

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

June 23, 2020

CALENDAR

June	23	5:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
June	23	6:30 p.m.	Joint Work Session with Elkhart City Council, 229 S. Second Street
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

A. CALL TO ORDER

B. THE ELKHART PROMISE

C. INVITATION TO SPEAK PROTOCOL

D. CONSENT ITEMS:

Minutes – June 9, 2020 – Public Work Session
Minutes – June 9, 2020 – Regular Board Meeting
Claims
Fundraisers
Personnel Report

E. OLD BUSINESS

Board Policy 2260 – Nondiscrimination and Access to Equal Education Opportunity - The administration presents proposed revisions to Board Policy 2260 – Nondiscrimination and Access to Equal Education Opportunity, as initially presented at the June 9th regular meeting.

F. NEW BUSINESS

Board Policy 3422.05S – Support Staff Salary Schedule (Maintenance Personnel) – The administration presents proposed revisions to Board Policy 3422.05S – Support Staff Salary Schedule (Maintenance Personnel), and asks to waive 2nd reading.

Monthly Insurance Update

Financial Report – January 1, 2020 – May 31, 2020

Meal Prices - The Business Office seeks Board approval of meal prices for the 2020-2021 school year.

G. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

H. ADJOURNMENT

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

Elkhart Community Schools
Elkhart, Indiana

June 9, 2020

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at
5:30 p.m.

Place/Time

Board Members Present:	Kellie L. Mullins Carolyn R. Morris Roscoe L. Enfield, Jr.	Susan C. Daiber Douglas K. Weaver
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Roll Call

Via Electronic Communication:	Babette S. Boling Rodney J. Dale
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ECS Personnel Present:	Kevin Scott Steven Thalheimer	Doug Thorne Cheryl Waggoner
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The Board was updated on the following topics by Superintendent Steve Thalheimer: Indiana’s Considerations for Learning and Safe Schools (IN-CLASS) placing school opening decisions to the local Health Department; and finalized plans for joint meeting with the Elkhart City Council.

Topics
Discussed

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

Adjournment

APPROVED:

Signatures

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

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
June 9, 2020

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at 7:10 p.m.

Place/Time

Board Members Present:	Kellie L. Mullins Carolyn R. Morris Roscoe L. Enfield, Jr.	Susan C. Daiber Douglas K. Weaver
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Roll Call

Via Electronic Communication:	Babette S. Boling Rodney J. Dale
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President Kellie Mullins called the regular meeting of the Board of School Trustees to order.

Call to Order

Board member, Doug Weaver, recited the Elkhart Promise.

The Elkhart Promise

Mrs. Mullins discussed the invitation to speak protocol.

By unanimous action by roll call, adopted a Resolution naming the track at Elkhart Memorial as the Jim Eger Track in recognition of the contributions made by Jim Eger to students attending the Elkhart Community Schools and further directs a plaque in his honor be installed at the facility. Cary Anderson, Memorial principal, reviewed Mr. Eger’s career, including: receiving the Tim Bringle Award in 1955; competing in football and track while earning his Bachelor’s degree at Western Michigan University; joining the mathematics department at Elkhart High School in 1963; coaching from 1963 to present day; being recognized at 2019 IHSAA State Boys Track Meet as the coach of the 50th anniversary 1969 State Championship Team; and recently being honored by the Indiana Association of Track and Cross Country Coaches for his 60 years of coaching high school track teams. Mr. Eger thanked the Board for the recognition and noted this is first year since 1949 he didn’t finish a school year as either an athlete or coach due to the pandemic. Mr. Eger also recognized Mrs. Eger for her contributions including announcing track and field events. Board member Susan Daiber recognized the leadership and guidance Mr. Eger provided his athletes, including her son. (Codified File 2021-01)

Special Recognition

By unanimous action by roll call, the Board approved the following consent items:

May 26, 2020 – Public Work Session Minutes
May 26, 2020 – Regular Board Meeting Minutes

