

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

September 27, 2022

CALENDAR

Sep	27	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Sep	27	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Oct	11	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Oct	11	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 – September 13, 2022 – Public Work Session
- Minutes – September 13, 2022 – Regular Board Meeting
- Claims
- Fundraisers
- Gift Acceptance
- Grants
- Conference Leaves
- Personnel Report

- F. INSTRUCTIONAL REPORT
- G. OLD BUSINESS
- H. NEW BUSINESS

Administrative Regulation GDBA-10 – Miscellaneous Positions Pay Schedule – the Administration presents proposed revisions of Administrative Regulation GDBA-10 – Miscellaneous Positions Pay Schedule for review.

Board Policy 5516 – Student Hazing – the Administration presents proposed revised Board Policy 5516 for initial consideration.

Administrative Regulation JFCF – Hazing Investigation Procedures – the Administration presents proposed revisions of Administrative Regulation JFCF – Hazing Investigation Procedures for initial review.

Administrative Regulation JFH – Student Complaint Procedures – the Administration presents proposed revisions of Administrative Regulation JFH – Student Complaint Procedures for initial review.

Resolution Recognizing Elkhart Community Schools’ Commitment to the State Proficiency Goal of 95% on the IREAD-3 Assessment by 2027.

Approval of Topics for District Feasibility Study – The Administration seeks approval of the list of topics to be explored by SchoolIQ as part of the district feasibility study.

Financial Report – August 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

September 13, 2022

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at 5:45 p.m.

Place/Time

Board Members Present:	Dacey S. Davis Douglas K. Weaver	Babette S. Boling Roscoe L. Enfield, Jr. Kellie L. Mullins Anne M. VonDerVellen
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Roll Call

Absent: Troy E. Scott

ECS Staff
Present: SitelogIQ

The Board was presented an overview of the feasibility study process by SitelogIQ.

Topics
Discussed

The meeting adjourned at approximately 6:45 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

September 13, 2022

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

Place/Time

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

Roll Call

Absent: Troy E. Scott

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

Call to
Order

Board member Anne VonDerVellen recited the Elkhart Promise.

The Elkhart
Promise

Ms. Davis discussed the invitation to speak protocol.

Cary Anderson, executive principal of Elkhart High School (EHS), expressed his appreciation for Adriana Alvarez and Jennifer Kemble (who was not able to attend), Jobs for America’s Graduates (JAG) specialists at EHS, as they shared a Moment of Pride highlighting the JAG program. Ms. Alvarez informed Board members the JAG program is a State based, national non-profit organization dedicated to helping students who may have experienced challenging events achieve success through high school graduation. Participants learn employability skills and are provided post-secondary education and career advancement opportunities; they also receive adult mentoring while in school and follow-up counseling one-year post graduation. EHS JAG program received the National 5 of 5 Award and was the only program in the state to earn the JAG Indiana New Standard 6 of 6. The EHS’s program outcomes ranked above the national goals in all categories including graduation rate, job placement, total in full-time jobs, total full-time outcomes, and further education rate. Ms. Alvarez recognized Ms. Kemble for being named a National JAG Outstanding Specialist this summer and noted EHS has two (2) Outstanding Specialists being recognized at the National level, both Ms. Kemble and Ms. Alvarez. The EHS JAG program participated in the JAG Career Development Conference and had ten (10) regional winners and three (3) state competitors. Some other JAG opportunities include JAG Summer Academy at Vincennes University helping students to prepare to enter

Moment of
Pride

the workforce after graduating at Vincennes University. The program is a big proponent of community service participating in Habitat for Humanity of Elkhart County, Ukraine Refugee Clothing Drive, Elkhart Health Department Tobacco Control and Voice, and Riley Children’s Hospital to name a few. Estrella Rios-Rodriguez, second year senior student, spoke about how the program pushed her out of her comfort zone and helped her learn to speak clearly. She also made it to State in the Career Development Conference. Sergio Fernandez, a follow up student/class of 2022 graduate, stated JAG is the best program, spoke about how Ms. Kemble cares about her students and is the most genuine teacher. Yensenia Avalos, follow-up student/class of 2022 graduate, said she was so grateful for the resources provided by the program and how it helped her to build a better life for herself. She was also gifted a car which she described as “a blessing in disguise”.

In response to Board inquiry, Ms. Alvarez said there are approximately 200 students in the program this year, adding the program provides students with a sense of belonging and helps students explore all the options they have.

Gail Draper, director of counseling, and Michele Tibbs, early college counselor, informed Board members they attended the Educational Excellence Gala with six (6) other teachers and administrators. EHS was recognized for their summer dual credit push, enrolling 188 students in the program. As a result of these efforts, ECS was awarded \$500,000 to use towards the continued promotion of the dual credit program. Further details will be forthcoming from the State.

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

- Minutes – August 23, 2022 – Public Work Session
- Minutes – August 23, 2022 – Regular Board Meeting

Payment of claims totaling \$12,589,018.97 as shown on the September 13, 2022, claims listing. (Codified File 2223-23)

Proposed school fundraisers in accordance with Board policy. (Codified File 2223-24)

Extra-curricular purchase requests: West Side 8th Grade Academics Account to purchase the 2022-23 Department of Student Programs School Membership, Junior Academic Spell Bowl, and Junior Academic Super Bowl totaling \$507.

The following donations were made to Elkhart Community Schools (ECS): \$310 from Culver’s to Elkhart Area Career Center (EACC) Ag/Motorcycle/Outdoor Power Technology class for student related activities; \$50,000 from NIBCO, Inc., care of Rex Martin, for Elkhart High School - Engineering, Technology, and

Consent Items

Minutes

Payment of Claims

Fundraisers

Extra-Curricular Purchases

Gift Acceptance

Innovation School of Study (ETI); Pickleball equipment from Mark and Debbie George to Bristol Elementary School valued at \$1,850 to be used in physical education classes; \$1,000 from Indiana Association for the Education of Young Children to be used towards operating expenses and supplies for the EACC Teenage Parent Program; and two (2) 2016 Subaru Outback 2.5i Premiums from Subaru of Indiana Auto, Inc. to the EACC Automotive cluster with an estimated value of \$22,000 each.

Submission of the following grants: STEM Innovation Grant hosted by National Association of Rocketry from Elkhart High School (EHS) in the amount of \$2,000; Title I, Part A Grant hosted by the Indiana Department of Education (IDOE) from ECS on behalf of nine (9) Title I schools in the amount of \$3,543,364.43; Full Service Community Schools (FSCS) Grant hosted by the United States Department of Education (USDOE) from ECS, on behalf of six (6) schools, and Concord Community Schools (CCS), on behalf of two (2) schools, in the amount of \$9,879,090 over five (5) years; and Title II, Part A Supporting Effective Instruction Grant hosted by the IDOE from ECS in the amount of \$524,046.10.

