

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

July 11, 2017

CALENDAR

July	11	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
July	11	immediately following	Executive Session, J.C. Rice Educational Services Center
July	11	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
July	12	3:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
July	18	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
July	25	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
July	25	immediately following	Executive Session, J.C. Rice Educational Services Center
July	25	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center

- A. CALL TO ORDER/PLEDGE
- B. INVITATION TO SPEAK PROTOCOL
- C. MINUTES - June 27, 2017 - Public Work Session
June 27, 2017 - Regular Board Meeting
June 28, 2017 - Public Work Session

D. TREASURER'S REPORT

Consideration of Claims

Extra Curricular - The Business Office seeks Board approval of extra-curricular requests.

Insurance Update

H. NEW BUSINESS

Board Policy 2623 - The administration presents proposed revisions to Board Policy 2623, Student Assessment, for initial consideration.

Board Policy 5460 - The administration presents proposed revisions to Board Policy 5460, Graduation Requirements, for initial consideration.

Board Policy 5530- The administration presents proposed revisions to Board Policy 5530, Drug Prevention, for initial consideration.

Board Policy 8400 - The administration presents proposed revisions to Board Policy 8400, School Safety, for initial consideration.

Administrator Conflict of Interest- Elkhart Community School's administrators disclose potential conflict of interest statements.

Grants - The administration seeks Board approval for the submission of grants as recommended by the administration.

Presentation Review - The administration presents a review of the June 28th Work Session presentation.

I. PERSONNEL

Conference Leaves - It is recommended the Board grant conference leave requests in accordance with Board Policy to staff members as recommended by the administration.

Certified and Classified Staff - See the report and recommendations of the administration.

J. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

K. ADJOURNMENT

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

Elkhart Community Schools
Elkhart, Indiana

June 27, 2017

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – 1:30 p.m.

Time/Place

Board Members
Present:

Susan C. Daiber
Karen S. Carter
Douglas K. Weaver

Rodney J. Dale
Glenn L. Duncan
Carolyn R. Morris
Jeri E. Stahr

Roll Call

ECS Personnel Present:

Tony England
Tony Gianesi
Rob Haworth
Levon Johnson

Dawn McGrath
Pam Melcher
Kevin Scott
Doug Thorne
Dee Wappes

The Board heard presentations on the following topics: PRIDE (Persistence, Respectfulness, Initiative, Dependability and Efficiency) from Tony England, Assistant Superintendent of Student Services; Work Ethic Certification from Levon Johnson, Supervisor of Corporate/Community Partnerships; Northwest Evaluation Association (NWEA) end of year report from Dee Wappes, Director of Assessment & Data; Literacy Committee report and teacher evaluation and Professional Learning Communities report from Dawn McGrath, Deputy Superintendent. Members of the operations team provided information related to proposed capital projects for the next four years. Discussion was held on the following topics: crossing guards, new committees, Pre-K, ETHOS, the Elkhart Education Foundation's Kickoff Classic, and proposed literacy promotions. The Board also discussed agenda items for the regular Board meeting.

Topics
Discussed

The meeting adjourned at approximately 6:10 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
June 27, 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 Glenn L. Duncan Carolyn R. Morris Jeri E. Stahr
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Roll Call

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 presented with honor, a delayed high school diploma to James Friend, a Korean War veteran who attended Elkhart High School, but left before graduation in order to serve in the U.S. Navy from August 1951 through April 1955. Superintendent, Robert Haworth, recited The Promise and how Mr. Friend's service gives us each the freedom of our career, college, and life choices. On June 9, 2017 a delayed high school diploma was also presented to Charles Weber, a World War II veteran who attended Elkhart High School, but left before graduation to serve in U.S. Navy from May 1944 through May 1946. (Codified File 1617-162)

High School Diploma Presentations

Cheryl Waggoner, director of human resources, introduced the following support staff employees who retired during the 2016-2017 school year and were in attendance, with number of years of employment with ECS listed in parenthesis: Patricia Goins (19), Ruth Iannarelli (22), Christine Sherry (30), Debra Simons (22), and Barbara Wolf (10). Each retiree received a certificate of service and congratulations from Board members.

Special Recognition

By unanimous action, the Board approved the following minutes:
June 13, 2017 – Public Work Session
June 13, 2017 – Regular Board Meeting
June 20, 2017 – Public Work Session

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$9,516,934.44 as shown on the June 27, 2017, claims listing. (Codified File 1617-163) In response to Board inquiry, Kevin Scott, Chief Financial Officer, gave further details of recent purchases from Tepe Sanitary Supply.

Payment of Claims

By unanimous action, the Board accepted with appreciation a donation made to Elkhart Community Schools (ECS) of 11 spotlights for the stage at West Side Middle School from Corey Elliott, Russ Abel, and Beth Wind of St. Joseph United Methodist Church.

Gift Acceptance

The Board received a financial report for the period January 1 – May 31, 2017, and found it to be in order. In response to Board inquiry, Mr. Scott, responded the first allocation of tax dollars have been received from the County.

Financial Report

Kevin Scott reported the following fund loan was made on May 31, 2017: \$118,000 from Bus Replacement Fund to Referendum Tax Levy Fund.

Fund Loans

By unanimous action, the Board approved extra-curricular purchase requests from West Side Middle School for the license for the production of 'High School Musical' in the amount of \$758.20; and to purchase PRIDE t-shirts in the amount of \$2,830.00.

Extra-curricular Purchases

By unanimous action, the Board approved proposed school fundraisers in accordance with Board policy. The funds raised through the listed activities are deposited into each school's extra-curricular fund (Codified File 1617-164)

Fundraiser Approval

By unanimous action, the Board approved revisions to Board Policy 1460.1 – Physical Examinations and Reports (Administrators), as initially presented at the June 13th regular meeting.

Board Policy 1460.1

By unanimous action, the Board approved revisions to Board Policy 5230 – Late Arrival and Early Dismissal), as initially presented at the June 13th regular meeting.

Board Policy 5230

By unanimous action, Board approved proposed revisions and waived second reading of Board Policy 3422.12S – Employees in Miscellaneous Positions Compensation Plan. Doug Thorne, district counsel/chief of staff, clarified the requested change adds the 21st Century Community Education Program Manager position at Roosevelt. In response to an inquiry, Mr. Thorne stated the program manager is aware the position is tied to grant funding.

Board Policy 3422.12S

By unanimous action, the Board approved submission of a Wish You Well grant to the Wish You Well Foundation from Adult Education/Community Education for \$10,000. (Codified File 1617-165)

Grant Approval

By unanimous action, the Board approved submission of a Title I grant to the Department of Education from the district for \$3,513,690.51 pending review of submission details. (Codified File 1617-165)

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 June 27, 2017 listings. (Codified File 1617-166)

Conference Leaves

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

Personnel Report

Administrative appointment of the following four (4) certified staff members effective July 1, 2017:

Administrative Appointments

Stephanie Kimmerly - assistant principal at Roosevelt
Jennifer Loupee - assistant principal at Woodland
Kathy Mentz - supervisor, special education/Pre-K at PACE
Tara White - director of Literacy at ESC

Administrative transfers of the following four (4) certified staff members effective August 1, 2017:

Administrative Transfers

JeNeve Adams - district transition coordinator at ESC
Keith Baker - assistant principal at Hawthorne
Paula Grandison - assistant principal at Eastwood
Chris Scalise - assistant principal at North Side

Employment of the following three (3) certified staff members for the 2017-2018 school year:

Certified Employment

Kristin Durfey - language arts at West Side
Evan French - special education at Central
Tracey Weirich - special education at Central

Retirement of certified staff member Brenda McOwen, intervention at Roosevelt, effective 6/21/17, with 16 years of service.

