

AGENDA FOR  
BOARD OF SCHOOL TRUSTEES  
REGULAR MEETING

Elkhart Community Schools  
Elkhart, Indiana

July 14, 2020

CALENDAR

|      |    |           |  |
|------|----|-----------|--|
| July | 14 | 5:30 p.m. | Public Work Session, J.C. Rice Educational Services Center   |
| July | 14 | 7:00 p.m. | Regular Board Meeting, J.C. Rice Educational Services Center |
| July | 28 | 5:30 p.m. | Public Work Session, J.C. Rice Educational Services Center   |
| July | 28 | 7:00 p.m. | Regular Board Meeting, J.C. Rice Educational Services Center |
| Aug  | 11 | 5:30 p.m. | Public Work Session, J.C. Rice Educational Services Center   |
| Aug  | 11 | 7:00 p.m. | Regular Board Meeting, J.C. Rice Educational Services Center |

\*\*\*\*\*

- A. CALL TO ORDER
- B. THE ELKHART PROMISE
- C. INVITATION TO SPEAK PROTOCOL
- D. SPECIAL RECOGNITION

Student orchestra video

- E. CONSENT ITEMS:
  - Minutes – June 23, 2020 – Regular Board Meeting
  - Minutes – June 23, 2020 – Public Work Session w/COE
  - Claims
  - Gift Acceptance
  - Fundraisers
  - Grant Submissions
  - Conference Leaves
  - Personnel Report

- F. NEW BUSINESS

Administrative Regulation CC – Organizational Chart – The Administration presents Administrative Regulation CC – Organizational Chart, for initial consideration.

Memorandum of Understanding – The Administration requests Board authorization for a Memorandum of Understanding for Added Pay between the Elkhart Teachers Association (ETA) and Elkhart Community Schools.

Exceptional Learning Department Update

New Course Offering – The administration presents a proposed new course offering for Board review.

School Technology Advance Account Petition - The Business Office seeks confirmation of the submission of a School Technology Advancement Account Petition.

Back to School Plan for 2020 - 2021 – The Administration requests Board approval of the Back to School Plan for 2020-2021.

G. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

H. ADJOURNMENT

MINUTES  
OF THE REGULAR MEETING  
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana  
June 23, 2020

|   |  |   |                            |
|---|--|---|----------------------------|
| J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at 5:00 p.m.   |  |   | Place/Time                 |
| Board Members Present:  | Kellie L. Mullins<br>Carolyn R. Morris<br>Roscoe L. Enfield, Jr. | Babette S. Boling<br>Susan C. Daiber<br>Rodney J. Dale<br>Douglas K. Weaver | Roll Call                  |
| President Kellie Mullins called the regular meeting of the Board of School Trustees to order.   |  |   | Call to Order              |
| Board member, Rodney Dale, recited the Elkhart Promise.   |  |   | The Elkhart Promise        |
| Mrs. Mullins discussed the invitation to speak protocol.  |  |   |                            |
| By unanimous action, the Board approved the following consent items:  |  |   | Consent Items              |
| June 9, 2020 – Public Work Session Minutes<br>June 9, 2020 – Regular Board Meeting Minutes  |  |   | Minutes                    |
| Payment of claims totaling \$6,347,521.95 as shown on the June 23, 2020, claims listing. In response to Board inquiry, Tony Gianesi, chief operating officer, noted the continued maintenance supply expense is due to COVID cleaning requirements and preparations made in advance of potential building openings prior to end of the school year. (Codified File 2021-08) |  |   | Payment of Claims          |
| Proposed school fundraisers in accordance with Board policy. (Codified File 2021-09)  |  |   | Fundraisers                |
|   |  |   | Personnel Report           |
| An agreement regarding employee retention (Codified File 2021-10)   |  |   | Agreement                  |
| Administrative Appointment: Dr. Melinda Higginson, Director of Elementary Curriculum and Instruction effective 7/1/20. Dr. Higginson was introduced at the meeting.   |  |   | Administrative Appointment |

|   |                                 |
|---|---------------------------------|
| <p>Employment of the following eleven (11) certified staff members for the 2020-2021 school year:</p> <ul style="list-style-type: none"> <li>Danielle Carlson, science at EHS West</li> <li>Shelby Eby - ENL at Osolo</li> <li>Rachel Fritschi - math at EHS East</li> <li>Jessica Kain - alt language arts at West Side</li> <li>Madalyn Roth - science at West Side</li> <li>Sara Nelson - ENL at Cleveland/Eastwood</li> <li>Trenton Snyder - science at EHS West</li> <li>Erin Tepe - grade 4 at Riverview</li> <li>Claire Troyer - grade 1 at Osolo</li> <li>Patrick VanderKwast - science at EHS East</li> <li>Darin Yoder - special education at EHS West</li> </ul> | <p>Certified Employment</p>     |
| <p>Resignation of the following five (5) classified employees effective 6/3/20:</p> <ul style="list-style-type: none"> <li>Brittany Conrad - food service at Hawthorne</li> <li>Kristie Hess - bus driver at Transportation</li> <li>Jenette Martin - food service at Riverview</li> <li>Derria Pratcher - paraprofessional at Memorial</li> <li>Monzella Smith - paraprofessional at Beardsley</li> </ul>  | <p>Classified Resignations</p>  |
| <p>By unanimous action, the Board approved proposed revisions to Board Policy 2260 – Nondiscrimination and Access to Equal Education Opportunity, as presented at the June 9<sup>th</sup> regular meeting.</p>  | <p>Board Policy 2260</p>        |
| <p>By unanimous action, the Board waived second reading and approved proposed revisions to Board Policy 3422.05S – Support Staff Salary Schedule (Maintenance Personnel). Doug Thorne, district counsel/chief of staff, explained the changes include equalizing trades pay and creating a classification for electrician due to those services no longer being cost effective to outsource.</p>  | <p>Board Policy 3422.05S</p>    |
| <p>The Board received a financial report from Mr. Scott for the period January 1 – May 31, 2020. The Board found the report to be in order.</p>   | <p>Monthly Insurance Report</p> |
| <p>The Board received a financial report from Mr. Scott for the period January 1 – May 31, 2020. The Board found the report to be in order.</p>   | <p>Financial Report</p>         |

By unanimous action, the Board approved an increase in the price of school meals for the 2020-2021 school year; breakfast for elementary students will be \$1.95, an increase of \$.10; middle school students will be \$2.15, an increase of \$.10; and for high school students \$2.20, which is an increase of \$.10. Lunch prices for elementary students will be \$2.85, an increase of \$.10; for middle school students \$3.10, an increase of \$.10. Lunch prices for high schools students will increase by \$.10 to \$3.20. The cost for extra milk will remain the same at \$.75. Elementary and secondary staff breakfast and lunch fees increased by \$.10. The reduced breakfast and lunch prices will remain the same as last year – \$.30 for breakfast and \$.40 for lunch. In response to Board inquiry, Pam Melcher, Director of Food Service, stated the district is required to adjust the weighted average lunch price by 10 cents using the Price Adjustment Calculator provided by the USDA. (Codified File 2021-11)

Meal Prices

Audience member, Julie Tyrakowski, stated how thankful she is that our high schools were able to hold actual graduation ceremonies. Ms. Tyrakowski thanked all of those responsible for making it happen.

From the Audience

Superintendent Thalheimer expressed his thanks for efforts of Ms. Tyrakowski and others for each of the high school's graduation programs. Dr. Thalheimer also reported a staff survey was sent today and a parent survey will go out tomorrow regarding possible formats for school in the Fall. Both surveys are open thru July 2<sup>nd</sup>.

From the Superintendent

Board members Susan Daiber and Kellie Mullins also thanked and commended those responsible for graduation ceremonies.

From the Board

Board member Babette Boling commented regarding on-going equity training and thanked the administration for going above what is normally offered. Dr. Thalheimer reviewed the equity training provided on June 8th and 9th based on the book 'Excellence Through Equity: Five Principles of Courageous Leadership to Guide Achievement for Every Student'. Based on interest in the book, 60 copies have been acquired for staff. Continued equity training is planned for July 30th.

From the Board

The meeting adjourned at approximately 5:25 p.m.