In response to Board inquiry, Beth Williams, director of federal programs, provided some background to the Full Service Community Schools Grant. This grant is a 5-year competitive grant submitted on behalf of Beardsley, Beck, Daly, Monger, Roosevelt, and Pierre Moran as well as two (2) Concord Community Schools. The purpose of the grant funds will be to partner with several community partners who will help provide additional support to our students, i.e. high quality early childhood education; high quality in-school and out-of-school programming; support for student transitions from pre-k to elementary, elementary to middle school, and middle school to high school, and high school to post-secondary education/the workplace; family and community engagement supports for students learning at home; and social, health, nutrition, and mental health services and supports. Ultimately, it aims to take care of the whole child. The grant includes outlines of specific measurable outcomes which will be reviewed by an external evaluator which has been written into the grant.

Acceptance of an Innovation Grant awarded to ECS from the Elkhart Education Foundation (EEF) for Mary Beck Elementary in the amount of \$5,000 and Extra-curricular Grant awarded to ECS from EEF for the EHS Freshman Division in the amount of \$5,000. (Codified File 2223-25)

Grants

Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the September 13, 2022 listings. (Codified File 2223-26)	Conference Leave Requests
	Personnel Report
Two (2) Agreements regarding services. (Codified File 2122-27)	Service Agreements
Employment of the following eight (8) certified employees: Laura Blair – veterinary at EACC, 9/21/22 Matthew Brown – music at EHS, 9/6/22 Ryan Drummond – physical education at Pierre Moran, 8/29/22 Kellie Heuermann – science at North Side, 8/29/22 Daniel Houck – science at Pierre Moran, 8/29/22 Ashley McQueen-Ghaffar – grade 4 at Roosevelt, 9/7/22 Barbara Outka – special education at Pinewood, 9/7/22 Jason Rybinski – grade 6 at Cleveland, 8/29/22	Certified Employment
Retirement of the following two (2) certified staff members on date indicated: Denise Wappes – principal at Roosevelt, 9/16/22 with 16 Years of Service Jana Wilde – speech pathologist at PACE, 9/9/22 with 16 Years of Service	Certified Retirement
Resignation of the following four (4) certified staff members on dates indicated: Viressa Davis – principal at Pierre Moran, 9/9/22 Julie Kline – special education at Cleveland, 9/30/22 Daniel Loth – science at EHS, 9/16/22 Nanci Tarantino – grade 5/6 split at PRIDE Academy, 9/2/22	Certified Resignations
Employment of the following four (4) classified employees: Alex Allard – head grounds at Freshman Division, 8/30/22 Sherman Bailey – custodian at Building Services, 8/26/22 Dayenerra Johnson – bus driver at Transportation, 9/8/22 Debra Watson – food services at Roosevelt, 9/9/22	Classified Employment
Resignation of the following five (5) classified employees, effective on the dates indicated: Bryanna Charlesworth – secretary at ESC, 9/8/22 Jamie Greenway – paraprofessional at Cleveland, 5/27/22	Classified Resignations

Richard Murray II – paraprofessional at Elkhart Academy,
8/22/22

Tori Patterson – custodian at North Side, 8/26/22

Lynda Thorpe – food service at Pinewood, 8/19/22

Termination of the following classified employee, effective on
the date indicated:

Anntionette Cotton – custodian at Woodland, 9/13/22

Administrative appointment of the following classified employee:

Jennifer Lee – supervisor of accounting, audits, and
investments at ESC, 8/29/22.

Rhiannon Harrison, director of English learners, presented a mock EL data analysis which each school will use as a guide to track and monitor their EL data which will be used to inform instruction. A specific emphasis will be placed on “bubble” kids to ensure they progress to the next level. Mrs. Harrison also shared a lesson preparation rubric used to quantify the data on SIOP lesson preparation to make sure it is being implemented in the classroom through the evaluation process.

Superintendent Steve Thalheimer updated Board members about assessments and data. In 2019, Dr. Thalheimer ran an analysis to see a correlation between NWEA and ILEARN scores. He provided the same type of data this school year and provided research from NWEA as well.

Next, Dr. Brad Sheppard, assistant superintendent of instructional leadership, and Dr. Mindy Higginson, director of elementary instruction, shared with Board members what their respective schools will be doing on the first eLearning day.

Secondary teachers will be focusing on curriculum work as they meet by content area in the morning to continue building the curriculum repository for each course of study using the following steps: essential standards, scope/sequence, course overview, common formative assessments, common summative assessments, UbD units, interventions and extensions. In the afternoon, teachers will return to their home schools for building level meetings/work.

Elementary teachers will be meeting by grade level to determine the district math essential standards following the same process used last year for the language arts essential standards. Building administrators will be leading these teams. Their goal is for the district math essential standards to be determined by the end of the day.

Dr. Thalheimer informed Board members the Data Dashboard is under review by the district leadership team. The first data from NWEA

Classified
Termination

Classified
Administrative
Appointment

Instructional
Report

checklists will be entered and shared during the September 27, 2022 Board meeting.

By unanimous action, the Board approved and waived second reading of proposed revisions to Board Policy 3422.12S – Employees in Miscellaneous Positions Compensation Plan. In response to Board inquiry, Brandon Eakins, director of the Elkhart Area Career Center (EACC), explained the position of Education and Engagement Coordinator and how it has evolved over the years. This coordinator position used to be about getting teachers certified to teach dual credit classes as well as managing business partnerships. Now that most of our teachers are already credentialed, it has become more about expanding EACC partnerships, which Perkins V legislation has emphasized greatly. In order to implement this change, Mr. Eakins is requesting this position be added to the Employees in Miscellaneous Positions Compensation Plan enabling the EACC to utilize this position to focus on the development of their partnerships.

Board Policy
3422.12S

Dr. Brad Sheppard, assistant superintendent of instruction, presented a proposed new course offering for the 2022-2023 school year: Elective Physical Education. (Codified File 2223-28)

New Course
Offering

By unanimous action, the Board approved the Student Fees for Curricular Materials for 2022-2023. (Codified File 2223-29)

Curricular
Materials Fees
for 2022-2023

Five (5) audience members expressed concern about Elkhart Community Schools teachers' pay.

From the
Audience

An audience member voiced concern about there being too much testing for students.

Jon Chevalier, director of transportation, provided a Transportation update. They are still working to get bus drivers trained and have two (2) who will be on the road by the end of the week. He is also in weekly contact with Stop Finder and expects to introduce the app following fall break. Transportation has a new assistant supervisor joining the team, Michele Ernsberger, and she will be working directly with Stop Finder.

From the
Administration

Dr. Thalheimer thanked all the staff who participated in the bilingual family event, Welcome: We are Elkhart, on September 8, 2022 at the Freshman Division.

From the
Superintendent

Dr. Thalheimer provided an update on enrollment and noted the official count day is Friday, September 16, 2022.

Dr. Thalheimer encouraged attendance at the community meeting for the Feasibility/Facility Study Introduction with SitelogIQ and School IQ

at 6:30 p.m. on September 14, 2022 at the Elkhart High School auditorium.

Board member encouraged everyone to attend the grand opening of the Art Depot on Monday, September 19, 2022.

Board member expressed gratitude for teachers and for having the courage to attend the meeting and be candid with the Board members.

The meeting adjourned at approximately 8:43 p.m.

From the Board

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)
Eklhart High - Boys Basketball	Family and friends will have the ability to make donations online. The team will use the donations for gear, events, games, and the sectional draw party.	11/7/2022 - 12/7/2022	9/14/2022	Kyle Sears
	Please note the following fundraisers are presented for confirmation only.			