Payment of claims totaling \$7,495,113.61 as shown on the June 9, 2020, claims listing. (Codified File 2021-02)

The following donations made to Elkhart Community Schools (ECS): \$1,500 from Crossroads Community Church to purchase gift baskets for all seniors at the Elkhart Academy; \$950 from United Way to purchase COVID-19 supplies for staff providing childcare; a Craftsman riding mower, a Craftsman 22" push mower and a string trimmer (owner valued at \$575) from Steve Thalheimer, and a John Deere riding mower and Lawn Boy push mower (owner valued at \$550) from Brandon Eakins, for the recreation and mobile equipment program at EACC.

Proposed school fundraisers in accordance with Board policy. (Codified File 2021-03)

An extra-curricular purchase request for student lanyards at Pierre Moran in the amount of \$1,470.75.

Grant submission to the National Future Farmers of America for an FFA Day of Service Mini-Service Grant in the amount of \$400 for the ACCELL; and the submission of a Mighty Money Mini Grant to the AWS Foundation from ESC in the amount of \$2,500. (Codified File 2021-04)

Employment of the following six (6) certified staff members for the 2020-2021 school year:

- Holly Christianson - grade 1 at Roosevelt
- Brett Coverstone - grade 3 at Daly
- Sandra Helfrick-Hendrix - science at EHS East
- Rebecca Kmitta - psychologist at TBD
- Joel Springle - physical education at Roosevelt
- Jason Westra-Hall - language arts at EHS East.

Resignation of the following seven (7) certified staff members on dates indicated:

- Juan Alarcon - music at Roosevelt, 6/3/20
- Kevin Beveridge - assistant principal at Roosevelt, 6/15/20
- Nathan Eckley - science at Memorial, 6/3/20
- Martha Gourley - grade 1 at Osolo, 6/3/20
- Andrew Graber - intervention at Woodland, 6/3/20
- Brett Herschel - grade 6 at Cleveland, 6/3/20
- Rachel Parker - science at Central, 6/3/20

Consent Items

Minutes

Payment of Claims

Gift Acceptance

Fundraisers

Extra-curricular

Grant Submissions

Personnel Report

Certified Employment

Certified Resignations

<p>Resignation of the following seven (7) classified employees effective on dates indicated: Nina Bayes - paraprofessional at EACC, 6/3/20 Man Ting Choi - psychologist intern at ESC, 5/29/20 Betty Lester - bus driver at Transportation, 6/3/20 Kelly Myers - food service at Feeser, 6/3/20 Tona Vanover - paraprofessional at Central, 6/1/20 Shari Warlick - paraprofessional at Central, 6/3/20 Andrea Yeager - paraprofessional at Hawthorne, 6/30/20</p>	<p>Classified Resignations</p>
<p>Retirement of the following two (2) classified employees effective 6/3/20 with years of service in parenthesis: Marianne Grovdahl - paraprofessional at Pinewood (20) Nancy Morningstar - paraprofessional at Central (17)</p>	<p>Classified Retirements</p>
<p>The passing of classified employee, Gearlene Griffin, food service at Memorial.</p>	<p>Death</p>
<p>The Board was presented proposed revisions to Administrative Regulation JFC-1, Guidelines for Good School Order, with requested revision of "through the use of social media", from the May 26th regular Board meeting.</p>	<p>Administrative Regulation JFC-1</p>
<p>The Board was presented proposed revisions to Administrative Regulation JFC-2, Rules for Student Conduct, with requested revision defining tobacco products, from the May 26th regular Board meeting.</p>	<p>Administrative Regulation JFC-2</p>
<p>The Board was presented proposed revisions to Administrative Regulation JFCA, Guidelines For Secondary School Athletics, as presented at the May 26th regular Board meeting with the an additional clarifying revision.</p>	<p>Administrative Regulation JFCA</p>
<p>The Board was presented proposed revisions to Board Policy 2260 – Nondiscrimination and Access to Equal Education Opportunity, for initial consideration.</p>	<p>Board Policy 2260</p>
<p>By unanimous action by roll call, the Board waived second reading and approved proposed revisions to Board Policy 2260.01 – Section 504/ADA Prohibition Against Employment Opportunity; Board Policy 3122ACS – Nondiscrimination and Equal Employment Opportunity; and Board Policy 3123ACS – Section 504/ADA Prohibition Against Disability Discrimination in Employment. Proposed revisions included title changes and addressed requirements to Federal rules.</p>	<p>Board Policies 2260.01, 3122ACS, 3123ACS</p>
<p>By unanimous action by roll call, the Board authorized title changes in the list of policies provided and to approve future title changes under Consent Items.</p>	<p>Policy Title Changes</p>

