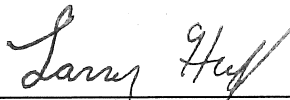


PUBLIC WORK SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

NOTICE OF MEETING CANCELLATION

Date: Tuesday, October 28, 2025
Time: 6:00 p.m.
Location: J.C. Rice Educational Services Center
2720 California Road
Elkhart, Indiana 46514



Superintendent of Schools

Posted and electronically delivered
to the News Media on Thursday,
October 23, 2025, and electronically
delivered to Board Members and School
Attorney on Friday, October 24, 2025.

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

October 28, 2025

CALENDAR

Oct	28	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Nov	11	6:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Nov	11	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center

A. CALL TO ORDER

B. THE ELKHART PROMISE

C. INVITATION TO SPEAK PROTOCOL

D. PUBLIC COMMENT

E. MOMENT OF PRIDE

F. RIVERVIEW REPORT

G. EXCELLENCE OF ELKHART

H. CONSENT ITEMS:

- Minutes – October 14, 2025 – Public Work Session
- Minutes – October 14, 2025 – Regular Board Meeting
- Claims
- Fundraisers
- Gift Acceptances
- Conference Leaves
- Grants
- Personnel Report

I. OLD BUSINESS

Contracts – The administration presents the following contracts for final consideration.

- Network Solutions Maintenance Agreement
- Geo-Comm School Safety Solution Project Agreement

J. NEW BUSINESS

Contracts – The administration presents the following contracts for initial consideration.

- Beable Education, Inc.

HealthJoy, LLC Contract – The administration requests authorization to enter into a two-year agreement with HealthJoy, LLC for the implementation of the HealthJoy benefits navigation platform. This agreement includes a rate lock for the term of the contract and will ensure the availability of the service at the start of the 2026 plan year.

2026 Budget Adoption – The Business Office recommends Board approval of the proposed 2026 Budget, 2026 Capital Projects Fund Plan, 2026 School Bus Replacement Plan, and other required budget resolutions.

Financial Report

Insurance Report

K. INFORMATION AND PROPOSALS

From Superintendent and Staff

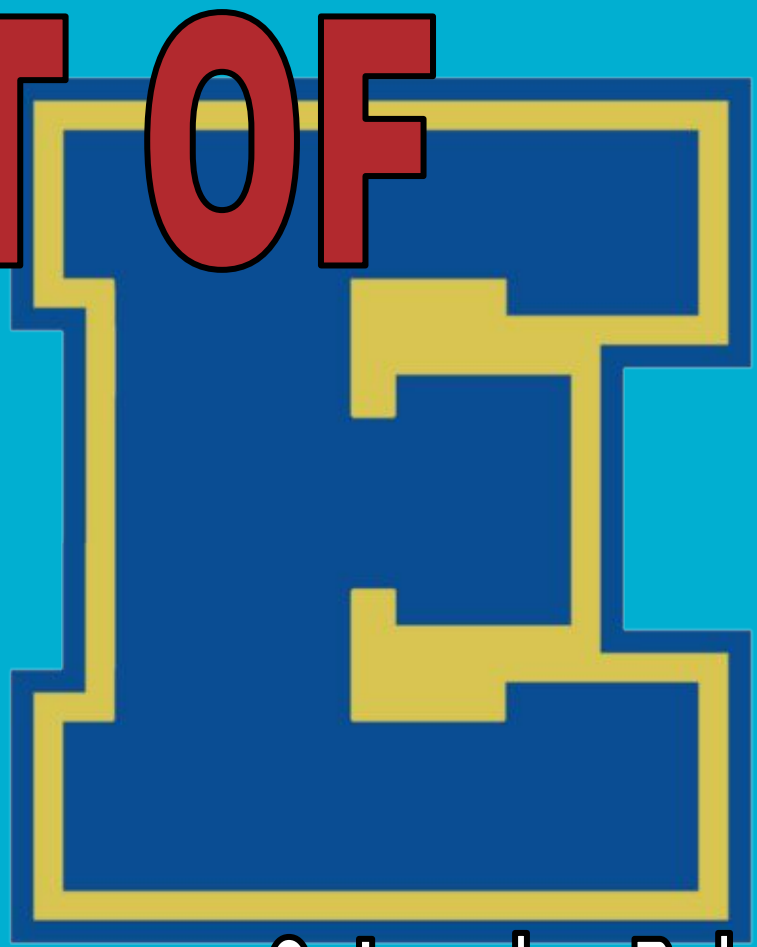
From Board

L. ADJOURNMENT

MOMENT OF PRIDE

10.28.25

Zoë Brenneman & Jasmine Robertson



HOMECOMING

- 9.26 - Parade
- 9.27 - Dance (over 800 tickets sold!)



College Fair

- 9.30 - College Fair at ETI
- 11.3 - Latino Education Summer College and Career Fair in South Bend



Senior Sunrise

- 10.10 at Lions Field
- Biggest turnout we have ever had!



Appreciation

- Freshman organized Custodian Appreciation
 - Dinner on 10.2
 - Breakfast on 10.3



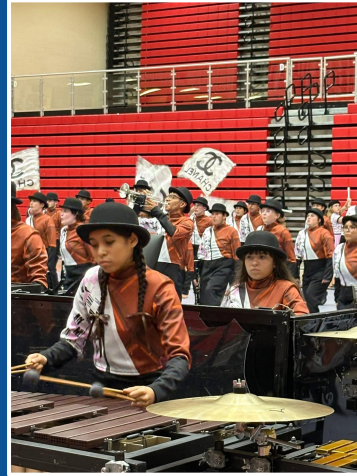
Service

- 10.3 - Pink out, seniors collected \$700 for United Cancer Services of Elkhart County
- 10.22 - Juniors Campus Cleanup
- FFA Legend Scream Park



Marching Band

- 10.18 - Regionals at Lafayette Jefferson earning a Gold rating and qualifying for Semi-State!
- 10.25 - BOA in Indianapolis
- 11.01 - Semi-State
- ISSMA at Plymouth earning Gold



Choir

- 10.2 - 10-12 Choir
- 10.14 - Freshman Choir Freshmen
- 12.6 - Madrigal Dinner



Orchestra

- Concert 10.15
 - Packed house!
 - The empty seats are those vacated by orchestra members!
- Grades 6-12
 - All grades 6th and up preformed
 - The pictures show the final pieces performed by 8th grade, Freshman Gold, and Symphony Orchestras



ATHLETICS

- Boys Soccer won NIC
- Volleyball Sectionals
- Cross Country Sectionals -
Rosswell Robles, Miranda
Camacho-Flores, Peyton
Shanholt, and Dominic Turner
were all Regional Qualifiers!
- Girls' Flag Football 1st year, lost
to Penn in Sectional finals



Volleyball NIC player of the Year

Rylee Drummond, Junior Setter/Opposite Attacker

NIC 2025 Statistics

- Kills: 78
- Kill Efficiency: .360
- Aces: 26
- Assists: 114
- Blocks: 10
- Digs: 61
- 3-year starter (since 9th Grade)
- 2025 Most Kills; Best Kill Efficiency
- 2024 NIC 1st Team



The Elkhart Cheer Team

- The Elkhart Cheer Team was awarded the Sportsmanship trophy at the Northern Indiana Cheer Championships!
- EHS cheerleaders were voted the most kind and supportive team!!!



Soccer NIC MVP

Miguel Gallegos

Elkhart High School senior Miguel Gallegos has made history on the pitch, breaking the school's single-season goal record with an impressive 26 goals.

As a standout forward and team captain for the Elkhart Lions varsity soccer team, Gallegos has not only led his team offensively but has also established himself as one of the top scorers in the state.

His relentless drive, sharp finishing, and leadership have defined a remarkable season — one that will be remembered in Elkhart soccer history.



NIC Coaches of the Year

Coach Sheely

- Boys Soccer Coach - NIC Champion
- Unified Track Coach - State Champion
- Soccer Sectional Champions '21 and '22
- Unified Track State Champions in '24 and '25
- Six sectional crowns
- Three regional titles
- Three state championships in the past eight years

Coach Sheely models inclusivity, perseverance, and teamwork as life-long skills used beyond the field.

Coach Rost

- This year marks 30 incredible years of her dedication to coaching volleyball for Elkhart.
- Coach Rost has achieved an astounding 762 wins
- 13 Conference Championships
- 9 Sectional Championships
- 6 Regional Championships
- 2 State Runner-Up

Coach Rost's commitment, leadership, and passion for the game have left a lasting impact on countless student-athletes and the Elkhart community.



UPCOMING EVENTS

- 10.30 - Track or Treat
- 10.31 - Football Sectionals
- 11.14 & 11.15 - Fall Play
- 11.16 - Stuff-A-Bus





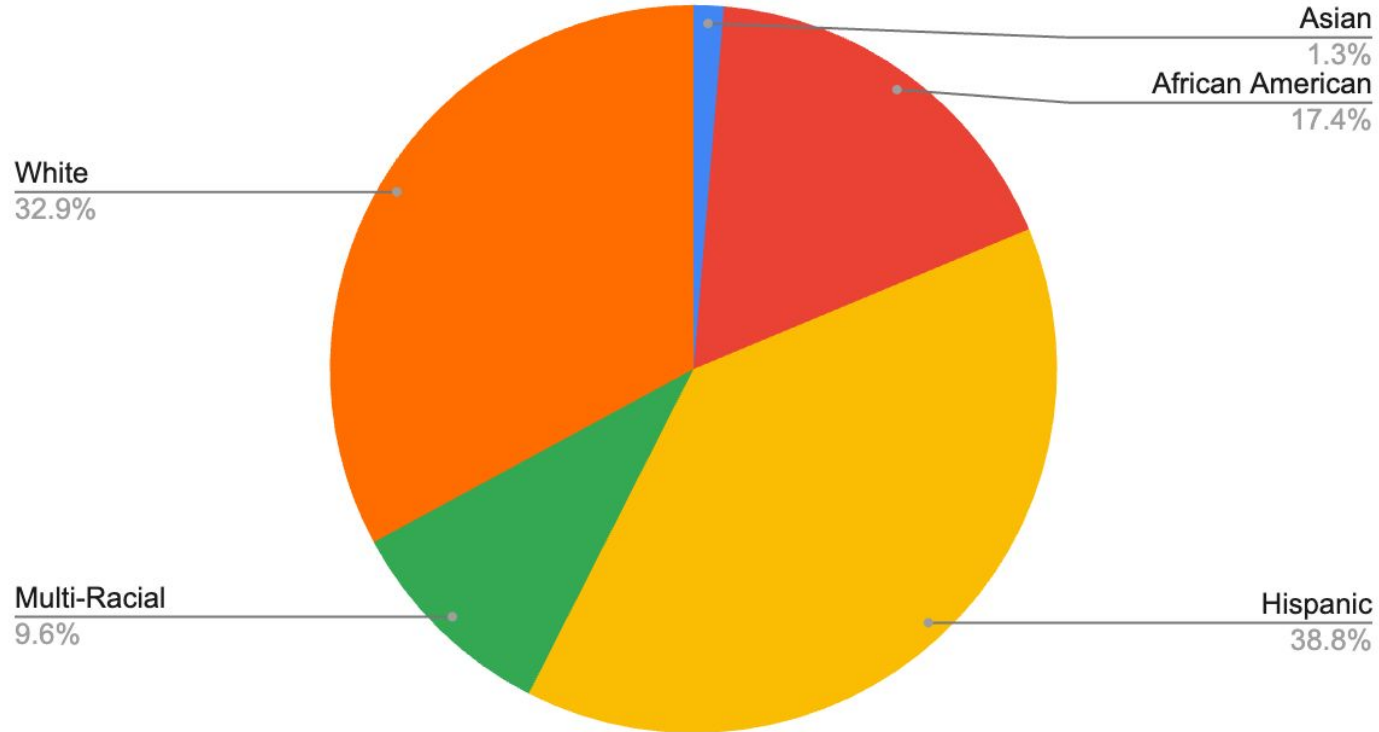
Riverview

October 28, 2025

Riverview

Enrollment: 363

Riverview Enrollment / Demographics 25-26



Mission

We connect, persist and reflect to ensure high levels of learning for all students.

Staff

Staff Retention Rate:

2021-2022: 91%

2022-2023: 90%

2023-2024: 97%

2024-2025: 93%

2025-2026: 95%



School Improvement Goals

Goal #1

80% of
Riverview 3rd
graders will
pass IREAD-3.

