PUBLIC WORK SESSION

OF THE

BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

NOTICE OF MEETING CANCELLATION

Date:	Tuesday, July 28, 2026
Time:	5:00 p.m.
Location:	J.C. Rice Educational Services Center 2720 California Road Elkhart, Indiana 46514

Michelle A. Rice

Superintendent of Schools

Posted and electronically delivered to News Media on Friday, July 24, 2026, and electronically delivered to Board Members and School Attorney on Friday, July 24, 2026.

Revised July 24, 2026

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

Date: July 28, 2026

Time: 4:00 p.m.

Purpose: Reference Indiana Code Section 5-14-1.5-6.1

(7) For discussion of records classified as confidential by state or federal statute.

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

Michele A. Rice

Superintendent of Schools

Posted and electronically delivered to News Media on Friday, July 24, 2026, and electronically delivered to Board Members and School Attorney on Friday, July 24, 2026.

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

Date: July 28, 2026

Time: Immediately Following Regular Board Meeting

Purpose: Reference Indiana Code Section 5-14-1.5-6.1

(7) For discussion of records classified as confidential by state or federal statute.

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

Michael A. Rice

Superintendent of Schools

Posted and electronically delivered to News Media on Friday, July 24, 2026, and electronically delivered to Board Members and School Attorney on Friday, July 24, 2026.

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

July 28, 2026

CALENDAR

Jul	28	4:00 p.m.	Executive Session, J.C. Rice Educational Services Center
Jul	28	6:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Jul	28	Immediately Following	Executive Session, J.C. Rice Educational Services Center
Aug	11	5:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Aug	11	6:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center

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A. CALL TO ORDER

B. THE ELKHART PROMISE

C. INVITATION TO SPEAK PROTOCOL

D. PUBLIC COMMENT

E. CONSENT ITEMS:
- Minutes – July 10, 2026 – Public Work Session
- Minutes – July 14, 2026 – Regular Board Meeting
- Claims
- Fundraisers
- Gift Acceptances
- Contracts
- Personnel Report

F. OLD BUSINESS

G. NEW BUSINESS

New Course Proposals – The administration presents the following proposed new course offerings for the 2026 – 2027 school year for Board review: *Exploring Engineering and Technology A/B; Family and Consumer Science; Exploring Business and Information Technology A/B; Exploring Agriculture and Business A/B; Exploring Health Sciences A/B; and Forestry and Wildlife Management A/B.*

Board Policy 2370.05 – Virtual Education Program – The administration presents proposed new Board Policy 2370.05 – Virtual Education Program for initial consideration and requests approval with a waiver of second reading.

School Building Closure Resolution – The administration recommends approval of a resolution declaring Bristol Elementary School, Hawthorne Early Learning Center, Monger Elementary School, and Osolo Elementary School closed for instructional purposes and authorizing the administration to complete all statutory notifications and requirements related to the school consolidation process.

Employee Handbook Amendments Resolution – The administration recommends approval of a resolution amending designated non-certified employee handbooks, suspending career increment pay provisions, freezing current rates of pay pending Board review, and directing the review and revision of related Board policies and employee handbooks.

Student-Parent Guide – The administration recommends approval of the 2026–2027 Student-Parent Guide and requests to waive second reading. This guide establishes district-wide expectations, procedures, and information for students and families for the 2026–2027 school year.

Sale of iPads – The administration seeks authorization to sell surplus iPads in bulk, as the devices have reached the end of their useful lifecycle.

Finance Report

Insurance Report

H. INFORMATION AND PROPOSALS

From Superintendent and Staff

From Board

I. ADJOURNMENT

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

Elkhart Community Schools
Elkhart, Indiana

July 10, 2026

J.C. Rice Educational Services Center, 2720 California Road, Elkhart, Indiana 46514 – at 5:03 p.m. — Place/Time

Board Members Present:	Troy E. Scott Kellie L. Mullins	Dacey S. Davis Eric Ivory Anne M. VonDerVellen Douglas K. Weaver	Roll Call
Absent:	Mike Burnett		
Administration:	Dr. Amy Rauch		
Presenter:	Gregg Hixenbaugh		

The Board received a presentation regarding the proposed Innovation Network School Agreement with Premier Arts Academy. Following the presentation, eleven (11) individuals provided public comment. — Topics Discussed

The meeting adjourned at approximately 6:29 p.m. — Adjournment

APPROVED: — Signatures

Troy E. Scott, President	Dacey S. Davis, Member
Kellie L. Mullins, Vice President	Eric Ivory, Member
Mike Burnett, Secretary	Anne M. VonDerVellen, Member
	Douglas K. Weaver, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

July 14, 2026

J.C. Rice Educational Services Center, 2720 California Road, Elkhart, Indiana 46514 – at 6:02 p.m. — Place/Time

Board Members Present:	Kellie L. Mullins	Dacey S. Davis Eric Ivory Anne M. VonDerVellen Douglas K. Weaver	Roll Call
Via Electronic Communication:	Troy E. Scott		
Absent:	Mike Burnett		

Board Vice President Kellie Mullins called the regular meeting of the Board of School Trustees to order. — Call to Order

Board Member Anne VonDerVellen recited the Elkhart Promise. — The Elkhart Promise

Thirteen (13) audience members addressed the Board during public comment covering the following topics: proposed Innovation Network Agreement with Premier Arts Academy and the future of Osolo Elementary School (8); student educational records, FERPA compliance, parent complaints, communication with district administration, and accountability (4); and Elkhart High School (EHS) Homecoming community event (1). — Public Comment

By unanimous action via roll call, the Board approved the following consent items: — Consent Items

Minutes – June 23, 2026 – Regular Board Meeting — Minutes

Payment of claims totaling $18,195,132.11 as shown on the July 14, 2026, claims listing. (Codified File 2627-001) — Payment of Claims

ECS received the following donation: $1,500 from WE IMPACT PROPERTIES to Elkhart Community Schools (ECS) to be used to assist with the cost of providing a t-shirt to students and staff at the consolidated schools; donation of school supplies, with an estimated value of $500, from NIBCO World Headquarters to ECS Student Services to be provided to students in need; $500 from Star 004 LLC

to Hawthorne Early Learning Center to be used to support the Early Learning Center at Roosevelt; $1,800 from Michiana Porsche Club to the Michelle Hostetler Memorial Scholarship at the Elkhart Area Career Center (EACC) which provides two (2) graduating seniors in the Automotive Technology program with a toolbox filled with tools; and donation of stainless steel and aluminum material, with an owner-estimated value of $9,970.42, from Kessington Machine Products to EACC to be used in the CNC Machining program.

Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the July 14, 2026, listing. (Codified File 2627-002)

Conference Leave Requests

Confirmed submission of the following grants: 2026 COPS Grant hosted by the Department of Justice totaling $500,000 (matching grant) to be used for the purchase of additional weapons detection systems for ECS schools. (Codified File 2627-003)

Grants

Contract recommendations in accordance with Board policy on the July 14, 2026 listing. (Codified File 2627-004)

Contracts

Personnel Report Certified

Separation agreement for two (2) certified staff. (Codified File 2627-005)

Agreements

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

Heather Burton – Assistant Principal at Pinewood, 6/15/26

Administrative Resignation

Non-renewal of administrative contract for the following one (1) certified staff effective on date indicated:

Krista Searls – Supervisor of Special Programs at Elkhart High, 6/30/26

Administrative Non-renewal of Contract

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

Makenna Brantley – Grade 2 at Pinewood, 8/10/26
Patrick Nussbaum – Science at Elkhart High, 8/10/26
Candra Yoder – Grade 2 at Pinewood, 8/10/26

Employment

Transfer of the following two (2) certified staff effective August 10, 2026:

Laura Christensen – Social Worker at Roosevelt to Social Worker at North Side
Laura Stauffer – Science at West Side to Biology at Freshman Division

Transfers

Resignations

Resignation of the following fifteen (15) certified staff effective on date indicated:

Megan Anagnos – Speech Pathologist at Exceptional Learners, 6/16/26
Jeremy Bechtel – Grade 3 at Eastwood, 6/15/26
Patrick Brownewell – Commercial Photo at Career Center, 5/29/26
Eric Chandler – Grade 1 at Beardsley, 6/30/26
Elizabeth Collins – Special Education at Roosevelt, 5/29/26
Brett Coverstone – Grade 3 at Feeser, 5/29/26
Maria DeVries – ENL at Freshman Division, 5/29/26
Shelby Eby – College and Careers at Pierre Moran, 5/29/26
Lisa Ernsberger – Activities Director at Elkhart High, 6/30/26
Amber Genovese – Grade 2 at Daly, 5/29/26
Rhiannon Harrison – Grade 3 at Beardsley, 5/29/26
Shannon Lovely – Mathematics at West Side, 5/29/26
Zackery Maggert – Social Studies at North Side, 5/29/26
Breanna Marrs – Grade 5 at Pinewood, 5/29/26
Joanna Rushenberg – Grade 3 at Feeser, 5/29/26

Resignation Correction

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

Aleece Weade-Jeong – Counselor at Elkhart High B&IR 6/5/26

Retirements

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

Gina Blackburn – Grade 2 at Monger, 5/29/2026 with 3 Years of Service
Shelly Sierzputowski – Grade 4 at Beardsley, 5/29/26 with 1 Year of Service
Tamara Tidey – Diagnostician at Exceptional Learners, 6/3/26 with 32 Years of Service

Separations

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

Brent Curry – Special Education at West Side, 5/29/26

Job Descriptions

Approval of the following one (1) certified job description:

Dean of Students (Elementary Schools)

Job Description Revisions

Approval of the following three (3) certified job description revisions:

Coordinator of Elkhart Alternative School (K-8)
Coordinator of Elkhart Alternative School (9-12)
Student Activities Coordinator – High School

Classified

Employment

Employment of the following three (3) classified employees effective on date indicated:

Michael Mitchell, Jr. – Paraprofessional at Beardsley, 10/12/26

Alexis Mourey – Registered Nurse at Elkhart High, 10/2/26

Nicole Verhage – Custodian at Elkhart High, 8/17/26

Reassignments

Reassignment of the following three (3) classified employees for the 2026 – 2027 school year:

Ana Cazares – School of Study Secretary at Elkhart High B&IR (220 days) to Secretary at Elkhart High (206 days)

Teresa Hobson – School of Study Secretary at Elkhart High ETI (220 days) to Secretary at Elkhart High (206 days)

Amanda Wirt – School of Study Secretary at Elkhart High A&C (220 days) to Secretary at Elkhart High (206 days)

Separations

Transfer of the following twenty-two (22) classified employees for the 2026 – 2027 school year:

Kristen Cooper – Paraprofessional at Eastwood to Paraprofessional at Feeser

Jill Daly – Paraprofessional at Cleveland to Paraprofessional at West Side

Kristi Folger – Paraprofessional at Eastwood to Paraprofessional at Feeser

Brooke Grenier – Paraprofessional at Cleveland to Paraprofessional at Beardsley

Brian Guy – Custodian at West Side to Custodian at Roosevelt

Michelle Horton-Gates – Bus Driver at Transportation to Bus Helper at Transportation

Deborah Jackson – Paraprofessional at Riverview to Paraprofessional at Beardsley

Angela Jones – Custodian at Freshman Division to Custodian at Elkhart High

Karen Krieg – Paraprofessional at Eastwood to Paraprofessional at Feeser

Richard Lancaster – Paraprofessional at Roosevelt to Paraprofessional at Feeser

Jared Landsaw – Night Supervisor at North Side to Custodial Pool at Building Services

Cayla Lopes – Paraprofessional at Eastwood to Paraprofessional at Feeser

Melanie Pallares – Paraprofessional at Cleveland to Paraprofessional at Beardsley

Holly Rehmels – Paraprofessional at Cleveland to Paraprofessional at Beardsley
Debi Richardson – Technical Assistant at Hawthorne to Paraprofessional at Roosevelt
Sondra Rodgers – Custodian at Elkhart High to Custodian at Career Center
Felipa Estela Ruiz – Paraprofessional at Hawthorne to Paraprofessional at PACE
Tina Slabach – Substitute Teacher at ESC to ECOLE Lead Program Coordinator at ESC
Brianna Stack – Paraprofessional at Riverview to Paraprofessional at Daly
Laura Tucker – Paraprofessional at Beck to Paraprofessional at Daly
Dawn Winters – Paraprofessional at Eastwood to Paraprofessional at Feeser
Mara Zapata Sanchez – Paraprofessional at Roosevelt to Paraprofessional at Feeser

Coaches

Employment of the following four (4) coach employees in the 2026 – 2027 school year:

Zachary Corpe – Football at Freshman Division
Darrian Dotson – Head Volleyball at Pierre Moran
DeJanea Forester – Head 8th Grade Varsity Volleyball at West Side
Mimia Jenai White – Assistant 7th Grade Varsity Volleyball at West Side

Resignations

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

Aliza Clayton – Paraprofessional at Cleveland, 5/29/26
Margaret Craver – Paraprofessional at Beck, 5/29/26
Amanda Duncan – Custodian at Pinewood, 7/14/26
Laurie Garber – Custodian at Riverview, 7/17/26
Jessi Jackson – Custodian at Freshman Division, 6/29/26
Michael Murrell – Reporter and Assignment Editor at WVPE, 7/22/26

