

PUBLIC WORK SESSION
OF THE
BOARD OF SCHOOL TRUSTEES
Elkhart Community Schools
Elkhart, Indiana

NOTICE OF MEETING TIME CHANGE

Date: Tuesday, September 13, 2022
Time: 5:45 p.m.
Location: J.C. Rice Educational Services Center
2720 California Road
Elkhart, Indiana 46514



Superintendent of Schools

Posted and electronically delivered to School Attorney and News Media on Thursday, August 18, 2022 and electronically delivered to Board Members on Thursday, August 18, 2022.

The Board's meeting site is accessible to all persons. Any person requiring accommodation or assistance should contact the Secretary to the Board of School Trustees with the School Corporation's administrative office, located at 2720 California Road, Elkhart, Indiana 46514, at 574-262-5506.

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

August 23, 2022

CALENDAR

| | | | |
|-----|----|-----------|--|
| Aug | 23 | 6:00 p.m. | Public Work Session, J.C. Rice Educational Services Center |
| Aug | 23 | 7:00 p.m. | Regular Board Meeting, J.C. Rice Educational Services Center |
| Sep | 13 | 5:45 p.m. | Public Work Session, J.C. Rice Educational Services Center |
| Sep | 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. MOMENT OF PRIDE

E. CONSENT ITEMS:

- Minutes – August 9, 2022 – Public Work Session
- Minutes – August 9, 2022 – Regular Board Meeting
- Claims
- Fundraisers
- Extra-Curricular Purchases
- Gift Acceptance
- EACC Sponsorship Agreements
- Personnel Report

F. INSTRUCTIONAL REPORT

Administration will provide an update on the Teaching & Learning Plan

G. OLD BUSINESS

H. NEW BUSINESS

Board Policy 3220.01C - Teacher Appreciation Grants - The Administration presents proposed revisions to Board Policy 3220.01C - Teacher Appreciation Grants for initial consideration.

Board Policy 3410.04CS – Substitute Compensation – The Administration presents proposed revisions to Board Policy 3410.04CS – Substitute Compensation and asks to waive 2nd reading.

Financial Report – July 2022

Insurance Update

I. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

J. ADJOURNMENT

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

Elkhart Community Schools
Elkhart, Indiana

August 9, 2022

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at
6:36 p.m.

Place/Time

| | | |
|---------------------------|--|--|
| Board Members Present: | Dacey S. Davis Troy E. Scott Douglas K. Weaver | Babette S. Boling Roscoe L. Enfield, Jr. Kellie L. Mullins Anne M. VonDerVellen |
|---------------------------|--|--|

Roll Call

| | |
|-----------------------|--|
| ECS Staff Present: | Steve Thalheimer Maggie Lozano Tony Gianesi Jon Chevalier |
|-----------------------|--|

The Board was presented with an update on certified staffing and the impact on classrooms as well as transportation.

Topics Discussed

The meeting adjourned at approximately 7:31 p.m.

Adjournment

APPROVED:

Signatures

Dacey S. Davis, President

Babette S. Boling, Member

Troy E. Scott, Vice President

Roscoe L. Enfield, Jr., Member

Douglas K. Weaver, Secretary

Kellie L. Mullins, Member

Anne M. VonDerVellen, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

August 9, 2022

J.C. Rice Educational Services Center, 2720 California Road, Elkhart –
at 7:39 p.m.

Place/Time

| | | |
|---------------------------|--|---|
| Board Members Present: | Dacey S. Davis Troy E. Scott Douglas K. Weaver | Babette Boling Roscoe L. Enfield, Jr. Kellie L. Mullins Anne M. VonDerVellen |
|---------------------------|--|---|

Roll Call

Board president Dacey Davis called the regular meeting of the Board of School Trustees to order.

Call to Order

Board vice president Troy Scott recited the Elkhart Promise.

The Elkhart Promise

Ms. Davis discussed the invitation to speak protocol.

Tara White, director of literacy, shared a Moment of Pride highlighting the Professional Learning Community (PLC) conference in Lincolnshire, Illinois which approximately one hundred ECS staff attended this summer. A PLC is a continuous process educators use to work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for their students; the key being in order to improve learning for students there must be continuous job-embedded learning for educators. The conference focused on three main themes: ensuring all students learn, building a culture of collaboration, and focusing on student outcomes all of which feature researched based best practices for instruction proven to increase collective teacher efficacy, a driving factor in student achievement.

Moment of Pride

Kelly Carmichael, principal of Cleveland Elementary School, shared how amazing the PLC institute truly is, reaffirming the work already being done across the district and helping to emphasize the role administrators play in ensuring processes and expectations are clear. ECS staff believes in this process and as leaders, principals/administrators have a responsibility to clarify the expectations, provide feedback, and support the process; clarity proceeds competence. Mrs. Carmichael quoted Anthony Muhammad, "We are the guardians of our students" as well as words from Dr. Thalheimer about how "We cannot wait." In closing, she stated "Our children need us today and the PLC process is the right work, right now."

Jennifer Allen, teacher at Pinewood Elementary School, shared that the conference was invigorating as an educator. She most appreciated the wellness session as it demonstrated the creation of a learning community

for both students and teachers, building a family for all. The conference allowed her to see some ideas of her own in action, share with other teachers, learn from other colleagues, and finally debrief with her building principal to discuss how to implement what was learned at Pinewood.

By unanimous action, the Board approved the following consent items:

Minutes – July 26, 2022 – Public Work Session
Minutes – July 26, 2022 – Regular Board Meeting

Payment of claims totaling \$7,968,574.70 as shown on the August 9, 2022, claims listing. (Codified File 2223-11)

Proposed school fundraisers in accordance with Board policy. (Codified File 2223-12)

Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the August 9, 2022 listings. (Codified File 2223-13)

Submission of the following grants: Elkhart Art Depot hosted by Indiana Arts Commission from ECS Art Depot in the amount of \$5,000; NESP Non-English Speaking Program hosted by the Indiana Department of Education (IDOE) from ECS in the amount of \$778,999.50; ULEAD Elkhart Schools Leadership Development hosted by the Community Foundation of Elkhart County from ECS jointly with ULEAD in the amount of \$68,050; and Title III Language Instruction for English Language Learners hosted by the IDOE from ECS in the amount of \$244,311. (Codified File 2223-14)

Consent Agreement regarding unpaid time for a certified staff member. (Codified File 2122-15)

