19,605.85
010584	Elkhart General Hospital Inc	19,500.00				19,500.00
005659	Lab-Aids Inc	19,304.66				19,304.66
003010	University of Notre Dame	19,124.50				19,124.50
000180	Faronics Technologies		18,750.00			18,750.00
010907	Stowers David	18,325.00				18,325.00
008615	N C S Pearson Inc	18,047.63				18,047.63
005862	C I M Technology Solutions		18,040.00			18,040.00
001713	Elkhart Clinic LLC			17,850.94		17,850.94
005352	Lake City Bank	17,725.65				17,725.65

Vendor State Report Card

Payments made in excess of 0 to Vendors for date span 01/01/2016 through 12/31/2016

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
003394	Verizon Wireless			17,703.61		17,703.61
000727	Bugsy's Elkhart		17,620.00			17,620.00
009580	Help Desk Technology		17,534.00			17,534.00
001574	Fox Fire Safety Inc		15,558.79	1,424.97		16,983.76
002550	Grove Iverson C		16,980.00			16,980.00
010070	Ross Stephen C		16,860.87			16,860.87
000299	Apple Computer Inc	99.95	16,414.00			16,513.95
006355	Foundation Building Materials	16,449.86				16,449.86
004665	Hazelden Publishing	16,402.97				16,402.97
009010	MacAllister Machinery Co Inc			16,382.74		16,382.74
010917	JB & RL Inc		15,990.00			15,990.00
010430	Frontline Technologies	1,390.00	14,402.00			15,792.00
010751	Heartland Environmental		8,686.00	6,875.27		15,561.27
002089	Duncan Supply Company Inc	7,014.51	8,313.23			15,327.74
010680	Huneryager Paul	254.00	1,379.00	13,592.50		15,225.50
007004	UniFirst Corporation Loc 099			14,775.11		14,775.11
005746	Water Managers Inc	14,480.88				14,480.88
009890	SolarWinds		14,160.00			14,160.00
002254	Glass Doctor		11,852.38	2,039.27		13,891.65
005891	Decatur Truck & Tractor			13,809.28		13,809.28
002840	A-One Signs & Graphics	8,409.89	4,755.78	528.90		13,694.57
008676	SMART Systems		13,523.13			13,523.13
010476	Weber Psychoeducational Ass	13,455.00				13,455.00
000008	4 T Door Systems Inc		13,094.27			13,094.27
009391	McGraw-Hill Education Inc	12,996.00				12,996.00
000566	Blick Dick Co	9,717.45	2,754.00			12,471.45
009280	US Bank National Assoc	6,467.15	2,326.81	3,615.65		12,409.61
007021	Rice Daniel M	12,264.00				12,264.00
010871	SpyGlass Group LLC		12,112.32			12,112.32
005038	Thermo King Midwest			12,067.04		12,067.04
005301	Data Recognition Corporation	11,741.60				11,741.60
006272	Wildman Business Group	11,669.23				11,669.23
010865	Quest Diagnositcs Clinical	11,481.84				11,481.84
004831	School Health Corp	11,340.87				11,340.87
000574	NSPRA	10,891.26				10,891.26
001767	Enyart Ele Motor Ser Inc		10,792.90			10,792.90
007715	Auto Jet Muffler Corp			10,724.13		10,724.13
002674	Indiana Employment Sec Div	9,584.99		994.50		10,579.49
009107	SMART Temps, LLC		10,540.00			10,540.00
010159	Premier Arts Inc	10,500.00				10,500.00
010346	Hicks Stephen Alan		10,352.25			10,352.25
001648	Elkhart Community School	7,612.92	2,367.45	172.61		10,152.98
010704	Instructure Inc		10,000.00			10,000.00
008291	Five Star Life Inc	10,000.00				10,000.00
003149	Automatic Door Controls Inc	220.00	9,671.08			9,891.08
005493	186 Elkhart Truth	8,743.30		1,040.00		9,783.30
001500	Century Business Prods	9,595.80				9,595.80

Vendor State Report Card

Payments made in excess of 0 to Vendors for date span 01/01/2016 through 12/31/2016

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
010549	Advance Education Inc	1,125.00	8,400.00			9,525.00
002843	Papers Inc The	9,502.22				9,502.22
003235	M C Equipment Inc			9,348.02		9,348.02
005778	Project Lead the Way	4,182.86	5,000.00			9,182.86
010293	Samantha Inc	32.00	9,080.00			9,112.00
003906	Print Shop The	8,988.00				8,988.00
010407	Premier Technology Repair In		8,800.97			8,800.97
007690	S M R Communications Inc	973.00	6,264.00	1,456.00		8,693.00
010908	J S K Power Equipment			8,650.00		8,650.00
009413	Humanex Ventures LLC	8,427.00				8,427.00
004522	Rainbow Irrigation Inc	100.40	8,239.06			8,339.46
009844	FileWave USA Inc		8,190.00			8,190.00
002877	Johnson Controls Inc	7,984.88				7,984.88
001483	Cummins/Crosspoint			7,834.41		7,834.41
003496	Martin's Supermarket #02	7,640.19				7,640.19
000682	Bristol Municipal Util	7,477.92				7,477.92
009792	Taylor Blackburn & Joy			7,430.58		7,430.58
001698	All Phase Electric	7,333.61		50.24		7,383.85
005206	Herff Jones Inc	7,329.67				7,329.67
004636	Ridge Company			7,273.24		7,273.24
004544	Barnes & Noble Inc	7,231.15				7,231.15
010200	Mid-Town Petroleum Acquisiti			7,223.40		7,223.40
002695	Indiana School Boards Assoc	7,190.00				7,190.00
006514	Schuster Sheet Metal Inc	1,981.75	5,059.25			7,041.00
003864	Nasco	5,912.42	1,125.64			7,038.06
002622	Leslie Coatings Inc		7,000.00			7,000.00
000771	Bye Mo'R Inc	6,724.15				6,724.15
010074	NEOLA Inc	6,708.98				6,708.98
005044	Snap-On Incorporated			6,635.29		6,635.29
004702	Interstate Power Systems Inc			6,635.12		6,635.12
010338	J J White Incorporated		6,430.00			6,430.00
002571	Welch Packaging Elkhart Inc	6,333.72				6,333.72
010728	Midwest Toxicology Svc LLC			6,313.00		6,313.00
009757	Sprigeo Inc	6,227.76				6,227.76
004975	Silba Arlene	6,225.00				6,225.00
000588	State of Indiana		6,063.00			6,063.00
009257	Havel		6,059.62			6,059.62
004133	Accu-Screen Labs Inc	6,050.00				6,050.00
010878	Molyneaux Wesley	6,000.00				6,000.00
010141	Geers Forklift Service/Repair		5,996.48			5,996.48
006067	Information & Records Assoc		5,975.00			5,975.00
000017	National School Board	5,950.00				5,950.00
006859	Vernier Software	5,930.40				5,930.40
009218	Snap-On Incorporated			5,880.59		5,880.59
005849	Ipswitch Inc		5,853.95			5,853.95
003435	Motion Industries Inc	5,790.21				5,790.21
005748	Dumor Water Specialists Inc		5,648.62			5,648.62

