

ELKHART COMMUNITY SCHOOLS
BOARD OF SCHOOL TRUSTEES
Elkhart, Indiana

Organizational Meeting
January 9, 2018

AGENDA

1. Call to Order
2. Election of President, Vice President and Secretary
3. Conflicts of Interest
4. Adjournment



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:** Karen S. Carter
3026 Crabtree Ln, Elkhart, IN 46514
2. **Title or Position with Governmental Entity:** _____
Member, Board of School Trustees
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):** _____

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):
Employee Fringe Benefit Packages



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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:** Rodney Dale
53618 Hyde Park Dr., Bristol, IN 46507
2. **Title or Position with Governmental Entity:** _____
Member, Board of School Trustees
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):** Tanisha Dale (spouse) is a custodian with Elkhart Community Schools.

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):
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1. **Name and Address of Public Servant Submitting Statement:** Glenn L. Duncan
1237 Greenleaf Blvd, Elkhart, IN 46514
2. **Title or Position with Governmental Entity:** Member, Board of School Trustees
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):** Diana Duncan (spouse) is a nurse with Elkhart Community Schools
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):
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1. **Name and Address of Public Servant Submitting Statement:** Jeri E. Stahr
1644 Brookstone Ct, Elkhart, IN 46514

2. **Title or Position with Governmental Entity:** _____
Member, Board of School Trustees

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):** _____

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):
Employee Fringe Benefit Packages

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.):

As a retired teacher and current member of the Elkhart Community Schools' Board of Trustees, approving employee fringe benefit packages could affect my insurance premiums.

(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 _____ of
(Title of Officer or Name of Governing Body)

_____ 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

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)*: _____ January 9, 2018

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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1. **Name and Address of Public Servant Submitting Statement:** Douglas K. Weaver
56004 Jayne Drive, Elkhart, IN 46514
2. **Title or Position with Governmental Entity:** _____
Member, Board of School Trustees
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):** Julie Weaver (spouse) is a paraprofessional
with Elkhart Community Schools
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):
Employee Fringe Benefit Packages

ELKHART COMMUNITY SCHOOLS
BOARD OF SCHOOL TRUSTEES
Elkhart, Indiana

Board of Finance Annual Meeting
January 9, 2018

AGENDA

1. Call to Order
2. Adoption of Resolution

BE IT RESOLVED that the Board of Finance does hereby authorize the Treasurer of the Elkhart Community Schools to invest funds from the depository balance instead of from a specific fund balance in accordance with the provisions established by Indiana Code 5-13-9-6.

3. Review 2017 Investment History
4. Adjournment

**ELKHART COMMUNITY SCHOOLS
2017
INVESTMENT HISTORY**

Investment Date	Maturity Date	Interest Rate	Institution	Principal	Interest
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*No investment activity during 2017

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

January 9, 2018

CALENDAR

Jan	9	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Jan	9	7:00 p.m.	Organizational Meeting, J.C. Rice Educational Services Center
Jan	9	Immediately following	Finance Meeting, J.C. Rice Educational Services Center
Jan	9	Immediately following.	Regular Board Meeting, J.C. Rice Educational Services Center
Jan	16	7:00 a.m.	Public Work Session, J.C. Rice Educational Services Center
Jan	23	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Jan	23	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Feb	13	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Feb	13	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center

- A. CALL TO ORDER/PLEDGE
- B. THE ELKHART PROMISE
- C. INVITATION TO SPEAK PROTOCOL
- D. SUPERINTENDENT'S STUDENT ADVISORY COUNCIL REPRESENTATIVES
Memorial High School
Central High School

- E. MINUTES
December 19, 2017 – Business Board Meeting

- F. TREASURER'S REPORT

Consideration of Claims

Resolution of Board of School Trustees

Resolution for Transfer of Funds – The Business Office recommends Board approval of a resolution authorizing the transfer of funds during the calendar year 2018.

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

G. UNFINISHED BUSINESS

2018–2019 School Calendar – The administration presents the 2018-2019 School Calendar for initial consideration.

H. NEW BUSINESS

Memorandum of Understanding – The administration recommends Board confirmation of a Memorandum of Understanding between the City of Elkhart and Elkhart Community Schools regarding School Resource Officers and School Crossing Guards.

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

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 REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
December 19, 2017

J.C. Educational Services Center, 2720 California Road, Elkhart – at 8:00 a.m.

Place/Time

Board Members Present:	Susan C. Daiber Douglas K. Weaver	Rodney J. Dale Glenn L. Duncan Carolyn R. Morris Jeri E. Stahr
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Roll Call

Absent: Karen S. Carter

President Susan Daiber called the regular meeting of the Board of School Trustees to order.

Call to Order

Board Secretary Doug Weaver recited the Elkhart Promise.

The Elkhart Promise

Mrs. Daiber discussed the invitation to speak protocol.

