

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

Date: Tuesday, September 22, 2020

Time: Immediately following 7:00 p.m. Regular Board Meeting

Purpose: Reference Indiana Code Section 5-14-1.5-6.1-(b)-

- (6) With respect to any individual over whom the governing body has jurisdiction
- (9) To discuss a job performance evaluation of individual employee

Location: J.C. Rice Educational Services Center
2720 California Road
Elkhart, Indiana 46514



Superintendent of Schools

Posted and Mailed via U. S. Mail,
postpaid, to School Attorney and
News Media on Wednesday,
September 16, 2020 and
electronically delivered to Board
Members on Friday, September 18,
2020.

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

- Date: Tuesday, September 22, 2020
- Time: Immediately following Public Work Session
- Purpose: Reference Indiana Code Section 5-14-1.5-6.1-(b)-
- (2) For discussion of strategy with respect to any of the following:
 - (A) Collective bargaining.
 - (B) Initiation of litigation or litigation that is either pending or has been threatened specifically in writing.
 - (6) With respect to any individual over whom the governing body has jurisdiction.
- Location: J.C. Rice Educational Services Center
2720 California Road
Elkhart, Indiana 46514



Superintendent of Schools

Posted and Mailed via U. S. Mail,
postpaid, to School Attorney and
News Media on Wednesday,
September 16, 2020 and
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Members on Friday, September 18,
2020.

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

September 22, 2020

CALENDAR

| | | | |
|-----|----|-----------------------|--|
| Sep | 22 | 5:30 p.m. | Public Work Session, J.C. Rice Educational Services Center |
| Sep | 22 | immediately following | Executive Session, J.C. Rice Educational Services Center |
| Sep | 22 | 7:00 p.m. | Regular Board Meeting, J.C. Rice Educational Services Center |
| Sep | 22 | immediately following | Executive Session, J.C. Rice Educational Services Center |
| Oct | 13 | 5:30 p.m. | Public Work Session, J.C. Rice Educational Services Center |
| Oct | 13 | 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 – August 25, 2020 – Public Work Session
 - Minutes – August 25, 2020 – Regular Board Meeting
 - Claims
 - Gift Acceptance
 - Fundraisers
 - Conference Leave Requests
 - Personnel Report

E. NEW BUSINESS

Review of the Re-Entry Plan

Memorandum of Understanding – The administration recommends approval of a Memorandum of Understanding between Elkhart Community Schools and the Elkhart Teachers Association regarding High Elementary School Virtual Student Loads.

Resolution – The administration requests adoption of a Resolution authorizing and directing school districts receiving federal financial assistance to effectuate Title IX of the Education Amendments of 1972, as amended.

Permission To Advertise – The Business Office recommends Board approval to advertise the required documents related to the 2021 Budget, CPF and Bus Replacement Plans and to hold a Public Hearing on October 13, 2020.

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

Monthly Insurance Update

F. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

G. ADJOURNMENT

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

Elkhart Community Schools
Elkhart, Indiana

September 8, 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 |
|------------------------|--|---|

Roll Call

| | |
|---------|----------------|
| Absent: | Rodney J. Dale |
|---------|----------------|

| | | |
|--------------------|--|--|
| ECS Staff Present: | Lorrie Bjornstad Lindsey Brander Brenda Kolbe Maggie Lozano | Kevin Scott Sarita Stevens Steve Thalheimer Doug Thorne |
|--------------------|--|--|

The Board was presented a 2021 budget draft review and proposed plans for capital projects and bus replacement by Kevin Scott, Chief Financial Officer. The Board also reviewed the process for managing and tracking COVID-related instances and data.

