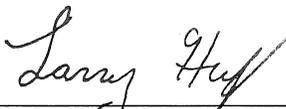


PUBLIC WORK SESSION  
OF THE  
BOARD OF SCHOOL TRUSTEES  
Elkhart Community Schools  
Elkhart, Indiana

**NOTICE OF MEETING CANCELLATION**

Date: Tuesday, January 13, 2026  
Time: 5:00 p.m.  
Location: J.C. Rice Educational Services Center  
2720 California Road  
Elkhart, Indiana 46514

  
\_\_\_\_\_  
Superintendent of Schools

Posted and electronically delivered  
to News Media on Wednesday,  
January 7, 2026 and electronically  
delivered to Board Members and School  
Attorney on Friday,  
January 9, 2026.

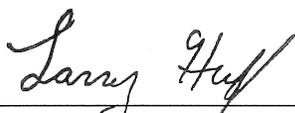
MEETING  
OF THE  
BOARD OF SCHOOL TRUSTEES  
Elkhart Community Schools  
Elkhart, Indiana

**NOTICE OF MEETING TIME CHANGE**

Date: Tuesday, January 13, 2026

Time: Immediately following Board of School Trustees  
Annual Meeting of the Board of Finance

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

  
\_\_\_\_\_  
Superintendent of Schools

Posted and electronically delivered  
to News Media on Wednesday,  
January 7, 2026 and electronically  
delivered to Board Members and School  
Attorney on Friday, January 9, 2026.

NOTICE OF ORGANIZATIONAL MEETING

OF THE

BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana

Date: Tuesday, January 13, 2026

Time: 6:00 p.m.

Purpose: Organizational Meeting

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



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Superintendent of Schools

Posted and electronically delivered  
to News Media on Wednesday,  
January 7, 2026 and electronically  
delivered to Board Members and School  
Attorney on Friday, January 9, 2026.

NOTICE OF ANNUAL MEETING

OF THE

BOARD OF FINANCE

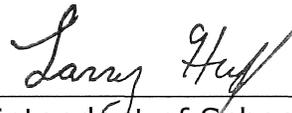
Elkhart Community Schools  
Elkhart, Indiana

Date: Tuesday, January 13, 2026

Time: Immediately following Board of School Trustees  
Organizational Meeting

Purpose: Organizational Meeting

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



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Superintendent of Schools

Posted and electronically delivered  
to News Media on Wednesday,  
January 7, 2026 and electronically  
delivered to Board Members and School  
Attorney on Friday, January 9, 2026.

NOTICE OF EXECUTIVE SESSION  
OF THE  
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana

Date: Tuesday, January 27, 2026

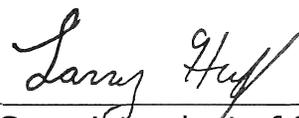
Time: 9:00 a.m.

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

(6) With respect to any individual over whom the governing body has jurisdiction.

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

Location: ETHOS Innovation Center  
1025 North Michigan Street  
Elkhart, Indiana 46514



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Superintendent of Schools

Posted and electronically delivered to News Media on Wednesday, January 7, 2026, and electronically delivered to Board Members and School Attorney on Friday, January 9, 2026.

ELKHART COMMUNITY SCHOOLS  
BOARD OF SCHOOL TRUSTEES  
Elkhart, Indiana

Organizational Meeting

January 13, 2026

**Agenda**

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



**UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT**

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

**Indiana Code 35-44-1-3**

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

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

1. **Name and Address of Public Servant Submitting Statement:** Dacey Davis

2510 Stark Avenue, Elkhart, IN 46517

2. **Title or Position with Governmental Entity:** \_\_\_\_\_

Board of School Trustees

3. a. **Governmental Entity:** Elkhart Community Schools

b. **County:** Elkhart

4. **This statement is submitted (check one):**

a.  as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or

b.  as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.

5. **Name(s) of Contractor(s) or Vendor(s):** \_\_\_\_\_

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

Employee Fringe Benefit Packages





## UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT

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

### Indiana Code 35-44-1-3

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

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

1. **Name and Address of Public Servant Submitting Statement:** Troy E. Scott  
30564 Raintree Drive, Elkhart, IN 46514
2. **Title or Position with Governmental Entity:** Board of School Trustees
3. a. **Governmental Entity:** Elkhart Community Schools  
b. **County:** Elkhart
4. **This statement is submitted (check one):**
  - a.  as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or
  - b.  as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.
5. **Name(s) of Contractor(s) or Vendor(s):** \_\_\_\_\_  
\_\_\_\_\_
6. **Description(s) of Contract(s) or Purchase(s)** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable. Dates required if 4(a) is selected above. If "dependent" is involved, provide dependent's name and relationship):  
Employee Fringe Benefit Packages  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_





**UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT**

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

**Indiana Code 35-44-1-3**

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

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

1. **Name and Address of Public Servant Submitting Statement:** Douglas K. Weaver

56004 Jayne Drive, Elkhart, IN 46514

2. **Title or Position with Governmental Entity:** \_\_\_\_\_

Board of School Trustees

3. a. **Governmental Entity:** Elkhart Community Schools

b. **County:** Elkhart

4. **This statement is submitted (check one):**

a.  as a "single transaction" disclosure statement, as to my financial interest in a specific contract or purchase connected with the governmental entity which I serve, proposed to be made by the governmental entity with or from a particular contractor or vendor; or

b.  as an "annual" disclosure statement, as to my financial interest connected with any contracts or purchases of the governmental entity which I serve, which are made on an ongoing basis with or from particular contractors or vendors.

5. **Name(s) of Contractor(s) or Vendor(s):** \_\_\_\_\_

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

Employee Fringe Benefit Packages



**ELKHART COMMUNITY SCHOOLS**  
**Elkhart, Indiana**

**January 2026 Resolution of the Board of School Trustees of**  
**Elkhart Community Schools**

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

- 1) The Treasurer of Elkhart Community Schools (ECS), IC 20-26-4(c), shall be Ronda Ross, effective from appointment date to appointment date.
- 2) The Deputy Treasurer of Elkhart Community Schools, IC 20-26-4(c), shall be Erica Purvis, effective from appointment date to appointment date.
- 3) The copy fee for records obtained through the Secretary to the Board of School Trustees of Elkhart Community Schools for the year of 2026 shall be ten (10) cents per page.
- 4) The officers and members of the Board of Finance shall be the same as the officers and members of the Board of School Trustees, with the ability for an alternate member to be named.
- 5) The Board of School Trustees compensation for 2026 shall not exceed: \$2,000.00 per year IC 20-26-4-7 (1); and a per diem rate not to exceed the rate approved for members of the board of school commissioners (Indianapolis Public Schools) under IC 20-25-3-3(d) for attendance at each special meeting as determined by the board.
- 6) The Cash Management Provider for 2026 shall be Lake City Bank.
- 7) The ECS School Board shall appoint Barnes & Thornburg as Legal Counsel.
- 8) The Elkhart Truth and Goshen News shall be designated for 2026 for the advertisement of legal Notices to the public.
- 9) Mileage rate reimbursement shall be the IRS rate effective January 1, 2026 of \$0.725 per mile.
- 10) The Board approves the Bond amounts as follows:

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

ADOPTED: January 13, 2026

\_\_\_\_\_  
President

\_\_\_\_\_  
Member

\_\_\_\_\_  
Vice President

\_\_\_\_\_  
Member

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

ATTEST:

\_\_\_\_\_  
Secretary, Board of School Trustees

ELKHART COMMUNITY SCHOOLS  
BOARD OF SCHOOL TRUSTEES  
Elkhart, Indiana

Board of Finance Annual Meeting

January 13, 2026

**AGENDA**

1. Call to Order
2. Adoption of Resolution

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

3. Review 2025 Investment History and Investment Policy as stipulated in I.C. 5-13-7-7.
4. Financial Indicators
5. Adjournment

**ELKHART COMMUNITY SCHOOLS  
2025  
INVESTMENT HISTORY**

<b>Investment Date</b>	<b>Maturity Date</b>	<b>Interest Rate</b>	<b>Institution</b>	<b>Principal</b>	<b>Interest</b>
----------------------------	--------------------------	--------------------------	--------------------	------------------	-----------------

\*No investment activity during 2025

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

#### 6144 - **INVESTMENT INCOME**

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

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

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

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

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

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

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

#### © Neola 2013

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



BUSINESS OFFICE

\*\*\*\*\*

**ELKHART**  
COMMUNITY SCHOOLS

**TO:** Dr. Huff and Board of School Trustees  
**FROM:** Ronda Ross  
**DATE:** 1/13/2026  
**RE:** Fiscal Indicators Review (2024)

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House Enrolled Act 1315 (2018) established the Fiscal and Qualitative Indicators Committee under the direction of the state's Distressed Unit Appeal Board (DUAB). From June to October 2018, the committee held public hearings and meetings to develop indicators to evaluate the financial condition of school corporations.

Indiana Code 5-13-7-8 requires the Superintendent or designee to provide a report to the Board of Finance assessing the school corporation's financial condition using the state's Fiscal Indicators as a reference. The information attached to this cover memo satisfies this requirement. **The interactive link to the Fiscal Indicators Dashboard may be found [here](#).**

Elkhart Community Schools has experienced a sustained trend of declining enrollment and has not adequately adjusted staffing levels in proportion to these annual reductions. Although Federal ESSER funding may have mitigated the impact temporarily from approximately 2020 to 2024, the resultant strain on cash balances is now clearly evident. The calendar year 2024 data, as highlighted in this Fiscal Indicator report, indicates not only a state of deficit spending but also a rapid depletion of available cash balances. Therefore, prompt and strategically sound staffing adjustments are imperative to ensure both short-term stability and long-term fiscal sustainability.

**Attachments:** Fiscal Indicators Charts

RR/sn

# ELKHART COMMUNITY SCHOOL CORPORATION



## 2305

2720 California Rd, Elkhart, IN, 46514

<http://www.elkhart.k12.in.us/>

School audit reports can be found [HERE](#)

2024-25 Fall Student Count (ADM):

**10,566.6**

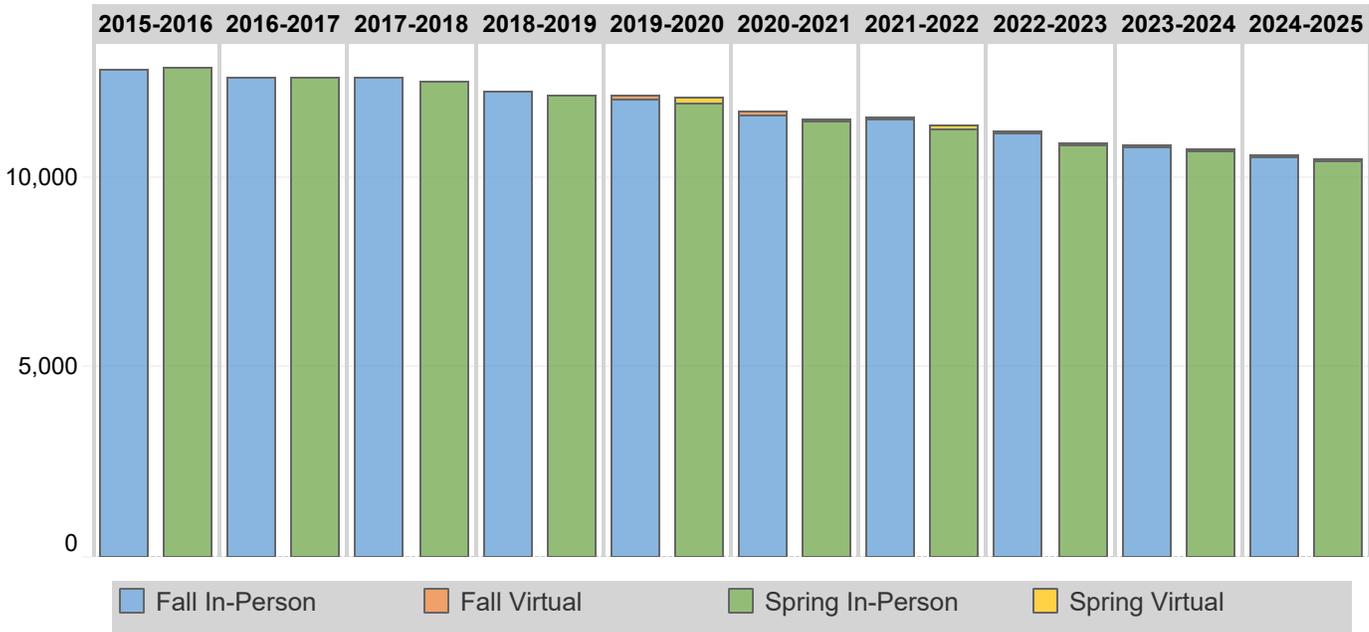
2025 Net Assessed Value:

**\$4,850,994,514**

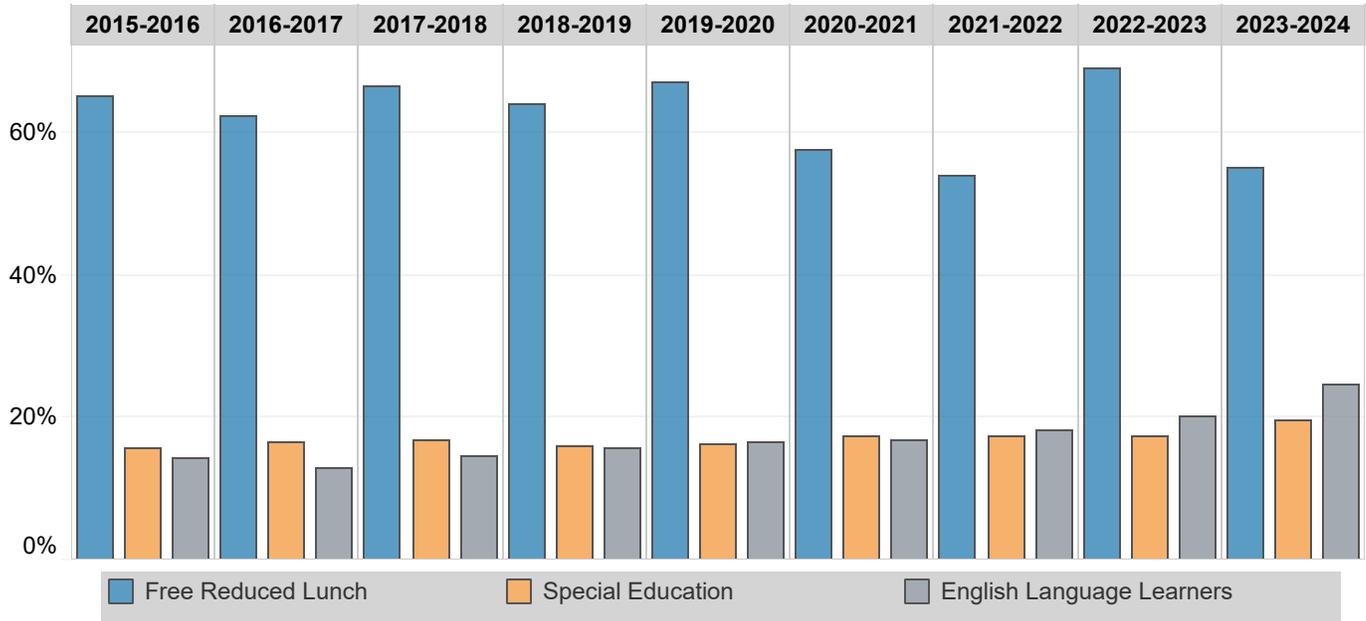
Estimated Population

**76,190**

### Average Daily Membership

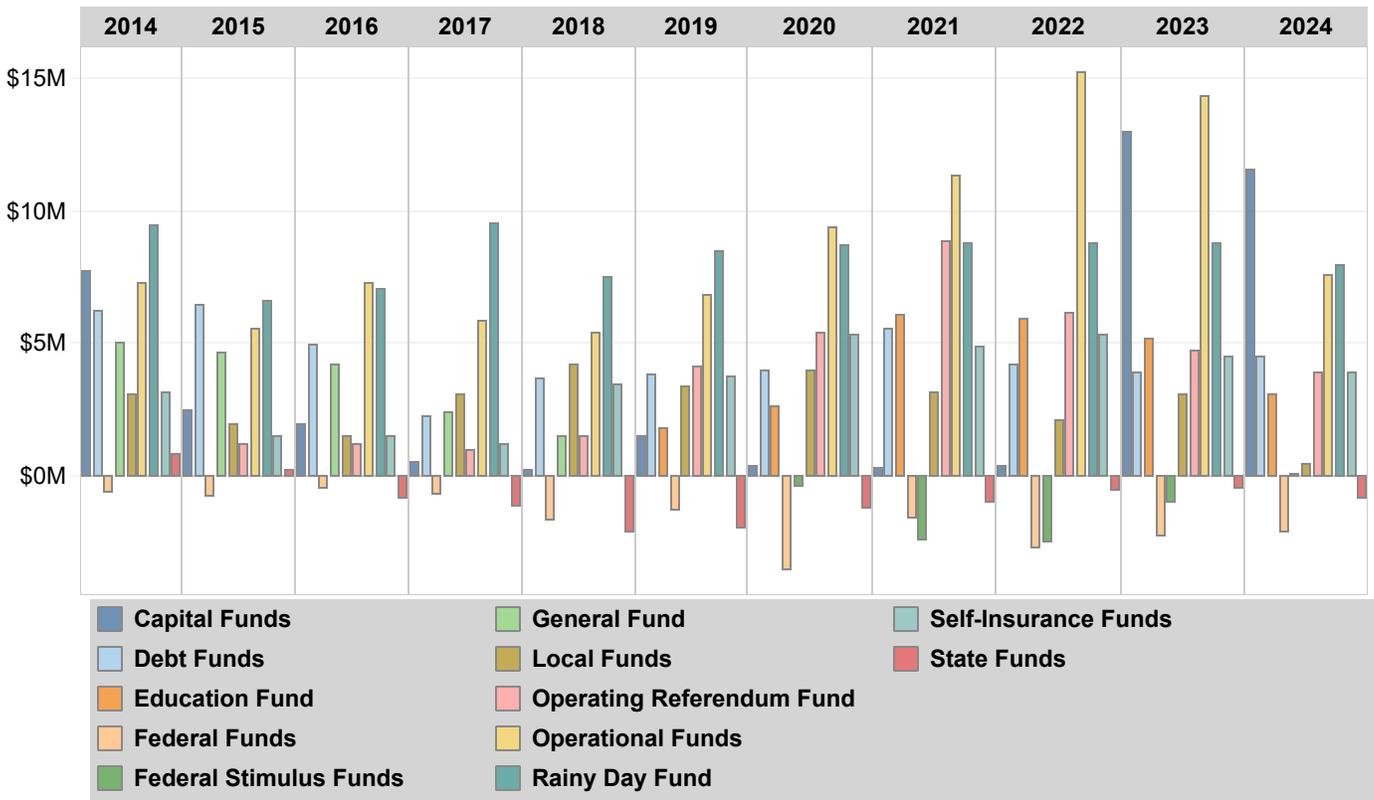


# Demographics



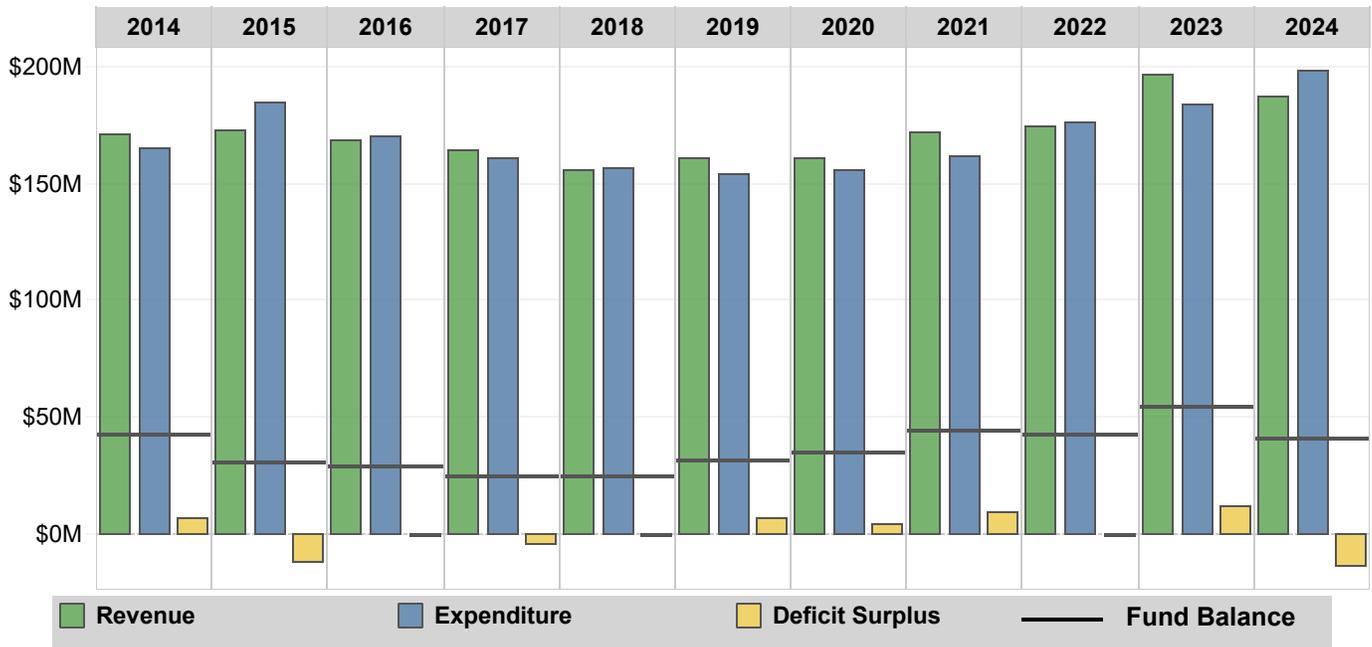
# Fund Balances

Classification v Sum  
Classification

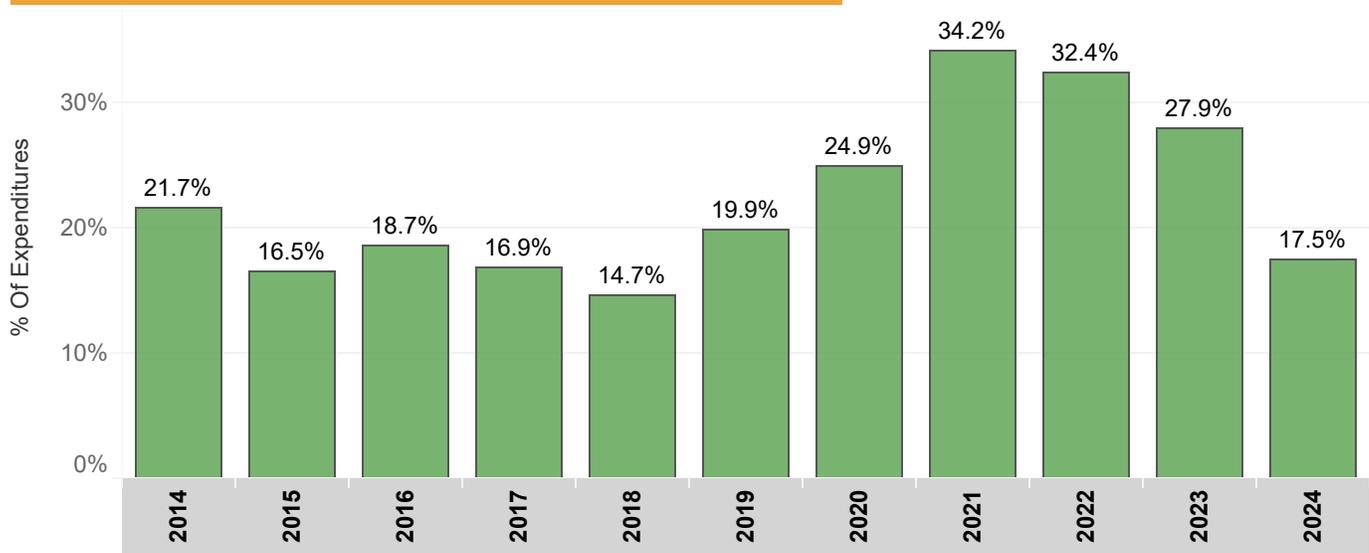


## Annual Deficit / Surplus

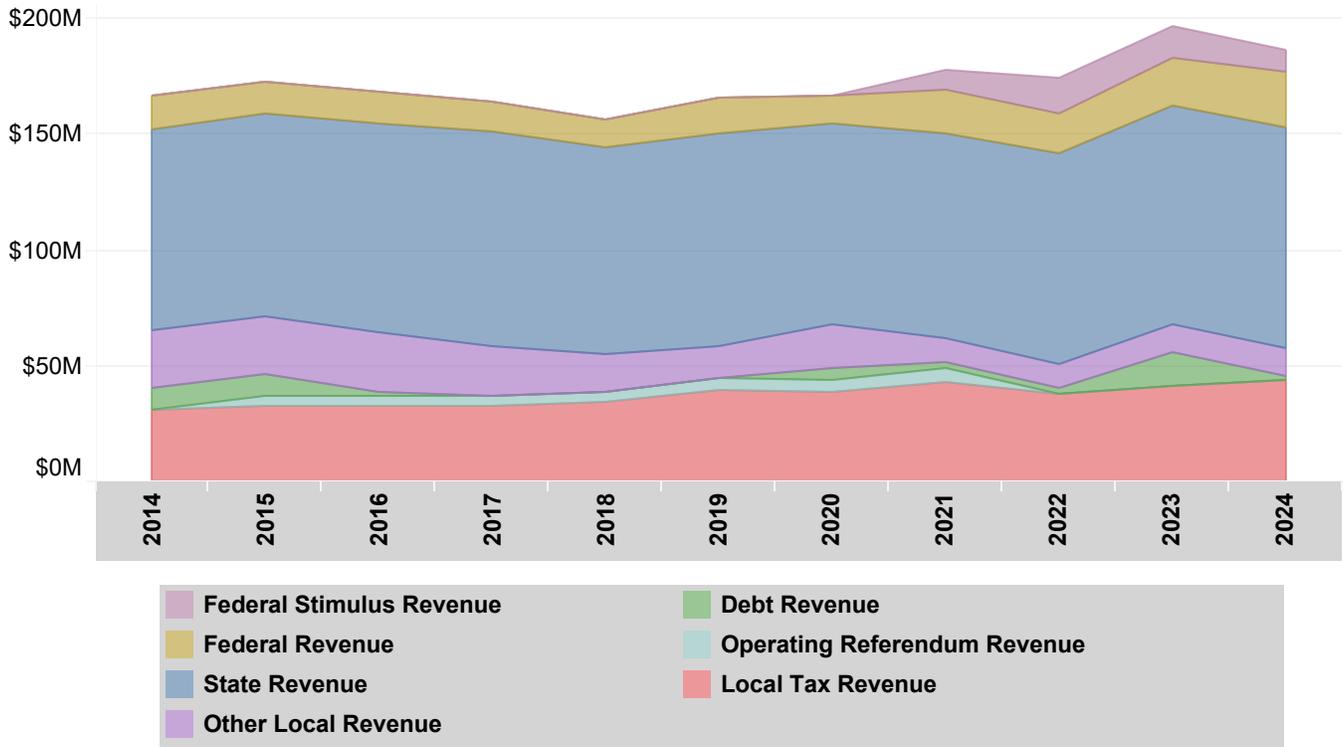
Fund Classification  
All



## Fund Balance as a Percent of Expenditures

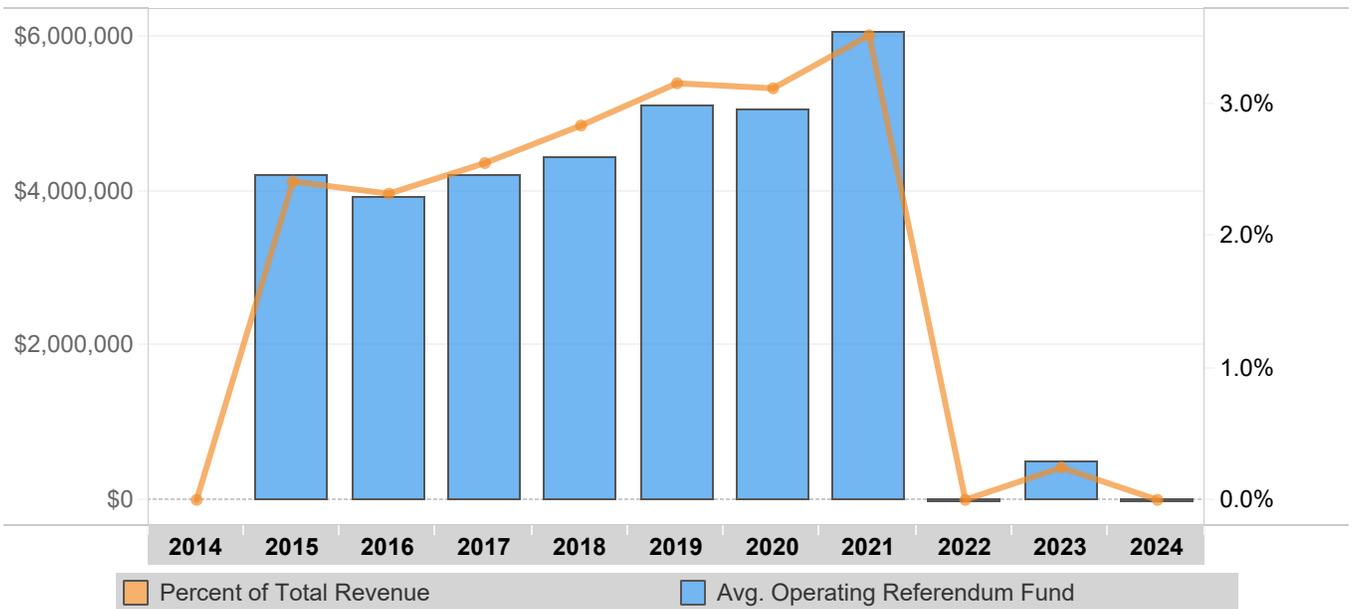


## Revenue by Type



## Operating Referendum Revenue

Fund Classification  
All



**For More Information:**

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

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

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

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

For technical problems, questions or feedback about the Indicators Dashboard, please contact

[indicators@duab.in.gov](mailto:indicators@duab.in.gov).