Certified Retirement

Resignation of the following five (5) certified staff members effective on the dates indicated:

Certified Resignation

Kathleen Bertrand - math at North Side; 5/26/17
Jacquelyn Fair - grade 4 at Beck, 5/26/17
Troy Sausaman - physical education at Riverview, 5/26/17
Alexis Valdez - grade 1 at Roosevelt, 6/13/17
Kendra Weirich - kindergarten at Daly, 5/26/17

Regular employment of the following two (2) classified employees, who have successfully completed their probationary periods, on dates indicated:

Classified Employment

Gary McDaniels - lead electrician at Building Services, 6/23/17
David Murray - business account manager at WVPE, 6/18/17

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

Classified Resignations

Yesenia Alvarez- paraprofessional at Tipton, 6/21/17
Sondia Branscomb - bus helper at Transportation, 6/26/17
Tracey Weirich - secretary Central, 5/26/17

Termination of classified employee, Rosa Miller-Stump, bus driver at Transportation, in accordance with Board Policy 3120.01S.

Classified Termination

Superintendent Haworth stated in response to Board inquiry, Cheryl Waggoner would be presenting a report on efforts to recruit male teachers in elementary education. Ms. Waggoner reviewed the district’s recruiting efforts; national averages – stating ECS is above the national average of 14.2%; the downward trend in male teachers going into the field of education since 2012; and the downward trend in both males and females in education versus upward trend in other fields of study. Ms. Waggoner invited the Board to offer suggestions for additional ideas for recruitment.

From the Superintendent

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

Adjournment

APPROVED:

Signatures

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

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

Elkhart Community Schools
Elkhart, Indiana

June 28, 2017

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – 1:00 p.m.

Time/Place

Board Members
Present:

Susan C. Daiber
Karen S. Carter

Rodney J. Dale
Carolyn R. Morris
Jeri E. Stahr

Roll Call

Absent

Douglas K. Weaver

Glenn L. Duncan

The Board heard an update on pathways and schools from Dawn McGrath, Deputy Superintendent. An introduction to the Ford Next Generation Learning was presented by Cheryl Carrier, Executive Director and Rick Delano, Architect.

Topics
Discussed

The meeting adjourned at approximately 3:20 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



BUSINESS OFFICE

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

**TO: DR. HAWORTH
BOARD OF SCHOOL TRUSTEES**

FROM: DR. ROBERT WOODS

DATE: JULY 6, 2017

SUBJECT/ EXTRA CURRICULAR PURCHASE

The Business Office recommends Board approval of purchase of the following items from extra-curricular funds:

SCHOOL/ACCOUNT	ITEM	AMOUNT
Pierre Moran Music Extra Curricular	Electronic Equipment	\$3,979.99



PIERRE MORAN MIDDLE SCHOOL

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: SCHOOL BOARD
FROM: PIERRE MORAN MIDDLE SCHOOL
PRINCIPAL: CYNTHIA BONNER *CB*
DATE: JUNE 16, 2017

RE: ELECTRONIC EQUIPMENT PURCHASE FOR MUSIC DEPARTMENT

Pierre Moran Middle School's Music Department is requesting approval to purchase equipment by utilizing our PMMS Music Extracurricular Fund. We have raised the necessary funds to make this purchase in order to better benefit our school.

The purchase of this equipment will be made from Sweetwater Music Instruments and Pro Audio. This will allow us to adequately provide for the needs of our department in the area of sound reproduction. We are asking for \$3,979.99 to be paid out of Pierre Moran's Extra Curricular Account.

Sweetwater

Music Instruments & Pro Audio
 5501 US HWY 30 W
 Fort Wayne, IN 46818
 (800) 222-4700
 Sweetwater.com

Quote Number 4216589
Quote Date 06/08/17
Delivery Method FedEx Ground (Business)
Customer Number 1803892

Quote To: Dan Burton
 Pierre Moran Middle School
 200 W Lusher Ave
 Department Chair
 Elkhart, IN 46517-2099

Ship to: Dan Burton
 Pierre Moran Middle School
 200 W Lusher Ave
 Department Chair
 Elkhart, IN 46517-2099

Qty.	Item	Description	Retail Price	Your Price	Total
1	EON208P	JBL 8-ch 300W 8" PA Sys w/Bluetooth	\$899.00	\$697.00	\$697.00
1	BLXHHP58-H10	Shure BLX Series HH Sys w/PG58, H10	\$374.00	\$285.00	\$285.00
1	XLR5	Pro Co 5' XLR-F-XLRM Cable	\$26.49	\$18.00	\$18.00
Indiana Form ST-105 on File					
6	XLR20	Pro Co 20' XLR-F-XLRM Cable	\$34.99	\$20.00	\$120.00
6	MicStdFBoomL	On-Stage Stands MS7701B Mic Std, w/Fixed Boom	\$53.99	\$19.00	\$114.00
4	SM58S	Shure Dynamic Vocal Mic w/ Switch	\$130.00	\$100.00	\$400.00
2	EON612	JBL 12" 1000W EON Series Speaker	\$546.28	\$399.00	\$798.00
2	EON612BAG	JBL Bags EON612 Speaker Bag	\$119.99	\$74.99	\$149.98
1	LSM16-612BagPk	Sweetwater EON612 Pair with Bags		\$-49.98	\$-49.98
1	GFWSPK2000SET	Gator Frameworks Standard Spk Std Set w/Bag	\$189.99	\$119.99	\$119.99
1	1642VLZ4	Mackie 16-ch 4-Bus Mixer	\$879.99	\$679.00	\$679.00
2	XLR50	Pro Co 50' XLR-F-XLRM Cable	\$76.99	\$30.00	\$60.00
1	GLXD24RSM58	Shure GLXD Advanced Wireless Handheld System	\$749.00	\$589.00	\$589.00

Continued on page 2...

Sweetwater[®]

Music Instruments & Pro Audio

5501 US HWY 30 W
Fort Wayne, IN 46818
(800) 222-4700
Sweetwater.com

Quote Number 4216589
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Quote To: Dan Burton
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Ship to: Dan Burton
Pierre Moran Middle School
200 W Lusher Ave
Department Chair
Elkhart, IN 46517-2099

Qty.	Item	Description	Retail Price	Your Price	Total
Items listed on previous page					

A Note from Our President:

Hi, I'm Chuck Surack, owner of Sweetwater.

I want to take the time to personally thank you for your business with Sweetwater. I am so grateful for every customer, and I encourage you to continue to pursue your love of music.

I want you to know that your satisfaction is our first priority. If you have any questions or concerns, please do not hesitate to contact us. 24-hour support is available at Sweetwater.com/sweetcare, or contact our SweetCare Center by phone at (800) 222-4700 (available Mon-Fri 9AM-6PM, Sat 10AM-4PM). Of course, you can call your Sales Engineer anytime. If you need to get in touch with me directly, my email is chuck_surack@sweetwater.com.