Topics Discussed

The meeting adjourned at approximately 7:00 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
September 8, 2020

| | | | | | | | |
|--|--|--|---|---------|----------------|--|------------------|
| <p>J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at 7:00 p.m.</p> | <p>Place/Time</p> | | | | | | |
| <table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">Board Members Present:</td> <td style="width: 33%;">Kellie L. Mullins Carolyn R. Morris Roscoe L. Enfield, Jr.</td> <td style="width: 33%;">Babette S. Boling Susan C. Daiber Douglas K. Weaver</td> </tr> <tr> <td>Absent:</td> <td colspan="2" style="text-align: center;">Rodney J. Dale</td> </tr> </table> | Board Members Present: | Kellie L. Mullins Carolyn R. Morris Roscoe L. Enfield, Jr. | Babette S. Boling Susan C. Daiber Douglas K. Weaver | Absent: | Rodney J. Dale | | <p>Roll Call</p> |
| Board Members Present: | Kellie L. Mullins Carolyn R. Morris Roscoe L. Enfield, Jr. | Babette S. Boling Susan C. Daiber Douglas K. Weaver | | | | | |
| Absent: | Rodney J. Dale | | | | | | |
| <p>President Kellie Mullins called the regular meeting of the Board of School Trustees to order.</p> | <p>Call to Order</p> | | | | | | |
| <p>Board Vice President, Carolyn Morris, recited the Elkhart Promise.</p> | <p>The Elkhart Promise</p> | | | | | | |
| <p>Mrs. Mullins discussed the invitation to speak protocol.</p> | | | | | | | |
| <p>By unanimous action, the Board approved the following consent items:</p> | <p>Consent Items</p> | | | | | | |
| <p style="padding-left: 40px;">Minutes – August 25, 2020 – Public Work Session Minutes – August 25, 2020 – Regular Board Meeting</p> | <p>Minutes</p> | | | | | | |
| <p style="padding-left: 40px;">Payment of claims totaling \$5,050,289.70 as shown on the September 8, 2020, claims listing. (Codified File 2021-41)</p> | <p>Payment of Claims</p> | | | | | | |
| <p style="padding-left: 40px;">The following donations made to Elkhart Community Schools (ECS): a 1x Rigid Power Drive 300 pipe threader (owner value of \$3,660) from Michael Boyer and MSC Industrial Supply Company to the EACC for the Precision Machining class; and a custom built computer (owner value of \$1,500) from Steve Watts to the EACC for the Computer Networking class.</p> | <p>Gift Acceptance</p> | | | | | | |
| <p style="padding-left: 40px;">Proposed school fundraisers in accordance with Board policy. (Codified File 2021-42)</p> | <p>Fundraisers</p> | | | | | | |
| <p style="padding-left: 40px;">Extra-curricular purchase request from Elkhart High School’s athletic department to recondition the junior varsity and varsity softball infields in the amount of \$4,200.</p> | <p>Extra-Curricular Purchase</p> | | | | | | |
| <p style="padding-left: 40px;">Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the September 8, 2020 listings. (Codified File 2021-43)</p> | <p>Conference Leave Requests</p> | | | | | | |

Grant submission to the Indiana Department of Education (IDOE) for Digital Learning Capacity Building Grant in the amount of \$100,000. (Codified File 2021-44)

Grant Submissions

Personnel Report

A consent agreement regarding unpaid time for a certified staff member. (Codified File 2021-45)

Consent Agreement

Employment of the following seven (7) certified staff members for the 2020-2021 school year, effective on dates indicated:

Certified Employment

- Travon Curry - special education intern at ESC, 8/25/20
- David Heineman - automotive at EACC, 9/3/20
- Dolly Lozano - special education intern at ESC, 8/31/20
- Benjamin McClintic - health at West Side, 8/25/20
- Anna Miller - science at North Side, 8/31/20
- Allison Schrock - grade 6 at Daly (temp), 8/25/20
- Tammie Thompson - language arts at West Side, 8/10/20

Resignation of the following three (3) certified staff members, effective on dates indicated:

Certified Resignations

- Mary Brown - special education at Monger, 6/3/20
- Crystal Davis - physical education at Pinewood, 9/18/20
- Brenda Estrada - intervention at Monger, 8/20/20

Retirement of the following two (2) certified staff members, effective on dates indicated, with years of service in parenthesis.

