

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

Date: Tuesday, March 28, 2023

Time: Immediately following the 7:00 p.m. Board meeting

Purpose: Reference Indiana Code Section 5-14-1.5-6.1-(b)-
(6) With respect to any individual over whom the governing
body has jurisdiction.

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



Superintendent of Schools

Posted and Mailed via U. S. Mail,
postpaid, to School Attorney and
News Media on Friday, March 24, 2023 and
electronically delivered to
Board Members on Friday, March 24, 2023.

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

March 28, 2023

CALENDAR

Mar	28	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Mar	28	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Mar	28	Immediately following	Executive Session, J.C. Rice Educational Services Center
Apr	11	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Apr	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 – March 14, 2023 – Board Work Session
- Minutes – March 14, 2023 – Regular Board Meeting
- Claims
- Fundraisers
- Gift Acceptance
- Conference Leaves
- Overnight Trips
- Personnel Report

- F. FEASIBILITY STUDY UPDATE
- G. INSTRUCTIONAL REPORT
- H. OLD BUSINESS

Board Policy 3421.01A – Professional Staff Contracts and Compensation Plans (Administrators) – The administration presents proposed revisions to 3421.01A – Professional Staff Contracts and Compensation Plans (Administrators) and asks to waive second reading.

- I. NEW BUSINESS

Common School Fund Loan Petition - The Business Office seeks confirmation of the submission of a Common School Fund Loan Petition.

Financial Report – February 2023

Insurance Update

J. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

K. ADJOURNMENT

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

Elkhart Community Schools
Elkhart, Indiana

March 14, 2023

J.C. Rice Educational Services Center, 2720 California Road, Elkhart – at
6:45 p.m.

Place/Time

Board Members Present:	Dacey S. Davis	Jeffrey S. Bliler Mike Burnett Kellie L. Mullins Anne M. VonDerVellen
---------------------------	----------------	--

Roll Call

Via Electronic Communication:	Douglas K. Weaver
----------------------------------	-------------------

Absent:	Troy E. Scott
---------	---------------

ECS Staff Present:	Steve Thalheimer Bryan Hammontree Anthony England
-----------------------	---

The Board received a presentation regarding Alternative Education and the reimagining of Elkhart Academy.

Topics
Discussed

The meeting adjourned at approximately 7:29 p.m.

Adjournment

APPROVED:

Signatures

Dacey S. Davis, President

Jeffrey S. Bliler, Member

Troy E. Scott, Vice President

Mike Burnett, 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

March 14, 2023

J.C. Rice Educational Services Center, 2720 California Road, Elkhart –
at 7:40 p.m.

Place/Time

Board Members Present:	Dacey S. Davis	Jeffrey S. Bliler Mike Burnett Kellie L. Mullins Anne M. VonDerVellen
------------------------	----------------	--

Roll Call

Via Electronic Communication: Douglas K. Weaver

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 Kellie Mullins recited the Elkhart Promise.

The Elkhart Promise

Ms. Davis discussed the invitation to speak protocol.

By unanimous action by roll call, the Board approved the following consent items:

Consent Items

Minutes – February 28, 2023 – Regular Board Meeting

Minutes

Payment of claims totaling \$8,960,865.80 as shown on the March 14, 2023, claims listing. (Codified File 2223-115)

Payment of Claims

Proposed school fundraisers in accordance with Board policy. (Codified File 2223-116)

Fundraisers

Accepted the following extra-curricular purchase requests: Elkhart High School (EHS) Athletics to purchase a John Deere Gator to be used for softball, girls' soccer, girls' lacrosse, and girls'/boys' tennis totaling \$10,695.00.

Extra-Curricular Purchase

The following donations were made to Elkhart Community Schools (ECS): \$2,500 to Woodland Elementary School (Woodland) from Elkhart Community Foundation, Ashley Martin and Bernerd Haskins

Gift Acceptance

Fund; backpacks, food, hygiene items and winter supplies valued at \$500 from Willow Shores Campground to be provided to students in need; RIT lice shampoo kits valued at \$3,000 to Woodland from Chapel Hill Missionary Church to provide to students in need; \$500 from Timothy M. and Sarah M. Myers through the Elkhart Community Foundation to EHS Theatre department to be used to purchase supplies, costumes, set construction, decorations, and student snacks for the upcoming musical production of "Mean Girls"; \$250 Patron Sponsorship donation to EHS Theatre department from Ivy Tech Community College to be used to purchase supplies, costumes, set construction, decorations, and student snacks for the upcoming musical production of "Mean Girls"; \$711 to North Side Middle School (North Side) from the 7-11 Project A Game program to be used to support the Husky Big 3 student reward program; \$500 to EHS ElkLogics Robotics from Priority-One Construction, Inc. to be used to purchase supplies, equipment, and competition entry fees; \$300 to EHS Athletic department from Phyllis Tubbs to be used to purchase a state ring for Lucas Byrd; \$10,600 to EHS Athletic department from Northern Indiana Volleyball Association (NIVA) to be used to assist in the growth and development of all athletic programs; \$1,350 to EHS from INOVA Federal Credit Union to be used to pay for a charter bus and lunch for students on the Science Central field trip; \$500 to EHS Athletics department from D&B Environmental, LLC to be used to purchase needed equipment, help with athletic fields, and any other needs to help with the growth and development of the track and field program; \$6,000 to EHS Athletic department from Linda Homo to be used to assist with the growth and development of the boys track team; \$1,575 to Mary Daly Elementary School (Daly) from Augustana Lutheran Church to be used to fund Community Circles facilitated by Center for Community Justice; \$2,000 to EHS Air Force Junior Reserve Officer Training Corps (AFJROTC) from Professional Dental Laboratory, LLC to be used to purchase supplies, snacks, equipment for the cadets and the Military Ball; and \$1,000 from Thomas Nickel - Golf Cart World to be used to purchase supplies, costumes, set construction, decorations, and student snacks for the upcoming production of "Mean Girls".

Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the March 14, 2023 listings. (Codified File 2223-117)

Conference
Leave Requests

Confirmed overnight trip requests for the West Side Middle School High Ability Cohort to travel to Indianapolis, Indiana on April 21 – 22, 2023 for the State qualifiers for National History Day; Elkhart Area Career Center (EACC) to travel to Indianapolis, Indiana on April 14 – 15, 2023 for the SkillsUSA State Conference; and EHS football team to travel to Syracuse, Indiana on July 31 – August 2,

Overnight Trip
Requests

2023 for team camp practice, leadership training, and team building.

Submission of the following grant: Technology Grant Application hosted by Department of Workforce Development in the amount of \$20,000 to be used for the purchase of new technology including laptops, testing programs and monitors for Adult Education; 2023 Digital Learning Grant hosted by the Indiana Department of Education (IDOE) in the amount of \$50,000 to be used for the continued work of Instructional Leadership in supporting Universal Design for Learning, supporting teachers with blended instruction using the iPads, and improving digital literacy by providing new learning opportunities for teachers and students; and IELCE Grant Continuation hosted by the IDOE in the amount of \$700,000 to be utilized for the operation of the Adult Education Programs. (Codified File 2223-118)

Grants

Personnel Report

Employment of the following one (1) certified staff member effective on date indicated:

Kenneth Helbling – digital media at EACC, 3/6/23

Certified Employment

Retirement of the following one (1) certified staff member, effective on date indicated:

Helene Dauerty – science at ETI, 5/25/23 with 17 Years of Service

Certified Retirement

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

Lemuel Cabang – special education at North Side, 4/14/23

Stevi Weaver – career readiness at Pierre Moran, 3/17/23

Certified Resignations

Medical leave for the following one (1) certified staff member, effective on dates indicated:

David Kriegel, automation at EACC, beginning 2/10/23 pm and ending 5/25/23

Certified Leave

Maternity leave for the following one (1) certified staff member, effective on dates indicated:

Rachel Cason, art at Daly, beginning 3/31/23 and ending 5/5/23

Certified Maternity Leave

Employment of the following nine (9) classified employees effective on dates indicated:

Shanel Bevier – food service at EHS, 3/13/23

Heidi Brewton – registered behavior technician at Freshman Division, 3/6/23

Dana Davila – food service at Woodland, 3/2/23

Classified Employment

Ellen Kohler – bus helper at Transportation, 3/8/23
 Eric La Grand – food service at West Side, 3/6/23
 Cynthia Miller – food service at Daly, 3/2/23
 Rebecca Morgan – food service at Commissary, 3/8/23
 Alexandra Neighbors – food service at North Side, 3/6/23
 Jennifer Phillips – secretary at EHS, 3/13/23
 Tina Ramer – bus helper at Transportation, 3/13/23
 Rebbecca Stratton – paraprofessional at HELC, 3/6/23
 Charlotte Sutton – food service at Beck, 3/13/23
 Helen Threet – registered behavior technician at North Side,
 3/6/23
 Gary Toland – food service at EHS, 3/6/23
 Akida Walker Jr. – custodian at Freshman Division, 3/1/23
 Constance Warner – bus driver at Transportation, 3/6/23
 Deandra Wilson – bus helper at Transportation, 3/13/23

Unpaid leave for the following one (1) classified employee, effective on dates indicated:

Lakesha Washington – paraprofessional at North Side, beginning 3/6/23 and ending 5/26/23

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

Maritza Banuelos – secretary at EHS, 3/31/23
 Chakiea Jackson – paraprofessional at EHS, 3/8/23
 Rachel Orpurt – food service at EHS, 3/10/23

Termination of the following one (1) classified employee, effective on date indicated:

Lucas Brownsberger-Keys – paraprofessional at Pride Academy, 3/14/23 per Policy 3139.01S

Superintendent Steve Thalheimer provided an update on the Feasibility Study. The Key Committee met twice last week, the first meeting to review the demographics, survey information and how these results will affect the strategic planning process. The second meeting explored grade alternatives and configurations within buildings. The Key Committee will continue to meet next week to evaluate building capacity and grade structure. Information is available on ECS’s website at <https://www.elkart.k12.in.us>. The public can also reach out to committee members with questions and concerns.

Ms. Davis provided an update on the Superintendent search. The Board has interviewed several search firms and could make a firm selection as early as this week. Once this selection has been made, the official search process can progress.

Classified Leave

Classified Resignations

Classified Termination

Feasibility Study Update

Superintendent Search Update

Assistant superintendent of exceptional learners, Tony England, and assistant superintendent of student services, Lindsey Brander, provided an update in areas related to behavior and expulsions. Mr. England shared Goal I/Tier I behavior information and the ability to apply PRIDE (Persistence, Respectfulness, Initiative, Dependability, and Efficiency) and Positive Behavioral Interventions and Supports (PBIS) across the district and evaluate the PBIS system using a tool called School-wide Evaluation Tool (SET). SET originated from the Office of Special Education Programming through the Federal Department of Education. SET is a research-based outside evaluation tool which helps district building liaisons to collect products from the school, meet with building leaders, and conduct interviews. The information gathered will be applied to a rubric and calculating an overall score as well as a specific area score. The specific area score will guide the building to areas in need of improvement and identify the building's strengths, while the overall score will determine if they are ready to move beyond Tier I. Around spring break, schools will receive their assessment and discuss their Positive Behavior Intervention Support (PBIS) plan. Specific training will apply to those areas/schools of need. The next step in the process (by Fall of 2023) is the assessment for Benchmarks of Quality (BOQ). The BOQ assessment is more comprehensive and is completed on an annual basis. The BOQ is a self-assessment for buildings to measure the effectiveness of their school-wide PBIS. Ms. Brander focused on the targeted data from PowerSchool regarding student conflict. The conflicts measured were physical fights, bullying, verbal confrontation and physical confrontation. The goal is a 20% reduction in student-to-student conflict by the end of the school year. This goal is on track in regards to physical fighting. An uptick in bullying reports is expected as there will be an increased awareness as staff and students are trained to recognize and report such incidents. For tracking purposes, PowerSchool data entry will also need to be better maintained going forward and definitions and expectations clarified. In response to Board inquiry, Ms. Brander clarified fighting implies someone has been struck, whereas a physical confrontation is pushing or being aggressive in someone's personal space. Ms. Brander provided additional clarification on the definition of bullying and informed Board members that cyberbullying is not tracked separately from in-person bullying. Ms. Brander went on to provide an update on the Olweus training. Olweus is a program that came from Clemson, a nationwide leader focused on creating safe school environments. Olweus has been utilized by the district for approximately nine (9) years. A bully prevention coordinator was assigned at each building at the beginning of the year. All of the coordinators were trained in the fall and informed of the expectations surrounding this program. All building level staff

will be trained on the scheduled eLearning day, April 18, 2023. Students will be asked to complete a questionnaire in May which will help the committee execute a plan for the following year's strategies. Mr. England returned to review the PBIS process and what the district does for students who are being recommended for expulsion. Of the one hundred (100) student expulsion hearings held last year, ninety-five (95) were offered Alternative Education Plans; the other five (5) did not show and by default were expelled. Mr. England described a general pathway of how this point is reached. When an administrator requests an expulsion, the appropriateness of the expulsion is assessed. The parent then has a right to a hearing and if attended, will be offered an alternative education plan. Parents have a right to a hearing with an expulsion officer and are contacted to be made aware of this option. This school year, thirty-nine (39) students have been recommended for expulsion and placed in Alternative Education Plans. National data suggests fifty percent (50%) of students who have been expelled once will not graduate, and if expelled twice, that percentage increases dramatically. The goal is to provide the best plan possible for the success of the student.

In response to Board inquiry, Ms. Brander and Mr. England clarified this data was not specific to only student confrontation with other students, but could also be students who have engaged in conflict with staff. This specific data was pulled to track consequences and did not isolate who the confrontation was with. Ms. Brander agreed to specify that distinction in future updates to the Board.

Board member Anne VonDerVellen made a motion, and Mrs. Mullins seconded the motion, to amend proposed changes to Board Policy 3421.01A – Professional Staff Contracts and Compensation Plans (Administrators) to exclude three (3) administrative positions. The administration was directed to provide additional information so the Board could fully understand the rationale for the proposed changes. By unanimous action via roll call, the motion to amend passes.

Board Policy
3421.01A

By unanimous action via roll call, the Board then approved the amended proposed changes to Board Policy 3421.01A – Professional Staff Contracts and Compensation Plan.

By unanimous action via roll call, the Board approved proposed changes and waived second reading of Board Policy 3422.12S – Employees in Miscellaneous Positions Compensation Plan.

Board Policy
3422.12S

A bus driver expressed concerns about future cost reductions due to decreased student enrollment and request the district assess the need for 12 month positions in the transportation department.

From the
Audience

A bus driver spoke of concerns regarding scheduled training on eLearning days interfering with other obligations as well as the recent reductions or changing of jobs in the Transportation Department.

An ECS parent spoke regarding the need to address bullying

An ECS parent spoke of the need for an interim Superintendent and requested the Board take action to restore community engagement.

Mrs. Mullins gave a rave review of "*Mean Girls*" and the incredible talent within the EHS Theatre Department.