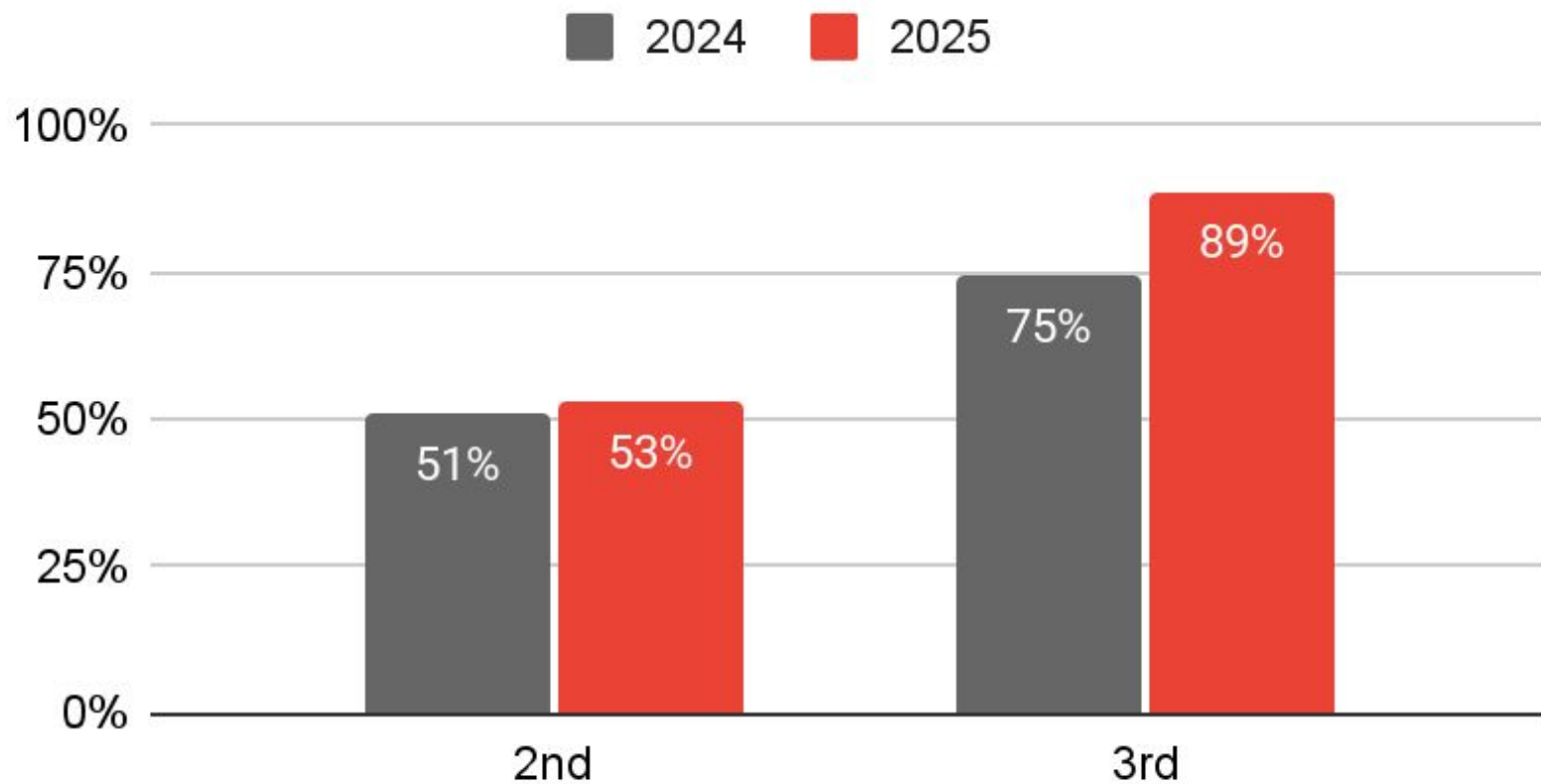
Goal #2

Increase ELA
passing by 5%,
from 41.2% to
46.2%.

Goal #3

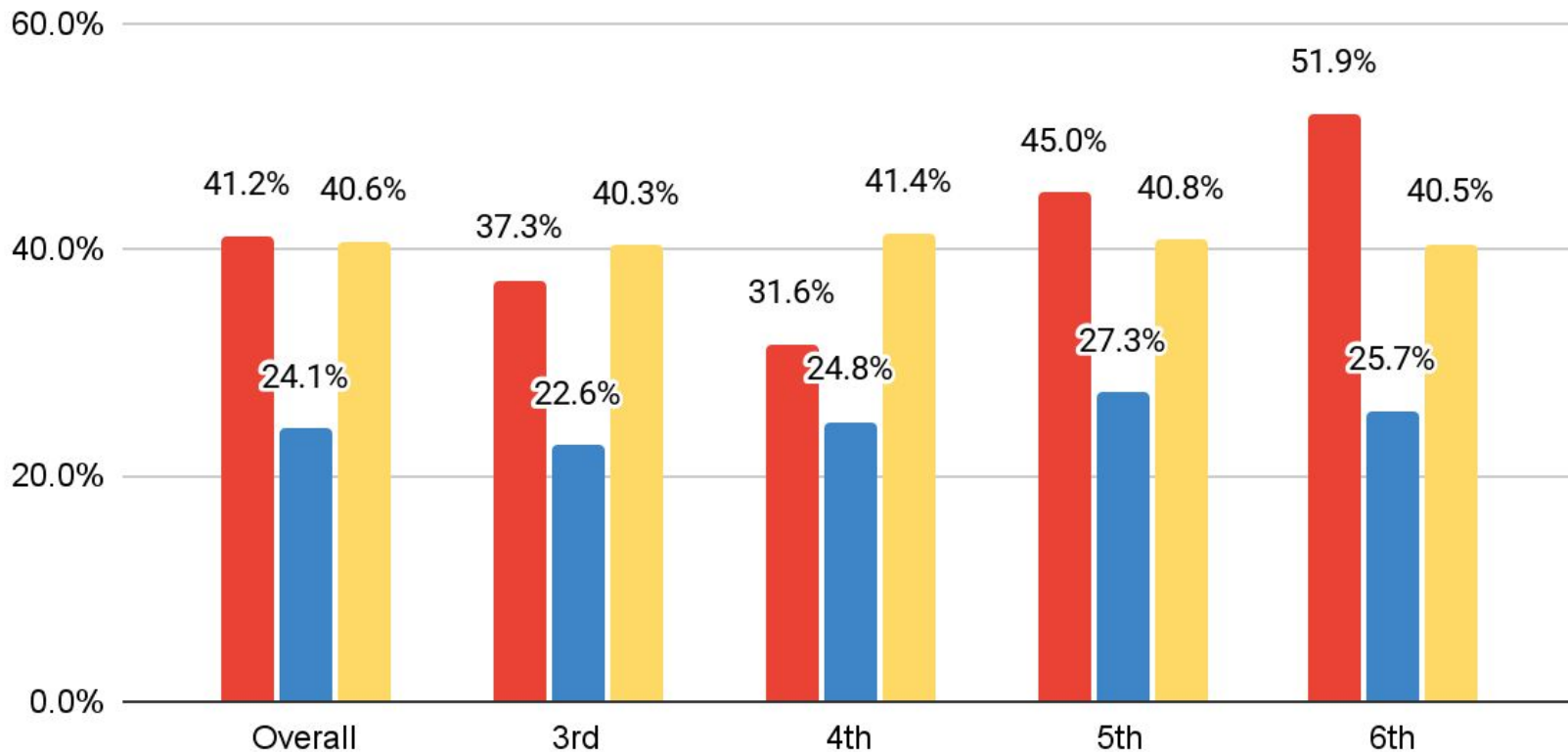
Increase Math
ILEARN passing
by 5%, from
51.2% to 56.2%.