Separations

Separation of the following three (3) classified employees effective on date indicated:

Jessica Buck – Receptionist at ESC, 7/10/26
Sarah Hieber – Applications Processing Secretary at ESC, 7/10/26
Suzanne Tufts – School of Study Secretary at Elkhart High Human Services, 6/22/26

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

Kathryn Strickland – Substitute Teacher at ESC, 7/14/26 in accordance with Policy 3120CS

Approval of the following two (2) classified job descriptions: — Job Descriptions

Technical Assistant-Work-Based Learning
Hourly Range: $18.95 - $24.11
Technical Assistant Employee Group (192 days)

Strength and Conditioning Coach
Salary Range: $45,000 - $75,000
Miscellaneous Employee Group (261 days)

Approval of the following one (1) classified job description revision:

Secretary at High School (formerly School of Study Secretary at High School)

Superintendent Michele Riise recommended approval of the Innovation Network School Agreement with Premier Arts Academy, explaining under current Indiana law, the Osolo Elementary building would ultimately be transferred to a charter school regardless of Board action. She stated that approving the agreement would allow the district to eliminate ongoing maintenance and utility costs while generating additional revenue to support district operations and student services. — Innovation Network Agreement

During consideration of the item, the original motion was amended to include a waiver of second reading.

Board members discussed the proposed agreement at length. Board Member Dacey Davis stated while she supports school choice, she did not believe the Board had received sufficient information regarding the long-term implications of accelerating the statutory process; therefore, could not support the agreement. Mrs. VonDerVellen expressed support for the agreement, citing the district's financial realities and concluding it represented the more fiscally responsible option available under current law. Board Member Eric Ivory also supported the agreement, emphasizing responsible stewardship of district assets, accountability, and the opportunity to generate additional revenue while keeping the facility in educational use. Board President Troy Scott similarly supported the agreement, stating although neither available option was ideal, the Innovation Network Agreement provided financial benefits and represented the more fiscally responsible course of action. Mrs. Mullins expressed appreciation for the public input received and stated, while she supports educational opportunities for families, she could not conclude that the agreement was in the best long-term interest of ECS.

By a 3-3 vote via roll call (yeas: Scott, VonDerVellen, and Ivory; nays: Mullins, Davis, and Weaver), the motion to waive second reading and

approve the Innovation Network School Agreement with Premier Arts Academy failed for lack of a majority.

By unanimous action via roll call, the Board approved the submission of a School Technology Advancement Account (STAA) Application as presented. (Codified File 2627-006) — STAA Application

By unanimous action via roll call, the Board accepted the administrators' potential conflict of interest disclosures as presented by General Counsel Monica Conrad. (Codified File 2627-007) — Conflict of Interest

By unanimous action via roll call, the Board adopted a resolution to transfer funds from the Rainy Day Fund. (Codified File: 2627-008) — Resolution

By unanimous action via roll call, the Board adopted a resolution authorizing property tax fund transfers pursuant to House Enrolled Act 1210-2026. (Codified File: 2627-009) — Resolution

In closing, Superintendent Riise expressed condolences on the passing of longtime music educator Jeff Reinert, recognizing his dedicated service to ECS and the lasting impact he made on students, colleagues, and the many schools he served. She extended the district's sympathies to his family, friends, and the school communities he touched. — From the Superintendent

Mrs. Riise also provided an update on the district's July 1 meeting with the Distressed Unit Appeal Board (DUAB). She reported the meeting was productive and DUAB recognized the district's recent efforts to improve its financial position. She shared that the district expects to receive a favorable report and to continue working with DUAB for an additional six months while implementation of its financial recovery efforts continues. Mrs. Riise explained DUAB will continue monitoring key operational areas, including staffing levels, program offerings, administrative structure, facilities, class size ratios, transportation, contracts, and health insurance. She emphasized the importance of aligning district expenditures with revenues through thoughtful, long-term planning while maintaining a focus on student achievement and keeping the community informed throughout the process.

Mrs. Riise concluded by announcing the district will pause its elementary athletics program for the 2026 – 2027 school year while conducting a comprehensive review. She explained the review will evaluate program effectiveness, alignment with student development goals, and long-term financial sustainability, noting the program currently costs the district more than $250,000 annually.

Mrs. Mullins shared that, while many are enjoying summer break, she recently encountered several elementary students who were excitedly shopping for school supplies in preparation for the upcoming school year. Drawing from her experiences reading to kindergarten students throughout the district, she remarked on their enthusiasm for returning — From the Board

to school and wished everyone an enjoyable remainder of the summer before the start of the new school year.

The meeting adjourned at approximately 7:13 p.m. Adjournment

APPROVED: Signatures

_____
Troy E. Scott, President

_____
Kellie L. Mullins, Vice President

_____
Mike Burnett, Secretary

_____
Dacey S. Davis, Member

_____
Eric Ivory, Member

_____
Anne M. VonDerVellen, Member

_____
Douglas K. Weaver, Member

School	Fundraising Activity Description/Purpose	Date(s) of Activity	Date Submitted	Sponsor(s)
Elkhart High - Football	Players will be going door to door and asking community members to sell cards to raise funds for the 2026 football season.	7/20/2026 - 9/1/2026	7/13/2026	Travon Curry
	Please note the following fundraisers are presented for confirmation only.			

Instructional Leadership

Phone: 574-262-5559

TO: MICHELE RIISE, SUPERINTENDENT MAR
BOARD OF SCHOOL TRUSTEES

FROM: DR. AMY RAUCH AR
DEPUTY SUPERINTENDENT

DATE: JULY 15, 2026

RE: ECS DONATION

Horace Mann Insurance will generously donate coffee bars for staff at several of our school buildings during the 2026/2027 school year. The donation is valued at approximately $750.

