

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

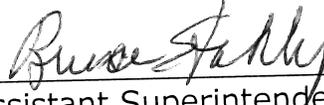
Date: Friday, January 5, 2024

Time: 3:00 p.m.

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



Assistant Superintendent of Instruction

Posted and electronically delivered
to News Media on Thursday,
December 28, 2023 and electronically
delivered to Board Members and School
Attorney on Thursday, December 28, 2023.

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

Date: Tuesday, January 9, 2024

Time: 5:30 p.m.

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 electronically delivered
to News Media on Wednesday,
December 20, 2023 and electronically
delivered to Board Members and School
Attorney on Wednesday, December 20, 2023.

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

NOTICE OF MEETING TIME CHANGE

Date: Tuesday, January 9, 2024
Time: ~~6:00~~6:15 p.m.
Location: J.C. Rice Educational Services Center
2720 California Road
Elkhart, Indiana 46514



Superintendent of Schools

Posted and electronically delivered
to School Attorney and
News Media on Wednesday,
December 20, 2023 and
electronically delivered to Board
Members on Wednesday, December 20, 2023.

NOTICE OF ORGANIZATIONAL MEETING

OF THE

BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

Date: Tuesday, January 9, 2024

Time: Immediately following Board of School Trustees
Public Work Session

Purpose: Organizational Meeting

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

A handwritten signature in black ink, appearing to read "Mark A. How". The signature is written in a cursive style and is positioned above a horizontal line.

Superintendent of Schools

Posted and electronically delivered to School
Attorney and News Media on Wednesday,
December 20, 2023 and electronically
delivered to Board Members
on Wednesday, December 20, 2023.

NOTICE OF ANNUAL MEETING
OF THE
BOARD OF FINANCE

Elkhart Community Schools
Elkhart, Indiana

Date: Tuesday, January 9, 2024

Time: Immediately following Board of School Trustees
Organizational Meeting

Purpose: Organizational Meeting

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



Superintendent of Schools

Posted and electronically delivered to School
Attorney and News Media on Wednesday,
December 20, 2023 and electronically
delivered to Board Members
on Wednesday, December 20, 2023.

MEETING
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

NOTICE OF MEETING TIME CHANGE

Date: Tuesday, January 9, 2024

Time: ~~7:00 p.m.~~ [Immediately following Board of School Trustees Annual Meeting of the Board of Finance](#)

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



Superintendent of Schools

Posted and electronically
delivered to School Attorney and
News Media on Wednesday,
December 20, 2023 and electronically
delivered to Board Members
on Wednesday, December 20, 2023.

ELKHART COMMUNITY SCHOOLS
BOARD OF SCHOOL TRUSTEES
Elkhart, Indiana

Organizational Meeting

January 9, 2024

Agenda

1. Call to Order/Pledge
2. Election of President, Vice President and Secretary
3. Conflicts of Interest
4. Resolution of the Board of School Trustees
5. Adjournment



UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT

State Form 54266 (4-10) / Form 236
STATE BOARD OF ACCOUNTS

Indiana Code 35-44-1-3

A public servant who knowingly or intentionally has a pecuniary interest in or derives a profit from a contract or purchase connected with an action by the governmental entity served by the public servant commits conflict of interest, a Class D Felony. A public servant has a pecuniary interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth of the public servant or a dependent of the public servant who is under the direct or indirect administrative control of the public servant; or receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the public servant. "Dependent" means any of the following: the spouse of a public servant; a child, stepchild, or adoptee (as defined in I.C. 31-3-4-1) of a public servant who is unemancipated and less than eighteen (18) years of age; and any individual more than one-half (1/2) of whose support is provided during a year by the public servant.

The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Jeffrey S. Blieler
2200 Grant Street, Elkhart, IN 46514
2. **Title or Position with Governmental Entity:** Board of School Trustees
3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart
4. **This statement is submitted (check one):**
 - a. as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
 - b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** _____

6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Employee Fringe Benefit Packages

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

As a current member of the Elkhart Community Schools' Board of Trustees,
approving employee fringe benefit packages contributes to our family's household income.

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the _____ of
(Title of Officer or Name of Governing Body)

_____ and having the power to appoint
(Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

Elected Official

Office

9. **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

Date Submitted (month, day, year)

Date of Action on Contract or Purchase (month, day, year)

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed: _____
(Signature of Public Servant)

Date (month, day, year): _____ January 9, 2024

Within fifteen (15) days after final action on the contract or purchase, copies of this statement must be filed with the State Board of Accounts, Indiana Government Center South, 302 West Washington Street, Room E418, Indianapolis, Indiana, 46204-2765 and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.



UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT

State Form 54266 (4-10) / Form 236
STATE BOARD OF ACCOUNTS

Indiana Code 35-44-1-3

A public servant who knowingly or intentionally has a pecuniary interest in or derives a profit from a contract or purchase connected with an action by the governmental entity served by the public servant commits conflict of interest, a Class D Felony. A public servant has a pecuniary interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth of the public servant or a dependent of the public servant who is under the direct or indirect administrative control of the public servant; or receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the public servant. "Dependent" means any of the following: the spouse of a public servant; a child, stepchild, or adoptee (as defined in I.C. 31-3-4-1) of a public servant who is unemancipated and less than eighteen (18) years of age; and any individual more than one-half (1/2) of whose support is provided during a year by the public servant.

The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Dacey Davis
2510 Stark Avenue, Elkhart, IN 46517
2. **Title or Position with Governmental Entity:** Board of School Trustees
3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart
4. **This statement is submitted (check one):**
 - a. as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
 - b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** _____

6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Employee Fringe Benefit Packages



UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT

State Form 54266 (4-10) / Form 236
STATE BOARD OF ACCOUNTS

Indiana Code 35-44-1-3

A public servant who knowingly or intentionally has a pecuniary interest in or derives a profit from a contract or purchase connected with an action by the governmental entity served by the public servant commits conflict of interest, a Class D Felony. A public servant has a pecuniary interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth of the public servant or a dependent of the public servant who is under the direct or indirect administrative control of the public servant; or receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the public servant. "Dependent" means any of the following: the spouse of a public servant; a child, stepchild, or adoptee (as defined in I.C. 31-3-4-1) of a public servant who is unemancipated and less than eighteen (18) years of age; and any individual more than one-half (1/2) of whose support is provided during a year by the public servant.

The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. Name and Address of Public Servant Submitting Statement: Troy E. Scott
30564 Raintree Drive, Elkhart, IN 46514

2. Title or Position with Governmental Entity: _____
Board of School Trustees

3. a. Governmental Entity: Elkhart Community Schools
b. County: Elkhart

4. This statement is submitted (check one):
a. _____ as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.

5. Name(s) of Contractor(s) or Vendor(s): _____

6. Description(s) of Contract(s) or Purchase(s) (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Employee Fringe Benefit Packages

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

As a current member of the Elkhart Community Schools' Board of Trustees,
approving employee fringe benefit packages could affect my insurance premiums.