By unanimous action, the Board approved the following minutes:
December 12, 2017 – Public Work Session
December 12, 2017 – Regular Board Meeting

Approval of Minutes

By unanimous action, the Board approved payment of claims totaling \$2,591,184.10 as shown on the December 19, 2017, claims listing. (Codified File 1718-74)

Payment of Claims

By unanimous action, the Board accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$500 from the National Flag Football to Pierre Moran Middle School for the use of the football field to be used for athletic equipment and supplies; 80 pumpkins from Bullard’s Farm Market to Woodland Elementary for the farm to school project (valued at \$400); \$500 from Cressy & Everett Realtors to Memorial High School’s girls/boys track program; two Christmas trees, a grill, and various tools for the second year automotive technology class (valued at \$2,900) to the Elkhart Area Career Center (EACC) from Zeno Ladas, a retired automotive technology teacher; the student services department received clothing donations for distribution to students in need from the First Congregational Church – 220 hand knitted scarves, from United Way – 500 hand knitted hats and over 475 coats, and 20 hats made by Jane Slabaugh; and \$250,000 from Scott Welch for the purchase of a drop down scoreboard for North Side Gym.

Gift Acceptance

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

Financial Report

By unanimous action, the Board approved the bid award recommendation for the purchase of gasoline and diesel fuel for calendar year 2018 to Ceres Solutions (formerly known as North Central Co-op) at a fixed cost of \$1.9766 for unleaded and \$2.07 for diesel. A corrected bid tab was provided prior to Board action. (Codified File 1718-75)

Fuel Bids

At this point in the meeting, Board member Carolyn Morris arrived.

Morris Arrived

By unanimous action, the Board approved the bid award recommendation for refuse removal services for a three year period, 2018-2020 to HIMCO Waste Away Service at \$7,143.69 as the lowest and best, most responsive bidder. (Codified File 1718-76)

Refuse Bids

By unanimous action, the Board adopted the 2017 Rainy Day Fund transfer resolution. In response to Board inquiry, a 5-year summary of transactions in the Rainy Day Fund will be provided. (Codified File 1718-77).

2017 Rainy Day Fund Resolution

Kevin Scott provided the current insurance report including medical plan experience costs noting the year to date costs are slightly better than the previous year.

Insurance Update

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 1718-78)

Fundraisers

The administration requested the 2018-2019 school calendar be removed from the agenda to allow for continued internal review.

2018-2019 School Calendar

By unanimous action, the Board approved the submission of a grant to the Wal-mart Foundation from West Side for \$1,000 for girls basketball supplies, equipment and activities. Dr. McGrath, deputy superintendent, also announced the School Improvement Grant for Roosevelt has been preliminarily awarded. (Codified File 1718-79)

Grant Approvals

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the December 19, 2017 listings. (Codified File 1718-80)

Conference Leaves

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

Personnel Report

An agreement regarding retirement eligibility requirements for a certified staff member. (Codified Files 1718-81)

Consent Agreement

Employment of certified staff member, Kimberly Meyer, music at Beardsley for the 2017-2018 school year.	Certified Employment
Resignation of the following two (2) certified staff members, effective on the dates indicated: Elyssa Kovatch - special education at West Side, 12/21/17 Teresa Kuruda - grade 6 at Roosevelt, 12/21/17	Certified Resignation
Employment of the following three (3) classified employees who have successfully completed their probationary period on dates indicated: Robin Creer - bus driver at Transportation, 12/11/17 Kelly Martin Del Campo - food service at Commissary, 12/8/17 Amber Smith - paraprofessional at Beardsley, 12/12/17	Classified Employment
Resignation of the following two (2) classified employees effective on the dates indicated: Heather Holycross - food service at Cleveland/Woodland, 12/29/17 Carol Nusbaum - paraprofessional at Riverview, 12/22/17	Classified Resignation
Maternity leave for classified employee, Nakia Williams, food service at Memorial, beginning 11/29/17 and ending 1/5/18.	Maternity Leave
By a 5-1 vote (Daiber, yea; Weaver, nay; Dale, yea; Duncan, yea; Morris, yea; and Stahr, yea) the Board tabled the motion to adopt a resolution related to the satisfaction of performance goals for superintendent Haworth for the 2016-2017 school year and the establishment of performance goals for the 2017-2018 school year.	From the Superintendent
Mrs. Daiber read the following message from Board member Karen Carter: "As of the end of November, there is a negative balance of over \$2 million and we may end the year with a significant negative balance. If the problem is late disbursement by the state, we need to call state officials and/or our legislators and ask for the reason. If our staff is not submitting information in a timely manner, we need to fix it. If federal funding for free lunches has been reduced, we need to know before we spend the money, not afterward. Our current plan to return to solvency does not seem to be working. In response to Mrs. Carter's inquiries, Tony Gianesi, chief operation officer, and Kevin Scott responded by stating Mrs. Carter was provided the food service update discussed at the December 12 th meeting; the explanation provided by the State in response to the date of the November payment being sent on December 1, 2017; and the ongoing efforts to reduce the balance. It was projected the elimination of the balance should be within the next 19 months. Mr. Gianesi also reported 4 major kitchen upgrades have been expensed to the food service budget at a cost of \$300,000 each. Board member Glenn Duncan, requested the Board receive monthly updates of the food service balance.	From the Board

Mr. Duncan also requested a 5-year history of other funds that tend to run negative balances i.e., WVPE and book rental.