Board secretary Doug Weaver spoke of the Winter Military Ball and the growing support for the AFJROTC program

The meeting adjourned at approximately 8:27 p.m.

From the Board

Adjournment

APPROVED:

Dacey S. Davis, President

Troy E. Scott, Vice President

Douglas K. Weaver, Secretary

Jeffrey S. Bliler, Member

Mike Burnett, Member

Kellie L. Mullins, Member

Anne M. VonDerVellen, Member

Signatures



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: March 17, 2023
TO: Dr. Steve Thalheimer
Board of School Trustees
FROM: Cary Anderson (Principal)
Nick Seidl (Teacher/Sponsor)
RE: Donation Approval

Elkhart High School received a donation of \$750.00 from HRP Construction, Inc. The donation is in support of the ElkLogics Robotics extra-curricular activity and will be used to purchase supplies, equipment, and competition entry fees.

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:

HRP Construction, Inc.
C/O Matthew D. Cain
5777 Cleveland Road
South Bend, IN 46628



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: March 17, 2023
TO: Dr. Steve Thalheimer
Board of School Trustees
FROM: Cary Anderson (Principal)
Nick Seidl (Teacher/Sponsor)
RE: Donation Approval

Elkhart High School received a donation of \$500.00 from S.A. Comunale Co., Inc. The donation is in support of the ElkLogics Robotics extra-curricular activity and will be used to purchase supplies, equipment, and competition entry fees.

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:

S.A. Comunale Co, Inc.
C/O Kathy Karlson
2900 Newpark Dr.
Barberton, OH 44203



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: 3-17-23

TO: Dr. Steve Thalheimer
Board of School Trustees

FROM: Cary Anderson (Principal)
Kristin Baker (Teacher/Sponsor)

RE: Theatre Donation Approval

Elkhart High School received a Patron Sponsorship donation of \$250.00 from Braden & Kathryn McCormick. The donation is in support of the Theatre department extra-curricular Activity and will be used to purchase supplies, costumes, set construction, decorations, and student snacks for upcoming productions.

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

Braden & Kathryn McCormick
53387 Monticola Lane
Bristol, IN 46507



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: KEVIN SCOTT

DATE: MARCH 22, 2022

SUBJECT: GIFT ACCEPTANCE

The following donation was made to Elkhart Community Schools for the ETI Building Fund from:

Patrick Industries, Inc. \$25,000
PO Box 638
Elkhart IN 46514

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


KS/dls

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: March 23, 2023

TO: Dr. Steve Thalheimer, Superintendent

FROM: Dr. Bradley Sheppard 

RE: **Conference Leave Requests**
March 28, 2023 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2022 - 2023 CONFERENCES	EXPENSES	SUBSTITUTE
<p>SKILLSUSA STATE COMPETITION State competition for SkillsUSA. Indianapolis, IN April 14 - 15, 2023 (1 day's absence)</p> <p>DALTON BOGAERT - EACC (0-0) PATRICK BROWNEWELL - EACC (0-0) BETH DAVIS - EACC (0-0) BRANDON EAKINS - EACC (1-1) RYAN GORTNEY - EACC (0-0) DAVID HEINEMAN - EACC (0-0) KENNY HELBLING - EACC (0-0) MELISSA HERTSEL - EACC (1-0) MARTIN HOSTETLER - EACC (1-0) STEPHEN JONES - EACC (1-0) JOLEENE KINDHART - EACC (0-0) AMBER KOSAR - EACC (0-0) PETE LESTINSKY - EACC (0-0) JEFF LINDKE - EACC (0-0) MARTIN MULLINS - EACC (0-0) TRACI PANKRATZ - EACC (0-0) PETE PICA - EACC (0-0) TRACY PLANK-TEEGARDEN - EACC (0-0) JOANNA RALSTIN - EACC (0-0) SCOTT SASSAMAN - EACC (1-3) AMY STUTZMAN - EACC (0-0) MICHELE ZACHARY - EACC (0-0)</p>	<p align="right">\$3,457.60</p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p> <p align="center"><i>Joint School Vocational</i></p>	<p align="right">\$0.00</p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p> <p align="center"><i>N/A</i></p>
<p>PATINS TECH EXPO 2023 Preview assistive and accessible technologies and services. Meet with vendors and experts of resources designed to promote inclusion and to comply with federal and state mandates. Learn about accessibility and technology supports for all students and families. This information will be brought back to ECS and imbedded in our PD and instructional planning to reduce barriers to learning for all students. Carmel, IN April 20, 2023 (1 day's absence)</p> <p>JULENE FITCH - FRESHMAN DIVISION (3-5)</p>	<p align="right">\$212.40</p> <p align="center"><i>Federal Medicaid</i></p>	<p align="right">\$0.00</p> <p align="center"><i>N/A</i></p>
<p>IU ACP PROFESSIONAL DEVELOPMENT</p>	<p align="right">\$0.00</p>	<p align="right">\$95.00</p>

<p>As a dual credit instructor with IU's Advance College Project, this yearly training helps keep me abreast of developments in the field of economics, and on track with the rest of the economics department at IU. Attendance at this PD is required to maintain my ACP dual credit credential.</p> <p>Bloomington, IN April 21, 2023 (1 day's absence) ERIN HARTMAN - EHS/B & IR (1-2)</p>	N/A	Education Fund
<p>DISCOVERING THE JOY OF MAKING AT</p> <p>This workshop will discuss, demonstrate, and actually build skills in A.T. Making. Participants will learn the latest in quick tips for working with everyday plastics, double-sided tapes, hook and loop, multipurpose fasteners and more for making solutions for students with multiple disabilities. Discover how to apply the "...ABLE" Principles in making devices that are collaps-able, reus-able, adjust-able, port-able, rePosition-able, expand-able, and using repurpose-able materials. Each person will also make 10 multi-use devices to take home with them. This includes - Devices for: eating and drinking; grasping and holding; reading and writing; blind and low vision; communicating; art, music, relaxation and self-regulation; life skills and mounting solutions; and more.</p> <p>Indianapolis, IN April 27 - 28, 2023 (2 day's absence) JULENE FITCH - FRESHMAN DIVISION (4-6)</p>	\$824.48	\$0.00
<p>VISION 2023, THE 14TH INTERNATIONAL CONFERENCE ON LOW VISION</p> <p>This multidisciplinary conference brings together professionals and researchers from around the world to share ideas and learn from each other to improve the lives of people with visual impairment or blindness.</p> <p>Denver, CO July 24 - 27, 2023 (0 day's absence) JULENE FITCH - FRESHMAN DIVISION (0-0)</p>	Federal Medicaid	N/A
<p>VISION 2023, THE 14TH INTERNATIONAL CONFERENCE ON LOW VISION</p> <p>This multidisciplinary conference brings together professionals and researchers from around the world to share ideas and learn from each other to improve the lives of people with visual impairment or blindness.</p> <p>Denver, CO July 24 - 27, 2023 (0 day's absence) JULENE FITCH - FRESHMAN DIVISION (0-0)</p>	\$3,510.00	\$0.00
	Federal Medicaid	\$95.00
	\$8,004.48	\$95.00
2022 YEAR-TO-DATE EDUCATION FUNDS	\$22,516.62	\$2,755.00
2023 YEAR-TO-DATE EDUCATION FUNDS	\$8,920.07	\$475.00
2022 YEAR-TO-DATE OTHER FUNDS	\$198,529.66	\$6,175.00
2022 YEAR-TO-DATE ADJUSTMENTS	-\$2,547.75	\$0.00
2023 YEAR-TO-DATE OTHER FUNDS	\$79,431.23	\$4,465.00
2023 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
GRAND TOTAL	\$306,849.83	\$13,870.00