Your Sales Engineer Is Alden Debee:

alden_debee@sweetwater.com
(260) 432-8176 x1636
(800) 222-4700 x1636

Sweetwater's Return Guidelines:

It's our goal to earn your trust and create a relationship with you for the long term by standing behind what we sell. We promise to deal with you fairly and reasonably; we hope you will be fair and reasonable with us as well. So, if for some reason you are not satisfied with your purchase, we will gladly accept your timely return of eligible items.

To make a return, simply contact your Sales Engineer to start the process.
For additional information on returns, please visit Sweetwater.com/help.

Subtotal:	\$3,979.99
Shipping & Handling:	\$114.81
Free Shipping Promo:	-\$114.81
Tax:	\$0.00
Total:	\$3,979.99

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

PROGRAM
Proposed Revised 2623/page 1 of 1

STUDENT ASSESSMENT

The Board, in compliance with the law and rules of the State Board of Education, shall implement the ~~Indiana Statewide Testing for Educational Progress Plus (ISTEP+)~~ statewide achievement test as required by the State Board of Education to assess student achievement and needs in English/language arts, mathematics, social studies, science, and other designated subjects in order to determine the achievement of students and to assist them in attaining Corporation and State Department goals. All graduation examination requirements by the State Board of Education will be honored by the Corporation.

Additionally, the Board shall administer any end of course exams as may be required by the State Board of Education.

The Board shall comply with all assessments required to be administered by the State Board of Education.

I.C. 20-32-2

I.C. 20-32-8

I.C. 20-32-8.5

511 IAC 5

511 IAC 6.2-3.1

~~I.C. 20-32-2 et seq., 20-32-8 et seq.~~

~~I.C. 20-32-8.5-2~~

~~511 IAC 5-2-3~~

~~511 IAC 6.2-3.1-3~~

July 11, 2017

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**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS
Proposed Revised 5460/page 1 of 7

GRADUATION REQUIREMENTS

High School Graduation

In order to graduate from high school, a student shall

- A. complete the number and type of credits in grades 9-12, except as otherwise provided in this policy, required by the Indiana State Board of Education,
- B. be enrolled for at least seven (7) semesters in grades 9-12 and
- C. demonstrate proficiency of the academic standards established by the Indiana State Board of Education and Elkhart Community Schools through satisfactory completion of any one of the following three (3) procedures:
 1. The student achieves passing scores on applicable examinations required by State law and or the Indiana State Board as pre-requisites for graduation;
 2. The student who does not achieve passing scores on required examinations may be eligible to graduate if the student does the following:
 - a. retakes the required examinations in each subject area in which the student has not achieved a passing score at least one (1) time every school year after the school year in which the student first takes the required examinations;
 - b. completes remediation opportunities provided to the student as outlined in Administrative Guideline 5460 Section A(5)(2);

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS
Proposed Revised 5460/page 2 of 7

- c. maintains a school attendance rate of at least ninety-five percent (95%) with excused absences not counting against the student's attendance;
- d. maintains at least a "C-" average in the courses comprising the credits specifically required by the Indiana State Board of Education; and
- e. either
 - 1) obtain a written recommendation from a teacher of the student in each subject area of the required examinations in which the student has not achieved a passing score. In order for a recommendation to be valid,
 - a) the principal must concur with the teacher recommendation, and
 - b) the recommendation must be supported by documentation, including the completion of the Evidence-Based Waiver – Core-40 Diploma form or the Evidence-Based Waiver – Alternate Documentation or Special Education for General Diploma form, indicating the student has attained the academic standards in the subject area based upon
 - (1) tests other than the required examinations; or
 - (2) classroom work; or
 - 2) Complete
 - a) the course and credit requirements for a general diploma, including the career academic sequence;

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS
Proposed Revised 5460/page 3 of 7

- b) a workforce readiness assessment; and
 - c) at least one (1) career exploration internship, cooperative education, or workforce credential recommended by the student's school.
3. Where a student is a child with a disability (as defined in IC 20-35-1-2), the student's case conference committee finds the following:
- a. The student's teacher of record, in consultation with a teacher of the student in each subject area of the required examinations in which the student has not received a passing score, makes a written recommendation to the case conference committee. In order for a recommendation to be valid:
 - 1) the principal must concur with the teacher recommendation; and
 - 2) the recommendation must be supported by documentation, including the completion of the Evidence-Based Waiver – Core-40 Diploma form or the Evidence-Based Waiver – Alternate Documentation or Special Education for General Diploma form, indicating the student has attained the academic standards in the subject area based upon
 - a) tests other than the required examinations; or
 - b) classroom work.

policy

- b. The student meets all of the following requirements:
 - 1) retakes the required examinations in each subject area in which the student has not achieved a passing score as often as required by the student's individualized education program;
 - 2) completes remediation opportunities provided to the student to the extent required by the student's individualized education program;
 - 3) maintains a school attendance rate of at least ninety-five percent (95%) to the extent required by the student's individualized education program with excused absences not counting against the student's attendance;
 - 4) maintains at least a "C-" average in the courses comprising the credits specifically required for graduation by rule of the Indiana State Board of Education and Elkhart Community Schools.

D. Additional Requirements for Students with Disabilities

During the student's annual case review held when a student with a disability is enrolled in 8th grade, the case conference committee shall review and discuss with the student's parent (and the student, if appropriate):

- 1. The types of diplomas available for students to receive in the State of Indiana;
- 2. The course requirements for each type of diploma; and
- 3. Employment and career options for the student and the type of academic, technical, and vocational preparation necessary to achieve the employment or career.

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS
Proposed Revised 5460/page 5 of 7

The student's IEP must include the type of diploma the student will seek and courses which will allow the student to progress towards the diploma in a timely manner. The Corporation shall not require students with disabilities to complete locally required credits that exceed State credit requirements to receive a diploma unless otherwise required as part of the student's IEP.

Beginning in grade 9 and in addition to the annual case review, the student's teacher of record shall communicate at least once each grading period with the student's parent concerning the student's progress towards the selected diploma. If the parent requests a meeting with the teacher of record to discuss the student's progress, the teacher must meet with the parent in a timely manner. Such a meeting does not constitute a case conference committee meeting, and a request for such a meeting does not abrogate a parent's right to call for a meeting of the case conference committee at any time.

- E. Otherwise, satisfy all State and local graduation requirements.

Early Graduation

For students fulfilling all graduation requirements as established in Section 1 of this policy in less than seven (7) semesters, a waiver may be requested. An application specifying the circumstances which make the waiver advisable will be submitted to the Superintendent of Schools for his review and approval.

A student qualifying for early graduation by the end of grade eleven (11) is eligible for a state early graduation scholarship subject to the provisions of Indiana statutes. Any student requesting an early graduation may obtain information regarding the scholarship from the guidance department.

policy

Granting Diplomas

A. Students enrolled in the Corporation shall have the opportunity to earn any type of State diploma approved by the Indiana State Board of Education.

AB. Transfers from Other Districts

Any student, who completes his/her final semester of attendance and has earned at least six (6) credits from an Elkhart high school during this time, may be granted a diploma from an Elkhart high school. That student must also complete all requirements for graduation from high school established by the State of Indiana as described in Section 1 of this policy. The Superintendent may waive the requirement that the student earn six (6) credits from an Elkhart high school if that student has completed all requirements for graduation from high school established by the State of Indiana as described in Section 1 of this policy.