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the _____ of
(Title of Officer or Name of Governing Body)

_____ and having the power to appoint
(Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

Elected Official

Office

9. **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

Date Submitted (month, day, year)

Date of Action on Contract or Purchase (month, day, year)

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed: _____
(Signature of Public Servant)

Date (month, day, year): _____
January 9, 2024

Within fifteen (15) days after final action on the contract or purchase, copies of this statement must be filed with the State Board of Accounts, Indiana Government Center South, 302 West Washington Street, Room E418, Indianapolis, Indiana, 46204-2765 and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.



UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT

State Form 54266 (4-10) / Form 236
STATE BOARD OF ACCOUNTS

Indiana Code 35-44-1-3

A public servant who knowingly or intentionally has a pecuniary interest in or derives a profit from a contract or purchase connected with an action by the governmental entity served by the public servant commits conflict of interest, a Class D Felony. A public servant has a pecuniary interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth of the public servant or a dependent of the public servant who is under the direct or indirect administrative control of the public servant; or receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the public servant. "Dependent" means any of the following: the spouse of a public servant; a child, stepchild, or adoptee (as defined in I.C. 31-3-4-1) of a public servant who is unemancipated and less than eighteen (18) years of age; and any individual more than one-half (1/2) of whose support is provided during a year by the public servant.

The foregoing consists only of excerpts from I.C. 35-44-1-3. Care should be taken to review I.C. 35-44-1-3 in its entirety.

1. **Name and Address of Public Servant Submitting Statement:** Douglas K. Weaver
56004 Jayne Drive, Elkhart, IN 46514
2. **Title or Position with Governmental Entity:** Board of School Trustees
3. a. **Governmental Entity:** Elkhart Community Schools
b. **County:** Elkhart
4. **This statement is submitted (check one):**
 - a. as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
 - b. as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** _____

6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):
Employee Fringe Benefit Packages

7. **Description of My Financial Interest** (Describe in what manner the public servant or "dependent" expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contract(s) or purchase(s); if reasonably determinable, state the approximate dollar value of such profit or benefit.):

As a current member of the Elkhart Community Schools' Board of Trustees,
approving employee fringe benefit packages contributes to our family's household income.

(Attach extra pages if additional space is needed)

8. **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state-supported college or university):

I (We) being the _____ of
(Title of Officer or Name of Governing Body)

_____ and having the power to appoint
(Name of Governmental Entity)

the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act.

_____	_____
_____	_____
_____	_____
Elected Official	Office

9. **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

_____ Date Submitted (month, day, year)

_____ Date of Action on Contract or Purchase (month, day, year)

10. **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed: _____
(Signature of Public Servant)

Date (month, day, year): _____ January 9, 2024

Within fifteen (15) days after final action on the contract or purchase, copies of this statement must be filed with the State Board of Accounts, Indiana Government Center South, 302 West Washington Street, Room E418, Indianapolis, Indiana, 46204-2765 and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

January 2024 Resolution of the Board of School Trustees of
Elkhart Community Schools

Be it resolved that the following items are hereby approved by the Board of School Trustees of Elkhart Community Schools:

- 1) The Treasurer of Elkhart Community Schools (ECS), IC 20-26-4(c), shall be Zachary Quiett, effective appointment date to appointment date.
- 2) The Deputy Treasurer of Elkhart Community Schools, IC 20-26-4(c), shall be Erica Purvis, effective appointment date to appointment date.
- 3) The copy fee for records obtained through the Secretary to the Board of School Trustees of Elkhart Community Schools for the year of 2024 shall be ten (10) cents per page.
- 4) The officers and members of the Board of Finance shall be the same as the officers and members of the Board of School Trustees with the ability for an alternate member to be named.
- 5) The Board of School Trustees compensation for 2024 shall not exceed: \$2,000.00 per year IC 20-26-4-7 (1); and a per diem rate not to exceed the rate approved for members of the board of school commissioners (Indianapolis Public Schools) under IC 20-25-3-3(d) for attendance at each special meeting as determined by the board.
- 6) The Cash Management Provider for 2024 shall be Lake City Bank.
- 7) The ECS School Board shall appoint Barnes & Thornburg as Legal Counsel.
- 8) The Elkhart Truth and Goshen News shall be designated for 2024 for the advertisement of legal Notices to the public.
- 9) Mileage rate reimbursement shall be the IRS rate effective January 1, 2024 of \$.670 per mile.
- 10) The Board approves the Bond amounts as follows:

Corporation Treasurer	\$200,000
Deputy Treasurer	\$25,000
4 High School ECA Treasurers	\$20,000
5 High/Middle School Cafeteria Mgrs	\$10,000
5 other Treasurers	\$10,000
45 other ECA Treasurers	\$5,000

ADOPTED: January 9, 2024

President

Member

Vice President

Member

Secretary

Member

Member

ATTEST:

Secretary, Board of School Trustees

ELKHART COMMUNITY SCHOOLS
BOARD OF SCHOOL TRUSTEES
Elkhart, Indiana

Board of Finance Annual Meeting

January 9, 2024

AGENDA

1. Call to Order
2. Adoption of Resolution

BE IT RESOLVED that the Board of Finance does hereby authorize the Treasurer of the Elkhart Community Schools to invest funds from the depository balance instead of from a specific fund balance in accordance with the provisions established by Indiana Code 5-13-9-6.

3. Review 2023 Investment History and Investment Policy as stipulated in I.C. 5-13-7-7.
4. Financial Indicators
5. Adjournment

**ELKHART COMMUNITY SCHOOLS
2023
INVESTMENT HISTORY**

Investment Date	Maturity Date	Interest Rate	Institution	Principal	Interest
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*No investment activity during 2023

Book	Policy Manual
Section	6000 Finances
Title	INVESTMENT INCOME
Code	po6144
Status	Active
Adopted	November 22, 2016

6144 - INVESTMENT INCOME

The School Board authorizes the Treasurer and/or designee to make investments of available monies from the several funds of the Corporation.

The purpose of the investments is to maximize the returns on the Corporation's excess cash balances consistent with safety of those monies and with the desired liquidity of the investments.

All investments must mature or be redeemable within two (2) years of the date of purchase.

The Treasurer is authorized to contract with a depository for the operation of a cash management system under the following conditions:

- A. the contract is in writing
- B. the contract provides for the investment of funds
- C. the depository keeps all records concerning investment cash management
- D. the investments are made in accordance with State law
- E. the contract, which cannot exceed two (2) years, is awarded using the Corporation's bidding procedure

Money in the several funds of the School Corporation may be commingled for the purpose of making an investment.

The Board may authorize the Board's investing officer to invest in certificates of deposit from depositories that have been designated by the State Board of Finance as a depository for State funds under I.C. 5-13-9-5 but have not been designated by the Corporation's Board of Finance established by Board Bylaw 0151.1. This authorization shall be in the form of a resolution approved by the Board. Such resolution must provide that the authority to invest in these certificates of deposit granted by the resolution expires on a date that is not later than two (2) years after the date of the Board's vote adopting the resolution.