Administrative appointment of the following four (4) certified employees:

Lindsey Brander – assistant superintendent of student services at ESC, 8/10/22

Heather Burton – principal at Osolo, 8/1/22

Rhiannon Harrison – director of English learners at ESC, 8/1/22

Helen Stegmann – assistant principal at West Side, 8/8/22

Employment of the following number eleven (11) certified employees:

Todd Efsits – language arts at Freshman Division, 8/9/22

Stephanie Elam Garcia – career readiness at North Side, 8/9/22

Sherri Holston – grade 4 at Daly, 8/9/22

Consent Items

Minutes

Payment of Claims

Fundraisers

Conference Leave Requests

Grants

Personnel Report

Certified Consent Agreement

Administrative Appointment

Certified Employment

| | |
|---|---------------------------|
| <p>Emma Irvine – grade 4 at Pinewood, 8/9/22 Brian Jamison – career readiness at Pierre Moran, 8/9/22 Steven McGrath, math at Pierre Moran, 8/9/22 Sara Paul – social studies at West Side, 8/9/22 Wendy Sandoval – grade 3 at Woodland, 8/9/22 Sidney Shafer II – business education at EHS, 8/9/22 Lauren VanGoey – STEM coordinator at ETI, 8/9/22 Courtney Wesdorp – kindergarten at Beardsley, 8/9/22</p> | |
| <p>Retirement of the following certified staff member on date indicated: Christine Grubb – physical education at EHS, 7/26/22 with 31 Years of Service</p> | Certified Retirement |
| <p>Resignation of the following nine (9) certified staff members on dates indicated: Jenna Carper – special education at Freshman Division, 5/27/22 Karl Columbus – math at West Side, 7/28/22 Anissa Hakim – grade 2 at Roosevelt, 5/27/22 Charlette Hawkins – special education at West Side, 5/27/22 Joshua Hren – music at EHS, 5/27/22 Radwan Khatib – music at Pierre Moran, 7/29/22 Kimberly Ross – art at West Side, 5/27/22 Scott Sekal – physical education at Freshman Division, 5/27/22 Troy Smith – grade 6 at Cleveland, 5/27/22</p> | Certified Resignations |
| <p>Maternity Leave for the following certified staff on dates indicated: Caroline Stopiak – physical education at Monger, beginning 8/22/22 and ending 9/9/22</p> | Certified Maternity Leave |
| <p>Employment of the following three (3) classified employees: Anntionette Cotton – custodian at Woodland, 8/9/22 Michael Popyk – custodian at Building Services, 8/9/22 Jody Slater – chef at Commissary, 8/9/22</p> | Classified Employment |
| <p>Resignation of the following nine (9) classified employees, effective on the dates indicated: Cathy Bell – food service at Pierre Moran, 5/27/22 Jodi Buckhout – food service at North Side, 5/27/22 Jessica Chupp – food service at Osolo, 5/27/22 Desiree Diliberti – food service at West Side, 5/27/22 Karen Fraire Vargas – food service at Monger, 5/27/22 Amanda Gower – paraprofessional at Cleveland, 5/27/22 Robert Hostetler, Jr. – custodian at Building Services, 7/27/22 Lindsay Waite – technical assistant at Career Center, 5/27/22 Diana Whetstone – food service at Cleveland, 5/27/22</p> | Classified Resignations |
| <p>Retirement of the following classified employee, effective on the date indicated:</p> | Classified Retirements |

Barbara Foster – paraprofessional at Freshman Division,
5/27/22 with 28 Years of Service

Unpaid leave for the following classified employees on dates indicated:

Leslee Gage – social worker at Woodland, beginning
8/11/22 and ending 5/26/23

Shannon Yoder – paraprofessional at Feeser, beginning
8/11/22 and ending 9/23/22

Classified
Leaves

Tony England, assistant superintendent of exceptional learners, provided an update from the Parent Guiding Coalition for Bullying Prevention along with two parents, Jessi Yost and Kayla Fernatt. This coalition will meet on the Tuesdays there are no Board meetings. In response to Board inquiry, Mr. England responded the meetings will be held at 6:00 p.m. and any parents who want to join may attend in-person or virtually. If interested, please feel free to contact Mr. England’s office or one of the members. There will also be quarterly meetings with a larger group held at various schools across the district in an effort to keep parents informed and encourage others to join the effort. The group is working on strategic planning, incorporating both short and long term goals. The first goal was to add Sprigeo on all student iPads for easy accessibility and this is in the process of being set up. Mr. England will be reaching out to building principals to keep them apprised of the coalition’s efforts. There will be an Olweus Bullying trained liaison in every building and the district will be training two parents as well. Move2Stand, which is student led consisting of middle and high school students, and Sources of Strength will also be implemented across the district. This parent guiding coalition is excited to focus on how the district needs to move forward working together to address and consider the concerns and ideas of the administration, schools, parents, and students.

Parent Guiding
Coalition for
Bullying
Prevention
Update

Superintendent Steve Thalheimer presented an executive summary of the 2022-2023 Teaching & Learning Plan which is directing the district curriculum work in professional learning communities for the upcoming year. Dr. Thalheimer asked Board members about establishing a dashboard for the target goals within the plan, and members affirmed they would like one that tracks progress and is easy to understand. (Codified File 2223-16)

2022-2023
Teaching and
Learning Plan

By unanimous action, the Board approved proposed revisions to Board Policy 2266 - Non-Discrimination and Anti-Harassment on the Basis of Sex in Education Programs or Activities clarifying the last sentence in the Retaliation Prohibited section of the policy as discussed during the July 26, 2022 Board meeting.

Board Policy
2266

By unanimous action, the Board approved proposed changes to Board Policy 3421.04A – Professional Staff Fringe Benefits (Administrators) as presented during the July 26, 2022 Board meeting.

Board Policy
3421.04A

By unanimous action, the Board approved and waived second reading of proposed revisions to Board Policy 3410.04CS – Substitute Compensation. In an effort to attract and retain retired teachers to fill our pool of substitute teachers, the administration recommended increasing the compensation for retired Indiana teachers to \$300 per day and ECS retired teachers to \$350 per day.

