

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

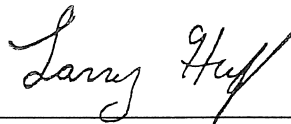
Date: Tuesday, July 22, 2025

Time: 3:30 p.m.

Purpose: Reference Indiana Code Section 5-14-1.5-6.1-(b)-

(11) To train school board members with an outside consultant about the performance of the role of the members as public officials.

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



Superintendent of Schools

Posted and electronically delivered to News Media on Tuesday, July 15, 2025, and electronically delivered to Board Members and School Attorney on Friday, July 18, 2025.

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

July 22, 2025

CALENDAR

July	22	3:30 p.m.	Executive Session, J.C. Rice Educational Services Center
July	22	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
July	22	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Aug	12	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Aug	12	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. MOMENT OF PRIDE
- F. EXCELLENCE OF ELKHART
- G. SCHOOL YEAR EXPENDITURE REVIEW PRESENTATION
- H. CONSENT ITEMS:

- Minutes – July 8, 2025 – Regular Board Meeting
 - Claims
 - Fundraisers
 - Extra-Curricular Purchases
 - Gift Acceptances
 - Conference Leaves
 - Overnight Trip Requests
 - Personnel Report

- I. OLD BUSINESS

- Contracts – The administration presents contracts for final consideration.

- J. NEW BUSINESS

- Contracts – The administration presents contracts for initial consideration.

Sale of iPads – The Business Office seeks authorization for the bulk sale of iPads, as they have reached the end of their lifecycle.

Board Policy 3410.04CS – Substitute Compensation – The administration presents proposed revisions to Board Policy 3410.04CS – Substitute Compensation for initial consideration and requests to waive second reading.

Financial Report

Insurance Report

K. INFORMATION AND PROPOSALS

From Superintendent and Staff

From Board

L. ADJOURNMENT

ELKHART



UNIFIED TRACK

Sectional Champions



Regional Champions



State Champions



BACK TO BACK
IHSAA SECTIONAL, REGIONAL & STATE
CHAMPIONS
2024 & 2025

Excellence of Elkhart

July 22, 2025



Excellence of Elkhart

ACADEMICS • ARTS • ATHLETICS



ACADEMICS SkillsUSA





ACADEMICS

Adventures in Health Sciences





ARTS

Indiana All-State Jazz Choir





ARTS

Band & Orchestra





ATHLETICS

Football at IWU





ATHLETICS

Girls Flag Football





FUTURE HAPPENINGS

- **July 25:** 1st Annual Elkhart Football Night
- **August 14:** First Day of School

**As always, you can
stay-up-to-date by
following us on social
media**



ElkhartCommunitySchools



Elkhartschools



Elkhart Community Schools



MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

July 8, 2025

J.C. Rice Educational Services Center, 2720 California Road, Elkhart, Indiana 46514 – at 7:00 p.m.			Place/Time
Board Members Present:	Troy E. Scott Douglas K. Weaver Kellie L. Mullins	Mike Burnett Eric Ivory Anne M. VonDerVellen	Roll Call
Board Members Absent:		Dacey S. Davis	
Board President Troy Scott called the regular meeting of the Board of School Trustees to order.			Call to Order
Board Vice President Doug Weaver recited the Elkhart Promise.			The Elkhart Promise
Two (2) audience members expressed concerns regarding Chartwells.			Public Comment
Wendy Wood, Digital Communications Specialist, shared some of the wonderful things happening in Elkhart Community Schools (ECS) during the Excellence of Elkhart, highlighting Academics, Arts, and Athletics.			Excellence of Elkhart
With the passing of the Fourth of July holiday and the summer season underway, the district has experienced a quieter period. Summer school has concluded, and many of the district’s summer partner programs are resuming operations to round out the season. Despite the slower pace, the district continues to recognize and celebrate several well-deserved accomplishments.			
In the area of Academics, the Elkhart Area Career Center (EACC) had fourteen (14) outstanding students representing eight (8) different programs who traveled to Atlanta, Georgia, to compete in the 2025 SkillsUSA National Leadership and Skills Conference. Four (4) students earned national top-ten (10) placements in their respective competitions, including one (1) who achieved an impressive third-place finish.			

In the area of Arts, several Elkhart High School (EHS) students performed in Indianapolis as members of the Indiana All-State Jazz Choir. Participants were chosen through a highly competitive audition process and represented ECS with excellence and highlighting the strength and talent within the district's music program.

In the area of Athletics, the EHS football team participated in a scrimmage at Indiana Wesleyan University (IWU), against two of the top teams in the state—Hamilton Southeastern and Zionsville last week. The team competed well, drawing the attention of IWU college coaches who inquired about several players and spoke with the team following the scrimmage. Beyond their strong performance on the field, the students also had the opportunity to tour the campus and enjoy time in the pool, making it a memorable and rewarding day.