© Neola 2013

Legal	I.C. 5-13-9, 20-26-5-4
	I.C. 5-13-9 –Deposit and investment of public funds
	I.C. 5-13-9-5(a) – Authorization to invest in certificates of deposit
	I.C. 20-26-5-4 – Specific powers
	I.C. 36-1-2-10 – "Municipal corporation" defined to include "school corporation"
	I.C. 36-1-2-13 – "Political subdivision" defined to include "municipal corporation"
	State Board of Accounts Public Schools Manual Part 14



BUSINESS OFFICE

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

**TO: BOARD OF FINANCE
INTERIM SUPERINTENDENT MARK MOW**

FROM: KEVIN SCOTT

DATE: 1/9/2024

SUBJECT: FISCAL INDICATORS

House Enrolled Act 1315 (2018) established the Fiscal and Qualitative Indicators Committee, under the direction of the state's Distressed Unit Appeal Board (DUAB). Through public hearings and meetings in June through October of 2018, the Committee developed indicators used to evaluate the financial condition of the school corporations. Over time the original indicators received modifications. The current indicators are reflected in the attached pages.

Indiana Code 5-13-7-8 requires the Superintendent or designee to provide a report to the Board of Finance to assess the financial condition of the school corporation using the state's Fiscal Indicators as a reference. The information attached along with this cover memo satisfy the requirement.

While our enrollment has been on a downward trend, ECS has been improving from a financial perspective as reflected in the Fiscal Indicators charts attached. To emphasize this point, DUAB contacted us in December of 2022 due to the combination of enrollment decline and that our Operating Referendum had expired. Based on financial information provided by the district, DUAB was satisfied and determined that no further action was required.

Please contact me if you have questions regarding information provided in this report.

School Corporation (ID): 2305
 ELKHART COMMUNITY SCHOOL CORPORATION

2720 California Rd, Elkhart, IN, 46514
<http://www.elkhart.k12.in.us/>



Most Recent Audit as of June 23, 2023: <https://www.in.gov/sboa/WebReports/B59289.pdf>
 Additional audit reports may be found at <https://secure.in.gov/apps/sboa/audit-reports/#/>

2022-23 Fall Student Count (Average Daily Membership): 11,198.8

[Learn more about student demographics of the school corporation](#) ►

2023 Net Assessed Value: \$4,223,939,158

2021 Estimated Population: 77,468

****NOTICE****

School fund structure was modified in 2019. The General Fund, Capital Projects Fund, Transportation Fund, Bus Replacement Fund and certain specialty operating funds were eliminated and replaced with an Education Fund and an Operations Fund. Additional updates also were made to the chart of accounts at that time.

It is important to note that many funds have specific purposes as required either by State statutes or State or Federal grant requirements. As such, a school corporation's ability to transfer between funds or utilize fund balances and revenue for uses other than the purposes directed for a particular fund may be restricted.

For description of funds included by fund classification, please refer to the Data Sources document - <https://www.in.gov/duab/files/School-Corporation-Fiscal-Indicators-Data-Sources.pdf>

***NOTE:** Fund Balances do not include Investments Outstanding as of December 31 of the calendar year listed. To access this information, view the Summary of Investments on the Indiana Department of Education's Finance Dashboard (<https://eddata.doe.in.gov/PublicHome>).

Average Daily Membership ("ADM")

ADM is the number of eligible students enrolled in a school corporation on a particular day ("count day") designated by the State Board of Education. ADM is utilized in the State funding formula to determine the amount of tuition support that the State of Indiana will provide to the school corporation. Increasing or decreasing ADM will impact the amount of funding available to the school corporation.

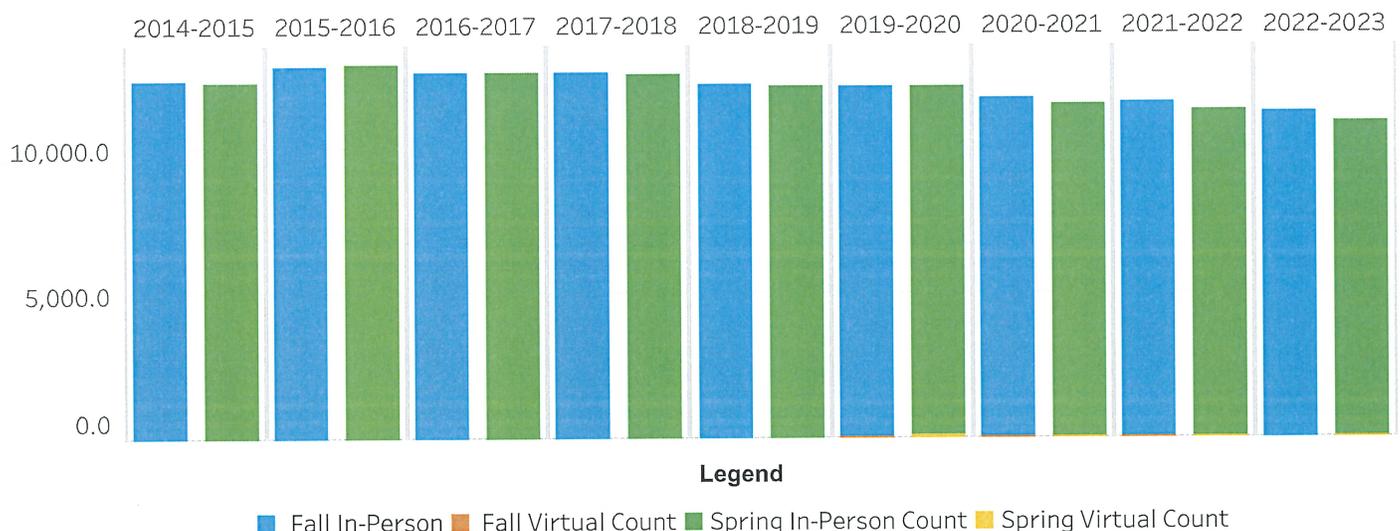
Since 2014, two count days have occurred - one in September and one in February. For all years displayed but 2018 and 2019, tuition support was adjusted based on each count. For years 2018 and 2019, the February count did not impact tuition support, but the counts are displayed on this indicator for informational purposes.

Beginning with the fall count date for the 2019-2020 school year, school corporations differentiated between students that receive instruction in-person and students that receive instruction virtually. The level of tuition support differs for those students attending virtually. For the 2020-2021 school year, students receiving instruction virtually due to COVID-19 are included in the in-person count for the purposes of this indicator, as tuition support funding for these students is the same as students attending in-person.