Board Policy
3410.04CS

By unanimous action, the Board approved and waived second reading of proposed revisions to Board Policy 3422.08S – Paraprofessionals’ Compensation Plan. The administration proposed a change to the differential paid when a paraprofessional, supported by the Education Fund, is called upon to serve as a substitute for an absent teacher. The hourly differential of \$3.00 will change to a flat rate of \$15.00 for one-half of the day and \$30.00 for a full day. This proposed revision will increase the compensation received by paraprofessionals for assuming this responsibility and will be easier for payroll to administer.

Board Policy
3422.08S

The administration is also recommending the elimination of the pay differential for Elementary Library Paraprofessionals and Technology Instructional Paraprofessionals. This change is part of the administration’s recommendation to move these employees to the Technical Assistant employee group.

By unanimous action, the Board approved and waived second reading of proposed revisions to Board Policy 3422.09S – Technical Assistants’ Compensation Plan. The administration recommended a change to the compensation plan for employees who have direct instructional responsibilities, namely Library Paraprofessionals and Technology Instructional Paraprofessionals, enabling them to receive the period substitution rate when they are called upon to cover another instructor’s class during their scheduled preparation period. This would be consistent with the language previously in-place when they were members of the paraprofessional employee group.

Board Policy
3422.09S

By unanimous action, the Board approved and waived second reading of proposed revisions to Board Policy 5517.01 – Bullying Prevention. The administration recommended a change initiated by the Parent Guiding Coalition for Bullying Prevention to remove the words “often repeated” from the definition of Bullying.

Board Policy
5517.01

By unanimous action, the Board approved and waived second reading of proposed revisions to Board Policy 7510 – Use of School Facilities and Property. The administration recommended revisions primarily addressing changes in building names as a result of the recent completion of the high school merger.

Board Policy
7510

By unanimous action, the Board approved an Agreement Between Elkhart Community Schools and Elkhart Education Foundation. (Codified File 2223-17)

Agreement

Audience member expressed concerns about the walk zone.

From the
Audience

Superintendent Thalheimer recognized Lindsey Brander, newly appointed assistant superintendent of student services.

From the
Superintendent

Dr. Thalheimer acknowledged the hard work of all ECS employees as they prepare for the start of a new school year.

Dr. Thalheimer informed Board members that SitelogIQ will be holding their first meeting of the feasibility process during the Board Work Session on September 13, 2022 from 5:45 p.m. to 7:00 p.m. The following day, September 14, they will meet with administrators to explain the process and answer any questions. That evening, ECS will host a district-wide community meeting inviting members of the community as well as the local broadcast and print news media outlets. SitelogIQ has provided ECS with a survey for staff which will be going out soon.

Board secretary Doug Weaver expressed sympathy for the loss of Representative Jackie Walorski and the three others involved in the car accident.

From the Board

Ms. Davis informed the public the Board has been working on evaluation goals for the Superintendent as well as changing the timing of his evaluation from a physical calendar year to a school year calendar.

The meeting adjourned at approximately 9:11 p.m.

Adjournment

APPROVED:

Signatures

Dacey S. Davis, President

Troy E. Scott, Vice President

Douglas K. Weaver, Secretary

Babette S. Boling, Member

Roscoe L. Enfield, Jr., Member

Kellie L. Mullins, Member

Anne M. VonDerVellen, Member

| School | Fundraising Activity Description/Purpose | Date(s) of Activity | Date Submitted | Sponsor(s) |
|-----------------------------------|---|-----------------------|----------------|-----------------------------|
| Elkhart High - Student Activities | We will partner with It's Tops to offer an online apparel store for generic EHS clothing items for the 22-23 school year. Proceeds from the store go to the Student Activities ECA fund, to be used for non-athletic competition teams to help with the cost of uniforms, registrations, fees, etc. | 22-23 School Year | 8/8/2022 | Cary Anderson & Jeff Miller |
| EACC - Graphic Design | The group will sell EACC apparel in order to add funds to the extra curricular fund. | 9/1/22 - 5/25/23 | 8/10/2022 | Amber Kosar |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | Please note the following fundraisers are presented for confirmation only. | | | |
| EHS - Boys Soccer | The boys soccer team will be selling popcorn tins to buy jackets for the team. | 8/19/2022 - 9/17/2022 | 8/11/2022 | Todd Sheely |
| | | | | |
| | | | | |
| | | | | |

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

August 16, 2022

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 |
|----------------|--|-------------|
| EHS - Athletic | Wheeling Water Big Squirt & Water Station | \$2,755.00. |
| EHS - Athletic | Popcorn Machine | \$2,525.00 |



ELKHART HIGH SCHOOL EAST

ONE BLAZER BOULEVARD • ELKHART, IN 46516

PHONE: 574-295-4700



ELKHART COMMUNITY SCHOOLS

J.C. RICE EDUCATIONAL SERVICES CENTER

2720 CALIFORNIA ROAD • ELKHART, IN 46514

PHONE: 574-262-5500

To: Board of School Trustees

From: Brian Buckley, Athletic Director

Date: August 8, 2022

RE: Football Equipment

The Elkhart High School Athletic Department would like to purchase 1 Wheelin Water Big Squirt and 1 Water Station for our football team. This during football training and football games.

We are requesting board approval of the attached quote so that we may purchase this equipment as soon as possible. The purchase will be made using the athletic general fund.

QUOTATION

MIO-GUARD LLC

2373 Cedar Park Dr
Holt, MI 48842
USA
888-947-6331



| | |
|---------------------|--------|
| Order Number | |
| 1624708 | |
| Order Date | Page |
| 06/09/2022 07:03:42 | 1 of 1 |

Quote Expires On: 08/08/2022

Bill To:

Elkhart Community Schools
2720 California Road
Elkhart, IN 46514

Ship To:

Elkhart Community Schools
1135 Kent Street
Erin Foreman, MS, LAT, ATC
Elkhart, IN 46514

574-262-5530

Customer ID: 135872

| | | |
|------------------|-----------------|---------------|
| PO Number | Salesrep | Taker |
| | Paul Calloway | ANDREA.GULICK |

| Quantities | | | | | Item ID Item Description | Pricing UOM Unit Size | Unit Price | Extended Price |
|-------------------|------------------|------------------|----------------------|--------------|---|--|-------------------|-----------------------|
| Ordered | Allocated | Remaining | UOM Unit Size | Disp. | | | | |