Certified Retirement

- Katherine Bueter - grade 2 at Hawthorne, 12/18/20 (38)
- Cheryl Waggoner - director of Human Resources, 6/30/21 (34)

Employment of classified employee, Nathaniel Blodgett, mechanic at Transportation, effective 8/25/20.

Classified Employment

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

Classified Resignations

- Floyd Meherg - bus helper at Transportation, 8/25/20
- Georgiana Miller - bus helper at Transportation, 9/1/20
- Mara Scott - paraprofessional at Bristol, 8/11/20

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

Classified Leave

- Jacques Black - social worker at Roosevelt, beginning 9/17/20 and ending 6/4/21
- Irenna Coleman - food service at EHS West, beginning 9/1/20 and ending 10/1/20
- Jocelyn Gordon - food service at EHS West, beginning 8/26/20 and ending 9/18/20

Robert Gray, food service at Pierre Moran, beginning 8/24/20 and ending 9/29/20
 Haley Kidder - bus driver at Transportation, beginning 9/2/20 and ending 9/18/20
 Cheyenne Magyar - bus driver at Transportation, beginning 8/27/20 and ending 1/4/21
 Christina Miller - bus driver at Transportation, beginning 8/25/20 and ending 10/1/20
 Kelsey Rockstroh - registered nurse at Feeser, beginning 10/12/20 and ending 10/21/20

Reassignment of the following two (2) classified employees to certified positions: Travon Curry, special ed intern at Exceptional Learners; and Dolly Lozano, special ed intern at Exceptional Learners.

Rescission of a resignation for the following two (2) classified employees:
 Beth Porter - food service at Feeser
 Crystal Howard - paraprofessional at Beardsley

Revision to a resignation for classified employee, Shawn Powell, food service truck driver at Commissary, effective 9/4/20.

By unanimous action, the Board approved revisions to the following policies as presented at the August 25th regular Board meeting: Policy 0151 - Proposed Revised Organizational Meeting; Policy 0152 – Officers; Policy 0154 – Motions; Policy 0155 – Committees; Policy 0167.2 - Executive Session; and Policy 0171.4 – Treasurer.

By unanimous action, the Board approved the proposed 2021 Board of School Trustees’ meeting calendar, as presented at the August 25th regular Board meeting. (Codified File 2021-46)

By unanimous action, the Board approved and waived second reading of Board Policy 3220.01C – Teacher Appreciation Grants. Doug Thorne, District Counsel/Chief of Staff, noted the only revision is a change to the submission date set by the Indiana Department of Education (IDOE).

Dr. Brad Sheppard, Assistant Superintendent of Instruction and Dr. Mindy Higginson, Director of Elementary Instruction, present the new Teacher Appraisal Plan. The Plan has two main goals: Primary Measure: PLC Goal - will represent the effectiveness of a particular PLC team for which a teacher is a member, and the Secondary Measure: Personal Goal – provides an avenue to represent the impact of a teacher on the performance of students. Both goals focus on either the implementation of processes/performance or student achievement/growth measures. The four domains include: planning and preparation, the classroom environment, instruction, and professional responsibilities.

Reassignments

Rescission of a Resignation

Resignation Revision

Board Policies - Bylaws

2021 School Board Meeting Schedule

Board Policy 3220.01C

Teacher Appraisal Plan

Sarita Stevens, Assistant Superintendent of Student Services, present an update on the SEL/TIC program. The committee is comprised of coordinator, Todd Kelly, Bully Prevention Coordinator; Natalie Bickel, Attendance Officers; Gail Draper, Director of Counseling; Bryan Hammontree, Principal, Elkhart Academy; Matt Garber, Dean of Behavior Support, Hawthorne; Lindsey Brander, Supervisor of Special Programs; Anthony England, Assistant Superintendent of Exceptional Learners; and Ms. Stevens.