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

AGENDA FOR  
BOARD OF SCHOOL TRUSTEES  
REGULAR MEETING

Elkhart Community Schools  
Elkhart, Indiana

January 13, 2026

CALENDAR

Jan	13	6:00 p.m.	Organizational Meeting, J.C. Rice Educational Services Center
Jan	13	Immediately Following	Finance Meeting, J.C. Rice Educational Services Center
Jan	13	Immediately Following	Regular Board Meeting, J.C. Rice Educational Services Center
Jan	27	9:00 a.m.	Executive Session Board Retreat, ETHOS Innovation Center
Jan	27	5:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Jan	27	6:00 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. NAMING OF THE NEW SUPERINTENDENT
- E. PUBLIC COMMENT
- F. Resolution – The administration seeks approval of a Resolution Preliminarily Approving 2026A District-wide Elementary School Facility Renovations and Equipping Update Project and 2026B District-wide Secondary School Facility Renovations and Equipping Update Project.
- G. ELKHART HIGH SCHOOL FRESHMAN DIVISION REPORT
- H. ELKHART HIGH SCHOOL (10-12 CAMPUS) REPORT
- I. EXCELLENCE OF ELKHART
- J. CONSENT ITEMS:
  - Minutes – December 16, 2025 – Regular Board Meeting
  - Claims
  - Fundraisers
  - Extra-Curricular Purchases
  - Gift Acceptances
  - Overnight Trip Requests
  - Grants
  - Personnel Report

K. OLD BUSINESS

Contracts – The administration presents contracts for final consideration.

- Crowe, LLP
- Barnes & Thornburg, LLP
- University of Notre Dame du Lac
- Professional Benefit Administrators, Inc.
- City of Elkhart
- AllOne Health Well, LLC
- Soliant Health, LLC

L. NEW BUSINESS

Contracts – The administration presents contracts for initial consideration.

- AdTec
- enFocus (The administration is requesting to waive second reading for this contract.)

Board Policies – The administration presents proposed revisions to the following Board policies for initial consideration:

- Board Policy 3220.01C – Teacher Appreciation Grants
- Board Policy 3413S – Support Staff Working Hours, Compensatory Time, and Overtime
- Board Policy 6700 – Fair Labor Standards Act (“FLSA”)

Resolution – The administration recommends approval of a resolution authorizing an incentive for eligible certified staff to give notice of their intent to retire from employment with Elkhart Community Schools on or before March 1, 2026.

Resolution – The administration recommends approval of a Resolution authorizing supplemental payments to teachers in excess of the salary specified in the school corporation’s compensation plan, who are providing instruction to students beyond the normal load expected of teachers.

Consolidation Update

M. INFORMATION AND PROPOSALS

From Superintendent and Staff

From Board

N. ADJOURNMENT

**RESOLUTIONS OF THE BOARD OF SCHOOL TRUSTEES OF THE ELKHART  
COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA, TAKING ACTIONS  
REGARDING A PROPOSED FIRST AMENDMENT TO LEASE AND APPROVING  
THE ISSUANCE OF BONDS BY THE ELKHART COMMUNITY SCHOOL BUILDING  
CORPORATION AND MATTERS RELATED THERETO**

**(2026A DISTRICT-WIDE ELEMENTARY SCHOOL FACILITY  
RENOVATION AND EQUIPPING UPDATE PROJECT  
AND  
2026B DISTRICT-WIDE SECONDARY SCHOOL FACILITY  
RENOVATION AND EQUIPPING UPDATE PROJECT)**

WHEREAS, the Elkhart Community Schools, Elkhart County, Indiana (the “School Corporation”), operates as a public school corporation under the provisions of Indiana Code 20-26, as amended; and

WHEREAS, the Board of School Trustees of the School Corporation (the “Board”) has previously investigated the need to undertake (A)(1) certain renovation and facility improvement, equipping and land improvement and/or acquisition projects at all or any of the existing elementary schools operated by the School Corporation, including, but not limited to, all or any portion of the (a) repair, replacement and/or update of all or any portion of the existing heating and air conditioning, electrical and/or plumbing systems, (b) repair, restoration and/or replacement of all or any portion of the existing roofs and gutters, (c) interior renovation throughout all or any portion of any such buildings, including, but not limited to, renovation of all or any of the existing restrooms, replacement of all or any portion of the interior lighting system, replacement of all or any portion of the existing floor covering, painting, replacement of the existing ceiling, replacement of the existing classroom casework and installation of new lockers in all or any portion of such buildings, (d) installation of an upgraded public address system, (e) replacement and/or upgrade of equipment and furnishings throughout all or a portion of any such buildings, and (f) related site improvements and parking lot improvements, (2) the acquisition and/or installation of equipment to be used by the School Corporation, (3) other miscellaneous facility renovation, equipping acquisition and/or land acquisition projects throughout the geographical boundaries of the School Corporation, and (4) all projects related to any of the projects described in any of clauses (A)(1) through and including (A)(3), and all costs related thereto (clauses (A)(1) through and including (A)(4), collectively, the “2026A District-Wide Elementary School Facility Renovation and Equipping Update Project”), and (B)(1) certain renovation and facility improvement, equipping and land improvement and/or acquisition projects at all or any of the existing secondary schools operated by the School Corporation, including, but not limited to, all or any portion of the (a) repair, replacement and/or update of all or any portion of the existing heating and air conditioning, electrical and/or plumbing systems, (b) repair, restoration and/or replacement of all or any portion of the existing roofs and gutters, (c) interior renovation throughout all or any portion of any such buildings, including, but not limited to, renovation of all or any of the existing restrooms, replacement of all or any portion of the interior lighting system, replacement of all or any portion of the existing floor covering, painting, replacement of the existing ceiling, replacement of the existing classroom casework and installation of new lockers in all or any portion of such buildings, (d) installation of an upgraded public address system, (e) replacement and/or upgrade of equipment and furnishings throughout

all or a portion of any such buildings, and (f) related site improvements and parking lot improvements, (2) the acquisition and/or installation of equipment to be used by the School Corporation, (3) other miscellaneous facility renovation, equipping acquisition and/or land acquisition projects throughout the geographical boundaries of the School Corporation, and (4) all projects related to any of the projects described in any of clauses (B)(1) through and including (B)(3), and all costs related thereto (clauses (B)(1) through and including (B)(4), collectively, the “2026B District-Wide Secondary School Facility Renovation and Equipping Update Project”) (the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project and the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project, collectively, the “2026A&B Projects”); and

WHEREAS, the Board now finds that a need exists for all or a portion of each of the 2026A&B Projects and the School Corporation cannot provide the necessary funds to pay the costs of such facilities to meet such needs; and

WHEREAS, the Elkhart Community School Building Corporation (the “Building Corporation”) was incorporated to assist the School Corporation in financing, from time to time, the construction and renovation of school facilities to be operated by the School Corporation, including each of the 2026A&B Projects; and

WHEREAS, it is deemed desirable to proceed with the necessary negotiations and all other steps looking toward the completion of each of the 2026A&B Projects; and

WHEREAS, there have been prepared drawings, plans, specifications and estimates for the costs of each of the 2026A&B Projects; and

WHEREAS, said drawings, plans and specifications will be submitted to the agencies designated by law to pass on plans and specifications for such buildings, and the estimates for the costs of each of the 2026A&B Projects have been submitted to and now meet with the approval of this Board; and

WHEREAS, it now appears to this Board that said drawings, plans, specifications and estimates provide for necessary school facilities; and

WHEREAS, the Board now desires, to the extent permitted by law, to take all of the necessary steps to enter into an amendment to an existing lease with the Building Corporation for all or any portion of the facilities operated or to be operated by the School Corporation, pursuant to which the Building Corporation and the School Corporation will finance all or any portion of either or both of the 2026A&B Projects; and

WHEREAS, the School Corporation has previously entered into a Lease, dated as of March 24, 2020 (the “Original Lease”), as amended and supplemented by an Addendum to Lease, dated as of October 15, 2020 (the “Addendum to Lease”) (the Original Lease, as amended by the Addendum to Lease, the “Lease”), each of which is by and between the Building Corporation (as assignee of the Elkhart Community Schools Building Corporation), as lessor, and the School Corporation, as lessee; and

WHEREAS, there has been prepared and previously submitted to the members of the Board a proposed form of a First Amendment to the Lease and related addenda (the “First Amendment to Lease”) by and between the Building Corporation, as lessor, and the School Corporation, as lessee, for the lease of all or any portion of the premises currently subject to the Lease (the “Premises”); and

WHEREAS, pursuant to Indiana Code §20-26-7-37, as amended, if this Board proposes to construct, repair or alter a school building at a cost of more than One Million Dollars (\$1,000,000.00) that would be financed by a lease agreement, issuing bonds or any other available method, it must hold a public hearing at which explanations of the potential value of the proposed project to the School Corporation and the community shall be given, and at which interested parties may present testimony and ask questions; and

WHEREAS, the Board expects to pay for certain costs of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project (collectively, the “2026A Expenditures”) prior to the issuance of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project Bonds (as hereinafter defined), and to reimburse the 2026A Expenditures with the proceeds received by the School Corporation upon the issuance of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project Bonds; and

WHEREAS, the Board desires to declare its intent to reimburse the 2026A Expenditures pursuant to Treas. Reg. §1.150-2 and Indiana Code §5-1-14-6(c), each as amended, with all or a portion of the proceeds of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project Bonds; and

WHEREAS, the Board expects to pay for certain costs of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project (collectively, the “2026B Expenditures”) prior to the issuance of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project Bonds (as hereinafter defined), and to reimburse the 2026B Expenditures with the proceeds received by the School Corporation upon the issuance of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project Bonds; and

WHEREAS, the Board desires to declare its intent to reimburse the 2026B Expenditures pursuant to Treas. Reg. §1.150-2 and Indiana Code §5-1-14-6(c), each as amended, with all or a portion of the proceeds of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project Bonds; and

WHEREAS, in accordance with Indiana Code §6-1.1-20-0.5, as amended, the Board desires to determine that to the extent the School Corporation receives any donations or gifts that may be used to pay for all or a portion of any of the costs of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project, the Board pledges to use any such donations or gifts for such purpose except to the extent that the Board determines that such donations or gifts may, or are required to, be used for other purposes; and

WHEREAS, in accordance with Indiana Code §6-1.1-20-0.5, as amended, the Board desires to determine that to the extent the School Corporation receives any donations or gifts that may be used to pay for all or a portion of any of the costs of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project, the Board pledges to use any such donations or gifts for such purpose except to the extent that the Board determines that such donations or gifts may, or are required to, be used for other purposes

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SCHOOL TRUSTEES OF THE ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA, that:

Section 1. Need exists for each of the 2026A&B Projects, and neither of any of the 2026A&B Projects can be provided from any funds currently, or expected to be, available to the School Corporation, excluding any donations or gifts to be provided to the School Corporation for either or both of the 2026A&B Projects. This Board shall proceed to take such steps as may be necessary to secure (1) the extension of the ownership by the Building Corporation of all or any portion of the Premises, (2) the payment of all costs of all or any portion of either or both of the 2026A&B Projects and all of the costs associated therewith by the Building Corporation and the School Corporation, (3) the reimbursement of improvements made by the School Corporation to all or any portion of the Premises since the Premises have been owned by the Building Corporation, and (4) the commencement of, or continued, leasing of all or any portion of the Premises by the Building Corporation to the School Corporation as provided by Indiana Code 20-47-3 and Indiana Code 20-47-4, each as amended.

Section 2. To the extent the School Corporation receives any donations or gifts that may be used to pay for all or a portion of any of the costs of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project, the Board hereby pledges in accordance with Indiana Code §6-1.1-20-0.5, as amended, to use any such donations or gifts for such purpose except to the extent that the Board determines that such donations or gifts may, or are required to, be used for other purposes.

Section 3. To the extent the School Corporation receives any donations or gifts that may be used to pay for all or a portion of any of the costs of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project, the Board hereby pledges in accordance with Indiana Code §6-1.1-20-0.5, as amended, to use any such donations or gifts for such purpose except to the extent that the Board determines that such donations or gifts may, or are required to, be used for other purposes.

Section 4. It is hereby determined to be proper and in the public interest to re-approve the incorporation of the Building Corporation for the purpose of financing, constructing, renovating, expanding and equipping certain school facilities and leasing the same to the School Corporation, including each of the 2026A&B Projects.

Section 5. The Board hereby re-approves the Articles of Incorporation of the Building Corporation, the Code of By-Laws of the Building Corporation and the appointment David C. Bonfiglio, Mark T. Mow and Jeffery Bliler to act as the current Directors of the Building Corporation and to serve a term (unless the Director resigns, is removed or dies) of one year or until a successor is appointed and qualified.