Delivery Instructions: Big Squirt- \$240; Water Station- \$45

| | | | | | | | | |
|------|------|------|----|-----|--------------------------|-----|----------|----------|
| 1.00 | 0.00 | 1.00 | EA | | WW-BQT | EA | 1,690.00 | 1,690.00 |
| | | | | 1.0 | Wheelin Water Big Squirt | 1.0 | | |
| | | | | | 20 gallon | | | |
| | | | | | Ordered As: WWBQT | | | |

WE NEED TWO OF THESE FOR A SUB TOTAL OF \$3380

| | | | | | | | | |
|------|------|------|----|-----|-------------------------------|-----|--------|--------|
| 1.00 | 0.00 | 1.00 | EA | | WW-STN | EA | 780.00 | 780.00 |
| | | | | 1.0 | Wheelin Water - Water Station | 1.0 | | |
| | | | | | Ordered As: WWSTN | | | |

Total Lines: 2

SUB-TOTAL: 2,470.00
TAX: 0.00
SHIPPING: 285.00
AMOUNT DUE: 2,755.00
U.S. Dollars



ELKHART HIGH SCHOOL EAST

ONE BLAZER BOULEVARD • ELKHART, IN 46516

PHONE: 574-295-4700



ELKHART COMMUNITY SCHOOLS

J.C. RICE EDUCATIONAL SERVICES CENTER

2720 CALIFORNIA ROAD • ELKHART, IN 46514

PHONE: 574-262-5500

To: Board of School Trustees

From: Brian Buckley, Athletic Director

Date: August 10, 2022

RE: Popcorn Machine

The Elkhart High School Athletic Department would like to purchase a Macho Pop 16/18 oz popcorn popper for our Tubbs Gymnasium concession stand. This machine will replace an old model that is no longer functional.

We are requesting board approval of the attached quote so that we may purchase this equipment as soon as possible. This purchase will be paid for using the concession stand fund.

BES Enterprises Inc
 PO BOX 160
 Windfall, IN 46076 US
 +1 7659457555
 overdorf@besincorporated.com
 BESincorporated.com

Estimate

| ADDRESS |
|--|
| Trisha Malone Brian Buckley Elkhart High School 1 Blazer Blvd Elkhart, IN 46514 |

| SHIP TO |
|---|
| Trisha Malone Brian Buckley Elkhart High School Elkhart High School 1 Blazer Blvd. Elkhart, IN 574-295-4700 Northside M.S. 574-262-5570 |

| ESTIMATE # | DATE | EXPIRATION DATE |
|------------|------------|-----------------|
| 1004 | 08/10/2022 | 08/24/2022 |

SHIP DATE
08/17/2022

SHIP VIA
Eric

SALES REP
ERIC

| ACTIVITY | DESCRIPTION | QTY | RATE | AMOUNT |
|-----------------|--|-----|----------|-----------|
| EGM 2554 | Macho Pop 16/18 oz. popper, stainless steel E-Z Kleen kettle and Big Eye kettle heat system replaces traditional thermostats. Power requirements - 1920 W, 120 V, & requires a 20 amp breaker. | 1 | 2,525.00 | 2,525.00T |

| | |
|--------------|-------------------|
| SUBTOTAL | 2,525.00 |
| TAX | 0.00 |
| TOTAL | \$2,525.00 |

Accepted By

Accepted Date



STUDENT SERVICES

PHONE: 574-262-5540



ELKHART COMMUNITY SCHOOLS

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

**To: Board of School Trustees
Superintendent Steve Thalheimer**

From: Natalie Bickel, Supervisor Student Services

)

Date: August 16, 2022

Subject: Gift Acceptance

WNDU donated 700 backpacks along with supplies to Elkhart Community Schools. Lippert Components, Plant 182 donated 50 backpacks along with supplies to Elkhart Community Schools

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:

Janelle Fricke, WNDU-TV

Senior Administrative Assistant

54516 SR 933 • South Bend, IN 46637

Debbie Bice
Human Resources Coordinator
Lippert Components
3501 County Road 6
Elkhart, IN 46516



ELKHART HIGH SCHOOL EAST

ONE BLAZER BOULEVARD • ELKHART, IN 46516

PHONE: 574-295-4700



ELKHART COMMUNITY SCHOOLS

J.C. RICE EDUCATIONAL SERVICES CENTER

2720 CALIFORNIA ROAD • ELKHART, IN 46514

PHONE: 574-262-5500

DATE: August 10, 2022

TO: Dr. Steve Thalheimer
Board of School Trustees

FROM: Brian Buckley & Jacquie Rost
Elkhart High School Athletic Department

RE: Donation Approval

A donation in the amount of \$250.00 has been given to the Elkhart High School Football program from the Brian and Amanda Jamison Charitable Fund. These funds will be used to assist with the 2022 football season.

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

Mr. and Mrs. Brian Jamison
PO Box 452
Bristol, IN 46507

EACC Sponsorship Agreements

| What is the level of the Sponsorship? | What is the amount of the Sponsorship? | What is the name of the sponsoring company/ entity? | School Year of Sponsorship | Agreement Received | Board Meeting Date |
|---------------------------------------|--|---|----------------------------|--------------------|--------------------|
| Gold | \$ 1,000.00 | Kobelco | 2022-2023 | Yes | 8/23/2022 |
| Platinum | \$ 5,000.00 | Foamcraft | 2022-2023 | Yes | 8/23/2022 |
| Silver | \$ 500.00 | Viewrail | 2022-2023 | Yes | 8/23/2022 |
| Silver | \$ 500.00 | Pro Services | 2022-2023 | Yes | 8/23/2022 |
| Gold | \$ 1,000.00 | ADEC | 2022-2023 | Yes | 8/23/2022 |
| | | | | | |



TO: DR. STEVEN THALHEIMER
FROM: MS. MAGGIE LOZANO
DATE: AUGUST 23, 2022

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **Agreement** – We recommend the approval of a consent agreement regarding unpaid time.
- b. **Agreement** – We recommend the approval of an agreement for services.
- c. **New Certified Staff** – We recommend the following new certified staff for employment in the 2022-23 school year:

| | |
|--------------------------|---------------------------------------|
| Kathryn Bromen | ESC/Technology Integrator |
| Martha Danielian | Hawthorne Early Learning/Pre-K |
| Teresa Hill | West Side/Language Arts |
| Larissa Lomeli | Elkhart High/ASL |
| Jennifer McDaniel | Pinewood/Grade 5 |
| Benjamin Polk | Beardsley/Physical Education |
| Brittney Shipe | Woodland/Grade 6 |