By unanimous action by roll call, the Board reappointed Clarence Thomas to a four-year term through June 2024 to the Elkhart Public Library Board of Trustees. (Codified File 2021-05)

Library Board Appointment

By unanimous action by roll call, the Board authorized the Technology Department to renew the Cisco SmartNet maintenance contract on a three-year lease at 0% interest. The multi-year lease will result in savings to the district of \$78,000.

Authorization

By unanimous action by roll call, the Board adopted a Resolution to Transfer Funds from the Rainy Day Fund. (Codified File 2021-06)

Resolution

The Board was presented the 2021 Budget Timeline by Kevin Scott, chief financial officer, for Board review.

2021 Budget

By unanimous action by roll call, the Board approved food service bids with a grand total of all bids being \$3,706,909.29 to the lowest, most responsive and responsible bidders: food bids to Gordon Food Service, Stanz Food Service, Commercial Foods and 7-Up Snapple; commodities bid to Gordon Food Service and Stanz Food Service; fresh produce bids to Gordon Food Service , Shelton Farms and Piazza Produce; supply bids to Gordon Food Service, Stanz Food Service, Wallace Packaging, Daxwell, and Commercial Foods; bakery bids to Gordon Food Service, Alpha Kreamo Bakers and Stanz Food Service; and dairy bid to Dean Foods and Stanz Food Service. In response to Board inquiry, Pam Melcher, director of food services, presented an outline of the steps in the bid process. (Codified File 2021-07)

Food Bids

Superintendent Thalheimer report Professional Development training for administrators focusing on Leadership for Equity: Behaviors, Values was held the last two days. Dr. Thalheimer also stated the Department of Education presented an IN-CLASS Plan for the fall opening of school and once defined, will be seeking input from staff and parents.

From the Superintendent

Board member Susan Daiber stated she recently took her grandchildren to ACCELL farm and all of the activities that continue throughout the summer.

From the Board

Board member Babette Boling commented on reviewing the Teacher of the Year nominations again this year and caliber of educators in our district.

From the Board

The meeting adjourned at approximately 7:40 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

CLASSIFIED

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

Brittaney Conrad
Began: 1/8/18

Hawthorne/Food Service
End: 6/3/20

Kristie Hess
Began: 1/14/17

Transportation/Bus Driver
End: 6/3/20

Jeanette Martin
Began: 10/31/19

Riverview/Food Service
End: 6/3/20

DerriaPratcher
Began: 11/4/19

Memorial/Paraprofessional
End: 6/3/20

Monzella Smith
Began: 1/20/15

Beardsley/Paraprofessional
End: 6/3/20



Book	Policy Manual
Section	2000 Program
Title	PROPOSED REVISED NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY
Code	po2260 (as presented during the 6/9/2020 BST meeting)
Status	
Adopted	November 22, 2016
Last Reviewed	June 23, 2020

2260 - **NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY**

Any form of discrimination or harassment can be devastating to an individual's academic progress, social relationship, and/or personal sense of self worth.