BC. Transfers within Elkhart Community Schools

Elkhart high schools will grant a diploma to any student who has been in attendance at Elkhart high schools for seven (7) semesters and has completed all other State and local requirements for graduation as described in Section 1 of this policy.

CD. Course Completion

Elkhart high schools will grant a Course Completion to a student who satisfies the requirements established in Section 1(A) and (B) of this policy, but who does not meet the academic standards established by the State of Indiana through satisfactory completion of any one (1) of the three (3) procedures established in Section 1(C) of this policy.

DE. Certificate of Completion

Upon the recommendation of the student's teacher of record, Elkhart high schools will grant a Certificate of Completion to a child with a disability (as defined in IC 20-35-1-2) who is not eligible to

policy

BOARD OF SCHOOL TRUSTEES ELKHART COMMUNITY SCHOOLS

STUDENTS

Proposed Revised 5460/page 7 of 7

receive a diploma or a Course Completion, but who has completed the four (4) year educational program as established through the student's IEP.

EF. Credit for Courses Completed Before Students Enter Grade 9

Credit earned for high school equivalent courses taken before students enter grade 9 will be granted in a manner consistent with Indiana laws, the rules and regulations adopted by the Indiana State Board of Education, and the Elkhart Community Schools.

EG. Credit for Courses Completed More Than One (1) Time

1. A student may repeat a high school course in which credit has been earned. Credit for a course required for graduation will only be granted one (1) time, and the highest grade earned will be used to calculate student's GPA.
2. The student's transcript will show the course each time it was completed and the grade assigned for each completion.
3. Some courses may be taken for multiple credits with all credits contributing to the GPA (e.g. band, choir, etc.).

I.C. 20-26-5-37

I.C. 20-32-4-1 through 10

I.C. 20-35-4-11

511 IAC 6-7.1-4 through 7

~~I.C. 20-32-4-1 to 10, 20-20-6, 20-35-4-11~~

~~511 I.A.C 5-3-1 to 2, 6-7.1-4 through 7~~

~~511 I.A.C 5-3-2~~

~~511 I.A.C 6-7-6~~

July 11, 2017

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS
Proposed Revised 5530/page 1 of 4

DRUG PREVENTION

The Board recognizes the misuse of drugs is a serious problem with legal, physical, and social implications for the entire school community.

As the educational institution of this community, the schools will strive to prevent drug abuse and help drug abusers by educational, rather than punitive, means.

For purposes of this policy, "drugs" shall mean:

- A. all dangerous controlled substances as so designated and prohibited by Indiana statute;
- B. any synthetic drug or derivative thereof defined as a controlled substance by Indiana statute;
- C. all chemicals which release toxic vapors;
- D. all alcoholic beverages;
- E. tobacco and tobacco products;
- F. any prescription or patent drug, except those for which permission to use in school has been granted pursuant to Board policy;
- G. anabolic steroids;
- H. any "look-alike" substances;
- I. any other illegal substance so designated and prohibited by law.

The Board prohibits the use, possession, concealment, or distribution of any drug and any drug-related paraphernalia at any time on Corporation property or at any school-related event. It further establishes a drug-free zone within 1000 feet of any facility used by the Corporation for educational purposes.

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS
Proposed Revised 5530/page 2 of 4

The Superintendent shall prepare guidelines for the identification, elimination, and regulation of drug use in the schools. Such guidelines shall:

- A. emphasize the prevention of drug use;
- B. provide for a comprehensive, age-appropriate, developmentally-based drug and alcohol education and prevention program which:
 - 1. addresses the legal, social, psychological, and health consequences of drug and alcohol use;
 - 2. provides information about effective techniques for resisting peer pressure to use illicit drugs and alcohol;
 - 3. assists students to develop skills to make responsible decisions about substance abuse and other important health issues;
 - 4. promotes positive emotional health, self-esteem, and respect for one's body;
 - 5. meets the minimal objectives as stated in the essential performance objectives for health education as established by the State's Department of Education;
- C. include a statement to students that the use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful;
- D. provide standards of conduct that are applicable to all students which clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students on school premises or as a part of any school activity;

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS
Proposed Revised 5530/page 3 of 4

- E. include a clear statement that disciplinary sanctions, up to and including expulsion and referral for prosecution, will be imposed on students who violate the school standards of conduct and a description of those sanctions;

The sanctions may include, together with punitive action, voluntary referral to appropriate persons or agencies for screening and assessment. Such referral may only be made to qualified and properly licensed individuals or programs.

- F. provide information about any drug and alcohol counseling and rehabilitation and reentry programs available to students and provide procedures to direct students and their parents to the appropriate programs;
- G. require all parents and students be given a copy of the standards of conduct regarding the unlawful possession, use, or distribution of illicit drugs and alcohol by students;
- H. require the notification to parents and students that compliance with the standards of conduct is mandatory;
- I. provide a biennial review of the School Corporation's program to determine its effectiveness and implement changes as needed and to ensure disciplinary sanctions are consistently enforced;

The Safe School Committee described in Board Policy 8400 shall be responsible for addressing the issue of drug use in schools and facilities operated by the Corporation and implementing the Safe and Drug-Free Schools and Communities Act.

The Superintendent shall establish administrative guidelines necessary to implement this policy.

I.C. 20-30-5-11
I.C. 35-48-2-4
I.C. 35-48-2-6
I.C. 35-48-2-8
I.C. 35-48-2-10

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

STUDENTS

Proposed Revised 5530/page 4 of 4

I.C. 35-48-2-12

20 U.S.C. 7101 et seq., The Safe and Drug-Free Schools and Communities Act (Title IV, Part A of the Elementary and Secondary Education Act)

I.C. 20-30-5-11

I.C. 35-41-1-26.3

I.C. 35-48-2-4

20 U.S.C. 3171 et seq., Drug Free Schools and Communities Act of 1986

20 U.S.C. 3224A

July 11, 2017

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policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

OPERATIONS
Proposed Revised 8400/page 1 of 4

SCHOOL SAFETY

The Board of School Trustees is committed to maintaining a safe environment in all of the Corporation's properties. To ~~that~~this end, in accordance with State law, each school within the Corporation shall establish a *Safe School Committee*, the composition of which shall be in accordance with the Superintendent's guidelines.

The Safe School~~School Safety~~ *Committee* shall be responsible for developing a plan for the school that addresses the following issues:

- A. Unsafe conditions, crime prevention, school violence, bullying, and other issues that prevent the maintenance of a safe school.
- B. Professional development needs for faculty and staff to implement methods that decrease problems identified above.
- C. Methods to encourage involvement by the community and students, development of relationships between students and school faculty and staff, and use of problem solving teams.
- D. Provide a copy of the floor plans for each building that clearly indicates each exit, the interior rooms and hallways, and the location of any hazardous materials located in the building to the local law enforcement agency and the fire departments that have jurisdiction over the school. The Corporation shall not disclose any record or part of any record if the disclosure of which would have a reasonable likelihood of threatening public safety by compromising the Corporation's security.

In developing the school's plan, the Safe School~~School Safety~~ *Committee* may seek input from representatives of the following:

- A. local law enforcement;
- B. the local Fire Marshall(s) or his/her designee(s);
- C. emergency medical services;

policy

- D. building administrators;
- E. the local emergency management service agency;
- F. School Resource Officer(s).

