

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

July 27, 2021

CALENDAR

July	27	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
July	27	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Aug	10	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Aug	10	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Aug	24	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Aug	24	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 – July 13, 2021 – Public Work Session
- Minutes – July 13, 2021 – Regular Board Meeting
- Claims
- Gift Acceptance
- Fundraiser
- Grant Acceptance - EEF
- Extra-Curricular Purchase Request
- Conference Leave Request
- Personnel Report

E. NEW BUSINESS

Board Policy 3421.01A – Professional Staff Contracts and Compensation Plans (Administrators) – The Administration presents proposed revisions to Board Policy 3421.01A – Professional Staff Contracts and Compensation Plan (Administrators), for initial consideration.

Administrative Regulation JEA – School Admissions - The Administration presents proposed revisions to Administrative Regulation JEA – School Admissions for initial review.

Resolution – The Business Office seeks Board adoption of a Resolution for Guaranteed Energy Savings.

Financial Report – Annual Report

Financial Report – January 1, 2021 – June 30, 2021

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

July 13, 2021

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at 6:00 p.m.

Place/Time

Board Members Present:	Roscoe L. Enfield, Jr. Dacey S. Davis Troy E. Scott	Babette S. Boling Kellie L. Mullins Douglas K. Weaver
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Roll Call

ECS Staff Present:	Natalie Bickel Eric Chandler Tony England Lisa Ernsberger Sarah Lehman	Denise Seger Sarita Stevens Steve Thalheimer Doug Thorne
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The Board heard a report on the Core Value Survey comparison data from Superintendent Thalheimer. An update on the strategic planning of the Social Emotional Learning (SEL) Task Force was presented by Assistant Superintendent of Student Services, Sarita Stevens; Assistant Superintendent of Exceptional Learners, Tony England; Sarah Metzler, SEL Consultant, ; Lisa Ernsberger, Director of High Ability; and Natalie Bickel, Supervisor of Student Services/Attendance Officer.

Topics
Discussed

The meeting adjourned at approximately 5:50 p.m.

Adjournment

APPROVED:

Signatures

Roscoe L. Enfield, Jr., President

Babette S. Boling, Member

Dacey S. Davis, Vice President

Kellie L. Mullins, Member

Troy E. Scott, Secretary

Anne M. VonDerVellen, Member

Douglas K. Weaver, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

July 13, 2021

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at 7:10 p.m.			Place/Time
Board Members Present:	Roscoe L. Enfield, Jr. Dacey S. Davis Troy E. Scott	Babette S. Boling Kellie L. Mullins Anne M. VonDerVellen Douglas K. Weaver	Roll Call
Board president, Rocky Enfield, called the regular meeting of the Board of School Trustees to order.			Call to Order
Board vice president, Dacey Davis, recited the Elkhart Promise.			The Elkhart Promise
Mr. Enfield discussed the invitation to speak protocol.			
Mr. Enfield presented a Service to Education award to Susan Daiber for her years of service on the Board. Each member of the Board thanked her and wished her well on future endeavors.			Special Recognition
By unanimous action, the Board appointed Anne VonDerVellen to fill the at-large trustee position.			Appointment
New Board member, Anne VonDerVellen was sworn in. (Codified File 2122-01)			Oath of Office
By unanimous action, the Board approved the following consent items:			Consent Items
Minutes – June 22, 2021 – Public Work Session			Minutes
Minutes – June 22, 2021 – Regular Board Meeting			
Payment of claims totaling \$7,069,435.81 as shown on the July 13, 2021, claims listing. (Codified File 2122-02)			Payment of Claims

The following donations were made to Elkhart Community Schools (ECS): Donations of \$1,000.00 from Heart City Automotive for EHS athletics; \$2,000.00 from Consolidated Metals, Inc. for the EHS boys' soccer program; ETHOS Summer STEM Camp t-shirts from Sound FX Entertaining (Jamie and Mindy Higginson) with a donor value of \$500.00; \$250.00 from Paul and Susan Daiber to the EHS Music apparel; 2 new soccer nets from Lippert Plant 72 for Eastwood; \$1,536.00 from the Hershberger Living Trust of Donald & Marjory Hershberger in support of the Art Café and will to be used to purchase supplies; \$500.00 from Lippert Components for the EHS cheerleading program; and from David and Nancy Smith, \$50,000.00 to the Engineering, Technology and Innovation building fund and \$150,000.00 to the Athletic Renovation to Rice Field and North Side Gym.

Gift Acceptance

Grant: Submission Improving Teacher Quality State Grant from the Indiana Department of Education in the amount of \$1,000.00 for the ETI School of Study (Codified File 2122-03)

Grant

Proposed school fundraisers in accordance with Board policy. (Codified File 2122-04)

Fundraisers

An extra-curricular purchase request from West Side Middle School to purchase a LED wireless scoreboard in the amount of \$5,500.

Extra Curricular Purchase

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the July 13, 2021 listings. (Codified File 2122-10)

Conference Leave Requests

Personnel Report

A consent agreement regarding unpaid time for a certified staff member. (Codified file 2122-05)

Consent Agreement

An agreement on payment compensation for a certified staff member. (Codified file 2122-06)

Separation Agreement

Administrative appointment of the following four (4) certified staff members effective 8/2/21:

Administrative Appointments

Cynthia Bonner - Director of Inclusion at EHS
Frank Kurth - Vice Principal at EHS
Elizabeth Stroven - Assistant Principal at Daly
Matthew Werbiansky - Principal at School of Business and International Relations

<p>Retirement of the following four (4) certified staff members on dates indicated with years of service in parentheses: Scott Asbury - PE at Feeser, 6/6/21 (32) Lawrence Fielstra - counselor at EHS-West, 6/30/21 (23) Virginia Hanson - grade 1 at Bristol, 6/30/21 (31) Janet Riley - business at EHS-East, 6/3/21 (41)</p>	<p>Certified Retirement</p>
<p>Employment of the following eight (8) certified staff members for the 2021-2022 school year, effective 8/9/21: Erica Conley Shannon - science at Human Services William Cunha - ENL at ETI Adriana Largotta - science at HPS Angel Linville - special education at North Side Ruth Sila - special education at West Side Alicia Taylor - grade 3 at Feeser Emily Thomas - art at North Side Caroline Veraldo - grade 4 at Cleveland</p>	<p>Certified Employment</p>
<p>Resignation of the following nineteen (19) certified staff members on dates indicated: Jennifer Andrews - language arts at EHS-West, 6/3/21 Cami Berkey - career readiness at West Side, 6/3/21 Endesha Bonner - PE at Eastwood, 6/3/21 Anne Buckwalter - music at Eastwood, 6/3/21 Jean Clements - language arts at EHS-West, 6/3/21 Itanya Coon Kauffman - science at Pierre Moran, 6/3/21 Stephen Evans - grade 5 at Beardsley, 6/3/21 Ashley Hutchison - grade 2 at Feeser, 6/3/21 Nicholas Kaczynski - health at West Side, 7/6/21 Hannah Kauffman - grade 3 at Feeser, 6/3/21 Angela Kurcharski - ENL at Hawthorne, 6/30/21 Ashley McClintock - grade 2 at Riverview, 6/3/21 Brianna Miller-Priebe - grade 1 at Daly, 6/3/21 Stephanie O'Brien - grade 5 at Feeser, 6/22/21 Steven Robinson, Jr. - special education at Hawthorne, 6/3/21 Eric Shipp - science at EHS-West, , 6/30/21 Madison Smith - grade 2 at Feeser, 6/3/21 Leigh Todd - special education at EACC, 6/3/21 Kaylie VanGalder - math at Pierre Moran, 6/3/21</p>	<p>Certified Resignations</p>
<p>Leave for certified staff member, Amanda Balk, grade 2 at Bristol, beginning 8/9/21 and ending 5/27/22.</p>	<p>Certified Leave</p>
<p>Rescinded resignation for certified staff member, Itanya Coon-Kauffman, science at Pierre Moran.</p>	<p>Rescinded Resignation</p>

<p>Employment of the following six (6) classified employees, effective on dates indicated:</p> <ul style="list-style-type: none"> Susan Anderson - business account mgr at WVPE, 6/25/21 Angela Roby - custodian at EACC, 6/28/21 Kathaleen Stebbins - custodian at Hawthorne, 6/24/21 Heath Wagner - HVAC technician at Building Services, 6/23/21 Quentin Washington - custodian at EHS, 7/8/21 James White - custodian at Pierre Moran, 7/12/21 	<p>Classified Employment</p>
<p>Resignation of the following eight (8) classified employees, effective on dates indicated:</p> <ul style="list-style-type: none"> Alex Allard - custodian at Building Services, 7/9/21 Jacques Black - social worker at Roosevelt, 6/7/21 Brenda Goethals - food service at EHS-West, 6/4/21 Julie Grosser - bus driver at Transportation, 6/3/21 Dinita House-James - paraprofessional at EHS-East, 6/3/21 Victoria Patino - social worker at North Side, 6/7/21 Amanda Rohrer - bus driver at Transportation, 6/3/21 Allison Smith - social worker at Feeser, 6/7/21 	<p>Classified Resignations</p>
<p>The Board was presented proposed revisions to Administrative Regulation EEA – Student Transportation Services, for review. In response to Board inquiry, Doug Thorne, District Counsel/Chief of Staff, noted the revision changes the secondary students’ walk zone from one and one half miles to two miles as approved at the June 8th regular meeting. Mr. Thorne also noted that the regulation continues to provide exceptions where hazardous conditions exist.</p>	<p>Administrative Regulation EEA</p>
<p>By unanimous action, the Board postponed review of the proposed revisions to Administrative Regulation INB – Procedures for Controversial Issues and Materials. Review of the regulation will take place at the August 10th public work session.</p>	<p>Administrative Regulation INB</p>
<p>By unanimous action, the Board authorized the submission of a School Technology Advancement Account (STAA) petition in the amount of \$229,500. The funds will be used to update the oldest classroom projector systems and licensing. (Codified File 2122-07)</p>	<p>STAA</p>
<p>By a vote of 5 (Mullins, Boling, Scott, Davis, Enfield) – 2 (VonDerVellen, Weaver) the Board adopted a Resolution regarding the Superintendent’s goals for 2021. (Codified File 2122-08)</p>	<p>Resolution</p>
<p>Kevin Scott, Chief Financial Officer, presented the 2022 Budget Timeline for informational purposes to the Board. (Codified File 2122-09)</p>	<p>2022 Budget Timeline</p>
<p>A motion to suspend equity training failed to receive a second.</p>	<p>Failed Motion</p>
<p>A motion to embargo payments to consultants providing equity training failed to receive a second.</p>	<p>Failed Motion</p>

By unanimous action, the Board approved a motion to discuss the Parents Bill of Rights prepared by Indiana Attorney General Todd Rokita at the July 27th public work session and place it on the agenda at a future date.

Parents Bill of Rights

An audience member spoke regarding reading lists and critical race theory.

From the Audience

Board member candidate, Deborah Johnston, congratulated Anne VonDerVellen and thanked the Board for their work.

From the Audience

ETA President, Kerry Mullet, discussed the book *The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma* referenced by Dr. Nancy Michael at a previous meeting and recommended it for continued understanding of social emotional learning.

From the Audience

Various Board members had a discussion regarding training issues.

From the Board

The meeting adjourned at approximately 8:15 p.m.