MARY DALY ELEMENTARY SCHOOL
1735 STRONG AVENUE • ELKHART, IN 46514
PHONE: 574-295-4870



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: Elizabeth Stroven

Date: September 12, 2022

Re: Donation Acceptance-Mary Daly

Patrick Industries has donated \$20,000 to be used to purchase materials for classroom use, including chargers, headphones, trauma informed care materials, and teaching supplies. Additionally a portion of the funds will be used to purchase clothing for distribution by the school nurse.

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
Attn: Mr. Andrew Nemeth
107 W. Franklin Street
P.O. Box 638
Elkhart, IN 46514**



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: 9-16-22

TO: Dr. Steven Thalheimer
Board of School Trustees

FROM: Cary Anderson (Principal)
Jeff Miller (Teacher/Student Activities Coordinator/Sponsor)

RE: Donation Approval

Elkhart High School received a donation of \$1,000.00 from the Welter Foundation. The donation is specifically for football “Staff Buddy” t-shirts.

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

Welter Foundation
21027 Riverbrook Lane
Bristol, IN 46507

What is the title of the grant?	What is the name of the granting agency/entity?	Please list school/entity applying.	Individual/contact applying for the grant?	What is the amount applied for?	How will the grant funds be used and who will oversee the management of the grant?	Please explain how the grant funds will be used to support the district vision, focus, and goals.	Please outline the grant budget for the funds requested.	What is the grant submission deadline?
STEM Integration Grant	IDOE	ETI School of Study	Lauren Van Goey	\$100,000	Funds will be used for professional development, curriculum, and assistive devices that apply to EL learners and Special Education students in STEM	The grant will be used to increase access to STEM programs for English Learners, special education and exceptional learners	\$40,000 for professional development, \$40,000 for assistive devices and technology, and \$20,000 for curriculum development.	9/21/2022
PLTW	PLTW	EHS-HPS	Kelly Blair for Holly Hogan	\$2,400	The funds are for Holly Hogan to get trained in the next class for PLTW so that we can continue to offer these courses.	Pathway class	All the funds are for the training	9/23/2022

KAMI BRENNEMAN - OSOLO (0-0)	Project AWARE II (FY21, Yr1)	N/A
CLAUDIA BURMEISTER - NORTH SIDE (0-0)	Project AWARE II (FY21, Yr1)	N/A
TARA BUTLER - ELKHART HIGH SCHOOL (0-0)	Project AWARE II (FY21, Yr1)	N/A
REBEKAH CARR - FEESER (1-0)	Project AWARE II (FY21, Yr1)	N/A
LAURA CHRISTENSEN - ROOSEVELT (0-0)	Project AWARE II (FY21, Yr1)	N/A
TERESA GARCIA PONCE - DALY (0-0)	Project AWARE II (FY21, Yr1)	N/A
EMILY LEWANDOWSKI - MONGER (0-0)	Project AWARE II (FY21, Yr1)	N/A
REBECCA MANNS - NORTH SIDE (0-0)	Project AWARE II (FY21, Yr1)	N/A
TINA MILLER - PRIDE ACADEMY (1-3)	Project AWARE II (FY21, Yr1)	N/A
BROOKE MURRAY - BEARDSLEY (1-0)	Project AWARE II (FY21, Yr1)	N/A
JAMI PRESSWOOD - ELKHART HIGH SCHOOL (2-3)	Project AWARE II (FY21, Yr1)	N/A
HEATHER SHELLEY - RIVERVIEW (0-0)	Project AWARE II (FY21, Yr1)	N/A
PAUL SHELLEY - PINWOOD (0-0)	Project AWARE II (FY21, Yr1)	N/A
SHERWIN SIMON - FRESHMAN DIVISION (0-0)	Project AWARE II (FY21, Yr1)	N/A
ALLISON SMITH - BRISTOL (0-0)	Project AWARE II (FY21, Yr1)	N/A
DANIELLE WEAVER - PIERRE MORAN (1-1)	Project AWARE II (FY21, Yr1)	N/A
HECC - HOOSIER EDUCATION COMPUTER COORDINATORS CONFERENCE	\$15,627.10	\$0.00
<p>The conference will introduce me to vendors for purchasing Tech Equipment. The conference will also allow me to network with fellow LMS Coordinators and Student Data Analysts to share and gain knowledge. There are also informational classes where I can learn new knowledge which I can apply to data analysis.</p> <p>Networking, gaining skills, and developing strategies for the deployment and maintenance of our school computer and network infrastructure.</p> <p>The Hoosier Education computer Coordinators conference is an annual event bringing together IT and Instructional staff to learn about digital learning in schools from one another. This event will allow me to meet and learn from other instructional coaches and IT programs. This will allow me to work more effectively with Jason Inman at Tech Services as we work to provide impactful digital learning tools and resources to staff and students.</p> <p>I will attend various workshops that will have information on how to better utilize technology for our students, how to improve the security of our technology, and new technology that may benefit our students. I will also have the opportunity to discover new technologies by visiting vendor booths during the event.</p> <p>The HECC conferences focuses on the use of technology in the educational space. The courses offered are given by individuals who work in the K-12 environment with similar functions and a lot of knowledge. On top of the courses offered there are vendors available to discuss technology and how it could improve upon our current settings. I plan to bring this knowledge back to the department to discuss how we can offer better services in the future.</p> <p>Course content relates to the securing and operation of technology equipment from different aspects from teacher to vendors. We will meet to share our ideas and notes after the conference.</p> <p>The HECC conference is a gathering of educational tech professionals that allows for both new product discovery and numerous training opportunities.</p> <p>HECC is a member-driven organization that provides resources, networking, community, and a yearly technology conference to its members who are teachers and technology professionals in K-12 school systems.</p> <p>Course contents related to the securing and operation of technology equipment from different aspects from teacher to vendors. We will meet and share our ideas and notes after the conference.</p> <p>Sessions on state reporting and PowerSchool. Upon returning I will share my notes and any materials provided with the other members of Data & Assessment.</p> <p>Annual conference giving insight on new and existing technologies designed to increase or improve student and staff interaction with technology. We will meet, share and discuss what we learned when we return from the conference.</p> <p>Indianapolis, IN November 8 - 11, 2022 (1 to 4 day's absence)</p>		
CAROL ALARCON - TECH SERVICES (0-0)	Operations Fund	N/A
RYAN BARNBROOK - TECH SERVICES (0-0)	Operations Fund	N/A
BRIAN BENNETT - ESC (0-0)	Operations Fund	N/A
PAUL ALLEN BROKAMP - TECH SERVICES (0-0)	Operations Fund	N/A