Safe School Committee's Duty to Implement the Safe and Drug-Free Schools and Communities Act

The Safe School Committee is responsible for implementing the Safe and Drug-Free Schools and Communities Act. To ensure the Corporation remains compliant with Federal law, the Safe School Committee shall:

- A. develop a drug-free school plan that:
 - 1. requires each school to collect and report drug related activities in the school, including suspensions, expulsions, exclusions, police actions, or any other type of drug related behavior; and
 - 2. addresses ways to eliminate illegal drugs and drug related behavior in schools;
- B. oversee the implementation of the school plan;
- C. oversee the implementation of the curriculum under I.C. 20-30-5-11 concerning the effects that alcoholic beverages, tobacco, prescription drugs, and controlled substances have on the human body and society at large.

Security Police Training

In the case of a police officer who is employed by the School Corporation to provide security for the School Corporation, the Board shall require ~~that~~ the police officer receives training and education, approved by the State Board of Education, that will enable the police officer to appropriately deal with individuals with autism and Asperger's syndrome.

Persistently Dangerous Schools

policy

BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS

OPERATIONS
Proposed Revised 8400/page 3 of 4

The Board recognizes ~~that~~ State and Federal law requires ~~that~~ the Corporation report annually incidents which meet the statutory definition of violent criminal offenses that occur in a school, on school grounds, on a school conveyance, or at a school-sponsored activity. It is further understood ~~that~~ the State Department of Education will then use this data to determine whether or not a school is considered “persistently dangerous” as defined by State policy.

Pursuant to the Board’s stated intent to provide a safe school environment, the school administrators are expected to respond appropriately to any and all violations of the Student Code of Conduct, especially those of a serious, violent nature. In any year where the number of reportable incidents of violent criminal offenses in any school exceed the threshold number established in State policy, the Superintendent shall refer this to the Safe School~~School Safety~~ Committee so ~~that~~ a plan of corrective action can be developed and implemented in an effort to reduce the number of these incidents in the subsequence year.

When developed, the Superintendent shall make a report to the Board about this plan of corrective action and shall recommend approval and adoption of it.

In the unexpected event ~~that~~ the number of reportable incidents in three (3) consecutive school years exceeds the statutory threshold and the school is identified as persistently dangerous, students attending the school shall have the choice options s as provided ~~in Policy 5113.02 and AG 5113.02~~ by Federal and State law.

policy

**BOARD OF SCHOOL TRUSTEES
ELKHART COMMUNITY SCHOOLS**

OPERATIONS
Proposed Revised 8400/page 4 of 4

In addition, the Superintendent shall meet with the *School Safety Committee*, discuss the school's designation as a persistently dangerous school, and develop a plan of corrective action that can be implemented in an effort to reduce the number of these incidents in the subsequent year.

Victims of Violent Crime

The Board further recognizes ~~that~~, despite the diligent efforts of school administrators and staff to provide a safe school environment, an individual student may be a victim of a violent crime in a school, on school grounds, on a school conveyance, or at a school-sponsored activity. The parents of the eligible student shall have the choice options as provided by Federal and State law. ~~In accordance with Federal and State law the parents of the eligible student shall have the choice options provided by Policy 5113.02 and AG 5113.02.~~

I.C. 5-2-10.1-12

I.C. 20-26-16

I.C. 20-26-5-31

I.C. 20-34-3-20-9

I.C. 20-30-5-11

Title IX, Section 9532 of the No Child Left Behind Act of 2001

20 U.S.C. 7101 et seq., The Safe and Drug-Free Schools and Communities Act (Title IV, Part A of the Elementary and Secondary Education Act)

~~I.C. 5-2-10.1-12, 20-26-16, 20-26-5-31, 20-34-3-20-9~~

~~Title IX, Section 9532 of the No Child Left Behind Act of 2001~~

July 11, 2017

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UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT

State Form 54266 (4-10) / Form 236
STATE BOARD OF ACCOUNTS

Indiana Code 35-44-1-3

A public servant who knowingly or intentionally has a pecuniary interest in or derives a profit from a contract or purchase connected with an action by the governmental entity served by the public servant commits conflict of interest, a Class D Felony. A public servant has a pecuniary interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth of the public servant or a dependent of the public servant who is under the direct or indirect administrative control of the public servant; or receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the public servant. "Dependent" means any of the following: the spouse of a public servant; a child, stepchild, or adoptee (as defined in I.C. 31-3-4-1) of a public servant who is unemancipated and less than eighteen (18) years of age; and any individual more than one-half (1/2) of whose support is provided during a year by the public servant.

The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Jill Balcom
69589 S River Road, White Pigeon MI 49099

2. **Title or Position with Governmental Entity:** Principal - Bristol Elementary

3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart

4. **This statement is submitted (check one):**
a. as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.

5. **Name(s) of Contractor(s) or Vendor(s):** Jacquelyn Krull (sister) and Stephanie Marks (sister)
half *half*

6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Jacquelyn Krull (sister) and Stephanie Marks (sister) are employed by Elkhart Community Schools
half *half*
as Teachers at Bristol Elementary School

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

n/a

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the Board of School Trustees of
(Title of Officer or Name of Governing Body)

Elkhart Community Schools and having the power to appoint
(Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

Susan C. Daiber, Board President

Karen S. Carter, Board Vice Pres.

Douglas K. Weaver, Board Secretary

Elected Official Office

9. **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

Date Submitted (month, day, year) Date of Action on Contract or Purchase (month, day, year)

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed: 
(Signature of Public Servant)

Date (month, day, year): July 11, 2017

Within fifteen (15) days after final action on the contract or purchase, copies of this statement must be filed with the State Board of Accounts, Indiana Government Center South, 302 West Washington Street, Room E418, Indianapolis, Indiana, 46204-2765 and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.



UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT

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STATE BOARD OF ACCOUNTS

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The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Brian A. Buckley
3484 Fox Chase; Bristol, IN 46507
2. **Title or Position with Governmental Entity:** Athletic Director - Elkhart Central High School
3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart
4. **This statement is submitted (check one):**
 - a. as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
 - b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** Kelly Buckley (spouse)

6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Kelly Buckley (spouse) is employed by Elkhart Community Schools as a teacher

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

The compensation earned by my spouse, Kelly Buckley, as a teacher with Elkhart Community Schools, contributes to our family's household income

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the Board of School Trustees of
(Title of Officer or Name of Governing Body)

Elkhart Community Schools and having the power to appoint
(Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

Susan C. Daiber, Board President
Karen S. Carter, Board Vice Pres.
Douglas K. Weaver, Board Secretary
Elected Official Office

9. **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

Date Submitted (month, day, year) Date of Action on Contract or Purchase (month, day, year)

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed: Brian C. Buckley
(Signature of Public Servant)

Date (month, day, year): July 11, 2017

Within fifteen (15) days after final action on the contract or purchase, copies of this statement must be filed with the State Board of Accounts, Indiana Government Center South, 302 West Washington Street, Room E418, Indianapolis, Indiana, 46204-2765 and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.