Adjournment

APPROVED:

Signatures

Roscoe L. Enfield, Jr., President

Dacey S. Davis, Vice President

Troy E. Scott, Secretary

Babette S. Boling, Member

Kellie L. Mullins, Member

Anne M. VonDerVellen, Member

Douglas K. Weaver, Member



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: July 22, 2021

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 for the Volleyball team. This donation will go towards the purchase of training equipment and other miscellaneous costs associated with this program.

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

Ally Teich
53661 Woodfield Lane
Bristol, IN 46507



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
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DATE: July 13, 2021

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 for the Volleyball team. This donation will go towards the purchase of training 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:

Patrick Industries, Inc.
c/o Jason Teich
107 West Franklin St.
P.O. Box 638
Elkhart, IN 46515

School/Organization	Fundraising Activity Description/Purpose	Date(s) of Activity	Date Submitted	Sponsor(s)
Boys Cross Country - EHS	The team will host a Run-A-Thon during practice. The funds collected will be from pledges made from family and friends. The funds raised will pay for team shirts, hats and food at away meets.	9/4/2021	7/19/2021	Adam Homo
	Please note the following fundraisers are presented for confirmation only.			

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

July 19 2021

TO: Dr. Steven Thalheimer
Board of School Trustees

FROM: Kevin Scott

SUBJECT: Extra-Curricular Purchase

The Business Office recommends Board approval of purchase of the following items from extra-curricular funds:

SCHOOL/ACCOUNT	ITEM	AMOUNT
Elkhart Central Athletic Extra-Curricular Fund	Theraguns (2) and 1 Mobile Hydrocollator Unit	\$2,353.69

QUOTATION

Zip Medical Supplies LLC

d/b/a Miotech Sports Medicine Supplies
 2373 Cedar Park Dr
 Holt, MI 48842
 USA
 888-947-6331



Order Number	
1617357	
Order Date	Page
6/23/2021 09:02:32	1 of 1

Quote Expires On: 8/22/2021

Bill To:

Elkhart High School
 2608 California Rd
 Elkhart, IN 46514

Ship To:

Elkhart High School
 2608 California Rd
 Elkhart, IN 46514

574-262-5633

Customer ID: 114410

<i>PO Number</i>	<i>Ship Route</i>	<i>Taker</i>
		ANDREA.GULICK

<i>Quantities</i>					<i>Item ID</i>	<i>Pricing UOM</i>	<i>Unit Price</i>	<i>Extended Price</i>
<i>Ordered</i>	<i>Allocated</i>	<i>Remaining</i>	<i>UOM Unit Size</i>	<i>Disp.</i>	<i>Item Description</i>	<i>Unit Size</i>		
2.00	0.00	2.00	EA		THG-PRO	EA	599.00	1,198.00
				1.0	4th Generation, Theragun PRO	1.0		
1.00	0.00	1.00	ST		CG2302-3	ST	1,000.69	1,000.69
				1.0	SS-2 Mobile Hydrocollator Unit w/6 HotPacs (2ea Std, Cervical, Oversize)	1.0		

Item Note: Item ships by truck - LTL form required

Total Lines: 2

SUB-TOTAL: 2,198.69
TAX: 0.00
FREIGHT: 155.00
AMOUNT DUE: 2,353.69

U.S. Dollars

2021 YEAR-TO-DATE EDUCATION FUNDS	\$18,803.32	\$1,330.00
2022 YEAR-TO-DATE EDUCATION FUNDS	\$5,095.50	\$0.00
2021 YEAR-TO-DATE OTHER FUNDS	\$71,935.26	\$3,040.00
2021 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
2022 YEAR-TO-DATE OTHER FUNDS	\$0.00	\$0.00
2022 YEAR-TO-DATE ADJUSTMENTS	-\$2,547.75	\$0.00
GRAND TOTAL	\$93,286.33	\$4,370.00

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



TO: DR. STEVEN THALHEIMER
FROM: DR. DENISE SEGER
DATE: JULY 27, 2021

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **New Certified Staff** – We recommend the following new certified staff for employment in the 2021-22 school year:

Megan Lemley	Feeser/Grade 2
Jocelyn Padgett	Cleveland/Grade 1
Austin Quick	West Side/Career Readiness
Emily Sparks	Osolo/Grade 6
Agnes Toroczka	Pierre Moran/Math

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

Valeria Priller	Beardsley/Principal	26 Years of Service
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- c. **Administrative Transfer** – The administration recommends confirmation of the following administrative transfer effective August 2, 2021:

Keith Baker	Freshman Division/Assistant Principal
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- d. **Leave** – We recommend the approval of a personal leave of the following employee:

Brooke Patterson	Beardsley/Kindergarten
Begin: 8/9/21	End: 5/27/22

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

Whitney Baird	EHS/Science
To Begin: 8/9/21	Resign: 7/15/21
Kaitlyn Banks	Pinewood/Grade 3
Began: 1/7/19	Resign: 6/3/21

Timothy Borg
Began: 1/18/94

Pierre Moran/Health
Resign: 6/3/21

Tricia Dailey
Began: 8/2/16

Feeser/Grade 3
Resign: 6/3/21

Wendy Goley
Began: 8/13/19

Beardsley/Grade 4
Resign: 6/3/21

Haley Hartle
Began: 2/13/20

Hawthorne/Intervention
Resign: 6/3/21

Maria Hernandez
Began: 8/11/08

Elkhart West/ENL
Resign: 6/3/21

Megan Lewis
Began: 8/13/14

Elkhart West/Language Arts
Resign: 6/3/21

Alexandra Lyon
Began: 8/14/18

West Side/Social Studies
Resign: 6/3/21

Paul McClelland
Began: 8/11/08

Elkhart East/Science
Resign: 6/3/21

Kris Miller
Began: 8/13/14

Elkhart West/Special Education
Resign: 6/3/21

Lindsey Morehouse
Began: 8/14/18

Roosevelt/Grade 2
Resign: 6/3/21

Kristine Nass
Began: 8/11/08

North Side/Language Arts
Resign: 6/3/21

Mark Nowak
Began: 8/1/18

Riverview/Grade 4
Resign: 6/3/21

Corin Sailor
Began: 8/2/16

Elkhart West/Language Arts
Resign: 6/3/21

Emily Sefcheck
Began: 8/10/20

Feeser/Grade 1
Resign: 6/3/21

Katie Smith
Began: 1/8/18

West Side/Math
Resign: 6/3/21

Kaylee Traver
Began: 8/2/16

Hawthorne/Grade 4
Resign: 6/3/21

Julie Williams
Began: 8/4/15

Beardsley/Grade 3
Resign: 6/3/21



CLASSIFIED

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

Jakob Lazzaro
Began: 6/1/21

WVPE/Reporter & Assignment Editor
PE: 7/27/21

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

Maria Gonzalez
Began: 8/19/16

Riverview/Paraprofessional
Resign: 6/3/21

Deborah Grimes
Began: 2/14/20

Pierre Moran/Food Service
Resign: 6/4/21

Haley Kidder
Began: 9/1/17

Transportation/Bus Driver
Resign: 6/3/21

Darcey Mitschelen
Began: 1/4/16

Alternative Education/Program Manager
Resign: 8/27/21

Kelsey Rockstroh
Began: 8/14/18

Woodland/Registered Nurse
Resign: 8/13/21

Traci Thomas
Began: 1/24/11

Food Service/Secretary
Resign: 6/30/21

- c. **Revision** – We recommend the revision of resignation reported on the June 8, 2021, Board Report of the following employee:

Lucas Shirey
Began: 9/2/14

Elkhart East/Custodian
Resign: 6/11/21

- d. **Termination-** We report the termination of the following employee:

Brandy Albright
Began: 2/9/17

Transportation/Bus Driver
End: 7/27/21
Policy: 3139.01s





HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: DR. STEVEN THALHEIMER
FROM DR. DENISE SEGER
DATE: JULY 27, 2021

ADDENDUM TO PERSONNEL REPORT

CERTIFIED

- a. **Administrative Appointment** – The administration recommends confirmation of the following administrative appointment effective August 2, 2021:

Viressa Davis

Pierre Moran/Principal

Book Policy Manual
 Section 3000 Personnel
 Title PROPOSED REVISED PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS (Administrators)
 Code po3421.01A
 Status
 Adopted December 13, 2016
 Last Revised March 10, 2020
 Last Reviewed June 22, 2021

Administrative Salary Schedule

<u>Salary - Low</u>	<u>Salary - High</u>	<u>Position</u>
<u>106,893</u>	<u>130,647</u>	<u>Assistant Superintendent of Exceptional Learners</u>
<u>106,893</u>	<u>130,647</u>	<u>Assistant Superintendent of Instruction</u>
<u>106,893</u>	<u>130,647</u>	<u>Assistant Superintendent of Student Services</u>
<u>106,893</u>	<u>130,647</u>	<u>Chief Operating Officer</u>
<u>105,893</u>	<u>129,426</u>	<u>Chief Financial Officer</u>
<u>105,894</u>	<u>129,426</u>	<u>Director of Elkhart Area Career Center</u>
<u>105,894</u>	<u>129,426</u>	<u>District Counsel/Chief of Staff</u>
<u>105,894</u>	<u>129,426</u>	<u>Executive High School Principal</u>
<u>95,904</u>	<u>117,216</u>	<u>Director of Elementary Curriculum</u>
<u>95,904</u>	<u>117,216</u>	<u>Director of Human Resources</u>
<u>95,904</u>	<u>117,216</u>	<u>Director of Technology</u>
<u>95,904</u>	<u>117,216</u>	<u>Director of Federal Programs</u>
<u>85,914</u>	<u>105,006</u>	<u>Director of Transportation</u>
<u>85,914</u>	<u>105,006</u>	<u>Director of Food Services</u>
<u>93,906</u>	<u>114,774</u>	<u>Elkhart Area Career Center Principal</u>
<u>85,914</u>	<u>105,006</u>	<u>Elementary Principal</u>
<u>93,906</u>	<u>114,774</u>	<u>Middle School Principal</u>
<u>85,914</u>	<u>105,006</u>	<u>Director of Literacy</u>
<u>85,914</u>	<u>105,006</u>	<u>High School Principal School of Study</u>
<u>85,914</u>	<u>105,006</u>	<u>Supervisor of Special Programs</u>
<u>76,923</u>	<u>94,017</u>	<u>Alternative Programs Principal</u>
<u>86,913</u>	<u>106,227</u>	<u>High School Athletic Director</u>
<u>76,923</u>	<u>94,017</u>	<u>Assistant Director of Human Resources</u>
<u>76,923</u>	<u>94,017</u>	<u>Controller</u>
<u>76,923</u>	<u>94,017</u>	<u>Director of Counseling</u>
<u>76,923</u>	<u>94,017</u>	<u>High School Assistant Principal</u>
<u>76,923</u>	<u>94,017</u>	<u>Middle School Assistant Principal</u>
<u>76,923</u>	<u>94,017</u>	<u>Supervisor of Accounting, Audits, and Investments</u>
<u>68,931</u>	<u>84,249</u>	<u>Director of Communication</u>
<u>68,931</u>	<u>84,249</u>	<u>Director of Inclusion</u>
<u>68,931</u>	<u>84,249</u>	<u>Elementary Assistant Principal</u>
<u>68,931</u>	<u>84,249</u>	<u>Principal of School Without Walls/Elementary Academy</u>
<u>68,931</u>	<u>84,249</u>	<u>Supervisor of Student Services/Attendance Officer</u>
<u>68,931</u>	<u>84,249</u>	<u>Director of School Safety, Security, and Risk Assessment</u>
<u>60,769</u>	<u>75,496</u>	<u>High School Assistant Athletic Director</u>