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

| | | |
|-------------------|----------------------|----------------------------|
| John Moran | ETHOS/Science | 32 Years of Service |
|-------------------|----------------------|----------------------------|

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

| | |
|---|--|
| Meaghan Farwig Began: 9/28/20 | West Side/Business Education Resign: 5/27/22 |
| Meg Gabbard Began: 8/13/19 | Pinewood/Special Education Resign: 5/27/22 |
| Rachel Mallo Began: 8/2/16 | Daly/Grade 4 Resign: 8/9/22 |

Ruth Moore
Began: 8/10/20

Pinewood/Grade 6
Resign: 5/27/22

Sara Paul
Began: 8/8/22

West Side/Social Studies
Resign: 8/10/22

Frank Pizana
Began: 8/8/22

Freshman Division/Spanish
Resign: 9/9/22

Derrick Thomas
Began: 2/11/13

West Side/Math
Resign: 8/26/22

Darin Yoder
Began: 8/10/20

Elkhart High ETI/Special Education
Resign: 5/27/22

- f. **Change to Maternity Leave** – We recommend a change to the maternity leave of the following employee:

Caroline Stopiak
Begin: 8/22/22

Monger/Physical Education
End: 10/4/22

CLASSIFIED

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

Bryanna Charlesworth
Began: 6/20/22

ESC/Secretary
PE: 8/16/22

Megan Kline
Began: 4/25/22

Eastwood/Registered Behavior Tech
PE: 8/23/22

Shauntel Rohrer
Began: 4/11/22

Transportation/Bus Helper
PE: 8/12/22

Kathy Smith
Began: 4/11/22

Elkhart High/Food Service
PE: 8/12/22

Tashni Westall
Began: 6/20/22

Pierre Moran/Custodian
PE: 8/16/22



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

| | |
|---|--|
| Nina Bayes Began: 4/12/21 | Career Center/Paraprofessional Resign: 5/27/22 |
| Carrie Clark Began: 8/4/21 | Elkhart High/Registered Nurse Resign: 8/26/22 |
| Gemma DiCarlo Began: 9/2/20 | WVPE/Senior Reporter Resign: 9/5/22 |
| Kylr Jones Began: 12/15/21 | North Side/Paraprofessional Resign: 5/27/22 |
| Pushpa King Began: 8/29/13 | Monger/Paraprofessional Resign: 9/2/22 |
| Rebecca Stratton Began: 9/24/20 | Transportation/Bus Driver Resign: 8/11/22 |

c. **Unpaid Leave** – We recommend an unpaid leave extension of the following employees:

| | |
|--|---|
| Laura Walterhouse Began: 2/18/22 | Roosevelt/Paraprofessional End: 9/30/22 |
| Lisa Swartzell Guerra Began: 2/15/22 | Riverview/Food Service End: 11/3/22 |

d. **Rescind Resignation** – We recommend acceptance of the rescission of resignation of the following employee:

| | |
|----------------------|----------------------------------|
| Joanna Pizana | Transportation/Bus Driver |
|----------------------|----------------------------------|



| | |
|---------------|--|
| Book | Policy Manual |
| Section | 3000 Personnel |
| Title | PROPOSED REVISED TEACHER APPRECIATION GRANTS |
| Code | po3220.01C |
| Status | |
| Adopted | September 12, 2017 |
| Last Revised | August 10, 2021 |
| Last Reviewed | August 23, 2022 |

3220.01C - **TEACHER APPRECIATION GRANTS**

The Board of School Trustees adopts this policy for the purpose of determining the distribution of teacher appreciation grants. This policy shall be submitted to the Indiana Department of Education (IDOE) along with the School Corporation's staff performance evaluation plan online as one (1) document by September 16, 2022 ~~September 15, 2021~~.

Definitions:

For purposes of this policy, the following definitions apply:

The term teacher means a professional person whose position with the Corporation requires a license (as defined in I.C. 20-28-1-7) and whose primary responsibility is the instruction of students.

The term license refers to a document issued by the IDOE that grants permission to serve as a particular kind of teacher. The term includes any certificate or permit issued by the IDOE.

Distribution of Annual Teacher Appreciation Grants:

Teacher appreciation grant funds received by the Corporation shall be distributed to licensed teachers who meet the following criteria:

- A. employed in the classroom (including providing instruction in a virtual classroom setting);
- B. rated as Effective or Highly Effective on their most recent performance evaluation; and
- C. employed by the Corporation as of December 1st of the year in which the teacher appreciation grant funds are received by the Corporation.

The Corporation shall distribute the teacher appreciation grant funds it receives as follows:

- A. The Corporation shall not allocate a percentage of the Teacher Appreciation Grant funds received to provide a supplemental award to each teacher with less than five (5) years of service who is rated as highly effective or effective on the most recent performance evaluation;
- B. A cash stipend as determined by the Superintendent shall be distributed to all teachers in the Corporation who are rated as Effective; and
- C. A cash stipend in an amount that is twenty-five percent (25%) more than the stipend given the teachers rated as Effective shall be distributed to all teachers in the Corporation who are rated as Highly Effective.

A stipend to an individual teacher in a particular year is not subject to collective bargaining but is discussable and is in addition to the minimum salary or increases in the salary set under I.C. 20-28-9-5.

The Corporation shall distribute all stipends from a teacher appreciation grant to individual teachers within twenty (20) business days of the date the IDOE distributes the teacher appreciation grant funds to the Corporation.

This policy shall be reviewed annually by the Board and shall be submitted to the IDOE annually by the Superintendent as indicated above.