Vendor State Report Card

Payments made in excess of 0 to Vendors for date span 01/01/2016 through 12/31/2016

Note: Report Includes the first 250 that meet these specifications

Vendor	Payee Name	General Fund Amount	Capital Projects Fund Amount	Transportation Fund Amount	Bus Replacement Fund Amount	Total Amount
000110	Alicks Home Medical	5,626.62				5,626.62
010012	Navance Inc		5,600.00			5,600.00
004258	J W Pepper & Son Inc	5,450.24				5,450.24
006485	Cardinal Buses Inc			5,268.00		5,268.00
000585	Trane US Inc	5,262.88				5,262.88
010263	Kitchens Etc Inc		5,185.00			5,185.00
003526	Martin's Supermarket #14	5,009.73				5,009.73
005494	M S C Industrial Supply	5,064.22		(57.58)		5,006.64
009646	Liberty Mutual Insurance	5,000.00				5,000.00
010373	Indiana Urban Schools Assoc.	5,000.00				5,000.00
010343	C A R E S Inc	5,000.00				5,000.00
010180	NationJob Inc	5,000.00				5,000.00
003836	Byers Communications Servic	3,030.87		1,924.25		4,955.12
010216	Motorsports Guys LLC			4,953.27		4,953.27
005487	Indiana Developmental	4,950.00				4,950.00
250	Vendor(s)	81,357,928.58	9,394,648.56	4,189,353.08	221,302.00	95,163,232.22

Statement of Indebtedness
Calendar Year 2016

Indebtedness	Principal Outstanding
Temporary Loans	
School Bonds	
Emergency Loans	
School Bus Loans	
Holding Company - Public & Private	54,780,775.00
Veterans' Memorial Loans	
Common School Loans	1,719,329.30
Indiana Bond Bank/Anticipation Notes	
Retirement/Severance Bond Debt	27,500,000.00
Bank Loans or DLGF Approved Debt	
Qualified School Construction Bonds (ARRA)	
Qualified Zone Academy Bonds (ARRA)	
TOTAL	84,000,104.30
OUTSTANDING Encumbrances - All Funds (Include purchase orders, vendor contracts, letters of commitment, leases)	10,549,630.78

**RESOLUTIONS OF THE BOARD OF SCHOOL TRUSTEES OF
THE ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA,
TAKING ACTIONS REGARDING A PROPOSED AMENDMENT TO LEASE
AND APPROVING ISSUANCE OF BONDS BY THE ELKHART COMMUNITY
SCHOOL BUILDING CORPORATION**

WHEREAS, the Board of School Trustees of the Elkhart Community Schools, Elkhart County, Indiana (the “Board”), has previously investigated the need for the renovation, remodeling, expansion and equipment upgrade of the existing Elkhart Community Schools Food Commissary, other miscellaneous facility and/or equipping projects at facilities operated by the Elkhart Community Schools, Elkhart County, Indiana (the “School Corporation”), and any projects related to any of such facility improvement, renovation and equipping projects, all to be used in connection with the operation of the School Corporation (collectively, the “2017 Food Commissary Renovation Project”); and

WHEREAS, the Board now finds that a need exists for the 2017 Food Commissary Renovation Project, and that the School Corporation cannot provide the necessary funds to pay the costs of the 2017 Food Commissary Renovation Project at the facilities to meet such needs; and

WHEREAS, the Elkhart Community School Building Corporation (the “Building Corporation”) was incorporated to assist the School Corporation in financing, from time to time, the construction and renovation of school facilities to be operated by the School Corporation, including the 2017 Food Commissary Renovation Project; and

WHEREAS, the School Corporation, as lessee, previously entered into a Lease, dated as of August 26, 2014 (the “Original Lease”), as amended by an Addendum to Lease, dated as of December 1, 2014 (the “First Addendum to Lease”), and as further amended by a Second Addendum to Lease, dated as of December 1, 2014 (the “Second Addendum to Lease”)(the Original Lease, as amended by the First Addendum to Lease and the Second Addendum to Lease, the “Lease”), each with the Building Corporation, as lessor; and

WHEREAS, it is deemed desirable to proceed with the necessary negotiations and all other steps looking toward the completion of the 2017 Food Commissary Renovation Project; and

WHEREAS, there have been prepared preliminary drawings, plans, specifications and estimates for the costs of the 2017 Food Commissary Renovation Project; and

WHEREAS, said preliminary drawings, plans and specifications will be submitted to the agencies designated by law to pass on plans and specifications for such buildings, and the estimates for the costs of the 2017 Food Commissary Renovation Project have been submitted to and now meet with the approval of this Board; and

WHEREAS, it now appears to this Board that said preliminary drawings, plans, specifications and estimates provide for necessary school facilities; and

WHEREAS, this Board now desires, to the extent permitted by law, to take all of the necessary steps to enter into an amendment to the Lease with the Building Corporation, pursuant

to which the Building Corporation and the School Corporation will finance all or a portion of the 2017 Food Commissary Renovation Project; and