Placement of Newly Employed Administrators on the Administrator Salary Schedule

The Superintendent shall place newly employed administrators on the salary schedule by application of the rubric set forth in the table below:

<u>Hiring Rubric</u>		<u>Column A Times Factor</u>	<u>Column B Possible Points</u>
<u>Education</u>	<u>max 12</u>	<u>2</u>	<u>24</u>
<u>BA with Licensure</u>	<u>5</u>		
<u>MA with Licensure</u>	<u>8</u>		
<u>Ed.S with Licensure</u>	<u>10</u>		
<u>Ph.D with Licensure</u>	<u>12</u>		
<u>Experience</u>	<u>max 15</u>	<u>2</u>	<u>30</u>
<u>0-2 years</u>	<u>0</u>		
<u>3-5 years</u>	<u>5</u>		
<u>6-10 years</u>	<u>10</u>		
<u>10+ years</u>	<u>15</u>		
<u>Environment</u>	<u>max 13</u>	<u>2</u>	<u>26</u>
<u>Coming from District Unlike ECS</u>	<u>4</u>		
<u>Coming from District Like ECS</u>	<u>8</u>		
<u>Coming From ECS</u>	<u>13</u>		
<u>Superintendent Discretion</u>	<u>max 10</u>	<u>2</u>	<u>20</u>
<u>Total Points</u>			<u>100</u>

The points awarded to the incoming administrator in Column B translate to the percentage of the range which would be applied. For example:

The range of salaries for elementary principals may vary by \$19,000 from the lowest possible salary to the highest possible salary for administrators in this category. A newly employed principal may have the following characteristics:

<u>Education</u>	<u>MA = 8 points x 2</u>	<u>16 points</u>
<u>Experience</u>	<u>5 years = 5 points x 2</u>	<u>10 points</u>
<u>Environment</u>	<u>Like Elkhart Schools = 8 x 2</u>	<u>16 points</u>
<u>Discretion</u>	<u>Using no discretion</u>	<u>0 points</u>
	<u>Total Points</u>	<u>42 points</u>

The incoming administrator would then receive a percentage of the total variance between the lowest and highest possible salary equivalent to the points earned. In the example described above, the incoming administrator's initial salary would be \$7,980 above the lowest possible salary for an administrator in that category.

Newly Created Administrative Position

The Superintendent shall obtain approval from the Board of School Trustees prior to creating new administrative positions. Any newly created administrative positions shall be placed onto the administrative salary schedule using the position value matrix developed by enFocus, subject to formal approval by the Board of School Trustees.

Annual Base Salary Amount

Each year, two (2) representatives of the Board, two (2) representatives of the administrative staff, and the Superintendent and Chief Financial Officer shall meet and determine a recommendation to the Board regarding 1) annual base salary, 2) formula for allocation of funds toward base salary, salary range, and fringe benefits, and 3) the funds for performance awards. A school year shall be July 1 through June 30.

Administrative Salary Schedule

Annually, the Superintendent shall recommend and the Board of School Trustees shall set the salaries of administrators employed by the corporation. To determine salary, the Superintendent may assign each administrator to one of the salary ranges set forth below:

<u>Class</u>		
<u>I</u>	<u>\$51,894</u>	<u>\$62,273</u>
<u>II</u>	<u>\$62,273</u>	<u>\$83,030</u>

III	\$83,030	\$94,300
IV	\$93,409	\$108,977
V	\$108,977	\$129,735

~~The Administrative Salary Schedule shall be reviewed periodically by three (3) representatives appointed by the Elkhart Principal's Association, three (3) members appointed by the Board of School Trustees, and the Superintendent. Placement in the salary classification shall be based on the following considerations:~~

- ~~A. Other professional salaries in education~~
- ~~B. Other management salaries in public and private sectors~~
- ~~C. Changes in responsibility for specific assignments~~
- ~~D. Community expectations~~
- ~~E. Available corporation resources~~
- ~~F. Amount of money under the administrator's direction~~
- ~~G. Level of decision making~~
- ~~H. Expertise required~~
- ~~I. Amount of public contact~~
- ~~J. Time commitment~~
- ~~K. Prerequisites~~
- ~~L. Number of days on contract during the school year~~
- ~~M. Compensation rate of administrators in similar positions within the district~~
- ~~N. Other appropriate factors~~

The Superintendent or his/her designee is directed by the Board to conduct a bi-annual analysis of administrative salaries to ensure pay equity exists for those administrators subject to the provisions of this policy.

Salary Ranges, Placement, and Appeal

Annually, the Superintendent, utilizing input from various sources where applicable, will establish a salary for each administrator. Such salary shall be established within the salary range for each position classes on the Administrative Salary Schedule. After establishing such salaries, the Superintendent shall report such recommended salaries to the Board.

An administrator who is not satisfied with their salary placement may schedule a meeting with the Superintendent to discuss his or her concerns.

An administrator employed on a less than a twelve (12) month contract shall be eligible to be reimbursed for up to five (5) days for time worked beyond the term of his or her contract. The rate of pay shall be \$100 per day so long as the reason for working is shown on the list below.

1. Required conference/training attendance
2. Interviewing prospective employees
3. Curriculum work
4. Other, with prior approval of the Superintendent

To receive reimbursement, the administrator must prepare a properly completed payroll form and submit it to the Superintendent for approval. Additional days beyond five (5) may be utilized only with prior approval of the Superintendent.

Length of Administrative Contract

Each administrator who is to continue to be employed shall be recommended by the Superintendent for re-employment. The length of contract may be for a period not to exceed three (3) years with compensation review to be made on an annual basis.

Position Value Matrix

A committee of three (3) administrators appointed by the Superintendent shall utilize the position value matrix, set forth below, in order to make a recommendation to the Superintendent regarding the appropriate placement of any newly created administrative position on the Corporation's Administrative Salary Schedule, and for the reclassification of any currently existing administrative position whenever there has been a substantial change in responsibilities for such position.

Position Value Matrix

Component	Minimal	Low	Medium	High
Expertise and Education <i>(Total Points Available 40)</i>	<p>Position involves complicated procedures, skills, or equipment that are integrated within the overall departmental operation, but does not require much experience</p> <p>Position description indicates a Bachelor's Degree is preferred</p>	<p>Position requires a college level education in a professional or technical field, advanced skills, and a vocational level knowledge of a professional field.</p> <p>Position description indicates a Bachelor's Degree is required but might also require further credentials or certifications.</p>	<p>Position requires college level education in a professional or technical field, broadened by extensive related work experience.</p> <p>Position description indicates a Master's Degree is required.</p>	<p>Position requires professional, technical, or managerial expertise in at least one field, developed through extensive experience, training and education to the point of being an authority in the Corporation.</p> <p>Position description indicates a requirement for education beyond a Master's Degree.</p>
Decision-Making Discretion and Impact <i>(Total points Available 60)</i>	<p>Decisions made by this position usually directly affect the quality, quantity, and timeliness of work produced by this position itself, those closely engaged in related work (work unit), or, at times, by those in different work units. The majority of decisions made by this position relate to how the work should be done (work execution), but some relate to work planning.</p>	<p>Decisions made by this position usually directly affect the success of a major department or school in meeting its objectives. Decisions are roughly balanced between planning and execution.</p>	<p>Decisions made by this position usually directly affect the success of the District in meeting its objectives and mission. The majority of decisions are related to program and resource planning, allocation, and adjustment.</p>	<p>Decisions made in these positions regularly affect the short- and long-term success of the District. Decisions are balanced roughly between those related to strategic plans and program/resource planning and allocation. Effects of decisions are characterized by a high visibility inside and outside the organization.</p>

<p>Interpersonal Relations (Total Points Available 20)</p>	<p>Position requires the normal courtesy and respect for others expected of any employee. Contact is primarily with coworkers and supervisors</p>	<p>Position requires the normal courtesy and respect for others expected of any employee, plus a moderate degree of tact. Contact is with employees, students, and the public on primarily routine requests or inquiries</p>	<p>Position requires more than normal courtesy and respect for others. Position requires sufficient tact and diplomacy to effectively handle regular contact outside of the organization on difficult or sensitive matters; job might alternatively require extensive interaction with students</p>	<p>Position requires, in addition to tact and diplomacy, the ability to persuade and motivate others, both inside and outside the organization, to take desired action. Position is characterized by regular interaction with the Board of Education and the public on complex and highly sensitive matters</p>
<p>Supervision (Total Points Available 20)</p>	<p>Directly supervises non-administrative positions, does not have any direct reports, and/or completes limited work on cross-departmental projects</p>	<p>Directly supervises employees and administrators mainly with "Minimal" Expertise and Education and/or Supervision requirements. Position maintains supervisory capacities consistent with those of Asst. Principals at the Elementary or Middle School Level</p>	<p>Directly supervises employees and administrators mainly with "Low" Expertise and Education and/or Supervision requirements. Position maintains supervisory capacities consistent with those of Elementary/Middle School Principals, or School of Study Principals</p>	<p>Directly supervises administrators, especially those with 1) "Medium" Expertise and Education and/or Supervision requirements, and 2) responsibility for large and complex departments or facilities. Position maintains supervisory capacities consistent to or greater than those of High School Principals</p>
<p>Fiscal Responsibilities (Total Points Available 20)</p>	<p>Position monitors a minimal budget, at most</p>	<p>Position may monitor a small-to-moderate budget</p>	<p>Position monitors a budget comparable to that of an Elementary or Middle School.</p>	<p>Position monitors a budget comparable to that of a High School or of a District</p>

<p>Complexity <i>(Total Points Available 40)</i></p>	<p>Job tasks and conditions are diverse and considerable discretion is allowed and required to accomplish them utilizing a variety of procedures within a framework of general instructions</p>	<p>The work objective and the fundamental principles of the job's discipline (teaching, accounting, social work, personnel, etc.) are the framework within which decisions are made and tasks are accomplished. The job tasks focus on the objective rather than the procedures used</p>	<p>Goals, policies, and Board directives are fairly specific; however, this position must use considerable judgment in determining how to get work done or solve the problem. Job is characterized by rapidly changing issues, problems, and requirements dealing with the matters of significant and strategic importance to the district</p>	<p>Within the framework of general Board policy, strategic planning, and long-range goals, this position is responsible for "pointing the way" by establishing more specific goals and objectives. This position is responsible for initiating changes in Board policy, district priorities, etc. in response to a variety of input from both inside and outside the organization</p>
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SCHOOL ADMISSIONS

A. All Students

Any student enrolling for the first time in any school in the Elkhart Community Schools must submit

1. **Information regarding the student's primary healthcare provider, and the date when the student's most recent physical examination took place**~~report of a physical examination by a physician licensed to practice medicine;~~
2. a disease history;
3. a certified copy of the birth certificate, or if the copy of the birth certificate is unobtainable, other reliable proof of the student's name and date of birth. Such other reliable proof may include hospital records and baptismal and circumcision certificates;
4. the name and address of the school last attended, if any; and
5. a record of immunizations in compliance with Indiana's School Immunization Law and any rules or regulations promulgated by the Indiana Department of Health. The Director of Student Services or Designee shall be responsible for the maintenance and dissemination of current immunization requirements in all school buildings.

The immunization history is required by the first day of school attendance and the other documents within twenty (20) days of enrollment. Should a student be enrolled without an immunization history, the enrollment shall be conditional; the student shall not be allowed to continue attending if an immunization history is not provided to the school within twenty (20) days of enrollment. The school nurse will attempt to help parents or legal guardians have the student in compliance before the twenty (20) days have passed. Proof of these records may be accepted from the previously attended school.