We ask that an appropriate letter of acknowledgement and appreciation be sent to:

Laurie Marks
Horace Mann Insurance
203 S Main St, Ste 3
Goshen IN 46526

DISTRICT COUNSEL/
CHIEF OF STAFF

ELKHART
COMMUNITY SCHOOLS

Revised: July 28, 2026

TO: BOARD OF SCHOOL TRUSTEES

FROM: MONICA CONRAD
GENERAL COUNSEL MAC

DATE: JULY 28, 2026

RE: CONTRACTS RECOMMENDED FOR BOARD APPROVAL

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

Contractor	Requesting Administrator	Description	Funding Source	Amount
Amergis Educational Staffing	Traci Henn	Recommendation to approve service agreement with Amergis to provide two (2) RNs and one (1) LPN to ECS for the 2026/2027 school year.	Operations Fund	$65 per hour for RN $47 per hour for LPN
Audience Research Analysis	Monica Conrad for Anthony Hunt	Recommendation to approve service agreement with Audience Research Analysis to provide WVPE Radio with Basic Service AudiGraphics, (audience research analysis tools).	WVPE Fund	$4,400
Crossing National, Inc.	Dr. Amy Rauch	Recommendation to approve a service agreement with Crossing National, Inc. to provide state-accredited academic education opportunities for student in the alternative program for the 2026/2027 school year.	Education Fund	$2,500 per student per year for Work Based Learning Only Tuition

Contractor	Requesting Administrator	Description	Funding Source	Amount
Digi SmartSense, LLC	Ronda Ross	Recommendation to approve renewal of food service equipment temperature monitoring system contract with Digi SmartSense for the 2026/2027 school year. The services provide monitoring and recording food storage location temperatures 24 hours a day.	Food Service Fund	$5,840
Sarah Drabyn	Traci Henn	Recommendation to approve service agreement with Sarah Drabyn to provide occupational therapy services via tele-therapy for the 2026/2027 school year.	Education Fund / Maintenance of Effort	$60 per hour up to 24 hours per week
Hensley Special Education Supports and Solutions LLC.	Traci Henn	Recommendation to approve consulting service agreement with Kathy Hensley, of Hensley Special Education Supports and Solutions LLC. Hensley will provide special education services as an Individualized Education Program (IEP) facilitator during the 2026/2027 school year.	Education Fund / Maintenance of Effort	$90 per hour

Contractor	Requesting Administrator	Description	Funding Source	Amount
Medical Communications Ambassadors	Brandon Eakins	Recommendation to approve MOU between Medical Communication Ambassadors and ECS Adult Education Program to collaborate to offer workforce / career preparation activities and training for adults pursuing certification for medical interpreting.	Adult Basic Education Grant	$800 per student enrolled
Clyde Riley	Cary Anderson	Recommendation to approve a service agreement with Clyde Riley to provide administrative support at West Side Middle School August 3, 2026, through November 24, 2026.	Education Fund	$350 per day worked
Kristie Speirs Neumeister	Dr. Amy Rauch	Recommendation to approve service agreement with Kristie Speirs Neumeister to provide consulting services for ECS High Ability Program.	High Ability Grant	$5,000
Stacey VanEck	Traci Henn	Recommendation to approve service agreement with Stacey VanEck to provide school psychologist services for ECS students for the 2026/2027 school year.	Education Fund / Maintenance of Effort	$68 per hour with max of 500 hours

MJC/crr

Cc: Michele Riise, Superintendent
Dr. Amy Rauch, Deputy Superintendent
Ronda Ross, CFO

Human Resources Department

2720 California Road • Elkhart, IN 46514

Phone: 574-262-5500

To: Mrs. Michele Riise MAR

From: Ms. Maggie Lozano

Date: July 28, 2026

Personnel Recommendations

CERTIFIED

a. **Administrative Appointments** – We recommend four (4) administrator appointments effective August 3, 2026.

b. **New Certified Staff** – We recommend the approval of seven (7) new certified staff for the 2026-27 school year.

c. **Certified Staff Transfers** – We recommend the transfer of five (5) certified staff effective August 10, 2026.

d. **Separation** – We report the resignation of eleven (11) certified staff.

e. **Administrative Retirement** – We report the retirement of one (1) administrator who has provided seventeen (17) years of service.

f. **Retirement** – We report the retirement of two (2) certified staff that have provided a total of twenty-two (22) years of service.

g. **Death –** We regretfully report the death of one (1) employee.

CLASSIFIED

a. **Classified Staff Reassignment** – We recommend the reassignment of two (2) classified staff for the 2026-27 school year.

b. **Classified Staff Transfers** – We recommend the transfer of four (4) classified staff for the 2026-27 school year.

c. **Summer Employment** – We recommend the employment of two (2) classified staff for summer employment.

d. **Coaches** – We recommend the employment of two (2) coaches for the 2026-27 school year.

e. **Reassignment** – We recommend the reassignment of two (2) classified staff to a certified position for the 2026-27 school year.

f. **Separation** – We report the separation of five (5) classified staff.

g. **Retirement** – We report the retirement of one (1) classified staff who has provided a total of 13 years of service.

h. **Job Description Revision** – We recommend the approval of four (4) job description revisions.

Elkhart Community Schools
New Course Proposal for 2026-2027

Proposals for new courses submitted 3 semesters prior to implementation.

State Title	Course Name: **Exploring Engineering and Technology A/B** Course Code: **0490.68**
Course Description	Engineering and Technology is a two-semester course designed to focus on the fundamental concepts of engineering and technology. Students will learn about important inventions and innovations in engineering and technology, engineering's contributions to society, and how fields such as science, mathematics, and technology influence engineering. They will also learn how to identify various measurement devices, use the engineering design process to create models or prototypes to address real-world problems, and employ drafting techniques—both manual and using computer-aided design (CAD) software—to produce two-dimensional drawings. In addition, the course covers the technologies, principles, and safety considerations in various engineering and technology career areas. The course will also teach students about career areas in the engineering and technology industries and the skills and education required, as well as the job outlook, demand, and projected wages of various career options in the field. Through focused mini lessons, students will be introduced to durable skills such as metacognition and critical thinking, and they will have opportunities to practice and begin applying these skills in career-specific activities.
Grade Levels	6-8
Pathway	N/A
Length of Course	One Semester Each
Prerequisites	None

Additional Required Information:

Resources	Available via Edoptions Academy (Elkhart Virtual School)
Additional cost?	None
Rationale for the course	This course will give middle school students at Elkhart Virtual School additional elective options.
How does this course fit into your department's and your school's total program?	Allows for additional elective options for middle school virtual students.
Anticipated number of students	Unknown - Dependent on enrollment at Elkhart Virtual School

Elkhart Community Schools
New Course Proposal for 2026-2027

What courses might this replace in their schedules?	N/A
Name of person on staff licensed to teach this course	Provided via EdOptions Academy

Teacher Signature — Date:

Written Name of Teacher

Department Chair — Date:

Written Name of Department Chair

Director of Counseling — Date: 7/1/26

Written Name of Director of Counseling

Principal or Assistant Principal — Date: 7/1/26

Written Name of Principal or Assistant Principal

Checklist and Timeline: These dates are the "ideal" and

Task	Completed?	
STEP 1: By the middle of October, the teacher(s) will draft an informal course proposal and discuss the new course with his or her department chair. The teacher and department chair will make contact with their counterparts at the sister school and with building administrators. The administrators will discuss the proposed course with the Director of Secondary Instruction. **By the last Friday in October**, the teacher will be informed as to whether or not he or she should move forward with further development of the proposed course and with the formal submission of the new course proposal using the form above.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

STEP 2: The teacher will submit the full course proposal to the building administrator and his or her department chair **by the middle of November**.	Yes	No
STEP 3: The building principal or his/her designee will submit the full course proposal to the Director of Secondary Instruction **by the last Friday in November** for discussion and decision-making.	Yes	No
STEP 4: By the first Friday in December, the Director of Secondary Instruction will inform secondary administrators whether or not the new course proposal has been recommended for submission to the Board of School Trustees for inclusion in the course offerings. Principals will notify building administrative staff and the submitting teacher whether or not the proposal is moving to the next step.	Yes	No
STEP 5: The Director of Secondary Instruction will take the recommended new course proposals to the Superintendent **no later than the end of December.**	Yes	No
STEP 6: If the Superintendent approves the recommendations, the course proposals will be shared with the Board of School Trustees during the next scheduled board meeting. The Director of Secondary Instruction will work with the department chairpersons and building administrators to coordinate the writing of the curriculum and ordering of resources for implementation during the next school year.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

Proposals for new courses submitted 3 semesters prior to implementation.