IREAD-3 Final Passing %



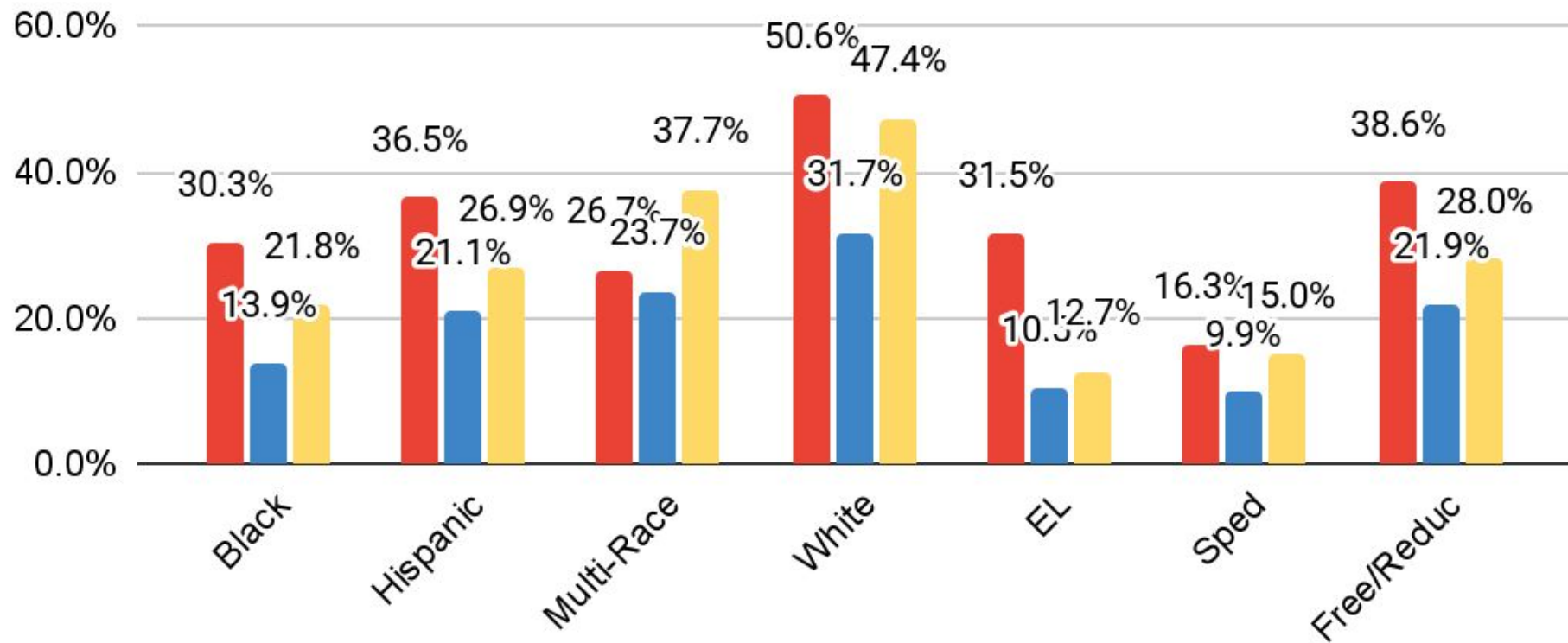
ELA ILEARN 2025

Riverview ECS State

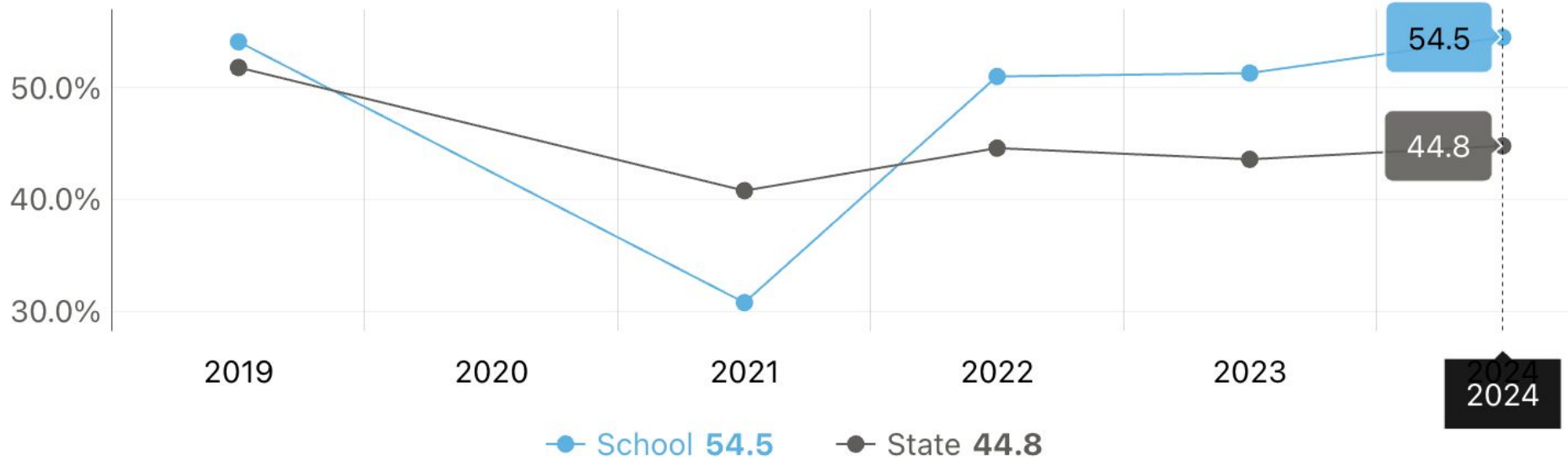


ELA ILEARN 2025

Riverview District State



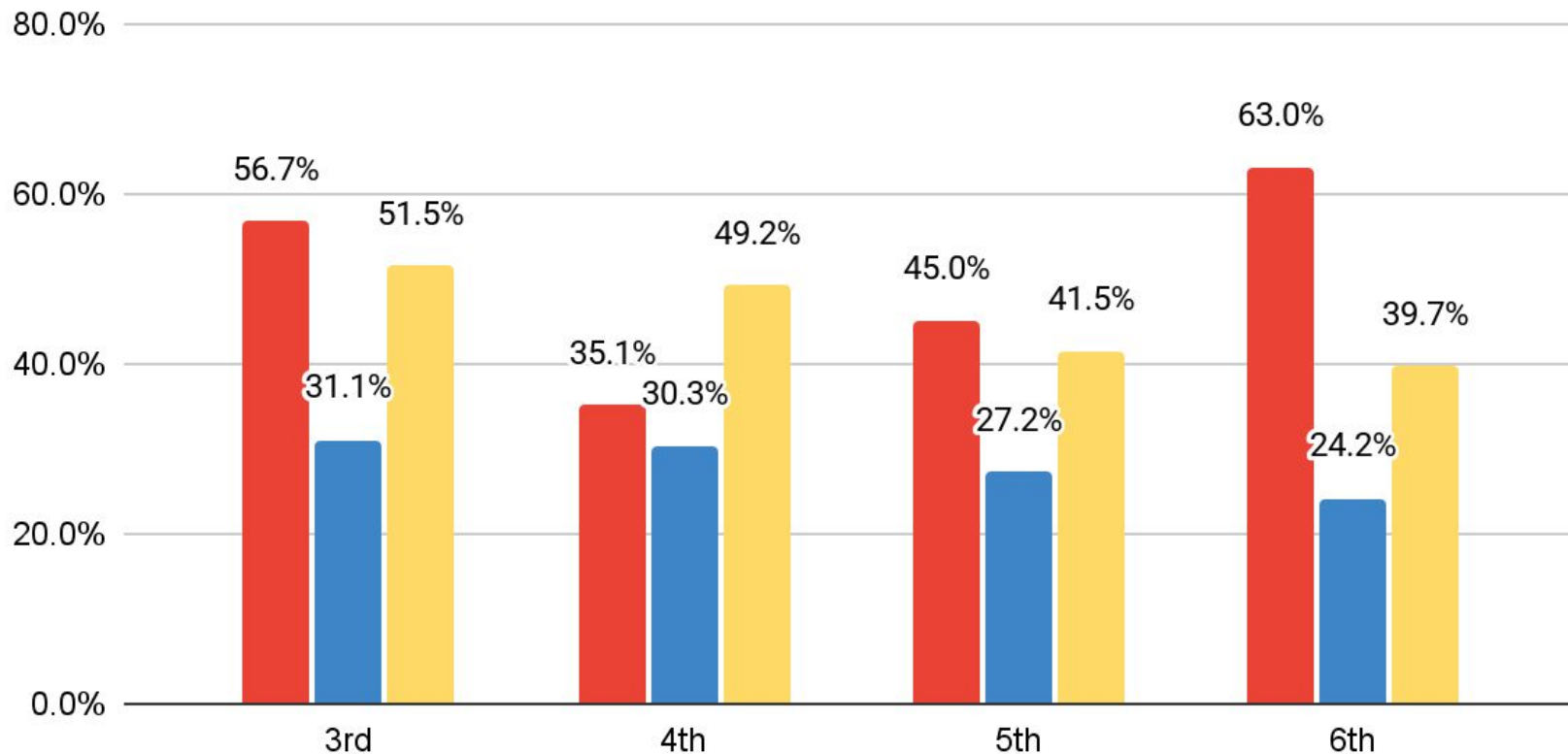
ILEARN ELA Growth



% of students who met their individual growth targets on ILEARN ELA

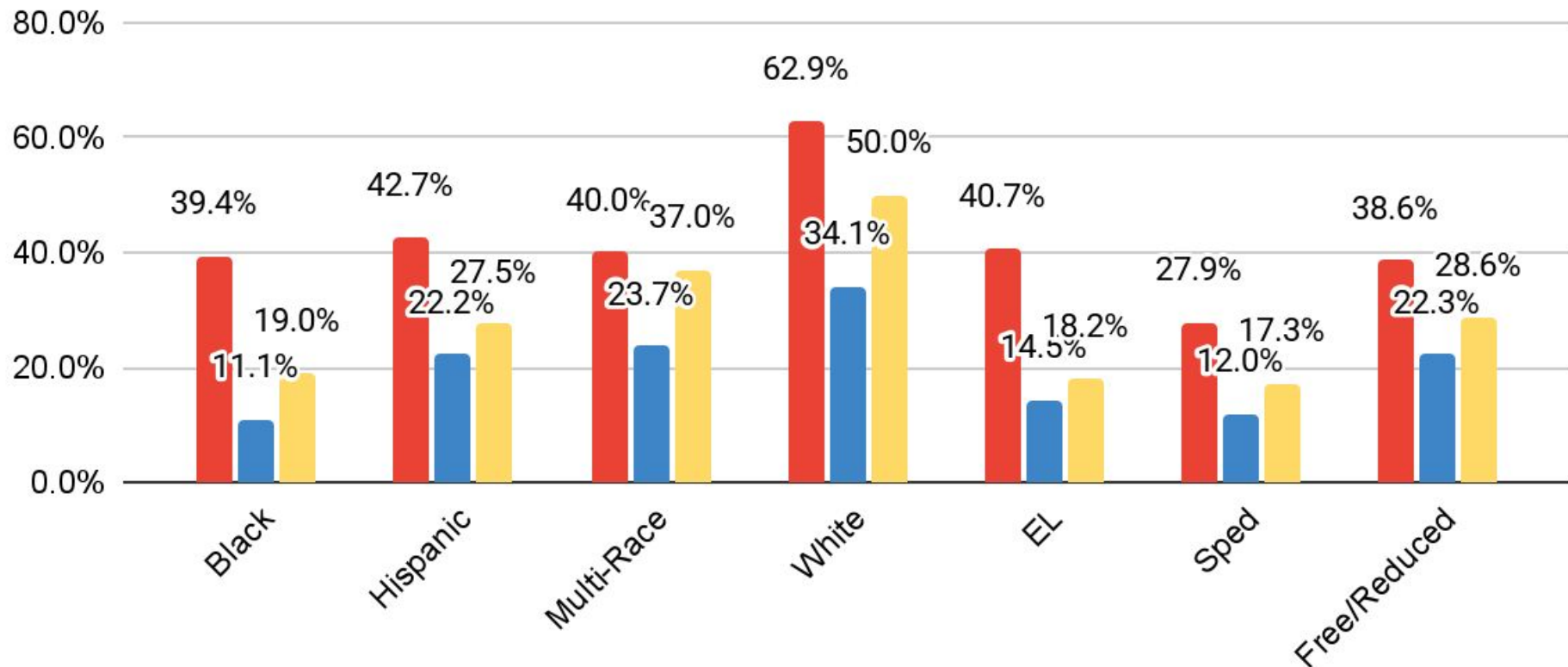
Math ILEARN 2025

Riverview ECS State

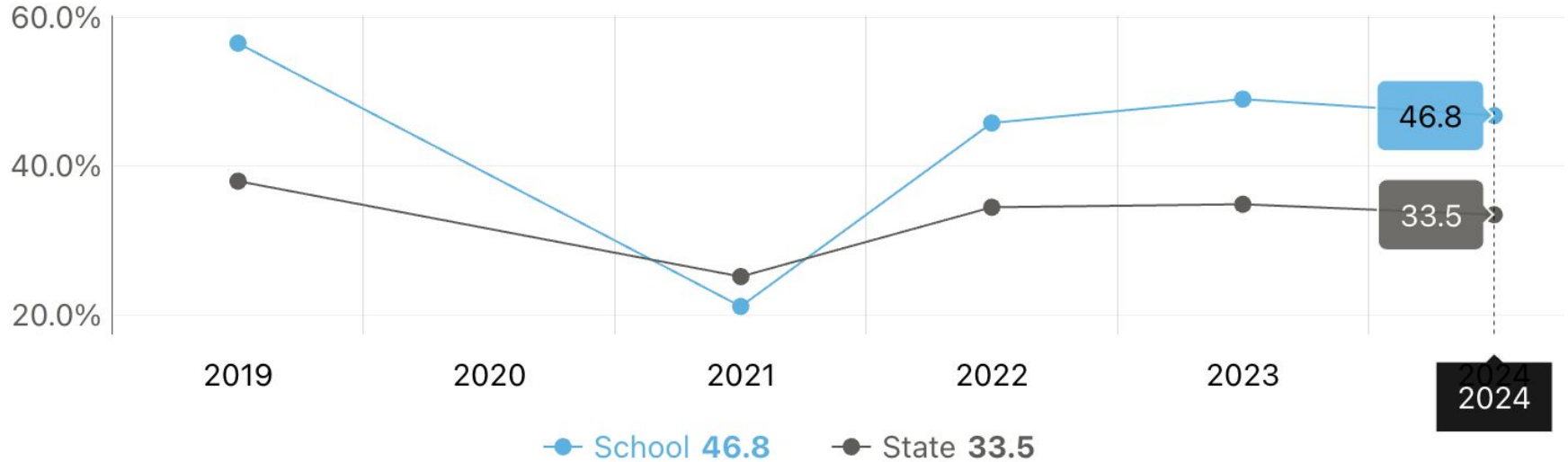


Math ILEARN 2025

Riverview District State



ILEARN Math Growth

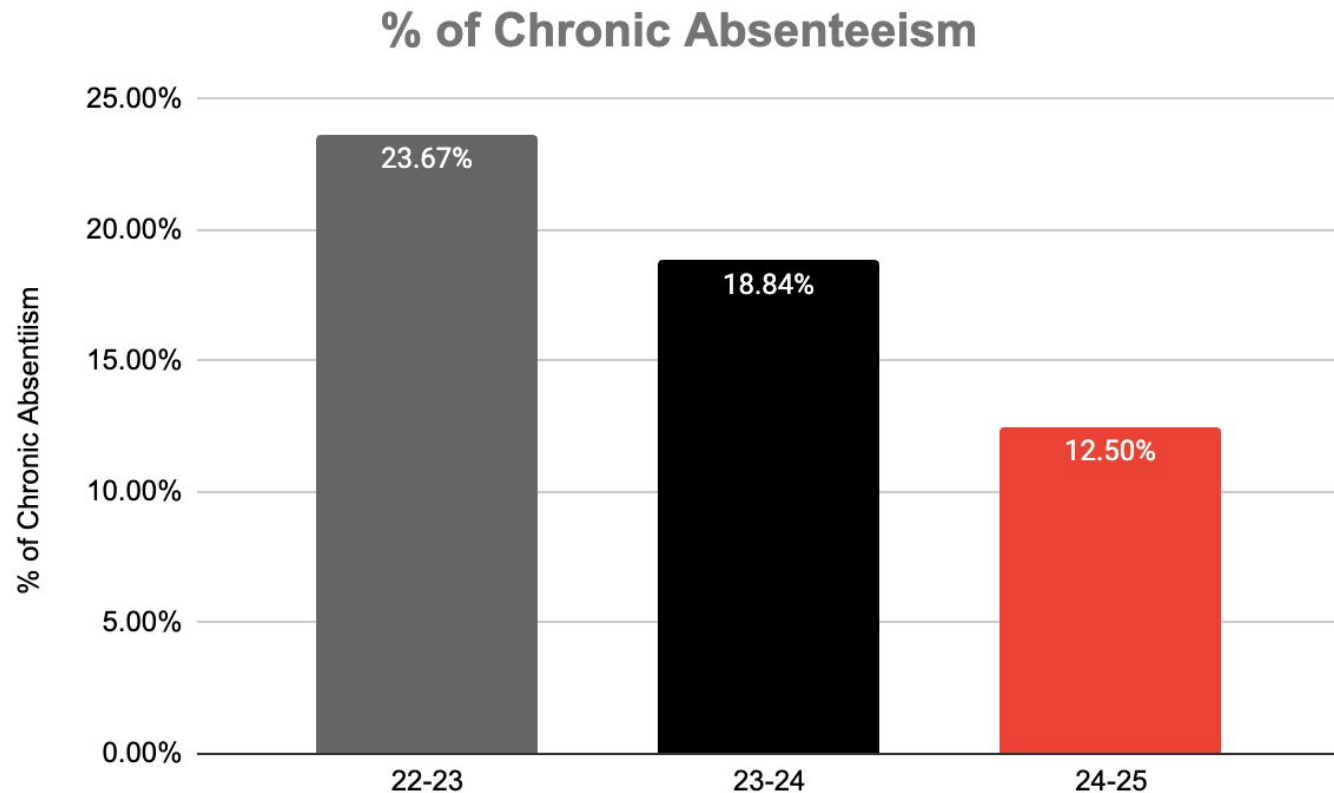


% of students who met their individual growth targets on ILEARN Math

*6th grade has already exceeded the 2030 growth target of 45.8% at 58.1%.
State average is 33.1%.

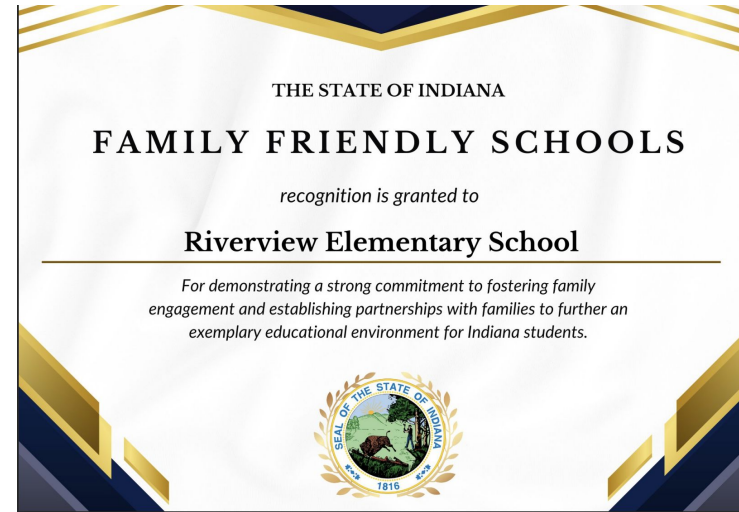
Attendance

Riverview students ended the 24-25 school year with a 94.26% attendance rate. Currently, we are at **96.43%** for the 25-26 school year!

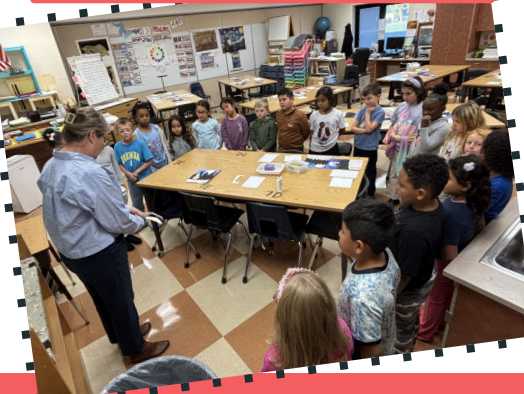
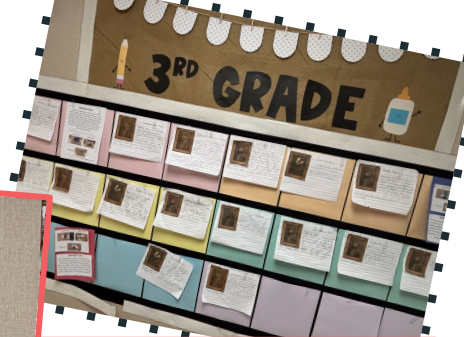


Engaged Students & Families

- Morning arrival
 - Minds in Motion (All Kindergarten, 1st graders, and our Intense Intervention classrooms; students in other grade levels as needed)
 - 1:1 interventions - quick and focused
 - Visible admin, teachers, social worker - allows for consistent connection and efficient problem solving
 - Hallways and cafeteria mostly clear by 7:30 to allow prompt start to the instructional day
- 49 incoming kindergarten students attended *Kindergarten Readiness* in August
- Handbell choir after school
- Average over 200 people at Title I family nights

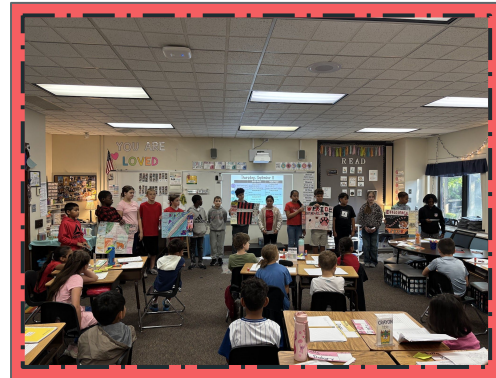


Learning Environment



Action Plan

- ❖ Collective teacher efficacy - Riverview staff members hold a shared belief that we have the ability (and responsibility) to work together to positively impact **all** students!
- ❖ Continue collaborative learning as the most authentic piece of the PLC process
 - Weekly meeting of teams in a common space
 - Focus on strong Tier 1 instruction, with Tier 2 and Tier 3 supports in place for students who need it.
 - Data-driven instruction and decision making
- ❖ Clear communication with students and parents about learning and progress
 - Goal setting
- ❖ Staff commitment to professional growth



“The greatest influence on student progression in learning is having highly expert, inspired and passionate teachers and school leaders working together to maximize the effect of their teaching on all students in their care.”