As such, the Board does not discriminate on the basis of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's educational opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs, and activities, affecting the Corporation environment.

The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students, and does not tolerate harassment of any kind.

Equal educational opportunities shall be available to all students, without regard to the Protected Classes, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the Corporation, or social or economic background, to learn through the curriculum offered in this Corporation. Educational programs shall be designed to meet the varying needs of all students.

In order to achieve the aforesaid goal, the Superintendent shall:

A. Curriculum Content

review current and proposed courses of study and textbooks to detect any bias based upon Protected Classes ascertaining whether or not supplemental materials, singly or taken as a whole, fairly depict the contribution of both genders, various races, ethnic groups, etc. toward the development of human society;

B. Staff Training

develop an ongoing program of in-service training for school personnel designed to identify and solve problems of bias based upon the Protected Classes in all aspects of the program;

C. Student Access

1. review current and proposed programs, activities, facilities, and practices to ensure that all students have equal access thereto and are not segregated on the basis of Protected Classes in any duty, work, play, classroom, or school practice, except as may be permitted under State regulations;
2. verify that facilities are made available, in accordance with Board Policy 7510 – Use of Corporation Facilities, for non-curricular student activities that are initiated by parents or other members of the community, including but not limited to any group officially affiliated with the Boy Scouts of America or any other youth group listed in Title 36 of the United States Code as a patriotic society;

D. Corporation Support

verify that like aspects of the Corporation program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters;

E. Student Evaluation

verify that tests, procedures, or guidance and counseling materials, which are designed to evaluate student progress, rate aptitudes, analyze personality, or in any manner establish or tend to establish a category by which a student may be judged, are not

differentiated or stereotyped on the basis of Protected Classes.

The Superintendent shall appoint and publicize the name of the Compliance Officer(s) who is/are responsible for coordinating the Corporation's efforts to comply with applicable Federal and State laws and regulations, including the Corporation's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) also shall verify proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), is provided to students, their parents, staff members, and the general public.

Compliance Officer(s)

The following person(s) is/are designated as the Corporation's Compliance Officer(s) and, as such, shall handle inquiries regarding the nondiscrimination policies of the Corporation and address any complaint of discrimination:

District Counsel/Chief of Staff ~~Executive Director of Personnel and Legal Services~~

2720 California Road
Elkhart IN 46514

574-262-5517

Assistant Superintendent of Exceptional Learners ~~Director of Special Education~~

2720 California Road
Elkhart IN 46514

574-262-~~5860~~5542

Reports and Complaints of Unlawful Discrimination and Retaliation

Students are encouraged to promptly report incidents of unlawful discrimination and/or retaliation occurring in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment to an administrator, supervisor, or other Corporation-level official so that the Board may address the conduct. Any administrator, supervisor, or other Corporation-level official who receives such a complaint shall file it with a Compliance Officer within two (2) business days.

Any Corporation employee who directly observes unlawful discrimination/retaliation is obligated, in accordance with this policy, to report such observations to one of the Compliance Officers within two (2) business days. Additionally, any Corporation employee who observes an act of unlawful discrimination/retaliation is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other Corporation employees and/or local law enforcement officials, as necessary, to stop the misconduct. Thereafter, the Compliance Officer or designee must contact the employee within two (2) business days to advise him/her of the Corporation's intent to investigate the wrongdoing.

Complaint Procedures

Any student who believes that s/he has been subjected to unlawful discrimination or retaliation may seek resolution of his/her complaint by submitting his/her complaint to a building administrator.

Due to the sensitivity surrounding complaints of unlawful discrimination or retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process will be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or designee will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to third parties any information that s/he learns and/or provides during the course of the investigation.

Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful discrimination/retaliation occurring in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational

opportunities, programs and activities, affecting the Corporation environment by taking appropriate action reasonably calculated to stop and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee.