State Title	Course Name: **Family and Consumer Science** Course Code: **0492.68**
Course Description	Family & Consumer Science prepares students with a variety of skills for independent or family living. Topics covered include child care, home maintenance, food preparation, money management, medical management, clothing care, and more. They also focus on household, personal, and consumer health and safety. In addition, students learn goal setting and decision-making skills, as well as explore possible career options.
Grade Levels	6-8
Pathway	N/A
Length of Course	One Semester
Prerequisites	None

Additional Required Information:

Resources	Available via Edoptions Academy (Elkhart Virtual School)
Additional cost?	None
Rationale for the course	This course will give middle school students at Elkhart Virtual School additional elective options.
How does this course fit into your department's and your school's total program?	Allows for additional elective options for middle school virtual students.
Anticipated number of students	Unknown - Dependent on enrollment at Elkhart Virtual School
What courses might this replace in their schedules?	N/A
Name of person on staff licensed to teach this course	Provided via EdOptions Academy

Elkhart Community Schools
New Course Proposal for 2026-2027

Teacher Signature — Date:

Written Name of Teacher

Department Chair — Date:

Written Name of Department Chair

Director of Counseling — Date: 7/1/26

Written Name of Director of Counseling

Principal or Assistant Principal — Date: 7/1/26

Written Name of Principal or Assistant Principal

Checklist and Timeline: These dates are the "ideal" and

Task	Completed?	
STEP 1: By the middle of October, the teacher(s) will draft an informal course proposal and discuss the new course with his or her department chair. The teacher and department chair will make contact with their counterparts at the sister school and with building administrators. The administrators will discuss the proposed course with the Director of Secondary Instruction. **By the last Friday in October**, the teacher will be informed as to whether or not he or she should move forward with further development of the proposed course and with the formal submission of the new course proposal using the form above.	Yes	No
STEP 2: The teacher will submit the full course proposal to the building administrator and his or her department chair **by the middle of November**.	Yes	No
STEP 3: The building principal or his/her designee will submit the full course proposal to the Director of Secondary Instruction **by the last Friday in November** for discussion and decision-making.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

STEP 4: By the first Friday in December, the Director of Secondary Instruction will inform secondary administrators whether or not the new course proposal has been recommended for submission to the Board of School Trustees for inclusion in the course offerings. Principals will notify building administrative staff and the submitting teacher whether or not the proposal is moving to the next step.	Yes	No
STEP 5: The Director of Secondary Instruction will take the recommended new course proposals to the Superintendent **no later than the end of December.**	Yes	No
STEP 6: If the Superintendent approves the recommendations, the course proposals will be shared with the Board of School Trustees during the next scheduled board meeting. The Director of Secondary Instruction will work with the department chairpersons and building administrators to coordinate the writing of the curriculum and ordering of resources for implementation during the next school year.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

Proposals for new courses submitted 3 semesters prior to implementation.

State Title	Course Name: **Exploring Business and Information Technology A/B** Course Code: **0494.68**
Course Description	Business and Information Technology is a two-semester course designed to focus on the foundational skills of business and information technology. Students will learn the concepts of entrepreneurship, marketing strategies, product design, digital citizenship, career exploration, and computer systems. They will also learn how to troubleshoot common computer issues, use software and applications to build spreadsheets, create business and marketing plans, and develop multimedia presentations. In addition, the course covers the differences between ethical and unethical uses of technology, reviewing career options and skills needed for success, and creating a career plan and electronic portfolio. The course will also teach students financial planning and consumer protection laws, as well as how to conduct a job search within the business and information technology industries and how to assess online resources for credibility. Through focused mini lessons, students will be introduced to durable skills such as metacognition and critical thinking, and they will have opportunities to practice and begin applying these skills in career-specific activities.
Grade Levels	6-8
Pathway	N/A
Length of Course	One Semester Each
Prerequisites	None

Additional Required Information:

Resources	Available via Edoptions Academy (Elkhart Virtual School)
Additional cost?	None
Rationale for the course	This course will give middle school students at Elkhart Virtual School additional elective options.
How does this course fit into your department's and your school's total program?	Allows for additional elective options for middle school virtual students.
Anticipated number of students	Unknown - Dependent on enrollment at Elkhart Virtual School

Elkhart Community Schools
New Course Proposal for 2026-2027

What courses might this replace in their schedules?	N/A
Name of person on staff licensed to teach this course	Provided via EdOptions Academy

Teacher Signature — Date:

Written Name of Teacher

Department Chair — Date:

Written Name of Department Chair

Director of Counseling — Date: 7/1/24

Written Name of Director of Counseling

Principal or Assistant Principal — Date: 7/1/26

Written Name of Principal or Assistant Principal

Checklist and Timeline: These dates are the "ideal" and

Task	Completed?	
STEP 1: By the middle of October, the teacher(s) will draft an informal course proposal and discuss the new course with his or her department chair. The teacher and department chair will make contact with their counterparts at the sister school and with building administrators. The administrators will discuss the proposed course with the Director of Secondary Instruction. **By the last Friday in October**, the teacher will be informed as to whether or not he or she should move forward with further development of the proposed course and with the formal submission of the new course proposal using the form above.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

STEP 2: The teacher will submit the full course proposal to the building administrator and his or her department chair **by the middle of November**.	Yes	No
STEP 3: The building principal or his/her designee will submit the full course proposal to the Director of Secondary Instruction **by the last Friday in November** for discussion and decision-making.	Yes	No
STEP 4: By the first Friday in December, the Director of Secondary Instruction will inform secondary administrators whether or not the new course proposal has been recommended for submission to the Board of School Trustees for inclusion in the course offerings. Principals will notify building administrative staff and the submitting teacher whether or not the proposal is moving to the next step.	Yes	No
STEP 5: The Director of Secondary Instruction will take the recommended new course proposals to the Superintendent **no later than the end of December.**	Yes	No
STEP 6: If the Superintendent approves the recommendations, the course proposals will be shared with the Board of School Trustees during the next scheduled board meeting. The Director of Secondary Instruction will work with the department chairpersons and building administrators to coordinate the writing of the curriculum and ordering of resources for implementation during the next school year.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

Proposals for new courses submitted 3 semesters prior to implementation.

