

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

December 17, 2024

CALENDAR

Dec 17 8:00 a.m. Regular Board Meeting, J.C. Rice Educational Services Center
Jan 14 6:00 p.m. Public Work Session, J.C. Rice Educational Services Center
Jan 14 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. PUBLIC COMMENT
- E. CONSENT ITEMS:

- Minutes – December 10, 2024 – Public Work Session
 - Minutes – December 10, 2024 – Regular Board Meeting
 - Claims
 - Fundraisers
 - Gift Acceptances
 - Conference Leaves
 - Grants
 - Personnel Report

- F. OLD BUSINESS

Board Policy 3362.01ACS – Threatening and/or Intimidating Behavior Toward Staff Members – The administration presents proposed Board Policy 3362.01ACS – Threatening and/or Intimidating Behavior Toward Staff Members for final consideration.

Board Policy 8452 – Automated External Defibrillators (AED) – The administration presents proposed Board Policy 8452 – Automated External Defibrillators (AED) for final consideration.

Board Policy 8455 – Coaches Training, References, and IHSAA Reporting – The administration presents proposed Board Policy 8455 – Coaches Training, References, and IHSAA Reporting for final consideration.

G. NEW BUSINESS

Recommendation of Elkhart Building Corporation Appointments

Financial Report

H. INFORMATION AND PROPOSALS

From Superintendent and Administrative Staff

From Board

I. ADJOURNMENT

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

Elkhart Community Schools
Elkhart, Indiana

December 10, 2024

J.C. Rice Educational Services Center, 2720 California Road, Elkhart, Indiana 46514 – at 6:01 p.m.

Place/Time

Board Members Present:	Troy E. Scott Douglas K. Weaver Anne M. VonDerVellen	Jeffrey S. Bliler Mike Burnett Dacey S. Davis Kellie L. Mullins
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Roll Call

Presenters:	Dr. Larry Huff Maggie Lozano Lindsey Brander Tony Gianesi Zac Quiett	Dr. Amy Rauch Brandon Berger Erin Wagler Brian Buckley
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The Board was presented an update on the 6th Grade Transition to Middle Schools.

Topics Discussed

The meeting adjourned at approximately 6:58 p.m.

Adjournment

APPROVED:

Signatures

Troy E. Scott, President

Jeffrey S. Bliler, Member

Douglas K. Weaver, Vice President

Mike Burnett, Member

Anne M. VonDerVellen, Secretary

Dacey S. Davis, Member

Kellie L. Mullins, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

December 10, 2024

J.C. Rice Educational Services Center, 2720 California Road, Elkhart, IN 46514 – at 7:08 p.m. Place/Time

Board Members Present:	Troy E. Scott Douglas K. Weaver Anne M. VonDerVellen	Jeffrey S. Bliler Mike Burnett Dacey S. Davis Kellie L. Mullins	Roll Call
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Board President Troy Scott called the regular meeting of the Board of School Trustees. Call to Order

Board Member Jeff Bliler recited the Elkhart Promise. The Elkhart Promise

Superintendent Larry Huff recognized Tim Adams, Counselor at Pierre Moran Middle School, who was named Counselor of the Year for the State of Indiana. Tim is highly regarded as an advocate for children at Pierre Moran and plays a significant role in making students feel safe and comfortable at school. His efforts ensure students not only feel secure but also receive the education they need. Known as a positive influence at Elkhart Community Schools (ECS), Tim's recognition is an outstanding achievement for the district. Dr. Huff emphasized that, with this honor, they can proudly say Elkhart has the best counselors. Tim was invited to share his thoughts on achieving this prestigious honor. Counselor of the Year

Tim Adams expressed his gratitude and honor for being named Indiana School Counselor of the Year. He shared that this recognition was something he had set as a goal when he joined ECS seven years ago, but never expected to achieve. Tim emphasized the award was not solely his, as he believes it is a reflection of the collective effort from the teachers, district leaders, staff, parents, students, and community partners at Pierre Moran and ECS. He highlighted the importance of connectivity and support networks in helping students succeed. Tim concluded by stating this recognition is for ECS and expressed his excitement for representing the State as he prepares to compete for National School Counselor of the Year in 2027.

Board Member Dacey Davis praised Mr. Adams and his team for their exceptional work, highlighting how they consistently present detailed data, metrics, and thorough plans to address students' social and emotional needs. She expressed her gratitude for their contributions and stated that it was a pleasure to work with them.