Section 6. Each of the 2026A&B Projects is in the public interest of the patrons of the School Corporation and is a proper public purpose for which this Board agrees to cooperate with the Building Corporation and assist it in fulfilling the requirements of all agencies, including the federal, state and city governments.

Section 7. Pursuant to the applicable laws of the State of Indiana, the Building Corporation, being duly organized to conduct business, may (a) issue, sell and deliver its first mortgage bonds in or one more series in order to finance a portion of the costs of the extension of the ownership by the Building Corporation of the Premises and of the reimbursement of the School Corporation of improvements made to the Premises since it has been owned by the Building Corporation and all or any portion of the costs of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project and all costs associated therewith (collectively the “2026A District-Wide Elementary School Facility Renovation and Equipping Update Project Bonds”) pursuant to the applicable laws of the State of Indiana, with a maximum term not to exceed twenty (20) calendar years after the issuance of each series of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project Bonds, and in an original aggregate principal amount not to exceed \$6,865,000, (b) issue, sell and deliver its first mortgage bonds in or one more series in order to finance a portion of the costs of the extension of the ownership by the Building Corporation of the Premises and of the reimbursement of the School Corporation of improvements made to the Premises since it has been owned by the Building Corporation and all or any portion of the costs of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project and all costs associated therewith (collectively the “2026B District-Wide Secondary School Facility Renovation and Equipping Update Project Bonds”) pursuant to the applicable laws of the State of Indiana, with a maximum term not to exceed twenty (20) calendar years after the issuance of each series of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project Bonds, and in an original aggregate principal amount not to exceed \$6,865,000, (c) encumber any real property or equipment acquired by it for the purpose of financing all or any portion of any of the 2026A&B Projects, and (d) enter into contracts for the sale of all or any portion of the 2026A&B Bonds and the acquisition, construction, renovation, expansion and equipping of said school facilities.

Section 8. Upon the redemption or retirement of all of the 2026A&B Bonds to be issued by the Building Corporation in connection with the financing of each of the 2026A&B Projects, the School Corporation will accept from the Building Corporation the Premises free and clear of all liens and encumbrances thereon.

Section 9. The School Corporation shall apply the proceeds received by the School Corporation from: (a) the extension of the Building Corporation’s ownership of all or any portion of the Premises and as reimbursement to the School Corporation of improvements made to the Premises since it has been owned by the Building Corporation in connection with the issuance of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project Bonds to the costs of all or a portion of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project not funded by the Building Corporation; and (b) the extension of the Building Corporation’s ownership of all or any portion of the Premises and as reimbursement to the School Corporation of improvements made to the Premises since it has been owned by the Building Corporation in connection with the issuance of the 2026B District-

Wide Secondary School Facility Renovation and Equipping Update Project Bonds to the costs of all or a portion of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project not funded by the Building Corporation.

Section 10. The terms and conditions of the proposed form of the First Amendment to Lease and the plans, drawings, specifications and estimates of each of the 2026A&B Projects are approved and agreed to as the basis for a hearing as required by law, and such hearing shall be held by this Board upon the necessity for the execution of the First Amendment to Lease and whether the lease rentals provided therein is a fair and reasonable rental for all or any portion of the Premises prior to the final determination of such questions so that this Board may determine whether to execute the First Amendment to Lease as now written or as modified hereafter by agreement of the parties prior to execution, and the President of the Board is hereby authorized to call said hearing to be held on February 24, 2026, at 6:00 p.m., local time, in the J.C. Rice Educational Services Center, which is located at 2720 California Road, Elkhart, Indiana 46514, or at such other date, time and location as determined by the Superintendent of the School Corporation (the “Superintendent”) or the Chief Financial Officer of the School Corporation (the “Chief Financial Officer”).

Section 11. Pursuant to Indiana Code §20-26-7-37, as amended, the Board authorizes the holding of a public hearing on February 24, 2026, at 6:00 p.m., local time, in the J.C. Rice Educational Services Center, which is located at 2720 California Road, Elkhart, Indiana 46514, or at such other date, time and location as determined by the Superintendent or the Chief Financial Officer, at which explanations of the potential value of each of the 2026A&B Projects to the School Corporation and the community shall be given, and at which interested parties may present testimony and questions.

Section 12. The Board hereby declares its official intent that, to the extent permitted by law, to (a) execute the First Amendment to Lease with the Building Corporation, (b) request the Building Corporation to issue the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project Bonds, in one or more series or issues, in the original aggregate principal amount not to exceed \$6,865,000, (c) request the Building Corporation to issue the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project Bonds, in one or more series or issues, in the original aggregate principal amount not to exceed \$6,865,000, (d) reimburse costs of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project consisting of the 2026A Expenditures from a portion of the proceeds of the sale of the 2026A District-Wide Elementary School Facility Renovation and Equipping Update Project Bonds, and (e) reimburse costs of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project consisting of the 2026B Expenditures from a portion of the proceeds of the sale of the 2026B District-Wide Secondary School Facility Renovation and Equipping Update Project Bonds.

Section 13. In connection with the issuance of each series of the 2026A&B Bonds, the Board hereby engages (a) Baker Tilly Municipal Advisors, LLC, to serve as the municipal advisor of the Building Corporation and the School Corporation for all series of the 2026A&B Bonds, and (b) Barnes & Thornburg LLP to serve as the bond counsel for all series of the 2026A&B Bonds.

Section 14. Any officer of the School Corporation, the Superintendent, the General Counsel of the School Corporation or the Chief Financial Officer be, and hereby is, authorized, empowered and directed, on behalf of the School Corporation to publish notices of said public hearings and to take any other action as such officer deems necessary or desirable to effectuate the foregoing resolutions, and any such publication or other actions heretofore made or taken be, and hereby are, ratified and approved.

PASSED AND ADOPTED this 13<sup>th</sup> day of January, 2026.

BOARD OF SCHOOL TRUSTEES OF  
THE ELKHART COMMUNITY SCHOOLS, ELKHART COUNTY, INDIANA

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ATTEST:

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Secretary of the Board of School Trustees



# Freshman Division Board Presentation



**JANUARY 13, 2026**



# *Elkhart Freshman Division*

## **EHS MISSION**

**EVERY STUDENT IS KNOWN BY NAME, CHALLENGED AND SUPPORTED BY HIGHLY EFFECTIVE STAFF, AND IN PARTNERSHIP WITH THE COMMUNITY, WILL GRADUATE CAREER/COLLEGE READY AND LIFE READY.**

## **EFD FOCUS**

- **RELATIONSHIPS**
- **ATTENDANCE**
- **INSTRUCTION AND ASSESSMENT**
- **PARENT COMMUNICATION**



# PSAT

## 2025 Math Scores

	Students Within Score Band
<b>120-450</b>	<b>541</b>
<b>460-500</b>	<b>58</b>
<b>510+</b>	<b>43</b>

## 2025 Read / Write Scores

	Students Within Score Band
<b>120-400</b>	<b>376</b>
<b>410-450</b>	<b>119</b>
<b>460+</b>	<b>147</b>

First time testing entire 9<sup>th</sup> Grade PSAT

# Semester 1

## On the Way to Pathways



Course	Credits Earned
Principles of Ed	45
Principles of HS	24
Principles of Culinary	84
Principles of Bus Mgt	47
PLTW BioMed	46
Project Based Learning	599

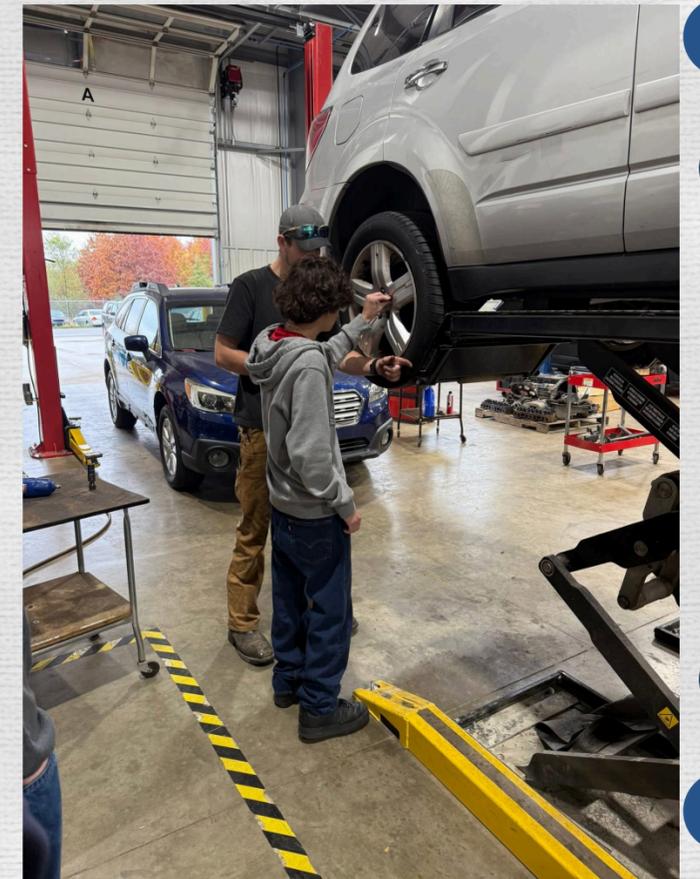
# Attendance Rate

	2025
August	93.53%
September	94.84%
October	93.27%
November	91.74%
December	92.29%
Semester Average	93.31%

# Preparing Students for Transitions



- **8<sup>th</sup> Grade visits to EFD - February**
- **Freshman visits to EACC**
- **Freshman visits to SoS Campus**
- **College visits**



# Athletics and Performing Arts

**EFD offers students opportunities to participate in athletics and performing arts as a feeder program to the SoS campus.**



# Activities and Clubs

**EFD students participate in a variety of extracurricular activities at the SoS campus, including Student Government, SSAC, and Theater.**



# Celebrating Students



- **Perfect Attendance**
- **Honor Roll**
- **PBIS**
- **ABC Celebration**
- **Students of the Month**
  - **EFD**
  - **Teacher**





# ELKHART HIGH SCHOOL

## *Board Presentation*

**JANUARY 13, 2026**



# THE ELKHART PROMISE

- ALL STUDENTS KNOWN BY NAME
- SUPPORTED AND CHALLENGED BY HIGHLY EFFECTIVE TEACHERS
- IN PARTNERSHIP WITH THE COMMUNITY
- STUDENTS WILL BE COLLEGE/CAREER READY AND LIFE READY

*Elkhart High School*

## EHS FOCUS

- RELATIONSHIPS
- ATTENDANCE
- INSTRUCTION AND ASSESSMENT
- PARENT COMMUNICATION



# Celebrating Last Year's Success



**95.1%**  
Graduation  
Rate

**795**  
Students  
Received  
Diplomas

**10,704**  
College Credits  
Earned

**83**  
Career &  
Technical  
Certifications

**\$2m**  
Annual savings to  
ECS families in  
College Credits  
Earned

*2024-25 School Year Results*

# PSAT Math Scores 2024 vs 2025

	9th	10th	11th
<b>120-450</b>	<b>541</b>	<b>535</b>	<b>464</b>
2024		599	517
<b>460-500</b>	<b>58</b>	<b>54</b>	<b>73</b>
2024		70	84
<b>510+</b>	<b>43</b>	<b>70</b>	<b>89</b>
2024		59	80

# PSAT Read / Write Scores 2024 vs 2025

	9th	10th	11th
<b>120-400</b>	<b>376</b>	<b>339</b>	<b>272</b>
2024		533	403
<b>410-450</b>	<b>119</b>	<b>101</b>	<b>107</b>
2024		91	124
<b>460+</b>	<b>147</b>	<b>219</b>	<b>247</b>
2024		104	154

# Semester 1 Credit Breakdown

Grade	Credits Earned
10th	4982
11th	4100
12th	3913

# Attendance Rate

	2025	2024
August	92%	93%
September	92%	91%
October	90%	89%
November	88%	89%
December	89%	86%
Semester Average	91%	89%

Semester 1	
EHS / 10th	92%
EHS / 11th	90%
EHS / 12th	88%

# Preparing Students for Transitions

- FAFSA Assistance
- College visits
- Job Fairs
- Direct Admit Days
- Latino Institute
- College Fairs
- Career Counseling
- Lunch and Learns



# 1st Semester College Credits

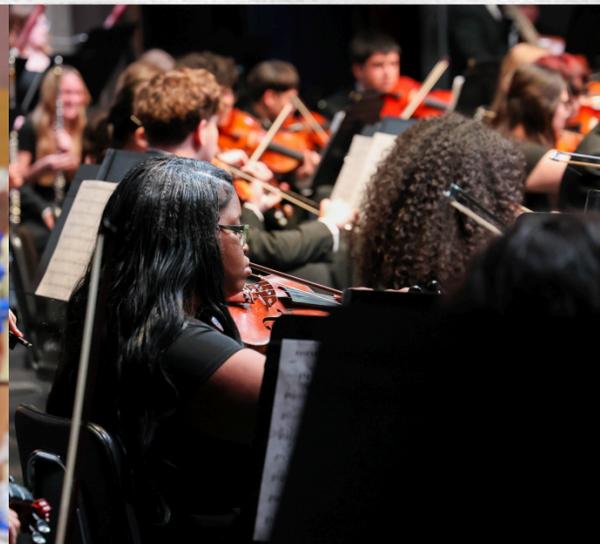
As we close out the first semester, **741** students enrolled in dual credit and ACP courses collectively earned **5,107** dual credits. These achievements represent more than **\$1 million** in tuition savings for EHS families.