Time Of Year
All

Virtual v In Person
All

Average Daily Membership ("ADM")

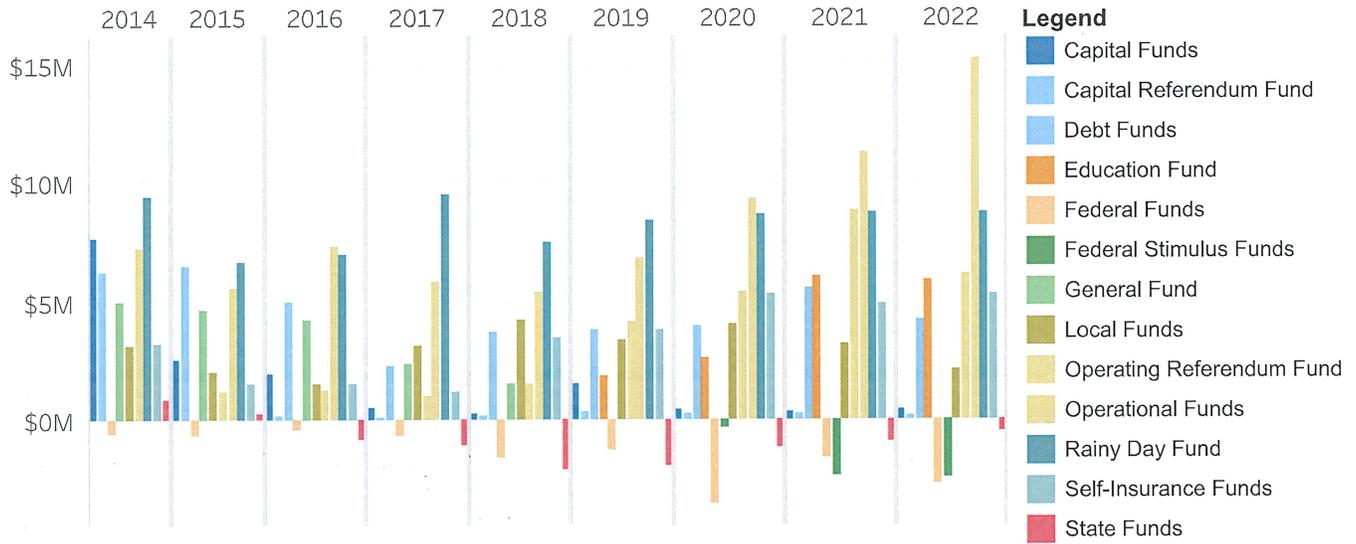


Fund Balances*

Fund Balances as of December 31 of the calendar year listed.

Select Funds by Fund Classification: All
 Classification v Sum Classification

Fund Balances

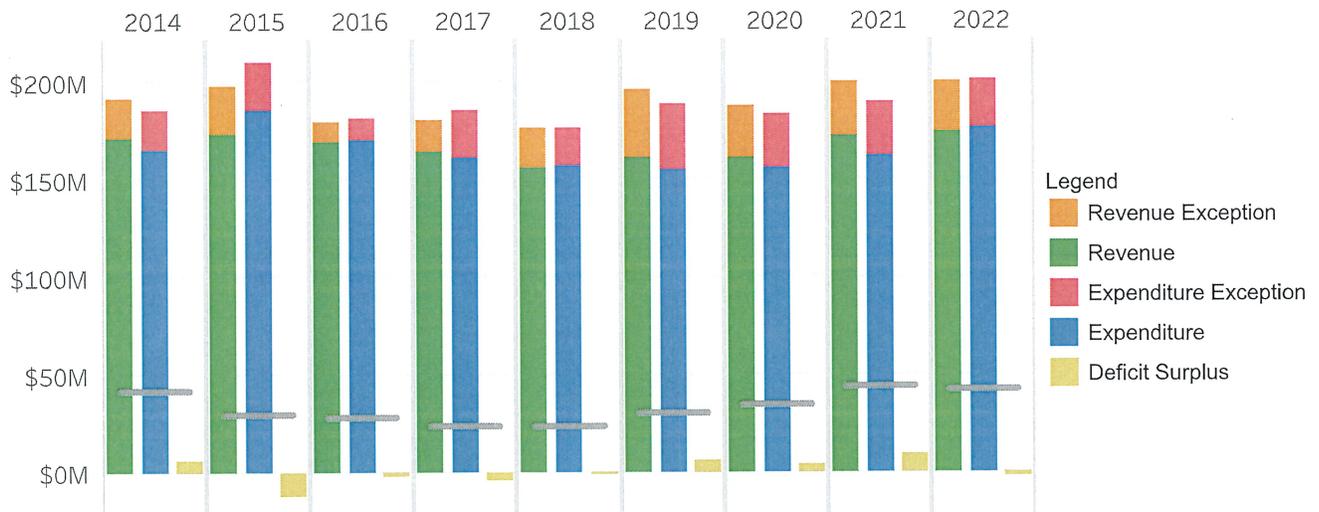


Annual Deficit/Surplus*

This indicator provides a comparison of revenue to expenditures on a calendar year basis, including whether the school corporation had an operating deficit or surplus for that year. Exceptions can be transfers from one fund to another or adjusting entries for accounting purposes. Fund balance is also included to assist in identifying situations in which the school corporation utilized existing fund balances to fund expenditures.

Select Funds by Fund Classification: All

Annual Deficit/Surplus



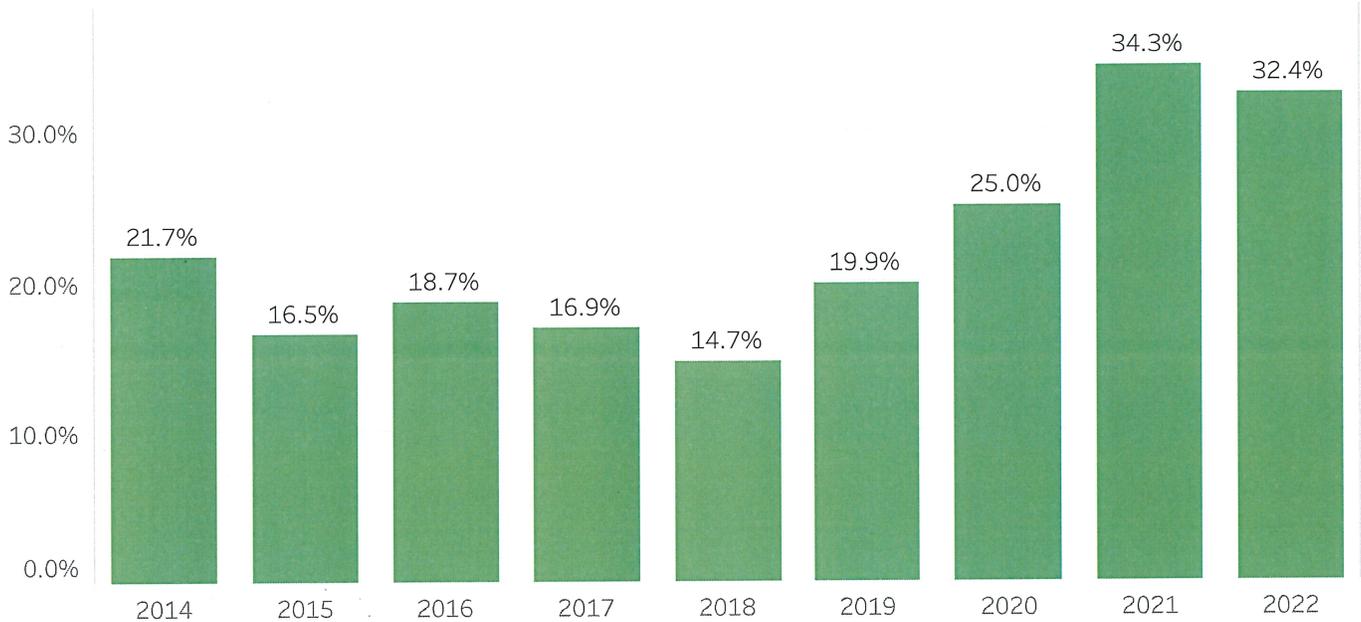
Fund Balances as Percent of Operations Expenditures*