- John Hattie

Excellence of Elkhart

October 28, 2025



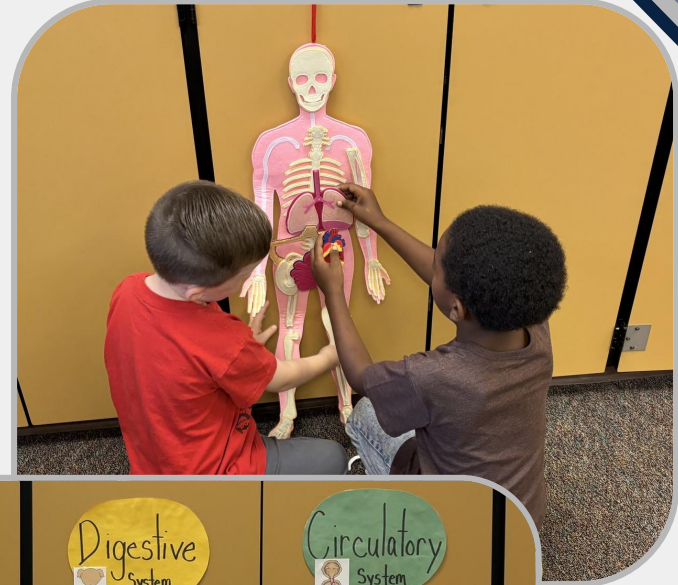
Excellence of Elkhart

ACADEMICS • ARTS • ATHLETICS



ACADEMICS

How the Body Works



Muscular System

Our muscles help our body move.

- tongue is a muscle
- heart is a muscle!
- muscles help us move
- leg muscles help us jump and run
- All muscles work together to do a handstand
- body muscle is the BIGGEST!
- = glutes muscles
- our face has 43 muscles
- 650 muscles in our body
- healthy food makes our muscles stronger

650 muscles

- glutes muscles
- heart
- tongue

Digestive System

The group of organs that work together to help our body digest food or turn food to energy.

- blood takes food stuff in the small intestine
- bad stuff goes to large intestine
- other will swallow the food goes to the ES
- bad stuff stays for 2 days then we poop it out
- esophagus makes food left so it fits in our es
- turns food into energy
- so we don't die
- our stomach churns up the food like a washing machine

1. esophagus
2. stomach
3. small intestine
4. large intestine

Circulatory System

Our circulatory system moves things around in a circle.

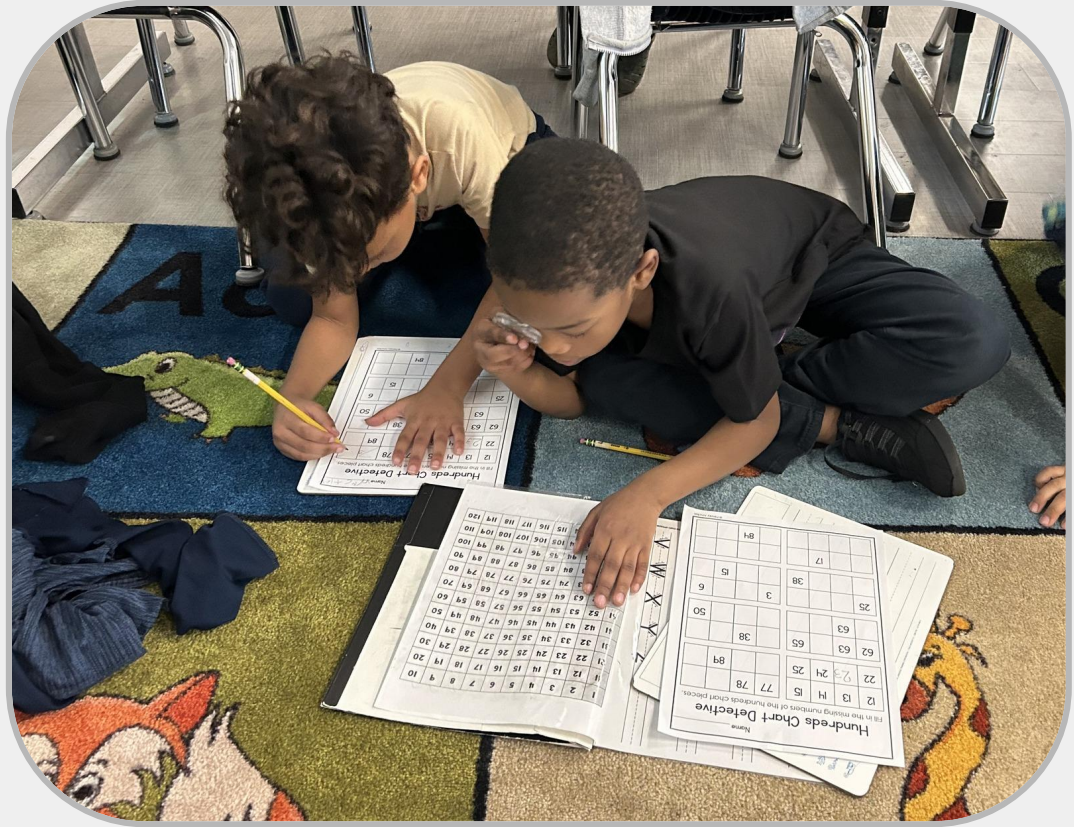
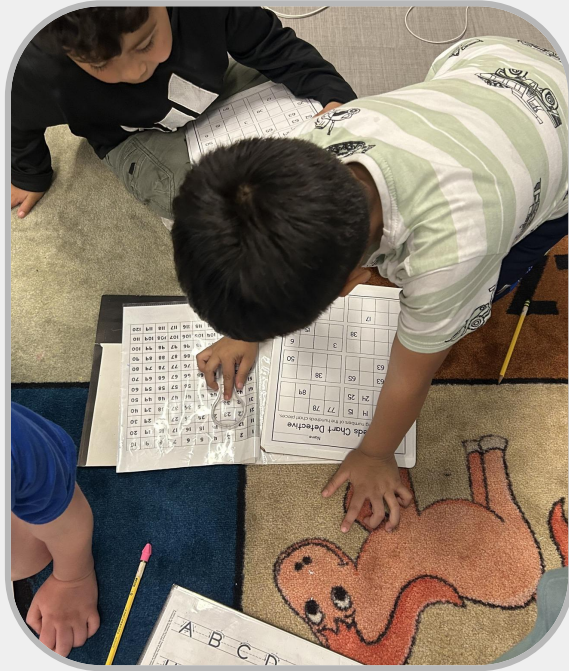
- blood travels through our body in a circle
- heart has 4 rooms, chambers
- heart is a muscle that never stops beating & working
- blood carries oxygen and nutrients all over our body
- veins and blood vessels are like a highway for our blood
- Our heart pumps our blood
- when our heart beats, the blood goes out and travels all around our body then comes back to the heart to start over

1. heart
2. blood
3. veins and vessels



ACADEMICS

Hundred Chart Detectives





ACADEMICS

Virtual Reality Career Exploration





ARTS

Freshman Division: Culinary Arts





ARTS

Pride of Elkhart





ATHLETICS

Elkhart Cheer Success at NICC





ATHLETICS

Volleyball

JACQUIE ROST

762 WINS
30 YEARS

ELKHART VOLLEYBALL
Northern Indiana Conference
COACH OF THE YEAR

ELKHART VOLLEYBALL 2025

ALL-NIC TEAM RECOGNITION

AVA POLACK
SENIOR - Setter/OPP

ALL-NIC 1ST TEAM

60	.298	18	133	16	47
KILLS	KILL EF.	ACES	ASSISTS	BLOCKS	DIGS

Stats from Elkhart's seven NIC matches.

SERENITY RODRIGUEZ
JUNIOR - Outside Hitter

ALL-NIC 2ND TEAM

61	.290	10	1	11	64
KILLS	KILL EF.	ACES	ASSISTS	BLOCKS	DIGS

Stats from Elkhart's seven NIC matches.

AVA WALKER
JUNIOR - Libero

ALL-NIC HONORABLE MENTION

N/A	N/A	14	0	N/A	66
KILLS	KILL EF.	ACES	ASSISTS	BLOCKS	DIGS

Stats from Elkhart's seven NIC matches.

RYLEE DRUMMOND
JUNIOR - Setter/OPP
1ST TEAM NIC AND ...

MVP of the Northern Indiana Conference

78	.360	26	114	10	61
KILLS	KILL EF.	ACES	ASSISTS	BLOCKS	DIGS

Stats from Elkhart's seven NIC matches.



FUTURE HAPPENINGS

- **Oct 30: Track Or Treat @ Rice Field**
- **Nov 4: eLearning Day/Synchronous**
- **Nov 9: EACC Open House**
- **Nov 11: Veterans Day Program at West Side**
- **Nov 16: Stuff a Bus Event at Cobblestone Martins**

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



ElkhartCommunitySchools



Elkhartschools



Elkhart Community Schools



ParentSquare



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

Elkhart Community Schools
Elkhart, Indiana

October 14, 2025

J.C. Rice Educational Services Center, 2720 California Road, Elkhart,
Indiana 46514 – at 5:30 p.m.

Place/Time

Board Members

Present:

Troy E. Scott

Kellie L. Mullins - (arrived
at 5:41 p.m.)

Mike Burnett

Dacey S. Davis

Eric Ivory

Anne M. VonDerVellen

Roll Call

Via Electronic

Communication:

Douglas K. Weaver

Presenters:

Lindsey Brander

Jamie Presswood

Tyrius Smith

Kaelyn Cobb

Nohemi Perez-Gomez

The Board received updates on Elkhart Community Schools' Bullying
Prevention Program, ProjectAWARE, and the Transportation Department.

Topics
Discussed

The meeting adjourned at approximately 6:12 p.m.

Adjournment

APPROVED:

Signatures

Troy E. Scott, President

Mike Burnett, Member

Douglas K. Weaver, Vice President

Dacey S. Davis, Member

Kellie L. Mullins, Secretary

Eric Ivory, Member

Anne M. VonDerVellen, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

October 14, 2025

J.C. Rice Educational Services Center, 2720 California Road, Elkhart, Indiana 46514 – at 7:07 p.m.			Place/Time
Board Members Present:	Troy E. Scott Kellie L. Mullins	Mike Burnett Dacey S. Davis Eric Ivory Anne M. VonDerVellen	Roll Call
Via Electronic Communication:	Douglas K. Weaver		
Board President Troy Scott called the regular meeting of the Board of School Trustees to order.			Call to Order
Board Secretary Kellie Mullins recited the Elkhart Promise.			The Elkhart Promise
Two (2) audience members addressed the Board. The first shared his positive experience as a volunteer with Elkhart Community Schools (ECS) through the United Way, and the second expressed concerns about classroom sizes and their impact on students.			Public Comment
Mr. Scott closed the regularly scheduled Board meeting and convened a public hearing on the 2026 Budget, 2026 Capital Projects Plan, and 2026 School Bus Replacement Plan, as previously presented by Ronda Ross, Chief Financial Officer, during the September 23, 2025, Public Work Session. As there were no comments from the audience, the hearing was adjourned, and the Board meeting resumed.			Public Hearing
Mrs. Washington, principal of Mary Beck Elementary, presented an update to the Board, during which she expressed appreciation to her staff for their commitment and support. She described Mary Beck as a school built on love, community, support, and grit. She shared her honor in carrying forward its mission to provide a safe, orderly, and supportive environment where students, staff, and families can succeed.			Mary Beck Report
She emphasized the school's vision that 100% of Mary Beck students will achieve academic growth through rigorous tiered instruction and			

outlined specific goals for improving ILEARN performance, including raising English Language Arts in grades 3-5 from 10% to 20%, math from 6% to 20%, and IREAD scores from 57% to 80%. Mrs. Washington reported early evidence of progress, with math checkpoint data showing 2.7% growth among fourth and fifth-grade students.

Attendance was highlighted as another priority, with the first quarter rate improving from 91% last year to 95.7% this year. She attributed this success to celebrations, daily greetings, and fostering a culture where students feel valued and eager to attend school. Mrs. Washington stressed the importance of strong Tier I instruction, supported by interventions such as UFLI, the work of a literacy cadre coach, and additional support from the district math specialist, Alex Holtz.

She further highlighted the consistent use of Science of Reading strategies and strong partnerships with Five Star Life and Belmont Community Church. She shared how the school's theme, *Take Flight, Level Up, Land Proud, Baron Strong*, inspires students and staff to embrace challenges and celebrate success. In closing, a video was shared underscoring Mary Beck's strong culture, with students expressing pride in their learning, appreciation for supportive teachers, and a sense of safety, love, and belonging.

