

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

October 27, 2020

CALENDAR

Oct	27	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Oct	27	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Nov	10	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Nov	10	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. OATH OF OFFICE – Troy Scott
- E. CONSENT ITEMS:
 - Minutes – October 13, 2020 – Public Work Session
 - Minutes – October 13, 2020 – Regular Board Meeting
 - Minutes – October 15, 2020 – Special Board Meeting
 - Claims
 - Gift Acceptance
 - Fundraisers
 - Grants
 - Conference Leave Request
 - Personnel Report
- F. SPECIAL PRESENTATIONS – SCHOOL IMPROVEMENT PLANNING PROCESS
 - Roosevelt Elementary School
 - Monger Elementary School
 - Cleveland Elementary School
 - Elkhart Area Career Center
- G. NEW BUSINESS
 - Memorandum of Understanding – The administration requests Board approval of a Memorandum of Understanding between Elkhart Community Schools and PHCC-North Central Indiana Association.
 - Agreement – The administration requests Board approval of an Agreement between Elkhart Community Schools and Bashor Home of the United Methodist Church, Inc.

Memorandum of Understanding – The administration requests Board approval of a Memorandum of Understanding between Elkhart Community Schools and the Elkhart Teachers’ Association.

Financial Report – January 1, 2020 – September 30, 2020

2021 Budget Adoption – The Business Office recommends Board approval of the proposed 2021 Budget, 2021 Capital Projects Fund Plan, and 2021 School Bus Replacement Plan, and other required budget resolutions.

Monthly Insurance Update

Energy Education Update

H. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

I. ADJOURNMENT

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

Elkhart Community Schools
Elkhart, Indiana

October 13, 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.	Babette S. Boling Susan C. Daiber Douglas K. Weaver
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Roll Call

ECS Staff Present:	Steve Thalheimer	Doug Thorne
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The nine candidates seeking to fill the Board vacancy of Rodney Dale, each provided an introduction and their qualifications.

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

Troy E. Scott, Member

Douglas K. Weaver, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
October 13, 2020

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

Place/Time

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

President Kellie Mullins called the regular meeting of the Board of School Trustees to order.

Call to Order

Board member, Susan Daiber, 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

Minutes – September 22, 2020 – Public Work Session
Minutes – September 22, 2020 – Regular Board Meeting

Minutes

Payment of claims totaling \$13,003,523.29 as shown on the October 13, 2020, claims listing. (Codified File 2021-53)

Payment of Claims

The following donations made to Elkhart Community Schools (ECS): Donations of \$500 each from First State Bank, Genesis Products, LLC, Hoosier Crane Service Company, and Heng’s Industries USA for the Elkhart High School (EHS) wrestling program; \$11,500 from the Elkhart Education Foundation to support the purchase of EHS athletic uniforms; donation of 8,000 disposal masks, 1 non-contact thermometer, and 2 gallons of sanitizer from the Elkhart County Health Department for students and staff; 4,200 additional masks made by the Elkhart County Student Mask volunteer team; and 720 backpacks with supplies from the WNDU Pack-A-Backpack drive for distribution by social workers and available at the Elkhart Education Foundation teacher store.

Gift Acceptance

Proposed school fundraisers in accordance with Board policy. (Codified File 2021-54)

Fundraisers

An extra-curricular purchase request from Elkhart High School's athletic department to purchase an ES Tour Plus Launch Monitor for boys and girls golf in the amount of \$2,600; and from Elkhart High School to assist with construction of an outside classroom in the amount of \$14,000.

Extra Curricular Purchase

Grants submissions: to the Indiana Department of Education (IDOE) for the for an Indiana Literacy Early Intervention Grant in the amount of \$34,498.17; to the IDOE for Teacher Leader Boot Camp from Pinewood in the amount of \$4,000; to the Department of Workforce for a Workforce Ready Grant from Community Education in the amount of \$5,000 per individual for training; to United Way of Elkhart County for a Bullying Prevention/Move 2 Stand Grant from Student Services in the amount of \$18,000; and to Generation On for a Learning to Give Grant from Daly in the amount of \$250. (Codified File 2021-55)

Grants

Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the October 13, 2020 listings. (Codified File 2021-56)

Conference Leave Requests

Consent agreements regarding unpaid time for two (2) certified staff members. (Codified File 2021-57)

Personnel Report

Consent Agreements

Resignation of the following two (2) certified staff members, on dates indicated:

Certified Resignations

Shane Betzer - intervention at Hawthorne, 10/8/20
Kathryn Broman - technology integrator at ESC, 10/21/20

Maternity leave for the following two (2) certified staff members, for dates indicated:

Certified Leave

Maegan Banicki - special education at EHS West, beginning 11/4/20 and ending 11/10/20
Lyndel Borener - music at Woodland, beginning 11/6/20 and ending 12/3/20

Employment of the following thirty-four (34) classified employees, effective on dates indicated:

Classified Employment

Rebecca Allen - bus driver at Transportation, 10/12/20
Alexis Bails - paraprofessional at Feeser, 10/12/20
Shena Boone - food service at EHS East, 10/6/20
Cordelia Brown - food service at Hawthorne, 10/5/20
Allene Cart - food service at EHS West, 10/6/20
David Chaney - bus driver at Transportation, 10/12/20
Geoffrey DiPiro - paraprofessional at PACE, 10/12/20
Christina English - food service at Cleveland, 10/12/20
Carrie Faught - food service at North Side, 10/5/20