APPROVED:

\_\_\_\_\_  
Kellie L. Mullins, President

\_\_\_\_\_  
Carolyn R. Morris, Vice President

\_\_\_\_\_  
Roscoe L. Enfield, Jr., Secretary

\_\_\_\_\_  
Babette S. Boling, Member

\_\_\_\_\_  
Susan C. Daiber, Member

\_\_\_\_\_  
Rodney J. Dale, Member

\_\_\_\_\_  
Douglas K. Weaver, Member

Adjournment

Signatures

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

Elkhart Community Schools  
Elkhart, Indiana

June 23, 2020

City of Elkhart Council Chambers, 229 Second Street, Elkhart – 6:30 p.m.

|                           |  |   |
|---------------------------|--|---|
| Board Members<br>Present: | Kellie L. Mullins<br>Carolyn R. Morris<br>Roscoe L. Enfield, Jr. | Babette S. Boling<br>Susan C. Daiber<br>Rodney J. Dale<br>Douglas K. Weaver |
|---------------------------|--|---|

|                           |   |  |
|---------------------------|---|--|
| ECS Personnel<br>Present: | Jon Chevalier<br>Brandon Eakins<br>Tony Gianesi | Jamie Snyder<br>Steven Thalheimer<br>Doug Thorne |
|---------------------------|---|--|

The Board met with members of the Elkhart City Council to discuss current areas of partnerships including: school resource officers and crossing guards presented by Jamie Snyder; public safety classes presented by Brandon Eakins; 311, Elkhart City Resident Identification Card, 2040 Plan, TIF Districts, and Towson program presented by City of Elkhart staff; and trauma-informed community presented by Dr. Thalheimer.

All present discussed future meetings, possibly beginning in September.

The meeting adjourned at approximately 8:05 p.m.

APPROVED:

\_\_\_\_\_  
Kellie L. Mullins, President

\_\_\_\_\_  
Babette S. Boling, Member

\_\_\_\_\_  
Carolyn R. Morris, Vice President

\_\_\_\_\_  
Susan C. Daiber, Member

\_\_\_\_\_  
Roscoe L. Enfield, Jr., Secretary

\_\_\_\_\_  
Rodney J. Dale, Member

\_\_\_\_\_  
Douglas K. Weaver, Member

Place/Time

Roll Call

Topics  
Discussed

Adjournment

Signatures



**ELKHART COMMUNITY SCHOOLS**



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

**TO: BOARD OF SCHOOL TRUSTEES**  
**FROM: KEVIN SCOTT**  
**DATE: JULY 9, 2020**

**SUBJECT: GIFT ACCEPTANCE**

The following donation was made to Elkhart Community Schools for renovations to Rice Field and North Side Gym:

|                                 |          |
|---------------------------------|----------|
| Rex and Alice Martin Foundation | \$25,000 |
| 1516 Middlebury Street          |          |
| Elkhart, IN 46516               |          |

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





**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: July 1, 2020  
TO: Dr. Steve Thalheimer  
Board of School Trustees  
FROM: Jacquie Rost, EHS Athletic Director  
RE: Donation Approval

We are in receipt of an extracurricular donation in the amount of \$500.00 for the Elkhart volleyball program. This donation will go towards team posters and senior banners as well as 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:

E & M Enterprises  
Attn: Erin Edgerton  
52405 Winding Waters South  
Elkhart, IN 46514



| 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.  | What is the grant submission deadline? |
|---------------------------------|---|-------------------------------------|--|---------------------------------|---|---|---|--|
| CARES                           | IDOE  | Elkhart Community Schools           | Beth A. Williams                           | 2,927,312.54                    | Funds will be used to provide stability in teaching staff during 2020-21 and 2021-22. With state funding reductions looming on the horizon, and the possibility of significant enrollment decline (as parent fears for student safety linger into the fall of 2020) thus further eroding funding, CARES act dollars will assist in a measured staffing reduction strategy that will be implemented over time. Beth Williams will oversee the management of the grant. | The goal is to minimize the impact of funding declines on academic delivery to students.  | Funds will be used to provide stability in teaching staff during 2020-21 and 2021-22.   | 6/30/2020                              |
| Consolidated Grants Application | IDOE  | Elkhart Community Schools           | Beth A. Williams                           | 4,458,972.43                    | Consolidated grants is new to the 2020-2021 SY. It is a combination of allocations for Title I, Part A (3,440,123.99), Title II (517,334.21), Title III (245,295.00) and Title IV, Part A (256,219.23). Beth A. Williams will oversee the management of this grant.   | Funds will be used to provide additional supports to Title I schools, English language learners and support district goals:<br>1. All K-12 staff will actively participate in Professional Learning Communities (PLCs) and engage in professional development on Sheltered Instruction Operation Protocol (SIOP) and trauma-informed practices in order to ensure all students achieve at high levels.<br>2. All schools will implement a multi-tiered system of supports (MTSS) plan consisting of coordinated social & emotional learning, trauma-informed care, restorative practices, and positive behavior supports as represented by the district PRIDE framework.<br>3. All schools will have a system of interventions and enrichments in place to effectively address PLC questions 3 and 4* within a schedule that allows time for students to receive them.<br>*What do we do when students do not know and cannot do what we expect?<br>*What do we do when students do know and can do what we expect? | Title I funds are used to pay intervention teachers/coaches and PD, Title II supports all PD, Title III funds are used to pay staff to provide extra academic support to EL students and Title IV provides academic enrichment, technology and social emotional learning needs. | 8/31/2020                              |

| 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.  | What is the grant submission deadline? |
|--|--|-------------------------------------|--|---------------------------------|---|--|---|--|
| Indiana Governor's Emergency Education Relief Fund | Indiana Governor's Emergency Education Relief Fund | ECS District                        | Jason Inman                                | \$287,000                       | These funds will be used to purchased 5G WiFi enabled iPads for those who do not have Internet access at home. The Tech Services department will oversee the management of the grant. | With 12,187 students equipped with a personal iPad, ECS faced quarantine-required remote learning with confidence. Unfortunately, four percent of students K-12 do not have connectivity at home. For these 487 students, accessing assignments and seeking support within their homes was impossible. This grant would be used to provide these students with a 5G enabled iPad to provide Internet access from home or anywhere. | \$287,000 for 500 5G-enabled iPads. Beth Williams, Kevin Scott, and Jason Inman have sought additional CARES funding for 12 months of data service for these iPads. | 7/17/2020                              |

**ELKHART COMMUNITY SCHOOLS**

**Elkhart, Indiana**

DATE: July 9, 2020  
 TO: Dr. Steve Thalheimer, Superintendent  
 FROM: Dr. Bradley Sheppard *Bradley Sheppard*  
 RE: **Conference Leave Requests**  
**July 14, 2020 - Board of School Trustees Meeting**

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

| <b>2020 - 2021 CONFERENCES</b>   | <b>EXPENSES</b>      | <b>SUBSTITUTE</b>    |
|--|----------------------|----------------------|
| <b>AMPLIFY YOUR IMPACT: COACHING COLLABORATIVE TEAMS IN PLCs AT WORK WORKSHOP</b><br>To work collaboratively with building coaches and support the work they are doing; to expand their coaching skills; to build capacity to coach and support PLC grade level teams; to learn how to provide clarity, feedback, and support to teachers in their PLC work; to guide teams to grow in the right work; to define a monitoring process to measure each PLC team's knowledge.<br>Houston, TX<br>September 23-25, 2020 (4 day's absence) <i>*Attendance is subject to local health guidelines*</i><br>MIKE CLEMONS - BEARDSLEY (0-0)<br>KRISTI HAITHCOX - BRISTOL (0-0)<br>ANITA PRATT - BEARDSLEY (0-0)<br>MARTHA STRICKLER - BRISTOL (0-0)<br>RITA WALT - BRISTOL (0-0) | \$11,854.92          | \$1,520.00           |
|  | <i>Title I 19-20</i> | <i>Title I 19-20</i> |
|  | <b>\$11,854.92</b>   | <b>\$1,520.00</b>    |
| 2020 YEAR-TO-DATE EDUCATION FUNDS  | \$6,491.90           | \$1,330.00           |
| 2021 YEAR-TO-DATE EDUCATION FUNDS  | \$0.00               | \$0.00               |
| 2020 YEAR-TO-DATE OTHER FUNDS  | \$43,263.33          | \$4,465.00           |
| 2020 YEAR-TO-DATE ADJUSTMENTS  | \$0.00               | \$0.00               |
| 2021 YEAR-TO-DATE OTHER FUNDS  | \$0.00               | \$0.00               |
| 2021 YEAR-TO-DATE ADJUSTMENTS  | \$0.00               | \$0.00               |
| <b>GRAND TOTAL</b>   | <b>\$49,755.23</b>   | <b>\$5,795.00</b>    |