State Title	Course Name: **Exploring Agriculture and Business A/B** Course Code: **0496.68**
Course Description	Exploring Agriculture Science and Business is a two-semester course designed to focus on the role of agriculture and its impacts on society and the concepts of sustainable agriculture, agribusiness, and agricultural mechanics. Students will learn about the plant lifecycle, characteristics of livestock, food sources, nutrition, and food safety principles. They will also research and write about major advancements and issues in agriculture, create nutritionally balanced meal plans, and apply the scientific investigation process to answer questions and solve problems. They will also evaluate the effects of pollution on ecosystems and propose solutions. In addition, the course covers agricultural mechanics and technology and their effects on society and the economy, as well as various types of agribusinesses and their functions. The course will also teach students about local and national job opportunities available in the agricultural science and agribusiness industry and the skills needed for success in these careers. Through focused mini lessons, students will be introduced to durable skills such as metacognition and critical thinking, and they will have opportunities to practice and begin applying these skills in career-specific activities.
Grade Levels	6-8
Pathway	N/A
Length of Course	One Semester Each
Prerequisites	None

Additional Required Information:

Resources	Available via Edoptions Academy (Elkhart Virtual School)
Additional cost?	None
Rationale for the course	This course will give middle school students at Elkhart Virtual School additional elective options.
How does this course fit into your department's and your school's total program?	Allows for additional elective options for middle school virtual students.
Anticipated number of students	Unknown - Dependent on enrollment at Elkhart Virtual School

Elkhart Community Schools
New Course Proposal for 2026-2027

What courses might this replace in their schedules?	N/A
Name of person on staff licensed to teach this course	Provided via EdOptions Academy

Teacher Signature — Date:

Written Name of Teacher

Department Chair — Date:

Written Name of Department Chair

Lacey Curry — 7/1/24

Director of Counseling — Date:

Lacey Curry

Written Name of Director of Counseling

Principal or Assistant Principal — 7/1/26 — Date:

Bryan Hammontree

Written Name of Principal or Assistant Principal

Checklist and Timeline: These dates are the "ideal" and

Task	Completed?	
STEP 1: By the middle of October, the teacher(s) will draft an informal course proposal and discuss the new course with his or her department chair. The teacher and department chair will make contact with their counterparts at the sister school and with building administrators. The administrators will discuss the proposed course with the Director of Secondary Instruction. **By the last Friday in October**, the teacher will be informed as to whether or not he or she should move forward with further development of the proposed course and with the formal submission of the new course proposal using the form above.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

STEP 2: The teacher will submit the full course proposal to the building administrator and his or her department chair **by the middle of November**.	Yes	No
STEP 3: The building principal or his/her designee will submit the full course proposal to the Director of Secondary Instruction **by the last Friday in November** for discussion and decision-making.	Yes	No
STEP 4: By the first Friday in December, the Director of Secondary Instruction will inform secondary administrators whether or not the new course proposal has been recommended for submission to the Board of School Trustees for inclusion in the course offerings. Principals will notify building administrative staff and the submitting teacher whether or not the proposal is moving to the next step.	Yes	No
STEP 5: The Director of Secondary Instruction will take the recommended new course proposals to the Superintendent **no later than the end of December.**	Yes	No
STEP 6: If the Superintendent approves the recommendations, the course proposals will be shared with the Board of School Trustees during the next scheduled board meeting. The Director of Secondary Instruction will work with the department chairpersons and building administrators to coordinate the writing of the curriculum and ordering of resources for implementation during the next school year.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

Proposals for new courses submitted 3 semesters prior to implementation.

State Title	Course Name: **Exploring Health Sciences A/B** Course Code: **0497.68**
Course Description	Exploring Health Sciences is a two-semester course designed to focus on exploring health care systems, health science careers, and human body systems. Students will learn about the evolution and types of health care facilities in the United States, the function and interdependence of human body systems, and medical terminology. They will also identify parts of the human anatomy, research and write about traditional medicine practices, create informational media on health care issues and careers, and learn first aid procedures. In addition, this course covers the different areas of health care, such as primary care, mental health, public health, and pharmaceuticals, as well as the educational qualifications and skills required for a career in health care. In addition, the course covers the basics of first aid care procedures and medical assisting skills. Through focused mini lessons, students will be introduced to durable skills such as metacognition and critical thinking, and they will have opportunities to practice and begin applying these skills in career-specific activities.
Grade Levels	6-8
Pathway	N/A
Length of Course	One Semester Each
Prerequisites	None

Additional Required Information:

Resources	Available via Edoptions Academy (Elkhart Virtual School)
Additional cost?	None
Rationale for the course	This course will give middle school students at Elkhart Virtual School additional elective options.
How does this course fit into your department's and your school's total program?	Allows for additional elective options for middle school virtual students.
Anticipated number of students	Unknown - Dependent on enrollment at Elkhart Virtual School

Elkhart Community Schools
New Course Proposal for 2026-2027

What courses might this replace in their schedules?	N/A
Name of person on staff licensed to teach this course	Provided via EdOptions Academy

Teacher Signature — Date:

Written Name of Teacher

Department Chair — Date:

Written Name of Department Chair

Director of Counseling — Date: 7/1/26

Written Name of Director of Counseling

Principal or Assistant Principal — Date: 7/1/26

Written Name of Principal or Assistant Principal

Checklist and Timeline: These dates are the "ideal" and

Task	Completed?	
STEP 1: By the middle of October, the teacher(s) will draft an informal course proposal and discuss the new course with his or her department chair. The teacher and department chair will make contact with their counterparts at the sister school and with building administrators. The administrators will discuss the proposed course with the Director of Secondary Instruction. **By the last Friday in October**, the teacher will be informed as to whether or not he or she should move forward with further development of the proposed course and with the formal submission of the new course proposal using the form above.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

STEP 2: The teacher will submit the full course proposal to the building administrator and his or her department chair **by the middle of November**.	Yes	No
STEP 3: The building principal or his/her designee will submit the full course proposal to the Director of Secondary Instruction **by the last Friday in November** for discussion and decision-making.	Yes	No
STEP 4: By the first Friday in December, the Director of Secondary Instruction will inform secondary administrators whether or not the new course proposal has been recommended for submission to the Board of School Trustees for inclusion in the course offerings. Principals will notify building administrative staff and the submitting teacher whether or not the proposal is moving to the next step.	Yes	No
STEP 5: The Director of Secondary Instruction will take the recommended new course proposals to the Superintendent **no later than the end of December.**	Yes	No
STEP 6: If the Superintendent approves the recommendations, the course proposals will be shared with the Board of School Trustees during the next scheduled board meeting. The Director of Secondary Instruction will work with the department chairpersons and building administrators to coordinate the writing of the curriculum and ordering of resources for implementation during the next school year.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

Proposals for new courses submitted 3 semesters prior to implementation.