Elkhart Community Schools also recommends that the dental examination form be completed.

B. In General

1. When a physician licensed to practice medicine certifies that a required immunization may be detrimental to the child's health or when the parent indicates in writing a religious objection to such immunization, the requirement will be waived.
2. If any parent, guardian, or person having custody and control of a student is unable to secure the required immunizations the local health department will provide them. Contact the school nurse for assistance with this service.
3. As specified by state law (I.C. 20-33-2-10), if the birth certificate is not provided within 30 days of the student's enrollment or if it appears to be inaccurate or fraudulent, the school shall notify the Indiana clearinghouse for information on missing children.
4. The Elkhart Community Schools requires that the rules of the Indiana High School Athletic Association concerning physical examination of students participating in inter-scholastic athletics be adhered to without exception.
5. The Director of Student Services shall file a written report with the State Board of Health

and the local health officer each school year on all students, grades K through 12, who have and have not completed their immunizations. This report shall be made within sixty (60) days after the enrollment of the children for the first time.

C. Kindergarten

The initial registration of children in kindergarten is held in the spring of each year. The date and place for this annual round-up is announced by the Department of Student Services.

Materials in the form of enrollment cards, information sheets for cumulative records, physical examination forms, medical information sheets and enumeration survey are available from the Department of Student Services to supplement information developed by individual schools.

Children who have reached the age of five (5) on or before August 1 may register for kindergarten.

A child who has not enrolled in a school, but would have been eligible to enter kindergarten at the beginning of the school year, may be enrolled at any time.

D. Grade One

Children who have reached the age of six before August 1 (see policy 5112) or who have completed one full year of public school kindergarten or NCATE (North Central Association Teacher Education) accredited kindergarten may be admitted. The parents of children who attended kindergarten outside the Elkhart Community Schools need to report to the building principal the name and address of the school previously attended and other data which will aid in transferring to Elkhart.

E. Other Grades

A physical examination is recommended prior to the beginning of grade 7 and grade 9 for all students.



BUSINESS OFFICE

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

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

FROM: KEVIN SCOTT

DATE: JULY 27, 2021

SUBJECT: ACCEPTING THE PROPOSAL OF THE QUALIFIED PROVIDER

The Board of School Trustees is asked to accept the proposal of Performance Services Inc. to be the Qualified Provider. This is the subsequent action from Board action taken on June 8th to solicit a project partner that meets EDGAR procurement standards (2 CFR 200.318) for projects at multiple building sites which will be funded by the approved ESSER II program.

The work will focus on improving indoor air quality and ventilation in classrooms and also improving the overall building learning environment in two buildings, Daly Elementary and West Side Middle School. This will be accomplished by replacing antiquated HVAC equipment which will improve control of temperature, humidity and fresh air content as well as increase air turnover in these buildings.

**RESOLUTION
FOR
GUARANTEED ENERGY SAVINGS CONTRACT**

WHEREAS, Elkhart Community Schools (the "School Corporation"), advertised for and received proposals for the 2021 Guaranteed Energy Savings Contract Project;

WHEREAS, the School Corporation desires to accept the proposal of Performance Sevices, Inc. (the "Qualified Provider");

WHEREAS, the Qualified Provider will submit a proposed form of agreement entitled Installation Contract (the "Contract");

NOW, THEREFORE, be it RESOLVED that the Proposal of the Qualified Provider is hereby accepted;

BE IT FURTHER RESOLVED, that the Superintendent, or his designee, of the School Corporation is hereby authorized, empowered and directed to finalize the Contract, following review of legal counsel, for a budget of not to exceed funding from ESSER II of \$6,400,000.00, and that the President and Secretary of the Board of Trustees of the School Corporation are hereby, authorized, empowered and directed to sign on the School Corporation's behalf the Contract and any addenda, schedules, notes, or other instruments issued under the provisions of the Contract and any other instrument or document which may be necessary or expedient in connection with the provisions of the Contract.

Passed and adopted this 27th day of July, 2021.

Aye:

Nay:

ATTEST:

Secretary

Annual Financial Report

County Number 20
School Corporation Number 2305
School Corporation Name Elkhart Community Schools

Any questions regarding this report should be directed to:

Contact Person's Name Kevin Scott
Title Chief Financial Officer
Telephone Number 574-262-5500

When emailing the Annual Financial Report to the Department of Education, attach this cover sheet.

Receipts Comparisons
Calendar Year 2020

Receipt Accounts	2020 Approved Budget Receipts	2020 Actual Receipts
<u>EDUCATION FUND</u>		
1000 Local Sources	\$ 757,000.00	\$ 648,790.27
2000 Intermediate Sources	-	-
3000 State Sources	85,645,907.00	84,914,267.55
4000 Federal Sources	-	-
5000 Other Financing Sources	-	-
6000 Other Items	10,000.00	-
TOTAL	\$ 86,412,907.00	\$ 85,563,057.82
<u>REFERENDUM FUND</u>		
1000 Local Sources	\$ 5,044,729.00	\$ 5,046,753.96
TOTAL	\$ 5,044,729.00	\$ 5,046,753.96
<u>DEBT SERVICE FUND</u>		
1000 Local Sources	\$ 8,851,761.00	\$ 9,043,769.13
TOTAL	\$ 8,851,761.00	\$ 9,043,769.13
<u>RETIREMENT/SEVERANCE BOND FUND DEBT SERVICE FUND</u>		
1000 Local Sources	\$ 3,334,349.00	\$ 3,392,539.89
TOTAL	\$ 3,334,349.00	\$ 3,392,539.89
<u>EXEMPT DEBT SERVICE FUND</u>		
1000 Local Sources	\$ 1,269,084.00	\$ 1,297,232.19
TOTAL	\$ 1,269,084.00	\$ 1,297,232.19
<u>OPERATIONS FUND</u>		
1000 Local Sources	\$ 23,131,114.00	\$ 20,024,438.00
2000 Intermediate Sources	530.00	530.04
3000 State Sources	14,000.00	-
4000 Federal Sources	-	-
5000 Other Financing Sources	10,900,000.00	10,921,088.04
6000 Other Items	30,000.00	12,000.00
TOTAL	\$ 34,075,644.00	\$ 30,958,056.08

Receipt Accounts	2020 Approved Budget Receipts	2020 Actual Receipts
RAINY DAY FUND		
5000 Other Financing Sources	\$ -	\$ 1,500,000.00
TOTAL	\$ -	\$ 1,500,000.00
GRAND TOTAL	\$ 138,988,474.00	\$136,801,409.07

Expenditures Comparisons
Calendar Year 2020

Expenditure Accounts	2020 Approved Budget Expenditures	2020 Actual Expenditures
<u>EDUCATION FUND</u>		
11000 Instruction/Regular Programs	\$ 46,228,209.26	\$ 46,228,209.26
12000 Instruction/Special Programs	9,986,458.23	9,986,458.23
13000 Instruction/Adult/Continuing Education	164,198.02	164,198.02
14000 Instruction/Summer School	72,466.00	72,466.00
15000 Enrichment Programs	-	-
16000 Remediation	50,302.38	50,302.38
17000 Payments to Governmental Units in State	1,959,375.59	1,959,375.59
21000 Support Services/Pupils	5,354,241.85	5,354,241.85
22000 Support Services/Instruction	2,559,129.64	2,070,279.52
24000 Support Services/School Administration	7,219,620.78	7,219,620.78
25000 Central Services	6,597.60	6,597.60
30000 Operation of Non-instructional Srvcs.	917,533.00	875,457.65
60000 Non-programmed Charges	-	10,921,088.04
TOTAL	\$ 74,518,132.35	\$ 84,908,294.92
<u>REFERENDUM FUND</u>		
11000 Instruction/Regular Programs	\$ 7,490.31	\$ 7,490.31
12000 Instruction/Special Programs	7,358.87	7,358.87
13000 Instruction/Adult/Continuing Education	2,119.59	2,119.59
21000 Support Services/Pupils	62,333.10	62,333.10
22000 Support Services/Instruction	1,752.72	1,752.72
23000 Support Services/General Administration	877.32	877.32
24000 Support Services/School Administration	16,530.64	16,530.64
25000 Central Services	345,220.34	345,220.34
26000 Operation and Maintenance of Plant Srvcs	467,031.06	467,031.06
27000 Student Transportation	3,341,171.97	2,024,168.92
30000 Operation of Non-instructional Srvcs.	806,489.08	806,489.08
40000 Facility Acquisition and Construction	32,814.00	21,950.00
60000 Non-programmed Charges	-	218,196.84
TOTAL	\$ 5,091,189.00	\$ 3,981,518.79
<u>DEBT SERVICE FUND</u>		
50000 Debt Services	\$ 9,454,051.00	\$ 9,183,494.28
60000 Non-programmed Charges	4,763.00	4,763.00
TOTAL	\$ 9,458,814.00	\$ 9,188,257.28

Expenditure Accounts	2020 Approved Budget Expenditures	2020 Actual Expenditures
<u>RETIREMENT/SEVERANCE BOND</u>		
<u>FUND DEBT SERVICE FUND</u>		
50000 Debt Services	\$ 3,044,114.00	\$ 3,044,114.00
TOTAL	\$ 3,044,114.00	\$ 3,044,114.00
<u>EXEMPT DEBT SERVICE FUND</u>		
50000 Debt Services	\$ 1,376,000.00	\$ 1,376,000.00
TOTAL	\$ 1,376,000.00	\$ 1,376,000.00
<u>OPERATIONS FUND</u>		
23000 Support Services/General Administration	\$ 948,527.09	\$ 948,527.09
25000 Central Services	5,410,003.95	5,410,003.95
26000 Operation and Maintenance of Plant Srvcs	11,903,922.42	11,903,922.42
27000 Student Transportation	7,022,320.14	7,022,320.14
30000 Operation of Non-instructional Srvcs.	585,159.17	217,327.70
40000 Facility Acquisition and Construction	5,880,245.55	3,396,233.24
50000 Debt Services	106,303.44	106,303.44
60000 Non-programmed Charges	7,000.00	10,408.43
TOTAL	\$ 31,863,481.76	\$ 29,015,046.41
<u>RAINY DAY FUND</u>		
23000 Central Services	\$ 117,432.71	\$ 117,432.71
60000 Non-programmed Charges	1,882,567.29	1,138,515.85
TOTAL	\$ 2,000,000.00	\$ 1,255,948.56
GRAND TOTAL	\$ 127,351,731.11	\$132,769,179.96