WHEREAS, there has been prepared and previously submitted to the members of the Board a proposed form of a first amendment to lease and related addenda (collectively, the “First Amendment to Lease”), by and between the Building Corporation, as lessor, and the School Corporation, as lessee, for the lease of all or any portion of the premises subject to the Lease (the “Premises”); and

WHEREAS, pursuant to Indiana Code § 20-26-7-37, if this Board proposes to construct, repair or alter a school building at a cost of more than One Million Dollars (\$1,000,000.00) that would be financed by a lease agreement, issuing bonds or any other available method, it must hold a public hearing at which explanations of the potential value of the proposed project to the School Corporation and the community shall be given, and at which interested parties may present testimony and questions; and

WHEREAS, the Board expects to pay for certain costs of the 2017 Food Commissary Renovation Project (collectively, the “Expenditures”) prior to the issuance of the 2017 First Mortgage Bonds (as hereinafter defined) and to reimburse the Expenditures with the proceeds received by the School Corporation upon the issuance of the 2017 First Mortgage Bonds by the Building Corporation; and

WHEREAS, the Board desires to declare its intent to reimburse the Expenditures pursuant to Treas. Reg. § 1.150-2 and Indiana Code § 5-1-14-6(c).

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SCHOOL TRUSTEES OF THE ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA, that:

Section 1. Need exists for the 2017 Food Commissary Renovation Project, and the 2017 Food Commissary Renovation Project cannot be provided from any funds available to the School Corporation. This Board shall proceed to take such steps as may be necessary to secure (1) the reimbursement for improvements to all or any portion of the Premises paid by the School Corporation since the Premises have been owned by the Building Corporation, (2) the payment of all costs of all or any portion of the 2017 Food Commissary Renovation Project and all of the costs associated therewith by the Building Corporation and the School Corporation, including, but not limited to, the payment of all or any portion of the interest on the 2017 First Mortgage Bonds, as determined by the School Corporation and the Building Corporation, and (3) the continued, and extension of the, leasing of all or any portion of the Premises by the Building Corporation to the School Corporation as provided by Indiana Code 20-47-3, as amended, and Indiana Code 20-47-4, as amended, with an increased annual lease rental not to exceed Two Million Thirty-Two Thousand Dollars (\$2,032,000) with respect to the 2017 First Mortgage Bonds to be paid in semi-annual installments on June 30 and December 31 of each year commencing no earlier than June 30 in the year immediately following the year in which the 2017 First Mortgage Bonds are issued and ending no later than the year which is two (2) years thereafter.

Section 2. It is hereby determined to be proper and in the public interest to re-approve the incorporation of the Building Corporation for the purpose of financing, constructing,

renovating, expanding and equipping certain school facilities and leasing the same to the School Corporation, including the 2017 Food Commissary Renovation Project.

Section 3. The Board hereby re-approves the Articles of Incorporation of the Building Corporation, the Code of By-Laws of the Building Corporation and the appointment of William G. Cork, David C. Bonfiglio and Dr. John Hutchings to act as the current Directors of the Building Corporation and to serve the remainder of a term (unless the Director resigns, is removed or dies) of one year or until a successor is appointed and qualified.

Section 4. The 2017 Food Commissary Renovation Project is in the public interest of the patrons of the School Corporation and is a proper public purpose for which this Board agrees to cooperate with the Building Corporation and assist it in fulfilling the requirements of all agencies, including the federal, state and city governments.

Section 5. The Building Corporation, being duly organized to conduct business, subject to the execution by the School Corporation of the First Amendment to Lease, (a) may issue, sell and deliver one or more series of its first mortgage bonds (the “2017 First Mortgage Bonds”), with a maximum term not to exceed two (2) calendar years, and in an original aggregate principal amount not to exceed \$2,000,000, pursuant to the applicable laws of the State of Indiana, (b) may encumber any real property or equipment acquired by it for the purpose of financing the 2017 Food Commissary Renovation Project, and (c) may enter into contracts for the sale of the 2017 First Mortgage Bonds and the 2017 Food Commissary Renovation Project.

Section 6. Upon the redemption or retirement of the 2017 First Mortgage Bonds to be issued by the Building Corporation in connection with the financing of the 2017 Food Commissary Renovation Project, the School Corporation will accept all or any portion of the Premises from the Building Corporation, as renovated and expanded, free and clear of all liens and encumbrances thereon, except as otherwise provided therefor in the Lease, as amended by the First Amendment to Lease.

Section 7. The School Corporation shall apply the proceeds received by the School Corporation from the Building Corporation for the reimbursement for improvements previously made by the School Corporation to all or a portion of the Premises to the costs of all or a portion of the 2017 Food Commissary Renovation Project not funded by the Building Corporation.

Section 8. The terms and conditions of the proposed form of the First Amendment to Lease and the preliminary plans, drawings, specifications and estimates of the 2017 Food Commissary Renovation Project are approved and agreed to as the basis for a hearing as required by law, and such hearing shall be held by this Board upon the necessity for the execution of the First Amendment to Lease and whether the lease rental provided therein is a fair and reasonable rental for all or any portion of the Premises prior to the final determination of such questions so that this Board may determine whether to execute the First Amendment to Lease as now written or as modified hereafter by agreement of the parties prior to execution, and the President of the Board is hereby authorized to call said hearing to be held on September 12, 2017, at 7:00 p.m. (local time), in the J.C. Rice Educational Services Center, which is located at 2720 California Road, Elkhart, Indiana 46514.

Section 9. Pursuant to Indiana Code § 20-26-7-37, the Board authorizes the holding of a public hearing on September 12, 2017, at 7:00 p.m. (local time), in the J.C. Rice Educational

Services Center, which is located at 2720 California Road, Elkhart, Indiana 46514, at which explanations of the potential value of the 2017 Food Commissary Renovation Project to the School Corporation and the community shall be given, and at which interested parties may present testimony and questions.