Christopher Flanagan - electrician at Building Services, 10/12/20
 Melissa Flory - paraprofessional at EHS East, 10/13/20
 Ashley Fogarty - tech assistant at Pierre Moran, 10/12/20
 Christina Fogelsanger - food service at North Side, 10/5/20
 Brandin Fontes - registered nurse at Pierre Moran, 10/5/20
 Kylie Giger - campus security at EHS West, 10/5/20
 Paula Gluck - food service at EHS West, 10/5/20
 Carlos Harris - permanent sub at Beardsley, 10/12/20
 Alan Kist - bus driver at Transportation, 10/12/20
 Casey Lott - paraprofessional at Beardsley, 10/5/20
 Naily Luzardo Soto - paraprofessional at Hawthorne, 10/6/20
 Letha Marshall - paraprofessional at Eastwood, 10/12/20
 Korena Massey - paraprofessional at Roosevelt, 10/5/20
 Michelle Masten - registered nurse at Riverview, 10/5/20
 Gregory McMillan - paraprofessional at Cleveland, 10/13/20
 Raegan Minear - social worker at Pierre Moran, 10/5/20
 Breanna Miranda - bus driver at Transportation, 10/12/20
 Brooke Murray - social worker at Beardsley, 10/12/20
 Joanna Pizana - bus driver at Transportation, 10/12/20
 Brian Prugh - bus driver at Transportation, 10/12/20
 Stephanie Slagel - food service at Woodland, 10/12/20
 Nicholas Srmek - paraprofessional at PACE, 10/12/20
 Sanara Warren - bus driver at Transportation, 10/12/20
 Joan Wells - paraprofessional at EHS West, 10/12/20
 James Wooten - paraprofessional at Feeser, 10/12/20

Leave for the following eight (8) classified employees, for dates indicated:

Kimberly Bishop - paraprofessional at North Side, beginning 9/18/20 and ending 10/12/20
 Irenna Coleman - food service at EHS West, beginning 10/2/20 and ending 10/9/20
 Robert Gray - food service at Pierre Moran, beginning 9/30/20 and ending 10/20/20
 Tonci Haynes - food service at EHS East, beginning 9/22/20 and ending 10/9/20
 Emily Lewandowski - social worker at Monger, beginning 8/10/20 and ending 6/4/20
 Christina Miller - bus driver at Transportation, beginning 10/1/20 and ending 10/14/20
 Retha Miller - bus driver at Transportation, beginning 10/1/20 and ending 1/14/21
 Brenda White - food service at Woodland, beginning 9/28/20 and ending 11/6/20

Classified Leave

<p>Resignation of the following five (5) classified employees, effective on dates indicated: Tina Lewis - food service at North Side/Roosevelt, 6/3/20 Douglas May - bus driver at Transportation, 6/3/20 Joel Mbugua - bus driver at Transportation, 9/30/20 Randolph Roby - bus helper at Transportation, 6/3/20 Belinda Siler - custodian at EHS West, 9/22/20</p>	<p>Classified Resignations</p>
<p>Termination of the following five (5) classified employees effective on dates indicated and policy: Kelly Davis - paraprofessional at Roosevelt, 10/13/20 Board Policy 3139.01 Letitia DeNeal - bus helper at Transportation, 10/13/20 Board Policy 3139.01 Yvonne Gefri - food service at North Side, 10/13/20 Board Policy 3139.01 Marsha Hall - bus helper at Transportation, 10/13/20 Board Policy 3122.01 ACS Samantha Negrete Gonzalez - bus driver at Transportation, 10/13/20 Board Policy 3139.01</p>	<p>Classified Terminations</p>
<p>School Improvement Plan presentations were given by Riverview Elementary, Feeser Elementary, Beck Elementary and West Side Middle School. (Codified File 2021-58)</p>	<p>School Improvement Plans</p>
<p>By unanimous action, the Board approved Bus Driver and Helper Retention Payments Memorandum giving authorization to continue paying a retention payment to contracted bus drivers and expand program to include bus helpers. (Codified File 2021-59)</p>	<p>Retention Memorandum</p>
<p>A public hearing on the 2021 Budget, 2021 Capital Projects Plan and 2021 School Bus Replacement Plan was opened. Kevin Scott, chief financial officer, reviewed the budget and plans, outlining the changes that have taken place in 2020. Mr. Scott responded to an audience question regarding purchase of equipment on school buses and Federal funds. With no further comments from the audience, the hearing was closed.</p>	<p>Public Hearing</p>
<p>By unanimous action, the Board approved textbook rental fees for the 2020-2021 school year. (Codified File 2021-60)</p>	<p>Textbook Rental Fees</p>
<p>By unanimous action, the Board appointed Nancy Morgan to a partial term to complete the unexpired term of Cyd Sunday through June 2023 to the Bristol Public Library Board. (Codified File 2021-61)</p>	<p>Bristol Library Appointment</p>
<p>By unanimous action, the Board confirmed the submission of a School Technology Advancement Account Petition to the Indiana State Board of Education for an advance from the Common School Fund in the amount of \$1,170,300. The funds will be used to continue the refresh program for student and teacher mobile devices. (Codified File 2021-62)</p>	<p>Common School Fund Loan</p>

Dr. Thalheimer Superintendent Thalheimer recognized Carolyn Morris' 20-year commitment to the Board.

From the Superintendent

An audience member recognized the efforts of Jon Chevalier and the Transportation Department to arrange transportation for interns at the high school.

From the Audience

The meeting adjourned at approximately 8:55 p.m.

Adjournment

APPROVED:

Signatures

Kellie L. Mullins, President

Carolyn R. Morris, Vice President

Roscoe L. Enfield, Jr., Secretary

Babette S. Boling, Member

Susan C. Daiber, Member

Troy E. Scott, Member

Douglas K. Weaver, Member

MINUTES
OF THE SPECIAL MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
October 15, 2020

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at
10:00 a.m.