Retention of Public Records, Student Records, and Investigatory Records and Materials

All individuals charged with conducting investigations under this policy shall retain all information, documents, electronically stored information ("ESI"), and electronic media (as defined in Policy 8315) created and received as part of an investigation, including but not limited to complaints, responses, witness statements, documentary evidence, audio, video and/or digital recordings, handwritten and contemporaneous notes, e-mails related to the investigation and allegations, printouts, letters, determinations, and summaries. The information, documents, ESI, and electronic media (as defined in Policy 8315) retained may include public records and records exempt from disclosure under Federal and/or State law (e.g., student records).

The information, documents, ESI, and electronic media (as defined in Policy 8315) created or received as part of an investigation shall be retained in accordance with Policy 8310, Policy 8315, Policy 8320, Policy 8330 and the Corporation's records retention schedule.

Retaliation

Retaliation against a person who (1) makes a report or files a complaint alleging unlawful discrimination occurring in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment, or (2) participates as a witness in an investigation, is prohibited.

Training

The Compliance Officers also will oversee the training of Corporation employees so that all employees understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law.

Notice

Notice of the Board's policy on nondiscrimination in educational programs and the identity of the Compliance Officers will be posted throughout the Corporation and published in any Corporation statement regarding the availability of educational opportunities, in any student handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

The Superintendent shall annually attempt to identify children with disabilities, ages 3-22, who reside in the Corporation but do not receive public education. In addition, s/he shall establish procedures to identify students who are Limited English Proficient (LEP), including immigrant children and youth, to assess their ability to participate in Corporation programs, and develop and administer a program that meets the English language and academic needs of these students. This program shall include procedures for student placement, services, evaluation and exit guidelines and shall be designed to provide students with effective instruction that leads to academic achievement and timely acquisition of proficiency in English. As a part of this program, the Corporation will evaluate the progress of students in achieving English language proficiency in the areas of listening, speaking, reading and writing, on an annual basis ~~(see AG 2260F)~~.

Legal

I.C. 20-33-1-1

Fourteenth Amendment, U.S. Constitution

20 U.S.C. Section 1681, Title IX of Education Amendment Act

20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974

20 U.S.C. Section 7905, Boy Scouts of America Equal Access Act

29 U.S.C. Section 794, Rehabilitation Act of 1973

29 C.F.R. Part 1635

42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964

42 U.S.C. Section 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990, as amended

42 U.S.C. 6101 et seq., Age Discrimination Act of 1975

34 CFR Part 110 (7/27/93)

Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services,
Department of Education, Office of Civil Rights, March 1979

Title III of the No Child Left Behind Act of 2001

Book Policy Manual
 Section 3000 Personnel
 Title PROPOSED REVISED SUPPORT STAFF SALARY SCHEDULE (Maintenance Personnel)
 Code po3422.05S
 Status
 Adopted December 13, 2016
 Last Revised December 10, 2019
 Last Reviewed June 23, 2020

3422.05S - SUPPORT STAFF SALARY SCHEDULE (Maintenance Personnel)

The Board of School Trustees hereby adopts the following wage schedule for maintenance personnel to be effective ~~July 1~~^{January 1}, 2020. In addition, the three percent (3%) employee contribution to PERF will be paid by the Elkhart Community Schools.

	Classification	Hourly Wage Range
M-1	Plumber	29.00 ^{25.84} - 35.39 ^{30.39}
<u>M-2</u>	<u>Electrician</u>	<u>29.00 - 35.39</u>
M-3	HVAC	29.00 ^{25.84} - 35.39 ^{30.39}

Range movement will be at the discretion of the Building Services Manager, but shall be at a rate which would move a person to the top of the range in a three (3) to five (5) year period, unless job performance merits a greater or lesser increase. Such performance shall be discussed with the employee when the increase is less than normal.

Any personnel in the maintenance department may be utilized in other areas of assignment on a temporary basis to effect an efficient operation of the school system as determined by the employer.