Section 10. The Board hereby declares its official intent that, to the extent permitted by law, to execute the First Amendment to Lease with the Building Corporation, to request the Building Corporation to issue the 2017 First Mortgage Bonds in one or more series or issues, in an original aggregate principal amount not to exceed \$2,000,000, and to reimburse costs of each of the 2017 Food Commissary Renovation Project consisting of the Expenditures from proceeds of the sale of such the 2017 First Mortgage Bonds.

Section 11. Any officer of the School Corporation, the Superintendent of the School Corporation, the Chief Financial Office of the School Corporation or any of his/her designee be, and hereby is, authorized, empowered and directed, on behalf of the School Corporation to publish notices of said public hearings and to take any other action as such officer deems necessary or desirable to effectuate the foregoing resolutions, and any such publication or other actions heretofore made or taken be, and hereby are, ratified and approved.

This Resolution hereby is ADOPTED by the Board of School Trustees of the Elkhart Community Schools, Elkhart County, Indiana, this 8th day of August, 2017.

**BOARD OF SCHOOL TRUSTEES OF THE ELKHART COMMUNITY SCHOOLS,
ELKHART COUNTY, INDIANA**

AYE

NAY

ATTEST:

Secretary of the Board of School Trustees

FIRST AMENDMENT TO LEASE

between

ELKHART COMMUNITY SCHOOL BUILDING CORPORATION,
Lessor

and

ELKHART COMMUNITY SCHOOLS,
ELKHART COUNTY, INDIANA,
Lessee

Dated as of _____, 2017

Cross Reference: This instrument supplements and amends the Lease, dated as of August 26, 2014, recorded in the office of the recorder of Elkhart County, Indiana, on December 30, 2014, as Document No. 2014-25435.

FIRST AMENDMENT TO LEASE

THIS FIRST AMENDMENT TO LEASE is entered into as of this ____ day of _____, 2017 (the "First Amendment"), between ELKHART COMMUNITY SCHOOL BUILDING CORPORATION, a corporation organized and existing under the laws of the State of Indiana, as lessor (the "Lessor"), and ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA, a school corporation existing under the laws of the State of Indiana, as lessee (the "Lessee").

1. The Lessor and the Lessee entered into a Lease, dated as of August 26, 2014 (the "Original Lease"), as amended by an Addendum to Lease, dated as of December 1, 2014 (the "First Addendum to Lease"), and as further amended by a Second Addendum to Lease, dated as of December 1, 2014 (the "Second Addendum to Lease") (the Original Lease, as amended by the First Addendum to Lease and the Second Addendum to Lease, the "Lease").

2. The Lessor and the Lessee wish to further amend the Lease by modifying the term of the Lease and increasing the rent payable under the Lease to provide the Lessor with the ability to issue additional first mortgage bonds (the "2017 First Mortgage Bonds") for the purpose of financing all or any portion of (a) reimbursements to the Lessee for the costs of improvements to the Premises (as defined in the Lease) previously incurred by the Lessee following the date the Premises were acquired by the Lessor, which the Lessee will then use to pay for the renovation, remodeling, expansion and equipment upgrade of the existing Elkhart Community Schools Food Commissary, other miscellaneous facility and/or equipping projects at facilities operated by the Lessee, and any projects related to any of such facility improvement, renovation and equipping projects, and (b) the costs incurred in connection with the issuance of the 2017 First Mortgage Bonds, including, but not limited to, all or a portion of the interest on 2017 First Mortgage Bonds as determined by the Lessor and the Lessee (collectively, the "2017 Food Commissary Renovation Project").

NOW THEREFORE, in consideration of the premises, the covenants and agreements hereinafter contained, and for other valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Lessor and the Lessee agree as follows:

PART I

RENTAL PAYMENTS

Section 2 of the Original Lease, as previously supplemented and amended, is hereby further amended by adding at the end thereof the following paragraphs:

“(c) Notwithstanding the foregoing, the Lessee agrees to pay additional rental for the Premises in an annual amount not to exceed Two Million Thirty-Two Thousand Dollars (\$2,032,000.00). Such additional rental shall be paid in semi-annual installments on June 30 and December 31 of each year commencing no earlier than June 30 in the year immediately following the year in which the 2017 First Mortgage Bonds are issued and ending no later than the year which is two (2) years thereafter. All rentals payable under the terms of this Lease shall

be paid by the Lessee to Trustee. All payments so made by the Lessee shall be considered as payments to the Lessor of the rentals payable hereunder.”

“(d) After the sale of the 2017 First Mortgage Bonds, the annual rental shall be reduced to an amount sufficient to pay principal and interest due on all Bonds in each twelve (12) month period commencing on June 30 of each year, together with incidental costs in each year in an amount to be determined at the time the 2017 First Mortgage Bonds are sold for the purpose of paying annual trustee fees and related costs, payable in semi-annual installments. In addition, each such reduced semi-annual installment shall be based on the value of the Premises, together with the Improvements located on the real estate which is then subject to this Lease together with that portion of the constructed, renovated or remodeled Improvements as they currently exist and which are complete and ready for use and occupancy by the Lessee at the time such semi-annual installment is made. Such amount shall be endorsed on this Lease at the end hereof in the form of Exhibit A attached to the First Amendment and made a part hereof by the parties as soon as the same can be done after the sale of the 2017 First Mortgage Bonds, and such endorsement shall be recorded as an addendum to this Lease.”

PART II

TERM

Notwithstanding anything in the Lease to the contrary, the term of the Lease with respect to the additional rental set forth in Part I of this First Amendment shall end in the year which is two years after the date of the issuance of the 2017 First Mortgage Bonds, or such earlier date as set forth in an addendum to this First Amendment executed by the Lessor and Lessee at the issuance of the 2017 First Mortgage Bonds by the Lessor in connection with the 2017 Food Commissary Renovation Project.

PART III

REAFFIRMATION OF LEASE

Except as otherwise provided herein, all terms, conditions and provisions of the Lease, as previously supplemented and amended, are hereby ratified and affirmed.

IN WITNESS WHEREOF, the Lessor and Lessee have executed this First Amendment to Lease as of the date and year first above written.