Some upcoming events across Elkhart Schools include:

- 1st Annual Elkhart Football Night on July 25, 2025, at 7:00 p.m. at Rice Field
- Football players from ECS's Youth Football League, middle schools, and high school will take part in on-field activities, while families and community members can learn more about each level of the program.

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

Mr. Weaver made a motion, seconded by Board Member Anne VonDerVellen, to approve the Consent Agenda. Before the vote, Mrs. VonDerVellen made a motion, seconded by Board Secretary Kellie Mullins, to remove the Discovery Education Contract and the Agreement for Services with Emily Lewandowski from the Consent Agenda for clarification regarding renewal and timeframe, respectively. The motion to remove these contracts from the consent agenda was approved unanimously.

Consent Items

By unanimous action, the Board approved the amended Consent Agenda, excluding the two (2) contracts.

Minutes – June 24, 2025 – Regular Board Meeting

Minutes

Payment of claims totaling \$15,277,893.67 as shown on the July 8, 2025, claims listing. (Codified File 2526-001)

Payment of Claims

Proposed school fundraisers in accordance with Board policy. (Codified File 2526-002)

Fundraisers

The following donations were made to ECS: \$625 (cash and school supplies) from the employees at NIBCO, care of John Brander, to ECS Student Services to be used to support student supply needs.	Gift Acceptances
Submission Confirmation of the following grant: RoboKind Grant hosted by the Indiana Department of Education (IDOE) in the amount of \$55,720 to be used to continue the subscription to the RoboKind program, including Social Skills Curriculum, Phonics Curriculum, Phonics learning kids, Phonics teacher manuals, and professional development package and Sports Physicals Grant, hosted by Community Foundation of Elkhart County in the amount of \$5,000 to be used to offset the cost of sports physicals for students in grades 6 – 12 at ECS. (Codified File 2526-003)	Grants
Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the July 8, 2025, listing. (Codified File 2526-004)	Conference Leaves
Contract recommendations in accordance with Board policy on the July 8, 2025 listing, minus the Discovery Education Contract and the Agreement for Services with Emily Lewandowski, both of which were removed from the consent agenda. (Codified File 2526-005)	Contracts
	Personnel Report
Administrative appointment of one (1) certified administrator and one (1) classified administrator effective on date indicated: Christy Hauptert – Assistant Principal at West Side, 8/1/25 Ronda Ross – Chief Financial Officer at ESC, 7/1/2025	Administrative Appointments
Employment of the following five (5) certified staff effective on date indicated: Grace Enderson-Ohrt – Social Studies at Pierre Moran, 8/11/25 Dawn Miller – Computer Science at North Side, 8/11/25 Sarah Oman – Grade 1 at Beardsley, 8/11/25 Guy Tatay – Counselor at West Side, 8/4/25 Justyn Withers – Diesel Services Technology, 8/11/25	Certified Employment
Transfer of the following five (5) certified staff effective August 11, 2025: Angela Bedient – Special Education at Elkhart High-A&C to Grade 1 at Beardsley	Certified Transfers

Rebekah Magers – Instructional Coach at Pierre Moran
to Media Center Specialist at Freshman Division
Dawn Settles – Behavior Support at Roosevelt to
Counselor at North Side
Karen Sproul – Pre-K at Hawthorne Early Learning
Center to Kindergarten at Beck
Veronica Velasco Torres – ENL at Elkhart High-B&IR to
ENL at Elkhart High-B&IR

Separation of the following three (3) certified administrators effective on the date indicated: Lindsey Cox – Supervisor of Special Programs at ESC, 6/30/25 Barbara Cripe – Director of Elementary Schools at ESC, 6/30/25 Frank Serge – Director of Secondary Schools at ESC, 6/30/25	Certified Administrative Separation
Separation of the following seven (7) certified staff due to contract conclusion effective on date indicated: Roshell Bangura – Grade 2 at Beck, 5/29/25 Maudie Barnes – Grade 4 at Eastwood, 5/29/25 Jill Brenneman – Grade 5 at Bristol, 5/29/25 Judith Haugh – Academic Dean of Behavior at Beardsley, 6/13/25 Kerry Lawson – Grade 5 at Eastwood, 5/29/25 Christian Mireles – Special Education Cohort at North Side, 5/29/25 Britney Sawyer – Grade 6 at Osolo, 5/29/25	Certified Separations
Retirement of the following one (1) certified staff effective on the date indicated: Thomas Jones – Grade 6 at Cleveland, 5/29/25 with 18 Years of Service	Certified Retirements
Employment of the following four (4) classified employees effective with the 2025-26 school year: Elvira Antonio – Secretary at Bristol, 9/25/25 Rachel Buckley – Secretary at Bristol, 9/25/25 Jacqueline Williams – Secretary at North Side, 9/25/25 Terrence Williams – Bus Driver at Transportation, 10/8/25	Classified Employment
Transfer of the following three (3) classified employees for the 2025-26 school year: Taylor Frend – Interim Head Mechanic at Transportation to Head Mechanic at Transportation	Classified Transfers