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The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Rod Roberson
1521 Prairie St Elkhart, IN 46516
2. **Title or Position with Governmental Entity:** _____
District Director of co-curricular/extra curricular programming
3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart
4. **This statement is submitted (check one):**
 - a. _____ as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
 - b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** Regina Roberson (spouse)

6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Regina Roberson (spouse) is employed by Elkhart Community Schools as a guidance counselor

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

The compensation earned by my spouse, Regina Roberson as a guidance counselor with Elkhart Community Schools, contributes to our family's household income

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the Board of School Trustees of
(Title of Officer or Name of Governing Body)

Elkhart Community Schools and having the power to appoint
(Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

Susan C. Daiber, Board President

Karen S. Carter, Board Vice Pres.

Douglas K. Weaver, Board Secretary

Elected Official

Office

9. **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

Date Submitted (month, day, year)

Date of Action on Contract or Purchase (month, day, year)

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed:

(Signature of Public Servant)

Date (month, day, year):

July 11, 2017

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The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Jacqueline R. Rost
51890 Copperfield Ct, Granger, IN 46530
2. **Title or Position with Governmental Entity:** Athletic Director - Elkhart Memorial High School
3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart
4. **This statement is submitted (check one):**
 - a. as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
 - b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** Scott Rost (spouse)
6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Scott Rost (spouse) is employed by Elkhart Community Schools as a teacher and coach

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

The compensation earned by my spouse, Scott Rost, as a teacher with Elkhart Community Schools, contributes to our family's household income

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the Board of School Trustees of
(Title of Officer or Name of Governing Body)

Elkhart Community Schools and having the power to appoint
(Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

Susan C. Daiber, Board President

Karen S. Carter, Board Vice Pres.

Douglas K. Weaver, Board Secretary

Elected Official

Office

9. **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

Date Submitted (month, day, year)

Date of Action on Contract or Purchase (month, day, year)

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed: 

(Signature of Public Servant)

Date (month, day, year): July 11, 2017

Within fifteen (15) days after final action on the contract or purchase, copies of this statement must be filed with the State Board of Accounts, Indiana Government Center South, 302 West Washington Street, Room E418, Indianapolis, Indiana, 46204-2765 and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.



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The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Gary Sawtelle
11987 Bergamot Dr Granger, IN 46530
2. **Title or Position with Governmental Entity:** Director of Technology Services
3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart
4. **This statement is submitted (check one):**
 - a. as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
 - b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** Sara Sawtelle (spouse)
6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Sara Sawtelle (spouse) is employed by Elkhart Community Schools as a teacher

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

The compensation earned by my spouse, Sara Sawtelle, as a teacher with Elkhart Community Schools, contributes to our family's household income

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the Board of School Trustees of (Title of Officer or Name of Governing Body)

Elkhart Community Schools and having the power to appoint (Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

Susan C. Daiber, Board President

Karen S. Carter, Board Vice Pres.

Douglas K. Weaver, Board Secretary

Elected Official

Office

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Date Submitted (month, day, year)

Date of Action on Contract or Purchase (month, day, year)

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed:

(Signature of Public Servant)

Date (month, day, year):

July 11, 2017

Within fifteen (15) days after final action on the contract or purchase, copies of this statement must be filed with the State Board of Accounts, Indiana Government Center South, 302 West Washington Street, Room E418, Indianapolis, Indiana, 46204-2765 and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.



UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT

State Form 54266 (4-10) / Form 236
STATE BOARD OF ACCOUNTS

Indiana Code 35-44-1-3

A public servant who knowingly or intentionally has a pecuniary interest in or derives a profit from a contract or purchase connected with an action by the governmental entity served by the public servant commits conflict of interest, a Class D Felony. A public servant has a pecuniary interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth of the public servant or a dependent of the public servant who is under the direct or indirect administrative control of the public servant; or receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the public servant. "Dependent" means any of the following: the spouse of a public servant; a child, stepchild, or adoptee (as defined in I.C. 31-3-4-1) of a public servant who is unemancipated and less than eighteen (18) years of age; and any individual more than one-half (1/2) of whose support is provided during a year by the public servant.

The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Kevin Scott
2344 S Old Ditch Rd ~Warsaw IN 46580
2. **Title or Position with Governmental Entity:** _____
Chief Financial Officer
3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart
4. **This statement is submitted (check one):**
 - a. _____ as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
 - b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** Teacher's Credit Union - Supervisory Committee

6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the _____ **Board of School Trustees** _____ of
(Title of Officer or Name of Governing Body)

Elkhart Community Schools _____ and having the power to appoint
(Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

_____ Elected Official

_____ Office

Susan C. Daiber, Board President
Karen S. Carter, Board Vice Pres.
Douglas K. Weaver, Board Secretary

9. **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

_____ Date Submitted *(month, day, year)* _____ Date of Action on Contract or Purchase *(month, day, year)*

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed: _____
(Signature of Public Servant)

Date *(month, day, year)*: _____ **July 11, 2017**

Within fifteen (15) days after final action on the contract or purchase, copies of this statement must be filed with the State Board of Accounts, Indiana Government Center South, 302 West Washington Street, Room E418, Indianapolis, Indiana, 46204-2765 and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.

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.
2017-18 WorkINdiana Grant	Indiana Department of Workforce Development	Continuing Education	Darcey Mitschelen	\$60,000.00	Funds will be used to provide free short-term certification training. The training would be available to any adult within the county, with or without a diploma. Evaluation of current WorkIN training will take place to ensure alignment with local industry needs. Changes will be made if necessary. Darcey Mitschelen will oversee the funds.	Free training takes away the barrier of cost to many adults who are desiring to increase employability skills, demonstrates support for families, and deepens community relations.	\$45,000 Instructor Wages \$15,000 Books/Materials/Supplies
Carl D. Perkins Title IV	Indiana Department of Education	Elkhart Area Career Center	David Benak	\$647,162.00	David Benak will oversee the management of this grant which will provide program support and will also provide materials needed for the Elkhart Area Career Center.	The funds will be used to enhance CTE programming which will provide college and career options via CTE pathways.	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

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: July 6, 2017
 TO: Dr. Robert Haworth *Superintendent*
 FROM: Dr. Dawn McGrath *Dawn J. McGrath*
 RE: **Conference Leave Requests**
July 11, 2017 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2016 - 2017 CONFERENCES	EXPENSES	SUBSTITUTE
<p>UNIVERSAL DESIGN FOR LEARNING - BARTHOLOMEW COUNTY</p> <p>Universal Design for Learning will be the focus of professional development for K-12 special education teachers next school year.</p> <p>Columbus, IN July 17 - 20, 2017 (4 day's absence) VICTORIA TONEY - DISTRICT (1-3)</p>	\$1,178.17	\$0.00
<p>PROFESSIONAL LEARNING COMMUNITIES AT WORK</p> <p>This conference will cover the following areas: focus on learning, build a collaborative culture, and results orientation - you will gain specific, practical, and inspiring strategies for transforming your school or district into a place where all students learn at high levels.</p> <p>Lincolnshire, IL July 31 - August 2, 2017 (0 to 3 day's absence)</p> <p>JENEVA ADAMS - DISTRICT (0-0) PAIGE ADAMS - BEARDSLEY (0-0) CHELLI ALLEN - OSOLO (0-0) CARY ANDERSON - MEMORIAL (0-0) KETURAH ANDERSON - ROOSEVELT (0-0) DEB BACHMAN - OSOLO (0-0) MOLLY BAILS - MONGER (0-0) KEITH BAKER - HAWTHORNE (0-0) JILL BALCOM - BRISTOL (0-0) LISA BAUGH - MONGER (0-0) COURTNEY BEAN - RIVERVIEW (0-0) TRACEY BEATTY - BEARDSLEY (0-0) ABIGAIL BECKMAN - PIERRE MORAN (0-0) JEN BENAK - BECK (0-0) KEVIN BEVERIDGE - EASTWOOD (0-0) NATALIE BICKEL - DISTRICT (0-0) DAVID BIRD - SWW (0-0) STEPHANIE BOGGS - DALY (0-0) CINDY BONNER - PIERRE MORAN (0-0) JASON BREWER - FEESER (0-0) JEN BROWN - FEESER (0-0) KELLY BROWN - FEESER (0-0) SAM BROWN - WOODLAND (0-0) ALIYA CALDWELL - FEESER (0-0) ANNA CALKINS - HAWTHORNE (0-0)</p>	\$41,917.77	\$0.00