Uniforms issued in the calendar year in which the employee leaves the Elkhart Community Schools shall be returned to the Elkhart Community Schools. Upon request, up to three (3) uniforms per year will be issued.

In addition, a career increment will be paid as follows:

Career Increment Schedule

Years Regularly Employed in Elkhart Community Schools	Hourly Increment
five (5) or more, but less than ten (10)	\$.20
ten (10) or more, but less than fifteen (15)	\$.30
fifteen (15) or more, but less than twenty (20)	\$.50
twenty (20) or more years	\$.70

Revised 12/12/17
 Revised 12/18/18

Medical Plan Experience

May 2020

	<u>Cur Mo</u>	<u>Cur Mo Pr Yr</u>	<u>Chg</u>	<u>YTD Cur</u>	<u>YTD Pr</u>	<u>Chg</u>
UMR Medical	\$ 332,277	\$ 429,312	\$ (97,035)	\$ 2,337,537	\$ 2,842,788	\$ (505,251)
UMR Rx	\$ 172,494	\$ 143,893	\$ 28,601	\$ 752,046	\$ 580,248	\$ 171,798
Rx Rebate	\$ -	\$ -	\$ -	\$ (125,969)	\$ (92,444)	\$ (33,525)
Less Amt Above Stop Loss	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Claim Cost Total	\$ 504,771	\$ 573,205	\$ (68,434)	\$ 2,963,614	\$ 3,330,592	\$ (366,978)
Expected Claim Cost	\$ 876,136	\$ 902,469	\$ (26,333)	\$ 4,348,222	\$ 4,512,344	\$ (164,122)
Claims vs. Expected	\$ (371,365)	\$ (329,264)		\$ (1,384,608)	\$ (1,181,752)	
Non Claim Costs (administration, clinic, pharmacy, stop-loss)	\$ 187,908	\$ 222,752	\$ (34,844)	\$ 977,441	\$ 1,084,459	\$ (107,018)
Total Cost (Claim + Non-claim)	\$ 692,679	\$ 795,957		\$ 3,941,055	\$ 4,415,051	
Enrollment	1,044	1,030		\$ 5,187	5,150	
Cost Per Employee Per Month (PEPM)	\$ 663.49	\$ 772.77		\$ 759.79	\$ 857.29	-11.4%
Paid Claims Per Employee				\$ 571.35	\$ 646.72	-11.7%

June 11, 2020

To: Dr. Thalheimer & Board of School Trustees
From: Pam Melcher
Re: Recommendation for School Meal Price Increase

Using the Price Adjustment Calculator as provided by the USDA we are required to adjust our weighted average lunch price by 10 cents. Reimbursement rates for the 2020-2021 school year have not yet been released.

I will be recommending your approval of the 2020-2021 meal pricing list below in the June 23rd Board meeting. If you have any questions concerning the proposed pricing prior to Tuesday night please contact me at 262-5551.

<u>Breakfast</u>	<u>2019/2020</u>	<u>2020/2021</u>
Elementary	\$1.85	\$1.95
Secondary	\$2.05 Middle School	\$2.15 Middle School
	\$2.10 High School	\$2.20 High School
Reduced	\$0.30	\$0.30
Elementary Staff	\$2.45	\$2.55
Secondary Staff	\$2.80 Middle School	\$2.90 Middle School
	\$2.85 High School	\$2.95 High School
Milk	\$.75	\$.75
<u>Lunch</u>	<u>2019/2020</u>	<u>2020/2021</u>
Elementary	\$2.75	\$2.85
Secondary	\$3.00 Middle School	\$3.10 Middle School
	\$3.10 High School	\$3.20 High School
Reduced	\$0.40	\$0.40
Elementary Staff	\$3.70	\$3.80
Secondary Staff	\$4.10 Middle School	\$4.20 Middle School
	\$4.15 High School	\$4.25 High School
Milk	\$.75	\$.75