From the Board

The Board and administration discussed the on-going situation regarding crossing guards and discussions with representatives of the City of Elkhart.

From the Board

Board member, Jeri Stahr, reported on the community information meetings held on Monday, December 11th. The morning session was for non-profits and faith-based agencies, and the afternoon session was presented to local realtors. Presentations were given on the culture series, work ethic certification and PRIDE, capstone projects, enrollment strategies, elementary activities and communication.

From the Board

The meeting adjourned at approximately 9:25 a.m.

Adjournment

APPROVED:

Signatures

Karen S. Carter, President

Douglas K. Weaver, Vice President

Jeri E. Stahr, Secretary

Susan C. Daiber, Member

Rodney J. Dale, Member

Glenn L. Duncan, Member

Carolyn R. Morris, Member

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

Resolution of the Board of School Trustees of
Elkhart Community Schools

Be it resolved that the following items are hereby approved by the Board of School Trustees of Elkhart Community Schools:

- 1) The Treasurer of Elkhart Community Schools (ECS), IC 20-26-4(c), shall be Kevin Scott, effective appointment date to appointment date.
- 2) The Deputy Treasurer of Elkhart Community Schools, IC 20-26-4(c), shall be Erica Purvis, effective appointment date to appointment date.
- 3) The copy fee for records obtained through the Secretary to the Board of School Trustees of Elkhart Community Schools for the year of 2018 shall be ten (10) cents per page.
- 4) The officers and members of the Board of Finance shall be the same as the officers and members of the Board of School Trustees with the ability for an alternate member to be named.
- 5) The Board of School Trustees compensation for 2018 shall not exceed: \$2,000.00 per year IC 20-26-4-7 (1); and a per diem rate of \$50.00 for other meetings per NEOLA 0144.1.
- 6) The Cash Management Provider for 2018 shall be Lake City Bank.
- 7) The ECS School Board shall appoint Barnes & Thornburg as Legal Counsel.
- 8) The Elkhart Truth and Goshen News shall be designated for 2018 for the advertisement of legal Notices to the public.
- 9) Mileage rate reimbursement shall be the IRS rate effective January 1, 2018 of \$.545 per mile.
- 10) The Board approves the Bond amounts as follows:

Corporation Treasurer	\$200,000
Deputy Treasurer	\$25,000
4 High School ECA Treasurers	\$20,000
5 High/Middle School Café Managers	\$10,000
5 other Treasurers	\$10,000
45 other ECA Treasurers	\$5,000

ADOPTED: January 9, 2018

Karen S. Carter, President

Susan C. Daiber, Member

Douglas K. Weaver, Vice President

Rodney J. Dale, Member

Jeri E. Stahr Secretary

Glenn L. Duncan, Member

Carolyn R. Morris, Member

ATTEST:

Secretary, Board of School Trustees

RESOLUTION TO AUTHORIZE FUND LOANS FOR 2018

WHEREAS, it is necessary from time to time to borrow money to enhance the General, Transportation, Bus Replacement, Debt Service, Capital Projects; and,

WHEREAS, there is from time to time, on deposit to the credit of the General, Transportation, Bus Replacement, Debt Service, and Capital Projects Funds of the Elkhart Community Schools sufficient balances available for temporary advancement and transfer;

NOW, THEREFORE, BE IT RESOLVED, that the Treasurer of the Elkhart Community Schools is authorized to effect transfers to depleted funds for a period not to extend beyond the 2018 Budget Year;

RESOLVED, FURTHER, that any funds so advanced and transferred shall become a report of public record at the next regular meeting of the Board of School Trustees.

ELKHART COMMUNITY SCHOOLS
Board of School Trustees

President

Secretary

DATED THIS 9TH DAY OF JANUARY, 2018

Resolutiontrf



BRISTOL ELEMENTARY SCHOOL

705 INDIANA STREET • BRISTOL, IN 46507

PHONE: 574-848-7421



ELKHART COMMUNITY SCHOOLS

J.C. RICE EDUCATIONAL SERVICES CENTER

2720 CALIFORNIA ROAD • ELKHART, IN 46514

PHONE: 574-262-5500

DATE: 12/7/2017

TO: Dr. Rob Haworth
Board of School Trustees

FROM: Assistant Principal, Jennifer Hinman
Teacher: Mr. Mark Osterhout

RE: Donation Approval

Mark Osterhout asked Six Span Ace Hardware if they would donate 15 5-gallon buckets for him to use to start a drumming circle at Bristol. The value of the buckets is \$125.

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

Six Span Ace Hardware
21826 State Rd 120
Elkhart, IN 46516



STUDENT SERVICES

PHONE: 574-262-5540



ELKHART COMMUNITY SCHOOLS

J.C. RICE EDUCATIONAL SERVICES CENTER
2720 CALIFORNIA ROAD • ELKHART, IN 46514
PHONE: 574-262-5500

DATE: December 19, 2017
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Tessa Sutton, Supervisor of Connective Leadership & Inclusion
RE: Donation Approval

We are in receipt of a cash donation in the amount of \$4,625.00 from the Community Foundation of Elkhart County. The funds will be used to engage staff, students, and community in cultural experiences that expand the value of diversity and inclusion in schools, community, and among all employees.