Post Secondary Institution	Credits Earned	Cost per Credit Hour	Tuition Saved
Ball State	18	\$346	\$6,228
Indiana University	573	\$330	\$189,090
Ivy Tech Community College	4516	\$178.38	\$805,564.08



# *Athletics and Performing Arts*

**EHS offers a range of athletics and performing arts opportunities that allows for year-round participation and competition.**

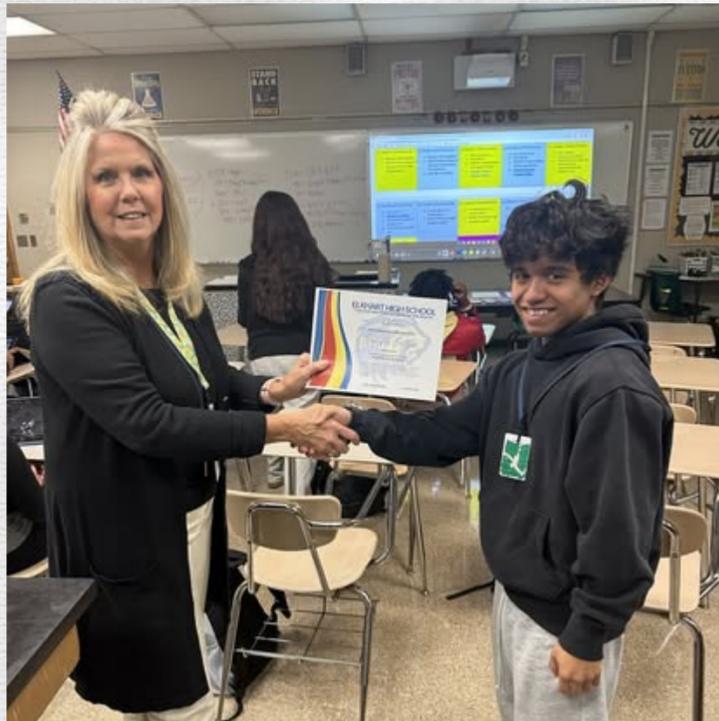


# Activities and Clubs

**EHS offers more than 25 diverse clubs that create high-quality social and leadership opportunities for students**



# Celebrating Students



- **Perfect Attendance**
- **Honor Roll**
- **PBIS**
- **ABC Celebration**
- **Students of the Month**
  - **SoS**
  - **EFD**
  - **Teacher**



# Jose Nava

Community Foundation  
Congratulates **Jose Nava**  
as a 2026 Elkhart County  
Lilly Endowment Community Scholar



*Lilly Endowment Community Scholar*

- **Four years full tuition, fees**
- **Stipend for books and equipment**
- **Any accredited college or university in Indiana**

# Excellence of Elkhart

*January 13, 2026*



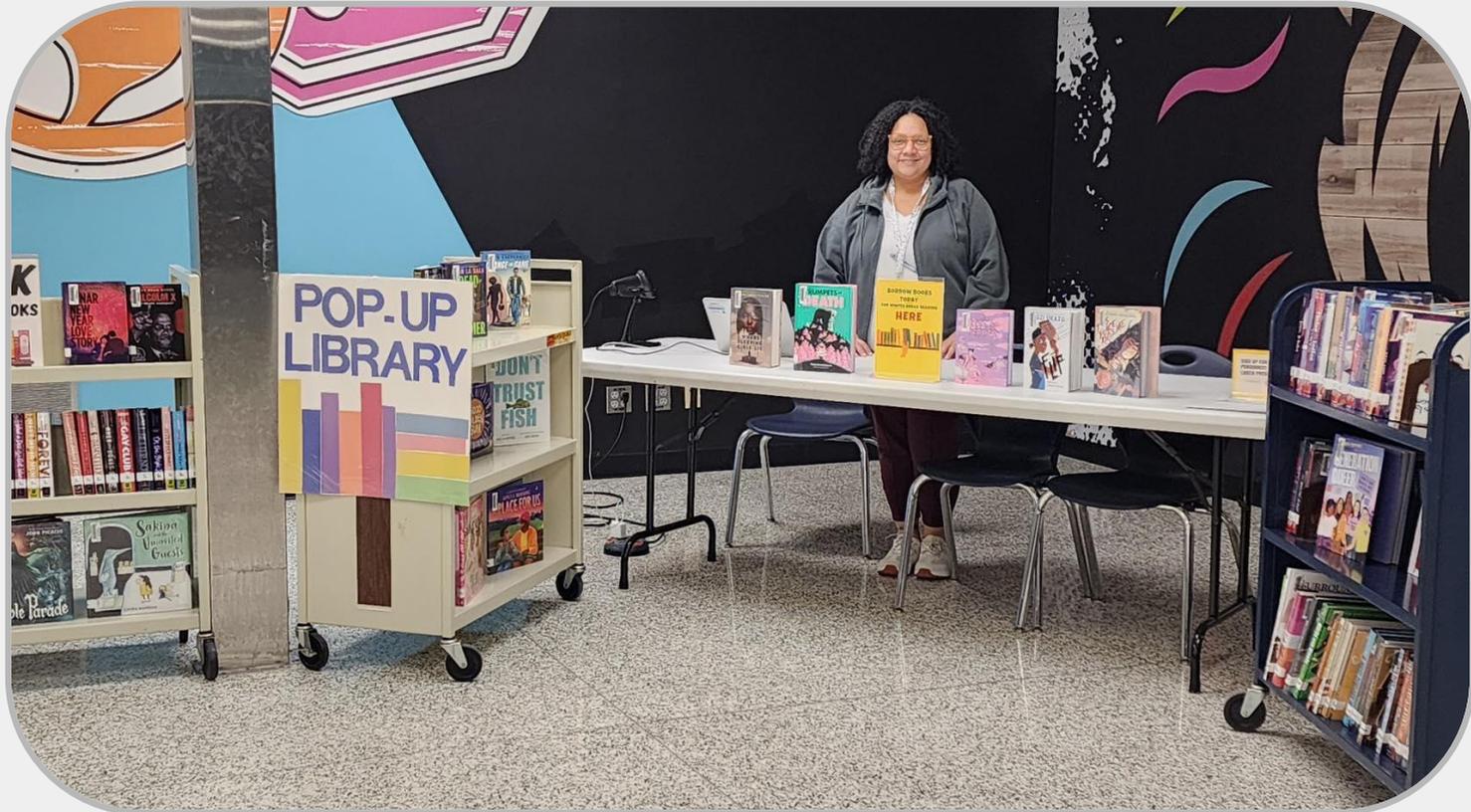
*Excellence of Elkhart*

ACADEMICS • ARTS • ATHLETICS



# ACADEMICS

## Pop Up Library





# ACADEMICS

## High School Stats



**95.1%**  
Graduation  
Rate

**795**  
Students  
Received  
Diplomas

**10,704**  
College Credits  
Earned

**83**  
Career &  
Technical  
Certifications

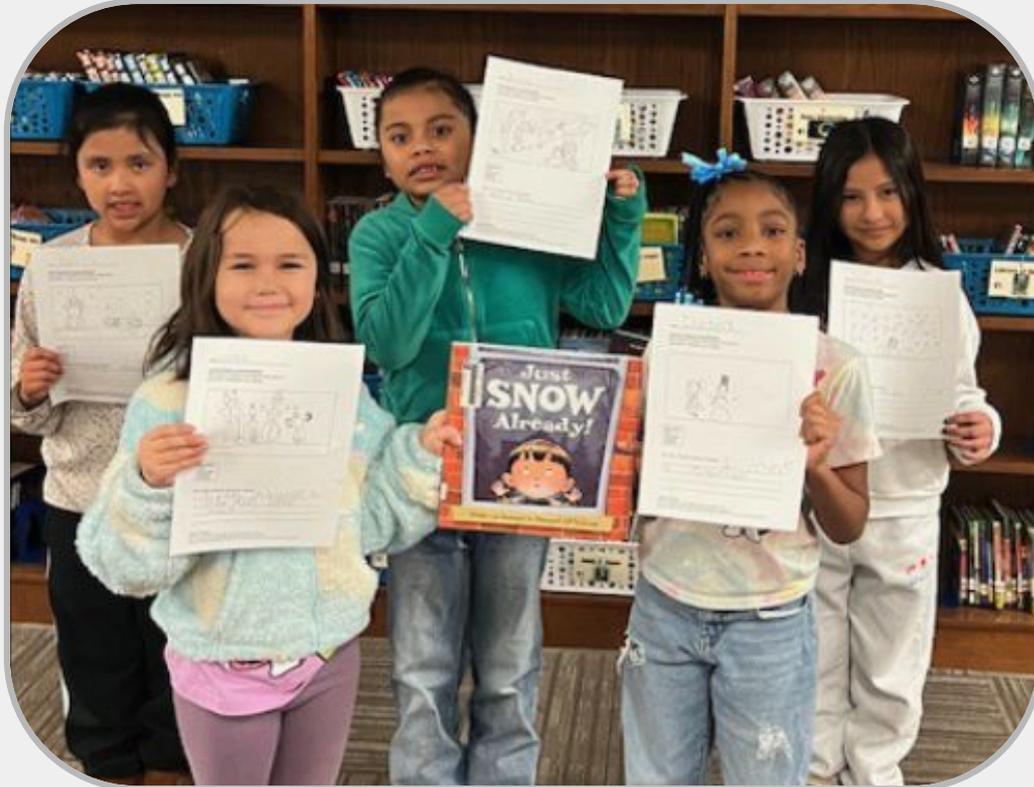
**\$2m**  
Annual savings to  
ECS families in  
College Credits  
Earned

*2024-25 School Year Results*



# ARTS

Just Snow Already!





# ARTS

## Wildcats on Broadway





# ATHLETICS

## EHS Girls Basketball



A group of girls basketball players in white uniforms with blue accents are celebrating on a wooden court. They are making 'L' hand gestures. The background shows a gymnasium with blue walls and a basketball hoop.

 62	35	
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**SEIFERT**  
SPORTS & RECREATION  
ROBERT W. HANCOCK CENTER

# FINAL!



# ATHLETICS

## Boys Swim



### BOYS SWIM FINAL

Elkhart 137 Marian 16

Elkhart 137 Washington 21

Elkhart 91 St Joe 84



# **FUTURE HAPPENINGS**

- **Jan 19: No School MLK Jr. Day**
- **Jan 22: Elementary Vex Robotics Competition**
- **Jan 25: Gentlemen & Scholars Spelling Bee**
- **Jan 31: Wind, Percussion, String Solo & Ensemble**

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



ElkhartCommunitySchools



Elkhartschools



Elkhart Community Schools



ParentSquare



MINUTES  
OF THE REGULAR MEETING  
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools  
Elkhart, Indiana

December 16, 2025

J.C. Rice Educational Services Center, 2720 California Road, Elkhart, Indiana 46514 – at 8:01 a.m.			Place/Time
Board Members Present:	Kellie L. Mullins Douglas K. Weaver	Dacey S. Davis (arrived at 8:16 a.m.) Eric Ivory Anne M. VonDerVellen	Roll Call
Board Members Absent:	Troy E. Scott	Mike Burnett	
Board Vice President Doug Weaver called the regular meeting of the Board of School Trustees to order.			Call to Order
Mr. Weaver recited the Elkhart Promise.			The Elkhart Promise
One (1) audience member addressed the Board during public comment regarding school consolidation.			Public Comment
By unanimous action, the Board approved the following consent items:			Consent Items
Minutes – December 9, 2025 – Regular Board Meeting			Minutes
Payment of claims totaling \$5,546,095.00 as shown on the December 16, 2025, claims listing. (Codified File 2526-088)			Payment of Claims
Proposed school fundraisers in accordance with Board policy. (Codified File 2526-089)			Fundraisers
Elkhart Community Schools (ECS) received the following donation: \$1,000 from Elkhart Education Foundation to the Elkhart High School (EHS) Air Force Junior Reserve Officer Training Corps (AFJROTC) for cadet supplies, snacks, the Military Ball, competition registrations, and equipment.			Gift Acceptances
Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the December 16, 2025, listing. (Codified File 2526-090)			Conference Leaves

<p>Confirmation of the following Overnight Trip Requests: EHS Girls' Swimming team, to participate in State Finals in Indianapolis, Indiana on February 12 – 13, 2026; EHS Wrestling team, to participate in Semi-State Wrestling Tournament on February 13, 2026; EHS Wrestling, to participate in State Wrestling Tournament on February 20 – 21, 2026; EHS Boys' Swimming, to participate in State Finals in Indianapolis, Indiana on February 26 – 27, 2026; EHS Gymnastics, to participate in State Finals in Muncie, Indiana on March 13 – 14, 2026; EHS Cheerleading, to participate in Cheer Nationals in Orlando Florida on February 4 – 9, 2026; EHS Boys' Track, to participate in State Finals in Indianapolis, Indiana on June 5 – 6, 2026; EHS Girls' Track, to participate in State Finals in Indianapolis, Indiana on June 6 – 7, 2026; EHS Unified Track, to participate in State Finals in Indianapolis, Indiana on June 6 – 7, 2026; and EHS Boys' Golf, to participate in State Finals in Carmel, Indiana on June 16 – 18, 2026</p>	<p>Overnight Trip Requests</p>
<p>Confirmed submission of the following grant: Elkhart Education Foundation grant, hosted by EEF, totaling \$2,180, used to replace the music program's sound/PA system. (Codified File 2526-091)</p>	<p>Grants</p>
<p>Employment of the following three (3) classified employees effective on date indicated:  Tiasia Helton – Paraprofessional at North Side, 2/2/26  Janet Reiner – Transition Coordinator at Exceptional Learners, 2/2/26  Willard Turnipseed – Bus Driver at Transportation, 2/2/26</p>	<p>Personnel Report   Classified Employment</p>
<p>Transfer the following three (3) classified employees effective in the 2025 – 2026 school year:  Brian Guy – Custodian at Roosevelt to Head Custodian at Beck  Dvynn Mohrman – Custodian at Hawthorne to Head Custodian at Hawthorne  Keosha Payton – Technical Assistant at Cleveland to Permanent Substitute Teacher at Cleveland</p>	<p>Classified Transfers</p>
<p>Employment of the following four (4) substitute teachers effective with the 2025-26 school year:  Sondia Branscomb – Substitute Teacher  Jessica Marlin – Substitute Teacher  Lauren Matthews – Substitute Teacher  Kailyn Rigdon – Substitute Teacher</p>	<p>Substitute Teachers</p>
<p>Resignation of the following three (3) classified employees effective on date indicated:</p>	<p>Classified Resignations</p>

Patricia Pletcher – Substitute Teacher at ESC, 12/9/25  
Rhonda Weaver – Substitute Teacher at ESC, 12/19/25  
Antwon Williams – Paraprofessional at Elkhart Academy,  
12/19/25

Extension of unpaid leave request for the following two (2) classified employees effective on dates indicated:

Classified Leaves

Gloria Pace – Bus Driver at Transportation beginning 11/28/25 and ending 12/19/25

Margaret Scott – Paraprofessional at Freshman Division beginning 12/5/25 and ending 12/19/25

The Administration presented the following contracts for initial consideration:

Contracts for Initial Consideration

- Crowe, LLP
- Barnes & Thornburg, LLP
- University of Notre Dame du Lac
- Professional Benefit Administrators, Inc.
- City of Elkhart
- AllOne Health Well, LLC
- Soliant Health, LLC

Dr. Amy Rauch, Assistant Superintendent of Secondary Schools, presented proposed revisions to the 2027 school calendar and requested a waiver of second reading. She explained the revisions were necessary due to Memorial Day occurring on May 31, 2027, rather than May 24. The revised calendar includes three built-in asynchronous eLearning days and one built-in snow day. The snow day would be utilized only if school were canceled and could not be conducted synchronously; in that event, students would attend school in person on March 26. If the snow day is not needed, school would not be in session on that date.