State Title	Course Name: **Forestry and Wildlife Management A/B** Course Code: **7270**
Course Description	Forestry and Wildlife Management is a two-semester course that begins by identifying employment and entrepreneurial opportunities in forestry, wildlife, and natural resource management. Students learn about safety hazards and procedures in the industry. They also learn about soil, mineral, plant, water, forest, and wildlife management, as well as the laws that govern these professions. In addition, students learn about the tools and practices used in forestry and wildlife management careers. Finally, they learn about the carrying capacity of rangelands and the consequences of overgrazing.
Grade Levels	9-12
Pathway	Natural Resources
Length of Course	Two Semesters
Prerequisites	Principles of Agriculture (7117) and Natural Resources (5180)

Additional Required Information:

Resources	Available via EdOptions Academy (EVS)
Additional cost?	N/A
Rationale for the course	Completion of Natural Resource Pathway through NLPS
How does this course fit into your department's and your school's total program?	Gives students at Elkhart Virtual School another online graduation pathway.
Anticipated number of students	Dependant on EVS Enrollment
What courses might this replace in their schedules?	N/A
Name of person on staff licensed to teach this course	Provided by EdOptions Academy

Elkhart Community Schools
New Course Proposal for 2026-2027

Teacher Signature — Date:

Written Name of Teacher

Department Chair — Date:

Written Name of Department Chair

Director of Counseling — Date: 7/1/26

Written Name of Director of Counseling

Principal or Assistant Principal — Date: 7/1/26

Written Name of Principal or Assistant Principal

Checklist and Timeline: These dates are the "ideal" and

Task	Completed?	
STEP 1: By the middle of October, the teacher(s) will draft an informal course proposal and discuss the new course with his or her department chair. The teacher and department chair will make contact with their counterparts at the sister school and with building administrators. The administrators will discuss the proposed course with the Director of Secondary Instruction. **By the last Friday in October**, the teacher will be informed as to whether or not he or she should move forward with further development of the proposed course and with the formal submission of the new course proposal using the form above.	Yes	No
STEP 2: The teacher will submit the full course proposal to the building administrator and his or her department chair **by the middle of November**.	Yes	No
STEP 3: The building principal or his/her designee will submit the full course proposal to the Director of Secondary Instruction **by the last Friday in November** for discussion and decision-making.	Yes	No

Elkhart Community Schools
New Course Proposal for 2026-2027

STEP 4: By the first Friday in December, the Director of Secondary Instruction will inform secondary administrators whether or not the new course proposal has been recommended for submission to the Board of School Trustees for inclusion in the course offerings. Principals will notify building administrative staff and the submitting teacher whether or not the proposal is moving to the next step.	Yes	No
STEP 5: The Director of Secondary Instruction will take the recommended new course proposals to the Superintendent **no later than the end of December.**	Yes	No
STEP 6: If the Superintendent approves the recommendations, the course proposals will be shared with the Board of School Trustees during the next scheduled board meeting. The Director of Secondary Instruction will work with the department chairpersons and building administrators to coordinate the writing of the curriculum and ordering of resources for implementation during the next school year.	Yes	No

PROGRAM (PROPOSED NEW) First Reading and Requests Waiver of Second Reading

2370.05

Virtual Education Program

REVISED Jul 28, 2026

2370.05 – **VIRTUAL EDUCATION PROGRAM**

The School Board is committed to delivering strong instructional programs, and the School Corporation seeks through a Virtual Education Program to offer variety in the method of such delivery. The Corporation recognizes its responsibility to provide options for each student to extend, enhance, supplement, and expand their learning outside the traditional brick and mortar learning models.

Definitions

'Virtual education program', as defined by I.C. 20-19-9.1, means a program provided by a school corporation in which more than fifty percent (50%) of instruction, other than instruction for recovery credit courses, to the students participating in the program is provided in an interactive learning environment created through technology in which the student is separated from a teacher by time or space, or both.

'Virtual presence' refers to the regular participation of a student by virtual means. However, a student attending the school corporation's virtual education program who accumulates ten (10) consecutive or eighteen (18) cumulative unexplained absences will be withdrawn from the school corporation's virtual education program.

Mandatory Onboarding and Training

The Corporation requires that a student who wishes to participate in a Virtual Education Program and his/her parent must participate in an onboarding and training program prior to enrollment. If the student or the student's parent does not participate in this onboarding and training program, the student shall not be permitted to enroll or participate in the Virtual Education Program.

The student/parent will identify the educational goals of the student and, prior to the commencement of virtual instruction, determine if any educational needs or support services, including technical assistance, will be required during the Virtual Education Program.

Each student that is enrolled in a virtual program shall be provided, at no cost to the student, a school issued device necessary to fully participate in the Virtual Education Program.

Understanding the nature of virtual education is also a critical element of the Corporation's training process. The student/parent shall be advised that the ramifications of the student's failure to follow established attendance procedures and engage with the virtual class content are consistent with Policy 5200 – Attendance and standards established herein. Further, the Corporation, having provided proper notice to the student/parent, may withdraw the student from the virtual instruction program and disallow re-enrollment for the remainder of the school year if the student regularly fails to participate in courses and the student/parent does not demonstrate that the student's failure to participate in the course is due to an event that would be considered an excused absence under I.C. 20-33-2. If the student is a student with a disability, the withdrawal of that student is considered a change of placement. Therefore, prior to the withdrawal of a student with a disability, the Corporation must convene a case conference committee ('CCC') and conduct a manifestation determination to determine whether the student's failure to participate was a manifestation of the student's disability.

The Corporation shall provide notice to the parent that a person who knowingly or intentionally deprives a dependent of education commits a violation of I.C. 35-46-1-4.

Finally, parents and students shall be advised that discipline for students enrolled in a virtual program may be imposed in accordance with Policy 5600 – Discipline.

Corporation Requirements

The Corporation shall install a system that can track student usage of the Virtual Education Program module where the teachers prepare lessons, share classroom content and provide their daily lessons to monitor the number of hours students are participating per day, per week, and to identify any student who has enrolled in the program but has not participated or logged in.

Additionally, this system shall be used to monitor student attendance as required by State law. This will allow the Corporation to initiate the withdrawal from enrollment of a student who has been classified as 'habitually truant' under State law.