Nathan Schmitt – Interim Assistant Head Mechanic at Transportation to Assistant Head Mechanic at Transportation
Matt Washington, Jr. – Security at Elkhart High to Security at West Side

Resignation of the following twenty-two (22) classified employees effective on date indicated:

Classified Resignations

Bryan Arndt – Food Service at Woodland, 5/29/25
Keiasha Bowen – Food Service at Freshman Division, 5/30/25
Carl Burgess – Summer Laborer at Building Services, 6/20/25
Amanda Dixon – Food Service at Osolo, 5/29/25
Kylee Dozier – Food Service at Elkhart High, 5/30/25
April Garner – Food Service at North Side, 5/30/25
Arnola Grant Booze – Food Service at North Side, 5/30/25
Betty Harris – Food Service at Monger, 5/29/25
Gloria Jane – Food Service at Osolo, 5/29/25
Cathy Kmitta – Food Service at Daly, 5/29/25
Arlinne Malave Martinez – Food Service at Elkhart High, 5/30/25
Collin Moore – Food Service at Beardsley, 5/29/25
Kara Myers – Food Service at Bristol, 5/29/25
Joan Newell – Food Service at Pierre Moran, 5/29/25
Rachael Proffitt – Food Service at North Side 5/30/25
Juana Ramirez Ramirez – Food Service at Commissary, 5/29/25
Angela Schwalm – Secretary at Food Service, 6/30/25
Debra Scott – Food Service at Pinewood, 5/29/25
Joshlyn Shidler – Food Service at Feeser, 5/29/25
Sharon Stout – Assistant Supervisor at Food Service, 6/30/25
Kathy Vaughn – Food Service at Woodland, 5/29/25
Kyle Went – Food Service at Riverview, 5/29/25

Separation of the following one (1) classified administrator due to contract conclusion effective on date indicated:

Classified Administrative Separation

David Bowman – Director of Transportation at Transportation, 6/30/25

Retirement of the following one (1) classified administrator effective on the date indicated:

Classified Administrative Retirement

William Thorne – District Counsel/Chief of Staff, 6/30/26 with 23 Years of Service

Retirement of the following six (6) classified employees effective on date indicated:

Classified Retirements

Oralia Arguijo – Food Service at Roosevelt, 5/29/25 with 12 Years of Service
 Hobbie Barham – Food Service at Beck, 5/29/25 with 29 Years of Service
 Karen Crosby – Food Service at Beck, 5/29/25 with 12 Years of Service
 Jennifer Roberts – Food Service at Freshman Division, 5/30/25 with 20 Years of Service
 Scott Stone – Truck Driver at Commissary, 6/30/25 with 11 Years of Service
 Linda Weiss – Food Service at Commissary, 5/29/25 with 10 Years of Service

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

Classified Leaves

Sylvester Brown – Receiving at Food Service, beginning 5/29/25 and ending 7/9/25

Unpaid leave request for an extension for the following one (1) classified employee on the dates indicated:

Erin Wagler – Director of Communications, beginning 7/1/25 and ending 8/1/25

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

Classified Terminations

Tobias Butler – Custodian at Pierre Moran, 7/8/25 in accordance with Board policy 3139.01S

Approval of the following one (1) classified position description:

Position Description

Manager of Federal Compliance
 ESC/Exceptional Learners
 Salary: \$75,000

By unanimous action, the Board authorized the submission of a School Technology Advancement Account Application (STAA) in the amount of \$208,604.00. (Codified File: 2526-006)

STAA Application

Superintendent Dr. Larry Huff provided an update regarding a delay of \$1.2 million in federal funding that was expected to be distributed to ECS on July 1, 2025. He explained that funds allocated through Title II, Title III, and Title IV are currently under review at the federal level. These funds typically support professional development, staff salaries, services for English learners, translation services, STEM initiatives, and other critical programs that contribute to the district's success. Dr. Huff emphasized the importance of these resources, noting their absence could significantly impact the services provided to students and families. He reassured the community that, despite the funding delay, ECS remains committed to delivering high-quality

From the Superintendent

services to students. He also highlighted broader financial challenges facing the district, including the effects of state and federal budgeting and declining enrollment. Dr. Huff encouraged the public to attend the July 22 Board work session and meeting, where Policy Analytics will present information about the convergence of funding streams and their impact on the district. He acknowledged the difficult decisions ahead, sharing that administrative reductions have already begun, with eight (8) fewer administrators planned for the upcoming school year. Dr. Huff reaffirmed his commitment to prioritizing classroom needs and student success while navigating these fiscal challenges.