Dr. Huff commended Mrs. Washington and Mrs. Ernsberger for their leadership at Mary Beck and praised the staff for their strong support. He expressed appreciation for the enthusiasm and high expectations demonstrated in the presentation, noting that the energy and commitment of both administrators and teachers are evident in the school's culture and student success. Dr. Huff emphasized the importance of strong leadership working in partnership with dedicated classroom teachers, recognizing that such collaboration ensures students will thrive. Dr. Huff congratulated the Mary Beck team for embracing new leadership, building buy-in, and setting ambitious goals that actively engage students. He concluded with appreciation for the school's emphasis on attendance, affirming that the culture at Mary Beck demonstrates the connection between student presence, engagement, and achievement.

Board Member Eric Ivory thanked Mrs. Washington for her presentation and reflected on the video, noting the importance of students feeling safe and loved at school. He stated that such a supportive culture provides the foundation for achieving ambitious goals, as students must be present and feel cared for to succeed. Mr. Ivory concluded by wishing the Mary Beck team success and affirming the Board's support as they pursue their goals.

Dr. Huff shared that attendance has increased across the district by at least 2%, with elementary schools averaging nearly 94%, high school attendance up 2% from last year, and middle school attendance up

3%. He expressed pride in these improvements and noted that the message about the importance of attendance is reaching students and families across the district. Mr. Scott further acknowledged the role of transportation in supporting these gains and thanked those involved in helping ensure students are present each day.

Mr. Tim Pedley, principal of Bristol Elementary, presented an update and expressed pride in his staff, many of whom were in attendance. He noted that while Bristol is a small-town school, it benefits from being part of the larger Elkhart district and from the strong support of the local Bristol community.

Bristol
Report

Mr. Pedley reported that last year, Bristol set goals to improve reading, math, and attendance by 5%, and the school exceeded these targets. IREAD scores increased from 61% two years ago to 89% in 2024, surpassing both the district and state averages. He credited this success to LETRS training, alignment with the Science of Reading, a strong literacy coach, and structured supports for fluency and intervention. In ILEARN, English Language Arts scores grew by 9%, and math scores increased by 10%, supported by explicit instruction, fact fluency practice, and daily review.

Attendance also demonstrated significant improvement. The school nearly reached its 95% goal, rising from 92.6% the previous year, and reduced chronic absenteeism from over 30% to under 9%. Mr. Pedley attributed this progress to friendly attendance challenges with other schools and a focus on ensuring students feel welcome and motivated to attend.

In conclusion, Mr. Pedley emphasized the importance of teamwork, explaining that goals are communicated daily to both staff and students. He described weekly school gatherings in the gym to build unity and ensure the entire school community is working toward shared objectives. He ended his presentation with a video of a Friday gathering to demonstrate the positive school culture at Bristol.

Dr. Huff commended Mr. Pedley and the Bristol staff for creating a strong, positive culture led by outstanding educators. He praised Mr. Pedley's leadership, noting its impact not only at Bristol but also at Pinewood through mentorship and support of its new principal. Dr. Huff highlighted the school's doubled academic gains and emphasized that such success reflects clear expectations, teamwork, and community commitment.

President Scott recognized Bristol's focus on attendance, applauding both the near 95% overall rate and the reduction in chronic absenteeism from 31% to 9% over the past two years. He underscored the importance of addressing barriers to attendance and praised the staff for engaging students and families in meaningful ways.

Board Secretary Kellie Mullins also congratulated Mr. Pedley and described Bristol as “a gem” within both the district and community. She noted the school’s strong partnerships, positive reputation, and high standards, and commended the leadership, staff, and custodial team for their dedication and excellence.

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

Excellence
of Elkhart

In the area of Academics, Pinewood Elementary is creating innovative opportunities for student leadership. Aiden, a fifth-grade student in Mrs. Brewer’s class, exemplified this initiative by taking on the role of teacher and introducing Mrs. Jones’s second graders to coding.

At Elkhart High School (EHS), Cadet Teachers in the Teaching and Learning program gained hands-on experience with inclusive education. They explored tools used by students who are blind or have low vision and practiced typing their names on a Perkins Braille. This opportunity deepened their understanding of how to support all learners in the classroom.

In the area of Arts, the Pride of Elkhart delivered an outstanding performance at the Conn-Selmer Invitational over the weekend of October 4. Their talent, dedication, and hard work were on full display, showcasing the strength of our district’s music and arts programs. Proceeds from the event, hosted at Rice Field, will directly support music education at EHS.

In the Arts & Communication School of Study, Mrs. Heckaman’s students found a creative way to connect math and the arts by applying their understanding of angle relationships to dance. Students reported enjoying the activity and even admitted to having “fun in math.”

In the area of Athletics, EHS Boys Soccer made history on Wednesday, October 1, defeating Penn in penalty kicks (3–1) to capture the program’s first-ever Northern Indiana Conference (NIC) Championship. The team concluded an outstanding season with a 14–3 record.

Elementary Athletics is also off to a tremendous start this fall! Nearly 100 students competed in cross-country meets, while more than 300 participated in Flag Football and Cheerleading, supported by EHS coaches and athletes through skill clinics and game nights. Volleyball saw nearly 300 players take the court, closing the season with the City Championship Tournament. Across every program, the future Lions have demonstrated effort, sportsmanship, and PRIDE.

Some upcoming events across Elkhart Schools include:

- Oct. 15, 16, & 20: State of The District events

- Oct. 22: eLearning Day
- Oct. 23 - 27: Fall Break (all schools closed)
- Oct. 30: Track-or-Treat at Rice Field

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

By unanimous action via roll call, the Board approved the following consent items:	Consent Items
Minutes – September 23, 2025 – Public Work Session Minutes – September 23, 2025 – Regular Board Meeting	Minutes
Payment of claims totaling \$15,851,644.89 as shown on the October 14, 2025, claims listing. (Codified File 2526-041)	Payment of Claims
Proposed school fundraisers in accordance with Board policy. (Codified File 2526-042)	Fundraisers
Extra-curricular purchase request: EHS Athletics General Fund to purchase a field drag from Pioneer Athletics for \$813.02.	Extra-curricular Purchases
The following donations were made to ECS: medical equipment, with an estimated value of \$70,000, from Elkhart General Healthcare Systems, care of Jonna Becraft, to the EACC for use in the Surgical Services program; \$500 from GEN-Y HITCH, care of Donna Schmucker, to the EACC for the Silver Level in the Sponsorship program; \$2,500 from Welch Packaging Group to Pierre Moran, to be used for student rewards; \$716 from Vertical Raise Trust Account to the EHS Boys' Tennis Team, to assist with the growth and development of the team; \$1,000 from Welch Packaging to EHS Girls' Basketball Team, to assist with the growth and development of the team; \$1,000 from Growing Kids Management Group to the EACC for the Gold Level in the Sponsorship program; \$500 from Hoosier Crane, care of Elizabeth Clere, to the EACC for the Silver level in the Sponsorship program; \$1,000 from Beacon Health System to the EACC for the Gold Level in the Sponsorship program; \$1,746.20 from Bob Martin to EHS Athletics to support the EHS Football Senior Dinner; and \$600 from Horace Mann to ECS to support the district's recognition of National Principals Month.	Gift Acceptances
Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the October 14, 2025, listing. (Codified File 2526-043)	Conference Leaves
Confirmation of submission of the following grant: FIRST Indiana Robotics Growth and Sustainability Grant, hosted by FIRST Indiana Robotics, in the amount of \$3,000, to be used to	Grants

purchase equipment and supplies for the ElkLogics Robotics Team. (Codified File 2526-044)

Personnel Report

Approval of one (1) Agreement for Services (Codified File 2526-045)

Agreement for Services

Employment of the following three (3) certified staff effective on date indicated:

Certified Employment

Joshua Crame – Grade 6 at West Side, 10/6/25

Toni Kozlowicz – Grade 1 at Beardsley, 9/29/25

Amy Watson – Grade 1 at Osolo, 10/6/25

Resignation of the following five (5) certified staff effective on date indicated:

Certified Resignations

Vishnu Choundur – Mathematics at Freshman Division, 9/18/25

Stacie Meyers – Medical Assisting at Career Center, 10/17/25

Tracey Miller – Social Worker at Elkhart High, 10/3/25

Margo Ross – Grade 3 at Cleveland, 10/22/25

William Simmons – Mathematics at West Side, 9/19/25

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

Certified Retirement

Michelle Troutman – Special Education at Beck, 12/19/25, with 33 Years of Service

Employment of the following nine (9) classified employees effective with the 2025-26 school year:

Classified Employment

Cari Byler – Social Worker with Masters at North Side, 12/15/25

Heather Crouse – Paraprofessional at Riverview, 11/18/25

Pamela Dennis – Custodian at Freshman Division, 11/20/25

Thaliah James – Unassigned Bus Driver at Transportation, 12/1/25

Kathryn Nichols – Registered Nurse at West Side, 11/27/25

Bonnie Roberts – Custodian at West Side, 12/2/25

Megan Rodman – Paraprofessional at Beck, 12/8/25

Kalista Williams – Paraprofessional at Beck, 11/20/25

Molly Wruble – Paraprofessional at Cleveland, 12/8/25

Transfer of the following seven (7) classified employees for the 2025-26 school year:

Classified Transfers

Zienab Abas – Behavior Support Paraprofessional at Pinewood to Blind Low Vision Paraprofessional at Exceptional Learners
 Angela Anderson – Head Custodian at North Side to Head Custodian at Beardsley
 Julie Anglemeyer – Substitute Teacher at ESC to Technical Assistant at Roosevelt
 Bryon Daiber – Custodian at Elkhart High to Custodian at Freshman Division
 Kristi Folger – Intense Paraprofessional at Elkhart High to Behavior Support Paraprofessional at Eastwood
 Cayla Shekell-Polston – Substitute Teacher at ESC to Technical Assistant at Beardsley
 Marva Taylor – Head Custodian at Eastwood to Custodian at Career Center

Employment of the following five (5) substitute teachers effective with the 2025-26 school year:	Substitute Teachers
--	---------------------

Destiny Bell – Substitute Teacher
 Keylin Cruz – Substitute Teacher
 Christopher Ingle – Substitute Teacher
 Liam Schrock – Substitute Teacher
 Jordan Smith – Substitute Teacher

Employment of the following five (5) claims employees for the 2025-26 school year:	Claims
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Nathaniel Hertsel – Support Technician at Tech
 Ollie Hurt – After School Program at Roosevelt
 Barbara Shepherd – After School Program at Roosevelt
 Gary Smith – Officer at Security
 Akida Walker, Sr. – Bus Driver Trainee at Transportation

Resignation of the following nine (9) classified employees effective on date indicated:	Classified Resignations
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Destiny Bell – Permanent Substitute Teacher at ESC, 10/2/25
 Stephen Engstrom – Custodian at Elkhart High, 9/26/25
 Dayenerra Johnson – Unassigned Driver at Transportation, 10/6/25
 Shykila Lawson – Paraprofessional YAP at Freshman Division, 10/13/25
 Susan Raifsnider – Paraprofessional at Bristol, 10/10/25
 Luke Smittendorf – Paraprofessional at Freshman Division, 9/26/25
 Chinesea Taylor – Paraprofessional at Roosevelt, 10/9/25
 Jessica Winer – Technical Assistant at Cleveland, 10/17/25
 Cindy Wilson – Substitute Teacher at ESC, 7/30/25

Unpaid Leave Request of the following four (4) classified employees on dates indicated: Michael Janovic – Promotions Manager at WVPE, 9/30/25 Mykayla Meachum – Custodian at Career Center, 10/20/25 Bethany Reed – Technical Assistant at Monger, 10/23/25 Gayle Sotelo-Martin – Bus Driver at Transportation, 1/26/26	Classified Leaves
Termination of the following one (1) classified employee effective on date indicated: Benjamin Markel – Coach at West Side, 9/23/25 in accordance with Policy 3124.04ACS	Classified Terminations
Employment of the following one (1) certified staff effective on date indicated: Stephen Gruber – Substitute Teacher at ESC, 10/15/25	Certified Employment
By unanimous action via roll call, the Board approved the following contracts, as presented during the September 23, 2025, Board meeting: AMS Global on behalf of Century Center Board of Managers; ConnectAble, Inc.; CEL Public Relations, Inc.; Milliman, Inc.; and EnergyCAP, LLC. (Codified File 2526-046)	Contracts for Final Consideration
By unanimous action via roll call, the Board approved proposed new Board Policy 3142C – Cancellation of a Teaching Contract as presented during the September 23, 2025, meeting.	Board Policy 3142C
The administration presented the following contracts for initial consideration: Network Solutions Maintenance Agreement and Geo-Comm School Safety Solution Project Agreement.	Contracts for Initial Consideration
By unanimous action via roll call, the Board approved the recommendation for award of a contract for the kitchen serving line upgrade projects at North Side, Pierre Moran, and West Side Middle Schools. (Codified File 2526-047)	Recommendation for Award
By unanimous action via roll call, the Board unanimously approved and waived second reading of proposed revised Board Policy 3410.04CS – Substitute Compensation.	Board Policy 3142C
By unanimous action via roll call, the Board unanimously approved and waived second reading of proposed revised Board Policy 3422.04S – Bus Helpers Wage Schedule.	Board Policy 3422.04S
Dr. Huff stated that tonight’s resolution represents an important step in preparing ECS to continue providing every student with a high-quality education while managing resources effectively. He noted that the district has faced several years of declining enrollment, financial	Resolution

pressures, and aging facilities, all of which make it increasingly difficult to sustain excellence.

He reminded the Board and community that in the 2022–2023 school year, before his tenure, an extensive feasibility study was conducted, producing multiple recommendations for future action. The resolution under consideration builds on that work and reflects conversations that have been part of the community dialogue for many years. Since becoming superintendent, Dr. Huff and his team have strengthened internal protocols and increased financial transparency, with monthly reports now demonstrating the positive impact of those measures. He emphasized the importance of continuing to provide accurate information to the Board and community, particularly on sensitive topics such as class sizes.