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



**TO: DR. STEVEN THALHEIMER**  
**FROM: MS. CHERYL WAGGONER**  
**DATE: JULY 14, 2020**

**PERSONNEL RECOMMENDATIONS**

**CERTIFIED**

- a. **New Certified Staff** – We recommend the following new certified staff for employment in the 2020-21 school year:

|                         |   |
|-------------------------|---|
| <b>Elizabeth Adams</b>  | <b>Monger/Special Education</b>         |
| <b>Darcy Burns</b>      | <b>Elkhart East/ENL</b>                 |
| <b>Matthew Jerlecki</b> | <b>Pierre Moran/Instructional Coach</b> |
| <b>Elyssa Kovatch</b>   | <b>West Side/Language Arts</b>          |
| <b>Justin Sellers</b>   | <b>Elkhart Academy/Social Studies</b>   |

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

|                          |                                  |                            |
|--------------------------|----------------------------------|----------------------------|
| <b>Sherry Finn</b>       | <b>Pinewood/ENL</b>              | <b>17 Years of Service</b> |
| <b>Nancy Harper</b>      | <b>Feeser/Speech Pathologist</b> | <b>17 Years of Service</b> |
| <b>Deborah Johnston</b>  | <b>Pinewood/Grade 3</b>          | <b>32 Years of Service</b> |
| <b>Mary Hall Sommers</b> | <b>Career Center/Computer</b>    | <b>30 Years of Service</b> |

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

|   |   |
|---|---|
| <b>Alyssa Anderson</b><br>Began: 8/27/18  | <b>Osolo/Grade 4</b><br>Resign: 6/3/20          |
| <b>Micolette Berry</b><br>Began: 12/18/03 | <b>Beardsley/Kindergarten</b><br>Resign: 6/3/20 |
| <b>Erin Cisneros</b><br>Began: 8/2/16     | <b>Central/Science</b><br>Resign: 6/3/20        |

**Austin Conner**  
Began: 8/28/17

**Memorial/Science**  
Resign: 6/3/20

**Matthew Gammon**  
To Begin: 8/10/20

**Elkhart Academy/Social Studies**  
Resign: 6/11/20

**Rebecca Kmitta**  
To Begin: 8/5/20

**TBD/Psychologist**  
Resign: 6/13/20

**Jessica Leatherman**  
Began: 8/28/17

**Daly/Art**  
Resign: 6/3/20

**Angela Miller**  
Began: 9/6/16

**Osolo/Kindergarten**  
Resign: 6/3/20

**Sara Snellenberger**  
Began: 8/14/18

**Pinewood/Grade 3**  
Resign: 6/3/20

**Matthew Stoll**  
Began: 8/13/19

**North Side/Mathematics**  
Resign: 6/3/20

**Teresa Thompson**  
Began: 8/13/19

**Pierre Moran/Library**  
Resign: 6/3/20

**Katie Treadway**  
Began: 8/15/17

**Daly/Grade 4**  
Resign: 6/3/20

**Jason Westra-Hall**  
To Begin: 8/10/20

**Elkhart East/Language Arts**  
Resign: 6/16/20

**Elizabeth Wilson**  
Began: 8/12/13

**Daly/Special Education**  
Resign: 6/3/20

**CLASSIFIED**

- a. **New Hires** – We recommend regular employment of the following classified employee:

**Austin Clanton**  
Began: 5/25/20

**Transportation/Mechanic**  
PE: 7/14/20



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

|  |  |
|--|--|
| <b>Manuel Cadenas Gonzalez</b><br>Began: 7/30/19 | <b>Pierre Moran/Custodian</b><br>Resign: 6/8/20    |
| <b>Amber Delgado</b><br>Began: 8/19/19           | <b>Cleveland/Food Service</b><br>Resign: 6/3/20    |
| <b>Karla Gapinski</b><br>Began: 10/2/17          | <b>Feeser/Food Service</b><br>Resign: 6/3/20       |
| <b>Annabel Guerrero</b><br>Began: 12/7/18        | <b>Eastwood/Paraprofessional</b><br>Resign: 6/3/20 |
| <b>Bethanie Hartman</b><br>Began: 10/8/18        | <b>Beck/Paraprofessional</b><br>Resign: 6/3/20     |
| <b>Cassandra Mashala</b><br>Began: 9/20/19       | <b>Eastwood/Food Service</b><br>Resign: 6/3/20     |
| <b>James Wooten</b><br>Began: 11/20/19           | <b>Feeser/Paraprofessional</b><br>Resign: 6/3/20   |

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

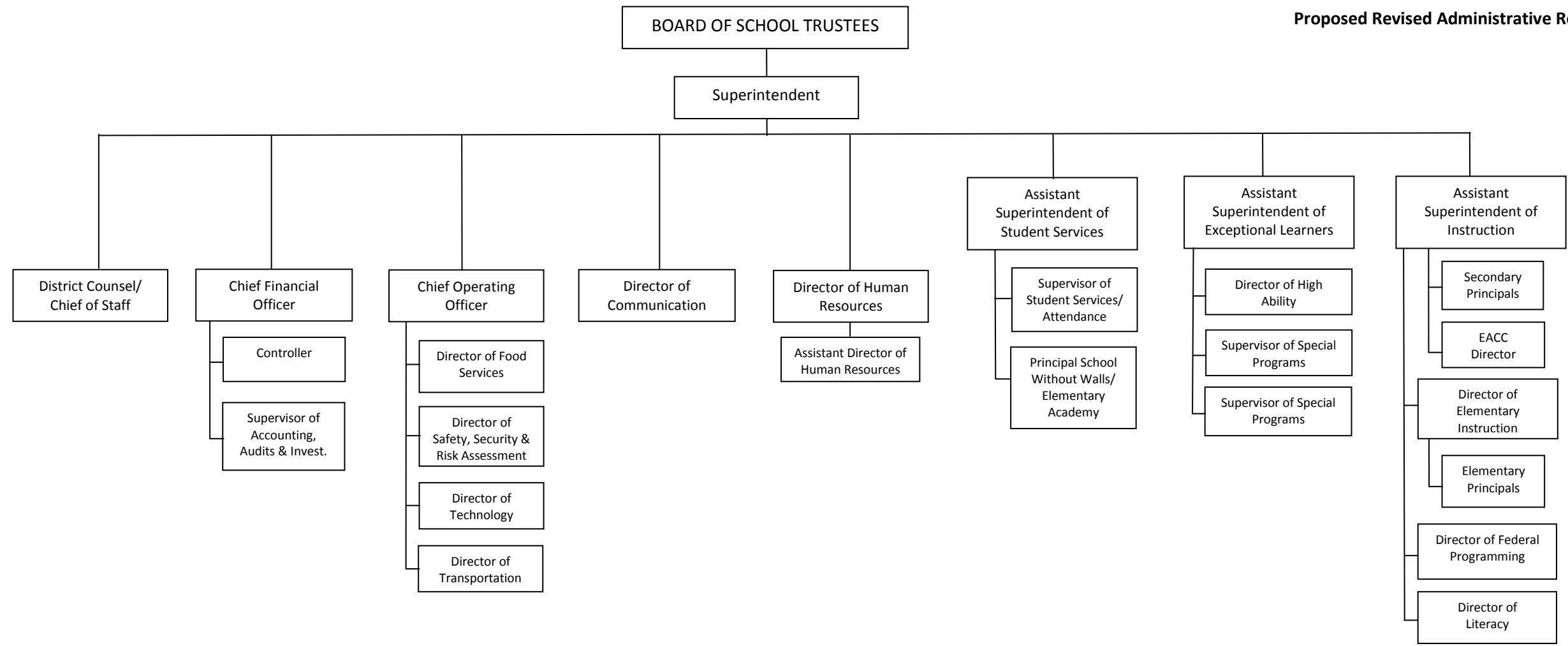
|                                      |  |
|--------------------------------------|--|
| <b>Vicki Hart</b><br>Began: 10/25/94 | <b>Transportation/Bus Driver</b><br>Retire: 6/3/20<br>Years of Service: 25 |
|--------------------------------------|--|

**d. Unpaid Leave Request** - We recommend an extension to unpaid leave for the following employee:

|  |   |
|--|---|
| <b>Dinorah Kuehn</b><br>Begin: 8/13/20 | <b>Pinewood/Paraprofessional</b><br>End: 6/2/21 |
|--|---|







**MEMORANDUM OF UNDERSTANDING**

*(Added Pay Positions)*


This Memorandum of Understanding (“Agreement”) sets forth pay rates for added pay and included duty positions set forth in Appendix B to the Master Contract between the Elkhart Teachers Association, Inc. (“ETA”) and Elkhart Community Schools (“ECS”) and is entered into by the ETA and ECS on this 10<sup>TH</sup> day of July 2020.