Erin Wagler, Director of Communication, shared some of the wonderful things happening in ECS during the Excellence of Elkhart highlighting Academics, Arts, and Athletics.

Excellence
of Elkhart

In the area of Academics, Hawthorne Early Learning Center, students delighted in reciting *Brown Bear, Brown Bear, What Do You See?* during Book Buddy time, strengthening their early literacy skills. Culinary & Hospitality students participated in a "Bake Wars" competition, crafting baked goods with creative ingredients, while Cosmetology students gained hands-on experience by offering facials, makeup, and haircuts. Both programs provided practical learning experiences to prepare students for future careers.

At Woodland Elementary, the student council embraced the holiday spirit by donating 1,265 items—totaling 1,200 pounds—to Church Community Services during their annual food drive. Students also learned about local community resources and helped pack donations. Several elementary schools hosted "Box Out Bullying" assemblies, teaching students about respect, empathy, and standing against bullying, fostering a positive school environment.

Finally, Elkhart Freshman Division health classes presented creative final projects, with Board and community members offering valuable feedback to support student growth and learning.

In the area of Arts, four (4) talented brass players from EHS joined the Elkhart Municipal Band for the annual Tuba Christmas performance, showcasing their dedication and skill.

This week, the Fischhoff-sponsored musicians visited schools including Woodland and Roosevelt STEAM Academy, performing a music and literature mashup based on the book, *Miss Nelson Is Missing*. At Roosevelt, students attended the world premiere of *Lineage-by-Lineage* Percussion, Fischhoff's 2024 Ann Divine Educator Award winner. The event featured workshops, interactive jam sessions, and performances, providing an engaging and enriching experience.

Congratulations to Brittllynn Oliva (Euphonium) from EHS and Keithen Box (Clarinet) from North Side Middle School for their selection to the Indiana Junior All-State Band. This prestigious recognition highlights their exceptional musical talent and hard

work. Both students have made their schools proud as they prepare to represent them in this honor.

In the area of Athletics, the winter sports season is underway, with Girls Basketball, Boys and Girls Swimming, and Wrestling off to a strong start. Enthusiasm is high as athletes gear up for an exciting season, and there's great anticipation for continued success across all winter sports programs.

Some upcoming events across Elkhart Schools include:

- December 11: Boys and Girls Wrestling (HOME)
- December 11: Middle School Orchestra Concerts
- December 13: Girls Basketball (HOME)
- December 23-January 3: Winter Recess

For more information about Elkhart Schools, follow us on social media and the ECS website.

By unanimous action, the Board approved the following consent items:	Consent Items
Minutes – November 26, 2024 – Regular Board Meeting	Minutes
Payment of claims totaling \$8,085,701.70 as shown on the December 10, 2024, claims listing. (Codified File 2425-071)	Payment of Claims
Proposed school fundraisers in accordance with Board policy. (Codified File 2425-072)	Fundraisers
Extra-curricular purchase requests: West Side Extra-Curricular/Vocal Account to purchase registration fees totaling \$690 to participate in the area choral festival, Circle the State with Songs.	Extra-Curricular
The following donations were made to Elkhart Community Schools (ECS): \$1,000 from NIBCO, Inc. to EHS to be used for snacks, equipment and competition registrations for the Science Olympiad Extra Curricular Program; \$500 from Elkhart Athletic Club to EHS Baseball Team to be used to purchase pitching machine balls which will assist with the growth and development of the baseball team; \$700 from Competitive Edge Sports and Spine LLC to EHS Athletics to be used to assist with the growth and development of EHS athletic teams; \$759 from HF Restaurants, LLC to the Elkhart Area Career Center (EACC) to be use for student related activities in the Future Farmers of America (FFA) program; and donations of miscellaneous automotive supplies with an	Gift Acceptances

owner estimated value of \$5,114.87 to be used in the Automotive Collision Repair class.

Submission Confirmation of the following grant: FIRST Indiana Robotics Growth and Sustainability Grant hosted by FIRST Indiana Robotics in the amount of \$2,000 to be used for a practice field carpet replacement and travel mileage to competitions. (Codified File 2425-073)

Grants

Confirmed overnight trip request for ElkLogics Robotics Team to travel to Washington, Indiana on March 27 – 29, 2025 to attend the FIRST Indiana Robotics Washington District Event and EHS Cheerleading Team to travel to Orlando, Florida on February 5 – 10, 2025 to attend the National High School Cheerleading Championship.