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

President Kellie Mullins called the special meeting of the Board of School Trustees to order.

By unanimous action, the Board appointed Troy Scott to fill the Board member vacancy.

The meeting adjourned at approximately 10:20 a.m.

APPROVED:

Kellie L. Mullins, President

Carolyn R. Morris, Vice President

Roscoe L. Enfield, Jr., Secretary

Babette S. Boling, Member

Susan C. Daiber, Member

Troy E. Scott, Member

Douglas K. Weaver, Member

Place/Time

Roll Call

Call to
Order

Appointment

Adjournment

Signatures

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?
Rethink Adult Ed Challenge	U.S. Department of Education	Adult Education	Darcey Mitschelen	\$250,000	Funds will be used to develop and pilot a pre-apprenticeship program in Industrial Sewing that will be offered to adults and will serve as next steps for EHS Fashion Design students. This is in response to an identified skilled worker need within Elkhart and the county. Darcey Mitschelen will oversee these efforts.	ECS strives to be a contributor to the development of a vibrant community and understands that educational opportunities for all of its students, regardless of age or educational attainment, is an essential component.	This grant has one award of \$250,000 and 5 awards of \$100,000 each. This budget reflects the \$250,000 award. It can be utilized over a 2 year period. \$50,000 Program and curriculum development \$125,000 Instructor Wages/Benefits \$50,000 Materials \$25,000 Administration and marketing	11/25/2020

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: October 22, 2020

TO: Dr. Steve Thalheimer, Superintendent

FROM: Dr. Bradley Sheppard *Bradley Sheppard*

RE: **Conference Leave Requests**
October 27, 2020 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2020 - 2021 CONFERENCES	EXPENSES	SUBSTITUTE
INDIANA SCHOOL COUNSELOR ASSOCIATION CONFERENCE	\$160.00	\$0.00
This conference will provide this counselor with skills to help Pierre Moran meet their school goals. This counselor will attend sessions and find creative ways to help students improve their attendance, grades, and social/emotional well-being, academics and testing, getting parents involved, and more. Key speakers will be presenting information pertaining to how MTSS and school counseling fit together, helping troubled teens, and more! While there isn't currently information on breakout sessions, I will attend sessions that will be oriented toward improving attendance and behavior as well as our professional school counseling program. The goal is to take the information learned and help implement a program, small group, or teach information to staff, etc. Elkhart, Indiana (attendance is virtual) November 19 - 20, 2020 (0 day's absence) TIMOTHY ADAMS - PIERRE MORAN (0-0)	<small>Lilly Comp Counseling 2017-20</small>	N/A
	\$160.00	\$0.00
2020 YEAR-TO-DATE EDUCATION FUNDS	\$9,841.88	\$1,330.00
2021 YEAR-TO-DATE EDUCATION FUNDS	\$450.00	\$0.00
2020 YEAR-TO-DATE OTHER FUNDS	\$55,896.47	\$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
GRAND TOTAL	\$66,188.35	\$5,795.00

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



HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: DR. STEVEN THALHEIMER
FROM: MS. CHERYL WAGGONER
DATE: OCTOBER 27, 2020

PERSONNEL RECOMMENDATIONS

CERTIFIED

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

Elizabeth Hawn

Pinewood/Academic Dean

CLASSIFIED

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

Ciera Chandonia

Began: 8/19/20

Transportation/Bus Driver

PE: 10/14/20

Kent Fulmer

Began: 8/24/20

WVPE/Morning Edition Host

PE: 10/19/20

Cynthia Lewis

Began: 8/31/20

Transportation/Bus Helper

PE: 10/26/20

Morgan Lynch

Began: 8/19/20

Pinewood/Paraprofessional

PE: 10/14/20

Amanda Rohrer

Began: 8/31/20

Transportation/Bus Driver

PE: 10/26/20

Chase Smith

Began: 8/19/20

Beardsley/Registered Nurse

PE: 10/14/20

Alisha Tillotson

Began: 8/24/20

Commissary/Food Service

PE: 10/19/20

Cheri Vandenberg

Began: 8/24/20

Cleveland/Food Service

PE: 10/19/20

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

Anita Delucenay
Began: 5/24/17

Transportation/Bus Driver
End: 10/29/20

Kayla Magyar
Began: 10/17/17

Transportation/Bus Driver
End: 10/21/20

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

Donna Gildea
Began: 4/17/97

Elkhart Academy/Social Worker
Retire: 1/4/21
YOS: 23

b. Unpaid Leave Request - We recommend an extension to unpaid leave for the following employees:

Terrin Allen
Begin: 10/5/20

Hawthorne/Food Service
End: 11/5/20

Marilyn Bender
Begin: 9/25/20

Elkhart East/Paraprofessional
End: 12/18/20

Kimberly Bishop
Begin: 10/13/20

North Side/Paraprofessional
End: 10/29/20

Natashia DeJesus
Begin: 8/17/20

Transportation/Bus Driver
End: 6/2/21

Tonci Haynes
Began: 10/12/20

Elkhart East/Food Service
End: 10/23/20

Christina Miller
Began: 10/15/20

Transportation/Bus Driver
End: 12/18/20

c. Termination - We report the termination of the following classified employees:

Mario Caicedo
Began: 3/2/20

Technology Services/Support Technician
End: 10/27/20
Policy: 3139.01S

Deanna Suggs
Began: 2/1/19

Transportation/Bus Helper
End: 10/27/20
Policy: 3139.01S



MEMORANDUM OF UNDERSTANDING

Elkhart Community Schools

Elkhart, IN

and

PHCC-North Central Indiana Association

This Memorandum of Understanding (referred to as "Agreement") is made and entered into this _____ day of _____, 2020, by and between PHCC-North Central Indiana Association (referred to as "PHCC" in this Agreement), and Elkhart Community Schools 2720 California Road, Elkhart, IN 46514 (referred to as "ECS")

Purpose:

The purpose of this Agreement is to make apprenticeship opportunities in plumbing, heating, and cooling available through the community education program operated by ECS ("ECS Community Ed") for the convenience of students. ECS Community Ed has classroom and lab space available and is willing to partner with PHCC to offer apprenticeship education programs at its facility.