1. The ETA is the exclusive representative for certified teachers employed by ECS.
2. ETA and ECS have entered into a Master Contract (“Contract”) governing certain terms and conditions for the employment of certified teachers.
3. A committee comprised of ECS administrators and representatives of the ETA have recommended certain changes to the current Appendix B of the Master Contract. A revised copy of Appendix B is attached hereto and incorporated herein as Exhibit A.
4. The proposed changes have been approved by the membership of the ETA and the Board of School Trustees.
5. A combination of Elkhart High School West and Elkhart High School East, beginning with the 2020-2021 school term and the commencement of their athletic programs which begin prior to the period when the parties to this agreement are authorized to initiate collective bargaining, has necessitated the need for this Agreement.
6. The proposed changes shall take effect on July 15, 2020 for the 2020-2021 school term and be incorporated into the Master Contract, subject to any further revisions agreed upon by the parties during formal negotiations.

ELKHART COMMUNITY SCHOOLS

ELKHART TEACHERS ASSOCIATION

BY:



W. Douglas Thorne  
District Counsel/Chief of Staff

BY:



Kerry Mullet  
ETA President

Approved by Board of School Trustees on: \_\_\_\_\_

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

cc: ETA  
Building Principals  
Athletic Directors/Activity Directors  
Human Resources  
Payroll

## APPENDIX B

PROPOSED REVISED ADDED PAY SCHEDULE  
2020 - 2021 SCHOOL YEAR

## B-1. ADDED PAY/EXTRA DUTY

|  | INDEX<br>2020-2021 | AMOUNT<br>2020-2021 | Year (Y)<br>Fall (F)<br>Winter (W)<br>Spring (S)<br>Claim (C) |
|--|--------------------|---------------------|---|
| BASE   | 32,059             |                     |   |
| <b>SYSTEM-WIDE ASSIGNMENTS</b>   |                    |                     |   |
| Academic Dean Stipend  | 0.12000            | 3,850               | Y   |
| Guidance Coordinator   | 0.05900            | 1,895               | Y   |
| National Board Certification (\$500 each)  |                    | 500                 | Y   |
| Agriculture Department Chair   | 0.10400            | 3,335               | Y   |
| Cooper Science Lab Coordinator   | 0.04000            | 1,285               | Y   |
| Athletic Training Coordinator  | 0.04000            | 1,285               | Y   |
| Science Fair Coordinator   | 0.04500            | 1,445               | W   |
| Assistant Science Fair Coordinator   | 0.02250            | 725                 | W   |
| Science Mentor Coordinator   | 0.03000            | 965                 | W   |
| MTSS Coordinator   | 0.08000            | 2,565               | Y   |
| MTSS Team Member   | 0.04000            | 1,285               | Y   |
| Alternative Programs Lead Teacher  | 0.14000            | 4,490               | Y   |
| Blind/Low Vision/Braille   | 0.12000            | 3,850               | Y   |
| Building Level High Ability Coordinator  | 0.01500            | 485                 | Y   |
| District Wellness Coordinator  | 0.03000            | 965                 | Y   |
| Building Wellness Coordinator  | 0.01500            | 485                 | Y   |
| New Teacher Mentor   |                    | 600                 | C   |
| **Contest Advancement  |                    | 200                 | C   |
| <b>Hourly Employment</b>   |                    |                     |   |
| Building Rental Manager  |                    | 14.50               | C   |
| Curriculum Development   | 0.00090            | 28.85               | C   |
| Data Coordinator   |                    | 35.00               | C   |
| Technology Coordinator   |                    | 35.00               | C   |
| Intramurals  |                    | 7.25                | C   |
| Health Programs & Other Programs from 8-D-2                                      | 0.00100            | 32.06               | C   |
| Evening High School Coordinator  | 0.00100            | 32.06               | C   |
| Homebound or Adult Continuing Education (BS-0 rate on Certified Hiring Schedule) | 0.00113            | 36.23               | C   |
| <b>HIGH SCHOOL ASSIGNMENTS</b>   |                    |                     |   |
| <b>Department Chairpersons:</b>  |                    |                     |   |
| English  | 0.12000            | 3,850               | Y   |
| Mathematics  | 0.11000            | 3,530               | Y   |
| Business, Guidance, Social Studies, Science, Industrial Arts                     | 0.10400            | 3,335               | Y   |
| Art, Home Economics, Media, Physical Education, Health                           | 0.08800            | 2,825               | Y   |
| Special Education  | 0.12000            | 3,850               | Y   |
| Foreign Language, Music  | 0.08800            | 2,825               | Y   |

|                                       | INDEX<br>2020-2021 | AMOUNT<br>2020-2021 | Year (Y)<br>Fall (F)<br>Winter (W)<br>Spring (S)<br>Claim (C) |
|---------------------------------------|--------------------|---------------------|---|
| <b>Athletics</b>                      |                    |                     |   |
| Cross Country Coach                   | 0.12000            | 3,850               | F   |
| Cross Country Assistant Coach         | 0.06000            | 1,925               | F   |
| Crew Coach                            | 0.15000            | 4,810               | S   |
| Assistant Crew Coach                  | 0.07500            | 2,405               | S   |
| Archery Coach                         | 0.10000            | 3,210               | S   |
| Assistant Archery Coach               | 0.05000            | 1,605               | S   |
| Lacrosse Coach                        | 0.15000            | 4,810               | S   |
| Lacrosse Assistant Coach              | 0.07500            | 2,405               | S   |
| Coed Dive Coach                       | 0.10000            | 3,210               | W   |
| E-Sports Coach                        | 0.07500            | 2,405               | Y   |
| Unified Track Coach                   | 0.07500            | 2,405               | S   |
| Unified Track Assistant Coach         | 0.03750            | 1,205               | S   |
| Unified Football Coach                | 0.07500            | 2,405               | F   |
| Unified Football Assistant Coach      | 0.03750            | 1,205               | F   |
| Football Cheerleader Coach            | 0.15000            | 4,810               | F   |
| Football JV Cheerleader Coach         | 0.07500            | 2,405               | F   |
| Football Freshman Cheerleader Coach   | 0.07500            | 2,405               | F   |
| Basketball Cheerleader Coach          | 0.15000            | 4,810               | W   |
| Basketball JV Cheerleader Coach       | 0.07500            | 2,405               | W   |
| Basketball Freshman Cheerleader Coach | 0.07500            | 2,405               | W   |
| <b>Boys Athletics</b>                 |                    |                     |   |
| Assistant Basketball Coach            | 0.15000            | 4,810               | W   |
| Freshman Basketball Coach             | 0.10000            | 3,210               | W   |
| Assistant Football Coach              | 0.15000            | 4,810               | F   |
| Freshman Football Coach               | 0.10000            | 3,210               | F   |
| Baseball Coach                        | 0.15000            | 4,810               | S   |
| Assistant Baseball Coach              | 0.07500            | 2,405               | S   |
| Freshman Baseball Coach               | 0.07500            | 2,405               | S   |
| Track Coach                           | 0.15000            | 4,810               | S   |
| Assistant Track Coach                 | 0.07500            | 2,405               | S   |
| Golf Coach                            | 0.10000            | 3,210               | S   |
| Assistant Golf Coach                  | 0.05000            | 1,605               | S   |
| Wrestling Coach                       | 0.15000            | 4,810               | W   |
| Assistant Wrestling Coach             | 0.07500            | 2,405               | W   |
| Freshman Wrestling Coach              | 0.07500            | 2,405               | W   |
| Swimming Coach                        | 0.15000            | 4,810               | W   |
| Assistant Swimming Coach              | 0.07500            | 2,405               | W   |
| Tennis Coach                          | 0.14000            | 4,490               | F   |
| Assistant Tennis Coach                | 0.07000            | 2,245               | F   |
| Freshman Tennis Coach                 | 0.07000            | 2,245               | F   |
| Soccer Coach                          | 0.18180            | 5,830               | S   |
| Assistant Soccer Coach                | 0.09090            | 2,915               | S   |
| Freshman Soccer Coach                 | 0.09090            | 2,915               | S   |