(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: March 16, 2023
 TO: Dr. Steve Thalheimer
 FROM: Brandon Eakins *BE*
 RE: **Conference Leave Requests Paid Under Carl D. Perkins Grant**
March 28, 2023 - Board of School Trustees Meeting

2022-2023 CONFERENCES	EXPENSES	SUBSTITUTE
America's Beauty Show 2023 To become familiar with updates in brands, trends, and procedures in the Cosmetology industry which will be shared with students through resources obtained and demonstrations. Rosemont, IL April 16 & 17, 2023 Amy Stutzman (0-0) Tracy Plank-Teegarden (0-0) Program/Industry Specific Career & Technical Education	\$779.90	\$0.00
Association of Surgical Technologist This conference discusses the changes coming to surgery, new technology, new legislation, and help create a network of possible partners. Chicago, IL May 25 - 27, 2023 Cortney Freedline (1-3) Program/Industry Specific Career & Technical Education	\$1,291.70	\$0.00
TOTAL	\$2,071.60	\$0.00
2022-23 YEAR-TO-DATE PERKINS FUNDS	\$25,076.49	\$0.00
GRAND TOTAL	\$27,148.09	\$0.00

ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST

School: Elkhart High School

Class/Group: Boy's Track and Field

Number of Students: 12

Date/Time Departing: Friday, March 24th, ≈ 5:30 PM

Date/Time Returning: Saturday, March 25th, afternoon

Destination: Bloomington, Indor HSR Fields, Indiana

City State

Overnight facility: Quality Inn at Bloomington near campus

Mode of transportation: White Activity Bus

Reason for trip: Indoor Track HSR Fields

Names of chaperones: Adam Homa

Cost per student: ≈ \$54

Describe Plans for Raising Funds or Funding Source: Already Done - raised \$10,000 w/ fundraiser

Plans to defray costs for needy students: All paid w/ Track fundraising funds

Are needy students made aware of plans? Yes

Signature of Teacher/Sponsor: Adam Homa

Signature of Principal: [Signature] AD CA Date: 3-22-23

Send to Assistant Superintendent for Instruction for approval and for submission to Board of School Trustees

Approval of Assistant Superintendent: [Signature] Date: 3/23/23

Approval by Board: _____

(All overnight trips require prior approval by Board Policy IICA.)



HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: DR. STEVEN THALHEIMER
FROM: MS. MAGGIE LOZANO
DATE: MARCH 28, 2023

PERSONNEL RECOMMENDATIONS

CERTIFIED

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

Andrew Danik	Pierre Moran/College and Careers
---------------------	---

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

Cynthia Pinkowski	ESC/Autism Coordinator	18 Years of Service
--------------------------	-------------------------------	----------------------------

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

Rachel Kline	Cleveland/Grade 4
Began: 8/9/21	Resign: 5/25/23

Shana Lipsky	Pinewood/Art
Began: 8/8/22	Resign: 3/31/23

Allysa Romano	Riverview/Grade 1
Began: 8/14/18	Resign: 5/25/23

Alexandria Roskos-Neilson	Beck/Physical Education
Began: 8/14/18	Resign: 5/25/23

Megan Screes	Beck/Grade 6
Began: 8/13/14	Resign: 5/25/23

Brittney Shipe	Woodland/Grade 6
Began: 8/8/22	Resign: 3/17/23

CLASSIFIED

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

Yanet Coria
Began: 1/25/23

Daly/Social Worker
PE: 3/23/23

Tevin Jackson
Began: 1/23/23

Pierre Moran/Custodian
PE: 3/20/23

Sara Paholak
Began: 1/23/23

Feeser/Paraprofessional
PE: 3/20/23

Lillian Posey
Began: 1/30/23

Elkhart High/Food Service
PE: 3/27/23

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

Christina Green
Began: 3/13/23

Transportation/Bus Driver
End: 3/29/23

Tina Helbling
Began: 3/17/23

Transportation/Bus Driver
End: 4/14/23

Tunisia Hunt
Began: 3/20/23

Transportation/Bus Driver
End: 3/27/23

Tameka Pittman
Began: 3/20/23

Transportation/Bus Driver
End: 4/28/23

Kathryn Bobson
Began: 3/20/23

Eastwood/Registered Behavior Technician
End: 4/14/23

- c. **Retirement** - We report the retirement of the following classified employee:

Ann Henderson
Began: 9/6/2012

Roosevelt/Paraprofessional
End: 5/25/2023
Years of Service: 10

Debra Scott
Began: 3/4/2013

Bristol/Academic Trainer
End: 5/25/2023
Years of Service: 10

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



Makya Banks
Began: 10/17/22

Transportation/Bus Helper
Resign: 3/31/23

Roxan Guggenmos
Began: 5/10/21

North Side/Registered Nurse
Resign: 3/31/23

Tunisia Hunt
Began: 9/29/22

Transportation/Bus Driver
Resign: 3/31/23

Michael Popyk
Began: 6/13/22

Building Services/Custodian
Resign: 3/27/23

Latell Washington
Began: 11/1/22

Osolo/Custodian
Resign: 3/16/23

Debra Watson
Began: 5/18/22

Roosevelt/Food Service
Resign: 3/17/23

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

Lisa Swartzell-Guerra
Began: 1/23/12

Riverview/Food Service
End: 3/28/23
Policy: po3422.01S



Book	Policy Manual
Section	3000 Personnel
Title	PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS (ADMINISTRATORS)
Code	po3421.01A
Status	Proposed
Adopted	December 13, 2016
Last Revised	July 12, 2022
Last Reviewed	March 28, 2023

3421.01A - **PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS (ADMINISTRATORS)**

Administrative Salary Schedule

Salary - Low	Salary - High	Position
109,893	133,647	Assistant Superintendent of Exceptional Learners
109,893	133,647	Assistant Superintendent of Instruction
109,893	133,647	Assistant Superintendent of Student Services
109,893	133,647	Chief Operating Officer
108,893	132,426	Chief Financial Officer
108,894	132,426	Director of Elkhart Area Career Center
108,894	132,426	District Counsel/Chief of Staff
108,894	132,426	Executive High School Principal
98,904	120,216	Director of Elementary Curriculum
98,904	120,216	Director of Human Resources
98,904	120,216	Director of Technology
98,904	120,216	Director of Federal Programs
88,914	108,006	Director of Transportation
88,914	108,006	Director of Food Services
96,906	117,774	Elkhart Area Career Center Principal
88,914	108,006	Elementary Principal
96,906	117,774	Middle School Principal
88,914	108,006	Director of Literacy
88,914	108,006	High School Principal School of Study
88,914	108,006	High School Principal Elkhart Academy
88,914	108,006	Supervisor of Special Programs
79,923	97,017	Alternative Programs Principal
89,913	109,227	High School Athletic Director
79,923	97,017	Assistant Director of Human Resources
79,923	97,017	Controller
79,923	97,017	Director of English Learners
88,914	108,006	Director of Counseling
79,923	97,017	High School Assistant Principal
79,923	97,017	Middle School Assistant Principal
79,923	97,107	Supervisor of Accounting, Audits, and Investments
71,931	87,249	Director of Communication
71,931	87,249	Director of Inclusion
71,931	87,249	Elementary Assistant Principal
68,931 88,914	84,249 108,006	Principal of School Without Walls
68,931 79,923	84,249 97,017	Supervisor of Student Services/Attendance Officer
88,914	108,006	Director of School Safety, Security, and Risk Assessment
96,906	117,774	High School Vice Principal
88,914	108,006	Director of High Ability

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

Placement of Newly Employed Administrators on the Administrator Salary Schedule

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

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

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

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

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

For the purpose of this rubric, environment shall be defined as urban districts with demographics similar to Elkhart Community Schools.