The parties listed above in the Memorandum of Understanding agree to the following terms and conditions.

Scope of Agreement:

PHCC and ECS are entering into a partnership to provide increased opportunities for apprenticeship students by allowing PHCC to conduct its apprenticeship training programs at the ECS Community Ed facilities free of rent or fees. The mutual benefits of this partnership are acknowledged by the partnership of the programs described herein.

Expectations:

A PHCC representative will submit a proposed schedule to the Program Manager for Community Education ("Program Manager") ninety (90) days prior to the start of each academic semester. Any exceptions will be negotiated between the appropriate PHCC representative, staff and the Program Manager.

The Program Manager will approve the proposed schedule for each semester. PHCC operates on nine (9) week quarters with two (2) quarters per semester. Once scheduled, classes planned may be cancelled at the discretion of PHCC. PHCC will attempt to make those determinations as promptly as possible to allow ECS Community Ed to seek alternatives. PHCC shall cooperate with ECS Community Ed in all matters concerning classes and facility use.

Terms:

This Agreement shall be for the initial term of one (1) year. Following the initial term, PHCC and ECS may renew this agreement for an additional term of one (1) year by mutual agreement in writing. To be effective, such a renewal document must be signed by both parties at least sixty (60) days before the last day of the then current term of this Agreement. All other terms and conditions of this Agreement are applicable for any renewal term.

Facility Usage:

The parties shall mutually agree upon a dedicated, nonexclusive use area in the Elkhart Area Career Center ("EACC") campus that will be utilized by PHCC to conduct apprenticeship training program. PHCC may use common areas of the EACC including parking spaces. The parties may modify the description of the space to add additional instructional space to expand academic programming at any time during the

term of the agreement. A scheduling committee of ECS Community ED and PHCC staffs will review and establish the usage specifics.

PHCC may install signage both within the facility and on the exterior of the Elkhart Area Career Center premises as agreed to by both parties. PHCC may publicly advertise its program and presence at EACC. PHCC shall have access to the space being used for its apprenticeship training programs in EACC at least thirty (30) minutes before and after each scheduled class.

PHCC Responsibilities:

A. Staffing and Supplies

PHCC will make all arrangements in regards to faculty and supplies for their classes.

B. Students

PHCC will provide, as requested by ECS Community Ed, class lists necessary for creating student computer log-ins and for security purposes. PHCC will communicate to students regarding ECS Community Ed policies, such as parking, non-smoking, and student ID policies. PHCC will enforce its student disciplinary process at the EACC facility.

C. General Liability Insurance Coverage

PHCC agrees to maintain at all times Worker's Compensation for statutory limits as required by law and liability insurance coverage to pay for any damage to EACC property or equipment caused by PHCC employees or students, and to maintain insurance coverage for any liability contractually assumed in defending and indemnifying the ECS from claims and lawsuits. The minimum limits of this coverage will be One Million Dollars (\$1,000,000) per occurrence, Three Million Dollars (\$3,000,000) in the aggregate and One Million Dollars (\$1,000,000) property insurance coverage. PHCC shall provide a certificate of insurance to ECS Chief Financial Officer evidencing such coverages, terms and limits before the commencement date of this Agreement and name ECS as an additional insured.

D. Lab equipment

ECS Community Ed will provide security of all tools and equipment placed by PHCC for the sole purpose of being used for apprenticeship training programs. PHCC has the right to request storage space, and additional space can be provided if mutually agreed upon.

E. All PHCC faculty and employees working in the Elkhart Area Career Center will have a criminal background check and sex offender registry check completed.

Elkhart Area Career Center Responsibilities:

A. Classroom Equipment –

ECS Community Ed shall provide facility and available equipment reasonably necessary for courses offered by PHCC. For purposes of this agreement, reasonable equipment includes TV, video players, data projectors, overhead projectors, and sufficient whiteboard or chalkboard space.

B. Building Access –

ECS Community Ed shall provide staff to open and close the facility for each 8 or 16 week classes in fall and spring semester and each 8 or 10 week classes in summer semester.

C. Custodial Maintenance –

ECS shall provide custodial service, utilities, and other services, including seasonal heating and cooling conducive to productive learning environments, free of charge to PHCC.

D. Parking –

ECS Community Ed will grant PHCC parking spaces by mutual agreement of the parties based on enrollment and staffing by PHCC.

E. Building Closures

ECS Adult Ed will determine when the building must close due to inclement weather, emergencies or public safety concerns and will immediately notify PHCC of those decisions.

F. Technology

ECS Community Ed shall provide computer log-ins and Wi-Fi access for one (1) year to students and faculty in the cohort as an exception group and make available access to PHCC systems. PHCC staff shall work with ECS Community Ed staff as needed to provide access to those systems.

G. Insurance

ECS will maintain property insurance in an amount no less than the replacement cost value of the building and contents, including the space used by PHCC.

The insurance is to be primary and noncontributory except for those events caused by PHCC or their staff or students; it shall include a waiver of subrogation in favor of PHCC; and it shall name PHCC as additional insured to such policies. ECS shall provide a certificate of insurance to ECS evidencing such coverages, terms and limits before the commencement date of this Agreement.