|  | INDEX<br>2020-2021 | AMOUNT<br>2020-2021 | Year (Y)<br>Fall (F)<br>Winter (W)<br>Spring (S)<br>Claim (C) |
|--|--------------------|---------------------|---|
| <b>Girls Athletics:</b>  |                    |                     |   |
| Basketball Coach   | 0.30000            | 9,620               | Y   |
| Assistant Basketball Coach   | 0.15000            | 4,810               | W   |
| Swimming Coach   | 0.15000            | 4,810               | W   |
| Assistant Swimming Coach   | 0.07500            | 2,405               | W   |
| Volleyball Coach   | 0.15000            | 4,810               | F   |
| Assistant Volleyball Coach   | 0.07500            | 2,405               | F   |
| Freshman Volleyball Coach  | 0.07500            | 2,405               | F   |
| Gymnastics Coach   | 0.15000            | 4,810               | W   |
| Assistant Gymnastics Coach   | 0.07500            | 2,405               | W   |
| Track Coach  | 0.15000            | 4,810               | S   |
| Assistant Track Coach  | 0.07500            | 2,405               | S   |
| Golf Coach   | 0.10000            | 3,210               | F   |
| Assistant Golf Coach   | 0.05000            | 1,605               | F   |
| Softball Coach   | 0.15000            | 4,810               | S   |
| Assistant Softball Coach   | 0.07500            | 2,405               | S   |
| Freshman Softball Coach  | 0.07500            | 2,405               | S   |
| Soccer Coach   | 0.18180            | 5,830               | F   |
| Assistant Soccer Coach   | 0.09090            | 2,915               | F   |
| Freshman Soccer Coach  | 0.09090            | 2,915               | F   |
| Tennis Coach   | 0.14000            | 4,490               | S   |
| Assistant Tennis Coach   | 0.07000            | 2,245               | S   |
| Freshman Tennis Coach  | 0.07000            | 2,245               | S   |
| <b>Athletic-Related Assignments:</b>   |                    |                     |   |
| Ticket Manager   | 0.10000            | 3,210               | Y   |
| Sports Information Director  | 0.10000            | 3,210               | Y   |
| Athletic Trainer   | 0.24000            | 7,695               | Y   |
| Supervisor and Instructor of Student Trainers  | 0.04000            | 1,285               | Y   |
| Supervision Manager  | 0.06800            | 2,185               | Y   |
| Cheer Block Sponsor  | 0.03000            | 965                 | Y   |
| Booster Club Sponsor   | 0.03000            | 965                 | Y   |
| <b>Non-Athletic Assignments:</b>   |                    |                     |   |
| Dual Credit Qualified (\$500 each content area)<br>(using 2022 Higher Learning Commission Stds.) |                    | 500                 | Y   |
| Activities Director  | 0.11000            | 3,530               | Y   |
| Drama Director   | 0.15000            | 4,810               | Y   |
| Assistant Drama Director   | 0.07500            | 2,405               | Y   |
| Forensics Coach  | 0.14000            | 4,490               | Y   |
| Assistant Forensics Coach  | 0.06800            | 2,185               | Y   |
| Speech Coach   | 0.11000            | 3,530               | Y   |
| Assistant Speech Coach   | 0.05000            | 1,605               | Y   |
| Mock Trial Coach   | 0.02000            | 645                 | S   |
| ElkLogic Robotics Coach  | 0.15000            | 4,810               | Y   |
| ElkLogic Robotics Assistant Coach  | 0.07500            | 2,405               | Y   |

|  | INDEX<br>2020-2021 | AMOUNT<br>2020-2021 | Year (Y)<br>Fall (F)<br>Winter (W)<br>Spring (S)<br>Claim (C) |
|--|--------------------|---------------------|---|
| Marching Band Color Guard Director   | 0.12000            | 3,850               | F   |
| Marching Band Assistant Color Guard Director                                     | 0.06000            | 1,925               | F   |
| Winter Color Guard Director  | 0.12000            | 3,850               | W   |
| Winter Color Guard Assistant Director  | 0.06000            | 1,925               | W   |
| Pep Band   | 0.04000            | 1,285               | W   |
| Marching Band Percussion Director  | 0.08500            | 2,730               | F   |
| Marching Band Percussion Assistant Director                                      | 0.04250            | 1,365               | F   |
| Winter Percussion Director   | 0.10000            | 3,210               | W   |
| Winter Percussion Assistant Director   | 0.05000            | 1,605               | W   |
| Musical Pit Orchestra Director   | 0.04000            | 1,285               | Y   |
| Musical Vocal Director   | 0.04000            | 1,285               | Y   |
| Co-Curricular Jazz   |                    |                     |   |
| Jazz Choir   | 0.02500            | 805                 | Y   |
| Jazz Band  | 0.02500            | 805                 | Y   |
| Jazz String  | 0.02500            | 805                 | Y   |
| Extra Curricular Jazz  |                    |                     |   |
| Jazz Choir   | 0.05000            | 1,605               | Y   |
| Jazz Band  | 0.05000            | 1,605               | Y   |
| Jazz String  | 0.05000            | 1,605               | Y   |
| Art Café   | 0.04100            | 1,315               | Y   |
| Move to Stand  | 0.02000            | 645                 | Y   |
| Sigma Beta Upsilon   | 0.01350            | 435                 | Y   |
| Key Club   | 0.02000            | 645                 | Y   |
| Academic Competition Teams (Full Squad Competing Teams)                          | 0.07700            | 2,470               | Y   |
| National Honor Society   | 0.03000            | 965                 | Y   |
| National Honor Society Assistant   | 0.01500            | 485                 | Y   |
| Student Government Sponsor   | 0.03000            | 965                 | Y   |
| Student Government Assistant Sponsor   | 0.01500            | 485                 | Y   |
| Senior Class Sponsor   | 0.02800            | 900                 | Y   |
| Senior Class Assistant Sponsor   | 0.01400            | 450                 | Y   |
| Junior Class Sponsor   | 0.03500            | 1,125               | Y   |
| Junior Class Assistant Sponsor   | 0.01750            | 565                 | Y   |
| Sophomore Class Sponsor  | 0.02000            | 645                 | Y   |
| Sophomore Class Assistant Sponsor  | 0.01000            | 325                 | Y   |
| Freshman Class Sponsor   | 0.02000            | 645                 | Y   |
| Freshman Class Assistant Sponsor   | 0.01000            | 325                 | Y   |
| <b>MIDDLE SCHOOL ASSIGNMENTS:</b>  |                    |                     |   |
| <b>Building Department Chairpersons</b>  |                    |                     |   |
| English, Mathematics   | 0.08800            | 2,825               | Y   |
| Science, Social Studies  | 0.04700            | 1,510               | Y   |
| Special Education  | 0.08800            | 2,825               | Y   |
| Art, Home Economics, Industrial Arts, Media,<br>Music, Physical Education/Health | 0.03500            | 1,125               | Y   |

|   | INDEX<br>2020-2021 | AMOUNT<br>2020-2021 | Year (Y)<br>Fall (F)<br>Winter (W)<br>Spring (S)<br>Claim (C) |
|---|--------------------|---------------------|---|
| <b>Athletics</b>                                  |                    |                     |   |
| Eighth Grade Basketball Coach                     | 0.10000            | 3,210               | W   |
| Eighth Grade Assistant Basketball Coach           | 0.03750            | 1,205               | W   |
| Seventh Grade Basketball Coach                    | 0.10000            | 3,210               | W   |
| Seventh Grade Assistant Basketball Coach          | 0.03750            | 1,205               | W   |
| Eighth Grade Track Coach                          | 0.05500            | 1,765               | S   |
| Eighth Grade Assistant Track Coach                | 0.03750            | 1,205               | S   |
| Seventh Grade Track Coach                         | 0.05500            | 1,765               | S   |
| Seventh Grade Assistant Track Coach               | 0.03750            | 1,205               | S   |
| Eighth Grade Soccer Coach                         | 0.07500            | 2,405               | F   |
| Eighth Grade Assistant Soccer Coach               | 0.03750            | 1,205               | F   |
| Seventh Grade Soccer Coach                        | 0.07500            | 2,405               | F   |
| Seventh Grade Assistant Soccer Coach              | 0.03750            | 1,205               | F   |
| Eighth Grade Lacrosse Coach                       | 0.07500            | 2,405               | S   |
| Eighth Grade Assistant Lacrosse Coach             | 0.03750            | 1,205               | S   |
| Seventh Grade Lacrosse Coach                      | 0.07500            | 2,405               | S   |
| Seventh Grade Assistant Lacrosse Coach            | 0.03750            | 1,205               | S   |
| Eighth Grade Volleyball Coach                     | 0.07500            | 2,405               | F   |
| Eighth Grade Assistant Volleyball Coach           | 0.03750            | 1,205               | F   |
| Seventh Grade Volleyball Coach                    | 0.07500            | 2,405               | F   |
| Seventh Grade Assistant Volleyball Coach          | 0.03750            | 1,205               | F   |
| Cross Country Coach                               | 0.05500            | 1,765               | F   |
| Swimming Coach                                    | 0.05500            | 1,765               | W   |
| Football Eighth Grade Cheerleader Coach           | 0.07500            | 2,405               | F   |
| Football Seventh Grade Cheerleader Coach          | 0.07500            | 2,405               | F   |
| Basketball Eighth Grade Cheerleader Coach         | 0.07500            | 2,405               | W   |
| Basketball Seventh Grade Cheerleader Coach        | 0.07500            | 2,405               | W   |
| <b>Boys Athletics</b>                             |                    |                     |   |
| Eighth Grade Feeder Football Coach                | 0.10000            | 3,210               | F   |
| Eighth Grade Feeder Assistant Football Coach      | 0.05000            | 1,605               | F   |
| Seventh Grade Feeder Football Coach               | 0.10000            | 3,210               | F   |
| Seventh Grade Feeder Assistant Football Coach     | 0.05000            | 1,605               | F   |
| Wrestling Coach                                   | 0.07500            | 2,405               | W   |
| Assistant Wrestling Coach                         | 0.03500            | 1,125               | W   |
| <b>Non-Athletic Assignments:</b>                  |                    |                     |   |
| Middle School Jazz Band                           | 0.05000            | 1,605               | Y   |
| Middle School Jazz Choir                          | 0.05000            | 1,605               | Y   |
| Middle School Jazz Orchestra                      | 0.05000            | 1,605               | Y   |
| Drama Director                                    | up to 0.05000      | 550 to 1,605        | Y   |
| Yearbook Sponsor                                  | 0.03000            | 965                 | Y   |
| Debate Coach                                      | 0.01000            | 325                 | Y   |
| Move to Stand                                     | 0.02000            | 645                 | Y   |
| Academic Competition (Full Squad Competing Teams) | 0.05000            | 1,605               | VARIES  |
| Robotics Coach                                    | 0.05000            | 1,605               | Y   |