Overnight Trip Requests

Contract recommendations in accordance with Board policy on the December 10, 2024 listing. (Codified File 2425-074)

Contracts

Personnel Report

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

Certified Resignation

Sara McMahan – Science at Freshman Division, 12/20/24

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

Classified Employment

Kim Bachtel – Assistant Manager at Transportation, 1/27/25

Sarah Bachtel – Paraprofessional at West Side, 2/11/25

Ana Cazares – Secretary at Elkhart High, 2/11/25

Laura Gernand – Technical Assistant at EACC, 2/11/25

Caitlin Mangrum – Custodian at Eastwood, 1/15/25

Jennifer Morgan – Data & Assessment Specialist at Technology, 1/27/25

Elliott Newcomer – Paraprofessional at PRIDE, 1/31/25

Trinity Parkerson – Bus Helper at Transportation, 2/13/25

Akyah Taylor – Technical Assistant at Elkhart Academy, 2/12/25

Transfer of the following two (2) classified employee effective for the 2024-25 school year:

Classified Transfer

Marice Johnson, Sr. – Head Grounds at Elkhart High to Head Custodian at Elkhart High

Matthieu Miller – Night Custodian Supervisor at Elkhart High to Custodian at Bristol

Employment of the following four (4) substitute teachers for employment in the 2024-25 school year: Substitute Teachers
Matthew Damer – Substitute Teacher
Mary Genovese – Retired Elkhart Substitute Teacher
Rosemary Kuerbitz – Substitute Teacher
Gabriella Scott – Substitute Teacher

Employment of the following three (3) Claims/Coaches in the 2024-25 school year: Claims/Coaches
Ty Genth – Substitute at Building Services
Michelle Giden – Behavior Interventionist at Title I
James Roberson – Coach at Monger

Resignation of the following eight (8) classified employee on dates indicated: Classified Resignations
Jessica Chupp – Food Service at Osolo, 12/4/24
Nancy Conner – Food Service at Woodland, 12/2/24
Keely Duehmig – Substitute Teacher, 11/21/24
Kristin Dutton – Substitute Teacher, 11/21/24
Laura Gernand – Substitute Teacher, 11/26/24
Kelly Stamper – Secretary at Osolo, 11/22/24
Amber Stoneburner – Paraprofessional at Freshman Division, 11/26/24
Justin Tylka – Secretary at ESC, 12/3/24

Unpaid Leave Request of the following one (1) classified employee on dates indicated:
Tina Helbling – Bus Driver at Transportation beginning 11/5/24 and ending 12/17/24

Termination of the following two (2) classified employee on date indicated: Classified Termination
Alegacy McBride – Bus Helper at Transportation, 11/26/204 in accordance with Board Policy 3221S
Rene Rodriguez – Food Service at Elkhart High, 11/26/24 in accordance with Board Policy 3039.01S

The passing of the following one (1) classified employee on date indicated: Classified Deceased
Vicki Mason-Watson – Paraprofessional at Bristol, 11/25/24 with 23 Years of Service

By unanimous action, the Board awarded the contract for Fuel in the amount of \$520,921.60 to Keystone Cooperative, as the most responsive and most responsible bidder, for the 2025 calendar year. (Codified File: 2425-075) Recommendation for Award