LESSEE

ELKHART COMMUNITY SCHOOLS,
ELKHART COUNTY, INDIANA

By: _____
Susan C. Daiber, President of the Board of
School Trustees

ATTEST:

Douglas K. Weaver, Secretary of the Board of
School Trustees

LESSOR

ELKHART COMMUNITY SCHOOL
BUILDING CORPORATION

By: _____
William G. Cork, President

ATTEST:

Dr. John Hutchings, Secretary

STATE OF INDIANA)
) SS:
COUNTY OF _____)

Before me, the undersigned, a Notary Public in and for said County and State, this _____ day of _____, 2017, personally appeared William G. Cork and Dr. John Hutchings, personally known to me to be President and Secretary, respectively, of the Elkhart Community School Building Corporation and acknowledged the execution of this First Amendment to Lease for and on behalf of said Corporation.

WITNESS my hand and notarial seal.

(Written Signature)

(Printed Signature)
Notary Public

My Commission Expires:

My County of Residence:

EXHIBIT A
TO FIRST AMENDMENT TO LEASE BETWEEN
ELKHART COMMUNITY SCHOOL BUILDING CORPORATION, LESSOR,
AND ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA, LESSEE

ADDENDUM TO FIRST AMENDMENT TO LEASE
ELKHART COMMUNITY SCHOOL BUILDING CORPORATION, LESSOR,
AND ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA, LESSEE

THIS ADDENDUM TO FIRST AMENDMENT TO LEASE (this "Addendum"), entered into as of this ____ day of _____, 20__, by and between the ELKHART COMMUNITY SCHOOL BUILDING CORPORATION, an Indiana nonprofit corporation (the "Lessor"), and ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, Indiana, a public school corporation existing under by the laws of the State of Indiana (the "Lessee");

WITNESSETH:

WHEREAS, the Lessor entered into a lease with the Lessee dated as of August 26, 2014, as previously amended (the "Original Lease"); and

WHEREAS, the Lessor entered into a First Amendment to Lease with the Lessee, dated as of _____, 2017 (the "First Amendment"); and

WHEREAS, it is provided in the First Amendment that there shall be endorsed thereon the adjusted rental following the issuance of the 2017 First Mortgage Bonds (as defined therein).

NOW, THEREFORE, IT IS HEREBY AGREED, CERTIFIED AND STIPULATED by the undersigned that the adjusted rental is set forth on Appendix I attached hereto.

IN WITNESS WHEREOF, the undersigned have caused this Addendum to First Amendment to Lease to be executed for and on their behalf as of the day and year first above written.

LESSEE

ELKHART COMMUNITY SCHOOLS,
ELKHART COUNTY, INDIANA

By: _____
Susan C. Daiber, President of the Board of
School Trustees

ATTEST:

Douglas K. Weaver, Secretary of the Board of
School Trustees

LESSOR

ELKHART COMMUNITY SCHOOL
BUILDING CORPORATION

By: _____
William G. Cork, President

ATTEST:

Dr. John Hutchings, Secretary

STATE OF INDIANA)
) SS:
COUNTY OF _____)

Before me, the undersigned, a Notary Public in and for said County and State, this _____ day of _____, 2017, personally appeared Susan C. Daiber and Douglas K. Weaver, personally known to me to be President and Secretary, respectively, of the Elkhart Community School Building Corporation and acknowledged the execution of the foregoing Addendum to First Amendment to Lease for and on behalf of said Corporation.

WITNESS my hand and notarial seal.

(Written Signature)

(Printed Signature)
Notary Public

My Commission Expires:

My County of Residence:

STATE OF INDIANA)
) SS:
COUNTY OF _____)

Before me, the undersigned, a Notary Public in and for said County and State, this _____ day of _____, 2017, personally appeared William G. Cork and Dr. John Hutchings, personally known to me to be President and Secretary, respectively, of the Board of School Trustees of the Elkhart Community Schools, Elkhart County, Indiana, and acknowledged the execution of the foregoing Addendum to First Amendment to Lease for and on behalf of said School District.

WITNESS my hand and notarial seal.

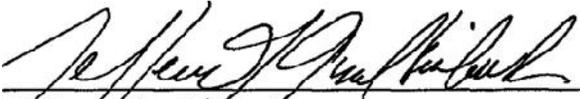
(Written Signature)

(Printed Signature)
Notary Public

My Commission Expires:

My County of Residence:

I affirm under the penalties of perjury, that I have taken reasonable care to redact each Social Security Number in this document, unless required by law.



Jeffery J. Qualkinbush

This instrument prepared by Jeffery J. Qualkinbush, Esquire, Barnes & Thornburg LLP,
11 South Meridian, Indianapolis, Indiana 46204.

Appendix I to Addendum to First Amendment to Lease

Rental Schedule

The Rental Schedule for the 2017 First Mortgage Bonds is set forth on the immediately following page.

PROMOTION AND RETENTION OF STUDENTS

ALL GRADES

~~Students shall be placed at the grade level for which they are best adjusted academically, socially, chronologically, and emotionally. Grade placement shall be determined by the building principal or designee, in accordance with District policies and regulations, after receiving input from appropriate individuals. The educational program shall normally provide for continuous progress of students from grade to grade on an annual basis. Most often students are best placed with others of like age, but occasionally students may profit by a variation from the normal grade progression. Advancement or retention shall be considered for students who are performing significantly above or below grade placement, or are experiencing extreme difficulty in social or emotional progress. A student shall not be retained for the sole purpose of improving the student's ability to participate in extracurricular programs.~~

~~Students who fail to meet established standards for the annual Indiana Statewide Test of Education Progress (ISTEP+) are required to participate in skill enhancement programs as described in Policy IGBE. Students who fail to participate in required skill enhancement programs will be retained unless retention has been properly waived in accordance with Policy IGBE.~~

~~Principals, in collaboration with teachers and parents, may retain a student based on classroom performance, e.g. grades, attendance, discipline records, social skills, etc. This decision may be made even if a student scores above standards on statewide or District assessments.~~

The educational program shall normally provide for continuous progress of all students from grade to grade on an annual basis. Students are typically best served when they have access to grade-level curriculum and differentiated instruction alongside others of like age. Occasionally, a student may profit from a variation in the normal grade progression.