|   | INDEX<br>2020-2021 | AMOUNT<br>2020-2021 | Year (Y)<br>Fall (F)<br>Winter (W)<br>Spring (S)<br>Claim (C) |
|---|--------------------|---------------------|---|
| Junior Honor Society                                      | 0.01500            | 485                 | Y   |
| Student Council   | 0.01500            | 485                 | Y   |
| Science Fair Coordinator                                  | 0.01700            | 550                 | W   |
| <b>ELEMENTARY ASSIGNMENTS:</b>                            |                    |                     |   |
| <b>Athletics</b>  |                    |                     |   |
| System-wide Athletic Director                             | 0.24000            | 7,695               | Y   |
| Boys Basketball Coach                                     | 0.04850            | 1,555               | W   |
| Boys Softball Coach                                       | 0.02100            | 675                 | S   |
| Boys Track Coach  | 0.01500            | 485                 | F   |
| Boys Football Coach                                       | 0.04850            | 1,555               | S   |
| Boys Soccer Coach   | 0.04850            | 1,555               | F   |
| Boys Volleyball Coach                                     | 0.04850            | 1,555               | S   |
| Lacrosse Coach  | 0.03200            | 1,030               | S   |
| Girls Volleyball Coach                                    | 0.04850            | 1,555               | F   |
| Girls Basketball Coach                                    | 0.04850            | 1,555               | W   |
| Girls Softball Coach                                      | 0.02100            | 675                 | S   |
| Girls Track Coach   | 0.01500            | 485                 | F   |
| Girls Soccer Coach  | 0.04850            | 1,555               | S   |
| Assistant Basketball Coach                                | 0.02425            | 780                 | W   |
| Assistant Softball Coach                                  | 0.01050            | 340                 | S   |
| Assistant Track Coach                                     | 0.00750            | 245                 | F   |
| Assistant Football Coach                                  | 0.02425            | 780                 | S   |
| Assistant Soccer Coach                                    | 0.02425            | 780                 | F   |
| Assistant Lacrosse Coach                                  | 0.01600            | 515                 | S   |
| Assistant Volleyball Coach                                | 0.02425            | 780                 | S   |
| Football Cheerleader Coach                                | 0.02500            | 805                 | S   |
| Basketball Cheerleader Coach                              | 0.02500            | 805                 | W   |
| <b>Non-Athletic Assignments:</b>                          |                    |                     |   |
| Drumming  | 0.04800            | 1,540               | Y   |
| Safety Patrol Sponsor                                     | 0.01700            | 550                 | Y   |
| Science Fair Coordinator                                  | 0.01700            | 550                 | W   |
| Robotics Coach  | 0.05000            | 1,605               | F   |
| Academic Competition (Full Squad Competing Teams)         | 0.05000            | 1,605               | VARIES  |
| Oratorical  | 0.02400            | 770                 | S   |
| Student Council   | 0.00750            | 245                 | Y   |
| <b>UNIFIED SPORTS</b>                                     |                    |                     |   |
| Special Olympics Coordinator (hourly rate)                |                    | 7.50                | Y   |
| Special Olympics Basketball Coach – Traditional           | 0.04100            | 1,315               | W   |
| Special Olympics Middle/Elementary School Coach – Unified | 0.04100            | 1,315               | S   |
| <b>ELKHART AREA CAREER CENTER</b>                         |                    |                     |   |
| Lead teacher at EACC Annex                                | 0.10000            | 3,210               | Y   |
| Vocational Club Coordination Sponsor                      | 0.05000            | 1,605               | Y   |
| Vocational Advisors                                       | 0.01500            | 485                 | Y   |
| Attendance at State Competition                           |                    | 500                 | C   |



|   | INDEX<br>2020-2021 | AMOUNT<br>2020-2021 | Year (Y)<br>Fall (F)<br>Winter (W)<br>Spring (S)<br>Claim (C) |
|---|--------------------|---------------------|---|
| Attendance at National Competition                                  |                    | 1,000               | C   |
| Approved Equipment Repair, Maintenance or Procurement (hourly rate) | 0.00100            | 32.06               | C   |
| Guidance Chairperson  | 0.07000            | 2,245               | Y   |
| National Honor Society Sponsor                                      | 0.03000            | 965                 | Y   |
| <b>B-2 ADDED PAY/INCLUDED DUTY</b>                                  |                    |                     |   |
| <b>SYSTEM-WIDE ASSIGNMENTS</b>                                      |                    |                     |   |
| 6 <sup>th</sup> Grade Band  | 0.04800            | 1,540               | Y   |
| 6 <sup>th</sup> Grade Orchestra                                     | 0.04800            | 1,540               | Y   |
| Psychologist  | 0.06800            | 2,185               | Y   |
| <b>HIGH SCHOOL ASSIGNMENTS</b>                                      |                    |                     |   |
| Boys Football Coach   | 0.30000            | 9,620               | Y   |
| Boys Basketball Coach   | 0.30000            | 9,620               | Y   |
| Director of Bands   | 0.18000            | 5,775               | Y   |
| Lead Band Director Freshman Division                                | 0.13010            | 4,175               | Y   |
| Assistant Band Director   | 0.09000            | 2,890               | Y   |
| Head Band Director Competitive Marching Band                        | 0.15000            | 4,810               | Y   |
| Assistant Band Director Competitive Marching Band                   | 0.07500            | 2,405               | Y   |
| Director of Orchestras  | 0.12000            | 3,850               | Y   |
| Lead Orchestra Director Freshman Division                           | 0.10000            | 3,210               | Y   |
| Assistant Orchestra Director  | 0.06000            | 1,925               | Y   |
| Director of Choirs  | 0.12000            | 3,850               | Y   |
| Lead Choir Director Freshman Division                               | 0.10000            | 3,210               | Y   |
| Assistant Choir Director  | 0.06000            | 1,925               | Y   |
| Annual Sponsor  | 0.10000            | 3,210               | Y   |
| Magazine Sponsor  | 0.10000            | 3,210               | Y   |
| Media Specialist  | 0.04700            | 1,510               | Y   |
| <b>MIDDLE SCHOOL ASSIGNMENTS:</b>                                   |                    |                     |   |
| Activities Director   | 0.17000            | 5,455               | Y   |
| Media Specialist  | 0.03000            | 965                 | Y   |
| Middle School Band  | 0.10000            | 3,210               | Y   |
| Assistant Middle School Band  | 0.05000            | 1,605               | Y   |
| Middle School Orchestra   | 0.10000            | 3,210               | Y   |
| Assistant Middle School Orchestra                                   | 0.05000            | 1,605               | Y   |
| Middle School Choir   | 0.10000            | 3,210               | Y   |
| Assistant Middle School Choir                                       | 0.05000            | 1,605               | Y   |
| <b>ELEMENTARY ASSIGNMENTS</b>                                       |                    |                     |   |
| Elementary Music  | 0.01000            | 325                 | Y   |

\*\* Contest Advancement – This provision is applicable for all extra-curricular and and co-curricular programs with officially sanctioned contests. When a program advances beyond sectionals (or the first round equivalent), “coaches” are eligible for this stipend paid by claim, signed by the Building Principal, for each additional level of competition (e.g. regional, semi-state, state, etc.).