Collaboration and Partnership:

ECS Community Ed and PHCC enter into this agreement with the goal of a strengthened partnership and collaborative training plan increase training options in the region. ECS Community Ed and PHCC would explore opportunities for entry level plumbing, heating, and cooling training to support ECS Community Ed programming in facility maintenance. A planning committee of ECS Community Ed and PHCC staffs will determine program objectives, length of instruction, and placement specifics for proposed programming.

ECS Community Ed will conduct TABE testing with all enrolled PHCC apprentices in the training program. TABE testing is basic level testing in language and mathematics that occurs at the beginning and end of semesters. Results of this testing has no bearing on placement or any negative impact on student

performance. Results are used to identify areas ECS Community Ed may be able to offer additional support to PHCC apprentices.

Care and Maintenance:

ECS is responsible for the structure and exterior of the building and all maintenance and repairs on the building including the space used by PHCC. PHCC shall keep the space in good order and in a clean, sanitary and safe condition.

Joint Responsibilities:

- A. ECS and PHCC to the following mutual indemnity provisions:
 - 1. PHCC agrees to defend and indemnify, including attorney fees, ECS from all claims and lawsuits made against ECS Community Ed incidental to the use of the premises by or acts of PHCC or its employees or agents.
 - 2. ECS agrees to defend and indemnify, including attorney fees, PHCC regarding claims based upon acts of Elkhart Area Career Center or its employees or agents.
- B. ECS Community Ed and PHCC shall meet periodically for planning purposes in determining class offerings and the scheduling of courses.
- C. Both parties agree to comply with all current and future federal, state of Indiana and local laws, rules, regulations, policies or ordinances pertaining to this Agreement.

IN WITNESS WHEREOF, the parties, by their duly authorized representatives, have executed this Memorandum of Understanding as of the dates set forth below their respective signatures, each certifying that all action necessary for the approval hereof has been taken and done.

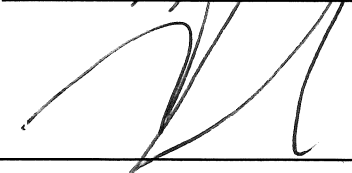
ELKHART COMMUNITY SCHOOLS

By: 

Printed Name: Steve Thalheimer, PhD

Title: Superintendent

Date: 10/1/2020

By: 

Printed Name: Brandon Eakins

Title: Director of Career and Technical Education

Date: 10/1/2020

APPROVED BY BOARD OF SCHOOL TRUSTEES on

_____, 2020

By: _____

Printed Name: Kellie L. Mullins

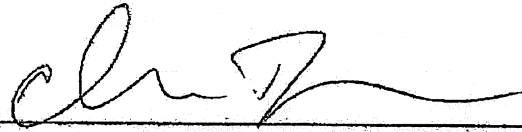
Title: President

By: _____

Printed Name: Roscoe L. Enfield, Jr.

Title: Secretary

PHCC-NORTH CENTRAL INDIANA ASSOCIATION

By:  _____

Printed Name: CHARLES DIPPON

Title: NCIPHCC PRESIDENT

**AGREEMENT BETWEEN ELKHART COMMUNITY SCHOOLS AND
BASHOR HOME OF THE UNITED METHODIST CHURCH, INC.**

This Agreement ("Agreement") is entered into between Elkhart Community Schools ("ECS") and Bashor Home of the United Methodist Church, Inc. ("Bashor"), collectively referred to herein as (the "Parties") on the 16th day of October, 2020.

ECS is a public school corporation organized and existing under the laws of the State of Indiana and is exempt from federal income taxation under Section 115 of the Internal Revenue Code of 1986.

Bashor Home of the United Methodist Church, Inc., is an Indiana nonprofit corporation exempt from federal income taxation under Section 501(a) of the Code as an organization described in Section 501(c)(3) of the Code.

Parties previously entered into an agreement allowing for Bashor to locate and operate Bashor Alternative School Elkhart ("BASE"), on the campus of Bristol Elementary School, 705 Indiana Street, Bristol, Indiana 46507 for approximately thirty-five (35) students in Kindergarten through 8th Grade;

ECS and Bashor wish to continue with this arrangement for the period beginning July 1, 2020 and ending June 30, 2021.

The goal of Parties is to engage the student and their families in a process which will enhance their ability to be successful in public school and in their lives in general.

This goal will be achieved through the following objectives:

- A. Engage the student to increase the student's concern for personal growth and education.
- B. Engage parents to increase their concern for the wellness of their family and to encourage them to become more actively involved in their child's education.
- C. Identify the student/family's strengths and the potential opportunities to achieve desired outcomes.
- D. Evaluate the student's response to various instructional approaches to determine keys to performance improvement.

comply with ordering procedures established by the ECS Food Service Department. ECS Food Service Staff will deliver meals to students enrolled in the Bashor program as well as to Bashor staff. Bashor acknowledges its obligation to at all relevant times abide by both Smart Snacks regulations promulgated by the United States Department of Agriculture and ECS Wellness Policy 8510. Questions regarding compliance with the foregoing should be directed by Bashor to the Director of the ECS Food Service Department.