Advancement or retention shall be considered for students who are performing exceptionally above or below peers in their grade placement or for students who are experiencing extreme difficulty in social or emotional progress due to the grade placement.

PROMOTION/RETENTION IN GRADES K-8

~~When retention is being considered, procedures in Administrative Regulation IKE shall be initiated. Retention procedures shall be completed after a review with teacher(s) and parent(s)/guardian.~~

~~For a student not receiving special education services, advancement to the next grade level will occur only upon the approval of the building principal. The principal shall make a decision based upon an analysis of objective data and after consultation with staff members who are knowledgeable about the student's performance. To form the objective basis for the principal's determination, data to be considered will include, but not be limited to, the following:~~

~~A. ISTEP+ Test Results~~

~~B. Grades~~

~~C. Attendance~~

~~D. Classroom Performance~~

~~Decisions regarding promotion/retention of special education students will be made by a case conference committee.~~

~~ENL students will not be retained on the basis of their language deficiency.~~

~~Decisions about the promotion/retention of students for the next school year will be made prior to the end of the current school year. In all instances, when a student is to be retained, a conference shall be held by the principal with the student's parent/guardian and, when appropriate, teacher or counselor.~~

~~The Board will comply with the requirements of the Indiana Department of Education regarding the consequences for students in grade three who fail to pass the Indiana Reading Evaluation and Determination Assessment (IREAD 3). Accordingly, a student who does not pass the IREAD 3 assessment either during the assessment period in the school year or during the summer assessment window, in the following school year, will continue to receive instruction in grade three reading and will be officially reported as a third grader.~~

~~Good cause exemptions that may be considered are:~~

- ~~A. a student who has been previously retained two times prior to the fourth grade;~~
- ~~B. a student with disabilities whose case conference committee has determined that promotion is appropriate;~~
- ~~C. an English learner student whose Individual Learning Plan (ILP) Committee has determined that promotion is appropriate.~~

Students who have been identified as high ability, through the process outlined in Board Policy 2462, will typically participate in a normal grade progression receiving instruction more challenging within or beyond the general education curriculum. In the case of a student who would benefit from routine access to accelerated curriculum in all subject areas, a grade promotion may be considered. The principal must analyze objective data in the student's Advanced Learning Plan (ALP) and, in consultation with family and staff members who are knowledgeable about the student's performance and maturity, determine if grade promotion is appropriate for the individual student. Requests for the promotion of students for the next school year will be approved or denied by the administrator serving as the High Ability Coordinator.

RETENTION IN GRADES K-8

Retention may be considered for students who have been unsuccessful due to (1) a developmental mismatch between the student and his or her chronological grade placement or (2) an extreme lack of opportunity to experience the curriculum.

In order for retention to be considered, the school team must initiate procedures in Administrative Regulation IKE. It is a requirement for school personnel to include parents in the process of analyzing data, formulate a hypothesis of the root cause of the student's difficulty, and implement a high-quality intervention plan. An administrator will conduct a classroom visit to learn more about what is being done to provide an instructional match for the student's individual needs. If the school team intends to recommend retention, rationale must be provided on how retention will address the root cause in a way grade level advancement cannot. Requests for the retention of students for the next school year will be approved or denied by the Instructional Leadership Department. In all instances, when a student is to be retained, a conference shall be held by the principal with the student's parent/guardian.

Retention recommendations must be accompanied with evidence of a comprehensive data-based intervention plan which has been attempted. A student shall not be retained for the sole purpose of improving the student's ability to participate in extracurricular programs. Decisions regarding promotion/retention of special education students will include this process, will be made by a case conference committee, and shall not be based on the existence of a disability alone. ENL students will not be retained on the basis of their language deficiency.

The Board will comply with the requirements of the Indiana Department of Education regarding the consequences for students in grade three who fail to pass IREAD-3. Accordingly, a student who does not pass the IREAD-3 assessment either during the assessment period in the school year or during the summer assessment window in the following school year, will continue to receive instruction in grade three reading and will **only** be **officially**-reported as a third grader **when retained in all subject areas**. Good cause exemptions which may be considered are: (a) a student who has been previously retained two times prior to the fourth grade; (b) a

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS

Proposed Revised 5410/page 4 of 4

(includes revisions made following the 7/25/17 BST meeting)

student with disabilities whose case conference committee has determined promotion is appropriate; and (c) an English language learner whose Individual Learning Plan (ILP) Committee has determined promotion is appropriate.

I.C. 20-32-8.5

511 IAC 6.1-5-10 - Retaining student for athletic purposes prohibited

511 IAC 6.2-3.1-3

August 8, 2017

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

OPERATIONS
Proposed Revised 8405/page 1 of 5

ENVIRONMENTAL HEALTH AND SAFETY ISSUES - INDOOR AIR QUALITY,
ANIMALS IN THE CLASSROOM,
AND IDLING VEHICLES ON SCHOOL PROPERTY

The Board recognizes its responsibility relative to student, employee, and visitor health and safety, and the need for development of a comprehensive program designed to provide a healthy, safe, and secure environment on Corporation property and at Corporation-sponsored activities. To achieve this, it is the intent of the Board that the Corporation will avail itself of the most current, proven technologies in the fields of health, safety, and environmental sciences.

STUDENT, EMPLOYEE, AND VISITOR HEALTH AND SAFETY

The Corporation shall develop and implement an environmental health and safety program that is positive, proactive, integrates responsibilities within the Corporation, and promotes and incorporates the following:

- A. Procedures describing a hazard identification and abatement program.
- B. Procedures that promote environmental health and safety awareness.
- C. Procedures directed toward the safety and health of students during transportation to and from school, at school, and during participation in school-related activities.
- D. Procedures related to Corporation employee health and safety issues.
- E. Procedures describing an accident reporting and investigation system.
- F. Procedures that detail plans for foreseeable emergencies and fire prevention.

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

OPERATIONS
Proposed Revised 8405/page 2 of 5

ANIMALS IN CLASSROOMS

Live animals shall be allowed in the classroom for educational purposes with the prior approval of the principal.