<p>By unanimous action, the Board awarded the contract for food service supplies in the amount of \$2,623,425 to Form Plastics, as the most responsive and most responsible bidder, from December 11, 2024 through July 31, 2025. (Codified File: 2425-076)</p>	<p>Recommendation for Award</p>
<p>By unanimous action, the Board awarded a contract in the amount of \$1,447,316 to CORE Construction Indiana, LLC for the addition and renovation to the Elkhart Area Career Center per recommendation from J. Lake Architecture. (Codified File 2425-077)</p>	<p>Recommendation for Award</p>
<p>By unanimous action, the Board authorized the bulk sale of iPads having reached the end of their lifecycle as presented. (Codified File 2425-078)</p>	<p>Sale of iPads</p>
<p>The administration presented proposed revisions to Board Policy 3142.01A – Non-Renewal of Administrative Contracts for initial consideration. Doug Thorne, District Counsel/Chief of Staff, explained that this policy governs the timing of preliminary notification regarding the school boards consideration of non-renewal of contracts for principals, assistant principals and assistant superintendents; proposed revisions align the notification timeline with state law.</p>	<p>Board Policy 3142.01A</p>
<p>Ms. Davis motioned to waive the second reading, and Board Member Doug Weaver seconded the motion. By unanimous action, the Board approved the proposed revisions.</p>	
<p>The administration presented proposed revisions to Board Policy 3362.01ACS – Threatening and/or Intimidating Behavior Towards Staff Members for initial consideration. These revisions incorporate statutory procedures required under state law, ensuring compliance when a school employee is subjected to threatening or intimidating comments or actions. The updates clarify the district’s obligation to report such conduct to law enforcement.</p>	<p>Board Policy 3362.01ACS</p>
<p>The administration presented proposed revisions to Board Policy 8452 – Automated External Defibrillators (AED) for initial consideration. The proposed revisions firmly establish training requirements for specific district employees including head coaches, assistant coaches of athletic activities, and marching band directors.</p>	<p>Board Policy 8452</p>
<p>The administration presented proposed revisions to Board Policy 8455 – Coaches Training, References, and Indiana High School Athletic Association (IHSAA) Reporting for initial consideration. This policy covers the training requirements for employees in positions involving concussion awareness, health-related medical conditions, and sudden cardiac arrest. It also sets requirements for hiring coaches for IHSAA recognized sports. It mandates verifying a coach's IHSAA accreditation, checking whether their accreditation</p>	<p>Board Policy 8455</p>

has been suspended or revoked, and obtaining references during the hiring process. Additionally, the policy establishes an obligation to notify the IHSAA if an accredited coach is convicted of certain offenses. These updates aim to enhance student safety and uphold high standards for coaching staff.

Superintendent, Dr. Larry Huff, shared that he attended the 47th annual Madrigal Dinner Theater at EHS and described it as outstanding. He highlighted the exceptional talent and well-rounded nature of the students, noting their participation in various activities such as tennis, the student advisory committee, and music. Dr. Huff also praised Mr. Reinert and Mrs. Oppenheim for their efforts in organizing the program.

From the
Superintendent

The Indiana Department of Education recognized Kathy Enfield, a secretary at West Side, as the 2024 RISE recipient for the state of Indiana, naming her the classified person of the year. This prestigious honor means she will represent Indiana at the national level. Despite the recognition, Mrs. Enfield remains humble and focused on her work. She is celebrated not only for her outstanding commitment and leadership but also for the exceptional way she greets students and makes them feel safe and welcome. Her contributions are a testament to the high-quality support and care in the middle schools. Congratulations to Mrs. Enfield on this well-deserved recognition.

Dr. Huff shared that he recently spoke to sixteen (16) students in Mrs. Stine's classroom, inspiring future educators by sharing his passion for teaching and answering insightful questions about policies, the role of a superintendent, and making a difference in education. He emphasized the importance of championing the profession and encouraged students to consider Elkhart as a great place to build their careers.

Dr. Huff spoke of the importance of attendance as a key factor in student success. ECS recognized Pinewood Elementary for achieving a 99.04% attendance rate, with Beardsley, Mary Beck, and Bristol also exceeding 98%. Remarkably, Pinewood's sixth-grade students achieved 100% attendance last week. He commended Ms. Brander and her team for tracking attendance and encouraged principals to strive for continuous improvement. Friendly competitions, like those between Pinewood and Bristol, were praised for fostering motivation and enthusiasm among schools.

Mr. Weaver shared a social media post he discovered from a remarkable young man, a 13-year-old student from North Side Middle School. He took the initiative to market himself directly to the University of Georgia football team, sharing his ambitious plan to work hard throughout high school, excel every year, and earn

From the
Board

college offers while expressing his unwavering commitment to Georgia football. The message reflected his passion, confidence, and vision for a future at such a young age. His story serves as an inspiration for other aspiring athletes to articulate their dreams and take active steps toward achieving them.

Ms. Davis shared that she visited the Freshman Division's Culinary Arts department, where students participated in a food truck program as part of their final grade. The event was well-attended by administrators and community leaders. Students designed food trucks and prepared dishes highlighting not only business skills but also essential life skills such as cooking, cleaning, and maintaining sanitation.