STEPHEN DECOOK - TECH SERVICES (1-3)	Operations Fund	N/A
TIFFANY FAIGH - TECH SERVICES (0-0)	Operations Fund	N/A
JAKE GABAREE - TECH SERVICES (0-0)	Operations Fund	N/A
JASON INMAN - TECH SERVICES (1-3)	Operations Fund	N/A
DWIGHT RHOADES - TECH SERVICES (0-0)	Operations Fund	N/A
DAPHNE WAITS - DATA & ASSESSMENT (0-0)	Operations Fund	N/A
ERIC WICHMAN - TECH SERVICES (0-0)	Operations Fund	N/A
	\$40,281.03	\$95.00
2022 YEAR-TO-DATE EDUCATION FUNDS	\$20,817.50	\$1,330.00
2023 YEAR-TO-DATE EDUCATION FUNDS	\$0.00	\$0.00
2022 YEAR-TO-DATE OTHER FUNDS	\$173,283.36	\$4,560.00
2022 YEAR-TO-DATE ADJUSTMENTS	-\$2,547.75	\$0.00
2023 YEAR-TO-DATE OTHER FUNDS	\$4,890.00	\$0.00
2023 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
GRAND TOTAL	\$196,443.11	\$5,890.00

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

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: September 21, 2022
 TO: Dr. Steve Thalheimer
 FROM: Brandon Eakins **BE**
 RE: **Conference Leave Requests Paid Under Carl D. Perkins Grant
 October 11, 2022 - Board of School Trustees Meeting**

2022-2023 CONFERENCES	EXPENSES	SUBSTITUTE
<p>UTI Stem Workshop</p> <p>We will use the information gained to improve instruction in the classroom. We will also check in with former EACC students currently attending.</p> <p align="center">Lisle, IL</p> <p>October 14, 2022</p> <p>Stephen Jones (0-0) Martin Hostetler (0-0) Gail Leister (0-0)</p> <p>Program/Industry Specific Career and Technical Education</p>	\$696.88	\$0.00
<p>NCSHE - National Health Science Conference</p> <p>This is a great conference to gain new ideas and techniques for teaching specifically healthscience curriculum.</p> <p>Charleston, SC</p> <p>October 26 - 28, 2022</p> <p>Brandon Eakins (0-0) Angela Gortney (0-0) Joleen Kindhart (0-0) Jo Anna Ralstin (0-0) Michele Zachary (1-3)</p> <p>Program/Industry Specific Career and Technical Education</p>	\$8,194.69	\$0.00
<p>National ACTE Conference</p> <p>This conference is an opportunity to network and learn about successful CTE programs nationwide. We will attend sessions that will give new insight on best practices for our classrooms.</p> <p align="center">Las Vegas, NV</p> <p>November 30 - December 3, 2022</p> <p>Scott Sassaman (0-0) Cory Watt (0-0) David Heineman (0-0) Loreena Storer (0-0) Stephen Jones (0-0) Aaron Steensma</p>	\$6,961.77	\$0.00

2022-2023 CONFERENCES	EXPENSES	SUBSTITUTE
Leadership		
TOTAL	\$15,853.34	\$0.00
2022-23 YEAR-TO-DATE PERKINS FUNDS	\$4,323.15	\$0.00 \$0.00
GRAND TOTAL	\$20,176.49	\$0.00



HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: DR. STEVEN THALHEIMER
FROM: MS. MAGGIE LOZANO
DATE: SEPTEMBER 27, 2022

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **Administrative Appointment** – The administration recommends confirmation of the following administrative appointment effective October 6, 2022:

Shirley Elliott **Supervisor of Special Programs**

- b. **Agreement** – We recommend the approval of two agreements regarding services.
- c. **Agreement** – We recommend the approval of an agreement regarding increased student load.
- d. **New Certified Staff** – We recommend the following new certified staff for employment in the 2022-23 school year:

Brent Curry	West Side/Special Ed Intern
Dianna Nauman	West Side/Special Ed Intern
Jason Rivich	Pierre Moran/Career Readiness
Robert Sommer	Freshman Division/Art

- e. **Maternity Leave** – We recommend the approval of a maternity leave for the following employee:

Mariah Srmek	PACE/Special Education
Begin: 9/19/22	End: 10/28/22

- f. **Parental Leave** – We recommend the approval of a parental leave for the following employee:

Jennifer Miller	Cleveland/Grade 2
Begin: 11/7/22	End: 12/22/22

g. **Medical Leave** – We recommend the approval of a medical leave for the following employee:

Brett Cramer
Begin: 9/13/22

Elkhart Academy/Special Education
End: 12/1/22

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

Anthony DeFelice
Began: 11/28/16

North Side/Math
Resign: 10/12/22

Rebecca Herington
Began: 1/6/20

Cleveland/Special Education
Resign: 10/19/22

Jason Rybinski
Began: 8/29/22

Cleveland/Grade 6
Resign: 9/15/22

CLASSIFIED

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

Tricia Antonio
Began: 8/1/22

Elkhart High/Secretary
PE: 9/26/22

Christian Donovan
Began: 8/1/22

North Side/Security
PE: 9/26/22

Gabriel Fillio
Began: 8/1/22

Pierre Moran/Security
PE: 9/26/22

Tamika Hines
Began: 8/1/22

Roosevelt/Secretary
PE: 9/26/22

Leslie Kauffman
Began: 8/1/22

Elkhart High/Food Service
PE: 9/26/22

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

Christina Heise
Began: 8/18/21

Bristol/Technical Assistant
Resign: 9/23/22

Sanara Warren
Began: 8/17/20

Transportation/Bus Driver
Resign: 9/30/22



- c. **Unpaid Leave** – We recommend an unpaid leave for the following employee:

Vantha Seth
Began: 10/14/22

Beck/Custodian
End: 10/31/22

- d. **Reassignment** – We recommend the approval of reassignment of the following classified employees to certified positions:

Brent Curry

Elkhart High/Secretary

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

John Collins
Began: 1/10/22

Bus Driver/Transportation
End: 9/27/22
Policy: 3162ACS

Preston Morris
Began: 9/5/17

Commissary/Truck Driver
End: 9/27/22
Policy: 3170.02ACS



MEMORANDUM OF UNDERSTANDING
(Increased Student Load for the 22/23 School Year)

This Memorandum of Understanding (“Memorandum”) between the Elkhart Teachers’ Association, Inc. (“ETA”) and the Elkhart Community Schools (“ECS”) is made on this 8th day of September, 2022.

1. The ETA is the exclusive representative for certified teachers employed by ECS.
2. ETA and ECS have entered into a Master Contract (“Contract”) governing compensation for certified teachers employed by ECS.
3. Due to the burdensome student loads certain teachers are experiencing during this time, ECS, through discussion with the ETA, is providing additional compensation to teachers, who by virtue of their respective assignment, are providing instruction to students beyond the normal load expected of teachers.
4. Elementary Student Loads

As a result of ECS’ current teacher shortage, the number of students assigned to some elementary classrooms is higher than past practice; therefore, any elementary teacher who has student numbers exceeding the number listed in the table below shall receive a \$900 stipend for each nine (9) week period, described in paragraph six below, in which their student numbers remain above the number listed for the teacher’s grade level.

<i>Grade Level</i>	<i>ECS’ Class Size Number</i>
Kindergarten	26 students
Grade 1	27 students
Grade 2	27 students
Grade 3	30 students
Grade 4	30 students
Grade 5	32 students
Grade 6	32 students

5. Secondary Student Loads

Furthermore, staffing shortages at the secondary level have resulted in some secondary teachers experiencing average student load numbers that are higher than past practice. As a result, Elkhart Community Schools, through discussion with the Elkhart Teachers Association, has agreed to provide a **\$900 stipend** per each nine (9) week period described in Paragraph Six below, for any secondary teacher whose daily student load numbers **exceed an average of 35 students per class**. This will not include nor apply to certain activity type classes, such as music and physical education.