Certified Salary Schedule
in effect June 30, 2021

Career Pathway Schedule A
 2020 - 2021 School Year

Schedule A					
Bachelor's Degree					
Level	Salary	Level	Salary	Level	Salary
1	37,650	51	42,650	101	47,650
2	37,750	52	42,750	102	47,750
3	37,850	53	42,850	103	47,850
4	37,950	54	42,950	104	47,950
5	38,050	55	43,050	105	48,050
6	38,150	56	43,150	106	48,150
7	38,250	57	43,250	107	48,250
8	38,350	58	43,350	108	48,350
9	38,450	59	43,450	109	48,450
10	38,550	60	43,550	110	48,550
11	38,650	61	43,650	111	48,650
12	38,750	62	43,750	112	48,750
13	38,850	63	43,850	113	48,850
14	38,950	64	43,950	114	48,950
15	39,050	65	44,050	115	49,050
16	39,150	66	44,150	116	49,150
17	39,250	67	44,250	117	49,250
18	39,350	68	44,350	118	49,350
19	39,450	69	44,450	119	49,450
20	39,550	70	44,550	120	49,550
21	39,650	71	44,650	121	49,650
22	39,750	72	44,750	122	49,750
23	39,850	73	44,850	123	49,850
24	39,950	74	44,950	124	49,950
25	40,050	75	45,050	125	50,050
26	40,150	76	45,150	126	50,150
27	40,250	77	45,250	127	50,250
28	40,350	78	45,350	128	50,350
29	40,450	79	45,450	129	50,450
30	40,550	80	45,550	130	50,550
31	40,650	81	45,650	131	50,650
32	40,750	82	45,750	132	50,750
33	40,850	83	45,850	133	50,850
34	40,950	84	45,950	134	50,950
35	41,050	85	46,050	135	51,050

Annual Financial Report Sample B

36	41,150	86	46,150	136	51,150
37	41,250	87	46,250	137	51,250
38	41,350	88	46,350	138	51,350
39	41,450	89	46,450		
40	41,550	90	46,550		
41	41,650	91	46,650		
42	41,750	92	46,750		
43	41,850	93	46,850		
44	41,950	94	46,950		
45	42,050	95	47,050		
46	42,150	96	47,150		
47	42,250	97	47,250		
48	42,350	98	47,350		
49	42,450	99	47,450		
50	42,550	100	47,550		

Total Number of certified part-time employees: 0

Total Number of certified full-time employees: 895

Certified Salary Schedule
in effect June 30, 2021

Career Pathway Schedule B							
2020 - 2021 School Year							
Schedule B							
Master's Degree/Dual Credit/National Board Certified/Grandfathered Teachers							
Level	Salary	Level	Salary	Level	Salary	Level	Salary
1	37,650	51	42,650	101	47,650	151	52,650
2	37,750	52	42,750	102	47,750	152	52,750
3	37,850	53	42,850	103	47,850	153	52,850
4	37,950	54	42,950	104	47,950	154	52,950
5	38,050	55	43,050	105	48,050	155	53,050
6	38,150	56	43,150	106	48,150	156	53,150
7	38,250	57	43,250	107	48,250	157	53,250
8	38,350	58	43,350	108	48,350	158	53,350
9	38,450	59	43,450	109	48,450	159	53,450
10	38,550	60	43,550	110	48,550	160	53,550
11	38,650	61	43,650	111	48,650	161	53,650
12	38,750	62	43,750	112	48,750	162	53,750
13	38,850	63	43,850	113	48,850	163	53,850
14	38,950	64	43,950	114	48,950	164	53,950
15	39,050	65	44,050	115	49,050	165	54,050
16	39,150	66	44,150	116	49,150	166	54,150
17	39,250	67	44,250	117	49,250	167	54,250
18	39,350	68	44,350	118	49,350	168	54,350
19	39,450	69	44,450	119	49,450	169	54,450
20	39,550	70	44,550	120	49,550	170	54,550
21	39,650	71	44,650	121	49,650	171	54,650
22	39,750	72	44,750	122	49,750	172	54,750
23	39,850	73	44,850	123	49,850	173	54,850
24	39,950	74	44,950	124	49,950	174	54,950
25	40,050	75	45,050	125	50,050	175	55,050
26	40,150	76	45,150	126	50,150	176	55,150
27	40,250	77	45,250	127	50,250	177	55,250
28	40,350	78	45,350	128	50,350	178	55,350
29	40,450	79	45,450	129	50,450	179	55,450
30	40,550	80	45,550	130	50,550	180	55,550
31	40,650	81	45,650	131	50,650	181	55,650
32	40,750	82	45,750	132	50,750	182	55,750
33	40,850	83	45,850	133	50,850	183	55,850
34	40,950	84	45,950	134	50,950	184	55,950

Annual Financial Report Sample B

35	41,050	85	46,050	135	51,050	185	56,050
36	41,150	86	46,150	136	51,150	186	56,150
37	41,250	87	46,250	137	51,250	187	56,250
38	41,350	88	46,350	138	51,350	188	56,350
39	41,450	89	46,450	139	51,450	189	56,450
40	41,550	90	46,550	140	51,550	190	56,550
41	41,650	91	46,650	141	51,650	191	56,650
42	41,750	92	46,750	142	51,750	192	56,750
43	41,850	93	46,850	143	51,850	193	56,850
44	41,950	94	46,950	144	51,950	194	56,950
45	42,050	95	47,050	145	52,050	195	57,050
46	42,150	96	47,150	146	52,150	196	57,150
47	42,250	97	47,250	147	52,250	197	57,250
48	42,350	98	47,350	148	52,350	198	57,350
49	42,450	99	47,450	149	52,450	199	57,450
50	42,550	100	47,550	150	52,550	200	57,550

Career Pathway Schedule B

2020 - 2021 School Year

Schedule BMaster's Degree/Dual Credit/National Board Certified/Grandfathered
Teachers

Level	Salary	Level	Salary	Level	Salary	Level	Salary
201	57,650	251	62,650	301	67,650	351	72,650
202	57,750	252	62,750	302	67,750	352	72,750
203	57,850	253	62,850	303	67,850	353	72,850
204	57,950	254	62,950	304	67,950	354	72,950
205	58,050	255	63,050	305	68,050	355	73,050
206	58,150	256	63,150	306	68,150	356	73,150
207	58,250	257	63,250	307	68,250	357	73,250
208	58,350	258	63,350	308	68,350	358	73,350
209	58,450	259	63,450	309	68,450	359	73,450
210	58,550	260	63,550	310	68,550	360	73,550
211	58,650	261	63,650	311	68,650	361	73,650
212	58,750	262	63,750	312	68,750	362	73,750
213	58,850	263	63,850	313	68,850	363	73,850
214	58,950	264	63,950	314	68,950	364	73,950
215	59,050	265	64,050	315	69,050	365	74,050
216	59,150	266	64,150	316	69,150	366	74,150
217	59,250	267	64,250	317	69,250	367	74,250
218	59,350	268	64,350	318	69,350	368	74,350
219	59,450	269	64,450	319	69,450	369	74,450
220	59,550	270	64,550	320	69,550	370	74,550
221	59,650	271	64,650	321	69,650	371	74,650
222	59,750	272	64,750	322	69,750	372	74,750
223	59,850	273	64,850	323	69,850	373	74,850

Annual Financial Report Sample B

224	59,950	274	64,950	324	69,950	374	74,950
225	60,050	275	65,050	325	70,050	375	75,050
226	60,150	276	65,150	326	70,150	376	75,150
227	60,250	277	65,250	327	70,250	377	75,250
228	60,350	278	65,350	328	70,350	378	75,350
229	60,450	279	65,450	329	70,450	379	75,450
230	60,550	280	65,550	330	70,550	380	75,550
231	60,650	281	65,650	331	70,650	381	75,650
232	60,750	282	65,750	332	70,750	382	75,750
233	60,850	283	65,850	333	70,850	383	75,850
234	60,950	284	65,950	334	70,950	384	75,950
235	61,050	285	66,050	335	71,050	385	76,050
236	61,150	286	66,150	336	71,150	386	76,150
237	61,250	287	66,250	337	71,250	387	76,250
238	61,350	288	66,350	338	71,350	388	76,350
239	61,450	289	66,450	339	71,450	389	76,450
240	61,550	290	66,550	340	71,550	390	76,550
241	61,650	291	66,650	341	71,650	391	76,650
242	61,750	292	66,750	342	71,750	392	76,750
243	61,850	293	66,850	343	71,850	393	76,850
244	61,950	294	66,950	344	71,950	394	76,950
245	62,050	295	67,050	345	72,050	395	77,050
246	62,150	296	67,150	346	72,150	396	77,150
247	62,250	297	67,250	347	72,250	397	77,250
248	62,350	298	67,350	348	72,350	398	77,350
249	62,450	299	67,450	349	72,450	399	77,450
250	62,550	300	67,550	350	72,550	400	77,550

Extracurricular Salary Schedule
in effect June 30, 2021

B-1. ADDED PAY/EXTRA DUTY		
	INDEX 2020-2021	AMOUNT 2020-2021
BASE	32,059	
SYSTEM-WIDE ASSIGNMENTS		
Academic Dean Stipend	0.12000	3,850
Guidance Coordinator	0.05900	1,895
National Board Certification (\$500 each)		500
Agriculture Department Chair	0.10400	3,335
Cooper Science Lab Coordinator	0.04000	1,285
Athletic Training Coordinator	0.04000	1,285
Science Fair Coordinator	0.04500	1,445
Assistant Science Fair Coordinator	0.02250	725
Science Mentor Coordinator	0.03000	965
MTSS Coordinator	0.08000	2,565
MTSS Team Member	0.04000	1,285
Alternative Programs Lead Teacher	0.14000	4,490
Blind/Low Vision/Braille	0.12000	3,850
Building Level High Ability Coordinator	0.01500	485
District Wellness Coordinator	0.03000	965
Building Wellness Coordinator	0.01500	485
New Teacher Mentor		600
**Contest Advancement		200
Hourly Employment		
Building Rental Manager		14,50
Curriculum Development	0.00090	28,85
Data Coordinator		35.00
Technology Coordinator		35.00
Intramurals		7,25
Health Programs & Other Programs from 8-D-2	0.00100	32,06
Evening High School Coordinator	0.00100	32,06
Homebound or Adult Continuing Education (BS-0 rate on Certified Hiring Schedule)	0.00113	36,23
HIGH SCHOOL ASSIGNMENTS		
Department Chairpersons:		
English	0.12000	3,850
Mathematics	0.11000	3,530
Business, Guidance, Social Studies, Science, Industrial Arts	0.10400	3,335
Art, Home Economics, Media, Physical Education, Health	0.08800	2,825
Special Education	0.12000	3,850
Foreign Language, Music	0.08800	2,825
Athletics		
Cross Country Coach	0.12000	3,850
Cross Country Assistant Coach	0.06000	1,925

Annual Financial Report Sample C

Crew Coach	0.15000	4,810
Assistant Crew Coach	0.07500	2,405
Archery Coach	0.10000	3,210
Assistant Archery Coach	0.05000	1,605
Lacrosse Coach	0.15000	4,810
Lacrosse Assistant Coach	0.07500	2,405
Coed Dive Coach	0.10000	3,210
E-Sports Coach	0.07500	2,405
Unified Track Coach	0.10000	3,210
Unified Track Assistant Coach	0.05000	1,605
Unified Football Coach	0.07500	2,405
Unified Football Assistant Coach	0.03750	1,205
Football Cheerleader Coach	0.15000	4,810
Football JV Cheerleader Coach	0.07500	2,405
Football Freshman Cheerleader Coach	0.07500	2,405
Basketball Cheerleader Coach	0.15000	4,810
Basketball JV Cheerleader Coach	0.07500	2,405
Basketball Freshman Cheerleader Coach	0.07500	2,405
Boys Athletics		
Assitant Basketball Coach	0.15000	4,810
Freshman Basketball Coach	0.10000	3,210
Assistant Football Coach	0.15000	4,810
Freshman Football Coach	0.10000	3,210
Baseball Coach	0.15000	4,810
Assistant Baseball Coach	0.07500	2,405
Freshman Baseball Coach	0.07500	2,405
Track Coach	0.15000	4,810
Assistant Track Coach	0.07500	2,405
Golf Coach	0.10000	3,210
Assistant Golf Coach	0.05000	1,605
Wrestling Coach	0.15000	4,810
Assistant Wrestling Coach	0.07500	2,405
Freshman Wrestling Coach	0.07500	2,405
Swimming Coach	0.15000	4,810
Assistant Swimming Coach	0.07500	2,405
Tennis Coach	0.14000	4,490
Assistant Tennis Coach	0.07000	2,245
Freshman Tennis Coach	0.07000	2,245
Soccer Coach	0.18180	5,830
Assistant Soccer Coach	0.09090	2,915
Freshman Soccer Coach	0.09090	2,915
Girls Athletics:		
Basketball Coach	0.30000	9,620
Assistant Basketball Coach	0.15000	4,810
Swimming Coach	0.15000	4,810
Assistant Swimming Coach	0.07500	2,405
Volleyball Coach	0.15000	4,810
Assistant Volleyball Coach	0.07500	2,405
Freshman Volleyball Coach	0.07500	2,405
Gymnastics Coach	0.15000	4,810
Assistant Gymnastics Coach	0.07500	2,405