In response to a Board inquiry, Dr. Huff clarified that the \$1.2 million in question represents the cumulative total of Title II, Title III, and Title IV grants over two years. He noted these funds had already been previously approved at the federal level. Typically, by this time, school districts across Indiana would have received the second portion of their allocations, as the current year marks the second year of those funding streams. However, those funds are currently paused and under review.

Mrs. Mullins extended a warm welcome to the district's new administrators, expressing enthusiasm for the collaboration and positive outcomes she anticipates across departments, from transportation to education. She also offered a special acknowledgment to Wendy Wood, thanking her for the exceptional work she has done in leading the district's communications. Mrs. Mullins noted that the improvements to the district's Facebook page and overall outreach have been outstanding, with positive public feedback reflecting those efforts. She emphasized the importance of recognizing and celebrating staff members, especially during challenging times such as financial uncertainty, and expressed gratitude for Mrs. Wood's dedication and impact.

Mr. Weaver offered words of encouragement to employees impacted by the transition to Chartwells.

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

Adjournment

APPROVED:

Signatures

Troy E. Scott, President

Douglas K. Weaver, Vice President

Kellie L. Mullins, Secretary

Mike Burnett, Member

Dacey S. Davis, Member

Eric Ivory, Member

Anne M. VonDerVellen, Member

[illegible]

WHERE LEARNING HAS NO LIMITS

Memo

To: Dr. Larry Huff

From: Rebecca Yoder/Kerry Leader *KL*

Date: July 11, 2025

Re: Approval of Expenditure for WSMS Orchestra Extracurricular Funds

West Side Middle School is requesting approval for the expenditure of WSMS Orchestra Extracurricular Funds. The **Orchestra** would like to spend **\$9,484** to purchase 5 new violins, 6 new violas, and 5 new cellos. These instruments will be loaned to students who are participating in the West Side Orchestra classes who request the use of a school instrument. These purchases are necessary as our classes sizes are outgrowing our aging instrument inventory, especially with the movement of the 6th grade into the middle schools.

A quote is attached. All pieces will be purchased from Quinlan & Fabish Music Company.

PROPOSAL

PROPOSAL	DATE
16636763	5/29/2025 9:24 PM
ACCT	EMPL ID
839984	JAMES_FARNSWORTH
PO	EXPIRES
	6/28/2025

Sold To: Attn: Anna Yoder
Elkhart Community Schools
2720 California Road
Elkhart IN 46514

Ship To:
Attn: Tuesday
Rebecca Yoder
JF deliver to West Side MS

H 574-262-5559

QTY	ITEM	DESCRIPTION	PRICE EA	TOTAL
1	VL80SBC	Eastman VL80 4/4 Violin Outfit	399.00	399.00
4	VL80SBC	Eastman VL80 3/4 Violin Outfit	399.00	1,596.00
1	VA80SBC	Eastman VA80SBC Viola - 12"	499.00	499.00
2	VA80SBC	Eastman VA80SBC Viola - 13" Outfit	499.00	998.00
3	VA80SBC	Eastman VA80SBC Viola - 14" Outfit	499.00	1,497.00
2	VC80SBC-3/4	Eastman Cello Outfit 3/4	899.00	1,798.00
3	VC80SBC-1/2	Eastman Cello Outfit 1/2	899.00	2,697.00
SUBTOTAL				9,484.00
TOTAL				9,484.00



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: 07/09/2025

TO: Dr. Larry Huff
Board of School Trustees



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

Re: Donation Approval - EHS - Athletics

A donation in the amount of \$1,000 has been given to the Elkhart High School Football Team, from Brinkley RV LLC. These funds will be used to assist with the growth and development of our Football Team.

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

Brinkley RV LLC
1655 Brinkley Way East
Goshen, IN 46528

WHERE LEARNING HAS NO LIMITS



ELKHART AREA CAREER CENTER

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

To: DR. HUFF
BOARD OF SCHOOL TRUSTEES

FROM: BRANDON EAKINS BE

DATE: JULY 7, 2025

RE: DONATION APPROVAL - EACC

Elkhart General Hospital has donated 2 laparoscopic instrument sets, various laparoscopic bariatric instruments, catheters, chest tubes, mesh, orthopedic implants and suture with an estimated value of \$5,000.00 to our Surgical Services program.

The donated items will be useful in the classroom as they will be used by students for training purposes.