Revised 9/11/18

Revised 9/10/19

Revised 9/8/20

T.C. 8/10/21

© **Neola 2019**

Legal

I.C. 20-18-2-22

I.C. 20-28-1-7

I.C. 20-43-10-3.5

Book Policy Manual
 Section 3000 Personnel
 Title PROPOSED REVISED SUBSTITUTE COMPENSATION
 Code po3410.04CS
 Status
 Adopted November 22, 2016
 Last Revised August 9, 2022
 Last Reviewed August 23, 2022
 Prior Revised Dates 9/28/2021

3410.04CS - SUBSTITUTE COMPENSATION

The Board of School Trustees hereby adopts the following wage rates for substitute teachers commencing on August 10, 2022.

| | Substitute Permit | Substitute Permit and Qualified to Write Lesson Plans/Grading or Regular Teaching License | Retired Certified Teacher with Proof of Retirement | ECS Retired Teacher |
|--------------------|-------------------|---|--|---------------------|
| Full day | \$100.00 | \$130.00 | \$300.00 | \$350.00 |
| One-half (1/2) day | \$55.00 | \$65.00 | \$150.00 | \$175.00 |

*Individuals who held a license issued by the Indiana Professional Standards Board or the Division of Professional Standards of the Indiana Department of Education who were employed by another district, and who retired from another Indiana district, are eligible to be compensated according to the wage specified above for Retired Certified Teacher with Proof of Retirement when they accept a substitute teaching assignment.

Any substitute (**other than a retired teacher**) who holds an Indiana Professional, Provisional, Emergency, or an equivalent license issued by the Division of Teacher Training and Licensing of the Department of Public Instruction and who serves as a long-term substitute teacher in the same teaching position beyond ten (10) consecutive school days, shall be compensated in accordance with the Career Pathway Schedule for teachers of the school corporation. Compensation shall be as follows:

| Teacher License | Daily Rate |
|---------------------------------------|------------|
| Teacher License with Bachelors Degree | \$216.00 |
| Teachers License with Masters Degree | \$235.00 |

When a teacher is retired from Elkhart Community Schools and accepts a **long-term** substitute teaching assignment, the teacher shall be paid **at the rate set forth above for the first ten (10) consecutive days; then,** for the duration of the assignment, at a daily rate equivalent to the teacher's daily rate at the time of retirement **or \$350.00, whichever is greater.**

When a retired teacher substitutes as a paraprofessional or technical assistant, the teacher shall be paid at a rate of \$145.00 for a full day and \$75.00 for one-half (1/2) day.

A substitute teacher or substitute nurse paid under this compensation plan, working sixty (60) days or more during a semester, shall be entitled to a payment of three hundred (\$300.00) dollars following the end of the semester.

When a substitute is employed as a school nurse, the employee shall be paid as follows for each full day of employment as a substitute school nurse:

A. Licensed Practical Nurse \$ 130.00/per day

B. Registered Nurse \$ 145.00/per day

The Director of Human Resources will review this policy annually with the Board of School Trustees prior to its last regular meeting in May.

Revised 2/27/18

Revised 5/26/20

ACCOUNT BALANCES/INVESTMENT DETAIL
July 2022

CASH:

| | | |
|------------|----|--------|
| Petty Cash | \$ | 500.00 |
|------------|----|--------|

BANK ACCOUNTS:

| | | |
|-----------------------------------|----|----------------|
| Teachers Credit Union | \$ | 2,982,582.26 |
| Lake City Bank – Accounts Payable | | (4,586,536.34) |
| Lake City Bank – Payroll Account | | (8,732.58) |
| Lake City Bank – Flex Account | | 72,276.51 |
| Lake City Bank – Merchant Account | | - |
| Lake City Bank – Prepaid Lunch | | 1,061,593.62 |
| Lake City Bank – Deposit Account | | 44,198,489.49 |
| Lake City Bank – Book Rental | | - |
| BMO Harris Bank (UMR insurance) | | 407,420.00 |

INVESTMENTS:

| | | |
|------------------------|--|---|
| Certificate of Deposit | | - |
|------------------------|--|---|