2026 – 2027 School Calendar

By unanimous action, the Board waived second reading and approved proposed revisions to the 2026 – 2027 School Calendar. (Codified File 2526-092)

By unanimous action, the Board approved the 2026 Fuel Bid, awarded to Keystone Cooperative as the most responsive and most responsible bidder. (Codified File 2526-093)

2026 Fuel Bid

By unanimous action, the Board approved a resolution authorizing the transfer of appropriations as part of closing out the budget for 2025. (Codified File 2526-094)

Resolution

Chief Financial Officer Ronda Ross presented the November 2025 financial report, beginning with a review of the Education Fund. The original Form 1782 budget and subsequent revenue adjustments were discussed, noting that projected total receipts for the year are approximately \$93 million, reflecting a \$6 million reduction from the

Finance Report

original estimate. To address the revenue shortfall, transfers from the Education Fund to the Operations Fund have been reduced. Expenditures continue to trend below the district's \$92 million spending authority. The Education Fund cash balance at the end of November was approximately \$2.3 million, with additional planned transfers to the Operations Fund as part of the year-end financial strategy.

November Education Fund activity showed receipts of approximately \$7.2 million and expenditures of approximately \$7.4 million. Wages and benefits represent approximately 93% of total Education Fund expenditures, with the remaining 7% allocated to curriculum, supplies, and professional services that directly support instruction. As a result, long-term cost-saving efforts must focus primarily on wages and benefits. Looking ahead to the 2026 school year, an estimated \$16 million budget gap was identified, requiring continued implementation of savings initiatives to achieve a balanced budget.

The Operations Fund was also reviewed. November activity included a transfer from the Education Fund, with expenses generally trending downward in areas such as repairs and purchased services, while utilities increased as expected. The Operations Fund ended November with a cash balance of approximately \$1.9 million. The Rainy Day Fund showed no change during the month. Combined cash balances across major funds totaled approximately \$11 million at the end of November.

The report concluded with an update on ongoing savings initiatives, including district footprint and consolidation assessments. Payroll trends continue to reflect improvement, with payroll costs in the Education Fund down approximately \$745,000 from August through early December compared to the prior year. Across all district funds, including federal grants, payroll costs were down approximately \$1.8 million for the same period.

Superintendent Larry Huff extended holiday well wishes to Board members, staff, students, and community members, encouraging everyone to rest, recharge, and prioritize well-being during the break. He expressed appreciation for the dedication of district staff and reminded the community that, beginning with the January 13 meeting, Board work sessions will start at 5:00 p.m., with regularly scheduled Board meetings to follow at 6:00 p.m.

From the Superintendent

Board Secretary Kellie Mullins and Mr. Weaver extended Christmas wishes to Board members, staff, and the community, encouraging everyone to enjoy the holiday season and take time to rest and recharge. Mrs. Mullins also recognized Eastwood Elementary School as the winner of the elementary basketball championship and thanked staff for their continued dedication.

From the Board

The meeting adjourned at approximately 8:25 a.m.

Adjournment

APPROVED:

Signatures

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Troy E. Scott, President

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Douglas K. Weaver, Vice President

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Kellie L. Mullins, Secretary

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Mike Burnett, Member

---

Dacey S. Davis, Member

---

Eric Ivory, Member

---

Anne M. VonDerVellen, Member





**BUSINESS OFFICE**

PHONE: 574-262-5563



**ELKHART COMMUNITY SCHOOLS**

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

To: Dr. Huff

From: Ronda Ross, CPA  
Chief Financial Officer

Date: January 6, 2026

RE: Extra-Curricular Purchase

The Business Office recommends Board approval to purchase the following items from extra-curricular funds:

School/Account	Item	Amount
EHS/Track Special Fund	Pole Vault Poles	\$3,324.00
EHS/Baseball/Gen Fund	Windscreen	\$4,510.50
EHS/Softball/Gen Fund	Windscreen	\$2,425.75
EHS/Athletic Gen Fund	Interactive Displays	\$9,873.50





# Quote

MFAC, LLC  
 1600 Division Rd  
 West Warwick RI 02893  
 Toll Free: 1-800-556-7464  
 Toll Free Fax: 1-800-682-6950  
 Email: mfathletic@mfathletic.com

www.mfathletic.com

1 of 1

**Bill To**  
 Accounts Payable  
 Elkhart Community Schools  
 2720 California Road  
 Elkhart IN 46514

**Ship To**  
 Adam Homo Track and Field  
 Elkhart High School  
 1 Blazer Blvd  
 Head XC and Track & Field Coach  
 Elkhart IN 46516

**Customer #**

CUS1125

Quote #	Terms	Date	Expires	Sales Rep	Shipping Method
Q217400	Net 30	11/24/2025	12/09/2025	Duncan Burleigh (800) 556-7464 x 125 <a href="mailto:duncanb@mfathletic.com">duncanb@mfathletic.com</a>	R&L

**Note:** 10% DISCOUNT APPLIED TO POLES

Line	Item	Quantity	UM	Price	Extended Price
1	5000-131-140 UCS Spirit Pole 13' 1 1/2" 140 lb	1	EA	\$658.00	\$658.00
2	5000-137-140 UCS Spirit Pole 13' 7" 140 lb	1	EA	\$706.00	\$706.00
3	5000-141-140 UCS Spirit Pole 14' 1 1/2 " 140 lb	1	EA	\$752.00	\$752.00
4	6026-B-12 "True-Grip" Indoor Shot Put Blue Shell 12 LB 127mm	6	EA	\$143.00	\$858.00
5	6082-01 Two Shot Carrier	3	EA	\$0.00	\$0.00
	FREE				

**Subtotal** \$2,974.00

**Shipping** \$350.00

**Tax** \$0.00

**Total** \$3,324.00

**100% Satisfaction Guaranteed!**  
*No matter what it takes, you will be happy!*

Thank you for allowing us to quote on your needs. If you have questions of any kind, need to change this quote, or would like to place an order, please contact me directly at (800) 556-7464 x 125 or at [duncanb@mfathletic.com](mailto:duncanb@mfathletic.com).  
 Thanks again, Duncan Burleigh





# Quote

Pioneer Athletics  
4529 Industrial Parkway  
Cleveland, OH, 44135  
Phone: 800-877-1500  
Web: www.pioneerathletics.com

Order No.: **QT-010992**  
Order Date: **12/10/2025**  
Delivery Date:  
Expiration Date: **1/11/2026**  
Customer ID: **EL4540**  
Currency: **USD**

**BILL TO:**  
ELKHART COMMUNITY SCHOOLS  
1135 KENT ST  
ELKHART IN 46514-1741  
United States of America

**SHIP TO:**  
ELKHART COMMUNITY SCHOOLS  
1135 KENT ST  
ELKHART IN 46514-1741  
United States of America  
Attn: Greg Dennis

**CUSTOMER P.O. NO.**

Quote only

**TERMS**

NET 15

**CONTACT**

Tom Fron

**FOB POINT**

**SHIPPING TERMS**

**SHIP VIA**

Freight Carrier

NO.	ITEM	QTY.	UOM	PRICE	EXTENDED PRICE
1	TU5: TUFFY WINDSCREEN 5' TALL PER SF	2,910.0000	EA	1.5500	4,510.50

*Baschall*

<b>Total Weight (LB):</b>	2910	<b>Sales Total:</b>	4,510.50
<b>Total Volume (GAL):</b>	0	<b>Freight &amp; Misc.:</b>	0.00
		<b>Tax Total:</b>	0.00
		<b>Total (USD):</b>	4,510.50





# Quote

Pioneer Athletics  
 4529 Industrial Parkway  
 Cleveland, OH, 44135  
 Phone: 800-877-1500  
 Web: www.pioneerathletics.com

Order No.: QT-010994  
 Order Date: 12/10/2025  
 Delivery Date:  
 Expiration Date: 1/11/2026  
 Customer ID: EL4540  
 Currency: USD

**BILL TO:**  
 ELKHART COMMUNITY SCHOOLS  
 1135 KENT ST  
 ELKHART IN 46514-1741  
 United States of America

**SHIP TO:**  
 ELKHART COMMUNITY SCHOOLS  
 1135 KENT ST  
 ELKHART IN 46514-1741  
 United States of America  
 Attn: Greg Dennis

<b>CUSTOMER P.O. NO.</b> Quote only	<b>TERMS</b> NET 15	<b>CONTACT</b> Tom Fron
<b>FOB POINT</b>	<b>SHIPPING TERMS</b>	<b>SHIP VIA</b> Freight Carrier

NO.	ITEM	QTY.	UOM	PRICE	EXTENDED PRICE
1	TU5: TUFFY WINDSCREEN 5' TALL PER SF	1,565.0000	EA	1.5500	2,425.75

*Software*

<b>Total Weight (LB):</b>	1565	<b>Sales Total:</b>	2,425.75
<b>Total Volume (GAL):</b>	0	<b>Freight &amp; Misc.:</b>	0.00
		<b>Tax Total:</b>	0.00
		<b>Total (USD):</b>	2,425.75



# John L. Lindstedt

John L. Lindstedt  
 801 West Chicago Road  
 Niles, MI 49120  
 Phone: (574) 309-1290

Invoice No. **25097**

## Invoice

**Customer**

Name Elkhart Community Schools: Health & Stregth Center  
 Address 2608 California Road  
 City Elkhart State IN ZIP 46514  
 C/O Athletic Director: Brian Buckley

Date 12/2/2025  
 Order No. **Classroom Display**  
 Reference PO

Qty	Description	Unit Price	TOTAL
	<b>Elkhart Community Schools: Health &amp; <del>Wellness</del> <sup>Strength</sup> Center Audio &amp; Video Integration</b>		
	<b><u>Equipment (Classroom) Display &amp; Mount:</u></b>		
1	ViewSonic ViewBoard 98" UHD 4K Interactive Display	\$9,335.00	\$9,335.00
1	Chief Extra-Large Fusion® Micro-Adjustable Tilt Wall Mount SKU: XTM1U	\$538.50	\$538.50
		Equipment	\$9,873.50
		Labor	
		Shipping	N.A.
		<b>TOTAL</b>	<b>\$9,873.50</b>

**Terms:**

Net 10 Days = \$ 9,873.50

Thanks For Your Business

# John L. Lindstedt

John L. Lindstedt  
 801 West Chicago Road  
 Niles, MI 49120  
 Phone: (574) 309-1290

Proposal No. **24068 Rev. I**

## Proposal

**Customer**

Name Elkhart Community Schools: Health & Stregth Center  
 Address 2608 California Road  
 City Elkhart State IN ZIP 46514  
 C/O Tony Gianesi & Allen Brokamp

Date 12/2/2025  
 Order No. **Classroom Display**  
 Reference PO

Qty	Description	Unit Price	TOTAL
	<b>Elkhart Community Schools: Health &amp; <del>Wellness</del> Center Audio &amp; Video Integration</b>		
	<b><u>Equipment (Classroom) Display &amp; Mount:</u></b>		
1	ViewSonic ViewBoard 98" UHD 4K Interactive Display	\$9,335.00	\$9,335.00
1	Chief Extra-Large Fusion® Micro-Adjustable Tilt Wall Mount SKU: XTM1U	\$538.50	\$538.50
		Equipment	\$9,873.50
		Labor	
		Shipping	N.A.
		<b>TOTAL</b>	<b>\$9,873.50</b>

**Terms:**

Net 10 Days = \$ 9,873.50

Thanks For Your Business











ELKHART AREA CAREER CENTER

\*\*\*\*\*

**ELKHART**  
COMMUNITY SCHOOLS

INTERNAL MEMO

**TO: DR. HUFF**  
**BOARD OF SCHOOL TRUSTEES**

**FROM: BRANDON EAKINS** *BE*

**DATE: DECEMBER 18, 2025**

**RE: DONATION APPROVAL - EACC**

Tom Abbott has donated a 1970 Porsche MFR's ID #4702911811, with an owner estimated value of \$5,000.00 to our Automotive Technology classes.

This vehicle will be very useful as it 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:

Tom Abbott  
1127 Emmaline Ln  
Seabrook Island, SC 29455



ELKHART AREA CAREER CENTER

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**ELKHART**  
COMMUNITY SCHOOLS

INTERNAL MEMO

**TO: DR. HUFF**  
**BOARD OF SCHOOL TRUSTEES**

**FROM: BRANDON EAKINS** *BE*

**DATE: DECEMBER 17, 2025**

**RE: DONATION APPROVAL - EACC**

We have received a monetary donation of \$5000.00 from C & E Excavating, Inc. in appreciation for a promotional video that our Audio/Video production class completed for their company.

This donation will help cover costs to expand and enrich educational opportunities for our students.