Board Member Jeff Bliler participated in the Elkhart Police Department's annual Family Lunch with Santa, a collaborative event with ECS and the Juvenile Detectives Bureau. This year marked the first time every elementary school in the district nominated a family in need to participate. Families received gifts, and children enjoyed toys, pizza, games, songs, cookies, and more. Each family also received over one-hundred fifty (\$150) dollars in gift cards and a family gift, with the event supported by over ten thousand (\$10,000) dollars in community donations. Mr. Bliler thanked Dr. Huff, Director of Elementary Schools Barb Cripe, and elementary school principals and counselors for their contributions to making the event a special day for many families.

In closing, Mr. Bliler announced his resignation from his Board seat due to the increasing demands of his businesses. He expressed deep gratitude for the friendships, opportunities, and progress achieved during his tenure. While the decision was difficult, he expressed confidence in the highly qualified candidates who are interested in succeeding him. He extended heartfelt thanks to Dr. Huff, fellow board members, and all colleagues for their support.

The meeting adjourned at approximately 7:43 p.m.

Adjournment

APPROVED:

Signatures

Troy E. Scott, President

Douglas K. Weaver, Vice President

Anne M. VonDerVellen, Secretary

Jeffrey S. Bliler, Member

Mike Burnett, Member

Dacey S. Davis, Member

Kellie L. Mullins, Member



ELKHART HIGH SCHOOL
2608 CALIFORNIA ROAD • ELKHART, IN 46514
PHONE: 574-262-5600



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

DATE: December 11, 2024
TO: Dr. Larry Huff
Board of School Trustees

FROM: Cary Anderson (Principal)
SMSgt, Scott Rutledge, USAF - Retired (Teacher/Sponsor)

RE: Donation Approval

Elkhart High School received a donation of \$1,000.00 from Mrs. Julie Weaver. The donation will be used to pay for costs associated with the Annual EHS AFJROTC Military Ball, March 2025.

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:

Mrs. Julie Weaver
56004 Jayne Drive
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: December 9, 2024
TO: Dr. Larry Huff
Board of School Trustees
FROM: Cary Anderson (Principal)
Tracey Miller (Social Worker)
RE: Donation Acceptance

Elkhart High School received a donation of \$250.00 from Welch Packaging Group, Inc. The donation will be used to purchase gift cards to Subway, Starbucks, Dunkin Donuts, etc. and will be given to students as incentives for attendance awards. 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:

Welch Packaging Group, Inc.
1020 Herman St
Elkhart, IN 46516



ELKHART AREA CAREER CENTER

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

To: DR. HUFF
BOARD OF SCHOOL TRUSTEES

FROM: BRANDON EAKINS *BE*

DATE: DECEMBER 6, 2024

RE: DONATION APPROVAL - EACC

Zzzippy, LLC, has donated \$2,000.00 to the FFA program. This money was given for the hours that the students volunteered at the Legend Scream Park. This money will be used for student related activities.

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:

Zzzippy, LLC
Attn: Rick Singleton
203 N Main St
Mishawaka, IN 46544



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: December 6, 2024
TO: Dr. Larry Huff
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 Shield. The donation will be used to purchase supplies, equipment and expenses related to robot construction and attending competitions. 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:

Shield
C/O Ms. Lori Pallo
3802 Gallatin Way
Elkhart, IN 46514

What is the title of the grant?	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?
Air and Space Forces Association Educator Grant	Air and Space Force Association	Elkhart High School/Rocketry Team	Dan Walsh/David Bird	\$619.88	Grant funds will be used to supplement the Rocketry Team Budget. The grant will be overseen by David Bird, Principal of ETI	Grant funds will be used to provide additional hands-on STEM and Engineering Design opportunities for students through the Extra-Curricular Rocketry Program. This program supplements the Physics, AP Physics, and Aeronautical Engineering high school courses.	Supplies Listing (Estes Rockets www.estesrockets.com and www.aerotech-rocketry.com) 2 each Estes 1/2A3-4T Engine Bulk Pack (2 x 89.99) \$179.98 10 each Aerojet F42-8T Rocket Motors, 2 pack (10 x 43.99) \$439.90 TOTAL: \$619.88	1/15/2025

38 12/11/24



HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

TO: DR. LARRY HUFF
FROM: MS. MAGGIE LOZANO
DATE: DECEMBER 17, 2024

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **Separation** – We report the separation of one (1) employee.