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

Community Foundation of Elkhart County
Amanda Jamison
101 South Main Street
Elkhart, IN 46516



FOOD SERVICES

1135 KENT STREET • ELKHART, IN 46514

PHONE: 574-262-5551



ELKHART COMMUNITY SCHOOLS

J.C. RICE EDUCATIONAL SERVICES CENTER

2720 CALIFORNIA ROAD • ELKHART, IN 46514

PHONE: 574-262-5500

DATE: January 2, 2018
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Food Service / Pam Melcher
RE: Donation Approval

Evelyn and Brad Williams have donated \$100.00 to pay student negative balances at Cleveland Elementary School.

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

Evelyn and Brad Williams
15292 Mary Wade Drive
Bristol, IN 46507



FOOD SERVICES

1135 KENT STREET • ELKHART, IN 46514
PHONE: 574-262-5551



ELKHART COMMUNITY SCHOOLS

J.C. RICE EDUCATIONAL SERVICES CENTER
2720 CALIFORNIA ROAD • ELKHART, IN 46514
PHONE: 574-262-5500

DATE: January 2, 2018
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Food Service / Pam Melcher
RE: Donation Approval

Veterans of Foreign Wars has donated \$675.00 to pay student negative balances at Beardsley, Mary Beck and Osolo.

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

WADE E. HARRIS POST 88 VETERNS OF FOREIGN WARS

1519 Bristol St.

Elkhart, IN 46514



ELKHART MEMORIAL HIGH SCHOOL

2608 CALIFORNIA ROAD • ELKHART, IN 46514

PHONE: 574-262-5600



ELKHART COMMUNITY SCHOOLS

J.C. RICE EDUCATIONAL SERVICES CENTER

2720 CALIFORNIA ROAD • ELKHART, IN 46514

PHONE: 574-262-5500

DATE: December 21, 2017

TO: Dr. Rob Haworth
Board of School Trustees

RE: Donation Approval

We are in receipt of an extracurricular donation in the amount of \$2,000.00 for the girls/boys track team. This donation will go towards the purchase of team sweats, team shirts, shoes, equipment, and other miscellaneous costs associated with this program.

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

Mr. Dana Homo
20399 S.R. 120
Bristol, IN 46507



SCHOOL CALENDAR: JULY 2018 – JUNE 2019

Calendar for July 2018 with days of the week and dates.

Calendar for August 2018 with days of the week and dates.

Calendar for September 2018 with days of the week and dates.

Calendar for October 2018 with days of the week and dates.

Calendar for November 2018 with days of the week and dates.

Calendar for December 2018 with days of the week and dates.

Calendar for January 2019 with days of the week and dates.

Calendar for February 2019 with days of the week and dates.

Calendar for March 2019 with days of the week and dates.

Calendar for April 2019 with days of the week and dates.

Calendar for May 2019 with days of the week and dates.

Calendar for June 2019 with days of the week and dates.

August

- 14 Full day pre-session for teachers – non-student day
15 Full day pre-session for teachers – non-student day
16 Students' first day – Full day for all students

September

- 3 Labor Day – All Schools Closed

October

- 12 End of 1st grading period/midterm – all schools
25 Parent/Teacher Conferences (no school for all students)
26-29 Fall Recess – All Schools Closed

November

- 21-23 Thanksgiving Recess – All Schools Closed

December

- 21 End of 2nd grading period/1st semester – all schools
24-Jan 4 Winter Recess – All Schools Closed

January

- 7 School resumes after Winter Recess
21 Martin Luther King Jr. Day – All Schools Closed

February

- 6 Parent/Teacher Conferences for elementary only and Professional Development day for secondary teachers – (no school for all students)
15 No School – Emergency Make-up Day
18 Presidents' Day Recess – All Schools Closed

March

- 15 End of 3rd grading period/midterm – all schools
18 No School – Emergency Make-up Day

April

- 1-5 Spring Recess – All Schools Closed
11 Kindergarten Kick-off – Elementary Schools (Kindergarten Registration runs April 8 – May 4)
19 No School – Emergency Make-up Day

May

- 24 No School – Emergency Make-up Day
27 Memorial Day – All Schools Closed

June

- 5 Last Day of School – full day for all students**
5 Last Day for Teachers**
6 Emergency Make-up Day (if necessary)
9 Graduation

Key:

underlined = Professional Day for teachers (non-student day)

X School Out of Session (during the Instructional school year)

Parent/Teacher Conferences (no school for all students)

E No School (may be used as emergency make-up day, if necessary)

K Kindergarten Kick-off

**If necessary, additional emergency make-up days will be added at the end of the school year

**MEMORANDUM OF UNDERSTANDING REGARDING SCHOOL
RESOURCE OFFICERS AND SCHOOL CROSSING GUARDS**

This MEMORANDUM OF UNDERSTANDING (this "Agreement") is made as of the *28th* day of *December*, 2017 by and between the CITY OF ELKHART, INDIANA, Board of Public Safety, on behalf of the Elkhart Police Department (the "Local Law Enforcement Agency"), and the ELKHART COMMUNITY SCHOOLS ("ECS").