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:

Elkhart General Healthcare Systems
Attn: Stephanie Jacobs
600 East Blvd
Elkhart, IN 46514



HUMAN RESOURCES

ELKHART
COMMUNITY SCHOOLS

Larry Huff

TO: DR. LARRY HUFF
FROM: MS. MAGGIE LOZANO
DATE: JULY 22, 2025

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **Certified Staff Transfer** – We recommend the approval of three (3) certified staff transfer for the 2025-26 school year.
- b. **Administrative Separation** – We report the separation of one (1) administrator.
- c. **Separation** - We report the separation of two (2) employees.
- d. **Administrative Retirement Revision** – We recommend a revision to the retirement date for one (1) administrator.
- e. **Retirement** – We report the retirement of two (2) employees who have provided a total of twenty-four (24) years of service.
- f. **Revision to position description and title** – We report the revision to a position description and title of one (1) administrator.

CLASSIFIED

- a. **Administrative Appointment** – We recommend the approval of one (1) administrative appointment effective July 23, 2025.
- b. **New Classified Staff** – We recommend three (3) new classified staff for employment in the 2025-26 school year.
- c. **Classified Staff Transfers** – We recommend the transfer of five (5) classified staff for the 2025-26 school year.
- d. **Separation** – We report the separation of three (3) employees.
- e. **Retirement** – We report the retirement of one (1) employee who provided a total of eleven (11) years of service.



DISTRICT COUNSEL/
CHIEF OF STAFF

ELKHART
COMMUNITY SCHOOLS

TO: BOARD OF SCHOOL TRUSTEES

FROM: W. DOUGLAS THORNE *WD*
DISTRICT COUNSEL/CHIEF OF STAFF

Larry Huff

DATE: JULY 18, 2025

RE: CONTRACTS RECOMMENDED FOR BOARD APPROVAL – FINAL CONSIDERATION

The Administration recommends approval of the following contracts. These contracts have been reviewed by the Chief Financial Officer and District Counsel prior to submission to the Board.

Contractor	Requesting Administrator	Description	Funding Source	Amount
Emily Lewandowski	April Walker	Recommendation to approve renewal service agreement with Emily Lewandowski. Ms. Lewandowski shall be responsible for social work services for ECS Students identified as chronically absent who are attending Monger Elementary School, meetings with the ECS Department of Student Services, building-level administrative team members, parents & teachers.	Full Service Community Schools Grant	\$60/hr Not to exceed 15 hours per week

Contractor	Requesting Administrator	Description	Funding Source	Amount
Discovery Education	Dr. Amy Rauch	Recommendation to approve the purchase of Discovery Education Experience for all elementary, middle, and high school buildings for three (3) years. Discovery Education Experience is a digital learning platform designed to engage students with real-world content and provide teachers with the resources to support instruction.	Education Fund	\$194,400

WDT/crr

Cc: Dr. Larry Huff, Superintendent





DISTRICT COUNSEL/
CHIEF OF STAFF

ELKHART
COMMUNITY SCHOOLS

TO: BOARD OF SCHOOL TRUSTEES

FROM: W. DOUGLAS THORNE *WD*
DISTRICT COUNSEL/CHIEF OF STAFF

Larry Huff

DATE: JULY 18, 2025

RE: CONTRACTS RECOMMENDED FOR BOARD APPROVAL – INITIAL CONSIDERATION

The Administration recommends approval of the following contracts. These contracts have been reviewed by the Chief Financial Officer and District Counsel prior to submission to the Board.

Contractor	Requesting Administrator	Description	Funding Source	Amount
Five Star Life Innovative Learning Grant	Lindsey Brander	Recommendation to approve Five Star Innovative Learning Agreement. Fifth grade students at six (6) elementary schools will participate in Innovative at the Summit, Five Star Life's 350-acre campus for six (6) weeks in the fall of 2025 and six (6) weeks in the spring of 2026. This agreement outlines the Innovative Learning opportunity for 5 th grade students at Bristol, Cleveland, Woodland, Beck, Roosevelt, and Pinewood at the Summit in Michigan.	Title I, Title IV, and Full Service Community Schools Grant Also partially funded (\$135,000) through a grant from Community Foundation of Elkhart County	\$110,000

Contractor	Requesting Administrator	Description	Funding Source	Amount
NoRedInk Corp	Lisa Ernsberger	Recommendation to approve renewal of NoRedInk Subscription. No Red Ink has been a valuable resource for our high ability students and educators. Its personalized learning paths, interactive writing activities, and comprehensive grammar exercises have significantly improved our H/A students' writing and language skills, as indicated in ILEARN summative results.	Education Fund	\$5,486.25
Amergis Healthcare Staffing, Inc.	Lindsey Brander	Recommendation to approve agreement with Amergis Healthcare Staffing, Inc. Amergis provides school health services as required by Indiana State law including medical management, health plan management, and immunization services. Students require on-site medical support to ensure a safe and healthy learning environment.	Operations Fund	RN - \$65/per hour LPN - \$47/per hours