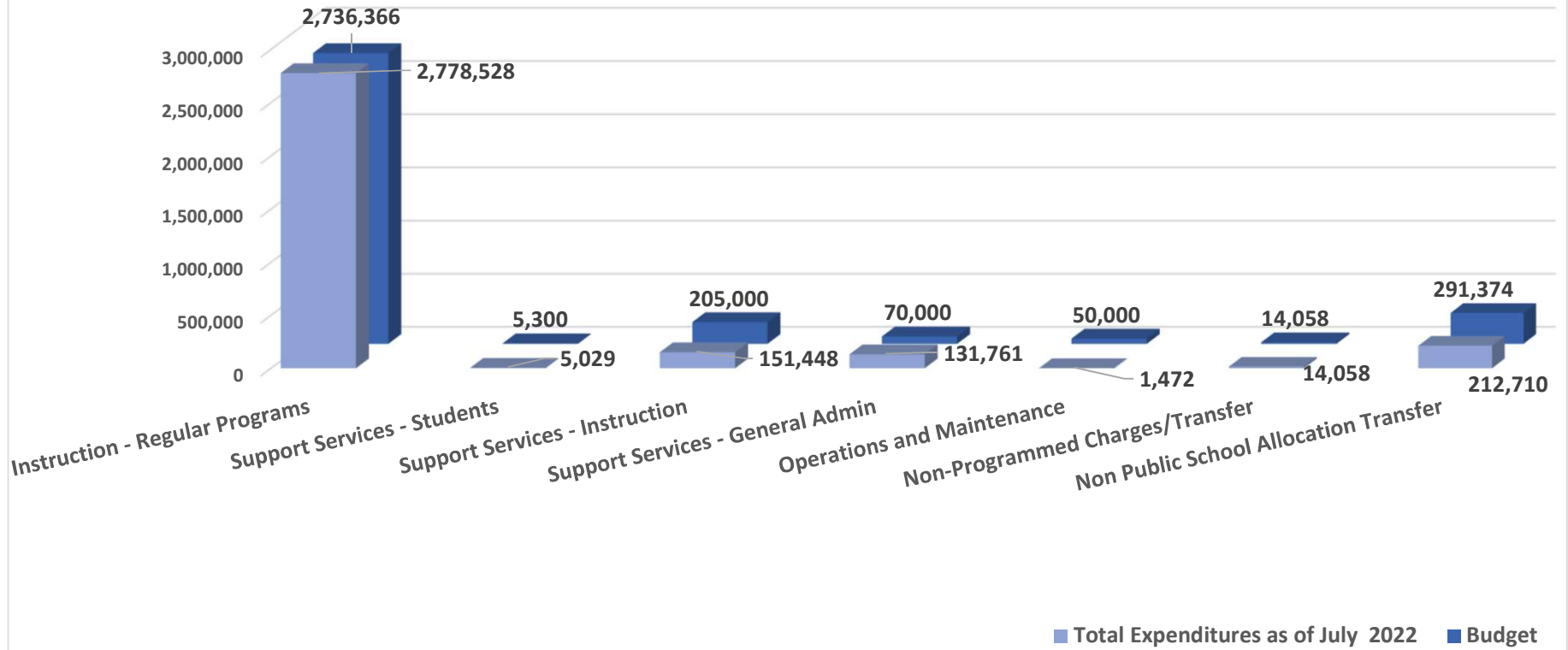
\$ 44,127,592.96

ESSER I Utilization Review

| <i>Total Expenditures as of July 2022</i> | <i>Total % of Allocation Expended</i> | <i>Account</i> | <i>Budget</i> | <i>% of total Budget</i> |
|---|---|--|-----------------------|------------------------------|
| 2,778,528.03 | 101.54% | Instruction - Regular Programs | \$2,736,365.57 | 81.15% |
| 5,028.75 | 94.88% | Support Services - Students | \$5,300.00 | 0.16% |
| 151,448.43 | 73.88% | Support Services - Instruction | \$205,000.00 | 6.08% |
| 131,761.12 | 188.23% | Support Services - General Admin | \$70,000.00 | 2.08% |
| 1,472.00 | 2.94% | Operations and Maintenance | \$50,000.00 | 1.48% |
| 14,057.60 | 100.00% | Non-Programmed Charges/Transfer | \$14,057.60 | 0.42% |
| 212,710.34 | 73.00% | Non Public School Allocation Transfer | \$291,374.40 | 8.64% |
| 3,295,006.27 | 97.71% | | \$3,372,097.57 | 100.00% |

Expenditures incurred during July 2022 consisted of technology secured by the school district (Elementary, Middle, Freshman Div., & EHS) per budgeted allocations.

ESSER I - Expenditure to Budget as of 07/31/22

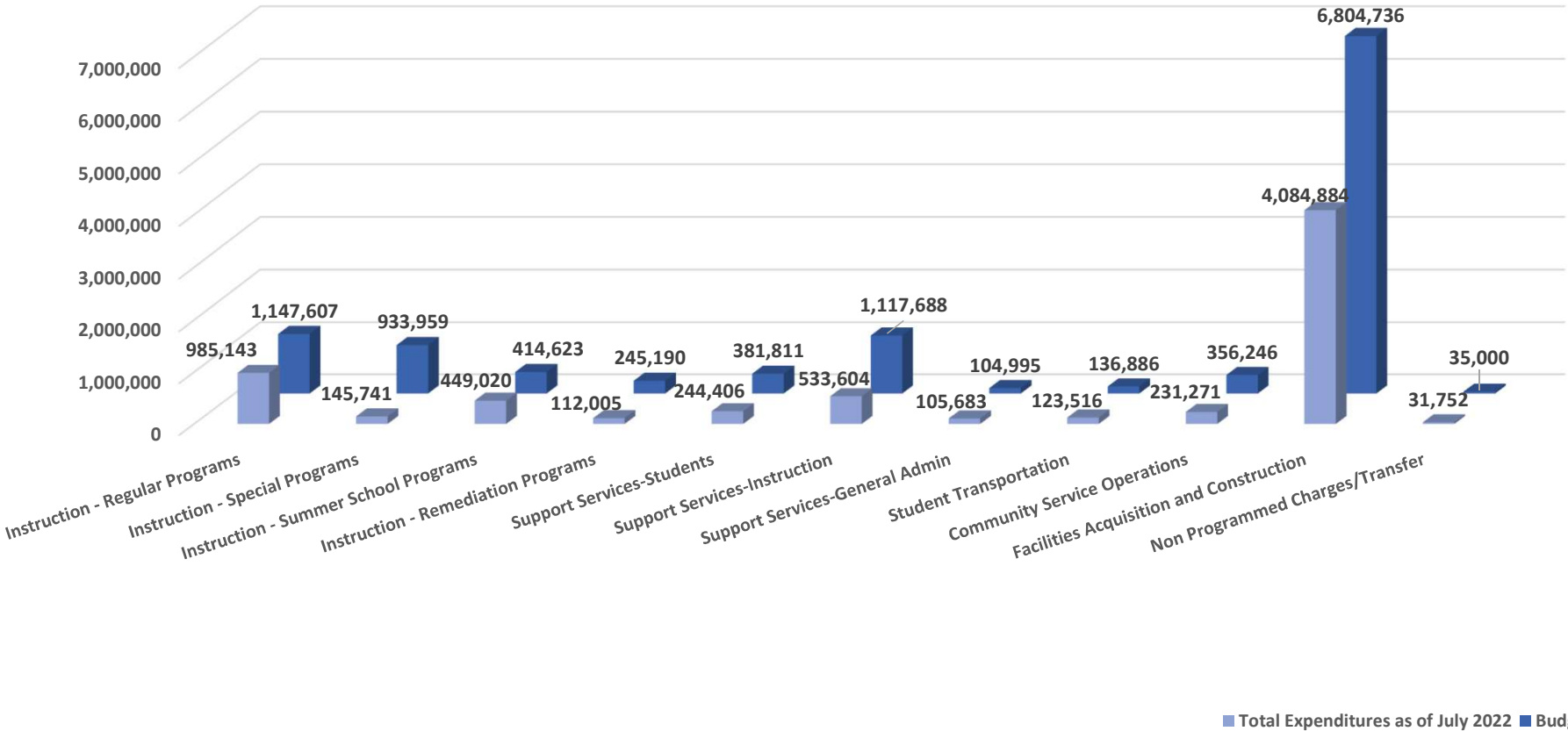


ESSER II - Utilization Review

| <i>Total Expenditures as of July 2022</i> | <i>Total % of Allocation Expended</i> | <i>Account</i> | <i>Budget</i> | <i>% of Total Budget</i> |
|--|--|---|------------------------|---------------------------------|
| \$985,142.54 | 85.84% | Instruction - Regular Programs | \$1,147,607.00 | 9.83% |
| \$145,740.96 | 15.60% | Instruction - Special Programs | \$933,959.00 | 8.00% |
| \$449,019.96 | 108.30% | Instruction - Summer School Programs | \$414,623.00 | 3.55% |
| \$112,005.08 | 45.68% | Instruction - Remediation Programs | \$245,190.00 | 2.10% |
| \$244,405.98 | 64.01% | Support Services-Students | \$381,811.00 | 3.27% |
| \$533,603.84 | 47.74% | Support Services-Instruction | \$1,117,687.89 | 9.57% |
| \$105,683.07 | 100.66% | Support Services-General Admin | \$104,995.00 | 0.90% |
| \$123,515.71 | 90.23% | Student Transportation | \$136,886.00 | 1.17% |
| \$231,270.87 | 64.92% | Community Service Operations | \$356,246.00 | 3.05% |
| \$4,084,883.89 | 60.03% | Facilities Acquisition and Construction | \$6,804,736.00 | 58.27% |
| \$31,752.16 | 90.72% | Non Programmed Charges/Transfer | \$35,000.00 | 0.30% |
| 7,047,024.06 | 60.34% | | \$11,678,740.89 | 100.00% |

Expenditures for June 2022 consisted of Salaries and Benefits pertaining to student support (remediation / tutoring), ongoing after school supports, HVAC, and supplies per directives approved through the grant.