Annual Financial Report Sample C

Track Coach	0.15000	4,810
Assistant Track Coach	0.07500	2,405
Golf Coach	0.10000	3,210
Assistant Golf Coach	0.05000	1,605
Softball Coach	0.15000	4,810
Assistant Softball Coach	0.07500	2,405
Freshman Softball Coach	0.07500	2,405
Soccer Coach	0.18180	5,830
Assistant Soccer Coach	0.09090	2,915
Freshman Soccer Coach	0.09090	2,915
Tennis Coach	0.14000	4,490
Assistant Tennis Coach	0.07000	2,245
Freshman Tennis Coach	0.07000	2,245
Athletic-Related Assignments:		
Ticket Manager	0.10000	3,210
Sports Information Director	0.10000	3,210
Athletic Trainer	0.24000	7,695
Supervisor and Instructor of Student Trainers	0.04000	1,285
Supervision Manager	0.06800	2,185
Cheer Block Sponsor	0.03000	965
Booster Club Sponsor	0.03000	965
Non-Athletic Assignments:		
Dual Credit Qualified (\$500 each content area) <i>(using 2022 Higher Learning Commission Stds.)</i>		500
Activities Director	0.11000	3,530
Theatre Director	0.15000	4,810
Assistant Drama Director	0.07500	2,405
Forensics Coach	0.14000	4,490
Assistant Forensics Coach	0.06800	2,185
Speech Coach	0.11000	3,530
Assistant Speech Coach	0.05000	1,605
Mock Trial Coach	0.02000	645
ElkLogic Robotics Coach	0.15000	4,810
ElkLogic Robotics Assistant Coach	0.07500	2,405
Marching Band Color Guard Director	0.12000	3,850
Marching Band Assistant Color Guard Director	0.06000	1,925
Winter Color Guard Director	0.12000	3,850
Winter Color Guard Assistant Director	0.06000	1,925
Pep Band	0.04000	1,285
Marching Band Percussion Director	0.08500	2,730
Marching Band Percussion Assistant Director	0.04250	1,365
Winter Percussion Director	0.10000	3,210
Winter Percussion Assistant Director	0.05000	1,605
Musical Pit Orchestra Director	0.04000	1,285
Musical Vocal Director	0.04000	1,285
Co-Curricular Jazz		
Jazz Choir	0.02500	805
Jazz Band	0.02500	805
Jazz String	0.02500	805
Extra Curricular Jazz		
Jazz Choir	0.05000	1,605

Annual Financial Report Sample C

Jazz Band	0.05000	1,605
Jazz String	0.05000	1,605
Art Café	0.04100	1,315
Move to Stand	0.02000	645
Sigma Beta Upsilon	0.01350	435
Key Club	0.02000	645
Academic Competition Teams (Full Squad Competing Teams)	0.07700	2,470
National Honor Society	0.03000	965
National Honor Society Assistant	0.01500	485
Student Government Sponsor	0.03000	965
Student Government Assistant Sponsor	0.01500	485
Senior Class Sponsor	0.02800	900
Senior Class Assistant Sponsor	0.01400	450
Junior Class Sponsor	0.03500	1,125
Junior Class Assistant Sponsor	0.01750	565
Sophomore Class Sponsor	0.02000	645
Sophomore Class Assistant Sponsor	0.01000	325
Freshman Class Sponsor	0.02000	645
Freshman Class Assistant Sponsor	0.01000	325
MIDDLE SCHOOL ASSIGNMENTS:		
Building Department Chairpersons		
English, Mathematics	0.08800	2,825
Science, Social Studies	0.04700	1,510
Special Education	0.08800	2,825
Art, Home Economics, Industrial Arts, Media, Music, Physical Education/Health	0.03500	1,125
Athletics		
Eighth Grade Basketball Coach	0.10000	3,210
Eighth Grade Assistant Basketball Coach	0.03750	1,205
Seventh Grade Basketball Coach	0.10000	3,210
Seventh Grade Assistant Basketball Coach	0.03750	1,205
Eighth Grade Track Coach	0.05500	1,765
Eighth Grade Assistant Track Coach	0.03750	1,205
Seventh Grade Track Coach	0.05500	1,765
Seventh Grade Assistant Track Coach	0.03750	1,205
Eighth Grade Soccer Coach	0.07500	2,405
Eighth Grade Assistant Soccer Coach	0.03750	1,205
Seventh Grade Soccer Coach	0.07500	2,405
Seventh Grade Assistant Soccer Coach	0.03750	1,205
Eighth Grade Lacrosse Coach	0.07500	2,405
Eighth Grade Assistant Lacrosse Coach	0.03750	1,205
Seventh Grade Lacrosse Coach	0.07500	2,405
Seventh Grade Assistant Lacrosse Coach	0.03750	1,205
Eighth Grade Volleyball Coach	0.07500	2,405
Eighth Grade Assistant Volleyball Coach	0.03750	1,205
Seventh Grade Volleyball Coach	0.07500	2,405
Seventh Grade Assistant Volleyball Coach	0.03750	1,205
Cross Country Coach	0.05500	1,765
Swimming Coach	0.05500	1,765
Football Eighth Grade Cheerleader Coach	0.07500	2,405
Football Seventh Grade Cheerleader Coach	0.07500	2,405

Annual Financial Report Sample C

Basketball Eighth Grade Cheerleader Coach	0.07500	2,405
Basketball Seventh Grade Cheerleader Coach	0.07500	2,405
Boys Athletics		
Eighth Grade Feeder Football Coach	0.10000	3,210
Eighth Grade Feeder Assistant Football Coach	0.05000	1,605
Seventh Grade Feeder Football Coach	0.10000	3,210
Seventh Grade Feeder Assistant Football Coach	0.05000	1,605
Wrestling Coach	0.07500	2,405
Assistant Wrestling Coach	0.03500	1,125
Non-Athletic Assignments:		
Middle School Jazz Band	0.05000	1,605
Middle School Jazz Choir	0.05000	1,605
Middle School Jazz Orchestra	0.05000	1,605
Drama Director	up to 0.05000	550 to 1,605
Yearbook Sponsor	0.03000	965
Debate Coach	0.01000	325
Move to Stand	0.02000	645
Academic Competition (Full Squad Competing Teams)	0.05000	1,605
Robotics Coach	0.05000	1,605
Junior Honor Society	0.01500	485
Student Council	0.01500	485
Science Fair Coordinator	0.01700	550
ELEMENTARY ASSIGNMENTS:		
Athletics		
System-wide Athletic Director	0.24000	7,695
Boys Basketball Coach	0.04850	1,555
Boys Softball Coach	0.02100	675
Boys Track Coach	0.01500	485
Boys Football Coach	0.04850	1,555
Boys Soccer Coach	0.04850	1,555
Boys Volleyball Coach	0.04850	1,555
Lacrosse Coach	0.03200	1,030
Girls Volleyball Coach	0.04850	1,555
Girls Basketball Coach	0.04850	1,555
Girls Softball Coach	0.02100	675
Girls Track Coach	0.01500	485
Girls Soccer Coach	0.04850	1,555
Assistant Basketball Coach	0.02425	780
Assistant Softball Coach	0.01050	340
Assistant Track Coach	0.00750	245
Assistant Football Coach	0.02425	780
Assistant Soccer Coach	0.02425	780
Assistant Lacrosse Coach	0.01600	515
Assistant Volleyball Coach	0.02425	780
Football Cheerleader Coach	0.02500	805
Basketball Cheerleader Coach	0.02500	805
Non-Athletic Assignments:		
Drumming	0.04800	1,540
Safety Patrol Sponsor	0.01700	550
Science Fair Coordinator	0.01700	550
Robotics Coach	0.05000	1,605

Annual Financial Report Sample C

Academic Competition (Full Squad Competing Teams)	0.05000	1,605
Oratorical	0.02400	770
Student Council	0.00750	245
UNIFIED SPORTS		
Special Olympics Coordinator (hourly rate)		7.50
Special Olympics Basketball Coach – Traditional	0.04100	1,315
Special Olympics Middle/Elementary School Coach – Unified	0.04100	1,315
ELKHART AREA CAREER CENTER		
Lead teacher at EACC Annex	0.10000	3,210
Vocational Club Coordination Sponsor	0.05000	1,605
Vocational Advisors	0.01500	485
Attendance at State Competition		500
Attendance at National Competition		1,000
Approved Equipment Repair, Maintenance or Procurement (hourly rate)	0.00100	32.06
Guidance Chairperson	0.07000	2,245
National Honor Society Sponsor	0.03000	965
B-2 ADDED PAY/INCLUDED DUTY		
SYSTEM-WIDE ASSIGNMENTS		
6th Grade Band	0.04800	1,540
6th Grade Orchestra	0.04800	1,540
Psychologist	0.06800	2,185
HIGH SCHOOL ASSIGNMENTS		
Boys Football Coach	0.30000	9,620
Boys Basketball Coach	0.30000	9,620
Director of Bands	0.18000	5,775
Lead Band Director Freshman Division	0.13010	4,175
Assistant Band Director	0.09000	2,890
Head Band Director Competitive Marching Band	0.15000	4,810
Assistant Band Director Competitive Marching Band	0.07500	2,405
Director of Orchestras	0.12000	3,850
Lead Orchestra Director Freshman Division	0.10000	3,210
Assistant Orchestra Director	0.06000	1,925
Director of Choirs	0.12000	3,850
Lead Choir Director Freshman Division	0.10000	3,210
Assistant Choir Director	0.06000	1,925
Annual Sponsor	0.10000	3,210
Magazine Sponsor	0.10000	3,210
Media Specialist	0.04700	1,510
MIDDLE SCHOOL ASSIGNMENTS:		
Activities Director	0.17000	5,455
Media Specialist	0.03000	965
Middle School Band	0.10000	3,210
Assistant Middle School Band	0.05000	1,605
Middle School Orchestra	0.10000	3,210
Assistant Middle School Orchestra	0.05000	1,605
Middle School Choir	0.10000	3,210
Assistant Middle School Choir	0.05000	1,605
ELEMENTARY ASSIGNMENTS		
Elementary Music	0.01000	325