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

Rubric for Current ECS Admin Annual Review		Column A Times Factor	Column B Possible Points
Education	max 12	2	24
BA with Licensure	5		
MA with Licensure	8		
Ed.S. with Licensure	10		
Ph.D. with Licensure	12		
Experience	max 25	2	50
3-5 years	5		
6-10 years	10		
11-15 years	18		
16+ years	25		
Environment	max 13	2	26
Coming from District Unlike ECS	4		
Coming from District Like ECS	8		
Coming from ECS	13		
Total Points			100

The points awarded to the current administrator in Column B translate to the percentage of the range which would be applied for a compensation increase. For example:

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

Education	MA = 8 points x 2	16 points
Experience	5 years = 5 points x 2	10 points
Environment	Coming From Elkhart Schools = 13 x 2	26 points
	Total Points	52 points

For the purpose of this rubric, experience shall be defined as experience as an administrator or in an administrator capacity within or outside of Elkhart Community Schools. This is also inclusive of time as an academic dean at Elkhart Community Schools.

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

Position Value Matrix

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

Normally, recommendatons for reclassification of an administrator position shall be submitted to the Board for consideration on or before September 1st.

Component	Minimal	Low	Medium	High
-----------	---------	-----	--------	------

<p>Expertise and Education <i>(Total Points Available 40)</i></p>	<p>10 POINTS</p> <p>Position involves complicated procedures, skills, or equipment that are integrated within the overall departmental operation, but does not require much experience.</p> <p>Position description indicates a Bachelor's Degree is preferred.</p>	<p>20 POINTS</p> <p>Position requires a college level education in a professional or technical field, advanced skills, and a vocational level knowledge of a professional field.</p> <p>Position description indicates a Bachelor's Degree is required but might also require further credentials or certifications.</p>	<p>30 POINTS</p> <p>Position requires college level education in a professional or technical field, broadened by extensive related work experience.</p> <p>Position description indicates a Master's Degree is required.</p>	<p>40 POINTS</p> <p>Position requires professional, technical, or managerial expertise in at least one field, developed through extensive experience, training and education to the point of being an authority in the Corporation.</p> <p>Position description indicates a requirement for education beyond a Master's Degree.</p>
<p>Decision-Making Discretion and Impact <i>(Total points Available 60)</i></p>	<p>15 POINTS</p> <p>Decisions made by this position usually directly affect the quality, quantity, and timeliness of work produced by this position itself, those closely engaged in related work (work unit), or, at times, by those in different work units. The majority of decisions made by this position relate to how the work should be done (work execution), but some relate to work planning.</p>	<p>30 POINTS</p> <p>Decisions made by this position usually directly affect the success of a major department or school in meeting its objectives. Decisions are roughly balanced between planning and execution.</p>	<p>45 POINTS</p> <p>Decisions made by this position usually directly affect the success of the District in meeting its objectives and mission. The majority of decisions are related to program and resource planning, allocation, and adjustment.</p>	<p>60 POINTS</p> <p>Decisions made in these positions regularly affect the short- and long-term success of the District. Decisions are balanced roughly between those related to strategic plans and program/resource planning and allocation. Effects of decisions are characterized by a high visibility inside and outside the organization.</p>

<p>Interpersonal Relations (Total Points Available 20)</p>	<p>5 POINTS</p> <p>Position requires the normal courtesy and respect for others expected of any employee. Contact is primarily with coworkers and supervisors.</p>	<p>10 POINTS</p> <p>Position requires the normal courtesy and respect for others expected of any employee, plus a moderate degree of tact. Contact is with employees, students, and the public on primarily routine requests or inquiries.</p>	<p>15 POINTS</p> <p>Position requires more than normal courtesy and respect for others. Position requires sufficient tact and diplomacy to effectively handle regular contact outside of the organization on difficult or sensitive matters; job might alternatively, require extensive interaction with students.</p>	<p>20 POINTS</p> <p>Position requires, in addition to tact and diplomacy, the ability to persuade and motivate others, both inside and outside the organization, to take desired action. Position is characterized by regular interaction with the Board of Education and the public on complex and highly sensitive matters.</p>
<p>Supervision (Total Points Available 20)</p>	<p>5 POINTS</p> <p>Directly supervises non-administrative positions, does not have any direct reports, and/or completes limited work on cross-departmental projects.</p>	<p>10 POINTS</p> <p>Directly supervises employees and administrators mainly with Minimal Expertise and Education and/or Supervision requirements. Position maintains supervisory capacities consistent with those of Asst. Principals at the Elementary or Middle School Level.</p>	<p>15 POINTS</p> <p>Directly supervises employees and administrators mainly with Low Expertise and Education and/or Supervision requirements. Position maintains supervisory capacities consistent with those of Elementary/Middle School Principals, or School of Study Principals.</p>	<p>20 POINTS</p> <p>Directly supervises administrators, especially those with 1) Medium Expertise and Education and/or Supervision requirements, and 2) responsibility for large and complex departments or facilities. Position maintains supervisory capacities consistent to or greater than those of High School Principals.</p>
<p>Fiscal Responsibilities (Total Points Available 20)</p>	<p>5 POINTS</p> <p>Position monitors a minimal budget, at most.</p>	<p>10 POINTS</p> <p>Position may monitor a small-to-moderate budget.</p>	<p>15 POINTS</p> <p>Position monitors a budget comparable to that of an Elementary or Middle School.</p>	<p>20 POINTS</p> <p>Position monitors a budget comparable to that of a High School or of a District.</p>

Complexity (Total Points Available 40)	10 POINTS	20 POINTS	30 POINTS	40 POINTS
	Job tasks and conditions are diverse and considerable discretion is allowed and required to accomplish them utilizing a variety of procedures within a framework of general instructions.	The work objective and the fundamental principles of the job's discipline (teaching, accounting, social work, personnel, etc.) are the framework within which decisions are made and tasks are accomplished. The job tasks focus on the objective rather than the procedures used.	Goals, policies, and Board directives are fairly specific; however, this position must use considerable judgment in determining how to get work done or solve the problem. Job is characterized by rapidly changing issues, problems, and requirements dealing with the matters of significant and strategic importance to the district.	Within the framework of general Board policy, strategic planning, and long-range goals, this position is responsible for pointing the way by establishing more specific goals and objectives. This position is responsible for initiating changes in Board policy, district priorities, etc. in response to a variety of input from both inside and outside the organization.

Annual Base Salary Amount

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

Salary Ranges, Placement, and Appeal

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

During an administrator's annual evaluation conference, the supervising administrator shall review with the administrator their position description as well as the appeal process should the administrator believe their position on the salary matrix need to be re-evaluated as a result of a substantial change in responsibilities for said position. The supervising administrator would then initiate a discussion with the Director of Human Resources.

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

An administrator employed on a less than a twelve (12) month contract shall be eligible to be reimbursed for up to five (5) days for time worked beyond the term of his or her contract. The rate of pay shall be \$200 per day so long as the reason for working is shown on the list below.

- A. Required conference/training attendance
- B. Interviewing prospective employees
- C. Curriculum work
- D. Other, with prior approval of the Superintendent

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

Length of Administrative Contract

Each administrator who is to continue to be employed shall be recommended by the Superintendent for re-employment. The length of contract may be for a period not to exceed three (3) years with compensation review to be made on an annual basis. New administrators shall be issued an initial two (2) year contract with successive contracts, absent Board authorization, having a duration of one (1) year.