7. ECS will provide keys, entry codes and swipe access cards to those Bashor employees identified by the BASE Program Director as having the need for the same.
8. Bashor may, in addition to the security cameras previously installed by ECS, add additional security cameras. Bashor acknowledges data gathered by security cameras installed by Bashor may be considered to be an educational record, and as such will take all necessary measures to protect any confidential student information contained in such records.
9. ECS agrees to provide Bashor employees with access to the following ECS electronic resources: PowerSchool, APEX, Canvas, G-Suite for Education¹). Bashor employees with access will be required to sign a document stating they agree to the ECS technology acceptable use policy. These accounts (along with all outside contractor accounts) will expire on June 30th, requiring a new signature each year. Bashor on behalf of its employees acknowledges and agrees to abide by the provisions of Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99), Bashor specifically acknowledges the information contained in education records disclosed by ECS to Bashor can only be used for authorized purposes and Bashor may not re-disclose personally identifiable information obtained from education records to other parties, unless Bashor has specific authorization from ECS to do so and it is otherwise permitted by FERPA.
10. Bashor agrees to comply with all federal and state laws applicable concerning confidentiality, including but not limited to the FERPA as well as the confidentiality provisions set forth in the Individuals with Disabilities Education Act, 20 U.S.C. §1400,

¹ Access to G Suite for Education Applications shall be authorized by this Agreement through December 31, 2020. Bashor will obtain a license for G Suite for Education no later than December 31, 2020, ECS agrees to assist Bashor with its transition to the G Suite for Education under a license held independently by Bashor.

et seq (IDEA). Bashor will ensure all student/family information, records, and documentation is protected and maintained in a safe and secure manner.

11. Bashor agrees all relevant client records, documents, financial records, and census records shall be maintained and made available to ECS upon request.
12. Bashor agrees to keep all financial records in a manner consistent with generally accepted accounting principles.
13. Elkhart Community Schools agrees to pay Bashor in the amount of \$452,063 for services performed by Bashor Children's Home. Original invoices will be sent to Elkhart Community Schools in the total amount of \$452,063 at the beginning of each school year with 9 monthly payments of \$50,229.22 being made within forty-five days of receipt.
14. Bashor shall maintain, at its own cost and expense, with insurance companies currently rated A VIII or better by A.M. Best's Key Rating Guide, insurance insures all operations contemplated by this Agreement. The following required policies shall not be canceled or changed during the term of this Agreement.
 - a. Commercial General Liability Insurance - Limits of \$1,000,000 Per Occurrence and \$2,000,000 Aggregate, bodily injury, property damage and personal injury, on an Occurrence form.
 - b. Sexual Molestation & Abuse Liability Insurance - Limits of \$1,000,000 Per Occurrence and \$1,000,000 Aggregate, on an Occurrence form, cover wrongful acts including but not limited to sexual abuse or molestation. If policy coverage for sexual misconduct is provided on a claims-made, or claims-made and reported basis then, the required policy coverage must be maintained for a period of three years following the termination of this Agreement.
 - c. Commercial Umbrella Liability Insurance - Limits of \$5,000,000 per Occurrence and Aggregate
 - d. Workers' Compensation and Employers Liability Insurance - Statutory and Limits \$500,000 Each Accident for Bodily Injury by Accident; \$1,000,000 Policy Limit for Bodily Injury by Disease; \$1,000,000 Each Employee for Bodily Injury by Disease, in respect of all employees and any borrowed, leased or other persons to whom such compensation may be payable by Bashor.

- e. The insurance policies required by this agreement shall name ECS as an additional insured, and include a waiver of subrogation in favor of ECS.
 - f. Before the start of each policy period, Bashor shall provide ECS with a copy of a certificate of insurance demonstrating compliance with this agreement.
 - g. Bashor shall immediately forward to ECS any notice of cancellation or non-renewal of policies providing coverage under this agreement.
14. Bashor program services will be closed on specified holidays and will be communicated in advance to parents and Elkhart Community Schools.
15. Bashor assures ECS the program offered by Bashor at Bristol Elementary School will be operating at all times in compliance with all Indiana Department of Education guidelines.
16. Bashor commits to conducting criminal history background checks, and using E-Verify to determine the work authorization status of all Bashor employees who are assigned to work with ECS students. Bashor will maintain files to demonstrate compliance with these requirements, with such files to be available for review by Elkhart Schools.
17. To the fullest extent permitted by and in compliance with applicable law, Bashor agrees to protect, defend, indemnify and hold harmless ECS and its employees from and against all damages, liability, losses, claims, suits, actions judgments and expenses, or subrogation's.
18. Governing Law—It is the intention of Parties to this Agreement all suits and special proceedings under this Agreement, be construed in accordance with and governed, to the exclusion of the law of any other forum, by the laws of the State of Indiana, without regard to the jurisdiction in which any action or special proceeding may be instituted.
19. Severability— Should there be a conflict between any provision of this Agreement and applicable laws of the State of Indiana said laws will prevail and such provisions of the Agreement will be amended or deleted as necessary in order to comply with said laws.
20. Modification—This Agreement may be supplemented, amended, or modified only by the mutual agreement of Parties. No supplement, amendment or modification of this Agreement shall be binding unless it is in writing and signed by all parties.

21. Notices—All notices or demands required or desired to be given by either party to the other with respect to this Agreement will be in writing, will be addressed as provided below, and will be:

- a. Delivered personally, in which case the notice or demand will be deemed given and served upon receipt or refusal to accept such notice; or
- b. Sent by a nationally recognized overnight courier service, prepaid or billed to sender, in which case the notice or demand will be deemed given and served upon receipt or refusal to accept receipt. Either party may change its address or add additional parties for receipt of notices by giving notice of such change to the other party in accordance with the provisions of this Section.

To Bashor Home of the United Methodist Church, Inc.:

PO Box 843
Goshen, IN 46527
Attn: CEO

Physical Address: 62226 Co Rd 15, Goshen, IN 46527

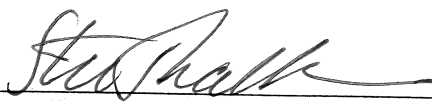
To Elkhart Community Schools:

2720 California Road
Elkhart, Indiana 46514
Attn: Superintendent

22. Entire Agreement—This Agreement constitutes the final agreement between ECS and Bashor related to the operation of alternative education programming at Bristol Elementary School. No representation, promise or inducement has been made by either ECS or Bashor that is not embodied in this Agreement, and neither Bashor nor ECS shall be bound by or liable for any alleged representation, promise or inducement not specifically set forth herein.