RECITALS

WHEREAS the Elkhart Police Department ("EPD") is a local law enforcement agency and a partnering agency for purposes of I.C. 20-26-18.2; and

WHEREAS the Elkhart Community Schools ("ECS") is an Indiana school corporation and a partnering agency for purposes of I.C. 20-26-18.2; and

WHEREAS I.C. § 20-26-18.2-2(a)(3) authorizes a local law enforcement agency to assign a school resource officer ("SRO") to an Indiana school corporation through a memorandum of understanding; and

WHEREAS I.C. § 9-13-2-161.3 authorizes the Board of Public Safety to appoint persons to serve as school crossing guards; and

WHEREAS the Elkhart Police Department ("EPD") desires to assign SROs to ECS consistent with the terms of this Memorandum of Understanding; and

WHEREAS it is in the best interest of both parties for them to agree to establish and/or clarify their respective rights and responsibilities concerning the SROs assigned to an ECS school; and

WHEREAS in exchange for EPD assigning SROs to ECS, ECS is willing to pay for and reimburse the City for the cost of providing school crossing guards at certain crosswalks within the corporate boundaries of the City;

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants and agreements herein contained, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereby agree as follows:

- A. **PURPOSE.** The purpose of this Agreement is to establish the rights and responsibilities along with the conduct of the parties hereto concerning the SRO assigned to an ECS school and concerning the provision of school crossing guard services.
- B. **ASSIGNMENT OF OFFICERS.** Subject to EPD employing and having ready for on-duty service one hundred twenty-five (125) sworn law enforcement officers, EPD shall assign three (3) sworn law enforcement officers to ECS schools (collectively, "the SROs"), as follows:

1. One (1) full time officer at Memorial High School;
2. One (1) full time officer at Central High School; and
3. One (1) full time officer to rotate between all ECS schools within the corporate boundaries of the City, but such officer shall be stationed at Pierre Moran Middle School.

Should the number of sworn law enforcement officers employed and ready for on-duty service by EPD fall below one hundred twenty-five (125) officers, the Chief of Police shall have the right to remove and reassign the SROs to non-school related responsibilities.

C. **DUTIES OF SCHOOL RESOURCE OFFICERS.** The duties of SROs will include, but not be limited to, the following:

1. Provide law enforcement and other police-related services to the school and its community;
2. Assist ECS school safety specialists with the development and implementation of school safety plans that do the following:
 - a. Protect against outside threats to the physical safety of students;
 - b. Prevent unauthorized access to school property; and
 - c. Secure schools against violence and natural disasters;
3. Provide additional protection against outside threats to the physical safety of students;
4. Assist in the prevention of unauthorized access to school property;
5. Assist in securing schools against violence and natural disasters;
6. Investigate allegations of criminal behavior and/or juvenile delinquency and make referrals to juvenile authorities as is appropriate;
7. Work with school administrators to promote and maintain a safe and drug-free environment within the schools;
8. Foster, develop, and maintain open lines of communication between students, faculty, school administrators and the local law enforcement community;
9. Conduct crime prevention and community service related programs for students, staff, and parents as requested;
10. Become visible within the school community by attending and participating in school related functions;
11. Assist in student supervision in a consistent and diligent manner, as assigned by school administrators;
12. Work with guidance counselors and other student support staff in order to provide students with appropriate services and referrals to community organizations, including conflict resolution services;
13. Initiate appropriate interactions with students in order to promote familiarity with law enforcement officers and serve as a positive role model;
14. Attend and participate in such professional development opportunities as are approved by ECS and EPD;
15. Create monthly activity reports for submission to ECS and EPD. In particular, the SRO will maintain accurate records of all student arrests for purposes of reporting the same to the Indiana Department of Education as required by law;
16. Respond to situations or occurrences as requested by an administrator. However, an SRO will not routinely become involved in ordinary student disciplinary incidents until and

unless the incident places students and/or staff at risk of immediate harm, rises to the level of disorderly conduct, or otherwise gives rise to a potential violation of law;

17. Serve as an additional point of contact for all federal, state, and local law enforcement agencies requesting to conduct formal interviews, interrogations, or make arrests of students on campus;
18. Coordinate in advance all arrests of students with school administrators, whenever possible;
19. Provide security services for student activities and events as requested;
20. Inform the principal or his/her designee if it becomes necessary for the SRO to leave campus during the course of the regular school day;
21. Carry and make use of school compatible communication devices during the school day;
22. Monitor video and other security systems as necessary and appropriate;
23. Act professionally and with respect while interacting with students, staff, parents, and other members of the school community. Under no circumstances should an SRO make racial remarks, sexual remarks or use profanity while performing his/her duties on behalf of ECS. An SRO shall be skilled in and make use of conflict resolution and de-escalation techniques, bias-free policing including implicit bias and cultural competence, restorative justice techniques, and working with specific student groups, such as students with disabilities or limited English proficiency.
24. Question students in the presence of the principal or his/her designee, to the extent possible.
25. Assist with searches of students and their property as requested by the principal or his/her designee.
26. Use reasonable force only as is necessary and consistent with EPD rules and regulations.
27. Plan and implement proactive community policing techniques and strategies within the school environment.
28. Perform such other related functions and duties as may be assigned by ECS administrators or EPD supervisors. School Code of Conduct violations and routine discipline of students shall remain the responsibility of ECS personnel. Under no circumstance will an SRO act as a disciplinarian.