6. Student enrollment calculations will be based upon the nine (9) week periods ending on the following dates:

- a. October 7, 2022
- b. December 22, 2022
- c. March 17, 2023
- d. May 25, 2023

7. Enrollment numbers shall be determined by a review of PowerSchool data using the following dates for each corresponding nine (9) week period:

- a. September 12, 2022
- b. November 11, 2022
- c. February 8, 2023
- d. April 25, 2023

8. This data will be used to determine a teacher's eligibility for the stipend payment for each grading period. In the event a teacher or an administrator feels a teacher's class size number on the count day described in paragraph 7 does not accurately reflect the number of students generally assigned during the grading period, they may submit evidence supporting the teacher's entitlement to payment for further review.
9. Stipends will be paid within forty-five (45) days of the conclusion of each nine (9) week period in which the teacher was eligible to receive this additional compensation
10. This agreement does not affect any other terms set forth in the Contract.

ELKHART COMMUNITY SCHOOLS

ELKHART TEACHERS' ASSOCIATION

BY:

W. J. [Signature]
September 8, 2022

BY:

Kerry C. Muller
09-08-2022

Approved by Board of School Trustees on: _____

President

Secretary

Cc: Payroll

MISCELLANEOUS POSITION PAY SCHEDULE

Classification	Position	Amount	Source of Payment
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HIGH SCHOOL FOOTBALL

	Event Supervisor	\$50 per event	ECS Ed Fund
	Tournament Supervisor	\$ 100 per event	ECS Ed Fund

Adult

	Fire Fighter	\$30 per hour	ECS Ed Fund
	Usher	\$50 per game	HS Athletic Dept.
	Ticket Sellers/Takers	\$12 per hour	HS Athletic Dept.
	Public Address Announcer	\$25 per game	HS Athletic Dept.
*	Crowd Supervision Manager	½ of Master Contract rate	ECS Ed Fund
	Fan Bus Supervision	\$15 + 2 tickets per trip	HS Athletic Dept.
	Parking Director	\$17 per hour	ECS Ed Fund
	Parking Attendant	\$15 per hour	ECS Ed Fund

HIGH SCHOOL BASKETBALL

(Games at North Side and Tournaments)

	Event Supervisor	\$50 per event	ECS Ed Fund
	Tournament Supervisor	\$100 per event	ECS Ed Fund

Adult

	Fire Fighter	\$30 per hour	ECS Ed Fund
	Usher	\$50 per game	HS Athletic Dept
	Ticket Sellers/Takers	\$12 per hour	HS Athletic Dept
	Timers/Scorers	\$25 per game	HS Athletic Dept
	PA Announcer	\$25 per game	HS Athletic Dept
*	Crowd Supervision Manager	½ of Master Contract rate	ECS Ed Fund
	Fan Bus Supervision	\$15 + 2 tickets per trip	HS Athletic Dept
	Parking Director	\$17 per hour	ECS Ed Fund
	Parking Attendant	\$15 per hour	ECS Ed Fund

Classification	Position	Amount	Source of Payment
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HIGH SCHOOL ATHLETICS

Event Supervisor

Volleyball

			ECS Ed Fund
	Varsity/JV/freshman	\$50 per event	ECS Ed Fund
	Freshmen Pool Play	\$50 per event	ECS Ed Fund
	4 teams or less tourney	\$50 per event	ECS Ed Fund
	5 teams or more tourney	\$100 per event	ECS Ed Fund

Soccer

	Regular season varsity/JV	\$50 per event	ECS Ed Fund
	Tournament	\$100 per event	ECS Ed Fund

Swimming

	Regular season meet	\$50 per event	ECS Ed Fund
	All day tournament	\$100 per event	ECS Ed Fund
	Diving only	\$50 per event	ECS Ed Fund

Wrestling

	Varsity/JV	\$50 per event	ECS Ed Fund
	Super dual meet	\$100 per event	ECS Ed Fund

Gymnastics

	Varsity/JV	\$50 per event	ECS Ed Fund
	Invitational	\$100 per event	ECS Ed Fund

Baseball/Softball

	Varsity/JV/freshman	\$50 per event	ECS Ed Fund
	Tournament	\$100 per event	ECS Ed Fund

Track

	Dual or triangular meet	\$50 per event	ECS Ed Fund
	Invitational	\$100 per event	ECS Ed Fund

Classification	Position	Amount	Source of Payment
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NON-ATHLETIC EVENTS (ECS RENTALS, MISCELLANEOUS ASSIGNMENTS)

Adult

	Electronic Technical Services (Soundboard/Light Board)	\$25.00 per hour	ECS Ed Fund
*	Building Rental	\$14.50 per hour (<i>per teachers contract</i>)	ECS Ed Fund
	Fire Fighter	\$30 per hour	ECS Ed Fund
	Elkhart Academy Police	\$40 per hour	ECS Ed Fund
	Usher	\$8 per hour	ECS Ed Fund
	Ticket Seller/Taker	\$12 per hour	ECS Ed Fund
	Parking Director	\$17 per hour	ECS Ed Fund
	Parking Attendant	\$15 per hour	ECS Ed Fund
	Substitute Custodian	\$13.19 per hour	ECS Ed Fund
*	Intramurals	\$8.25 per hour	ECS Ed Fund
	Food Service Sub	\$11.00 per hour	Food Service Fund
	Food Service Sub (retired Food Service employee)	Rate pursuant to Board Policy 3120.03S	Food Service Fund
	Food Service Driver Sub	Base rate pursuant to Board Policy 3422.12S	Food Service Fund

Student

	Stage Hand/Music Helper	\$8.00 per hour	ECS Ed Fund
	Usher	\$8.00 per hour	ECS Ed Fund
	Ticket Taker	\$8.00 per hour	ECS Ed Fund
	Cloakroom Attendant	\$8.00 per hour	ECS Ed Fund
	WVPE Student Intern	\$750.00 per semester	WVPE Fund

In the event the federally established minimum wage exceeds the hourly rate set forth under this regulation, the minimum wage shall apply.

* Negotiated Rates

~~December 14, 2021~~ [September 27, 2022](#)

Book	Policy Manual
Section	5000 Students
Title	PROPOSED REVISED STUDENT HAZING
Code	po5516
Status	
Adopted	November 22, 2016

5516 - **STUDENT HAZING**

The Board believes that hazing activities of any type are inconsistent with the educational process and prohibits all such activities at any time in school facilities, on school property, and at any Corporation-sponsored event.

Hazing shall be defined for purposes of this policy as performing any act or coercing another, including the victim, to perform any act of initiation into any class, group, or organization that causes or creates a risk of causing mental, emotional, or physical harm.

The term hazing includes, but is not limited to:

Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.

Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.

Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.

Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.

Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.

Permission, consent, or assumption of risk by an individual subjected to hazing shall not lessen the prohibitions contained in this policy.