SEL/TIC
Program Update

The district goal is for all schools to implement a multi-tiered system of supports plan consisting of coordinated social and emotional learning, trauma-informed care, restorative practices, and positive behavior support as represented by the district PRIDE framework. Schedules activities include: Mrs. Draper has coordinated a series of SEL: Preparing for the Journey Ahead Workshops; Mr. Kelly is coordinating with the Center for Community Justice (CCJ) for training circles; Mrs. Bickel has set team summit days and a presentation to principals in October; and Mr. Hammontree is working on Village to Village, a mentoring program development for Alternative Education students. Programs are in conjunction with Beacon Health, the CCJ, and the Bowen Center.

By unanimous action, the Board awarded the bid for the Freshman Division Construction Projects to Ziolkowski Construction, Inc. of South Bend, Indiana as the lowest and best, most responsive and most responsible bidder. As part of the contract, award of Alternate numbers R1, R2, R3 and R4 were added for a total bid price of \$4,504,000. The project includes the renovation of several areas of the building, including a new Intense Intervention area, a new Young Adult Program area, a new Adult Education area, a new elevator, and replacement of 50% of the existing roofing. (Codified File 2021-47)

Bid Award

An audience member expressed concern in regards to the high ability program and not meeting the needs of her child.

From the
Audience

An audience member suggested making plans for the second semester as soon as possible to allow the guidance department staff plenty of time for scheduling students. Also, suggested keeping the current options available for the benefit of students and staff, and to maintain the current positivity rate.

From the
Audience

Dr. Thalheimer recognized the incredible efforts by the COVID team on the improved communication within the district through the leadership team, weekly newsletter and the Elkhart Teachers' Association.

From the
Superintendent

Dr. Thalheimer recognized the retirement of Cheryl Waggoner, Director of Human Resources, at the end of the 2020-2021 school year with 34 years of service to the district.

From the
Superintendent

Board member, Susan Daiber, recognized how supportive she has found secretaries to be, especially as front line contacts throughout the pandemic.

The meeting adjourned at approximately 8:05 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

From the Board

Adjournment

Signatures



ELKHART AREA CAREER CENTER

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

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

FROM: BRANDON EAKINS BE

DATE: SEPTEMBER 9, 2020

RE: DONATION APPROVAL - EACC

Elkhart Brass has donated miscellaneous Firefighting equipment, including hose shutoffs, tips, gauges and adapters (I have attached a breakdown of the items) with an owner estimated value of \$11,954.50. These items will be used in our Firefightng class and will be very useful as they will be used by students for training purposes.

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:

Chris Martin
Elkhart Brass
1302 W. Beardsley Ave.
Elkhart, IN 46514

ELKHART BRASS EACC DONATION 8/31/2020

| Qty | Description | DONATION VALUE - EACH | DONATION VALUE - TOTAL |
|-----|-------------------------------------|-----------------------------|------------------------------|
| 4 | B-375-GAT WITH 15/16" SHUTOFF | \$ 319.00 | \$ 1,276.00 |
| 4 | B-375-A SHUTOFF | \$ 256.00 | \$ 1,024.00 |
| 4 | DB-375A SHUTOFF | \$ 366.00 | \$ 1,464.00 |
| 1 | B-278 PLAYPIPE SHUTOFF | \$ 569.00 | \$ 569.00 |
| 3 | 4000-14HR 175 @ 50 CHIEF TIP | \$ 328.00 | \$ 984.00 |
| 1 | 187-XD, 7/8" SMOOTH BORE TIP | \$ 79.50 | \$ 79.50 |
| 1 | 250 @ 50 4000-24 CHIEF FOG TIP | \$ 405.50 | \$ 405.50 |
| 3 | 187-A, 15/16" SMOOTH BORE TIP | \$ 79.50 | \$ 238.50 |
| 3 | ST-185-A-IFD INDY STACK SMOOTH BORE | \$ 157.00 | \$ 471.00 |
| 1 | SFM-LPG PHANTOM NOZZLE WITH GRIP | \$ 530.00 | \$ 530.00 |
| 1 | TSM20F SELECT-O-MATIC TIP, 100 PSI | \$ 428.50 | \$ 428.50 |
| 1 | TSM20FLP SELECT-O-MATIC TIP, 75 PSI | \$ 428.50 | \$ 428.50 |
| 1 | TSM30FLP SELECT-O-MATIC TIP, 75 PSI | \$ 514.00 | \$ 514.00 |
| 1 | 282A STREAM SHAPER | \$ 126.50 | \$ 126.50 |
| 1 | ST-194 STACKED TIP | \$ 346.00 | \$ 346.00 |
| 1 | BG104A WATER THIEF W/ GAUGE | \$ 928.00 | \$ 928.00 |
| 1 | B97A 2.5" GATED WYE | \$ 868.50 | \$ 868.50 |
| 1 | B-100-LA 1.5" GATED WYE | \$ 201.50 | \$ 201.50 |
| 1 | B-96A 2.5" BALL VALVE | \$ 537.00 | \$ 537.00 |
| 3 | D327A BELL REDUCER | \$ 107.50 | \$ 322.50 |
| 4 | A-327-A, 1.5" NPSH X NHT ADAPTER | \$ 53.00 | \$ 212.00 |