Contractor	Requesting Administrator	Description	Funding Source	Amount
Instructure, Inc.	Technology	Recommendation to approve renewal of our Canvas software subscription. Canvas is a Learning Management System (LMS) platform used daily across the district to support teaching and learning. Canvas provides a consistent, organized space for teachers to manage assignments, share instructional materials, and communicate with students and parents.	Education Fund	\$65,939.36
Northern Indiana Workforce Board, Inc.	Brandon Eakins	Recommendation to approve contract between ECS Adult Education program and Northern Indiana Workforce Board (NIWB). The Memorandum of Understanding (MOU) outlines blended services that include dual referrals for adults that access WorkOne offices in effort to make them aware of additional services offered through adult education programs. The partnership could benefit the adult education program by increasing enrollment.		Execution of this agreement does not obligate ECS to any financial commitment



Contractor	Requesting Administrator	Description	Funding Source	Amount
Pristine Rehab Care LLC	Lindsey Brander	Recommendation to approve agreement with Pristine Rehab Care LLC. Pristine Rehab will provide contracted speech and language services for one SLP. Students identified with speech and language impairments are entitled to services through IDEA (2004). Providing this access to services ensures students can fully participate in the general education setting and access general education curriculum.	Education Fund which counts towards the district's obligation for Maintenance of Effort	\$90/per hour
Seesaw Learning, Inc.	Technology	Recommendation to approve renewal of Seesaw software subscription. Seesaw is a Learning Management System (LMS) platform used daily across the district to support teaching and learning by providing a consistent, organized space for teachers to manage assignments, share instructional materials, and communicate with students and parents.	Education Fund	\$30,000



Contractor	Requesting Administrator	Description	Funding Source	Amount
Soliant Health, LLC	Lindsey Brander	Recommendation to approve agreements for contracted speech and language services for SLPs. Students identified with speech and language impairments are entitled to services through IDEA (2004). Providing this access to services ensures students can fully participate in the general education setting and access general education curriculum.	Education Fund which counts towards the district's obligation for Maintenance of Effort	<p>\$104.32 per hour – SLP 1</p> <p>\$100.98 per hour – SLP 2</p> <p>\$104.82 per hour – SLP 3</p>
Certiport, a business of NCS Person, Inc.	Cary Anderson	Recommendation of approval for three (3) contracts for new certification courses at Elkhart High School. Microsoft Office Specialist, QuickBooks, and Autodesk Fusion 360 will be embedded in current EHS Business and Engineering Technology classes to enhance student learning, boost career readiness, and meet current and redesigned Indiana diploma requirements. They also offer Department of Education reimbursement opportunities.	Curricular Technology	\$13,848.80

WDT/crr

Cc: Dr. Larry Huff, Superintendent



Book	Policy Manual
Section	3000 Personnel
Title	Proposed Revised - SUBSTITUTE COMPENSATION
Code	po3410.04CS
Status	First Reading
Adopted	November 22, 2016
Last Revised	May 27, 2025
Last Reviewed	July 22, 2025

3410.04CS - **SUBSTITUTE COMPENSATION**

The Board of School Trustees hereby adopts the following wage rates for substitute teachers commencing on July 1, 2025.

	Substitute Permit	Certified Teachers Regular Teaching License
Full day	\$120	\$160
One-half (1/2) day	\$60	\$80

Individuals who hold a license issued by the Indiana Professional Standards Board or the Division of Professional Standards of the Indiana Department of Education (or its equivalent **Indiana State Licensing Agency**) are eligible to be compensated according to the wage specified above for Certified **Public K-12 Teachers**.

Any substitute **teacher (other than a retired teacher)** who holds an Indiana Professional, Provisional, Emergency, or an equivalent license issued by the Division of Teacher Training and Licensing of the Department of Public Instruction and who serves as a long-term substitute teacher in the same teaching position greater than ~~ten (10)~~ **fifteen (15)** consecutive school days, shall be compensated **pursuant to IC 20-28-9-7(b) in accordance with the Schedule for teachers of the school corporation. Compensation shall be as follows: BS/BA will receive \$250.00 per day and MS/MA will receive \$255.00 per day.**

Substitute teachers will be compensated at the rate of \$60 for participation in a district led professional development for one half-day (1/2) and \$120 for a full day.

Incentives

Substitute teachers who work 25-49 days during a semester shall receive a \$300 incentive payment.

Substitute teachers who work fifty (50) days or more during a semester shall receive a \$600 incentive payment.

A substitute nurse paid under this compensation plan, working sixty (60) days or more during a semester, shall be entitled to a payment of \$300 following the end of the semester.