D. CONFIDENTIALITY AND ACCESS TO EDUCATION RECORDS.

1. School officials shall allow SROs to have access to and copy any education records maintained by the school only to the extent allowable by federal and state law, including but not limited to the relevant terms of the Family Educational Rights and Privacy Act ("FERPA").
2. An SRO will provide no information concerning a student, staff member or incident to any unauthorized person or representative of the media. The SRO will refer all such questions or requests for information to the ECS Office of the Superintendent for response.

E. SUPERVISION RESPONSIBILITY AND CHAIN OF COMMAND FOR SROS.

1. This Agreement does not create an employer/employee relationship between ECS and any and all individuals employed or otherwise retained by EPD in order for EPD to fulfill its obligations under the terms of this Agreement. The SROs shall be employees of EPD and shall be subject to the administration, supervision, and control of EPD at all times. It is the parties' express intention that the SROs not be treated or considered to be an employee of ECS for any purposes, including but not limited to the application of the Fair Labor

Standards Act minimum wage and overtime payment provisions, the Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, the Patient Protection and Affordable Care Act, Indiana revenue and tax laws, Indiana workers' compensation laws, and Indiana unemployment insurance laws. EPD agrees that any tax obligation arising from the payments made under this Agreement shall be EPD's sole responsibility. EPD shall be responsible for maintaining Workmen's Compensation insurance coverage for all SROs and conducting an expanded criminal history check on each SRO that complies with the requirements of I.C. 20-26-5-10, as well as providing ECS with verification of the same upon demand.

2. The SROs shall be subject to all personnel policies and practices of EPD, except as such policies or practices may be modified by the terms of this Agreement.
3. EPD, in its sole discretion, shall have the power and authority to hire, discharge, and discipline the SRO's.
4. The Chief of Police shall have the ultimate authority regarding the assignment of officers. Should ECS become dissatisfied with an SRO assigned to a school, the Superintendent of Schools may request that the Chief of Police assign a different officer to that school.
5. Notwithstanding the acknowledgement contained herein regarding the SROs status as employees of EPD, SROs may be considered to be and will be treated as if they are school officials when acting in a non-law enforcement capacity to investigate student disciplinary matters, question student witnesses, etc.
6. SROs will remain subject to the EPD chain of command at all times. However, in the performance of their duties, SROs will coordinate their activities and communicate with building principals and other school administrators as is appropriate.

F. SCHOOL CROSSING GUARDS.

1. The City shall appoint and assign up to twenty-one (21) school crossing guards to assist children at certain crosswalks throughout the City. The City further shall provide substitute crossing guards when the regularly assigned crossing guard at a location is absent.
2. All crossing guards shall continue to be subject to the direct supervision and control of the Chief of Police or his/her designated representative.
3. The City shall maintain at all times a sufficient amount of liability insurance for school crossing guards.

G. **TERM.** The term of this Agreement commences on January 1, 2018 (the "Commencement Date"), and continues until June 6, 2018.

H. PAYMENT OF SROS AND SCHOOL CROSSING GUARDS.

1. EPD will be solely responsible for the hourly wage cost for three SROs assigned to ECS.
2. ECS, in consideration of the forgoing, will be solely responsible for the hourly wage cost for the school crossing guards appointed by the City and assigned to certain crosswalks within the territorial boundaries of the City. ECS will reimburse the City on a monthly basis for the services provided by the school crossing guards. The City will issue an invoice to ECS on or after the first work day of each month for the wages paid in the prior month

by the City to its school crossing guards. ECS will pay the invoice within thirty (30) days after receipt.

3. To the best of his ability, the Chief will assign officers "in-kind" (subject to the conditions set forth in Section B herein) as an exchange for ECS beginning to make payments for crossing guards beginning with the January invoice and continuing to make payments for each month during the term of this Agreement.