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

C & E Excavating, Inc.  
53767 County Road 9  
Elkhart, IN 46514



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



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

DATE: January 6, 2026  
TO: Dr. Larry Huff  
Board of School Trustees  
FROM: Phil Shults (Executive Principal)  
Nick Seidl (Teacher/Sponsor)  
RE: Donation Approval

Elkhart High School received a donation of \$500.00 from Big C Lumber. The donation will be used to purchase supplies, equipment and expenses related to robot construction and attending competitions. I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

**Big C Lumber**  
**Attn: Caitlin Stone**  
50860 Princess Way  
Granger, IN 46530



**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: January 6, 2026

TO: Dr. Larry Huff  
Board of School Trustees

FROM: Phil Shults (Executive Principal)  
Nick Seidl (Teacher/Sponsor)

RE: Donation Approval

Elkhart High School received a donation of \$500.00 from Michaels Italian Restaurant, Inc. The donation will be used to purchase supplies, equipment and expenses related to robot construction and attending competitions. I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

**Michaels Italian Restaurant, Inc.**  
528 South Sixth St.  
Elkhart, IN 46516

Grant Approvals to Board of School Trustees - 1/13/2026

FOR CONFIRMATION ONLY

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?
EEF: Henkin Grant Supporting ECS Music	EEF	Mary Beck Elementary	Anna Jacobo/Lisa Ernsberger	\$3,036.66	<p>Mary Beck Elementary seeks funding to create an After-School Music Club for 4th and 5th grade students. While student interest in music is strong, opportunities for extended musical learning outside the school day are limited. This funding will support a safe, engaging program by providing essential supplies such as composition notebooks, classroom instruments and rhythm equipment, music stands, and basic audio equipment.</p> <p>The After-School Music Club will serve 15–20 students and be led by the school's music teacher through weekly sessions focused on creativity, collaboration, and self-expression. Grant support will ensure equitable access to quality music education, enabling students to create, perform, and explore music while fostering confidence, academic engagement, and social-emotional growth.</p> <p>It will be overseen by Anna Jacobo.</p>	<p>The After-School Music Club will provide academic, social, and emotional benefits for students and the Mary Beck Elementary community. Students will explore music in a safe, supportive setting, building musical skills, confidence, self-expression, teamwork, focus, and perseverance—skills that support classroom success.</p> <p>The club promotes equity by offering a free, school-based music opportunity for students who may not have access to private lessons or extracurricular arts programs. For the broader school community, the program supports a well-rounded education, encourages positive peer relationships, and strengthens school pride through student performances that engage families and celebrate achievement. Students will have opportunities to share their learning through performances at school assemblies, family nights, or end-of-year events, strengthening school pride and family involvement.</p> <p>Additionally, the collaborative nature of the club encourages positive peer relationships and reinforces a culture of respect, cooperation, and creativity within the school. The skills students develop—confidence, collaboration, and creative problem-solving—extend beyond music and contribute to a positive, inclusive school environment that benefits the entire community.</p>	<p>The total amount requested will be used to purchase essential materials and equipment needed to successfully implement the After-School Music Club for 15–20 students at Mary Beck Elementary. All items directly support student instruction, participation, and musical growth.</p> <p>Music Stands 10 Manhasset Symphony Music Stands @ \$63.52 each Total: \$635.20 (Shared between students to support proper posture, reading skills, and ensemble performance.) Manuscript Paper Notebooks 17 manuscript notebooks @ \$8.09 each Total: \$137.53 (One notebook per student for music reading, composition, and creative reflection.) Rhythm Instrument Set 39-piece Player Rhythm Band Set Total: \$198.95 (Provides a variety of percussion instruments for hands-on rhythm instruction, ensemble work, and movement-based learning.) Microphone and Small Speaker System Total: \$24.99 (Used for vocal practice, student performances, and instructional playback.) Parachute with Handles Total: \$39.99 (Supports cooperative movement activities that reinforce rhythm, dynamics, and listening skills.) Stipend and Benefits for Music Teacher</p>	12/19/2025
2026 NCCER COABE Grant	NCCER-National Center for Construction Education and Research	Adult Education	Greg Stover	\$ 20,000.00	Tools, safety equipment, training kits, classroom supplies, and other associated start-up costs. Greg Stover will manage this grant.	Continuing to diversify our skills training for adult learners helps elevate credential attainment across the region, promote Elkhart Community School's role, make stronger connections with parents of ECS learners, and community partners.	15,000-materials and supplies 5,000-curricular resources	1/16/2026

  
1/8/2026



# Human Resources Department

2720 California Road • Elkhart, IN 46514

Phone: 574-262-5500

**TO: DR. LARRY HUFF**  
**FROM: MS. MAGGIE LOZANO**  
**DATE: JANUARY 13, 2026**

## PERSONNEL RECOMMENDATIONS

### CERTIFIED

- a. **Administrative Appointment** – We recommend the approval of one (1) administrative appointment effective July 1, 2026.
- b. **New Certified Staff** – We recommend the approval of four (4) new certified staff for the 2025-26 school year.
- c. **Certified Staff Transfers** – We recommend the transfer of four (4) certified staff for the 2025-26 school year.
- d. **Separation** – We report the separation of seven (7) employees.
- e. **Job Description Revision** – We recommend the revision of one (1) job description.

### CLASSIFIED

- a. **New Classified Staff** – We recommend four (4) new classified staff for employment in the 2025-26 school year.
- b. **Classified Staff Transfers** – We recommend the transfer of six (6) classified staff for the 2025-26 school year.
- c. **Substitute Teachers** – We recommend the employment of three (3) substitute teachers for the 2025-26 school year.
- d. **Claims** – We recommend the employment of two (2) employees.
- e. **Administrative Retirement Revision** – We recommend the revision of one (1) administrator's date of retirement.
- f. **Separation** – We report the separation of twelve (12) employees.
- g. **Retirement** - We report the retirement of one (1) employee who has provided thirteen (13) years of service.



DISTRICT COUNSEL/  
CHIEF OF STAFF

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**ELKHART**  
COMMUNITY SCHOOLS

**For Final Consideration**

**TO: BOARD OF SCHOOL TRUSTEES**

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

**DATE: JANUARY 9, 2026** *[Signature]*

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**RE: CONTRACTS RECOMMENDED FOR BOARD APPROVAL**

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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
Crowe LLP	Ronda Ross	Recommendation to approve Crowe LLP engagement letter to perform the annual audit of WVPE-FM. This will be a cash-basis audit, which should significantly reduce the overall cost.	WVPE	\$14,000
Barnes & Thornburg LLP	Ronda Ross	Recommendation to approve engagement letter with Barnes & Thornburg LLP to serve as counsel for the school corporation in matters related to the issuance of financial instruments, such as First Mortgage Bonds and General Obligation Bonds.	Funded from the proceeds of the issued bonds	\$120,000 estimate
University of Notre Dame du Lac	Doug Thorne	Recommendation to approve Hospitality License Agreement with the University of Notre Dame du Lac for the use of Purcell Pavilion for the EHS graduation on June 11, 2026.	EHS General Budget	\$23,600

Contractor	Requesting Administrator	Description	Funding Source	Amount
Professional Benefit Administrators, Inc. (PBA)	Doug Thorne	Recommendation to approve amendment to the original Claims Administration Agreement with PBA, which was previously approved by the Board of School Trustees. The amendment reflects the addition of a processing fee related to the mailing of identification cards to plan participants.	Self-Insurance Fund	Increase of \$2.50 per member for mailing ID cards
City of Elkhart	Doug Thorne	Recommendation to approve Memorandum of Understanding related to school crossing guards and school resource officers. Elkhart Community Schools will pay for school crossing guards and the City of Elkhart will pay for school resource officers.	Operations	\$124,000 estimate
AllOne Health Well, LLC	Maggie Lozano	Recommendation to approve agreement with All One Health, LLC to provide an Employee Assistance Program (EAP) for Elkhart Community Schools employees, dependents 8-26, and household members. The services will include Mental Health Counseling, Work-Life Resources, Legal and Financial Assistance, Life Coaching, Medical Advocacy, and Personal Assistant Services.	Self-Insurance Fund	\$1.54 per employee per month totaling \$28,200



Contractor	Requesting Administrator	Description	Funding Source	Amount
Soliant Health, LLC	Lindsey Brander	Recommendation to approve contract addendum with Soliant Health, LLC to provide contracted school psychology services through a virtual school psychologist. This request is due to three (3) recent resignations of school psychologists.	Education Fund and will go toward Maintenance of Effort	\$62,400

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: JANUARY 9, 2026** *JY*

**RE: CONTRACTS RECOMMENDED FOR BOARD APPROVAL**

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

Contractor	Requesting Administrator	Description	Funding Source	Amount
AdTec	DJ Rhoades	Recommendation to approve agreement with AdTec for Category 2 E-rate consultation for the 2026 funding year. The services allow for ECS to receive the maximum amount of available funds in order to subsidize our internet network access.	Operations	\$15,680
enFocus	Ronda Ross	Recommendation to approve entering into agreement with enFocus to evaluate, develop, and implement a position control and management system for Elkhart Community Schools to run from January 5, 2026, through June 30, 2026. The process will be completed in two phases: Current State and Platform Analysis and Data Entry and Visualization.	Operations	\$27,500

WDT/crr

Cc: Dr. Larry Huff, Superintendent

Book	Policy Manual
Section	3000 Personnel
Title	Proposed Revised - TEACHER APPRECIATION GRANTS
Code	po3220.01C
Status	First Reading
Adopted	September 12, 2017
Last Revised	January 13, 2026

### 3220.01C - **TEACHER APPRECIATION GRANTS**

The Board of School Trustees adopts this policy for the benefit of the School Corporation's teachers. The Corporation shall apply for and distribute teacher appreciation grand funds as described in this policy.

#### **Definitions:**

For purposes of this policy, the following definitions apply:

The term "teacher" means a professional person whose position with the Corporation requires a license (as defined in I.C. 20-28-1-7) and whose primary responsibility is the instruction of students.

The term "license" refers to a document issued by the IDOE that grants permission to serve as a particular kind of teacher. The term includes any certificate or permit issued by the Indiana Department of Education (IDOE).

#### **Eligibility for Teacher Appreciation Grants:**

To be eligible for a grant under the program, the Corporation must:

- A. apply in a manner prescribed by the IDOE;
- B. identify not more than twenty percent (20%) of certified teachers as eligible grant recipients annually based on criteria outlined below;
- C. report how each recipient met the criteria outlined below; and
- D. meet any other requirements established by the IDOE.

#### **Distribution of Annual Teacher Appreciation Grants:**

Teacher appreciation grant funds received by the Corporation may be used only to pay stipends within the amounts described below to licensed teachers who meet the following criteria:

- A. have instructed students in the Corporation for at least one (1) school year prior to the grant distribution year;
- B. maintain employment at the Corporation at the time of the grant distribution;
- C. are determined to significantly impact student outcomes using National, State, or local assessment measures; and
- D. are designated in one (1) of the following categories:
  1. meets the criteria for a recognition stipend;
  2. meets the criteria for an exemplary stipend; or
  3. meets the criteria for an exemplary plus stipend.

The following criteria apply in evaluating a teacher for a stipend designation:

- A. For a recognition stipend designation, whether the teacher demonstrates high performance in teaching based on student outcomes.
- B. For an exemplary stipend designation whether the teacher:
1. demonstrates high performance in teaching based on student outcomes; and
  2. meets one (1) of the following:
    - a. mentors or coaches another teacher to improve student outcomes, or provides instructional leadership to improve student outcomes across multiple classrooms; or
    - b. serves in a high need or geographic shortage area as determined by the IDOE based on educator supply and demand.
- C. For an exemplary plus stipend designation, whether the teacher:
1. demonstrates high performance in teaching based on student outcomes;
  2. mentors or coaches another teacher to improve student outcomes, or provides instructional leadership to improve student outcomes across multiple classrooms; and
  3. serves in a high need or geographic shortage area as determined by the IDOE based on educator supply and demand.

The Corporation shall utilize the rubric developed by the IDOE pursuant to I.C. 20-43-16-7.

The Corporation shall distribute the teacher appreciation grant funds as follows.

The amount of the stipend that the Corporation may distribute to a teacher for a State fiscal year under this chapter must be within the following amounts:

- A. For a teacher who receives a stipend for a recognition designation, \$3,500.
- B. For a teacher who receives a stipend for an exemplary designation, \$5,000.
- C. For a teacher who receives a stipend for an exemplary plus designation, \$7,500.

The Corporation shall not allocate a percentage of the Teacher Appreciation Grant funds received to provide a supplemental award to teachers who serve as mentors to teachers who have less than two (2) years of service.

If the Corporation is the local educational agency (LEA) or lead school corporation that administers a special education cooperative or joint services program or a career and technical education program, including programs managed under I.C. 20-26-10, I.C. 20-35-5, I.C. 20-37, or I.C. 36-1-7, then it shall award teacher appreciation grant stipends to and carry out the other responsibilities of an employing school corporation under this section for the teachers in the special education program or career and technical education program with respect to the teacher appreciation grant funds it receives on behalf of those teachers.

A stipend to an individual teacher in a particular year is not subject to collective bargaining and is in addition to the minimum salary or increases in the salary set under I.C. 20-28-9-1.5. The Corporation may discuss with a certificated employee or a group of certificated employees at one or more meetings open to all certificated employees the policy for distribution of teacher appreciation grants.

The Corporation shall distribute all stipends from a teacher appreciation grant to individual teachers within sixty (60) business days of the date the IDOE distributes the teacher appreciation grant funds to the Corporation.

The Corporation shall return any part of the grant not distributed as stipends to teachers not later than June 30 of the applicable State fiscal year.

I.C. 20-18-2-22  
I.C. 20-28-1-7

**I.C. 20-43-16****© Neola 2021 2025**

The Board of School Trustees adopts this policy for the purpose of determining the distribution of teacher appreciation grants. This policy shall be submitted to the Indiana Department of Education (IDOE) along with the School Corporation's staff performance evaluation plan online as one (1) document by September 13, 2024.

**Definitions:**

For purposes of this policy, the following definitions apply:

The term teacher means a professional person whose position with the Corporation requires a license (as defined in I.C. 20-28-1-7) and whose primary responsibility is the instruction of students.

The term license refers to a document issued by the IDOE that grants permission to serve as a particular kind of teacher. The term includes any certificate or permits issued by the IDOE.

**Distribution of Annual Teacher Appreciation Grants:**

Teacher appreciation grant funds received by the Corporation shall be distributed to licensed teachers who meet the following criteria:

- A. employed in the classroom (including providing instruction in a virtual classroom setting);
- B. rated as Effective or Highly Effective on their most recent performance evaluation; and
- C. employed by the Corporation as of December 1st of the year in which the teacher appreciation grant funds are received by the Corporation.

The Corporation shall distribute the teacher appreciation grant funds it receives as follows:

- A. The Corporation shall not allocate a percentage of the Teacher Appreciation Grant funds received to provide a supplemental award to each teacher with less than five (5) years of service who is rated as highly effective or effective on the most recent performance evaluation;
- B. A cash stipend as determined by the Superintendent shall be distributed to all teachers in the Corporation who are rated as Effective; and
- C. A cash stipend in an amount that is twenty five percent (25%) more than the stipend given to the teachers rated as Effective shall be distributed to all teachers in the Corporation who are rated as Highly Effective.

A stipend to an individual teacher in a particular year is not subject to collective bargaining but is discussable and is in addition to the minimum salary or increases in the salary set under I.C. 20-28-9-5.

The Corporation shall distribute all stipends from a teacher appreciation grant to individual teachers within twenty (20) business days of the date the IDOE distributes the teacher appreciation grant funds to the Corporation.