"Student organization," means a group, club or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

Administrators, faculty members, and other employees of the Corporation shall be alert particularly to possible situations, circumstances, or events which might include hazing. If ~~hazing or~~ planned hazing is discovered, the students involved shall be informed by the discoverer of the prohibitions contained in this policy and shall be ordered to end all ~~hazing activities or~~ planned activities immediately. All hazing incidents shall be reported immediately to the Superintendent. Students, administrators, faculty members, and other employees who fail to abide by this policy may be subject to disciplinary action and may be held personally liable for civil and criminal penalties in accordance with law.

The Superintendent shall distribute this policy to all students and Corporation employees, and shall incorporate it into building, staff, and student handbooks. It shall also be the subject of discussion at employee staff meetings or in-service programs.

Hazing Investigation Procedures

Reporting Procedures

Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to the Superintendent.

Teachers, administrators, other school district employees as well as contractors and volunteers shall be particularly alert to possible situations, circumstances or events that might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the superintendent immediately.

Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades or work assignments.

Investigation

Upon receipt of a complaint or report of hazing, the superintendent shall appoint a designee, which may be the building principal, to undertake an investigation.

The building principal or superintendent's designee may take immediate steps, at their discretion, to protect the complainant, reporter, students or others pending completion of an investigation of hazing.

Upon completion of the investigation, the superintendent or school principal will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge. Disciplinary consequences will be administered consistently. They will appropriately discipline prohibited behavior and deter others from hazing. School district action taken for violation of this policy will be consistent with other school policies and applicable collective bargaining agreements and statutory authorities.

Non-Reprisal

The school district will take appropriate action against any student, teacher, administrator or other employee of the school district, or any contractor or volunteer who retaliates against anyone who makes a good faith report of hazing, or who testifies, assists or participates in an investigation or hearing about a hazing incident. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

September 27, 2022

Student Complaint Procedure

Students have a right to submit for review a complaint or concern arising out of actions, procedures and policies of Elkhart Community Schools. Student complaints are to be submitted and investigated pursuant to the procedure outlined below:

A “complaint” is a concern or problem presented to the district.

Timelines under this procedure may be extended based upon mutual agreement of both parties in writing.

At all times, students may be accompanied by the student’s parent or guardian at any meeting with an Elkhart Community Schools’ representative.

Step One - Initiating a Complaint:

Any student who wishes to make a complaint should first discuss the matter with the school employee involved (teacher, school counselor, school administrator, secretary, paraprofessional, etc.). Building administrators may request complaints be submitted in writing using the school district’s complaint form. The school employee shall assist the student in efforts to initiate an investigation under the applicable Elkhart Community Schools Policy if it is determined the complaint involves bullying, hazing, harassment, or discrimination:

- POLICY 2260 - NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY
- POLICY 2260.01 - SECTION 504/ADA PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY
- POLICY 2266 - NON-DISCRIMINATION AND ANTI-HARASSMENT ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES
- POLICY 5517 - ANTI-HARASSMENT
- POLICY 5517.01 - BULLYING PREVENTION

Step Two - Building Administrator:

If the student is unable to resolve their complaint at Step One, the student may file a written signed complaint with a building administrator within five (5) days of the Step One meeting; if the complaint was initiated with the building principal, the student can proceed to Step Three. The building administrator, if not the principal, should notify the principal and provide a copy of the complaint form to the Student Services Department. The building administrator should meet with the student to discuss the student’s complaint. The building administrator should evaluate the information provided by the student, conduct an investigation regarding the complaint and render a decision, in writing, within ten (10) school days after the first meeting with the student. The

building administrator shall provide a copy of the decision to the student, Assistant Superintendent of Student Services and district administrator responsible for the activity or program impacted by the complaint.

Step Three - District Administrator:

If the student's complaint is not resolved at the building level, the student may elect to submit the complaint to the district administrator identified at Step Two within five (5) school days following the student's receipt of the decision at Step Two. The district administrator shall meet with the student within five (5) school days of receipt of the complaint to discuss the complaint with the student. Following this meeting, the district administrator shall investigate the complaint and prepare a written report of findings and conclusions and provide said report to the student within ten (10) days following the meeting with the student. A copy of the district administrator's report shall be provided to the Superintendent and Assistant Superintendent of Student Services.

Step Four - Superintendent:

If the student's complaint is not resolved by the district administrator, the student may elect to submit the complaint to the Superintendent within five (5) days of the student's receipt of the district administrator's report. The Superintendent shall meet with the student within ten (10) school days of receipt to hear the student's complaint. Following the meeting, the Superintendent shall investigate the complaint, or appoint a designee (other than the district administrator at Step Three), for the purpose of investigating and rendering a decision on the complaint. The Superintendent or the designee shall prepare a written report related to the investigation within ten (10) school days of meeting with the student. If the report is prepared by the designee, said report shall be submitted to the Superintendent, who shall have five (5) school days to review the merits of the complaint and the designee's decision and respond in writing to the student. A copy of the Superintendent's decision shall be provided to the Board of School Trustees.

The Student Services Department shall be responsible for maintaining records of all student complaints and investigations completed and reports prepared pursuant to this administrative regulation.

September 27, 2022

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

***Resolution Recognizing Elkhart Community Schools' Commitment
to the State Proficiency Goal of 95% on the IREAD-3 Assessment by 2027***

WHEREAS, one in five Indiana students have not yet mastered foundational reading skills by the end of third grade.

WHEREAS, every student must learn to read and in turn, read to learn.

WHEREAS, the Indiana Department of Education has set a goal of reaching and exceeding a 95% passage rate on the IREAD-3 assessment by 2027.

WHEREAS, Elkhart Community Schools is dedicated to developing foundational literacy skills for every student.

WHEREAS, Elkhart Community Schools is dedicated to providing a quality education and learning environment for every student.

BE IT RESOLVED, by the Board of School Trustees of the Elkhart Community Schools:

- A. The Board of School Trustees recognizes Elkhart Community Schools' commitment to reaching and exceeding a 95% passage rate by the end of grade 3 on or before the IREAD-3 assessment by 2027.
- B. The secretary of the Board of Trustees shall transmit a copy of this resolution to the Indiana Department of Education as acknowledgement of their partnership and dedication in reaching and exceeding the 95% passage rate on the IREAD-3 assessment by 2027.

PASSED AND ADOPTED this 27th day of September, 2022.

President, Dacey Davis

Vice President, Troy Scott

Secretary, Douglas Weaver

Member, Babette Boling

Member, Kellie Mullins

Member, Ann VonDerVellen

Member, Rocky Enfield

ATTEST:

Secretary, Douglas Weaver



SUPERINTENDENT'S OFFICE

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: MEMBERS OF THE SCHOOL BOARD OF TRUSTEES

FROM: STEVE THALHEIMER

DATE: SEPTEMBER 20, 2022

SUBJECT: SCHOOLIQ FEASIBILITY APPROVAL OF TOPICS

Per the request of Dr. Jarman and the SchoolIQ team, I am presenting the list of the following topics for examination through the district feasibility process for board approval at the September 27 board meeting.