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

A. Licensed Practical Nurse \$ 130.00/per day

B. Registered Nurse \$ 145.00/per day

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

Revised 2/27/18
Revised 5/26/20
Revised 9/28/21
Revised 8/9/22
Revised 8/23/22
Revised 7/25/23
Revised 9/26/23

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ACCOUNT BALANCES/INVESTMENT DETAIL
June 2025

CASH:

Petty Cash	\$	500.00
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BANK ACCOUNTS:

Everwise Credit Union	\$	3,023,758.04
Lake City Bank – Accounts Payable		(1,101,533.96)
Lake City Bank – Payroll Account		(391,966.72)
Lake City Bank – Flex Account		84,230.27
Lake City Bank – Merchant Account		-
Lake City Bank – Prepaid Lunch		1,135,797.46
Lake City Bank – Deposit Account		28,426,655.67

INVESTMENTS:

Certificate of Deposit		-
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\$ 31,177,440.76



JULY FINANCIAL UPDATE

Ronda Ross, CPA

Board Meeting

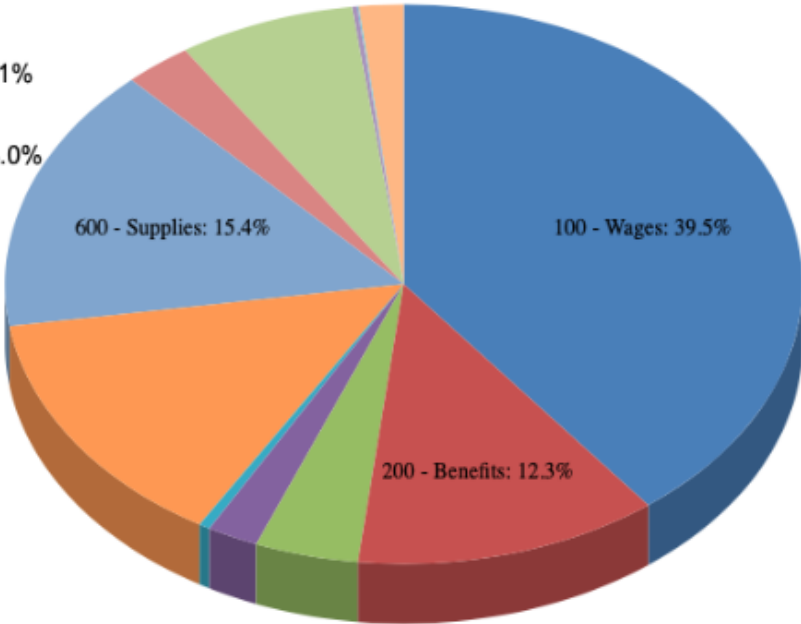
7/22/2025



EXPENDITURES BY CATEGORY

Operations Fund

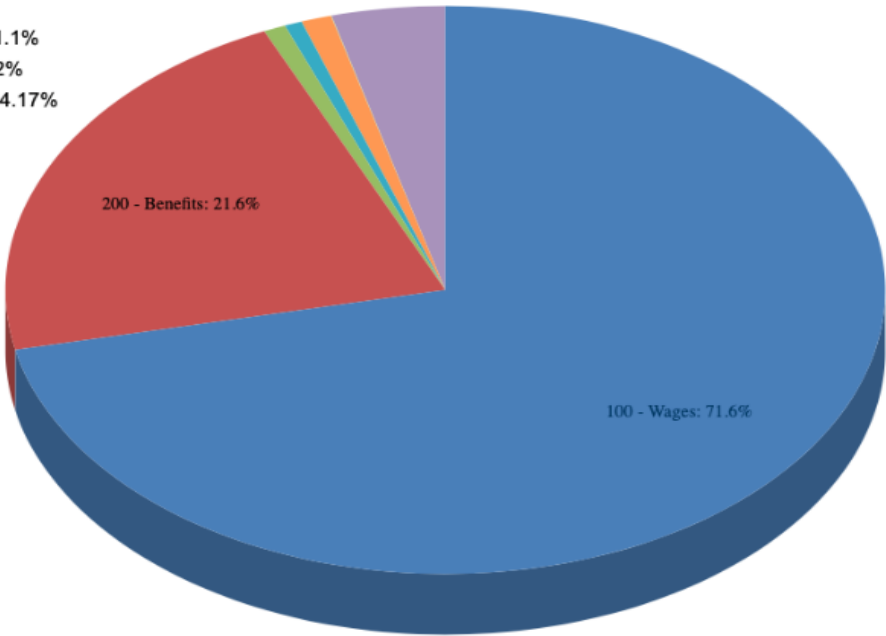
- 100 - Wages: 39.5%
- 200 - Benefits: 12.3%
- 300 - Professional Svcs: 4.2%
- 400 - Repairs/Maint/Constrct: 2.1%
- 400 - Rentals: 0.5%
- 500 - Other Purchased Svcs: 14.0%
- 600 - Supplies: 15.4%
- 600 - Gas/Lubricants: 2.7%
- 600 - Utilities: 7.2%
- 700 - Property: 0.2%
- 800 - Other: 0.1%
- 900 - Transfers: 1.8%