\$ 11,954.50



ELKHART 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: September 17, 2020

TO: Dr. Steve Thalheimer
Board of School Trustees

FROM: Jacquie Rost, Athletic Director

RE: Donation Approval

We are in receipt of an extracurricular donation in the amount of \$500.00 and \$1,000.00 for the boys' track team. This donation will go towards the purchase of team equipment and other miscellaneous costs associated with this program.

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


The Sarah Crane Foundation
54921 David Drive
Elkhart, IN 46514

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: September 17, 2020

TO: Dr. Steve Thalheimer, Superintendent

FROM: Dr. Bradley Sheppard 

RE: **Conference Leave Requests**
September 22, 2020 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

| 2020 - 2021 CONFERENCES | EXPENSES | SUBSTITUTE |
|---|---|----------------------|
| <p>UNDERSTANDING THE FEDERAL BUDGET, DEBT & DEFICITS AND ECONOMIC HISTORY ONLINE FOR TEACHERS</p> <p>These workshops are aimed at giving instructors additional skill, theory and practice in teaching topics in Economics, particularly, dual credit Micro and Macro Economics. The dual credit Micro and Macro courses place emphasis on real world problem solving and application of theory that is demonstrated in this workshop. In addition, participating in these online workshops will qualify me to go one step further and take graduate credit in economics through the University of Colorado, Colorado Springs. The potential graduate credits have already been approved by Indiana University toward maintaining my certification to each Advance College Project (dual credit) Macro and Micro Economics. The focus of the request are the fees for the online workshops. While the workshops qualify me to move toward graduate credit, those credits will be undertaken at a different time, at my own expense, and are not the focus of this request.</p> <p>Elkhart, Indiana (attendance is virtual)</p> <p>October 6 - December 1, 2020 (0 day's absence)</p> <p align="center">ERIN HARTMAN - ELKHART HIGH SCHOOL WEST (0-0)</p> | <p>\$400.00</p> | <p>\$0.00</p> |
| <p>INDIANA HIGH SCHOOL COUNSELOR ASSOCIATION ANNUAL CONFERENCE</p> <p>I have been selected to present about our School Counseling PLC at this conference. Attending other sessions will benefit our School Counseling program which supports students in Social Emotional, College & Career Readiness, and Academic areas. I will share during department and city wide counselor meetings.</p> <p>Indianapolis, IN <i>*Attendance is subject to local health guidelines*</i></p> <p>November 19 - 20, 2020 (2 day's absence)</p> <p align="center">ALLISON MAKOWSKI - ELKHART HIGH SCHOOL WEST (0-0)</p> | <p>\$684.34</p> | <p>\$0.00</p> |
| | <p><i>Title II, Part A, FY19</i></p> | <p><i>N/A</i></p> |
| | <p><i>Lilly Comp Counseling 2017-20</i></p> | <p><i>N/A</i></p> |
| | <p>\$1,084.34</p> | <p>\$0.00</p> |
| 2020 YEAR-TO-DATE EDUCATION FUNDS | \$9,391.88 | \$1,330.00 |
| 2021 YEAR-TO-DATE EDUCATION FUNDS | \$0.00 | \$0.00 |
| 2020 YEAR-TO-DATE OTHER FUNDS | \$55,736.47 | \$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 | \$65,128.35 | \$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: SEPTEMBER 22, 2020