Dr. Huff recommended that the Board authorize the superintendent to begin a formal consolidation study, with recommendations to be presented to the Board no later than March 2026. He acknowledged the complexity and emotional nature of consolidations given the history and personal connections families have with their schools, and stressed that the process must be transparent, fact-based, and inclusive of perspectives from across the district, including teachers, bus drivers, parents, and community members. Dr. Huff concluded by respectfully requesting Board approval of the resolution, noting that while the work ahead will be challenging, it is necessary to ensure the long-term health and success of the district.

Mr. Scott read the resolution aloud to ensure all present clearly understood the Board's commitment. He emphasized that the findings of the study would guide the district's long-range facility and financial planning, ensuring every decision would support the continued advancement of ECS and the success of all students. He expressed confidence in Dr. Huff and his team to fulfill the requirements of the resolution and present recommendations to the Board.

Board Member Anne VonDerVellen acknowledged the process of consolidation would be difficult and emotional for many, but stressed that it is a necessary step to ensure a strong and stable district that continues to provide opportunities for students well into the future. She noted the district's long-term investment in its people and schools, underscoring the importance of channeling community emotions into positive support for the superintendent and his team as they prepare recommendations. She encouraged the community to attend upcoming meetings, remain engaged, and demonstrate support for ECS.

Dr. Huff reiterated the urgency of the work, sharing that during a recent meeting with state officials, it was made clear that if the district does not act, the state could impose changes. He emphasized the importance of the community leading this process, rather than having outside decision-makers who lack understanding of Elkhart's students

and context. He affirmed his belief that his team is best positioned to guide this work with transparency and precision.

Mr. Scott agreed, noting Elkhart's unique character as both a district and a community. He expressed confidence in the district's leadership and financial planning, and underscored that students remain the board's guiding focus in every decision. He urged community members to actively engage in the process, attend meetings, and share their voices, reminding them that all stakeholders play a role in shaping the future of ECS.

By unanimous action via roll call, the Board unanimously approved a resolution to initiate a study of school consolidation. (Codified File 2526-048)

By unanimous action via roll call, the Board unanimously approved a resolution affirming ECS's commitment to supporting the educational and social success of students from military families and reaffirming compliance with Board Policy 5111.02, Educational Opportunity for Military Children. (Codified File 2526-049)

Resolution

Superintendent Huff commended ECS for successfully hosting the Conn-Selmer Invitational at Rice Field, which welcomed 12 districts and showcased outstanding performances by Elkhart students. He thanked staff, security, and volunteers for their support and recognized the leadership of Kyle Weirich and April Oppenheim. He also noted ongoing conversations with Conn-Selmer regarding the creation of a pathway for band instrument repair, a high-demand field with strong career potential.

From the
Superintendent

In recognition of Principal Appreciation Month, Dr. Huff praised district principals for their daily leadership in managing staff, students, and families, describing them as "rock stars" who should be celebrated year-round.

He congratulated Bryan Hammontree, principal of Elkhart Academy, recently named Indiana Youth Worker of the Year, for his passion and impact on students, especially in supporting graduation success.

Finally, Dr. Huff raised concerns about the federal government shutdown and its potential impact on education, particularly special education services. With 21% of ECS students identified with special needs, he stressed the risk posed by the loss of oversight and funding. He urged stakeholders to engage with legislators in a respectful way to advocate for continued support and noted he would also be speaking with our legislators.

Mr. Scott reminded the community about upcoming State of the District sessions, encouraging participation to stay informed and engaged. The sessions will be held on October 15 at Adamsville Road Church of God,

From the Board

October 16 at Trinity on Jackson Church, and October 20 at St. James AME Church, all from 6:00–7:00 p.m. He emphasized that the same information will be presented at each site, sessions will be live-streamed and shared afterwards, and digital dashboards and FAQs will be made available to ensure transparency and community input throughout the process.

Mrs. Mullins congratulated the Elkhart cheerleading teams on their outstanding recent competition results, noting varsity, JV, and middle school squads each earned first-place honors. She also recognized Michelle Troutman for her upcoming retirement after 33 years of service in special education and expressed appreciation to Tracey Miller for her 22 years of dedicated work in the district, particularly supporting student graduation success.

In Kellie's Korner, Mrs. Mullins highlighted the vital role of the district's security team, led by Jamie Snyder. She praised their commitment to ensuring the safety of students, staff, and families across schools, events, and extracurricular activities, noting their many behind-the-scenes contributions.

The meeting adjourned at approximately 8:27 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]



BRISTOL ELEMENTARY SCHOOL
705 INDIANA STREET • BRISTOL, IN 46507
PHONE: 574-848-7421

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

To: Board of School Trustees
Superintendent Dr. Larry Huff

From: Timothy Pedley, Bristol Elementary School

Date: October 17, 2025

Subject: Donation Approval

We are in receipt of an extracurricular donation in the amount of \$2,000 for Bristol Elementary School.

This donation will go towards Bristol's Pride Fund to be used at the schools discretion after principal approval.

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:

Waypoint Community Church: Chris Garner
56893 County Rd 29
Goshen, IN, 46528

Sincerely,

Timothy Pedley
Bristol Elementary School, Principal



ELKHART AREA CAREER CENTER

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: DR. HUFF
BOARD OF SCHOOL TRUSTEES

FROM: BRANDON EAKINS *BE*

DATE: OCTOBER 20, 2025

RE: DONATION APPROVAL - EACC

Jayco has donated \$1,000.00 (Gold Level) for our Sponsorship program. The purpose of this program is an effort to assure students enrolled in EACC educational programming will not have an obligation to pay for college credit and/or industry certification. Proceeds from sponsorships will also be used by the EACC to support student organizations and associated activities.

Gold Level sponsorship recognition includes:

- EACC bi-monthly newsletter-distributed to over 3,000 community partners
- EACC National Technical Honors Society and Awards Recognition flyers- distributed to over 1,000 guests for two events in the spring
- EACC Course Description Guides – over 1,000 hard copies are distributed annually to be utilized by families and counselors to inform placement decisions

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:

Jayco
Attn: Kelsi Burkholder
PO Box 460
Middlebury, IN 46540



ELKHART AREA CAREER CENTER

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

TO: DR. HUFF
BOARD OF SCHOOL TRUSTEES

FROM: BRANDON EAKINS *BE*

DATE: OCTOBER 20, 2025

RE: DONATION APPROVAL - EACC

Marson International LLC has donated \$1,000.00 (Gold Level) for our Sponsorship program. The purpose of this program is an effort to assure students enrolled in EACC educational programming will not have an obligation to pay for college credit and/or industry certification. Proceeds from sponsorships will also be used by the EACC to support student organizations and associated activities.

Gold Level sponsorship recognition includes:

- EACC bi-monthly newsletter-distributed to over 3,000 community partners
- EACC National Technical Honors Society and Awards Recognition flyers- distributed to over 1,000 guests for two events in the spring
- EACC Course Description Guides – over 1,000 hard copies are distributed annually to be utilized by families and counselors to inform placement decisions

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:

Marson International LLC
Attn: Joyce Borger
3630 Manchester Dr
Elkhart, IN 46514

Grant Approvals to Board of School Trustees - 10/28/2025

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?
Perkins Reserve Grant	Indiana Commission for Higher Education	EACC	Brandon Eakins	\$150,000	Grant funds will be used to target outcomes identified with the new graduation requirements related to work-based learning and credential attainment.	The new diploma requirements place a strong emphasis on college and career readiness with a focus on credentials and work-based learning. If awarded, we will place a strong emphasis on program outreach related to work-based learning through the EACC and the level of preparation provided. Additionally, our health science pathways would be strengthened if our students had access to dual enrollment course offering and funds would be used to offset those expenses.	\$70,000 for marketing and outreach materials, \$80,000 for contracted services related to dual enrollments.	11/15/2025
Biomedical Science, Engineering, Computer Science	Project Lead the Way	Elkhart High School	Phil Shults	\$45,000	To continue current implementation and expand program opportunities to students. Phil Shults (Executive Principal) and David Bird (SoS ETI Principal) will manage the grant.	The grant funds will be used to support STEM programs aligned to student pathways and learning opportunities.	Core Training - \$6,600 Training Stipends off Contract Hours - \$6,000 Professional Development Plans - \$8,000 Course-Specific Registration Fees - \$7,200 Materials and Supplies - \$17,200	11/15/2025





HUMAN RESOURCES

ELKHART COMMUNITY SCHOOLS

TO: DR. LARRY HUFF
FROM: MS. MAGGIE LOZANO
DATE: OCTOBER 28, 2025

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **New Certified Staff** – We recommend the approval of five (5) new certified staff for the 2025-26 school year.
- b. **Separation** - We report the separation of one (1) employee.

CLASSIFIED

- a. **New Classified Staff** – We recommend four (4) new classified staff for employment in the 2025-26 school year.
- b. **Substitute Teachers** – We recommend the employment of ten (10) substitute teachers for the 2025-26 school year.
- c. **Claims** – We recommend the employment of three (3) employees for the 2025-26 school year.
- d. **Separation** – We report the separation of eight (8) employees.



DISTRICT COUNSEL/
CHIEF OF STAFF

ELKHART
COMMUNITY SCHOOLS

For Final Consideration

TO: BOARD OF SCHOOL TRUSTEES

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

DATE: OCTOBER 28, 2025

CONTRACTS RECOMMENDED FOR BOARD APPROVAL

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
Network Solutions	DJ Rhoades	Recommendation to approve purchase of maintenance coverage for the following district hardware: wireless controller, security camera servers, phone system router, standard networking switches, and core networking switches.	Operations	\$27,845.02
Geo-Comm Inc.	Jamie Snyder	Recommendation to approve agreement with Geo-Comm Inc. Geo-Comm will build digital maps (indoor and outdoor) for emergency responders, 9-1-1 dispatch operations, and school safety systems.	Half paid through Secured Schools Safety Grant and the other half through Operations	\$129,568

WDT/crr

Cc: Dr. Larry Huff, Superintendent



DISTRICT COUNSEL/
CHIEF OF STAFF

ELKHART
COMMUNITY SCHOOLS

For First Consideration

TO: BOARD OF SCHOOL TRUSTEES

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

DATE: OCTOBER 24, 2025

RE: CONTRACTS RECOMMENDED FOR BOARD APPROVAL

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
Beable Education, Inc.	Brandon Eakins	Recommendation to approve Partnership Proposal with Beable Education, Inc. Beable "World of Work" curriculum will be made available to participating districts for use at the 5th or 6 th grade level depending on local needs. World of Work is an individualized online platform that integrates literacy development with career exploration. Introducing students to career pathways at this stage fosters more meaningful engagement in later grades and lays the foundation for immersive experience using VR headsets.	Community Foundation of Elkhart County (CFEC) Grant and the Perkins Grant	\$65,000

WDT/crr

Cc: Dr. Larry Huff, Superintendent

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 10/3/2025 1:02:38 PM

Ordinance / Resolution Number:

Be it ordained/resolved by the **Elkhart Community Schools** that for the expenses of **ELKHART COMMUNITY SCHOOL CORPORATION** for the year ending December 31, **2026** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **ELKHART COMMUNITY SCHOOL CORPORATION**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Elkhart Community Schools**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Elkhart Community Schools	School Board	10/28/2025

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	RAINY DAY	\$3,750,000	\$0	0.0000
0180	DEBT SERVICE	\$15,663,799	\$14,900,000	0.3413
0186	SCHOOL PENSION DEBT	\$3,118,338	\$2,200,000	0.0504
0287	REFERENDUM DEBT FUND - EXEMPT CAPITAL - POST 2009	\$1,379,000	\$1,300,000	0.0256
3101	EDUCATION	\$97,954,661	\$0	0.0000
3300	OPERATIONS	\$49,365,179	\$42,000,000	0.9620
		\$171,230,977	\$60,400,000	1.3793

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 10/3/2025 1:02:38 PM

Name		Signature
Troy E. Scott	Aye ☐ Nay ☐ Abstain ☐	
Douglas K. Weaver	Aye ☐ Nay ☐ Abstain ☐	
Kellie L. Mullins	Aye ☐ Nay ☐ Abstain ☐	
Anne M. VonDerVellen	Aye ☐ Nay ☐ Abstain ☐	
Michael A. Burnett	Aye ☐ Nay ☐ Abstain ☐	
Eric Ivory	Aye ☐ Nay ☐ Abstain ☐	
Dacey S. Davis	Aye ☐ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature
Kellie L. Mullins	Secretary	

In accordance with IC 6-1.1-17-16(k), we state our intent to issuse debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

RESOLUTION TO ADOPT A SCHOOL BUS REPLACEMENT PLAN
Budget Year 2026

This resolution is adopted by the Board of Trustees of the School Corporation below:

School Corporation Name:	Elkhart Community Schools
County:	Elkhart County

WHEREAS, a School Bus Replacement Plan has been established; and

WHEREAS, the Board of Trustees is required under IC 20-40-18-9 to adopt a plan for the School Bus Replacement Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan date and place below:

Meeting Date:	October 14, 2025
Meeting Location:	2720 California Road, Elkhart Indiana 46514

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "School Bus Replacement Plan" this resolution, and is adopted as the Board of Trustees' Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-9.

Adoption Date:	October 28, 2025
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AYE

NAY

Attest: _____

Secretary of Board of School Trustees

RESOLUTION TO ADOPT THE CAPITAL PROJECTS FUND PLAN
Budget Year 2026

This resolution is adopted by the Board of Trustees of the School Corporation below:

School Corporation Name:	Elkhart Community Schools
County:	Elkhart County

WHEREAS, A Capital Projects Plan has been established; and

WHEREAS, the Board of Trustees is required under IC 20-40-18-6 to adopt a plan for the Capital Projects Plan;
and

WHEREAS, the Board of Trustees held a public hearing on the plan date and place below:

Meeting Date:	October 14, 2025
Meeting Location:	2720 California Road, Elkhart Indiana 46514

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "2026 Capital Projects Plan" this resolution, and is adopted as the Board of Trustees' Plan with respect to the Capital Projects Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-6.