This indicator considers the ability of the school corporation to maintain operations in the event of delays in revenue by utilizing existing fund balance to fund operations. Fund balances for this metric include the Education Fund, General Fund, Operating Referendum Fund, Operational Funds, and Rainy Day Fund

Select Funds by Fund Classification:

All

Fund Balances As Percent Of Expenditures



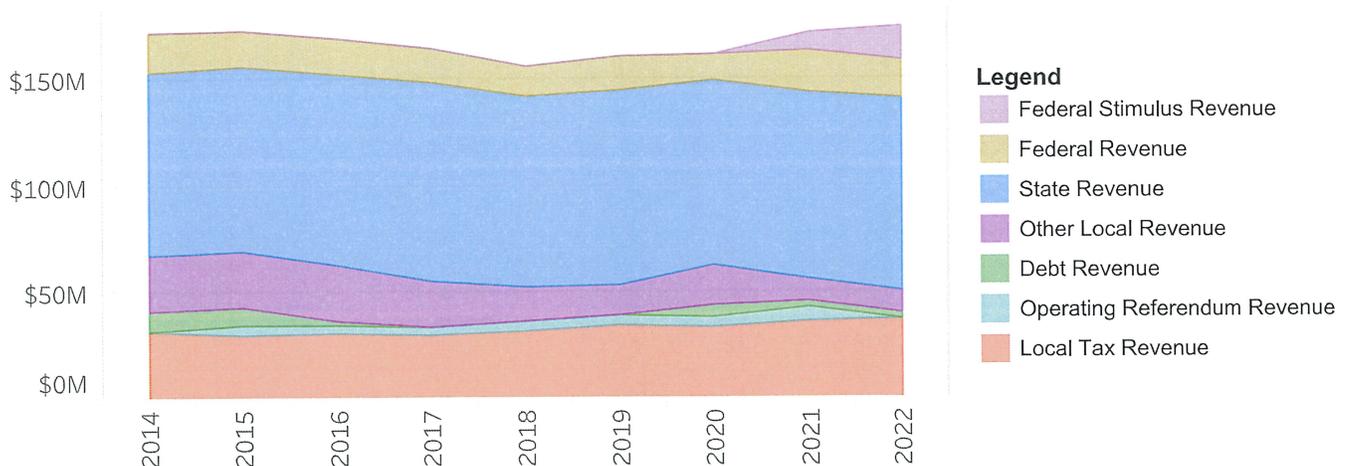
Revenue by Type

Local Tax revenue includes property tax, income tax, and other taxes as applicable. Other local revenue will include revenue sources such as rental income and sale of property. Debt revenue includes bond and loan proceeds. State revenue includes tuition support and other grants received from the State. Federal revenue includes grant funding received from the Federal government.

Select Funds by Fund Classification:

All

Revenue by Type



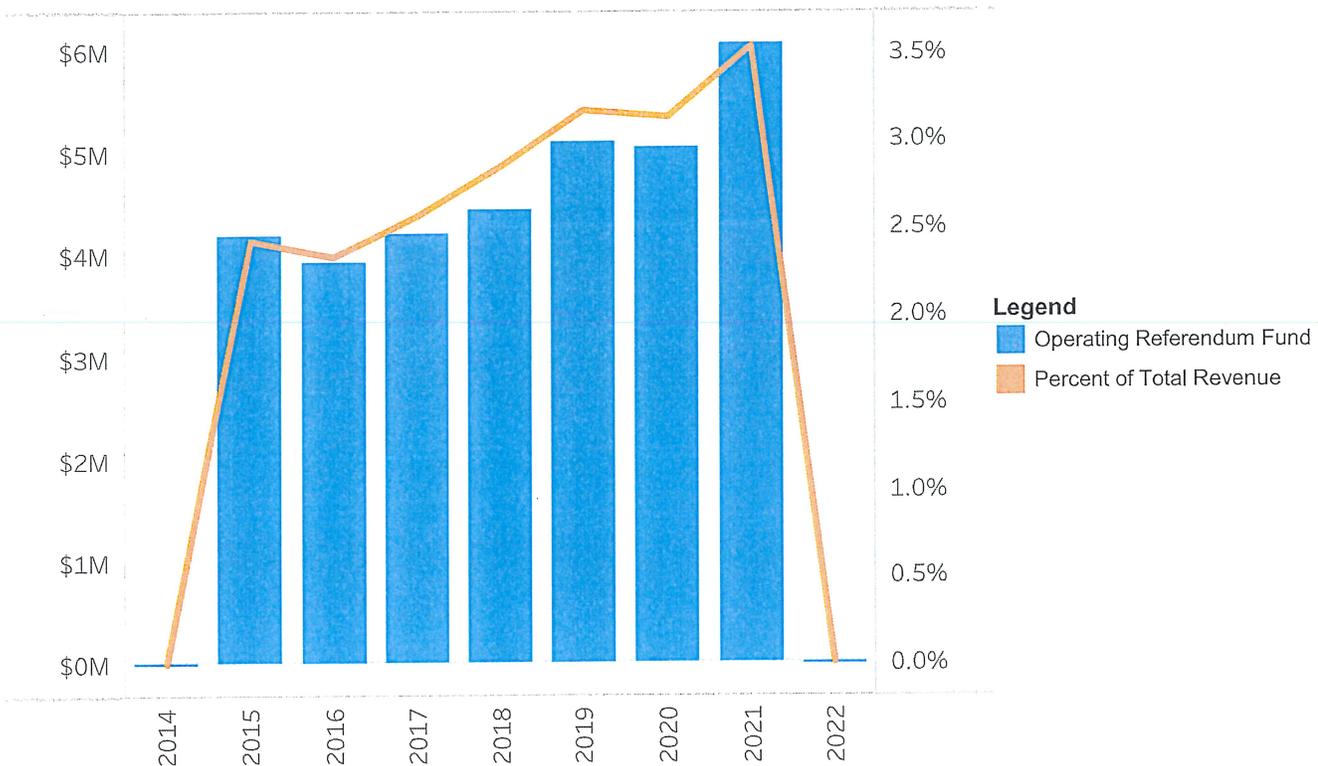
Operating Referendum Revenue as Percent of Total Revenue

For those school corporations that have successfully obtained an operating referendum, this indicator provides data on the importance of the referendum revenue to the school corporation's revenue picture. For additional information, visit the Department of Local Government Finance's Referendum Information page (<https://www.in.gov/dlqf/8789.htm>).