This policy shall be reviewed annually by the Board and shall be submitted to the IDOE annually by the Superintendent as indicated above.

Revised 9/11/18

Revised 9/10/19

Revised 9/8/20

T.C. 8/10/21

Revised 8/23/22

Revised 9/12/23

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I.C. 20-18-2-22

I.C. 20-28-1-7

I.C. 20-43-10-3.5

Book	Policy Manual
Section	3000 Personnel
Title	Proposed Revised - SUPPORT STAFF WORKING HOURS, COMPENSATORY TIME, AND OVERTIME
Code	po3413S
Status	First Reading
Adopted	November 22, 2016
Last Revised	December 17, 2019
Last Reviewed	January 13, 2026

### 3413S - **SUPPORT STAFF WORKING HOURS, COMPENSATORY TIME, AND OVERTIME**

The assigned working hours of all support employees are established by the Director of Human Resources in consultation with the administrator who is the employee's immediate supervisor, and the corporation ~~Treasurer~~ **Chief Financial Officer (CFO)**.

Employees who wish to begin the work day earlier or later than the assigned hours for their position must receive prior written authorization from their immediate administrative supervisor, who shall provide a copy of this authorization to the Director of Human Resources.

Any employee who has a change in the number of hours worked per day, other than a temporary change, shall have his/her benefits for the current year changed accordingly. The increase or decrease shall be based upon the new number of hours worked per day.

The workweek shall begin at 12:00 a.m. on Sunday and end at 11:59 p.m. on Saturday.

Overtime work is defined as **time hours actually** worked by non-exempt support employees in excess of forty (40) hours per workweek. Paid benefit days shall **not** be included in the calculation of time worked.

For all non-exempt support employees, pay for overtime work will ~~normally~~ be at the rate of one and one-half (1-1/2) times the employee's regular hourly rate; ~~exceptions to the foregoing are set forth in employee handbooks.~~

In the event an employee is required to work on a day that would normally be a paid holiday for this employee, the employee will receive holiday pay and, in addition, will be compensated for all hours **actually** worked on the holiday ~~at two times their regular rate of pay~~ **according to the terms of this policy.**

Non-exempt employees who are required to work for more than their assigned hours during the workweek shall either be paid ~~by claim~~ for said hours or, with the approval in writing from their immediate administrative supervisor, may be awarded compensatory time off. Except in emergencies, non-exempt employees are not authorized to work beyond their assigned hours without the approval of their immediate administrative supervisor and the Chief Financial Officer/Designee.

A record of compensatory time awarded to a non-exempt employee shall be reported ~~in a form acceptable~~ to the Business Office in a timely fashion. Such records shall be maintained in the Business Office. Compensatory time is awarded hour for hour until the employee has worked in excess of forty (40) hours during the workweek, and thereafter shall be awarded at the rate of one and one-half (1 1/2) hours for each hour worked in excess of forty (40) hours.

Compensatory time may be accrued up to thirty (30) hours and must be used within the calendar year it has been earned; exceptions to this may be authorized by the Chief Financial Officer.

**Revised 1/13/2026**

Book	Policy Manual
Section	6000 Finances
Title	Proposed Revised - FAIR LABOR STANDARDS ACT ("FLSA")
Code	po6700
Status	First Reading
Adopted	November 22, 2016
Last Revised	June 9, 2020
Last Reviewed	January 13, 2026

## 6700 - FAIR LABOR STANDARDS ACT ("FLSA")

### Statement of Policy

It shall be the policy of the Elkhart Community Schools to comply with the provision of the Fair Labor Standards Act of 1938.

### Definitions of Terms Applicable to this Policy:

- A. **"Employ"** means to suffer or permit work.
- B. **"Exempt Employees"** means an employee who is exempt from the FLSA minimum wage and overtime provision. These employees may include executive, administrative, professional, and computer employees earning at least a specified minimum salary.
- C. **"FLSA"** means the Fair Labor Standards Act of 1938 as amended by 29 U.S.C. Section 201 et seq. and the regulations implementing this Act found, in part, at 29 C.F.R. Part 541.
- D. **"Non-Exempt Employee"** means an employee who is not exempt from the FLSA minimum wage and overtime provisions.
- E. **"Primary Duty"** means the principal, main, major, or most important duty that the employee performs. Determination of an employee's primary duty shall be based on all the facts in a particular case, with the major emphasis on the character of the employee's job as a whole.
- F. **"Salary Basis"** means an employee regularly receives a predetermined amount of compensation each pay period on a weekly, or less frequent, basis.
- G. **"Workday"** means the period between the time on any particular day when an employee commences his/her "principal activity" and the time on that day at which s/he ceases such principal activity or activities. The workday may therefore be longer than the employee's scheduled shift, hours, tour of duty, or production time.
- H. **"Workweek"** means the seven (7) day period of time beginning on Sunday at 12:00 a.m. and continuing to the following Saturday at 11:59 p.m.

### Minimum Wage

It is the policy of the Elkhart Community Schools to pay at least the minimum wage required by the FLSA to all employees.

### Recordkeeping Responsibilities

It shall be the responsibility of all non-exempt employees to record and submit an accurate account of their absences each pay period ~~on approved forms~~. An employee's misrepresentation or failure to submit an accurate account of their absences may subject the employee to discipline up to and including discharge.

Non-exempt employee time records shall be verified by a supervisor who has personal knowledge of the hours worked by the employee. It shall be a violation of this policy for a supervisor to ask a non-exempt employee to record fewer hours than were actually worked by the employee.

A non-exempt employee's time record is an official school record and will be maintained for a period of not less than three (3) years.

### **Overtime**

Overtime for hourly non-exempt employees shall be paid at a rate of one and one-half times the employee's regular rate of pay for each hour **actually** worked in a workweek in excess forty (40) hours.

Overtime may be authorized only by the Chief Financial Officer or designee and will be used primarily to address circumstances of an emergency or temporary nature. Non-exempt employees who work overtime without prior approval from a supervisor may be subject to disciplinary action up to and including discharge.

### **Compensatory Time**

- A. In the event an employee is required to work on a day that would normally be a paid holiday for this employee, the employee will receive holiday pay and, in addition, will be compensated for all hours worked on the holiday ~~at two (2) times their regular rate of pay~~ **according to the terms of this policy.**
- B. Non-exempt employees who are required to work for more than their assigned hours during the workweek shall either be paid ~~by claim~~ for said hours or, with the approval in writing from their immediate administrative supervisor and the Chief Financial Officer/Designee, may be awarded compensatory time off. Except in emergencies, non-exempt employees are not authorized to work beyond their assigned hours without the approval of their immediate administrative supervisor and the Chief Financial Officer/Designee.
- C. A record of compensatory time awarded to a non-exempt employee shall be reported in a form acceptable to the Business Office in a timely fashion. Such records shall be maintained in the building and in the Business Office. Compensatory time is awarded hour-for-hour until the employee has worked in excess of forty (40) hours during the workweek, and thereafter shall be awarded at the rate of one and one-half (1 1/2) hours for each hour worked in excess of forty (40) hours.
- D. Compensatory time may be accrued up ~~to sixteen (16)~~ **to thirty (30)** hours.
- E. An employee requesting to use earned compensatory time must provide reasonable advance notice of the request to his/her immediate administrative supervisor. The employee and District agree that reasonable advance notice is five (5) days. The immediate administrative supervisor shall grant such request, unless doing so would unduly disrupt the District's operations. If the employee's original request cannot be accommodated, the employee and his/her immediate administrative supervisor will mutually agree upon a different time to use the requested comp time. Unless the employee agrees otherwise, the new date shall be within a reasonable period (typically five (5) days) of the date the employee originally requested to be off. The District reserves the right to substitute a monetary payment, in whole or in part, for an employee's accrued compensatory time.
- F. Individuals with unused compensatory time who are terminated or who terminate their employment are paid for unused compensatory time according to the following: The rate of compensation is not less than the average regular rate received by the employee during the last three (3) years of his/her employment or the final regular rate received by the employee, whichever is higher.
- G. Determination of an employee's regular rate will be made according to the U.S. Department of Labor guidelines.

### **Joint/Dual Employment**

Joint/Dual Employment exists when:

- A. an employee is employed in two (2) wage positions or a salaried and a wage position with the Elkhart Community Schools; and
- B. at least one of the positions is non-exempt:
  1. if one of the positions is exempt, the hours may not have to be added together to calculate the number of overtime hours worked;

To determine this, the duties of the two (2) positions must be combined as if one (1) position. If the percentage of time spent performing non-exempt duties exceeds fifty percent (50%), the employee is considered non-exempt and hours worked shall be added together for the two (2) positions.

2. if both positions are non-exempt, hours worked are cumulative, and overtime shall be paid after forty (40) hours are worked in a workweek in one (1) or a combination of positions;
3. if the two (2) positions are paid at different rates, a weighted average shall be used as the regular rate for determining overtime compensation due.

Joint employment does not exist when the employee independently seeks employment with another school corporation or another state agency.

## Volunteers

The FLSA requires that non-exempt employees must be compensated for all hours they are required or permitted to work. Thus, even though employees volunteer to work beyond their normally scheduled hours, the employer must compensate employees for those hours worked. An individual is considered to be a volunteer only if the following conditions are met:

- A. services are performed for which no compensation is received beyond expenses of a nominal fee, and
- B. services rendered are not the same type services that the individual is employed to perform for the school employer  
**Example:** A custodial employee wishing to volunteer as a lay coach for a sport team. This individual is not considered an employee while volunteering.

## Exemptions

Certain school employees shall be exempt from the overtime and wage provisions of the FLSA and shall therefore be exempt employees for the purposes of this policy.

### Deduction from Exempt Employees Pay

The Elkhart Community Schools reserves the right to make deductions from the pay of otherwise exempt employees under the following circumstances:

- A. when the employee is absent from work for one (1) or more full days for personal reasons other than sickness or disability
- B. for absences of one (1) or more full days due to sickness or disability if the deduction is made in accordance with a bona fide plan, policy, or practice or providing compensation for salary lost due to illness
- C. to offset amounts employees receive as jury or witness fees, or for military pay
- D. for penalties imposed in good faith for infractions of safety rules of major significance
- E. for unpaid disciplinary suspensions of one (1) or more full days imposed in good faith for workplace conduct rule infractions

Additionally, the Elkhart Community Schools shall not be required to pay the full salary in the initial or terminal week of employment, or for weeks in which an exempt employee takes unpaid leave under the Family and Medical Leave Act.

The Elkhart Community Schools recognizes that with limited legally permissible exceptions, no deductions should be taken from the salaries of exempt employees. If an exempt employee believes that any improper deduction has been made from their salary, the exempt employee should report the matter immediately to the Superintendent or Business Manager. If the deduction is deemed inappropriate, the exempt employee will be promptly reimbursed for the entire amount of the deduction and the Elkhart Community Schools will make a good faith commitment to avoid any recurrence of the error.

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29 U.S.C. Section 201 et seq.

29 C.F.R. Part 541

**RESOLUTION OF THE BOARD OF SCHOOL TRUSTEES  
ELKHART COMMUNITY SCHOOLS**

BE IT RESOLVED that, the Board of School Trustees seeks to incentivize members of its certified staff to give notice of their intention to retire from employment with Elkhart Community Schools on or before March 1, 2026.

WHEREFORE, certified teachers who meet the retirement eligibility requirements established by the Board of Trustees of the Indiana Public Retirement System, and who give notice to Elkhart Community Schools on or before March 1, 2026 of their intention to retire at the end of the 2025-2026 School Year, shall be entitled to receive an additional stipend of two thousand (\$2,000.00) dollars. Said stipend shall be paid to certified teachers giving such notice on July 3, 2026.

This Resolution shall be effective upon approval by the Board of School Trustees.

ADOPTED THIS 13th DAY OF JANUARY 2026:

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BOARD OF SCHOOL TRUSTEES

ATTEST:

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Secretary, Board of School Trustees

RESOLUTION OF THE BOARD OF SCHOOL TRUSTEES  
ELKHART COMMUNITY SCHOOLS

WHEREAS Indiana School Corporations pursuant to IC 20-28-9-1.5 have authority to provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan, and

WHEREAS Certain teachers are experiencing a burdensome student load Elkhart Community Schools desires to provide, pursuant to this authority, supplemental payments to teachers, who by virtue of their respective assignment, are providing instruction to students beyond the normal load expected of teachers.

NOW THEREFORE, BE IT RESOLVED, by the Board of School Trustees of the Elkhart Community Schools as follows:

1. Any elementary teacher who has student numbers exceeding the number listed in the table below shall receive a \$900 stipend, as supplemental compensation, for each nine (9) week period, described in paragraph six below, in which their student numbers remain above the number listed for the teacher's grade level.

<i>Grade Level</i>	<i>Class Size Number</i>
Kindergarten	26 students
Grade 1	27 students
Grade 2	27 students
Grade 3	30 students
Grade 4	30 students
Grade 5	32 students
Grade 6	32 students

2. Secondary teachers experiencing average student load numbers that are higher than past practice will receive a ***\$900 stipend***, as supplemental compensation, per each nine (9) week period described in Paragraph Six below, for any secondary teacher whose daily student

load numbers *exceed an average of 35 students per class*. This will not include nor apply to certain activity type classes, such as music and physical education.

3. Student enrollment calculations will be based upon the nine (9) week periods ending on the following dates:
  - a. October 10, 2025
  - b. December 19, 2025
  - c. March 13, 2026
  - d. May 29, 2026
  
4. Enrollment numbers shall be determined by a review of PowerSchool data using the following dates for each corresponding nine (9) week period:
  - a. September 17, 2025
  - b. November 14, 2025
  - c. February 6, 2026
  - d. April 26, 2026
  
5. This data will be used to determine a teacher's eligibility for the supplemental payment for each grading period. In the event a teacher or an administrator feels that a teacher's class size number on the count day described in the paragraph above does not accurately reflect the number of students generally assigned during the grading period, they may submit evidence supporting the teacher's entitlement to payment for further review.
  
6. Supplemental payments for the first semester will be made within forty-five (45) days following the approval of this resolution, all other payments will be made within forty-five (45) days of the conclusion of each nine (9) week period in which the teacher was eligible to receive this supplemental compensation.

Passed and adopted by the Board of School Trustees of the Elkhart Community Schools this 13<sup>th</sup> day of January 13, 2026.

AYE

NAY

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ATTEST:

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Secretary, Board of School Trustees