Adoption Date: October 28, 2025

AYE

NAY

Attest:

[illegible]

**RESOLUTION TO TRANSFER AMOUNTS FROM EDUCATION FUND
TO THE OPERATIONS FUND**

WHEREAS, the Board of School Trustees is the governing body of Elkhart Community School Corporation, Elkhart County, Indiana, and

WHEREAS, HB 1009 required the governing body of each school corporation to establish an Education Fund for the payment of expenses allocated to student instruction and learning under IC 20-42.5, and

WHEREAS, HB 1009 required the governing body of each school corporation to establish an Operations Fund for the payment of expenses that are not allocated to student instruction and learning under IC 20-42.5, and

WHEREAS, HB 1009 requires that tuition support distributions be received in the Education Fund.

THEREFORE BE IT RESOLVED, the Board of School Trustees authorizes the Chief Financial Officer of the Elkhart Community School Corporation to transfer \$1,000,000 per month beginning with January 2026 from the Education Fund to the Operations Fund, not to exceed \$9,000,000 of total transfers in the 2026 budget year. To reimburse the Operations Fund for expenses not allocated to student instruction and learning under IC 20-42.5. This transfer shall be made each month no earlier than the date of receipt of Tuition Support from the Indiana Department of Education and no later than the final day of the month such tuition support is received.

THEREFORE BE IT RESOLVED, the Board of School Trustees authorizes the Chief Financial Officer of the Elkhart Community School Corporation to suspend the aforementioned transfer in a particular month at the direction of the Superintendent as the need arises, effective upon passage.

Passed and adopted this 28th day of October, 2025.

AYE

NAY

ATTEST:

Secretary, Board of School Trustees

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

RESOLUTION TO REDUCE PROPOSED BUDGET

- (Reduces total budget estimate, Budget Form 4B, Line 5)
(Reduces necessary expenditures, July 1 – Dec 31, Budget Form 4B, Line 5)
(Reduces Operating Balance, Budget Form 4B, Line 18)
(Reduces Net Amount to be Raised, Budget Form 4B, Line 11)
(Reduces Property Tax Rate, Budget Form 4B)

WHEREAS, it may be necessary to make reductions in certain existing appropriations, and reductions in the proposed budget estimate, operating balance, net amount to be raised, and /or net tax rates, and

WHEREAS, the exact amount of such reductions will be determined through the budget approval process conducted by the Indiana Department of Local Government Finance.

NOW, THEREFORE, BE IT RESOLVED:

- (1) The Chief Financial Officer is authorized to reduce the appropriate lines on Budget Form 4B determined to be necessary through the DLGF budget approval process
- (2) Said reductions are understood to modify figures and amounts referenced in other budget documents, including Budget Form 3 (Notice to Tax Payers), and Budget Form 4 (Resolution for Appropriations and Tax Rates).
- (3) The Chief Financial Officer is directed to report on the amount of reduction(s) at a regular meeting of the Board of School Trustees.

ADOPTED THIS 28TH DAY OF OCTOBER, 2025.

AYE

NAY

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

BOARD OF SCHOOL TRUSTEES, ELKHART COMMUNITY SCHOOLS

ATTEST: _____, Secretary
Board of School Trustees, Elkhart Community Schools

Resolution for Tax Anticipation Warrant

Let this Resolution serve as notice for the Elkhart Community School Board intentions for a Tax Anticipation Warrant in Budget Year 2026, in accordance with IC 20-48-1-9, for Elkhart School Corporation. It is estimated that the Warrant will cost approximately \$150,000 in interest expense. Final borrowing and interest amounts will be determined by the Indiana Bond Bank at the time of transaction.

This resolution was duly made, seconded, and adopted this 28th Day of October 2025.

_____ Board President

_____ Board Vice President

_____ Board Member

_____ Board Member

_____ Board Member

_____ Board Member

_____ Board Member

_____ Attest: Board Secretary

Board of School Trustees, Elkhart Community Schools

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

TAX NEUTRALITY RESOLUTIONS

WHEREAS, the School Pension Debt Service Fund has been established for the purpose of budgeting principal and interest payments on the pension bond debt authorized under Indiana Code 20-48-1-2,

WHEREAS, Elkhart Community Schools issued debt pursuant to Indiana Code 20-48-1-2 in June 2006;

WHEREAS, Indiana Code 20-48-1-2 provides that a School Corporation shall reduce the total property tax levy for its Operations Fund in an amount equal to the debt service levy approved for the School Pension Debt Service Fund;

WHEREAS, the Indiana Department of Local Government Finance will determine the total property tax levy reduction amount necessary for the 2026 budget over the course of its budget review process;

THEREFORE, BE IT RESOLVED BY THE BOARD OF SCHOOL TRUSTEES OF ELKHART COMMUNITY SCHOOLS that the Chief Financial Officer is authorized to apply the tax neutrality reduction required under Indiana law to the Operations Fund with the amount to be reported to the Board of School Trustees after it has been approved.

ADOPTED THIS 28TH DAY OF OCTOBER, 2025.

AYE

NAY

BOARD OF SCHOOL TRUSTEES, ELKHART COMMUNITY SCHOOLS

ATTEST: _____, Secretary
Board of School Trustees, Elkhart Community Schools

resolutnsbr

ACCOUNT BALANCES/INVESTMENT DETAIL
September 2025

CASH:

Petty Cash	\$	500.00
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BANK ACCOUNTS:

Everwise Credit Union	\$	3,027,341.56
Lake City Bank – Accounts Payable		(1,724,224.71)
Lake City Bank – Payroll Account		(12,466.28)
Lake City Bank – Flex Account		84,625.33
Lake City Bank – Merchant Account		-
Lake City Bank – Prepaid Lunch		105,443.92
Lake City Bank – Deposit Account		19,116,906.22

INVESTMENTS:

Certificate of Deposit		-
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	\$	20,598,126.04
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MONTHLY FINANCIAL UPDATE

Ronda Ross, CPA

Board Meeting

10/28/2025

REVENUE Adjustment - Education Fund

	<u>1782 Budget</u>	<u>Adj. Budget</u>
<i>Receipts</i>		
1000 - Local Sources	2,405,000	1,248,286
2000 - Intermediate Srcs	500	500
3000 - State Sources	97,225,000	91,878,107
4000 - Federal Sources	-	-
5000 - Other Financing Sources		
6000 - Other	-	-
Total Receipts	99,630,500	93,126,893
Total Expenses	90,585,364	90,585,364
Transfers to Operations	9,000,000	9,000,000
Total Expenses + Transfers	99,585,364	99,585,364
Net Revenue (Expense)	45,136	(6,458,471)
Expected Overspend	(2,550,644)	(2,550,644)
Revised Net Revenue (Expense)	(2,505,508)	(9,009,115)
Beginning Cash Balance	3,110,489	3,110,489
Projected Cash Balance	\$604,981	-\$5,898,626

→ Deficit due to lost revenue

→ Deficit due to overspend beyond original budgeted expenditures. Highly likely we will need to seek additional appropriations / spending authority.

MONTHLY EXPENDITURES - Education Fund

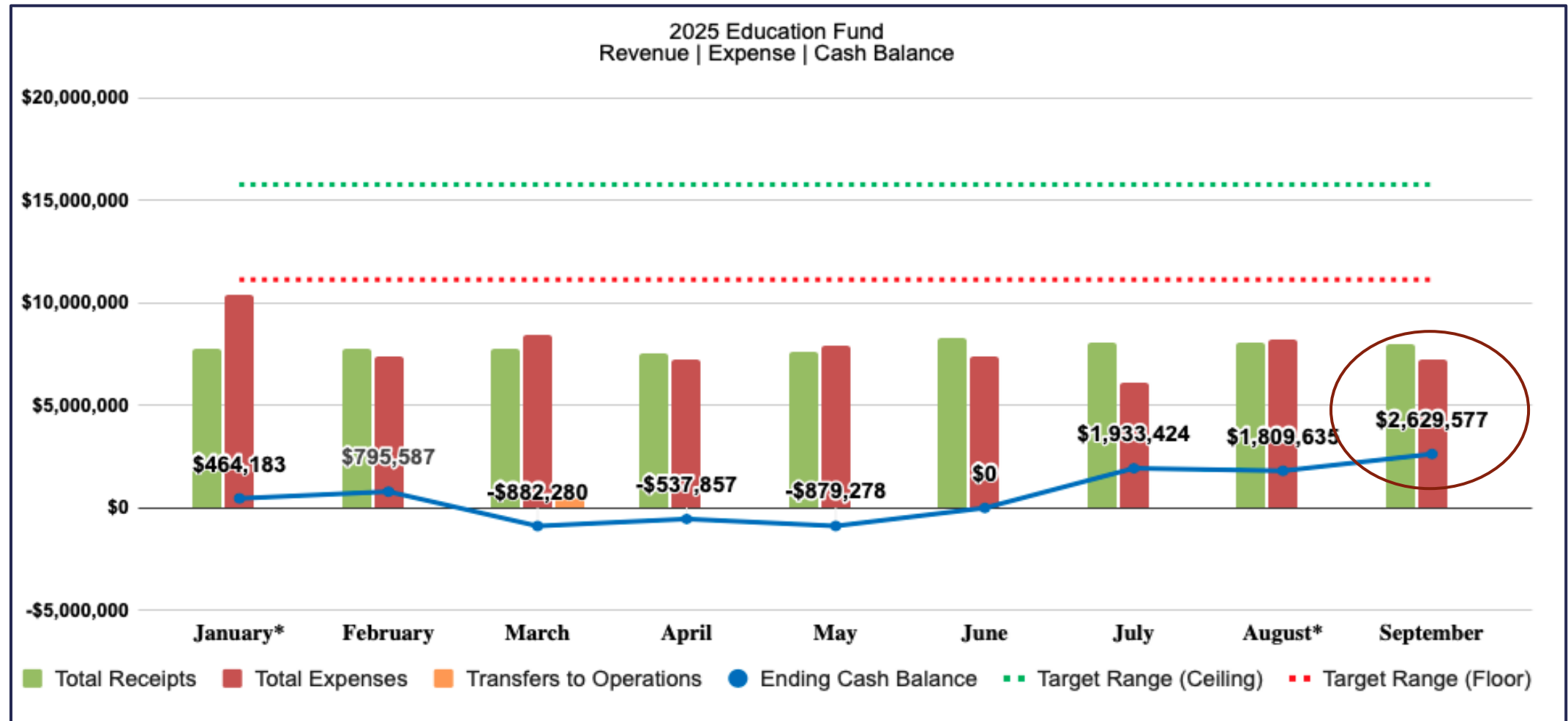
<i>Total Receipts</i>	8,025,659	70,855,096
<i>Expenses</i>		
100 - Wages	5,147,344	50,999,242
200 - Benefits	1,617,499	15,294,795
300 - Professional Svcs	19,405	1,021,831
400 - Purchased Property Svcs		-
500 - Other Purchased Svcs	3,038	450,900
600 - Supplies	75,136	477,689
600 - Curricular Materials	327,525	420,447
700 - Property		-
800 - Other	11,770	20,679
900 - Transfers	4,000	1,650,426
<i>Total Expenses</i>	7,205,717	70,336,008
<i>Net Revenue (Expense)</i>	819,942	519,088
<i>Ending Cash Balance</i>	2,629,577	

Not as good as it looks.

Cash balance would be negative if we had made the scheduled transfers to the Operations Fund.

We still may have to make a transfer (smaller than planned) to help balance the Operations fund a year-end.