Feasibility Topics

1. Loss of Students, Families, and Staff
2. Public Relations and Community Perceptions
3. Academics: Math and English Language Arts academic performance
4. Instructional Practice and Speed of Curriculum Implementation
5. School Safety, Security, and Discipline
6. School Facilities and Funding
7. Trust and Faith in District Leadership
8. Improved Collaboration and Communication between Board and District Leadership
9. Developing and Improving Community Connections

ACCOUNT BALANCES/INVESTMENT DETAIL
August 2022

CASH:

Petty Cash	\$	500.00
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BANK ACCOUNTS:

Teachers Credit Union	\$	2,983,772.84
Lake City Bank – Accounts Payable		(979,426.23)
Lake City Bank – Payroll Account		(6,451.16)
Lake City Bank – Flex Account		68,753.01
Lake City Bank – Merchant Account		-
Lake City Bank – Prepaid Lunch		504,535.60
Lake City Bank – Deposit Account		43,138,700.89
Lake City Bank – Book Rental		-
BMO Harris Bank (UMR insurance)		407,420.00

INVESTMENTS:

Certificate of Deposit	-
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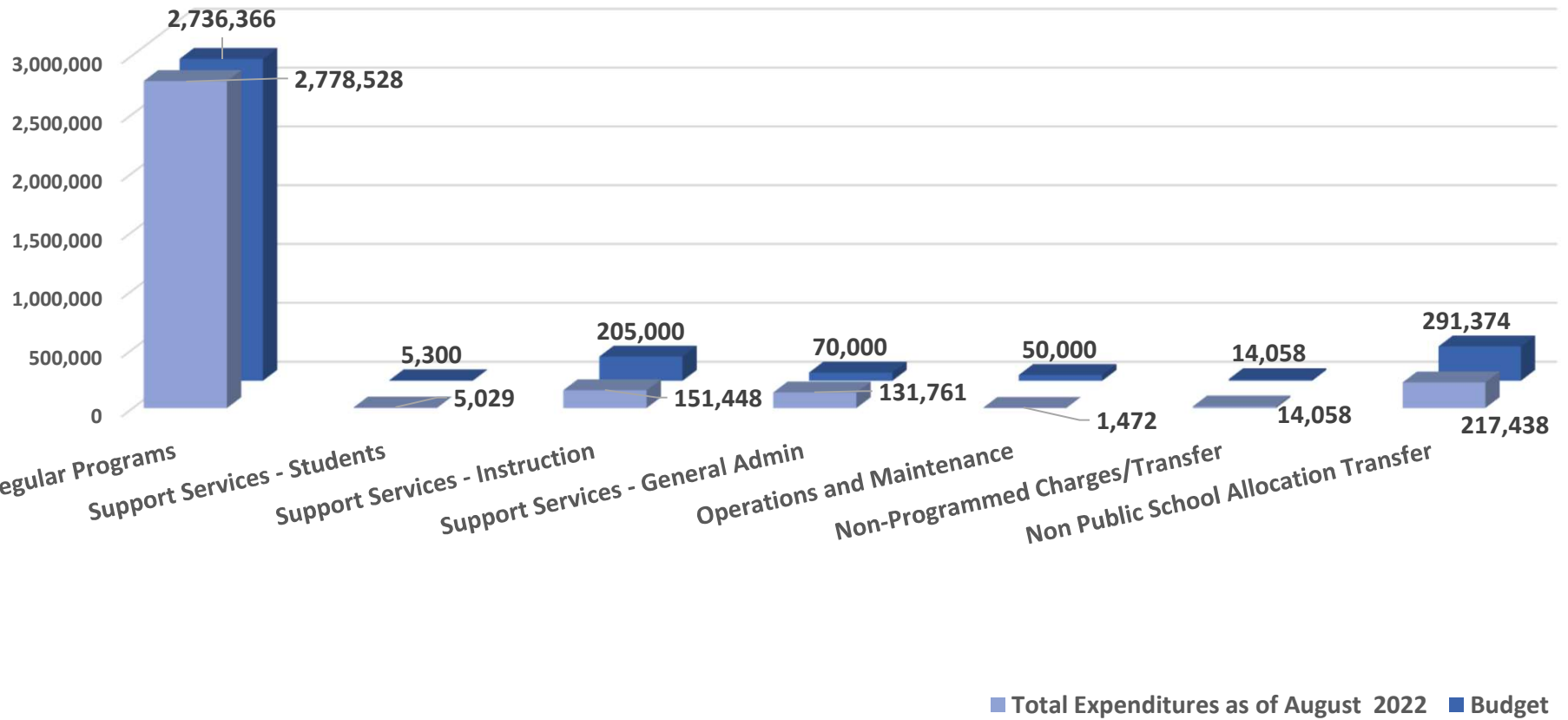
\$ 46,117,804.95

ESSER I Utilization Review

<i>Total Expenditures as of August 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%
217,437.84	74.62%	Non Public School Allocation Transfer	\$291,374.40	8.64%
3,299,733.77	97.85%		\$3,372,097.57	100.00%

Expenditures incurred during August 2022 consisted of technology secured by the Boys & Girls Club per budgeted allocations.