CLASSIFIED

- a. **New Classified Staff** – We recommend the employment of two (2) new classified staff pending successful completion of the probationary period.
- b. **Classified Staff Transfers** – We recommend the transfer of one (1) classified staff for the 2024-25 school year.
- c. **Substitute Teachers** – We recommend the employment of two (2) substitute teachers for the 2024-25 school year.
- d. **Claims/Coaches** – We recommend the employment of one (1) employee for the 2024-25 school year.
- e. **Separation** – We report the separation of one (1) employee.
- f. **Retirement** – We report the retirement of one (1) employee who has provided 10 years of service.

Book	Policy Manual
Section	3000 Personnel
Title	Proposed Revised - THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD STAFF MEMBERS
Code	po3362.01ACS
Status	Second Reading
Adopted	November 22, 2016
Last Reviewed	December 17, 2024

3362.01ACS - THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD STAFF MEMBERS

The School Board believes that staff members should be able to work in an environment free of threatening or intimidating speech or actions.

Threatening behavior consisting of any words or deeds that intimidate staff members or cause anxiety concerning their his/her physical well-being is strictly forbidden. Any threat to a member of the staff made by a student, parent, visitor, staff member, or agent of this Board shall be reported to the principal, and the individual making the threat may be subject to discipline or further action. Any student, staff member, or agent of this Board who is found to have threatened a member of the staff will be subject to discipline and reported to the principal. The principal shall immediately report to the directors of school safety and security.

State law requires that any individual who has reason to believe that a school employee:

- A. has received a threat;
- B. is the victim of intimidation;
- C. is the victim of battery; or
- D. is the victim of harassment

by any individual immediately shall notify the principal and the principal immediately shall make an oral report to the local law enforcement agency.

Harassment based on a protected class shall be investigated under Policy 2266 - Nondiscrimination on the Basis of Sex Education Programs or Activities or Policy 3362 - Anti-Harassment, as applicable. Related policies can be found at Policy 5517 - Anti-Harassment.

The Superintendent shall implement guidelines whereby students and employees understand this policy and appropriate procedures are established for prompt and effective action on any reported incidents.

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Legal I.C. 20-33-9-2 et seq., 34-30-2-85.1, 35-45-2-1

Book	Policy Manual
Section	8000 Operations
Title	PROPOSED REVISED - AUTOMATED EXTERNAL DEFIBRILLATORS (AED)
Code	po8452
Status	Second Reading
Adopted	November 22, 2016
Last Revised	June 9, 2020
Last Reviewed	December 17, 2024

8452 - AUTOMATED EXTERNAL DEFIBRILLATORS (AED)

The School Board has determined that it may enhance school safety to have an automated external defibrillator (AED) placed in building(s) within the Corporation.

An AED is a medical device that contains a heart monitor and defibrillator that is used to administer an electric shock through a person's chest wall to the heart. The built-in computer system of the AED assesses the patient's heart rhythm, determines whether defibrillation is needed, and then administers a shock, if necessary. Audible and/or visual prompts guide the user through the process of using the AED.

The Corporation shall develop a venue-specific action plan for sudden cardiac that:

- A. requires that AEDs are maintained properly;
- B. establishes a goal of responding within three (3) minutes to a sudden cardiac arrest occurring within the venue;
- C. requires periodic drills;
- D. requires the plan to be posted in a conspicuous place in the venue visible to participants;
- E. requires the plan be shared with each head coach or assistant coach of an athletic activity, marching band leader, drama or musical leader, or sponsor of an extracurricular activity in which students have an increased risk of sudden cardiac arrest and all student participants before the beginning of the season for each event in which students have an increased risk of sudden cardiac arrest; and
- F. is distributed to the Board.

The Superintendent shall develop a system by which each AED is maintained properly.

Each head coach or assistant coach of an athletic activity, marching band leader, drama or musical leader, or sponsor of an extracurricular activity in which students have an increased risk of sudden cardiac arrest shall be required to participate in a sudden cardiac training course which includes use of an AED. (See policies 1520.08, 3120.08, 4120.08 and 8455)

Each head coach or assistant coach of an athletic activity, marching band leader, drama or musical leader, or sponsor of an extracurricular activity in which students have an increased risk of sudden cardiac arrest shall be required to participate in a sudden cardiac arrest training course which includes the use of an AED. (See Policy 1520.08 - Employment of Personnel for Extracurricular Activities, Policy 3120.08 - Employment of Personnel for Extracurricular Activities, Policy 4120.08 - Employment of Personnel for Extracurricular Activities, and Policy 8455 - Coach Training, References, and IHSAA Reporting)

The Board directs the Superintendent to develop guidelines that govern AEDs, including the use of the AED, placement of the AED, training and oversight by a medical doctor or by the local EMS Medical Director. The Board also directs the Superintendent, in conjunction with the Medical Director, to review the guidelines, as appropriate. The AED devices will shall be located at school buildings for use by employees with proper AED training.