Annual Financial Report Sample C

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

Non-certified Employee Classifications
and Range of Pay Rates 2020-2021

Classifications	Range of Pay Rates
I. Instructional and Supplementary Pupil Services	
A. Library Aides	\$9.99 - 14.30
B. Kindergarten Aides	\$9.99 - 14.30
C. Special Education Aides	\$9.99 - 14.30
D. Prime Time Aides	\$9.99 - 14.30
E. Pre-kindergarten/Head Start Aides	\$9.99 - 14.30
F. Technical Assistant	\$14.54 - \$17.63
II. Cafeteria and Food Services	
A. Managers/Head Cooks	\$9.99 - \$19.09
B. School Food Service Director	\$93,409 - \$108,977
C. All Other Food Service Employees	\$8.56 - \$11.91
D. Food Service Truck Driver	\$16.35 - \$19.37
E. Food Service Receiving/Supply	\$16.35 - \$19.37
F. Food Service Support Specialist	\$18.48 - \$25.76
G. Food Service Bids & Commodity Coordinator	\$17.61 - \$27.35
H. Executive Chef & Culinary Event Coordinator	\$17.61 - \$27.35
I. Asst. to the Food Service Director for Secondary Schools	\$18.48 - \$25.76
I. Asst. to the Food Service Director for Elementary Schools	\$18.48 - \$25.76
J. Production Coordinator	\$20.28 - \$23.66
III. Health Services	
A. Nurses	\$33,785 - \$41,758
B. Therapists	\$44,401 - \$65,987
C. Social Workers	\$31,775 - \$46,396
IV. Office/Clerical/Secretarial	
	\$12.19 - \$21.83
V. Executive/Administrative/Accounting	
A. Buildings and Grounds Director	\$67,135 - \$87,515
B. District Counsel/Chief of Staff	\$105,894- \$129,426
C. Chief Financial Officer, Chief Operating Officer	\$105,893 - \$130,647
D. Supervisor of Accounting, Audits and Investments	\$76,923 - \$94,017
E. Controller	\$76,923 - \$94,017
F. Executive Assistant	\$45,964 - \$55,731

VI. Maintenance/Custodial/Warehouse/Security/Transportation	
A. Building Custodians	\$13.70 - \$20.29
B. Bus Drivers	\$19.93 - \$23.20
C. Other	\$10.56 - \$13.38
D. Asst Supervisor of Transportation	\$24.29 - \$29.92
E. Transportation Route/Driver Coordinator	\$20.28 - \$23.66
F. Transportation Trainer/Dispatcher	\$20.28 - \$23.66
G. Supervisor of Building Services	\$21.33 - \$26.19
H. Head Custodial Pool	\$16.29 - \$19.04
I. Maintenance	\$16.93 - \$19.63
J. Mechanics	\$17.87 - \$29.93
K. Transportation Clerk	\$15.59 - \$17.11
L. Campus Security - I	\$12.53 - \$20.68
M. Campus Security - II	\$14.57 - \$22.72
N. School Security Officer	\$30.87
VII. Computer Services	
A. Support Technician	\$16.89 - \$26.23
B. Service Desk Coordinator	\$16.89 - \$26.23
C. Data Systems Analyst	\$16.89 - \$26.23
D. Manager of Infrastructure Services	\$65,625 - \$96,909
E. Senior Technical Support Manager	\$67,782 - \$98,009
F. Network Administrator	\$46,207 - \$65,625
Telecommunications System Administrator	\$46,207 - \$65,625
Deployment Administrator	\$46,207 - \$65,625
Infrastructure Services Coordinator	\$46,207 - \$65,625
LMS & Student Data Integration Specialist	\$46,207 - \$65,625
Application Developer	\$46,207 - \$65,625
EAS Support Specialist	\$45,307 - \$64,725
Digital Communications Specialist	\$39,234 - \$61,139
Manager of Enterprise Application Services	\$64,725 - \$96,009
VIII. Other	
WVPE Radio Station Manager	\$51,517 - \$90,900
WVPE Radio Station Development Director	\$48,536 - \$72,982
WVPE Radio Station Business Account Manager	\$38,497 - \$71,784
WVPE Radio Station Program Director	\$38,497 - \$58,745
WVPE Radio Station Senior Report and Assignment Editor	\$33,381 - \$48,459
WVPE Radio Station Operations Manager	\$26,930 - \$43,560
WVPE Radio Station Morning Edition Host	\$30,442 - \$47,403
WVPE Radio Station Promotions Manager	\$31,285 - \$46,110
WVPE Radio Station Membership Manager	\$340,377 - \$54,279
WVPE Radio Station Business/Workforce Development Reporter	\$31,470 - \$46,080
WVPE Radio Station Staff Announcer	\$9.72 - \$13.69
WVPE Radio Station Development Assistant	\$11.25 - \$17.82

Annual Financial Report Sample D

Adult/Community Education Non-Contract Teachers	\$32.06*
Building Community Education Coordinator	\$28.23 - \$35.22
Title I/Funded Pupil/Program/Parent Support Person	\$20.25 - \$29.36
Title I/Building Translator/Interpreter	\$20.25 - \$29.36
Title I/Building Translator/Parent Liaison	\$15.94 - \$19.92
School Parent/Community Liaison	\$20.25 - \$29.36
District Translator	\$20.25 - \$29.65
Evening Events Supervisor	\$15.40
Asst. Site Coordinator - 21st Century Community Learning Center	\$14.00
After-School Community Education Organized Activities Leader	\$14.00
After-School Community Education Organized Activities Asst.	\$9.39
Deaf/Hard of Hearing Education Interpreter	\$16.73 - \$30.97
Early College Data Specialist	\$25.00 - \$28.53
EACC Testing Specialist	\$25.00 - \$28.53
21st Century Community Education Program Manager	\$28.83 - \$36.98
Olweus Bullying Prevention Program Coordinator	\$46,475 - \$58,820
Adult and Community Education Program Manager	\$65,525 - \$76,313
Campus Life Coordinator	\$65,625 - \$76,413
Energy and Risk Management Services	\$51,850 - \$72,230
Data and Assessment Manager	\$65,625 - \$76,413
Data Specialist	\$39,234 - \$61,139
Staff Accountant	\$41,660 - \$53,888
School Psychologist Intern	\$37,650
21st Century Community Learning Coordinator	\$2,500 (per person)

Total Number of non-certified full-time employees: 131

Total Number of non-certified part-time employees: 648

Certified Administrative Staff
in effect June 30, 2021

	Lowest Salary	Highest Salary	Average Salary	Number of Personnel
Administrative Staff	70,460.00	180,000.00	98,475.00	57

Student Enrollment
October 1, 2020

Grade Level	Enrollment
Pre-School Ages 0 -2 (PW)	0
Pre-Kindergarten Ages 3 - 5 (PK)	257
Kindergarten	849
Grade 1	927
Grade 2	853
Grade 3	894
Grade 4	874
Grade 5	897
Grade 6	949
Grade 7	962
Grade 8	999
Grade 9	920
Grade 10	886
Grade 11	861
Grade 12	783
Grade 12+/Adult (13)	28
TOTAL	11,939

Assessed Valuation and Tax Rates
Calendar Years 2020 and 2021

	2020	2021
Assessed Valuation	3,321,598,507	3,567,583,339
Tax Rate - Education Fund	N/A*	N/A*
Tax Rate - Referendum Fund	0.1204	0.1315
Tax Rate - Debt Service Fund	0.2463	0.2803
Tax Rate - Retirement/Severance Bond Debt Service F	0.0885	0.0842
Tax Rate - Operations Fund	0.5973	0.5811
Tax Rate - Exempt Debt Service Fund	0.0300	0.0279

Payments in Excess of \$2,500 Made to Vendors
Calendar Year 2020

Vendor Name	Education Fund Amount	Operations Fund Amount	Total Amount
Internal Revenue Service	3,969,250.84	802,689.69	4,771,940.53
Indiana State Teachers'	3,426,271.81	39,683.93	3,465,955.74
Public Employees	1,192,809.53	1,356,882.71	2,549,692.24
Indiana Michigan Power		2,108,644.71	2,108,644.71
Midwest Transit Equipment Inc		1,420,716.78	1,420,716.78
Gibson Insurance Agency Inc		758,053.67	758,053.67
Tepe Sanitary Supply Co		714,236.09	714,236.09
Bashor Children's Home	583,172.09		583,172.09
Indiana HRA Plan	491,487.22	39,432.70	530,919.92
Ceres Solutions Cooperative		374,130.78	374,130.78
ONB Benefits Administrations	130,811.07	228,529.05	359,340.12
KB Mechanical Inc		349,318.16	349,318.16
Lattimer Lawn Care		271,985.00	271,985.00
Delta Dental Plan of Indiana	226,202.59	37,456.98	263,659.57
Cumberland Therapy Services	257,759.27		257,759.27
CIGNA	205,450.87	38,247.43	243,698.30
Goshen Comm Schools	220,689.91	19,732.69	240,422.60
Advanced Imaging	21,899.02	209,953.98	231,853.00
Northern In Public Sv		223,934.29	223,934.29
Two Cubed Solutions LLC		217,318.40	217,318.40
Beacon Health System		200,000.00	200,000.00
CenterPoint		179,764.59	179,764.59
Schwartz Electric Inc		166,874.29	166,874.29
Key Government Finance Inc		164,079.22	164,079.22
Low L L Assoc Inc		163,453.40	163,453.40
City Of Elkhart	190.00	158,337.13	158,527.13
City of Elkhart		144,076.70	144,076.70
PowerSchool Group LLC		136,266.84	136,266.84
Datena Construction Inc		128,192.06	128,192.06
Himco Waste-Away Ser Inc		126,482.79	126,482.79
Emergency Radio Service LLC		124,708.13	124,708.13
Mid-City Supply Co Inc		104,788.66	104,788.66
Indiana Employment Sec Div	81,956.48	19,110.49	101,066.97
Krueger International Inc		95,896.66	95,896.66
Presidio Networked Solutions		92,756.40	92,756.40
Power Brake &		87,624.41	87,624.41
Follett School Solutions Inc	44,042.21	42,998.24	87,040.45
Quinlan & Fabish Music Co	6,588.73	80,232.18	86,820.91
Network Solutions Inc		86,187.90	86,187.90

Annual Financial Report Sample H

Granite Telecommunications LLC		78,781.68	78,781.68
Zonar Systems		77,727.10	77,727.10
Lee Company Inc	15,000.00	57,130.00	72,130.00
Midland Engineering Co Inc		67,037.79	67,037.79
Shoff Security Sers Inc		66,346.70	66,346.70
Kendall Electric Inc		65,927.29	65,927.29
Creative Financial Staffing		65,518.96	65,518.96
C D W-G	636.25	64,439.24	65,075.49
Mackin Educational Resources	64,764.32		64,764.32
Soliant Health	64,642.50		64,642.50
Lindstedt John L	3,284.00	59,972.52	63,256.52
Symmetry Energy Solutions LLC		62,840.06	62,840.06
Whiteford Kenworth		62,505.61	62,505.61
U S Signal Company LLC		61,552.00	61,552.00
Lars Rishaug Painting &		60,125.00	60,125.00
Premium Concrete Services Inc		58,805.90	58,805.90
U.S. Postal Service	32,260.02	24,451.26	56,711.28
Camfil USA Inc		56,503.90	56,503.90
Auto Owners Insurance Co		54,689.00	54,689.00
Transportation Sector		53,898.60	53,898.60
Quill Corporation	48,969.40	3,833.97	52,803.37
Schindler Elevator Corp		50,445.10	50,445.10
School Specialty LLC	16,473.52	33,633.04	50,106.56
Elkhart Clinic LLC		48,067.00	48,067.00
Intrado Interactive Services		43,002.00	43,002.00
Wa-Nee Community Schools	40,108.56		40,108.56
Menards	2,203.13	37,758.11	39,961.24
SUEZ WTS USA Inc		39,468.00	39,468.00
Jones Petrie Rafinski Corp		39,437.50	39,437.50
Pemberton Davis		38,937.56	38,937.56
Mc Allister Fire and Sound		38,548.45	38,548.45
Collision Repair Systems Inc		37,958.74	37,958.74
Frontline Technologies		35,452.11	35,452.11
Zendesk Inc		35,319.89	35,319.89
Core Medical Group	34,857.30		34,857.30
Monteith's Best-One-Goshen		33,948.21	33,948.21
Long's Lock Shop		33,472.20	33,472.20
Elkhart County Treasurer		31,185.00	31,185.00
Hydronic & Steam Eq Co		30,542.57	30,542.57
Heart City Automotive		28,608.00	28,608.00
OverDrive Inc	28,000.00		28,000.00
Standard For Success LLC		27,648.00	27,648.00
Central Michigan Paper	77.20	27,493.40	27,570.60
Markel Insurance Company		27,199.63	27,199.63
Advanced Medical Personnel	26,637.64		26,637.64
Star Flooring		26,500.00	26,500.00