\$3,221,271

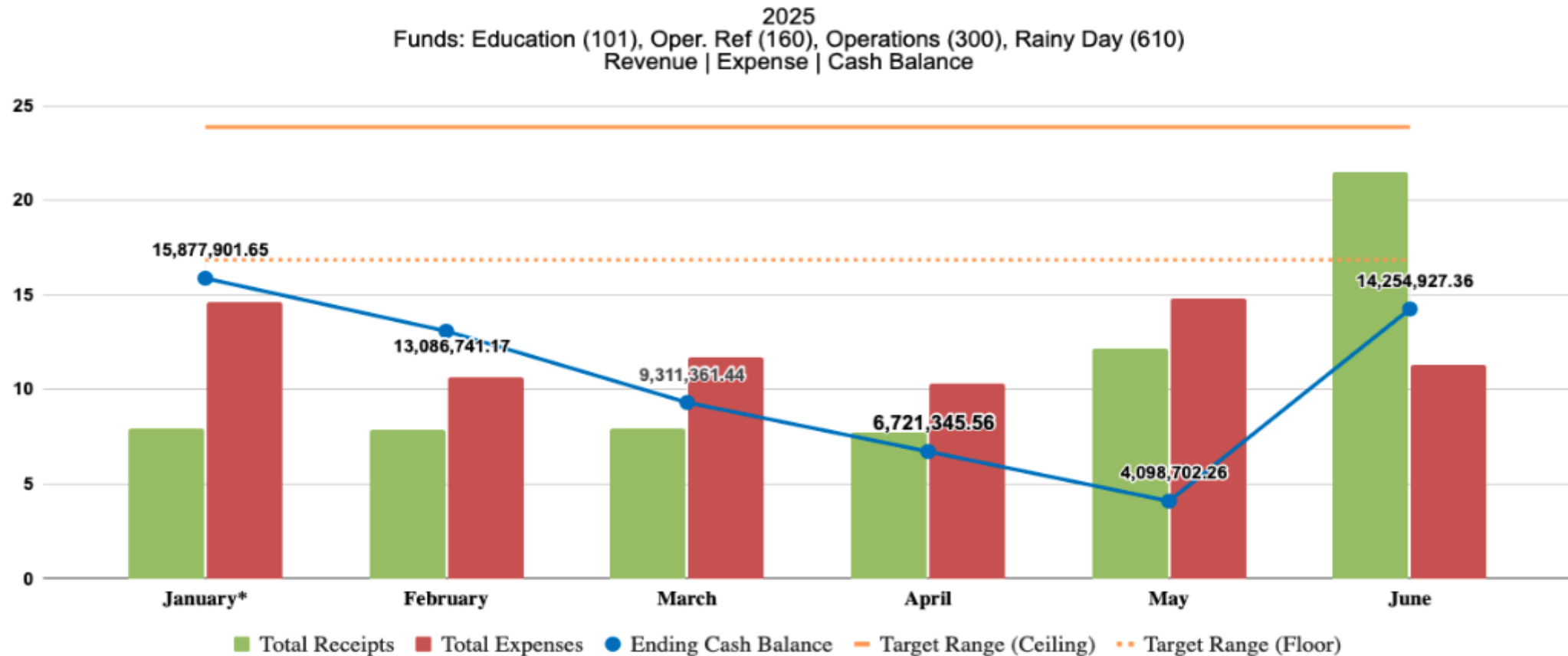
Education Fund

- 100 - Wages: 71.6%
- 200 - Benefits: 21.6%
- 300 - Prof. Svcs: 0.81%
- 500 - Other Purch. Svcs: 0.65%
- 600 - Supplies: 1.1%
- 800 - Other: 0.02%
- 900 - Transfers: 4.17%



\$7,400,900

CASH FLOW - CONSOLIDATED FUNDS



Expenditures YTD June 30, 2025



JUNE INSURANCE UPDATE

Ronda Ross, CPA

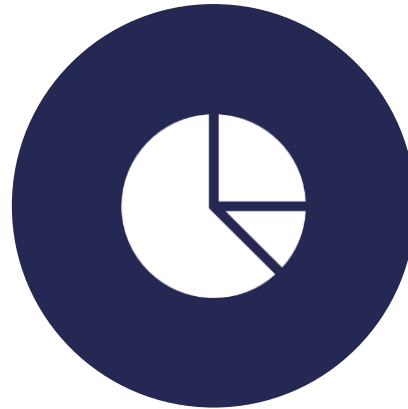
Board Meeting

7/22/2025

INSURANCE PLAN UPDATE



SUMMUS &
MARATHON COLLAB



79%
LOSS RATIO



COMMUNICATION
PROCESS
IMPROVEMENTS