# DEPARTMENT OF EXCEPTIONAL LEARNERS

BOARD REPORT  
JULY 14, 2020

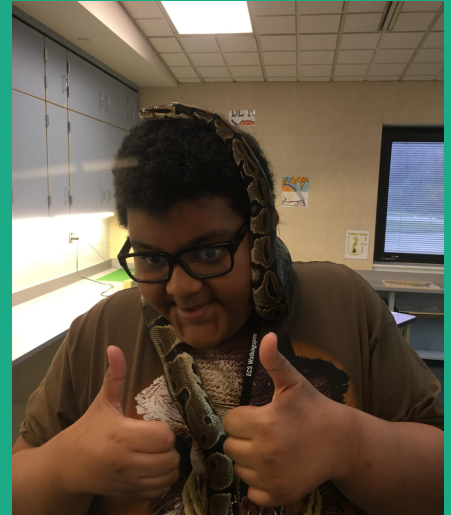


## SPECIAL EDUCATION

- 504 SYSTEM REFORM
- RED BINDER UPDATES/OVERHAUL
- GOALS:
  - REDUCE SUSPENSION RATES
  - IDENTIFICATION OF LATINX SPED STUDENTS
  - EQUITABLE ACADEMIC GROWTH AND PROFICIENCY
  - COHESIVE PROGRAMMING
  - POST-SECONDARY OUTCOMES
  - RECRUITMENT/RETENTION/TRAINING

## GUIDING COALITIONS

- DIVERSE STAKEHOLDERS
- REFINES OR REDEVELOPS THE PROCESS/PROGRAMS FOR SPECIAL EDUCATION AND HIGH ABILITY
- CREATES 3-5 YEAR STRATEGIC PLANS
- PROMOTES CRITICAL AND CREATIVE THINKING



## HIGH ABILITY

- IDOE HA LICENSURE GRANTS (5 TEACHERS)
- JUNIOR GREAT BOOKS/MATH PILOTS
- STRONG PARENT SUPPORT
- NAGC PRESENTATION
- BROAD-BASED PLANNING COMMITTEE
- HA COORDINATOR AND PARENT NEWSLETTERS
- ROLES & RESPONSIBILITIES
- EXIT PROCEDURE
- FACEBOOK PAGE



## Elkhart Community Schools New Course Proposal for 2020-2021

Proposals for new courses submitted 3 semesters prior to implementation.

|                           |  |
|---------------------------|--|
| <b>State Title</b>        | <b>Sustainable Energy Alternatives</b> is a two semester course that broadens a student's understanding of environmentally friendly energies. In this course students will use a combination of classroom, laboratory, and field experiences to analyze, critique, and design alternative energy systems. Class content and activities center on renewability and sustainability for our planet. Topics covered in this course include the following types of alternative energies: solar, wind, geothermal, biomass and emerging technologies.  |
| <b>Course Description</b> | <p><u><b>Sustainable Energy Alternatives</b></u></p> <p>2 Semesters, 2 credits Core</p> <p>40 &amp; AHD elective course (CTE course)</p> <p>Grades 11-12 Recommended</p> <p>Suggested Prerequisite: Introduction to Agriculture</p> <p>Prerequisite: Natural Resources Management or Environmental Science</p> <p>Sustainable Energy Alternatives is a two semester course that broadens a student's understanding of environmentally friendly energies. In this course students will use a combination of classroom, laboratory, and field experiences to analyze, critique, and design alternative energy systems. Class content and activities center on renewability and sustainability for our planet. Topics covered in this course include the following types of alternative energies: solar, wind, geothermal, biomass and emerging technologies.</p> |
|                           | <p><b>Fulfills a Life Science or Physical Science requirement for the Core 40 diploma</b></p> <p><b>Directed Elective or Elective Academic Honors diplomas</b></p>   |
| <b>Grade Levels</b>       | Suggested Grades 11-12   |
| <b>Pathway</b>            | Natural Resource   |
| <b>Length of Course</b>   | Full Year  |
| <b>Prerequisites</b>      | <p>Natural Resources Management and/or Environmental Science</p> <p>Recommended Introduction to Agriculture</p>  |

Additional Required Information:

**Elkhart Community Schools  
New Course Proposal for 2020-2021**

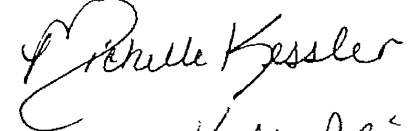
|  |  |
|--|--|
| Resources  | <ol style="list-style-type: none"> <li>1. What resources do you need to support the guaranteed and viable curriculum for this course? CASE Curriculum,</li> <li>2. How can we minimize costs for students and families? Are there Open Education Resources and/or Textbooks available? Could you use teacher-curated resources? Good places to start looking for OERs: <a href="#">Curriki</a>, <a href="#">Open Culture</a>, <a href="#">CK-12</a>, <a href="#">OER Commons</a>, <a href="#">Open Stax</a>, or <a href="#">Open Textbook Library</a>. Hit this link to see a full Symbaloo page of OER Resource options: <a href="#">OER Digital Resources</a>.</li> <li>3. Do the resources you recommend require an extended contract, or are one-year contracts available? No, The resources are updated automatically once the teacher is trained.</li> </ol> <p>Please be specific about resources you wish to use. Include titles, ISBNs, costs, website addresses, yearly subscription fees, etc. There is no yearly fee. Textbooks could be purchased with grant that has been applied for by agricultural program through the CASE foundation as well as the training for the instructor. ISBN # 978-1285769493 Miller, G.T., &amp; Spoolman, S.E. (2015). <i>Sustaining the earth</i>. Stamford, CT: Cengage Learning.</p> <p>Note: Some, but not all, AP and Dual Credit courses require a specific textbook. Please include this information.</p> |
| Additional cost?   | <p>Are there supplies, equipment, or technology that is necessary to teach this course? Will there be required field trips or projects that involve costs to the students? Make sure to include specifics about the expenses. There are no required field trips. Other expenses will be covered within grant monies or with lab materials already within the department.</p>   |
| Rationale for the course   | <p>What need does this course meet? What gap in course offerings does this course fill? The rationale should explain why this course is important enough that it should be considered as an addition to our current offerings. This course is necessary to complete the natural resource pathway as we merge. Those students that are in the 2023 graduation requirements and want to fulfil the NRE pathway must have this course to be a completer. This course helps close the gap between agriculture and environmental sciences where underclassmen of natural resources and environmental science have a class to earn dual credit and prepare them for AP Environmental Science success.</p>  |
| How does this course fit into your department's and your school's total program? | <p>This is the big picture. Who are the students who will take this course, and how will it meet their needs? Does it fit in a sequence of classes or stand alone? This course is a natural fit for all those students which have a desire to further their education in plant science, natural resources, research, ecology, sustainability, environmental sciences, biotechnology, engineering, and environmental law. This focuses on not only agriculture concentration students but also environmental science students. This course is part of a sequence of classes is the final piece prior to a capstone project. This can also be applied to AP students in their sophomore or junior year to advance and be successful in AP environmental science and AP chemistry. This course is vital to the pathway and concentrations of students in life sciences.</p>   |
| Anticipated number of students   | <p>We would anticipate 1 section per year.</p>   |

**Elkhart Community Schools  
New Course Proposal for 2020-2021**

|   |   |
|---|---|
| What courses might this replace in their schedules?   | The class you are proposing will, in all likelihood, replace another course(s). We do, occasionally get to add more staff, but it is far more likely that the proposed course will replace a class or sections of a class that we currently offer. <b>It is possible that it would replace plant science or alternative with plant science every other year, depending on the number of students.</b> |
| Name of person on staff licensed to teach this course | In order to offer a course, we need to have a licensed highly-qualified teacher.<br><b>Brenda Mueller</b>   |