2016 - 2017 CONFERENCES	EXPENSES	SUBSTITUTE
KELLY CARMICHAEL - CLEVELAND (0-0) ERIC CHANDLER - BECK (0-0) GRANT CHOLER - WEST SIDE (0-0) JULIE CLARKE - BRISTOL (0-0) HEATHER CLINE - HAWTHORNE (0-0) BRAD COGDELL - WEST SIDE (0-0) AMANDA COLLIER - WOODLAND (0-0) HOLLY CONLEY - RIVERVIEW (0-0) LINDSEY COX - WEST SIDE (0-0) BARB CRIPE - RIVERVIEW (1-0) REBECCA CROCKER - PINWOOD (0-0) MICHELLE CRUSSEMEYER - CLEVELAND (0-0) VICTORIA CULP - EASTWOOD (0-0) TRICIA DAILEY - FEESER (0-0) ELIZABETH DEMEESTER - ROOSEVELT (0-0) RACHEL DENNEY - BECK (0-0) JENNIFER DENNIS - PINWOOD (0-0) MARIA DEVRIES - CENTRAL (0-0) JULIE DEWIT - PINWOOD (0-0) KARA DRAEGER-THOMAS - CENTRAL (0-0) HOWARD EDWARDS - ROOSEVELT (0-0) BRITNEY ELLIS - BECK (0-0) TONY ENGLAND - DISTRICT (0-0) BILLIE JO ETCHASON - EASTWOOD (0-0) SONDR A FLORA - BECK (0-0) STEFANIE FOSTER - MEMORIAL (0-0) ELIZABETH FRANKS-NORTH - WEST SIDE (0-0) KAYLA FREEZE - RIVERVIEW (0-0) DEB FROST - EASTWOOD (0-0) JANICE FULLER - PINWOOD (0-0) CHRISTINE GANGER - BEARDSLEY (0-0) IZAMAR GARCIA - PIERRE MORAN (0-0) GARY GARDNER - OSOLO (0-0) NICOLE GERNAND - EASTWOOD (0-0) CINDY GILBERT - RIVERVIEW (0-0) DEB GILLES - WEST SIDE (0-0) WENDY GOLEY - BEARDSLEY (0-0) PAULA GRANDISON - EASTWOOD (0-0) WHITNEY GRANDISON - ROOSEVELT (0-0) JASON GRASTY - CENTRAL (0-0) LISA GRAVES - WEST SIDE (0-0) STEPHANIE GRIMES - CLEVELAND (0-0) MEGAN GUTIERREZ - EASTWOOD (0-0) KIM HAAS - EASTWOOD (0-0) HEATHER HALL - WEST SIDE (0-0) BRYAN HAMMONTREE - SWW (0-0) BIBI HARDRICT - MONGER (0-0) KELLY HARRINGTON - CENTRAL (0-0)		

2016 - 2017 CONFERENCES	EXPENSES	SUBSTITUTE
NIKKI HARRIS - EASTWOOD (0-0) JEANNIE HAWKINS - CLEVELAND (0-0) ROB HAWORTH - DISTRICT (0-0) VICTORIA HAYS - MONGER (0-0) CHRISTIE HEERSCHOP - OSOLO (0-0) MICAH HELMUTH - PIERRE MORAN (0-0) DAVE HICKS - CENTRAL (0-0) TONDA HINES - DISTRICT (0-0) JENNIFER HINMAN - BRISTOL (0-0) JENNIFER HIRSH - CLEVELAND (0-0) SUZANNE HOLCOMB - BECK (0-0) MICHELLE HOLDERMAN - EASTWOOD (0-0) ANDREA HOLTZ - RIVERVIEW (0-0) JANELLE HOSTETLER - RIVERVIEW (0-0) MATT HOWE - WEST SIDE (0-0) JOSH HREN - MEMORIAL (0-0) ELENA HUYS - FEESER (0-0) SARA JACKOWIAK - NORTH SIDE (0-0) ERIC JANTZEN - CENTRAL (0-0) MICHELLE JOHNSON - CENTRAL (0-0) CHARLES JORDAN-LUKE - ROOSEVELT (0-0) LAURIE KAISER - HAWTHORNE (0-0) SHERRY KEESLAR - DISTRICT (0-0) BETHANY KEEVER - OSOLO (0-0) SUE KELLER - BRISTOL (0-0) TRACY KELM - DALY (0-0) STEPHANIE KIMMERLY - ROOSEVELT (0-0) TRACEY KIZYMA - BECK (0-0) GAYLA KONANZ - WOODLAND (0-0) WILLIAM KOVACH - DISTRICT (1-4) LAURA KRAUSE - MONGER (0-0) JAMIE KREMPEC - EASTWOOD (0-0) JACQUELYN KRULL - BRISTOL (0-0) DENISE KURTH - WOODLAND (0-0) FRANK KURTH - MEMORIAL (0-0) MICAH LAMBERT - FEESER (0-0) JEN LEMUNYON - PIERRE MORAN (0-0) CAROLYN LESPERANCE - DALY (0-0) JONATHAN LEVAN - WOODLAND (0-0) MEGAN LEWIS - MEMORIAL (1-0) WES LIGGETT - DALY (0-0) JENNIFER LOUPEE - WOODLAND (0-0) MICHELLE MAHAFFEY - BECK (0-0) THERESA MAIER - BEARDSLEY (0-0) ALLISON MAKOWSKI - MEMORIAL (0-0) RACHEL MALLO - DALY (0-0) STEPHANIE MARKS - BRISTOL (0-0) APRIL MAST - CLEVELAND (0-0)		