Revised 12/12/17

Revised 3/10/20

Revised 8/10/21

Revised 2/8/22



TECHNOLOGY SERVICES

PHONE: 574-262-5676



ELKHART COMMUNITY SCHOOLS

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

To: Dr. Thalheimer and Board of School Trustees

From: Jason Inman, Technology Services

Date: March 23rd, 2023

Subject: Common School Fund Loan

I am pleased to inform you that the Indiana Department of Education offers low-interest loans through the Common School Fund for technology projects. Based on our current enrollment, Elkhart Community Schools qualifies for a loan of \$1,086,877.

The Business Office seeks Board approval to take advantage of this opportunity and obtain a loan from the Common School Fund to finance technology purchases that cannot be funded by other sources of available revenue. This loan will be used to upgrade computer labs at Elkhart High School and fund technology projects throughout the district.

I have included a budget summary with additional information for your review. Please let me know if you have any questions or concerns.

EDUCATIONAL TECHNOLOGY PROGRAM
Application Period March 1, 2023 through April 14, 2023
PUBLIC SCHOOL CORPORATIONS ONLY

Mail to: CommonSchoolFund@doe.in.gov

**PETITION TO THE INDIANA STATE BOARD OF EDUCATION
FOR AN ADVANCE FROM THE COMMON SCHOOL FUND**

Date of Petition March 28th, 2023

Corporation # 2305 Corporation Name: Elkhart Community Schools
Street Address: 2720 California Road City Elkhart Zip Code 46514
Contact Name: Jason Inman Phone # (574) 262-5560
Contact email: jman@elkhart.k12.in.us

Amount requested from the Common School Fund (technology) \$ 1,086,877.00
Anticipated term 4 years

The Treasurer of State for Indiana administers Common School loan agreements and has established the following repayment schedule:

- < \$20k repayment of 1 year
- \$20k to \$50k repayment up to 2 years
- \$50k to \$75k repayment up to 3 years
- \$75k to 100k repayment up to 4 years
- >\$100k repayment up to 5 years

1. **In order to apply for an advance, under the provisions of IC 20-20-13-7, each school corporation must have an approved three-year technology plan that includes at least the following information:**
- a. A description of the school corporation's intent to integrate technology into the school corporation's curriculum.
 - b. A plan for providing in-service training.
 - c. A schedule for maintaining and replacing educational technology equipment.
 - d. A description of the criteria used to select the appropriate educational technology equipment for the appropriate use.
 - e. Other information requested by the department after consulting with the budget agency.

Does the corporation meet this requirement? Yes No

2. Has the applicant completed all local processes required for this project? Yes No

3. Please supply the information requested in the space below (Note: In computing the advancement base, the most recent (**February 2023**) **Grade K-12** ADM figure should be used.)

10,868.77 multiplied by \$100 = \$ 1,086,877.00
Grade K-12 Advancement Base
ADM (Maximum allowed per Board policy)

4. Project Cost Breakdown

- a. Technology \$ 1,086,877.00
- b. Other project cost (please specify) \$ _____
- c. Other project cost (please specify) \$ _____
- d. Total project cost (sum lines a through c) \$ 1,086,877.00

Sources of funds used to finance the project

- e. Common School Technology Loan \$ 1,086,877.00
- f. Other \$ _____
- g. Total sources of funds (sum line e plus line f) \$ 1,086,877.00

Per statute, "Educational technology program means for the purchase, lease or financing of education technology equipment; operation of the educational technology equipment; or training of teachers in the use of educational technology equipment."

NOTES:

- Cost breakdown should represent a complete project. Department budgets will not be accepted as support.
- Only professional development costs that are directly related to the training of teachers in the use of the educational technology will be considered. Direct costs include specific course offerings or contractual training services provided onsite.
- Technology considered administrative in nature may not be considered for a Common School Loan (i.e. phone systems, computers/laptops for support staff, etc.)

5. Technology project description

This technology project will fund new computers for the labs in the EHS School of Business & International Relations, along with other technology upgrades. It will also allow us to continue our 1:1 program. Elkhart Community Schools achieved full 1:1 status for students at all grade levels in February of 2020.

6. Technology cost breakdown by site-include as attachment if necessary: (if purchasing equipment or services, include the number of items and estimated cost by item). If a facility will not benefit from the technology project, it is not necessary to list it.

Building	Item Description	Cost per Unit	# of Units	Total Cost
<i>example John Smith Elementary</i>	<i>iPad mini</i>	<i>\$500</i>	<i>100</i>	<i>\$50,000</i>
PLEASE SEE ATTACHMENT				

7. Technology project integration points (How will this loan support the current technology plan and strategic vision for the school district in terms of academic achievement?)

The project will allow Elkhart Community Schools to continue to provide our teachers and students with the latest mobile devices and technologies. This will enhance personalized learning, increase student engagement, enhance teacher effectiveness, increase access to digital resources, and prepare students for the future. Ultimately, this can contribute to improved academic achievement and success for all students.

8. If the school corporation has received a Common School Loan for Technology in the last three years, how much was received and how were the funds used? \$ 6,927,607

In 2020, the district received a total of \$2,375,538 to refresh freshmen, teacher, and 1st & 5th grader devices. In 2021, the district received \$2,301,358 to update classroom technology and continue the iPad 1:1 program. In 2022, the district received \$2,250,711 to refresh classroom projectors and student 1:1 devices.

9. How will the impact of this loan be measured to ensure successful implementation of technology in the school district?

Principals and district-level administrators evaluate the use of technology and its impact on instructional practice and student performance in the areas of Instruction and Learning, Communication and Data, and Technology. Our ongoing and continuous measurement of success of the project will allow us to adapt to changing circumstances as conditions warrant.

10. If the school has received a School Technology Advancement Account (STAA) loan in the last three years, how much did the school receive and how were the funds used? \$ 704,940

The school district received STAA loans of \$249,280, \$229,500 and \$226,160 in 2020, 2021, and 2022. These funds allowed us to enhance instructional spaces in several classrooms throughout the district.

A signed copy of the application must be received for consideration.

Certification

Superintendent, School Corporation

President, School Board

ATTEST:

Secretary, School Board

STATE OF INDIANA)
)
_____ COUNTY)

Subscribed and sworn before me this _____ day of _____, _____.

Printed Name _____

My Commission expires: _____, _____.

County of Residence: _____

Spring 2023 Common School Fund Loan Budget

Location	Description	Cost Per Unit	Units	Total
All Buildings By Need	iPad with Apple Care+	\$ 383.00	300	\$ 114,900.00
All Buildings By Need	Asset Inventory Tags and Casing iPads	\$ 8.00	300	\$ 2,400.00
All Buildings By Need	iPad Case	\$ 99.00	300	\$ 29,700.00
EHS Journalism Lab	iMac Computers	\$ 1,491.00	8	\$ 11,928.00
EHS Journalism Lab	DELL PC Desktops	\$ 1,270.00	13	\$ 16,510.00
All Buildings	AbleNet MyWay Kits for SPED	\$ 1,657.40	21	\$ 34,805.40
EHS Business Labs	Computers for 4 Business Labs	\$ 1,270.00	120	\$ 152,400.00
All Buildings	JAMF MDM Renewal	\$ 92,232.00	1	\$ 92,232.00
All Buildings By Need	Teacher Macbook Laptops	\$ 999.00	112	\$ 111,888.00
All Buildings By Need	Teacher PC Laptops	\$ 939.00	112	\$ 105,168.00
All Buildings By Need	iPad Chargers	\$ 27.83	800	\$ 22,264.00
All Buildings	Canvas Studio	\$ 20,000.00	1	\$ 20,000.00
All Buildings By Need	Laptop Docks	\$ 186.00	110	\$ 20,460.00
All Buildings By Need	Refresh Old Projectors with Installation	\$ 3,134.00	80	\$ 250,720.00
All Buildings By Need	New Monitors for Teacher Computers	\$ 186.00	500	\$ 93,000.00
Elkhart High School Cafeteria	Common Area Video Presentation System	\$ 8,501.60	1	\$ 8,501.60
Total Project Cost				\$ 1,086,877.00