~~Automated external defibrillators (AED) will be maintained according to manufacturer's specifications on the premises of selected buildings/facilities of Elkhart Community Schools. The school district will attempt to provide an AED in school facilities where staff, first responders, and others may access the unit in an emergency medical situation. The Assistant Superintendent of Student Services, in conjunction with principals and/or site representatives, will approve site selection at each selected building/facility.~~

~~AED training for select employees, including school nurses, night custodians, athletic trainers, and other essential staff members will be provided by the School District.~~

~~Any medical incident requiring the use of an AED will be documented.~~

I.C. 16-31-3.5

I.C. 20-34-8

I.C. 34-30-12-1

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Book	Policy Manual
Section	8000 Operations
Title	PROPOSED REVISED - COACH TRAINING, REFERENCES, AND IHSAA REPORTING
Code	po8455
Status	Second Reading
Adopted	November 22, 2016
Last Revised	March 27, 2018
Last Reviewed	December 17, 2024

8455 - COACH TRAINING, REFERENCES, AND IHSAA REPORTING

The school Corporation shall comply with State law governing the training and certification of all coaches, including cheerleading. This applies to all coaches, whether employees, volunteers, or other individuals, who are coaching student athletes.

The School Board requires that:

A. Prior to coaching football to students who are less than twenty (20) years of age, all head and assistant football coaches shall complete a certified coaching education course approved by the Indiana Department of Education (IDOE) not less than once during a two (2)-year period which:

1. is sport specific;
2. contains player safety content, including content on:
 - a. concussion awareness;
 - b. equipment fitting for football;
 - c. heat emergency preparedness;
 - d. proper technique; and
 - e. cardiac arrest
3. requires a coach to complete a test demonstrating comprehension of the content of the course; and
4. awards a certificate of completion to a coach who successfully completes the course.

If the coach receives notice/notification from the School Corporation about new information which has been added to the course within before the end of the two (2) years period, the coach must complete the training and pass instruction and successfully complete a test on that concerning the new information.

B. After June 30, 2017, prior to coaching students in grades 5-12, all head and assistant coaches of interscholastic sports other than football, including cheerleading, shall complete a certified coaching education course approved by the Indiana Department of Education IDOE at least once during a two (2)-year period which:

1. contains player safety content on concussion awareness;
2. includes content for prevention of or response to heat-related medical issues that may arise from a student athlete's training;
3. requires a coach to complete a test demonstrating comprehension of the content of the course; and

4. awards a certificate of completion to a coach who successfully completes the course.

If the coach receives notice notification from the Corporation about new information which has been added to the course before the end of the within two (2)-years, period, the coach must complete the training and pass instruction and successfully complete test concerning the on that new information.

- C. A head or assistant coach of an intramural sport other than football who is coaching students in grades 5 - 12 may elect to complete the above- referenced certified coaching education course. If compliance with I.C. 20- 34-7 is required by the coaching certification requirements for the intramural sport the head or assistant coach is coaching, the coach shall complete the above-referenced certified coaching education course.
- D. A head coach or assistant coach of an athletic activity, marching band leader, JROTC leader, drama or musical leader or sponsor of an extracurricular activity in which students have an increased risk of sudden cardiac arrest as determined by the IDOE shall complete the sudden cardiac training course offered by a provider approved by the IDOE. The sudden cardiac arrest training course shall include training in the use of an automated external defibrillator. The coach, marching band leader, drama or musical leader, or extracurricular activity sponsor shall complete this required sudden cardiac arrest training prior to coaching or leading the activity.

The Corporation shall receive a certificate of completion from the provider for each coach, marching band leader, JROTC leader, drama or musical leader, or extracurricular activity sponsor successfully completing the required sudden cardiac arrest training. The Corporation shall maintain all certificates of completion awarded for each individual who completes the sudden cardiac arrest training.