I. DUTY HOURS.

1. Subject to Section B of this Agreement, EPD will assign SROs to their respective schools for the term of this Agreement. Subject to the terms of the Collective Bargaining Agreement between the City of Elkhart and Elkhart Fraternal Order of Police Lodge #52, EPD and ECS will agree on the daily schedule for each SRO, with the specific schedule to be flexible in order to better meet the needs of the schools. Whenever possible, it is the intent of the parties that SRO duty hours will conform to the hours of the regular school day.
2. It is anticipated by the parties that in general SROs will make use of vacation days or other time off only during scheduled school recess or holiday periods.
3. Following the completion of the regular school year, EPD will assign each SRO to such other duties as are appropriate, subject only to the completion of any remaining school-related tasks by the SRO.
4. It is expressly understood and agreed that time spent by SROs attending judicial proceedings arising from and/or out of their work as an SRO will be considered as hours worked under the terms of this Agreement.
5. In the event an SRO is ordered by EPD to leave the assigned school to perform tasks unrelated to the operation of ECS's schools, the time so spent shall not be considered to be hours worked under the terms of this Agreement. In such an event, the compensation paid by ECS to EPD shall be reduced by the number of hours of service not provided to ECS or the hours shall be made up in a manner determined by the mutual agreement of the parties.
6. In the event an SRO will be absent from work, the SRO shall notify his/her EPD supervisor and the principal of the school to which the SRO is assigned. EPD will assign another qualified officer, if possible, to substitute for the absent SRO.

J. UNIFORM AND SIDE ARMS.

1. SROs will wear only approved EPD departmental uniforms or approved business casual attire with appropriate logos and name badges at all times, dependent upon the time of year, type of school activity or program, and the requests of ECS or EPD.
2. SROs will carry the duty weapon authorized by EPD at all times and in accordance with departmental rules and regulations.

K. TRANSPORTING STUDENTS.

1. SROs shall not transport students in EPD vehicles except:
 - a. When the students are victims of a crime, under arrest, or some other emergency circumstance exists; and
 - b. When students are suspended and/or sent home from school pursuant to student disciplinary proceedings, if the student's parent or guardian has refused or is unable

to pick up the student within a reasonable time period or the student is disruptive and/or disorderly and the student's continued presence on campus is a threat to the safety and welfare of the student or others.

2. SROs shall not transport students to any location unless it is determined that the student's parent, guardian, or custodian is at the destination to which the student is being transported.
3. SROs shall notify a school administrator in advance before removing a student from the school, whenever possible.

L. **INDEMNIFICATION.** Each party shall indemnify, defend, and hold harmless the other party and its affiliates, directors, trustees, officers, agents, and employees from any and all claims, demands, actions, suits, and other proceedings, whether civil, criminal, administrative, investigative, or otherwise, together with all judgments, damages, fines, losses, costs, expenses and other amounts, including reasonable attorneys' fees, penalties, and punitive damages due to or arising or alleged to have arisen out of any negligent or unauthorized act, willful misconduct, violation of law, or error or omission on the part of the indemnifying party or its agents or employees related to or resulting from the performance of the duties and responsibilities of the party pursuant to this Agreement.

M. **TERMINATION OF SRO RELATIONSHIP.** At any time prior to the expiration of the term of this Agreement, either party may, with or without cause, terminate this Agreement upon giving thirty (30) days written notice to the other party of an intent to terminate.

N. **FUNDING CANCELLATION AND PAYMENTS.** In accordance with I.C. § 36-1-12.5-5(d)(4), the City's obligations to ECS, and the obligations of ECS to the City, are subject to the Common Council of the City appropriating sufficient funds to pay and continue paying for the SROs.

O. **RECITALS.** The representations, covenants and recitations set forth in the initial "Recitals" are material to this Agreement and are hereby incorporated into and made a part of this Agreement by this reference.

IN WITNESS WHEREOF, the parties hereto have each executed this Memorandum of Understanding Regarding School Resource Officers, on the date and year indicated below.

(The balance of this page was intentionally left blank so that the signatures of the parties appear on the next page)

ELKHART COMMUNITY SCHOOLS

By: Robert Haworth

Date: 12/28/17

Robert Haworth, Superintendent
(Printed Name, Title)

CITY OF ELKHART, INDIANA
By its Board of Public Safety

Robert Woods
Robert Woods, Chairman

Jean Mayes
Jean Mayes, Vice Chairman

Anthony Coleman
Anthony Coleman, Member

Kevin Segner
Kevin Segner, Member

Date: 12/28/17

Tom Misener
Tom Misener, Member

ATTEST:
Nancy Wilson
Nancy Wilson, Clerk of the Board

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: EACC
Class/Group: Vet Tech
Number of Students: 8
Date/Time Departing: 1-26-18 10:00a.m
Date/Time Returning: 1-28-18 6:00p.m.
Destination: Michigan State Pavilion Lansing Mi.
City State
Overnight Facility: Holiday Inn - Okemos
Mode of Transportation: Mrs Conrad
Reason for Trip: Michigan Green & White Swine Show to show
pigs. Compete in Skill-a-thon, & quiz bowl.
Names of Chaperones: 3
Cost per Student: \$ 50.⁰⁰
Describe Plans for Raising Funds or Funding Source: Vet Tech fundraiser
Plans to Defray Costs for Needy Students: Vet Tech class fund from grooming
Are Needy Students Made Aware of Plans? Yes
Signature of Teacher/Sponsor: Mrs Cassie Conrad
Signature of Principal: [Signature] Date: 12/13/17