23. Duration—This Agreement is entered into by the Parties as of the date first written above, shall be for a term of twelve (12) months, beginning July 1, 2020, and shall expire on June 30, 2021. The Parties agree to meet no sooner than sixty (60) days and no less than forty-five (45) days prior to expiration for the purpose of discussing any extension or renewal of this Agreement.

ELKHART COMMUNITY SCHOOLS

By: 
Superintendent

**BASHOR HOME OF THE UNITED
METHODIST CHURCH, INC.**

By: 
Chief Executive Officer

Approved by Board of School Trustees on: _____

President

Secretary

MEMORANDUM OF UNDERSTANDING
(High Secondary School Virtual Student Loads)

This Memorandum of Understanding (“Memorandum”) between the Elkhart Teachers’ Association, Inc. (“ETA”) and the Elkhart Community Schools (“ECS”) is made on this 22nd day of October 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 compensation for certified teachers employed by ECS.
3. As a result of the COVID-19 pandemic ECS is during the beginning of 2020-2021 school year offering two instructional options for students to choose between: 1) an in-person hybrid model or 2) a full-time online virtual model.
4. As a result of high demand for the full-time online virtual option, the number of students assigned to some teachers is higher than past practice.
5. Due to the burdensome nature of this student load, ECS, through discussion with the ETA, has agreed to provide additional compensation to any 100% online virtual secondary teacher who has student numbers exceeding an average of twenty-nine (29) students for all sections taught by the teacher during a grading period.
6. For each grading period of the first semester, additional compensation in the form of a stipend will be paid as follows:


<i>Average Student Load Numbers by Teacher</i>	<i>Stipend</i>
30 - 40 students	\$750
41 - 50 students	\$1000
51 - 60 students	\$1250
61 students or more	\$1500

7. Each secondary building will submit a formal student count for Tuesday, September 15 and Tuesday, November 10, 2020. This data will be used to determine the stipend payment for each grading period.
8. The stipend for the first grading period will be paid on Friday, November 13, 2020. The stipend for the second grading period will be paid on Friday, December 11, 2020.
9. This agreement does not affect any other terms set forth in the Contract.


ELKHART COMMUNITY SCHOOLS

ELKHART TEACHERS' ASSOCIATION

BY:


District Counsel

BY:


ETA President

Approved by Board of School Trustees on: _____

President

Secretary

Cc: Payroll
Personnel

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

TAX NEUTRALITY RESOLUTIONS

WHEREAS, the School Pension Debt Service Fund has been established for the purpose of budgeting principal and interest payments on the pension bond debt authorized under Indiana Code 20-48-1-2,

WHEREAS, Elkhart Community Schools issued debt pursuant to Indiana Code 20-48-1-2 in June 2006;

WHEREAS, Indiana Code 20-48-1-2 provides that a School Corporation shall reduce the total property tax levy for its Operations Fund in an amount equal to the debt service levy approved for the School Pension Debt Service Fund;

WHEREAS, the Indiana Department of Local Government Finance will determine the total property tax levy reduction amount necessary for the 2021 budget over the course of its budget review process;

THEREFORE, BE IT RESOLVED BY THE BOARD OF SCHOOL TRUSTEES OF ELKHART COMMUNITY SCHOOLS that the Chief Financial Officer is authorized to apply the tax neutrality reduction required under Indiana law to the Operations Fund with the amount to be reported to the Board of School Trustees after it has been approved.

ADOPTED THIS 27TH DAY OF OCTOBER, 2020.

AYE

NAY

BOARD OF SCHOOL TRUSTEES, ELKHART COMMUNITY SCHOOLS

ATTEST: _____, Secretary
Board of School Trustees, Elkhart Community Schools

RESOLUTION TO ADOPT THE 2021
BUS REPLACEMENT PLAN
(20-2305)

This resolution is adopted by the Board of School Trustees of the Elkhart Community Schools, Elkhart, Elkhart County, Indiana:

Whereas a School Bus Replacement Plan has been established; and

Whereas the Board of School Trustees is required under I.C. 20-40-18-9 to adopt a plan with respect to the School Bus Replacement; and

Whereas the Board of School Trustees held a public hearing on the plan on the 13th day of October, 2020, at 2720 California Road, Elkhart, Indiana;

THEREFORE, BE IT RESOLVED, by the Board of School Trustees that the plan entitled School Bus Replacement Plan for the years 2021 through 2025, is hereby incorporated by reference into this resolution, and is adopted as the Board of School Trustees' plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of School Trustees shall submit a certified copy of this resolution (including the adopted plan and the Calculation Worksheet) to the Department of Local Government as required by I.C. 20-40-18-9 for approval.

ADOPTED THIS 27th DAY OF OCTOBER, 2020.

AYE

NAY

BOARD OF SCHOOL TRUSTEES, ELKHART COMMUNITY SCHOOLS

ATTEST: _____, Secretary
Board of School Trustees, Elkhart Community Schools

RESOLUTION TO ADOPT THE 2021
CAPITAL PROJECTS FUND PLAN
(20-2305)

This resolution is adopted by the Board of School Trustees of the Elkhart Community Schools, Elkhart, Elkhart County, Indiana:

WHEREAS, A School Capital Projects Fund has been established; and

WHEREAS the Board of School Trustees is required under I.C. 20-40-18-6 to adopt a plan with respect to the Capital Projects Fund; and

WHEREAS, the Board of School Trustees held a public hearing on the capital projects plan on October 13, 2020, at 2720 California Road, Elkhart, Indiana;

THEREFORE, BE IT RESOLVED, by the Board of School Trustees that the plan for Elkhart Community Schools for the years 2021through 2023 is hereby incorporated by reference into this resolution, and is adopted as the Board of School Trustees' plan with respect to the School Capital Projects Plan.