Select Funds by Fund Classification:

All

Operating Referendum Revenue as Percent of Total Revenue



For More Information:

Indiana Department of Education School Finance Dashboard (<https://eddata.doe.in.gov/PublicHome>)

Indiana Graduates Prepared to Succeed (<https://indianaqps.doe.in.gov/>)

State Board of Accounts Audit Reports (<https://secure.in.gov/apps/sboa/audit-reports/#/>)

Indiana Gateway for Government Units (<https://gateway.ifionline.org/>)

For technical problems, questions or feedback about the Indicators Dashboard, please contact indicators@duab.in.gov.

School Corporation Fiscal Indicators Data Sources

(<https://www.in.gov/duab/files/School-Corporation-Fiscal-Indicators-Data-Sources.pdf>)

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

January 9, 2024

CALENDAR

Jan	9	5:30 p.m.	Executive Session, J.C. Rice Educational Services Center
Jan	9	6:15 p.m.	Public Work Session, J.C. Rice Educational Services Center
Jan	9	Immediately Following	Organizational Meeting, J.C. Rice Educational Services Center
Jan	9	Immediately Following	Finance Meeting, J.C. Rice Educational Services Center
Jan	9	Immediately Following	Regular Board Meeting, J.C. Rice Educational Services Center
Jan	23	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Jan	23	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 – December 19, 2023 – Regular Board Meeting

Minutes – December 27, 2023 – Special Board Meeting

Claims

Fundraisers

Gift Acceptances

Conference Leaves

Grants

Personnel Report

Employment

F. OLD BUSINESS

G. NEW BUSINESS

Resolution for Transfer of Appropriations

Motion to Issue Notice of Preliminary Consideration of Non-Renewal

Administrative Regulation – GDBA-10 Miscellaneous Position Pay Schedule – The administration presents proposed changes to Administration Regulation – GBDA-10 Miscellaneous Position Pay Schedule for initial review and requests to waive second reading.

Announcement of the New District-wide Elementary Reading Initiative “Elkhart Builds Readers, Dreamers, and Inspiring Leaders”

H. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

From Board

I. ADJOURNMENT

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

December 19, 2023

J.C. Rice Educational Services Center, 2720 California Road, Elkhart - at 7:00 p.m.			Place/Time
Board Members Present:	Dacey S. Davis Douglas K. Weaver	Jeffrey S. Bliler Mike Burnett Anne M. VonDerVellen	Roll Call
Via Electronic Communication:	Troy E. Scott	Kellie L. Mullins	
Board President Dacey Davis called the regular meeting of the Board of School Trustees to order.			Call to Order
Board Member Jeff Bliler recited the Elkhart Promise.			The Elkhart Promise
Ms. Davis discussed the invitation to speak protocol.			
By unanimous action via roll call, the Board approved the following consent items:			Consent Items
Minutes – December 12, 2023 – Regular Board Meeting			Minutes
Payment of claims totaling \$6,283,920.76 as shown on the December 19, 2023, claims listing. (Codified File 2324-079)			Payment of Claims
Proposed school fundraisers in accordance with Board policy. (Codified File 2324-080)			Fundraisers
The following donations were made to Elkhart Community Schools (ECS): \$400 in gift cards to Mary Beck from an anonymous donor to be given to four (4) Beck families for food or gifts, as the families see fit; \$500 to Elkhart High School (EHS) National Honor Society (NHS) from Martin Brothers Contracting, Inc. to be used for snacks, supplies, registrations, and transportation for students; \$1,500 to the Elkhart Area Career Center (EACC) from Michiana Mustangs to be used to towards the scholarship fund for currently enrolled students in the Automotive cluster and awarded to one (1) senior in the spring;			Gift Acceptances

<p>and \$300 to EHS Speech Team from Welch Packaging Group, Inc. to be used for snacks, supplies, registrations, and transportation for students.</p>	
<p>Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the December 19, 2023 listings. (Codified File 2324-081)</p>	<p>Conference Leave Requests</p>
	<p>Personnel Report</p>
<p>One (1) agreement for services. (Codified File 2324-082)</p>	<p>Service Agreement</p>
<p>Resignation of the following two (2) certified staff effective on dates indicated: Betty McNeal – Grade 4 at Cleveland, 12/20/23 Ariana Mora Aguilar – Grade 1 at Osolo, 12/21/23</p>	<p>Certified Resignations</p>
<p>Reassignment of the following one (1) certified staff to a classified position: Valerie Kite – Kindergarten at Beardsley, 12/21/23</p>	<p>Certified Reassignment</p>
<p>Employment of the following one (1) classified employee effective on dates indicated: Juan Rodriguez – Paraprofessional at Monger, 12/18/23</p>	<p>Classified Employment</p>
<p>Reassignment of the following one (1) certified staff to a classified position: Valerie Kite – Technical Assistant at Cleveland, 1/8/24</p>	<p>Classified Reassignment</p>
<p>Unpaid leave for the following one (1) classified employee, effective on dates indicated: Maria Martinez – Technical Assistant at Monger, beginning 12/13/23 and ending 12/21/23</p>	<p>Classified Leaves</p>
<p>Resignation of the following one (1) classified employee, effective on date indicated: Margo Ross – Paraprofessional at Cleveland, 1/8/24</p>	<p>Classified Resignations</p>
<p>Termination of the following one (1) classified employee: Amelia Larsen – Food Service at Beardsley, 12/19/23 in accordance with Board Policy 3039.01S</p>	<p>Classified Termination</p>
<p>Doug Thorne, District Counsel/Chief of Staff, informed the Board that on December 8, 2023, a Notice of Public Hearing was published in the Elkhart Truth, pursuant to IC 20-26-5-4.3; the notice was also posted on the Elkhart Community Schools’ website. Set forth in this notice are the terms and conditions of a proposed contract for a Superintendent to take effect</p>	<p>Public Hearing</p>

on March 1, 2024. The notice calls for a public hearing to take place on this date so Board members can discuss the proposed contract and hear public objections to and support for the proposed contract.

Mr. Thorne requested the regular meeting of the Board of School Trustees be suspended so a hearing on the proposed contract can be held.

Ms. Davis suspended the agenda for the regular meeting of the Board and opened the meeting for the purpose of hearing any commentary from the public on the proposed contract for Superintendent to take effect on March 1, 2024. Hearing no further comments from the public, Ms. Davis closed the hearing and returned to the agenda for the regular meeting.

Mr. Thorne informed the Board and audience there would be a special meeting on December 27, 2023 to authorize the Board to enter into this contract, effective March 1, 2024.

By unanimous action via roll call, the Board approved proposed revisions to the 2024 Board Meeting Schedule to include holding meetings in school buildings beginning in February 2024. In response to Board inquiry, Superintendent Mark Mow informed the Board there would be Board meetings in school buildings on the first meeting of each month; February 13 - Monger; March 12 - Pierre Moran; April 9 - Riverview; and May 14 - Cleveland. (Codified File 2324-083)

2024 Board Meeting Schedule

Board members expressed their gratitude for returning to the tradition of holding meetings in the school buildings. Mr. Mow added, Board members will get a tour of the building and the principal will present a building report during the Board meeting. In response to Board inquiry, Mr. Mow hopes this tradition will continue going forward, but that will ultimately be determined by the new Superintendent and Board.