Common School Fund

Loan types and definitions

- Educational Technology – Educational technology program means for the purchase, lease or financing of education technology equipment; operation of the educational technology equipment; or training of teachers in the use of educational technology equipment. Available to public schools and school corporation career and technical education centers.
- School Building Construction – School building construction program means the purchase, lease, or financing of land, the construction and equipping of school buildings, and the remodeling, repairing, or improving of school buildings by a school corporation or career and technical education school. Available to public schools and school corporation career and technical education centers.
- School Technology Advancement Account (STAA) – STAA funds are for the purchase of computer hardware and software to be used for student instruction and for the development and implementation of innovative technology projects. Available to public schools and school corporation career and technical education centers.
- Charter and Innovation School Advance Program- administered by the State Board of Education

Availability of advancements

Common School Educational Technology and School Building Construction loans are available and offered twice a year in the spring and fall contingent on approval by the State Board of Education.

School Technology Advancement Account loans are offered once a year by the Department.

Amount available each period

The available amount for Common School Educational Technology and School Building Construction loans varies each period and is determined based on the amount of unreserved funds in the Common School Fund at a given time. On average, the amount offered ranges from \$25 million to \$50 million for both loan types. There is \$5 million appropriated for STAA loans each year from the Common School Fund.

Maximum allowed per applicant

- Educational Technology – Current ADM multiplied by \$100
- School Building Construction – may not exceed the greater of \$15 million or the Number of students accommodated by the project multiplied by \$15,000
- STAA – DOE-PE divided by 25 multiplied by \$500 (if available, plus funds on a per pupil basis)

Loan agreements

Once loans are approved by the State Board of Education, the Treasurer of State's office executes the loan agreements and processes all claims.

Repayment period

- Educational Technology – may not exceed 5 years
- School Building Construction – may not exceed 20 years
- STAA – 2 to 5 years depending on the loan amount (established by Treasurer of State)

Payment

Payment for advances are taken as a reduction to the school corporation's Basic Tuition support.

ACCOUNT BALANCES/INVESTMENT DETAIL
February 2023

CASH:

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

BANK ACCOUNTS:

Teachers Credit Union	\$	2,990,849.30
Lake City Bank – Accounts Payable		(1,594,014.95)
Lake City Bank – Payroll Account		(8,678.48)
Lake City Bank – Flex Account		71,686.37
Lake City Bank – Merchant Account		-
Lake City Bank – Prepaid Lunch		989,762.02
Lake City Bank – Deposit Account		36,481,603.10
Lake City Bank – Book Rental		-
BMO Harris Bank (UMR insurance)		407,420.00

INVESTMENTS:

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

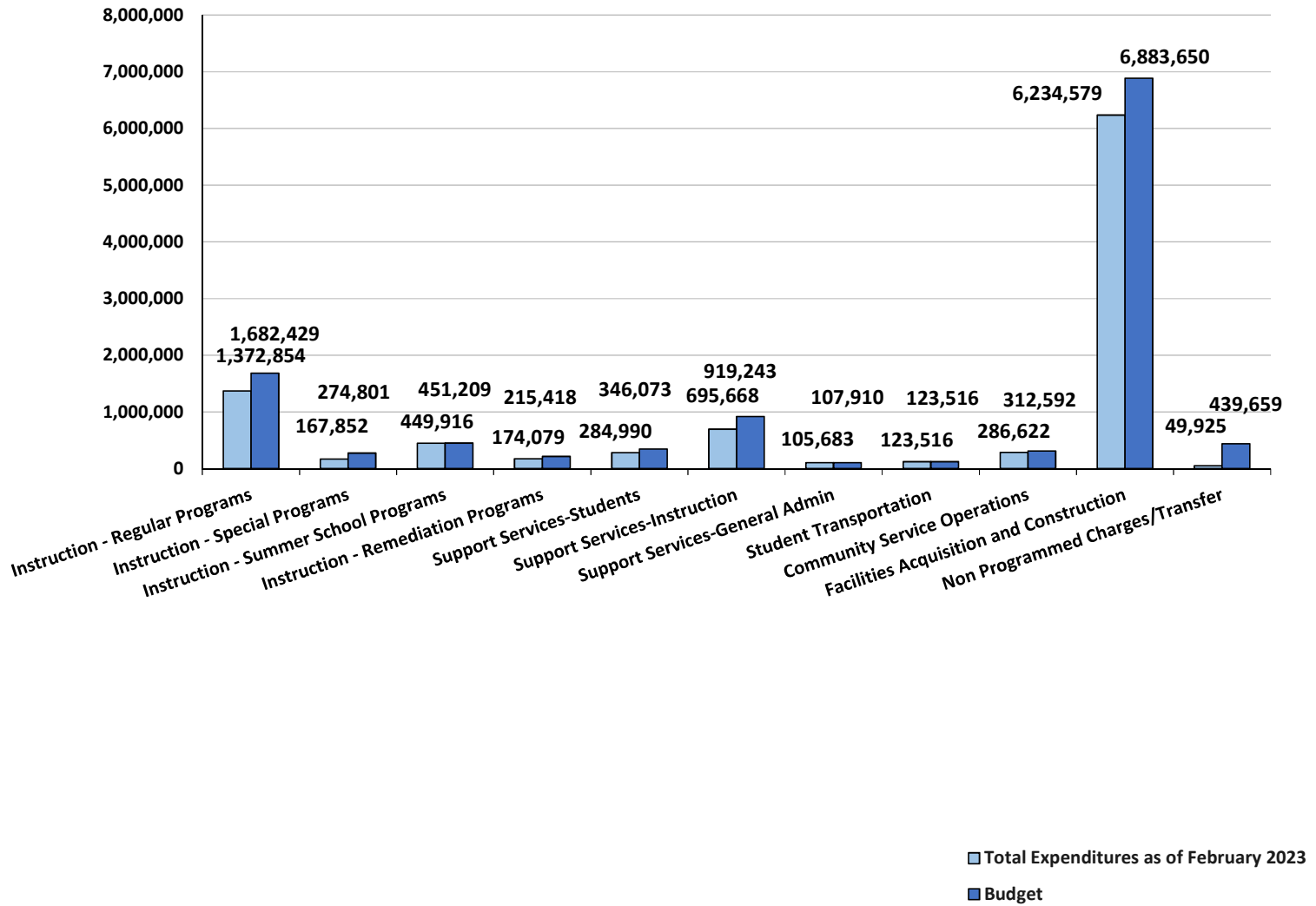
\$ 39,339,127.36

ESSER II - Utilization Review

<i>Total Expenditures as of February 2023</i>	<i>Total % of Allocation Expended</i>	<i>Account</i>	<i>Budget</i>	<i>% of Total Budget</i>
\$1,372,854.35	81.60%	Instruction - Regular Programs	\$1,682,429.00	14.31%
\$167,851.92	61.08%	Instruction - Special Programs	\$274,801.00	2.34%
\$449,915.92	99.71%	Instruction - Summer School Programs	\$451,209.00	3.84%
\$174,079.42	80.81%	Instruction - Remediation Programs	\$215,418.00	1.83%
\$284,990.03	82.35%	Support Services-Students	\$346,073.00	2.94%
\$695,667.64	75.68%	Support Services-Instruction	\$919,242.89	7.82%
\$105,683.07	97.94%	Support Services-General Admin	\$107,910.00	0.92%
\$123,515.71	100.00%	Student Transportation	\$123,516.00	1.05%
\$286,621.54	91.69%	Community Service Operations	\$312,592.00	2.66%
\$6,234,578.98	90.57%	Facilities Acquisition and Construction	\$6,883,650.00	58.55%
\$49,924.86	11.36%	Non Programmed Charges/Transfer	\$439,659.00	3.74%
9,945,683.44	84.60%		\$11,756,499.89	100.00%

Expenditures for February 2023 consisted of Salaries and Benefits pertaining to student support (remediation / tutoring), ongoing after school supports, construction services, and supplies per directives approved through the grant.