A head coach or assistant coach of an athletic activity, marching band leader, JROTC leader, drama or musical leader or sponsor of an extracurricular activity in which students have an increased risk of sudden cardiac arrest who provides coaching or leadership services in good faith is not personally liable for damages in a civil action as a result of sudden cardiac arrest incurred by a student participating in an event in which students have an increased risk of sudden cardiac arrest except for an act or omission by the individual coach, leader or sponsor that constitutes gross negligence or willful and wanton misconduct.

- E. All head and assistant coaches of students of any age participating in interscholastic or intramural sports other than football, including cheerleading, shall complete a certified coaching education course approved by the IDOE at least once during a two (2) year period that:
1. contains player safety content on concussion awareness;
 2. includes content for prevention of or response to heat-related medical issues that may arise from a student athlete's training;
 3. requires a coach to complete a test demonstrating comprehension of the content of the course; and
 4. awards a certificate of completion to a coach who successfully completes the course.

If the coach receives notice from the Corporation that new information has been added to the course before the end of the two (2) year period, the coach shall complete instruction and successfully complete a test concerning the new information.

- F. All coaches of interscholastic or intramural sports for students of any age shall receive training about concussions, sudden cardiac arrest, and heat-related medical issues at least once during a two (2) year period.
- G. All coaches, shall be required to complete a coaching education course that contains player safety content on concussion awareness, equipment fitting for football, heat emergency preparedness, and proper technique. The course shall be completed prior to coaching or serving as an athletic activity sponsor. Each coach shall complete a course not less than once during a two (2) year period.

The Superintendent shall require that each person employed as a coach is qualified, has cleared a background check as required by State law, Policy 3121ACS - Personal Background Checks, References and Mandatory Reporting, Policy 8120 - Volunteers, or Policy 8121 - Personal Background Check - Contracted Services, and has received the training required by State law and this policy. Before allowing an individual to be a volunteer coach, the Corporation shall conduct an expanded criminal history check (as defined in I.C. 20-26-2-1.5) on him/her. Additionally, before the Corporation hires or allows an individual to coach an Indiana High School Athletic Association (IHSAA) recognized sport, the Corporation shall take the following steps:

- A. ask the individual:
1. whether the individual is or has been accredited by the IHSAA; and
 2. if the individual is or has been accredited by the IHSAA, whether the individual's accreditation has ever been suspended or revoked;
- B. request references from the individual;
- C. contact the references that the individual provides to the Corporation; and
- D. contact the IHSAA to determine whether the individual's accreditation has ever been suspended or revoked.

All coaches shall be informed of Corporation policies regarding reporting requirements and investigation requirements for complaints of bullying or harassment and suspected child abuse/sexual abuse.

The Corporation shall report to the IHSAA, in a manner prescribed by the IHSAA, when a nonteaching or volunteer coach accredited by the IHSAA has been convicted of an offense described in I.C. 20-28-5-8(c) or I.C. 20-26-5-11.2(b) or of a known comparable offense in another state.

The Corporation shall make a report to the Department of Child Services if an individual serving as a coach has engaged in suspected child abuse or neglect.

The Corporation shall report to the IHSAA when a professional staff member who is a coach accredited by the IHSAA has been convicted of an offense described in I.C. 20-28-5-8(c) or I.C. 20-26-5-11.2(b) or of a known comparable offense in another state.

The Corporation shall report to local law enforcement any suspected misconduct by an individual serving as a coach that may constitute a crime.

I.C. 20-26-5-11.2(B)

I.C. 20-26-14-8

I.C. 20-26-14-9

I.C. 20-28-5-8(C)

I.C. 20-34-7

I.C. 20-34-8

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~~The guidelines shall also provide that all coaches and athletic activity sponsors must be informed of Corporation policies regarding reporting requirements and investigation requirements for complaints of bullying or harassment and suspected child abuse/sexual abuse.~~

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Legal I.C. 20-34-7
I.C. 20-34-8

ACCOUNT BALANCES/INVESTMENT DETAIL
November 2024

CASH:

Petty Cash	\$	500.00
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BANK ACCOUNTS:

Everwise Credit Union	\$	3,015,522.95
Lake City Bank – Accounts Payable		(1,341,522.30)
Lake City Bank – Payroll Account		(12,946.35)
Lake City Bank – Flex Account		84,776.43
Lake City Bank – Merchant Account		-
Lake City Bank – Prepaid Lunch		176,934.70
Lake City Bank – Deposit Account		26,157,823.72

INVESTMENTS:

Certificate of Deposit		-
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\$ 28,081,089.15