By unanimous action via roll call, the Board awarded the bid for Fuel to Ceres Solutions, as the most responsive and most responsible bidder, for the 2024 calendar year. (Codified File 2324-084)

Fuel Bid for 2024

By unanimous action via roll call, the Board awarded the bid for waste removal for 2024-2026 to Himco Waste-Away, Inc. as presented by Tony Gianesi, Chief Operating Officer. In response to Board inquiry, Mr. Gianesi reported five (5) RFPs were sent out and only one (1) returned a bid. (Codified File 2324-085)

Waste Disposal Contract

By unanimous action via roll call, the Board approved the purchase of eleven (11) new passenger buses through the State Cooperative Purchasing program. The recommended purchase includes three (3) - 72 passenger wheelchair accessible buses; three (3) - 78 passenger conventional buses; four (4) - 84 passenger rear engine transit buses; and one (1) - 15 passenger type A bus for a total of \$1,986,752.00. Twenty-

Bus Purchases

two (22) buses will be traded outright reducing our fleet by eleven (11) buses. (Codified File 2324-086)

By unanimous action via roll call, the Board approved proposed revisions to Board Policy 0144.1 – Compensation, Insurance, Expenses and Travel and waived second reading. Mr. Thorne explained the policy governs compensation received by Board members for their service. The proposed revisions shift the manner in which compensation is determined and essentially moves it to a resolution adopted by the Board. Going forward, Board member compensation will be set during the organizational meeting in January of each year.

Board Policy
0144.1

By unanimous action via roll call, the Board approved a Resolution to Waive I.C. 20-30-2-23 and 20-30-2-2.7 for the 2024-2025 School Year Calendar. (Codified File 2324-087)

Resolution

The Board received a financial report from Kevin Scott, Chief Financial Officer, for November 2023 and found it to be in order. Mr. Scott reported the cash balance for September was \$30,468,557.95. The Education and Operating funds have continued to perform as expected; the heaviest change being payroll and salaries.

Financial
Report

ESSER III spending has picked up with the new construction projects recently approved by the Board.

The Board received an insurance update for the month of November 2023. Mr. Scott reported claims for the month were lower than last November. Year to date, medical claims have been flat and prescriptions claims have increased; overall, the plan has performed slightly heavier than expected.

Insurance
Report

Mr. Mow reminded Board members their next meeting will be held on December 27, 2023 at 8:00 a.m. The first Board meeting of the new year will be January 9, 2024.

From the
Superintendent

Board Member Anne VonDerVellen wished everyone a merry Christmas and a prosperous New Year.

From the
Board

The meeting adjourned at approximately 7:17 p.m.

Adjournment

APPROVED:

Signatures

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

MINUTES
OF THE SPECIAL MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

December 27, 2023

J.C. Rice Educational Services Center, 2720 California Road, Elkhart
- at 8:00 a.m. Place/Time

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

Board President Dacey Davis called the special meeting of the Board of School Trustees to order. Call to Order

By unanimous action, the Board approved the appointment of Dr. Larry A. Huff to serve as the Superintendent of Elkhart Community Schools effective March 1, 2023 and as of said date, enter into an agreement to employ Dr. Huff to serve in such capacity from March 1, 2024 through June 30, 2027. (Codified File 2324-088) Appointment of Superintendent and Approval of Contract

Dr. Huff is coming to ECS from Pike Township where he served as the Chief Academic Officer. All Board members expressed their excitement for the opportunity to work with Dr. Huff and the experience, knowledge, skills, and innovative insight he will bring to ECS.

Board members thanked Superintendent Mark Mow for stepping in during this transition while the Board searched for a new superintendent.

Board members thanked BWP for their guidance through this process; they served the Board well.

Mr. Mow shared that he is looking forward to working with the Board and Dr. Huff. He feels the staff are ready for his leadership and sees a bright future for ECS. He plans to remain with ECS in some capacity through the end of the 2023-2024 school year.

The meeting adjourned at approximately 8:12 a.m. Adjournment

APPROVED:

Signatures

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



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 14, 2023
TO: Mr. Mark Mow
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 Shield Restraint Systems. The donation is in support of the Elklogics Robotics extra-curricular activity and will be used for equipment, supplies, registrations and transportation for students.

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 Restraint Systems
Attn: Ms. Lori Pallo
3802 Galatin Way
Elkhart, IN 46514

ELKHART COMMUNITY SCHOOLS

Elkhart, Indiana

DATE: January 5, 2024

TO: Mark Mow, Superintendent

FROM: Dr. Bruce Stahly

B Stahly 1/3/24

RE: **Conference Leave Requests
January 9, 2024 - Board of School Trustees Meeting**

The following requests for excused absences are recommended for approval:

2023 - 2024 CONFERENCES	EXPENSES	SUBSTITUTE
<p>WHOLE CHILD SUMMIT</p> <p>This conference is a requirement for the ProjectAware Grant and allows participants to collaborate with other grant coordinators as well as share the good work of Elkhart Community Schools. The primary focus of the conference will be how to best address chronic absenteeism. Information gained will be shared with the ProjectAware team to develop programming which increases access to school for students struggling with absenteeism.</p> <p>Plainfield, IN January 19, 2024</p> <p>KATRINA BARHYDT - ELKHART ACADEMY (1-5)</p>	<p align="right">\$804.25</p> <p align="right"><i>ProjectAware Grant</i></p>	<p align="right">\$0.00</p>
<p>2024 IPSUG (INDIANA POWERSCHOOL USER GROUP) SYSTEM ADMIN EVENT</p> <p>This conference will provide information regarding PowerSchool New User Interface, PowerSchool security setup and Data Exchange 2.0 for system administrators which will impact all PowerSchool users in the district, as well as state reporting.</p> <p>Indianapolis, IN January 25, 2024</p> <p>DAPHNE WAITS - TECH SERVICES (1-4)</p>	<p align="right">\$246.50</p> <p align="right"><i>Education Fund</i></p>	<p align="right">\$0.00</p>
<p>MACUL (MICHIGAN ASSOCIATION FOR COMPUTER USERS IN LEARNING) 2024 CONFERENCE</p> <p>This conference will provide a variety of sessions on instruction, technology, and best practices on implementation for teachers at all levels.</p> <p>Grand Rapids, MI March 14 & 15, 2024</p> <p>LAURA CHRISTOPHEL - ESC (0-0) BETH DAVIDSON - ESC (3-6) BILLIE JO ETCHASON - ESC (3-4) HOLLY MECHER - ESC (3-8) LINDSEY WALTERS - ESC (3-6)</p>	<p align="right">\$3,247.40</p>	<p align="right">\$0.00</p>