ESSER II - Expenditure to Budget as of 7/31/22

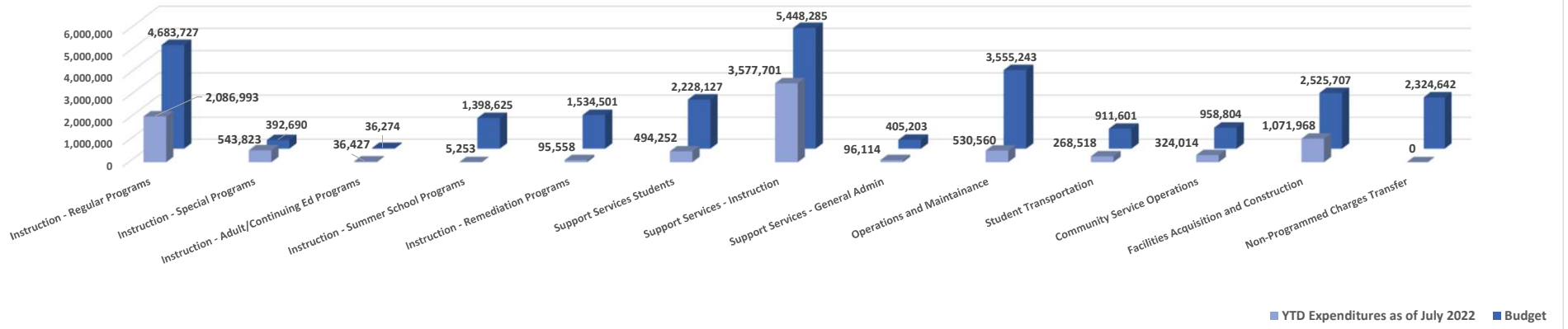


ESSER III - Utilization Review

| YTD Expenditures as of July 2022 | Total % of Allocation Expended | Account | Budget | % of Total Budget |
|----------------------------------|--------------------------------|--|------------------------|-------------------|
| 2,086,992.95 | 44.56% | Instruction - Regular Programs | \$4,683,726.72 | 17.74% |
| 543,822.76 | 138.49% | Instruction - Special Programs | \$392,690.00 | 1.49% |
| 36,426.94 | 100.42% | Instruction - Adult/Continuing Ed Programs | \$36,274.00 | 0.14% |
| 5,252.59 | 0.38% | Instruction - Summer School Programs | \$1,398,625.00 | 5.30% |
| 95,558.31 | 6.23% | Instruction - Remediation Programs | \$1,534,501.00 | 5.81% |
| 494,252.48 | 22.18% | Support Services Students | 2,228,127.00 | 8.44% |
| 3,577,700.90 | 65.67% | Support Services - Instruction | 5,448,285.00 | 20.63% |
| 96,114.27 | 23.72% | Support Services - General Admin | 405,203.00 | 1.53% |
| 530,560.15 | 14.92% | Operations and Maintainance | 3,555,243.00 | 13.47% |
| 268,518.11 | 29.46% | Student Transportation | 911,601.00 | 3.45% |
| 324,013.62 | 33.79% | Community Service Operations | 958,804.00 | 3.63% |
| 1,071,968.41 | 42.44% | Facilities Acquisition and Construction | \$2,525,707.00 | 9.57% |
| 0.00 | 0.00% | Non-Programmed Charges Transfer | \$2,324,642.00 | 8.80% |
| \$9,131,181.49 | 34.58% | | \$26,403,428.72 | 100.00% |

Expenditures for July 2022 consisted of salaries / benefits for budgeted programming.

ESSER III - Expenditure to Budget as of 7/31/2022



Medical Plan Experience

July 2022

| | <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 | \$ 1,368 | \$ 546,847 | \$ (545,479) | \$ 985,460 | \$ 4,580,398 | \$ (3,594,938) |
| Anthem Medical | \$ 550,972 | \$ - | \$ 550,972 | \$ 2,805,608 | \$ - | \$ 2,805,608 |
| CVS Rx | \$ 213,981 | \$ 206,040 | \$ 7,941 | \$ 1,055,449 | \$ 1,041,973 | \$ 13,476 |
| Rx Rebate | \$ - | \$ - | \$ - | \$ (334,095) | \$ (354,748) | \$ 20,653 |
| Less Amt Above Stop Loss | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Claim Cost Total | \$ 766,321 | \$ 752,887 | \$ 13,434 | \$ 4,512,422 | \$ 5,267,623 | \$ (755,201) |
| Expected Claim Cost | \$ 867,619 | \$ 875,134 | \$ (7,515) | \$ 6,058,140 | \$ 6,141,192 | \$ (83,052) |
| Claims vs. Expected | \$ (101,298) | \$ (122,247) | | \$ (1,545,718) | \$ (873,569) | |
| Non Claim Costs (administration, clinic, pharmacy, stop-loss) | \$ 227,048 | \$ 203,774 | \$ 23,274 | \$ 1,531,937 | \$ 1,450,436 | \$ 81,501 |
| Total Cost (Claim + Non-claim) | \$ 993,369 | \$ 956,661 | | \$ 6,044,359 | \$ 6,718,059 | |
| Enrollment | 1,019 | 1,035 | | 7,104 | 7,294 | |
| Cost Per Employee Per Month (PEPM) | \$ 974.85 | \$ 924.31 | | \$ 850.84 | \$ 921.04 | -7.6% |
| Paid Claims Per Employee | | | | \$ 635.19 | \$ 722.19 | -12.0% |