Teacher Signature  Date: 12/10/19

Department Chair  Date: 12/10/19

Guidance Chair  Date: 12/10/19

Principal or Assistant Principal  Date: 12/10/19

Checklist and Timeline: These dates are the "ideal" and

| Task | Completed? |
|------|------------|
|------|------------|

**Elkhart Community Schools  
New Course Proposal for 2020-2021**

|  |     |    |
|--|-----|----|
| <p><b>STEP 1:</b> By the middle of October, the teacher(s) will draft an informal course proposal and discuss the new course with his or her department chair. The teacher and department chair will make contact with their counterparts at the sister school and with building administrators. The administrators will discuss the proposed course with the Director of Secondary Instruction. <b>By the last Friday in October</b>, the teacher will be informed as to whether or not he or she should move forward with further development of the proposed course and with the formal submission of the new course proposal using the form above.</p> | Yes | No |
| <p><b>STEP 2:</b> The teacher will submit the full course proposal to the building administrator and his or her department chair <b>by the middle of November</b>.</p>   | Yes | No |
| <p><b>STEP 3:</b> The building principal or his/her designee will submit the full course proposal to the Director of Secondary Instruction <b>by the last Friday in November</b> for discussion and decision-making.</p>   | Yes | No |
| <p><b>STEP 4:</b> <b>By the first Friday in December</b>, the Director of Secondary Instruction will inform secondary administrators whether or not the new course proposal has been recommended for submission to the Board of School Trustees for inclusion in the course offerings. Principals will notify building administrative staff and the submitting teacher whether or not the proposal is moving to the next step.</p>   | Yes | No |
| <p><b>STEP 5:</b> The Director of Secondary Instruction will take the recommended new course proposals to the Superintendent <b>no later than the end of December</b>.</p>   | Yes | No |
| <p><b>STEP 6:</b> If the Superintendent approves the recommendations, the course proposals will be shared with the Board of School Trustees during the next scheduled board meeting. The Director of Secondary Instruction will work with the department chairpersons and building administrators to coordinate the writing of the curriculum and ordering of resources for implementation during the next school year.</p>  | Yes | No |
|  |     |    |



## TECHNOLOGY SERVICES

PHONE: 574-262-5676



## ELKHART COMMUNITY SCHOOLS

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

**To:** Dr. Thalheimer  
Board of School Trustees  
**From:** Jason Inman  
**Date:** July 9th, 2020  
**Subject:** School Technology Advancement Account (STAA)

---

The Indiana Department of Education makes available low-interest loans for technology projects via the School Technology Advancement Account (STAA). Based on current enrollment, ECS qualifies for a loan of \$249,280. The Business Office seeks Board approval to take advantage of these below-market interest rates to fund technology purchases that cannot be covered through other sources of available revenue. These funds will be used to update our oldest classroom projector systems and introduce creative academic technologies that enhance teaching and learning.

The State Board of Education has designated several millions of dollars for technology loans with applications being accepted on or before July 17th, 2020. I am requesting your authorization to submit the STAA application after approval at the July 14<sup>th</sup> meeting. If you have any questions, please contact me at 262-5560.



Dr. Jennifer McCormick  
Superintendent of Public Instruction

*Working Together for Student Success*

## Petition to the Indiana State Board of Education for Funds from the School Technology Advancement Account Fiscal Year 2021

**1. Corporation No: \***

2305

**Corporation Name: \***

Elkhart Community Schools

**Contact Person: \***

Mr. Jason Inman  
Prefix First Name Last Name

**Contact Email: \***

jinman@elkhart.k12.in.us  
jinman@elkhart.k12.in.us

**2. Address:**

2720 California Road  
Street Address

Street Address Line 2

Elkhart IN  
City State / Province

46514 United States  
Postal / Zip Code Country

**3. The amount of advancements range from a minimum of \$20,000 to a maximum determined under the following formula:**

**STEP ONE: DOE-PE 2019-2020 enrollment \***

12,464



**STEP TWO: Divide STEP ONE by 25 \***

498.56

**STEP THREE: Multiply STEP TWO by \$500 - Eligible Amount \***

\$249,280

**4. If there are remaining STAA funds available, please check here to be considered for additional funds, if available \***

- No
- Yes

**5. Amount requested in additional funds \$ \***

0

**6. Total \$ Amount \***

\$249,280

**7. Please provide a brief description of the additional project components to be funded and a breakdown of the cost by building. \***

Elkhart Community Schools is not requesting "additional STAA funds" -- only the amount based on our current enrollment: \$249,880. These funds will be used to implement technology projects that will enhance student instruction and engage learners throughout the district.

**8. Does the school corporation have a current approved 3-year technology plan on file with the Department?**

- Yes
- No

*If the school's three year technology plan is not on file or has been updated, please send a copy to [CommonSchoolFund@doe.in.gov](mailto:CommonSchoolFund@doe.in.gov)*

**9. Project Cost Breakdown**

**a. Technology \$ \***

\$249,280

**b. Other project cost (please describe) \***

**---- b. Enter the Amount \$ \***

c. Other project cost (please describe) \*

n/a

---- c. Enter the Amount \$ \*

0

d. Total \$ project cost (sum lines a through c) \*

\$249,280

Sources of funds used to finance the project:

e. Common School Technology Loan \$ \*

\$249,280

f. Other (describe) \*

Additional Common School

---- f. Enter the Amount \$: \*

\$0

g. Total \$ sources of funds (line e plus line f) \*

\$249,280

10. Please answer the following questions:

a. Outstanding principle amount of all obligations for the school: \*

\$81,569,229.14

b. Current debt service tax rate: \*

0.2463

If your corporation is applying for funds to purchase computer hardware and software for student instruction, complete Form STAA-A. \*

Yes

No

Form STAA-A Petition to purchase of computer hardware and software for student instruction

1. Briefly describe the new technologies and/or new methodologies being introduced.

Teachers use the projection systems in their classrooms daily for direct student instruction and group work. The elementary school gyms are both assembly spaces and PD instructional spaces. The interactive projection systems will be used in gym class, assemblies, and parent nights. Tripods for iPads will be used for live streaming eLearning classes while also creating the opportunity to create multimedia videos, podcasts, and screencasts. Adobe Creative Cloud software licenses will be used by the Middle School yearbook program and High School web design and sports & entertainment marketing programs.

**2. Briefly describe how the project is expected to advance student learning and achievement.**

We have projectors in most of our instructional spaces, but many of these are aging, and replacement parts and bulbs are difficult to find. Projector upgrades with enhanced audio and improved screens will provide the classrooms with a much-needed boost. Expanded Adobe Creative Cloud licenses will provide our Middle Schools and High Schools with software tools allowing them to create digital content for web design courses, yearbook programs, and marketing courses.

**3. Briefly describe the method(s) which will be used to evaluate the degree to which the above-stated goal is achieved.**

The use of technology and its impact on instructional practice and student performance is evaluated by principals and by district-level administrators in the area of Instruction and Learning, Communication and Data, and Technology. Our ongoing and continuous measurement of the success of the project will allow us to adapt to changing circumstances and adjust the plan as conditions warrant.

**4. For each budget category, state the dollar amount to be spent and describe the goods or services to be purchased:**

Please see attached spreadsheet.

**Preparer's Name: \***

Jason F. Inman

**Date \***

07 09 2020   
Month Day Year

**Upload File(s): Upload signed certification page and any other pertinent supporting documentation for the project here. \***

## STAA Budget FY 2021

| Location                      | Description   | Cost per Unit | # of Units | Total            | Description  |
|-------------------------------|---|---------------|------------|------------------|--|
| <b>All Schools by Need</b>    | Tripods for iPads to Live Stream Classes: Elearning | \$65.00       | 829        | \$53,885         | Used for live streaming eLearning classes, creating videos, podcasts, and screencasts. |
| <b>All Schools by Need</b>    | Replacement Projectors with Installation            | \$3,098.00    | 43         | \$133,214        | Replacements for aging projectors  |
| <b>Mary Beck Elementary</b>   | Projector and Audio system & Installation for Gym   | \$16,900.00   | 1          | \$16,900         | Used in gyms, class assemblies, and parent nights                                      |
| <b>Mary Feeser Elementary</b> | Projector and Audio system & Installation for Gym   | \$18,000.00   | 1          | \$18,000         | Used in gyms, class assemblies, and parent nights                                      |
| <b>Osolo Elementary</b>       | Projector and Audio system & Installation for Gym   | \$17,526.00   | 1          | \$17,526         | Used in gyms, class assemblies, and parent nights                                      |
| <b>All Schools by Need</b>    | Adobe Creative Cloud Software Licenses              | \$19.51       | 500        | \$9,755          | Expand Adobe CC access for academic use  |
| <b>Total Project Cost</b>     |   |               |            | <b>\$249,280</b> |  |

## STAA Certification

I certify, to the best of my knowledge and belief, that the STAA application submitted herewith accurately represents a Board approved project.

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
School Board President Signature

\_\_\_\_\_  
Superintendent printed name

\_\_\_\_\_  
School Board President printed name

Date of Board Approval: \_\_\_\_\_

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2020