PERSONNEL RECOMMENDATIONS

CERTIFIED

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

| | |
|-------------------------------|---|
| Caddabra Bernard-Brown | Exceptional Learners/Psychologist |
| Rachel Cason | Daly/Art |
| Jane Farrand | Bristol/Special Education |
| Meaghen Farwig | West Side/Business Technology |
| Carol Gress-Battersby | Exceptional Learners/Diagnostician |
| Samantha Hughey | Pinewood/Grade 6 |
| W Douglas Hunnings | ESC/Elementary Science |
| Michael Pawlak | Elkhart West/Social Studies |

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

| | | | |
|---------------------|---------------------------|----------------------------|--------------------|
| John Sadowey | SWW/Social Studies | 28 Years of Service | Eff: 2/3/21 |
|---------------------|---------------------------|----------------------------|--------------------|

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

| | |
|-------------------|----------------------|
| Jami Young | ESC/Homebound |
| Began: 8/23/04 | Resign: 6/3/20 |

CLASSIFIED

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

Sandra Geers
Began: 8/3/20

Pierre Moran/Custodian
PE: 9/21/20

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

Lauren Ford
Began: 3/12/20

Hawthorne/Paraprofessional
Resign: 9/15/20

Kathleen Loy
Began: 2/5/19

Woodland/Registered Nurse
Resign: 12/18/20

Donna Moore
Began: 8/15/19

Transportation/Bus Driver
Resign: 9/14/20

Jodee Shaw
Began: 8/14/18

Elkhart East/Food Service
Resign: 9/4/20

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

Judy Phelps
Began: 3/6/07

Transportation/Bus Driver
Retire: 9/8/20
13Years of Service

Connie Schneider
Began: 3/25/04

Elkhart East/Food Service
Retire: 9/2/20
16 Years of Service

- b. **Reassignment** – We recommend the approval of reassignment of the following classified employee to certified position:

Jane Farrand

Bristol/Paraprofessional

- c. **Revision** - We recommend the revision of the unpaid leave reported on September 9, 2020, Board Report of the following employee:

Cheyenne Magyar
Began: 9/8/20

Transportation/Bus Driver
End: 1/1/21



- d. **Change to Unpaid Leave** – We recommend a change to an unpaid leave for the following classified employee:

| | |
|-----------------------------|----------------------------|
| Sharmonique McDaniel | West Side/Secretary |
| Began: 8/13/20 | End: 9/18/20 |

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

| | |
|------------------------|---------------------------|
| Jessica Burnham | Osolo/Food Service |
| Began: 2/18/20 | End: 9/22/20 |
| | Policy: 3139.01 |

| | |
|-------------------------|----------------------------|
| Cynthia Johansen | Feeser/Food Service |
| Began: 8/6/15 | End: 9/22/20 |
| | Policy: 3139.01S |

| | |
|-------------------|--|
| Lisa Tyson | Elkhart West~Hawthorne/Food Service |
| Began: 3/9/16 | End: 9/22/20 |
| | Policy: 3139.01S |



MEMORANDUM OF UNDERSTANDING
(High Elementary 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 17 day of September 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, during the beginning of 2020-2021 school year, ECS is 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 100% online virtual elementary teachers who have student numbers exceeding twenty-nine (29).
6. For each grading period of the first semester, additional compensation in the form of a stipend will be paid as follows:

| <i>Total Student Load Numbers By Teacher</i> | <i>Stipend</i> |
|--|----------------|
| 30 - 40 students | \$750 |
| 41 - 50 students | \$1,000 |
| 51 - 60 students | \$1,250 |
| 61 students or more | \$1,500 |