ESSER II - Expenditure to Budget as of 2/28/23

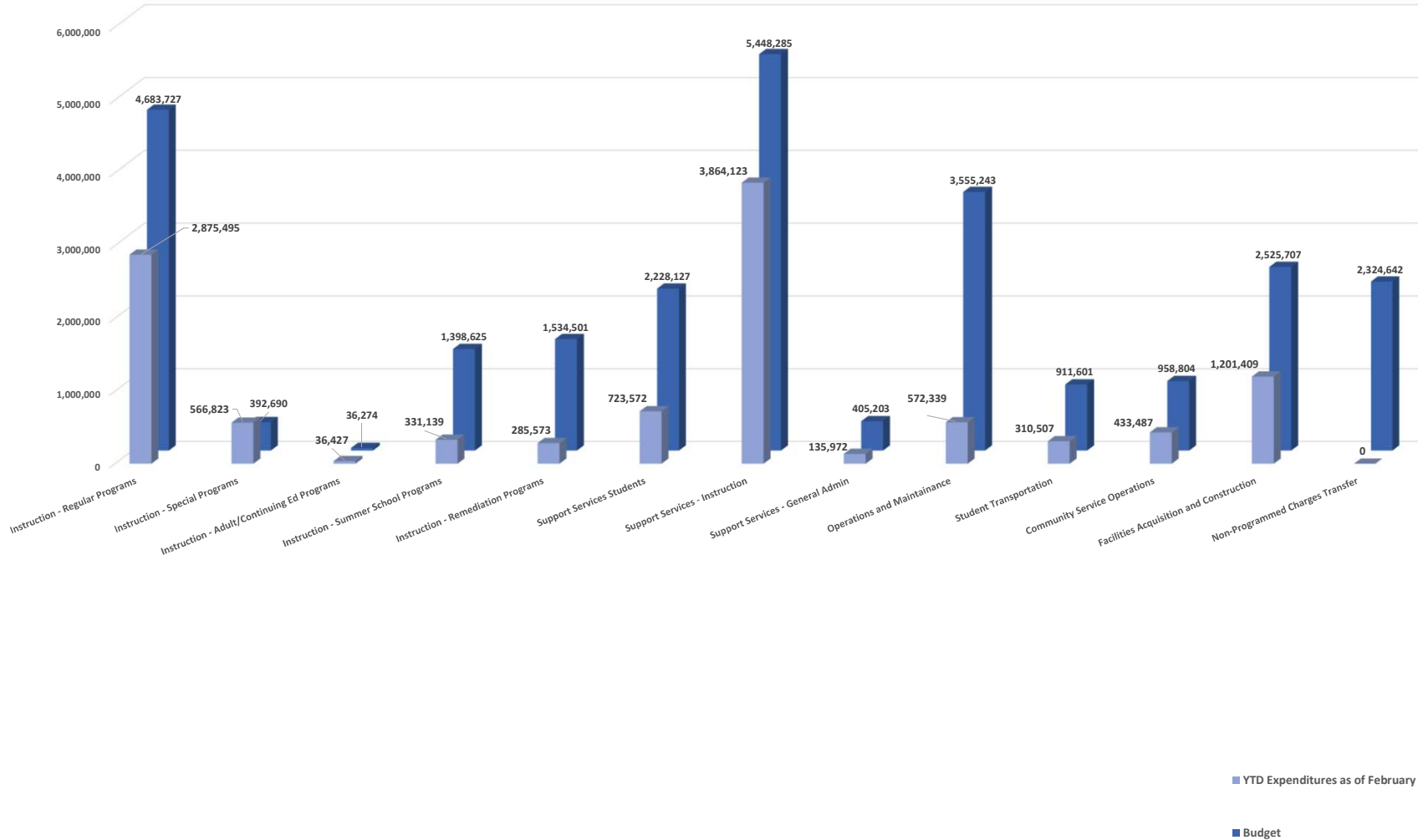


ESSER III - Utilization Review

YTD Expenditures as of February 2023	Total % of Allocation Expended	Account	Budget	% of Total Budget
2,875,495.14	61.39%	Instruction - Regular Programs	\$4,683,726.72	17.74%
566,822.72	144.34%	Instruction - Special Programs	\$392,690.00	1.49%
36,426.94	100.42%	Instruction - Adult/Continuing Ed Programs	\$36,274.00	0.14%
331,138.92	23.68%	Instruction - Summer School Programs	\$1,398,625.00	5.30%
285,572.60	18.61%	Instruction - Remediation Programs	\$1,534,501.00	5.81%
723,571.94	32.47%	Support Services Students	2,228,127.00	8.44%
3,864,123.23	70.92%	Support Services - Instruction	5,448,285.00	20.63%
135,971.85	33.56%	Support Services - General Admin	405,203.00	1.53%
572,338.93	16.10%	Operations and Maintainance	3,555,243.00	13.47%
310,506.75	34.06%	Student Transportation	911,601.00	3.45%
433,486.83	45.21%	Community Service Operations	958,804.00	3.63%
1,201,409.32	47.57%	Facilities Acquisition and Construction	\$2,525,707.00	9.57%
0.00	0.00%	Non-Programmed Charges Transfer	\$2,324,642.00	8.80%
\$11,336,865.17	42.94%		\$26,403,428.72	100.00%

Expenditures for February 2023 consisted of salaries/benefits, professional development, and supplies for budgeted programming.

ESSER III - Expenditure to Budget as of 2/28/2023



Medical Plan Experience

February 2023

	<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	\$ -	\$ 305,043	\$ (305,043)	\$ -	\$ 731,569	\$ (731,569)
Anthem Medical	\$ 388,577	\$ 126,596	\$ 261,981	\$ 772,154	\$ 196,809	\$ 575,345
CVS Rx	\$ 173,199	\$ 79,412	\$ 93,787	\$ 274,039	\$ 143,635	\$ 130,404
Rx Rebate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Less Amt Above Stop Loss	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Claim Cost Total	\$ 561,776	\$ 511,051	\$ 50,725	\$ 1,046,193	\$ 1,072,013	\$ (25,820)
Expected Claim Cost	\$ 856,618	\$ 857,037	\$ (419)	\$ 1,711,664	\$ 1,709,569	\$ 2,095
Claims vs. Expected	\$ (294,842)	\$ (345,986)		\$ (665,471)	\$ (637,556)	
Non Claim Costs (administration, clinic, pharmacy, stop-loss)	\$ 251,526	\$ 202,879	\$ 48,647	\$ 474,129	\$ 412,219	\$ 61,910
Total Cost (Claim + Non-claim)	\$ 813,302	\$ 713,930		\$ 1,520,322	\$ 1,484,232	
Enrollment	1,007	1,006		2,011	2,007	
Cost Per Employee Per Month (PEPM)	\$ 807.65	\$ 709.67		\$ 756.00	\$ 739.53	2.2%
Paid Claims Per Employee				\$ 520.24	\$ 534.14	-2.6%