Animals brought into a classroom must be humanely and properly housed in cages or leashed. Animals brought into the classroom must be known to be in good health. Animals that are poisonous, venomous, or dangerous will not be allowed in the classroom.

When bringing an animal into the classroom, considerations must be given to students or staff who may be allergic to the animal. In advance of the animal being brought to school, a notification will be sent home with the students in that class informing parents of the type of animal that will be coming into the classroom. Parents will have an opportunity to notify the teacher or the principal if their child is allergic to the animal. If a parent responds about a concern regarding a possible allergic reaction to the animal, the principal and teacher shall discuss options that may be considered. The name of the student with the allergy shall remain confidential.

If after an animal is brought to class and school officials become aware that an individual did have an allergic reaction, the school shall resolve the issue and provide the necessary cleaning of all surfaces in the classroom to remove the allergen.

The care of an animal is the responsibility of the teacher. Cages and aquariums shall be cleaned by the teacher, not a student. Animal waste and materials from the cages shall be bagged and disposed of in a proper manner in a proper outside trash container. Waste water from an aquarium may be disposed of by flushing it down a toilet or any sink where food is not prepared. For animals staying in the classroom for longer than that day, it is the teacher's responsibility to provide care over the weekends and during vacations.

Under the teacher's supervision, students may handle the animal in the classroom after being given instruction on proper handling techniques for handling the animal, as well as proper hand washing techniques after handling the animal. When appropriate, students may feed the animal under the supervision of the teacher.

policy

Live animal presentations and assemblies under the supervision and control of a trained professional may at times have more unique animals and may not be allowed in the classrooms. These presentations are allowed in accordance with the provisions of this policy.

Exceptions to this policy are service animals and fish in an aquarium provided the fish are of a reasonable size and quantity.

Owners of pets (~~see AG 8605A~~) and service animals (~~see AG 9160B~~) brought on school property are liable for any harm or injury caused by the animal to other students, staff, visitors, and/or property.

INDOOR AIR QUALITY (IAQ)

The Superintendent shall appoint a person to serve as the Indoor Air Quality (IAQ) Coordinator for the school corporation. The IAQ Coordinator shall serve as the lead contact person for matters related to indoor air quality in the facilities operated by the school Corporation. The IAQ Coordinator contact information shall be available to all students, parents, employees, and visitors by publishing the information on the school corporation's website and in school handbooks. The school corporation shall also notify the Indiana State Department of Health (ISDH) of the IAQ Coordinator's name and contact information.

Each school facility is to meet criteria established by the ISDH. During inspections by the ISDH, the inspector will investigate any condition that is or could be contributing to poor air quality including, but not limited to the following: carbon dioxide levels, humidity, evidence of mold or water damage, and excess dust.

The Board recognizes that excessive moisture levels within the schools can lead to conditions that are optimum for the development of biological contaminants, such as mold and fungi on building surfaces. The Board further recognizes that the presence of these contaminants can be harmful on contact with respiratory tissue.

Contributing factors to excessive moisture levels include the following:

- A. roof leaks
- B. structural defects in the building

policy

- C. improperly controlled humidity levels
- D. faulty HVAC systems

As preventative measures, the Corporation shall do the following:

- A. address prevention of water intrusion as a priority IAQ issue and implement strategies toward its elimination

When a water leak or intrusion is discovered, corrective action shall be taken within forty-eight (48) hours.

- B. maintain environmental conditions in occupied areas that are in compliance with applicable regulations and strive to conform to consensus industry standards
- C. implement a preventative maintenance program for HVAC systems
- D. implement a system for insuring materials used and purchased for use in the construction, furnishing and maintenance, including cleaning of facilities, do not contribute to health hazards to employees and students by degrading the quality of indoor air

In addition, activities that create indoor air quality health hazards shall not be permitted.

- E. when mold or mold contaminated material is discovered, corrective action shall be taken within forty-eight (48) hours

Further, the school corporation shall endeavor to reduce irritants by not allowing the use of ozone generators sold as air purifiers while students are present in the classroom. Scented candles and air fresheners are not to be used in the classrooms.

In addition, the Superintendent shall develop administrative guidelines for the proper monitoring of the factors that contribute to excessive moisture and for the development of mitigation plans when, and if, problems with IAQ are identified.

policy

SCHOOL BUS AND OTHER VEHICLE IDLING

In accordance with the Indiana State Department of Health regulations, the Board endeavors to limit vehicle emissions that may be introduced into school facilities harming the indoor air quality.

The Corporation shall determine areas where idling is prohibited and post signs.

Drivers of all public and private vehicles are to turn off the engine if the vehicle is to be stopped for more than five (5) minutes in locations where the vehicle exhaust may be drawn into the building or while on school grounds. See Policy 8615 ~~and AG 8615~~.

The staff will be informed of this policy at the start of each school year. Parents and students will be informed of this policy at the start of each school year at annual orientations or through student/parent handbooks.

SEE ALSO THE FOLLOWING RELATED POLICIES:

- Policy 8420 - Emergency Evacuation of Schools
- Policy 8431 - Chemical Management and Preparedness for Toxic or Asbestos Hazard
- Policy 8432 - Pest Control and Use of Pesticides
- Policy 8442 - Reporting Accidents
- Policy 8450 - Control of Casual-Contact Communicable Diseases
- Policy 8453 - Control of Noncasual-Contact Communicable Diseases
- Policy 8453.01 - Control of Blood-Borne Pathogens
- Policy 8615 - Idling School Buses and Other Idling Vehicles on School Property

Indiana Department of Health Model Policies
I.C. 16-19-3-5, 16-41-37.5
410 IAC 33-4-1 through 8