	\$3,493.90	\$0.00
2022/23 YEAR-TO-DATE EDUCATION FUNDS	\$22,516.62	\$2,755.00
2023/24 YEAR-TO-DATE EDUCATION FUNDS	\$14,679.16	\$475.00
2022/23 YEAR-TO-DATE OTHER FUNDS	\$198,529.66	\$6,175.00
2022/23 YEAR-TO-DATE ADJUSTMENTS	-\$2,547.75	\$0.00
2023/24 YEAR-TO-DATE OTHER FUNDS	\$322,208.92	\$4,465.00
2023/24 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
GRAND TOTAL	\$555,386.61	\$13,870.00

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

What is the title of the grant?	What is the name of the granting agency/entity?	Please list school/entity applying.	Individual/contact applying for the grant?	What is the amount applied for?	How will the grant funds be used and who will oversee the management of the grant?	Please explain how the grant funds will be used to support the district vision, focus, and goals.	Please outline the grant budget for the funds requested.	What is the grant submission deadline?
Indiana Youth Institute Professional Development Grant	Indiana Youth Institute	Elkhart High School	Allison Makowski	\$750	It will be used to pay a conference registration fee.	The conference is a trauma responsive conference for educators.	\$750 for conference registration	12/31/2023

Bruce Sahly 12/28/23



TO: MR. MARK MOW
FROM: MS. MAGGIE LOZANO
DATE: JANUARY 9, 2024

PERSONNEL RECOMMENDATIONS

CERTIFIED

a. **New Certified Staff** – We recommend the following new certified staff for employment in the 2023-24 school year:

Audrey Blodgett	North Side/Language Arts
Nicolaas DeJong	North Side/Special Education
Joseph Iavagnilio	Freshman Division/Mathematics
Lauren Morales	West Side/Art
Julia Ramirez	Osolo/Grade 6

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

Thomas Guthrie Began: 8/14/23	Pierre Moran/Science Resign: 12/20/23
Tina McConnell Began: 8/14/23	Beardsley/Special Education Resign: 12/21/23
Patrick Smith Began: 8/13/07	Bristol/Grade 6 Resign: 1/12/24

c. **Extension of Leave** – We recommend an extension to the leave for the following employee:

Dodie Norris Began: 1/8/24	Osolo/District Instructional Math End: 5/31/24
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CLASSIFIED

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

Kirsten Vance
Began: 11/7/23

Osolo/Custodian
PE: 1/2/24

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

Melissa Coffman
Began: 1/17/24

Transportation/Bus Driver
End: 1/31/24

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

Robert Myers
Began: 9/16/13

Elkhart High/Custodian
Retire: 1/5/24
YOS: 10

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

Hannah Diver
Began: 9/12/23

Bristol/Food Service
Resign: 12/21/23

Cheryl Gibson
Began: 2/5/18

Roosevelt/Food Service
Resign: 12/21/23

Jesse Hollis
Began: 2/13/23

WVPE/Promotions Manager
Resign: 12/28/23

Lisa G. Jones
Began: 8/14/23

PACE/Board Certified Behavior Analyst (BCBA)
Resign: 12/21/23

Bryanna Schug
Began: 2/15/23

HELC/Paraprofessional
Resign: 12/15/23

Elizabeth Willis
Began: 2/21/23

Elkhart High/Food Service
Resign: 1/12/24





HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

TO: BOARD OF SCHOOL TRUSTEES
FROM: MS. MAGGIE LOZANO
DATE: JANUARY 9, 2024

EMPLOYMENT – ACTION ITEM

CLASSIFIED

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

Position: Food Service

Location: Osolo

Position: Paraprofessional

Location: Hawthorne Early Learning Center

Position: Assistant Color Guard Director

Location: Elkhart High

ELKHART COMMUNITY SCHOOLS

RESOLUTION FOR TRANSFER OF APPROPRIATIONS

January 9, 2024

WHEREAS, it has been shown that certain appropriations have unencumbered remaining balances and,

WHEREAS, certain accounts are in need of transferred appropriations,

NOW THEREFORE, be it resolved this 9th day of January, 2024, that transfers within budget classifications of certain budgeted funds may be performed in accordance with IC 6-1.1-18-6.

ADOPTED THIS 9th DAY OF JANUARY 2024:

AYE

NAY

BOARD OF SCHOOL TRUSTEES

ATTEST: _____
Secretary, Board of School Trustees

MISCELLANEOUS POSITION PAY SCHEDULE

Classification	Position	Amount	Source of Payment
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HIGH SCHOOL FOOTBALL

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

Adult

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

HIGH SCHOOL BASKETBALL

(Games at North Side and Tournaments)

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

Adult

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

Classification	Position	Amount	Source of Payment
<u>HIGH SCHOOL ATHLETICS</u>			
	Event Supervisor		
	Volleyball		ECS Ed Fund
	Varsity/JV/freshman	\$50 per event	ECS Ed Fund
	Freshmen Pool Play	\$50 per event	ECS Ed Fund
	4 teams or less tourney	\$50 per event	ECS Ed Fund
	5 teams or more tourney	\$100 per event	ECS Ed Fund
	Soccer		
	Regular season varsity/JV	\$50 per event	ECS Ed Fund
	Tournament	\$100 per event	ECS Ed Fund
	Swimming		
	Regular season meet	\$50 per event	ECS Ed Fund
	All day tournament	\$100 per event	ECS Ed Fund
	Diving only	\$50 per event	ECS Ed Fund
	Wrestling		
	Varsity/JV	\$50 per event	ECS Ed Fund
	Super dual meet	\$100 per event	ECS Ed Fund
	Gymnastics		
	Varsity/JV	\$50 per event	ECS Ed Fund
	Invitational	\$100 per event	ECS Ed Fund
	Baseball/Softball		
	Varsity/JV/freshman	\$50 per event	ECS Ed Fund
	Tournament	\$100 per event	ECS Ed Fund
	Track		
	Dual or triangular meet	\$50 per event	ECS Ed Fund
	Invitational	\$100 per event	ECS Ed Fund

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

Adult

	Electronic Technical Services (Soundboard/Light Board)	\$25.00 per hour	ECS Op Fund
*	Building Rental	\$14.50 per hour (<i>per teachers contract</i>)	ECS Op Fund
	Fire Fighter	\$30 per hour	ECS Op Fund
	Elkhart Academy Police	\$40 per hour	ECS Op Fund
	Usher	\$8 per hour	HS ECA
	Ticket Seller/Taker	\$12 per hour	EH ECA
	Parking Director	\$17 per hour	ECS Op Fund
	Parking Attendant	\$15 per hour	ECS Op Fund
	Substitute Custodian	\$14. 19 <u>89</u> per hour	ECS Op Fund
*	Intramurals	\$8.25 per hour	ECS Ed Fund
	Food Service Sub	\$12 <u>13.25</u> per hour	Food Service Fund
	Food Service Sub (retired Food Service employee)	Rate pursuant to Board Policy 3120.03S	Food Service Fund
	Food Service Driver Sub	Base rate pursuant to Board Policy 3422.12S	Food Service Fund
	ECS Crossing Guard	\$20.00 half-day \$40.00 full-day	ECS Op Fund

Student

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

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

* Negotiated Rates

~~August 8, 2023~~ January 9, 2024