CASH FLOW - Education Fund

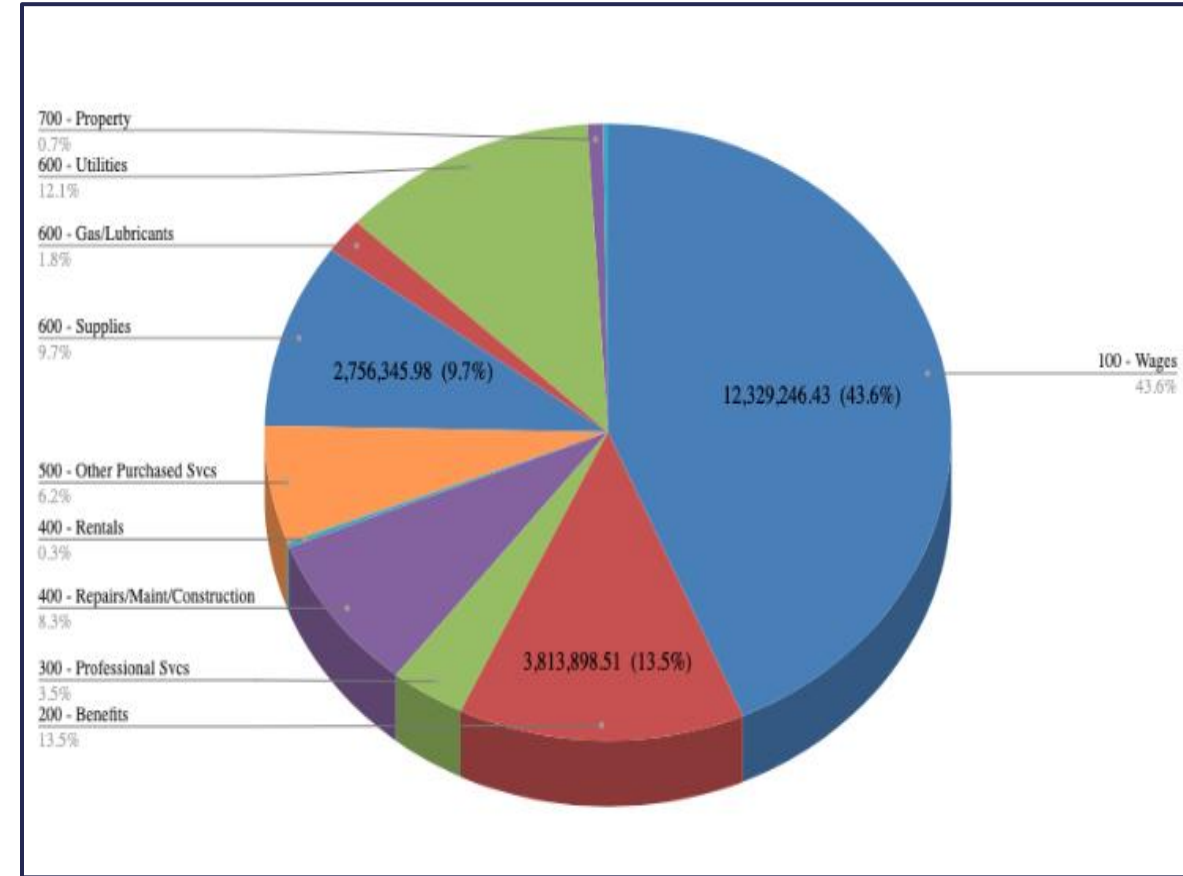


EXPENDITURES - Operations Fund

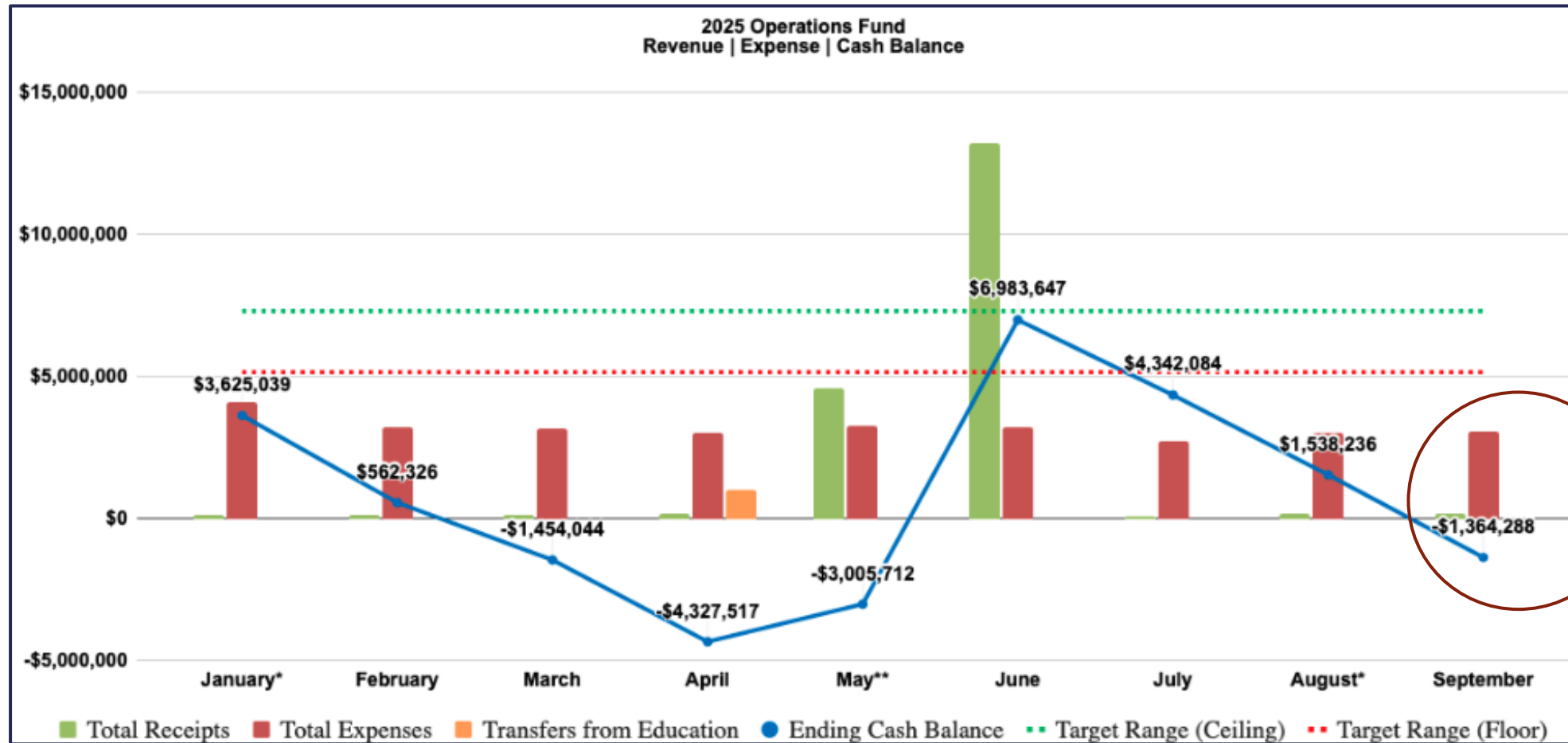
September 2025

Total Expenditures To-Date (%)

	September	Total	Remaining Budget	Remaining %age
Expenses				
100 - Wages	1,391,709.68	12,329,246.43	4,959,753.57	29%
200 - Benefits	443,140.15	3,813,898.51	1,602,995.49	30%
300 - Professional Svcs	53,199.65	998,653.53	1,084,178.79	52%
400 - Repairs/Maint/Construction	162,529.03	2,357,236.90	1,328,641.41	36%
400 - Rentals	13,027.01	71,568.65	(5,568.65)	-8%
500 - Other Purchased Svcs	25,119.93	1,744,761.60	944,495.59	35%
600 - Supplies	311,471.19	2,756,345.98	2,678,178.17	49%
600 - Gas/Lubricants	50,633.94	521,081.39	423,918.61	45%
600 - Utilities	625,551.43	3,428,238.71	816,761.29	19%
700 - Property		206,323.31	(145,347.62)	-238%
800 - Other	3,030.30	67,015.54	46,446.46	41%
900 - Transfers	2,000.00	465,462.64	411,603.02	47%
Total Expenses	3,081,412.31	28,759,833.19	14,146,056.13	33%
Net Revenue (Expense)	(2,902,524.22)	(8,938,074.73)		
Ending Cash Balance	(1,364,287.86)			



CASH FLOW - Operations Fund

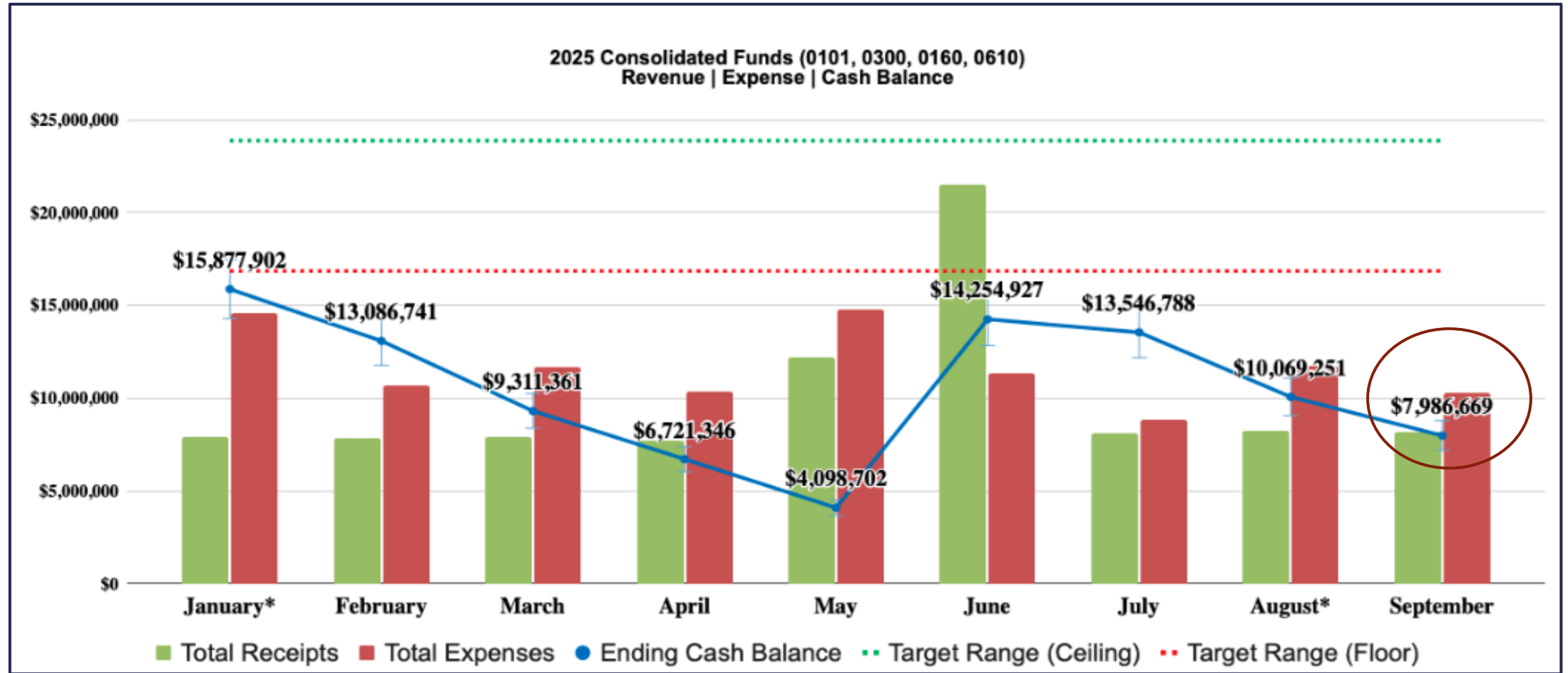


RAINY DAY FUND

Beginning Cash Balance	\$7,983,412
Transfer to Ed. Fund (June 2025)	-712,412
Sp. Ed. Purchased Services	-549,900
Ending Cash Balance	\$6,721,100



CASH FLOW - Consolidated Funds*



* Education, Operations, Oper. Ref. & Rainy Day

CASH FLOW - Projections*

	2023	2024	2025	2026
Beginning Cash Balance	27,290.7	24,212.1	14,581.8	3,991.1
<u>Cash Inflow</u>				
Revenues	117,403.1	119,590.1	118,837.5	120,074.2
Transfer In	9,953.8	9,636.7	9,836.2	-
Total Cash Inflow	127,356.9	129,226.8	128,673.6	120,074.2
<u>Cash Outflow</u>				
Expenditures	(118,065.6)	(128,088.9)	(131,700.4)	(134,069.1)
Transfer Out	(12,369.8)	(10,768.2)	(7,563.9)	(4,105.7)
Total Cash Outflow	(130,435.4)	(138,857.1)	(139,264.3)	(138,174.8)
Surplus (Deficit)	(3,078.5)	(9,630.4)	(10,590.7)	(18,100.6)
Ending Cash Balance	24,212.1	14,581.8	3,991.1	(14,109.5)
Ending Cash Balance + Rainy Day	33,003.3	22,565.5	10,712.4	(7,388.1)

* Education, Operations & Rainy Day _ Projected as of September 30, 2025.

SAVINGS Initiatives

- Curriculum - ending some contracts, negotiations of better pricing
- Administration and Building Level - staff reductions
- Assessment and Right Sizing of some Added Pay and Extended Contract Allocations
- Overtime and Comp. Time controls
- Timeclock Software
- Food Services Management Contract - Chartwells
- Special Education - significant recuperation of support costs
- Contract Review Cycle - ensure contract value
- **District Footprint/Consolidation Assessment**





SAVINGS Initiatives

Savings Initiatives	Estimated Savings (25-26)	Notes
Curriculum Savings	\$390,000	(1) Solution Tree was not renewed, this curriculum served K-12; (2) Mastery Connect curriculum discontinued
Reduced Central Office & Building Level staff costs	\$575,000	September 24 vs. September 25 payroll
Added Pays / Extended Contract Reviews	\$71,403	August - September 2024 vs. 2025 payroll
Overtime/Comp Time Controls (Secretaries, Transportation, Nurses)	\$50,188	August - September 2024 vs. 2025 payroll
VEBA Forfeiture Dollars re-allocated to district	\$290,000	District and employee groups receive a pro-rata share of the re-allocation.
Sub Pay	\$130,177	August - September 2024 vs. 2025 payroll
Excess Cost Applications	\$500,000	Recuperating some costs of providing support for students with disabilities
Utility Costs	\$80,000	Installation of LED light fixtures in middle schools and then other buildings.
TOTAL	\$2,048,805	



INSURANCE UPDATE

Ronda Ross, CPA

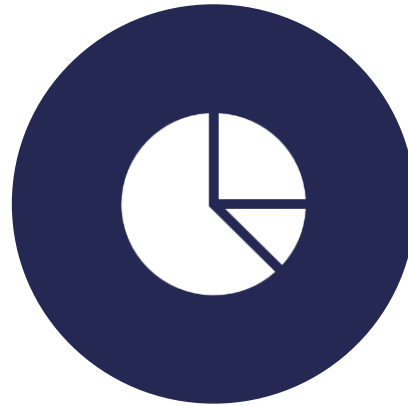
Board Meeting

10/28/2025

INSURANCE PLAN UPDATE



EXPLORING EXPANDED
ANTHEM NETWORK



82.9%
LOSS RATIO



EXPLORING
PARTNERSHIPS TO
ENHANCE OUR CLAIMS
PROCESSING

INSURANCE PLAN UPDATE

- For September, our plan expenses were less than the plan premiums. Leading lower loss ratio.
- Overall, the **plan is performing better** at this point in time over last year.

Loss Ratio Comparison Year To Date

	2024	2025
January	112.5	68.9
February	101	84.6
March	58	67.3
April	88.8	75.6
May	128.7	105.1
June	104.6	48.3
July	145.8	115.2
August	111.7	107.5
September	82.3	73.2
Loss Ratio	103.7	82.9

2024 vs. 2025