Annual Financial Report Sample H

Greater Elkhart Chamber	20,050.00	5,931.00	25,981.00
Fulcrum Management Solutions		25,200.00	25,200.00
Superior Groundcover Inc		23,850.00	23,850.00
Electronic Strategies Inc		23,756.55	23,756.55
DRTY LLC		23,715.88	23,715.88
Big B's Tree Service		23,320.00	23,320.00
Weber Psychoeducational Assmt	22,540.00		22,540.00
Maxim Healthcare Staffing	22,501.28		22,501.28
Piano Market Plus Inc		22,319.00	22,319.00
Grainger W W Inc		21,934.22	21,934.22
Lewandowski Emily M	21,681.89		21,681.89
P & H Services		21,636.50	21,636.50
Tools of the Mind Inc	21,500.00		21,500.00
Bell Techlogix		21,456.77	21,456.77
Cogent Communications Inc		21,132.27	21,132.27
Unity School Bus Parts		20,811.01	20,811.01
Chase Industrial Controls		20,625.90	20,625.90
Geers Forklift Service/Repair		19,939.57	19,939.57
N C S Pearson Inc	19,681.47		19,681.47
Griffen P & H Inc		19,677.49	19,677.49
Barnes & Thornburg LLP		19,667.15	19,667.15
Technology Contracting		19,037.57	19,037.57
Voice Data Systems LLC		18,827.75	18,827.75
N E A LLC	3,248.53	15,526.27	18,774.80
Frontier		18,749.84	18,749.84
Novak-Roberts Frances		18,675.00	18,675.00
Yoder Oil Company		18,663.29	18,663.29
BMO Harris Bank	2,151.75	16,257.18	18,408.93
Discovery Education Inc	18,000.00		18,000.00
I D N H Hoffman Inc		17,645.71	17,645.71
Wildman Business Group		17,448.38	17,448.38
Adtech Systems Inc		17,100.00	17,100.00
Lifeline Youth Ministries	16,761.50		16,761.50
Bugsy's Elkhart		16,590.00	16,590.00
Project Lead the Way	16,401.80		16,401.80
Marcia Brenner Associates LLC		16,200.00	16,200.00
Demco Inc	16,173.30		16,173.30
Harper Nancy N	15,941.09		15,941.09
Selking International &		15,409.51	15,409.51
Constantine Flooring Center		14,894.33	14,894.33
Van Eck Stacey	14,749.90		14,749.90
Lake City Bank	929.79	13,785.08	14,714.87
Crossing National The Inc	14,690.84		14,690.84
Grove Iverson C		14,580.00	14,580.00
Lochmandy Mtr Sales Inc		14,407.41	14,407.41
Fox Fire Safety Inc		14,327.68	14,327.68

Annual Financial Report Sample H

Concord Community Schools	14,086.78		14,086.78
Blick Art Materials	13,957.96		13,957.96
SecureW2		13,190.00	13,190.00
T K Miller Group Inc		12,935.00	12,935.00
A-One Signs & Graphics	284.00	12,526.03	12,810.03
Educational Furniture		12,720.00	12,720.00
Center for Community Justice		12,650.00	12,650.00
Elkhart Education Foundation	12,500.00		12,500.00
Damar Services Inc	12,378.75		12,378.75
Taylor Blackburn & Joy		12,267.59	12,267.59
Rainbow Irrigation Inc		11,954.78	11,954.78
School Health Corporation	11,939.80		11,939.80
Glass Doctor		11,525.38	11,525.38
Kimball Midwest		11,334.99	11,334.99
Sonova USA Inc	11,193.97		11,193.97
Kerlin Bus Sales		11,006.75	11,006.75
Capitol Consulting Solutions		11,000.00	11,000.00
North Side Service Center		10,991.28	10,991.28
Shug and Sons LLC		10,639.17	10,639.17
Nasco	10,398.52		10,398.52
Ridge Company		10,370.42	10,370.42
Energy Harness Corporation		10,340.20	10,340.20
Amazon Capital Services	1,303.11	9,017.30	10,320.41
Pioneer Manufacturing Company		9,759.15	9,759.15
M S D Of Wabash County	9,473.01		9,473.01
Thermo King Midwest		9,439.27	9,439.27
Vernier Software	9,189.92		9,189.92
Baker Tilly Municipal		9,187.50	9,187.50
Open Storage Solutions Inc		9,092.00	9,092.00
Hicks Stephen Alan		8,958.40	8,958.40
Humanex Ventures LLC		8,900.00	8,900.00
186 Elkhart Truth		8,834.02	8,834.02
C & C Electric Motors LLC		8,759.42	8,759.42
Bristol Municipal		8,736.58	8,736.58
4 T Door Systems Inc		8,607.00	8,607.00
Dell Marketing L P		8,449.33	8,449.33
LinkedIn Corp		8,387.50	8,387.50
PentaVision Communications Inc	8,335.70		8,335.70
Savvas Learning Company LLC	8,200.00		8,200.00
Campagna Academy Inc	8,189.49		8,189.49
Quadient		8,116.20	8,116.20
Rollie Williams Paint		7,919.09	7,919.09
UniFirst Corporation Loc 099		7,844.99	7,844.99
Indiana School Boards Assoc		7,830.00	7,830.00
Kajeet Inc		7,686.02	7,686.02
DISA Global Solutions INC		7,660.47	7,660.47

Annual Financial Report Sample H

Abes Plumbing Company Inc		7,225.00	7,225.00
C A R E S Inc		7,000.00	7,000.00
Sweetwater Sound	6,979.66		6,979.66
Mammolenti Cathy	6,860.00		6,860.00
Ethos Inc	6,045.00	750.00	6,795.00
MapleNet Wireless		6,630.00	6,630.00
Alphagraphics	5,123.13	1,358.20	6,481.33
Praxair Distribution Inc		6,411.86	6,411.86
Medical Communication (MCA)	6,400.00		6,400.00
Formlabs Inc	6,360.98		6,360.98
Shambaugh & Sons Inc		6,116.60	6,116.60
Motor Electric Inc		6,115.28	6,115.28
Schuell Fence Co		6,099.24	6,099.24
Fleetsoft LLC		6,089.55	6,089.55
Background Investigation		6,077.30	6,077.30
Ward's Natural Science Est	6,049.97		6,049.97
Jostens Inc	6,018.06		6,018.06
Vala Marketing LLC		6,000.00	6,000.00
Accu Weather Inc		5,862.00	5,862.00
Days Corporation		5,694.58	5,694.58
LeRoy's Collision Center Inc		5,678.00	5,678.00
BAM Mascots Inc		5,650.00	5,650.00
Indy Translations LLC	5,545.00		5,545.00

Statement of Indebtedness
Calendar Year 2020

Indebtedness	Principal Outstanding
Temporary Loans	
School Bonds	
Emergency Loans	
School Bus Loans	
Holding Company - Public and Private	\$ 62,929,875.00
Veterans' Memorial Loans	
Common School Loans	7,750,292.36
Indiana Bond Bank/Anticipated Notes	
Retirement/Severance Bond Debt	18,035,000.00
Bank Loans or DLGF Approved Debt	
Qualified School Construction Bonds (ARRA)	
Qualified Zone Academy Bonds (ARRA)	
Other:	
Other:	
TOTAL	\$ 88,715,167.36
Outstanding Encumbrances - All Funds (Include purchase orders, vendor contracts, letters of commitment, leases)	\$ 4,450,103.83

Annual Financial Report Certification

I hereby certify that the annual financial report is true and accurate in every respect to the best of my knowledge and belief. I further certify that all contracts, vouchers, and bills for all payments made by the school corporation are in its possession and open to public inspection.

Date _____ Signature _____

Secretary, Board of School Trustees

School Corporation Name

Street Address

City, State, and Zip Code

ACCOUNT BALANCES/INVESTMENT DETAIL
June 2021

CASH:

Petty Cash	\$	500.00
Lunch Change Fund		2,010.00

BANK ACCOUNTS:

Teachers Credit Union	\$	2,968,544.37
Lake City Bank – Accounts Payable		(600,681.29)
Lake City Bank – Payroll Account		(14,450.03)
Lake City Bank – Flex Account		72,793.87
Lake City Bank – Merchant Account		-
Lake City Bank – Prepaid Lunch		139,796.52
Lake City Bank – Deposit Account		37,039,683.73
Lake City Bank – Book Rental		83.75
Chase Bank – Book Rental		6,513.25
BMO Harris Bank (UMR insurance)		407,420.00

INVESTMENTS:

Certificate of Deposit	-
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\$ 40,022,214.17

Medical Plan Experience

June 2021

	<u>Cur Mo</u>	<u>Cur Mo</u>	<u>Pr Yr</u>	<u>Chg</u>	<u>YTD Cur</u>	<u>YTD Pr</u>	<u>Chg</u>
UMR Medical	\$ 545,045	\$ 581,039	\$ (35,994)	\$ 4,033,550	\$ 2,918,576	\$ 1,114,974	
UMR Rx	\$ 173,539	\$ 184,464	\$ (10,925)	\$ 835,934	\$ 936,510	\$ (100,576)	
Rx Rebate	\$ (174,508)	\$ (117,147)	\$ (57,361)	\$ (354,748)	\$ (243,116)	\$ (111,632)	
Less Amt Above Stop Loss	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Claim Cost Total	\$ 544,076	\$ 648,356	\$ (104,280)	\$ 4,514,736	\$ 3,611,970	\$ 902,766	
Expected Claim Cost	\$ 868,922	\$ 867,469	\$ 1,453	\$ 5,262,965	\$ 5,175,387	\$ 87,578	
Claims vs. Expected	\$ (324,846)	\$ (219,113)	\$ (748,229)	\$ (1,563,417)			
Non Claim Costs (administration, clinic, pharmacy, stop-loss)	\$ 208,563	\$ 185,236	\$ 23,327	\$ 1,251,245	\$ 1,157,804	\$ 93,441	
Total Cost (Claim + Non-claim)	\$ 752,639	\$ 833,592	\$ 5,765,981	\$ 4,769,774			
Enrollment	1,030	1,036	6,253	6,203			
Cost Per Employee Per Month (PEPPM)	\$ 730.72	\$ 804.63	\$ 922.11	\$ 768.95			
Paid Claims Per Employee			\$ 722.01	\$ 582.29			
						24.0%	