BE IT FURTHER RESOLVED, that the Board of School Trustees shall submit a certified copy of this resolution (including the adopted plan) to the Department of Local Government as required by I.C. 20-40-18-6 for approval.

ADOPTED THIS 27th DAY OF OCTOBER, 2020.

AYE

NAY

BOARD OF SCHOOL TRUSTEES, ELKHART COMMUNITY SCHOOLS

ATTEST: _____, Secretary
Board of School Trustees, Elkhart Community Schools

ELKHART COMMUNITY SCHOOLS

RESOLUTION TO REDUCE BUDGET

- (Reduce total budget estimate, Budget Form 4B, Line 15 – 2021)
- (Reduces necessary expenditures, Jul 1 – Dec 31, Budget Form 4B, Line 5 – 2020)
- (Reduces Operating Balance, Budget Form 4B, Line 18)
- (Reduces Net Amount to be Raised, Budget Form 4B, Line 11)
- (Reduces Property Tax Rate, Budget Form 4B)

WHEREAS, it may be necessary to make reductions in certain existing appropriations, and reductions in the proposed budget estimate, operating balance, net amount to be raised, and/or tax rates and

WHEREAS, the exact amount of such reductions will be determined through the budget approval process conducted by the Indiana Department of Local Government Finance.

NOW, THEREFORE, BE IT RESOLVED:

- (1) The Chief Financial Officer is authorized to reduce the appropriate lines on Budget Form 4B determined to be necessary through the DLGF budget approval process
- (2) Said reductions are understood to modify figures and amounts referenced in other budget documents, including Budget Form 3 (Notice to Taxpayers), and Budget Form 4 (Resolution for Appropriations and Tax Rates).
- (3) The Chief Financial Officer is directed to report on the amount of reduction(s) at a regular meeting of the Board of School Trustees.

ADOPTED THIS 27TH DAY OF OCTOBER, 2020.

AYE

NAY

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

BOARD OF SCHOOL TRUSTEES, ELKHART COMMUNITY SCHOOLS

ATTEST: _____, Secretary
Board of School Trustees, Elkhart Community Schools

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/21/2020 11:22:55 AM

Ordinance / Resolution Number:

Be it ordained/resolved by the **Elkhart Community Schools** that for the expenses of **ELKHART COMMUNITY SCHOOL CORPORATION** for the year ending December 31, **2021** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **ELKHART COMMUNITY SCHOOL CORPORATION**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Elkhart Community Schools**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Elkhart Community Schools	School Board	10/27/2020

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0022	REFERENDUM FUND - EXEMPT OPERATING - POST 2009	\$5,618,600	\$5,500,000	0.1752
0061	RAINY DAY	\$4,000,000	\$0	0.0000
0180	DEBT SERVICE	\$10,685,733	\$10,000,000	0.3542
0186	SCHOOL PENSION DEBT	\$3,050,515	\$3,500,000	0.1240
0287	REFERENDUM DEBT FUND - EXEMPT CAPITAL - POST 2009	\$1,379,000	\$1,350,000	0.0478
3101	EDUCATION	\$83,770,843	\$0	0.0000
3300	OPERATIONS	\$37,556,615	\$23,750,000	0.8412
		\$146,061,306	\$44,100,000	1.5424

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/21/2020 11:22:55 AM

Name		Signature
Kellie L. Mullins	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Carolyn R. Morris	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Roscoe L. Enfield Jr.	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Babette S. Boling	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Susan C. Daiber	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Douglas K. Weaver	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Troy E. Scott	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
Roscoe L. Enfield Jr.	Secretary	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes No

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes No

Medical Plan Experience

September 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	\$ 545,550	\$ 556,523	\$ (10,973)	\$ 4,935,575	\$ 5,472,595	\$ (537,020)
UMR Rx	\$ 193,467	\$ 162,988	\$ 30,479	\$ 1,480,220	\$ 1,259,167	\$ 221,053
Rx Rebate	\$ (180,479)	\$ (101,671)	\$ (78,808)	\$ (423,595)	\$ (292,411)	\$ (131,184)
Less Amt Above Stop Loss	\$ 13,254	\$ (59,101)	\$ 72,355	\$ 13,254	\$ (67,060)	\$ 80,314
Claim Cost Total	\$ 571,792	\$ 558,739	\$ 13,053	\$ 6,005,454	\$ 6,372,291	\$ (366,837)
Expected Claim Cost	\$ 868,285	\$ 870,050	\$ (1,765)	\$ 7,831,639	\$ 8,078,410	\$ (246,771)
Claims vs. Expected	\$ (296,493)	\$ (311,311)	\$ (1,826,185)	\$ (1,826,185)	\$ (1,706,119)	
Non Claim Costs (administration, clinic, pharmacy, stop-loss)	\$ 195,835	\$ 214,672	\$ (18,837)	\$ 1,753,302	\$ 1,943,695	\$ (190,393)
Total Cost (Claim + Non-claim)	\$ 767,627	\$ 773,411	\$ (5,784)	\$ 7,758,755	\$ 8,315,987	\$ (557,232)
Enrollment	1,027	993		\$ 9,325	9,220	\$ 105
Cost Per Employee Per Month (PEPM)	\$ 747.45	\$ 778.86	\$ (31.41)	\$ 832.04	\$ 901.95	\$ -69.89
Paid Claims Per Employee				\$ 644.02	\$ 691.14	\$ -47.12
						-6.8%