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

Approval of Assistant Superintendent: [Signature] Date: 12/19/17

Approved by Board: _____

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

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: January 4, 2018
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. Dawn McGrath *Dawn J. McGrath*
 RE: **Conference Leave Requests**
January 9, 2018 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2017 - 2018 CONFERENCES	EXPENSES	SUBSTITUTE
INDIANA MUSIC EDUCATORS ASSOCIATION CONFERENCE This conference will provide instructional music professional development along with clinics and performances. Fort Wayne, IN January 12 - 13, 2018 (1 day's absence) KYLE WEIRICH - CENTRAL (1-2)	\$289.72	\$95.00
	\$0.00	\$0.00
2016 YEAR-TO-DATE GENERAL FUNDS	\$17,026.09	\$2,545.00
2017 YEAR-TO-DATE GENERAL FUNDS	\$23,813.84	\$1,805.00
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	\$262,471.70	\$18,360.00
2017 YEAR-TO-DATE ADJUSTMENTS	(\$270.00)	\$0.00
GRAND TOTAL	\$496,248.00	\$46,215.00

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

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: December 28, 2017
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. David Benak *DRB*
 RE: **Conference Leave Requests Paid Under Carl D. Perkins Grant
 January 9, 2018 - Board of School Trustees Meeting**

2017- 2018 CONFERENCES	EXPENSES	SUBSTITUTE
SREB National TCTW Leaders' Conference We plan to attend various seminars and workshops to gather ideas and gain insight on PBL and school improvement topics. Information will be shared with staff through organized PD activities. Orlando, FL January 30 - February 1, 2018 Mary Beth Hall Sommers (0-0) Traci Pankratz (0-0) Jaime Stith (0-0) Matt Werbiansky (1-4) Program/Industry Specific Career & Technical Education	\$5,747.56	\$950.00
TOTAL	\$5,747.56	\$950.00
2017-18 YEAR-TO-DATE PERKINS FUNDS	\$22,272.68	\$1,855.00
GRAND TOTAL	\$28,020.24	\$2,805.00



HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: DR. ROBERT HAWORTH
FROM: MS. CHERYL WAGGONER
DATE: JANUARY 9, 2018

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **Consent Agreement** – We recommend the approval of a consent agreement regarding unpaid time.
- b. **New Certified Staff** – We recommend the following new certified staff for employment in the 2017-18 school year:

Allison Pennington	Roosevelt/Grade 1
Jamie Schultz	North Side/Special Education
Katie Smith	Elkhart Academy/Science

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

Alexa Dolbee Began: 8/15/17	Hawthorne/Grade 5 Resign: 1/12/18
Lorinda Kline Began: 8/8/17	Pierre Moran/ Instructional Coach Resign : 12/21/17
Romison Saint-Louis Began: 7/6/15	Roosevelt/Physical Education Resign: 12/21/17
Ryan Strozier Began: 8/2/16	Memorial/Science Resign: 11/1/17
Robert Weber Began: 1/4/15	Beck/ENL Resign: 12/21/17

- d. **Change to Maternity Leave** – We recommend changing the maternity leave for the following employee:

Hannah Hueni Began: 1/8/18	Hawthorne/Kindergarten End: 6/6/18
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CLASSIFIED

a. Retirement – We report the retirement of the following employee:

James Kintigh Began: 5/1/06	ESC/Tech Services Retire: 6/15/18 Years of Service: 12
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b. Resignation – We report the resignation of the following employees:

Tracy Calhoun Began: 10/28/99	Daly/Paraprofessional Resign: 1/5/18
Janine DeShone Began: 8/5/13	Memorial/Secretary Resign: 12/21/17
Danielle Feliciano Began: 1/13/16	Eastwood/Paraprofessional Resign: 1/5/18
Kelly Martin Del Campo Began: 10/13/17	Commissary/Food Service Resign: 12/21/17
Idelis Monge Roman Began: 8/04/16	Transportation/Bus Helper Resign: 12/21/17
Amanda Rospopo Began: 10/14/15	Eastwood/Paraprofessional Resign: 12/21/17
Brittney Saint-Louis Began: 8/4/2015	Beardsley/Paraprofessional Resign: 12/21/17

c. New Hires – We recommend regular employment of the following employees:

Jalethia Black Began: 10/24/17	Monger~Tipton/ Food Service PE: 12/20/17
Joyce Cardoso Began: 10/31/17	Commissary/Food Service PE: 1/9/18
Cassandra Collins Began: 10/23/17	Transportation/Bus Driver PE: 12/18/17
Karen Krieg Began: 10/23/17	Eastwood/Paraprofessional PE: 12/18/17
Dinorah Kuehn Began: 10/24/17	Pinewood/Paraprofessional PE: 12/19/17



Heather Macioce
Began: 10/19/17

Transportation/Bus Driver
PE: 12/14/17

Kayla Magyar
Began: 10/17/17

Transportation/Bus Driver
PE: 12/12/17

Sabrina Martin
Began: 10/31/17

North Side/ Food Service
PE: 1/9/18

Amanda Schenk
Began: 10/31/17

Eastwood/Paraprofessional
PE: 1/9/18