What is the title of the grant?	What is the name of the granting agency/entity?	Please list school/entity applying.	Individual/contact applying for the grant?	What is the amount applied for?	How will the grant funds be used and who will oversee the management of the grant?	Please explain how the grant funds will be used to support the district vision, focus, and goals.	Please outline the grant budget for the funds requested.
NESP (Non English Speaking Program)	IDOE	ECS: District Wide	Beth A. Williams	\$560,245.50	The purpose of the NESP is to provide English language development instruction to K-12 LEP students. Beth Williams will oversee the management of the grant.	Increase K-12 LEP students' English language proficiency and academic achievement.	\$45,000 Instructor Wages \$15,000 Books/Materials/Supplies
Title III (English Language Learners)	IDOE	ECS: District Wide	Beth A. Williams	\$295,110.50	Title III funds are supplemental and are used "above and beyond" Elkhart's English language development services offered to English learners to meet federal requirements for serving EL students. Beth Williams will oversee the management of the grant.	Increase K-12 LEP students' English language proficiency and academic achievement.	Personnel \$250,780.00 Fringe \$73,071.00 Staff Travel \$40,000.00 Contractual Services \$43,591.00 Equipment \$237,720.00 Materials \$2,000.00
Title III Immigrant Influx	IDOE	ECS: District Wide	Beth A Williams	\$12,559.35	Family literacy services, parent outreach, and training to support parents' active participation in their children's education, provision of tutorials, mentoring, and academic or career counseling for immigrants, comprehensive community services in coordination with community-based organizations. Beth Williams will oversee the management of the grant.	Increase K-12 LEP students' English language proficiency and academic achievement.	Have scheduled meetings in the next couple of weeks to outline budget
Title II, Part A Supporting Effective Instruction	IDOE	ECS: District Wide	Beth A Williams	\$506,202.75	To improve teacher and principal quality and ensure that all teachers are highly qualified. Beth Williams will oversee the management of the grant.	Ongoing professional development will help to support, retain and attract highly effective teachers therefore increasing the academic achievement of all students and ensure they graduate career/college ready and life ready.	All funds will be used for professional development but the exact budget is not known at this time. Meetings will be occurring to determine that information.



TO: DR. ROBERT HAWORTH
FROM: MS. CHERYL WAGGONER
DATE: AUGUST 8, 2017

PERSONNEL RECOMMENDATIONS

CERTIFIED

a. **New Certified Staff** – We recommend the following new certified for employment in the 2017-18 school year:

Jerica Burns	Central/Counselor
Nora Chavez-Morales	Central/Counselor
Kathleen Malas	Pierre Moran/Special Education
Veronica McFerson	Pierre Moran/Counselor
Elizabeth Miller	Roosevelt/Media
Matthew Perkey	Elkhart Academy/Social Studies
Julie Rokop	PACE/Special Education
Katie Treadway	Daly/Grade 4
Joseph Urednick	Monger/Grade 6
Taryn Weidner	Beck/Fine Arts

b. **Retirement** – We report the retirement of the following staff effective June 30, 2017:

Kathy Allen	Central/FACS	15 Years of Service
Jill Szyarto	Pinewood/Grade 4	41 Years of Service

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

Joyce Bilbrey	North Side/Special Education
Began: 8/14/06	Resign: 6/30/17

Mary Boehman Began: 8/2/16	Memorial/Spanish Resign: 6/30/17
Raynard Caldwell Began: 8/22/05	Feeser/Grade 6 Resign: 6/30/17
Kristy Camacho Began: 8/13/12	Hawthorne/Grade 3 Resign: 6/30/17
Jane Eggleston Began: 8/13/14	Central/Language arts Resign: 6/30/17
Nathan Geise Began: 8/13/07	Roosevelt/Grade 5 Resign: 6/30/17
Bryan Hunter Began: 8/4/15	Memorial/Social Studies Resign: 6/30/17
Jill Robison Began: 8/12/13	Roosevelt/Grade 4 Resign: 6/12/17
Nicole Stanifer Began: 8/2/16	Central/FACS Resign: 6/30/17
Kyle Worden Began: 8/12/13	Pierre Moran/Science Resign: 6/30/17

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

Nicole Martinez Begin: 9/1/17	Cleveland/ENL End: 9/22/17
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e. **Personal Leave** – We recommend a personal leave for the following employee:

Jamie Haradine Begin: 8/15/17	Pinewood/Grade 4 End: 6/6/18
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CLASSIFIED

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

Shannan Asbury Began: 05/18/15	Cleveland/Secretary Resign: 07/21/17
Anita Bates Began: 08/14/13	Roosevelt/Lunch Para Resign: 07/25/17
Larry Brown Began: 09/30/14	Transportation/Bus Helper Resign: 07/19/17



Domenick Butler
Began: 03/14/16

Pierre Moran/ Custodian
Resign: 07/24/17

Hayley Byrd
Began: 02/28/17

PACE/Child Care Paraprofessional
Resign: 07/26/17

Rachel Campagnoli
Began: 08/06/15

Feeser/Paraprofessional
Resign: 07/26/17

Esther Hargrove
Began: 9/30/08

Beck/Paraprofessional
Resign: 07/20/17

Bethanie Hartman
Began: 09/09/14

Beck/Paraprofessional
Resign: 08/01/17

Derrick Johnson
Began: 02/29/16

Beck/Academic Trainer
Resign: 07/28/17

Scott Laird
Began: 03/15/16

Tech Services/ Support Tech I
Resign: 08/04/17

David Salmon
Began: 03/13/17

Transportation/Bus Helper
Resign: 07/27/17

Mary Sanders
Began: 05/18/06

North Side/Food Service
Resign: 07/25/17

Emily Toledo
Began: 08/4/15

Hawthorne/Para-keyboarding
Resign: 07/23/17

b. **New Hires** – We recommend regular employment for the following classified employee:

Elizabeth Delks
Began: 05/31/17

Central/Secretary
PE: 07/25/17





HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: DR. ROBERT HAWORTH
FROM: MS. CHERYL WAGGONER
DATE: AUGUST 8, 2017

ADDENDUM TO PERSONNEL REPORT

CERTIFIED

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

Mindy King Elkhart Academy/Assistant Principal Eff: 8/1/17

Sarita Stevens Elkhart Academy/Principal Eff: 8/14/17

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

Lindsay Gagy Daly/Grade 3
Begin: 8/21/17 End: 9/14/17