2016 - 2017 CONFERENCES	EXPENSES	SUBSTITUTE
<p> AMY MATTHEWS - BEARDSLEY (0-0) DAWN MCGRATH - DISTRICT (0-0) DIONNE MCKASKLE - PINWOOD (0-0) LISA MCKEE - WEST SIDE (0-0) ANGIE MCMAHON- RIVERVIEW (0-0) KATHY MENTZ - DISTRICT (0-0) RACHAEL MEYERS - MEMORIAL (0-0) RICKIE MEYERS - PINWOOD (0-0) HEIDI MILLER - HAWTHORNE (0-0) KAYLEE MILLER - HAWTHORNE (0-0) KYLE MILLER - PIERRE MORAN (0-0) ROSE MILLER - WOODLAND (0-0) TIM MILLER - NORTH SIDE (0-0) EILEEN MISENER - MEMORIAL (1-0) JEN MORBACH - DALY (0-0) JACQUE MOORE - FEESER (0-0) CHRISTINA MORRIS - CLEVELAND (0-0) CHRISTINA MORRIS - ROOSEVELT (0-0) KERRY MULLET - RIVERVIEW (0-0) STEPHANIE NEWTON - PIERRE MORAN (0-0) JOSH NICE - DALY (0-0) CHRIS NICKEL - HAWTHORNE (0-0) LOUANNE NOMMAY - NORTH SIDE (0-0) TINA NORTHERN - DISTRICT (0-0) ANH OYER - BRISTOL (0-0) SARAH PATTEE - WEST SIDE (0-0) JOANN PAULSON - ROOSEVELT (0-0) JONI PEAK - PINWOOD (0-0) AMY PETERSEN - RIVERVIEW (0-0) ANDREA PINARSKI - NORTH SIDE (0-0) JOHN PLETCHER - CENTRAL (0-0) VAL PRILLER - BEARDSLEY (0-0) JESSICA RAMIREZ - NORTH SIDE (0-0) KRISTI RAY - BRISTOL (0-0) LISA REGAN - DALY (0-0) HELENIA ROBINSON - ROOSEVELT (0-0) ALISHA ROCHA - OSOLO (0-0) ALYCE SAAL - DALY (0-0) SCOTT SASSAMAN - PIERRE MORAN (0-0) SARA SAWTELLE - CENTRAL (0-0) CHRIS SCALISE - NORTH SIDE (0-0) NATALIE SCHULTZ - WEST SIDE (0-0) TARA SCHUSTER - OSOLO (0-0) FRANK SERGE - CENTRAL (0-0) NICOLE SERGE - BEARDSLEY (0-0) SUZANNE SHAFFER - ROOSEVELT (0-0) JESSICA SHANDER - RIVERVIEW (0-0) ERICA SHANNON - MEMORIAL (0-0) </p>		

2016 - 2017 CONFERENCES	EXPENSES	SUBSTITUTE
MINDY SHAW - PINWOOD (0-0)		
HEATHER SHELDON - FEESER (0-0)		
BRAD SHEPPARD - DISTRICT (0-0)		
RYAN SMAKA - PINWOOD (0-0)		
JENNIFER SMITH - NORTH SIDE (0-0)		
JODY SMITH - OSOLO (0-0)		
TAMMY SMITH - BEARDSLEY (0-0)		
TAMMY SMITTENDORF - CLEVELAND (0-0)		
BETH SOKOLOWSKI - CENTRAL (0-0)		
JULIE SPRINGER - HAWTHORNE (0-0)		
JULIE STAMMICH - BECK (0-0)		
TONYA STOLTZFUS-MILLER - OSOLO (0-0)		
KRISTIE STUTSMAN - WEST SIDE (0-0)		
TESSA SUTTON - DISTRICT (0-0)		
KALEIGH SWINEHART - FEESER (0-0)		
MARY TEETER - HAWTHORNE (0-0)		
KRIS THOMAS BARTLEY - MEMORIAL (0-0)		
MIKE THOMPSON - PINWOOD (0-0)		
REBEKAH THOMPSON - BRISTOL (0-0)		
TAMARA TIDEY - PIERRE MORAN (0-0)		
ROBIN TODOROVICH - CLEVELAND (0-0)		
VICTORIA TONEY - DISTRICT (0-0)		
CHARLENE TROTTER - CLEVELAND (0-0)		
MICHELLE TROUTMAN - HAWTHORNE (0-0)		
AARON TURNER - MONGER (0-0)		
DIANE UMMEL - OSOLO (0-0)		
LAURA UNSICKER - NORTH SIDE (0-0)		
LUANNE VANKIRK - DALY (0-0)		
JEFF VANLUE - PIERRE MORAN (0-0)		
CHERYL WAGGONER - DISTRICT (0-0)		
JEN WAKEMAN - WOODLAND (0-0)		
HEATHER WALKER - MEMORIAL (0-0)		
LINDSEY WALTERS - BECK (0-0)		
DEE WAPPES - DISTRICT (0-0)		
LISA WARD - FEESER/MEMORIAL (0-0)		
KENDRA WARDLAW - ROOSEVELT (0-0)		
ROBERT WEBER - BECK (0-0)		
KRIS WEIMER - PINWOOD (0-0)		
ANDREA WELLES - EASTWOOD (0-0)		
ANNE WHISLER - NORTH SIDE (0-0)		
CINDY WHITAKER - OSOLO (0-0)		
TARA WHITE - DISTRICT (0-0)		
AMBER WILLIAMS - DALY (0-0)		
JULIE WILLIAMS - BEARDSLEY (0-0)		
KIM WILLIAMS - BEARDSLEY (0-0)		
TARA WILLIAMS - WOODLAND (0-0)		
TONYA WINTERS - CLEVELAND (0-0)		
KARIN WIRICK - WOODLAND (0-0)		

2016 - 2017 CONFERENCES	EXPENSES	SUBSTITUTE
MARY WISNIEWSKI - NORTH SIDE (0-0) BRENT YODER - PIERRE MORAN (0-0) EMILY ZITKUS - ROOSEVELT (0-0)		
	\$41,917.77	\$0.00
2016 YEAR-TO-DATE GENERAL FUNDS	\$17,026.09	\$2,545.00
2017 YEAR-TO-DATE GENERAL FUNDS	\$10,134.04	\$95.00
2016 YEAR-TO-DATE OTHER FUNDS	\$193,206.37	\$23,505.00
2016 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
2017 YEAR-TO-DATE OTHER FUNDS	\$142,844.33	\$7,670.00
2017 YEAR-TO-DATE ADJUSTMENTS	(\$270.00)	\$0.00
GRAND TOTAL	\$362,940.83	\$33,815.00

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



TO: DR. ROBERT HAWORTH
FROM: MS. CHERYL WAGGONER
DATE: JULY 11, 2017

PERSONNEL RECOMMENDATIONS

CERTIFIED

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

Hannah Beachey Beardsley/Special Education

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

Lindsay Gagyi Daly/Grade 3
Begin: 9/18/17 End: 10/13/17

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

Penelope Lambdin Beardsley/Grade 3
Began: 8/4/15 Resign: 6/30/17

Jean Milfort Central/Assistant Principal
Began: 8/22/05 Resign: 6/27/17

Lauren Phipps Roosevelt/Special Education
Began: 1/3/16 Resign: 6/30/17

Tracy Sanders Memorial/Special Education
Began: 8/14/06 Resign: 6/30/17

Kimberly Wallace Beardsley/Grade 1
Began: 9/29/14 Resign: 5/26/17

CLASSIFIED

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

Jennifer Allen
Began: 05/02/16

Beardsley/Paraprofessional
Resign: 08/08/17

- b. **Termination** – We report the termination for the following classified employee:

Joanna Pizana
Began: 03/13/17

Transportation/Bus Driver
Terminate: 05/26/17
Board Policy 3120.01s





HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

To: DR. ROBERT HAWORTH
From: MS. CHERYL WAGGONER
Date: JULY 11, 2017

ADDENDUM TO PERSONNEL REPORT

CERTIFIED

- a. **Administrative Appointments-** The administration recommends confirmation of the following administrative appointments Effective August 1, 2017

Scott Sassaman

Central High School Assistant Principal

Viressa Davis

Pierre Moran Middle School Assistant Principal