7. Each elementary building will submit a formal student count on 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, October 16, 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:



BY:



September 17, 2020

September 17, 2020

Approved by Board of School Trustees on: _____

President

Secretary

Cc: Payroll
Personnel

**RESOLUTION OF THE ELKHART COMMUNITY SCHOOLS
BOARD OF SCHOOL TRUSTEES**

WHEREAS, 20 U.S.C. § 1681 *et seq.* authorizes and directs school districts receiving federal financial assistance to effectuate Title IX of the Education Amendments of 1972, as amended;

WHEREAS the Board has previously adopted Board Policies 2260, 3122ACS, 3362ACS, and 5517 collectively setting forth prohibitions against harassment, including but not limited to sexual harassment of students, which protects against and authorizes investigation of discrimination on the basis of sex in the District's programs or activities;

WHEREAS, on May 6, 2020, the U.S. Department of Education, Office of Civil Rights, published the final rule amending Title IX regulations at 34 C.F.R. Part 106;

WHEREAS, the amended Title IX regulations are now in effect;

NOW, THEREFORE BE IT RESOLVED, the Board of School Trustee for Elkhart Community Schools hereby implements the provisions of the amended Title IX regulations. The Board implements all aspects of the regulations, including, but not limited to, updated definitions of sexual harassment, equal treatment in responding to complaints of sexual harassment, an objective grievance process, and appropriate notice throughout;

BE IT FURTHER RESOLVED, the clear and convincing standard of evidence will be applied in determining responsibility;

BE IT FURTHER RESOLVED, the Board authorizes its District Counsel/Chief of Staff as Title IX Coordinator to coordinate compliance with the amended regulations. The Coordinator may be contacted at 574-262-5517.

BE IT FURTHER RESOLVED, the Board directs the administration to draft and recommend for approval a permanent policy and procedure implementing the amended regulations.

PASSED AND ADOPTED this 22th day of September, 2020.

President

Vice President

Secretary

Member

Member

Member

Member

ATTEST:

Secretary

Medical Plan Experience

August 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 | \$ 867,656 | \$ 677,601 | \$ 190,055 | \$ 4,390,025 | \$ 4,916,071 | \$ (526,046) |
| UMR Rx | \$ 161,646 | \$ 172,385 | \$ (10,739) | \$ 1,286,754 | \$ 1,096,179 | \$ 190,575 |
| Rx Rebate | \$ - | \$ - | \$ - | \$ (243,116) | \$ (190,740) | \$ (52,376) |
| Less Amt Above Stop Loss | \$ - | \$ (7,959) | \$ 7,959 | \$ - | \$ (7,959) | \$ 7,959 |
| Claim Cost Total | \$ 1,029,302 | \$ 842,027 | \$ 187,275 | \$ 5,433,663 | \$ 5,813,551 | \$ (379,888) |
| Expected Claim Cost | \$ 874,347 | \$ 894,583 | \$ (20,236) | \$ 6,973,081 | \$ 7,208,360 | \$ (235,279) |
| Claims vs. Expected | \$ 154,955 | \$ (52,556) | \$ (1,539,418) | \$ (1,394,809) | \$ (1,394,809) | \$ - |
| Non Claim Costs (administration, clinic, pharmacy, stop-loss) | \$ 201,125 | \$ 221,368 | \$ (20,243) | \$ 1,560,631 | \$ 1,729,023 | \$ (168,392) |
| Total Cost (Claim + Non-claim) | \$ 1,230,427 | \$ 1,063,395 | \$ 6,994,294 | \$ 7,542,575 | | |
| Enrollment | 1,037 | 1,021 | | 8,298 | 8,227 | |
| Cost Per Employee Per Month (PEPM) | \$ 1,186.53 | \$ 1,041.52 | \$ 842.89 | \$ 916.81 | | \$ -8.1% |
| Paid Claims Per Employee | | | \$ 654.82 | \$ 706.64 | | \$ -7.3% |