ESSER I - Expenditure to Budget as of 08/31/22

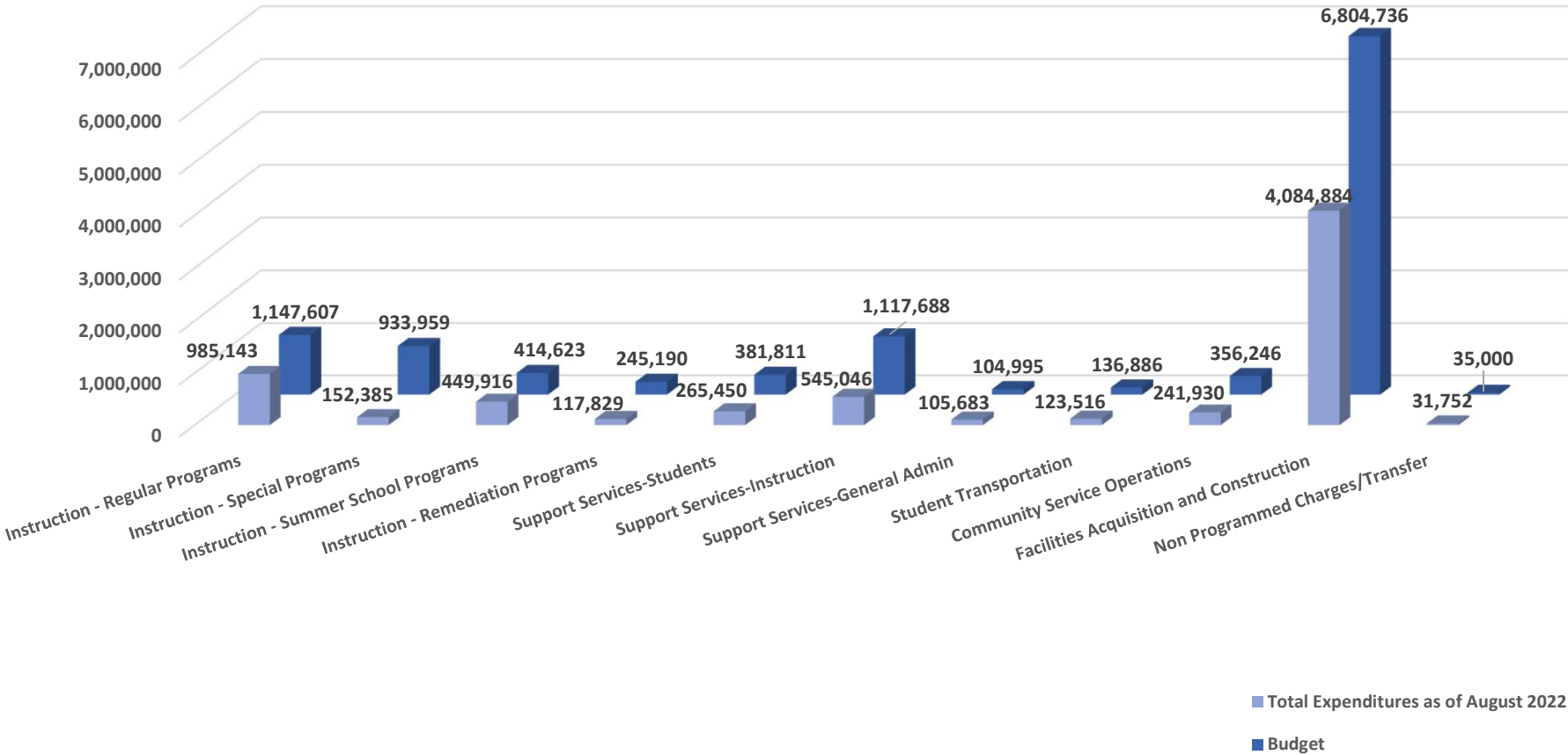


ESSER II - Utilization Review

Total Expenditures as of August 2022	Total % of Allocation Expended	Account	Budget	% of Total Budget
\$985,142.54	85.84%	Instruction - Regular Programs	\$1,147,607.00	9.83%
\$152,384.62	16.32%	Instruction - Special Programs	\$933,959.00	8.00%
\$449,915.92	108.51%	Instruction - Summer School Programs	\$414,623.00	3.55%
\$117,828.93	48.06%	Instruction - Remediation Programs	\$245,190.00	2.10%
\$265,449.53	69.52%	Support Services-Students	\$381,811.00	3.27%
\$545,046.21	48.77%	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%
\$241,930.21	67.91%	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%
7,103,532.79	60.82%		\$11,678,740.89	100.00%

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

ESSER II - Expenditure to Budget as of 8/31/22

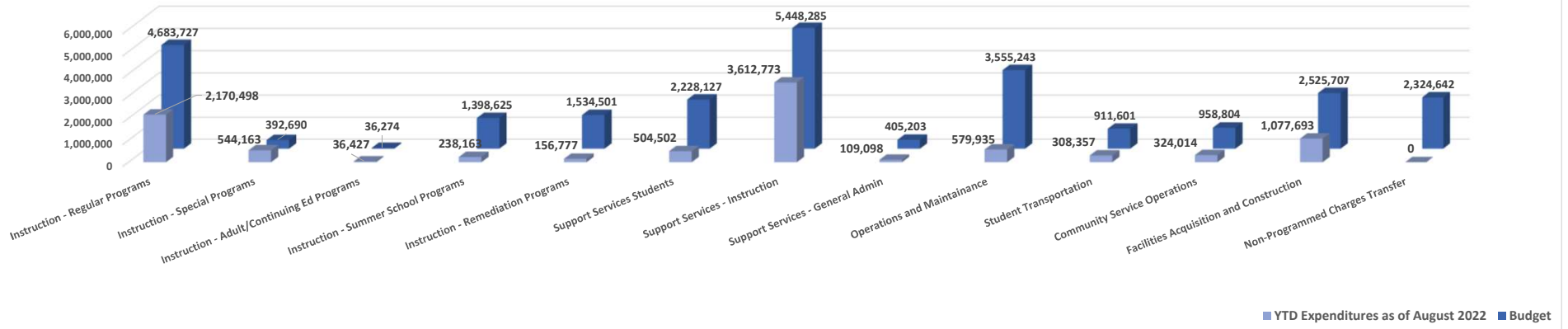


ESSER III - Utilization Review

YTD Expenditures as of August 2022	Total % of Allocation Expended	Account	Budget	% of Total Budget
2,170,498.12	46.34%	Instruction - Regular Programs	\$4,683,726.72	17.74%
544,163.18	138.57%	Instruction - Special Programs	\$392,690.00	1.49%
36,426.94	100.42%	Instruction - Adult/Continuing Ed Programs	\$36,274.00	0.14%
238,163.11	17.03%	Instruction - Summer School Programs	\$1,398,625.00	5.30%
156,777.03	10.22%	Instruction - Remediation Programs	\$1,534,501.00	5.81%
504,501.53	22.64%	Support Services Students	2,228,127.00	8.44%
3,612,772.90	66.31%	Support Services - Instruction	5,448,285.00	20.63%
109,098.25	26.92%	Support Services - General Admin	405,203.00	1.53%
579,934.73	16.31%	Operations and Maintainance	3,555,243.00	13.47%
308,356.58	33.83%	Student Transportation	911,601.00	3.45%
324,013.62	33.79%	Community Service Operations	958,804.00	3.63%
1,077,693.20	42.67%	Facilities Acquisition and Construction	\$2,525,707.00	9.57%
0.00	0.00%	Non-Programmed Charges Transfer	\$2,324,642.00	8.80%
\$9,662,399.19	36.60%		\$26,403,428.72	100.00%

Expenditures for August 2022 consisted of salaries/benefits, professional development, and supplies for budgeted programming.

ESSER III - Expenditure to Budget as of 8/31/2022



Medical Plan Experience

August 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	\$ 9,936	\$ 1,011,353	\$ (1,001,417)	\$ 995,396	\$ 5,591,751	\$ (4,596,355)
Anthem Medical	\$ 758,455	\$ -	\$ 758,455	\$ 3,564,063	\$ -	\$ 3,564,063
CVS Rx	\$ 257,771	\$ 226,252	\$ 31,519	\$ 1,310,103	\$ 1,257,567	\$ 52,536
Rx Rebate	\$ -	\$ -	\$ -	\$ (334,095)	\$ (354,748)	\$ 20,653
Less Amt Above Stop Loss	\$ 14,086	\$ -	\$ 14,086	\$ 14,086	\$ -	\$ 14,086
Claim Cost Total	\$ 1,040,248	\$ 1,237,605	\$ (197,357)	\$ 5,549,553	\$ 6,494,570	\$ (945,017)
Expected Claim Cost	\$ 865,628	\$ 870,740	\$ (5,112)	\$ 6,919,787	\$ 7,011,932	\$ (92,145)
Claims vs. Expected	\$ 174,620	\$ 366,865		\$ (1,370,234)	\$ (517,362)	
Non Claim Costs (administration, clinic, pharmacy, stop-loss)	\$ 227,979	\$ 208,474	\$ 19,505	\$ 1,759,333	\$ 1,658,910	\$ 100,423
Total Cost (Claim + Non-claim)	\$ 1,268,227	\$ 1,446,079		\$ 7,308,886	\$ 8,153,480	
Enrollment	1,017	1,030		8,117	8,324	
Cost Per Employee Per Month (PEPM)	\$ 1,247.03	\$ 1,403.96		\$ 900.44	\$ 979.51	-8.1%
Paid Claims Per Employee				\$ 683.70	\$ 780.22	-12.4%