Corporation teachers who are assigned to the Virtual Education Program shall comply with the mandatory licensed teacher training requirements established by State law.

Student Participation Requirements

To participate in the Corporation's Virtual Education Program, the student must be a resident of the State of Indiana.

The Corporation requires that if a student who attends the Corporation's virtual education program accumulates the number of unexcused absences sufficient to result in the student's classification as a 'habitual truant' (as described in I.C. 20-20-8-8(a)(17)), the student must be withdrawn from enrollment in the Corporation's virtual education program. Provided, however, that a student with a disability first must be accorded the rights afforded him/her under the IDEA and Article 7, including a manifestation determination case conference.

Students participating in a Virtual Education Program shall take Statewide standardized assessments in accordance with State law.

If a student with a disability seeks to enroll in the Corporation's Virtual Education Program, the student's Case Conference Committee/IEP Team or Section 504 Committee must determine whether the student's IEP and/or Section 504 Plan is suited for such instruction and whether the student can benefit from the Virtual Education Program. Due to the Corporation's obligation to provide individualized special education and related services to students with disabilities and the extent to which such services are needed, participation in the Virtual Education Program might not be the least restrictive environment for such student to receive a free appropriate public education ("FAPE").

Tracking Virtual Education Program Attendance

While attendance will be monitored and collected at the student level, the tracking of attendance does not necessitate knowing what every student is doing at every moment with regard to the student's educational experience. Attendance in the Virtual Education Program can be tracked by evidence of participation, which may include but is not limited to:

A. daily logins to learning management systems;
B. daily interactions with the teacher to acknowledge attendance, which may include but are not limited to messages, emails, telephone calls, video chats or other formats that enable teachers to engage with students; and
C. assignment completion.

The teacher will determine the number of hours a typical student would take to complete an assignment and report those hours of attendance when the assignment is completed. A teacher may adjust the number of hours of attendance based on the length of time the student actually spent on the assignment, as reported by the student, parent, or other person with knowledge.

Regardless of the way attendance is tracked, the Corporation will convert to and report attendance in increments in accordance with Policy 5200 - Attendance.

Absences from the Virtual Education Program, in addition to those detailed in Policy 5200 - Attendance, may be considered excused under the following circumstances, with notice from a parent/guardian:

A. temporary internet outage for individual students or households;
B. unexpected technical difficulties for individual students or households, such as password resets or software upgrades occurring during a teacher-led remote learning lesson;
C. computer/device malfunction;
D. malfunction of a Corporation-owned device for which the Corporation is providing technical assistance, repair, or replacement.

If there is no evidence a student participated or engaged in any way in the Virtual Education Program , the student will be marked with an absence.

The Virtual Education Program shall not be used to make up absences from in-school learning.

The Corporation's efforts to foster student attendance in a Virtual Education Program will be guided by the following principles:

A. It is critical to build and maintain strong relationships that can endure time and distance. To this end, the Corporation will strive to (a) maintain updated contact information for students and parents, (b) engage in outreach opportunities to learn more about the student and/or family's digital access (including internet connectivity and technology devices), and (c) establish meaningful communication that connects students, families, educators and, in some cases, other caring adults from the community.
B. The Corporation will balance its focus on consistent student attendance, including exposure to and engagement in learning, with a priority on the health and safety of students, families, and educators.
C. The Corporation will seek to maintain frequent contact with students and families, connect students to appropriate resources, encourage student participation, and offer enriching, interesting and engaging learning opportunities.
D. The Corporation will use data to drive its decisions that are aimed at understanding successes and opportunities, supporting diverse learning styles, identifying solutions, and driving continuous improvement.
E. The Corporation will leverage community partnerships to strengthen its efforts to support student attendance, exposure to, and engagement in learning, and the student's overall mental health and well-being.
F. The Corporation will employ a multi-tiered system of support to remove barriers that prevent students from participating and engaging in learning, mitigate negative learning

experiences, address lack of engagement and misconceptions, and provide needed social-emotional supports.

Staff responsible for recording student attendance in the Corporation's student information system shall be afforded flexibility in situations where students have varied schedules throughout the week.

Withdrawal of Student

Prior to the withdrawal of a student who regularly fails to participate in courses, the Corporation shall:

A. provide adequate notice of the withdrawal to the parent and the student; and
B. provide an opportunity for the student or the parent to demonstrate that failure to participate in the course is due to an event that would be considered an excused absence under I.C. 20-33-2.

If the student is a student with a disability who has an IEP, prior to the withdrawal of the student the Corporation also shall:

1. provide adequate written notice to the parent of a CCC meeting to be convened for the purpose of changing the educational placement and conducting a manifestation determination prior to the withdrawal;
2. provide an opportunity for parental participation in the CCC meeting by scheduling the CCC meeting at a mutually agreed upon date, time, and place and by providing an opportunity for the parent to participate by other means if the parent cannot attend in person;
3. conduct the CCC meeting without a parent in attendance if the parent chooses not to participate in person or by other means and keep records of the school's attempts to arrange a mutually agreed upon date, time, and place for the CCC; and
4. at the CCC meeting, determine whether the student's failure to participate was a manifestation of the student's disability.

If the CCC determines that the student's failure to participate was a manifestation of the student's disability, Corporation personnel shall take immediate steps, consistent with 511 IAC 7-44-5, to address the reasons why the student failed to engage. Specifically, the Corporation must either:

a. review and revise the special education and related services in order to facilitate student participation; or
b. take immediate steps to remedy any identified IEP implementation deficiencies. Alternately, if the CCC determines that the failure to participate is NOT a manifestation of the student's disability, school

personnel may withdraw the student. Provided, however, the withdrawal of a student by the Corporation is considered a disciplinary removal, during which the student must continue to receive services until either enrolling in another school or aging out, consistent with the requirements of 511 IAC 7-44-5(f).

If the student is a student with a disability who has a Section 504 Plan, prior to the withdrawal of the student the Corporation also shall:

1. provide adequate written notice to the parent of a Section 504 Committee meeting to be convened for the purpose of changing the educational placement and conducting a manifestation determination prior to the withdrawal;
2. provide an opportunity for parental participation in the Section 504 Committee meeting by scheduling the meeting at a mutually agreed upon date, time, and place and by providing an opportunity for the parent to participate by other means if the parent cannot attend in person;
3. conduct the Section 504 Committee meeting without a parent in attendance if the parent chooses not to participate in person or by other means and keep records of the school's attempts to arrange a mutually agreed upon date, time, and place for the meeting; and
4. at the Section 504 Committee meeting, determine whether the student's failure to participate was a manifestation of the student's disability.

If the Section 504 Committee determines that the student's failure to participate was a manifestation of the student's disability, Corporation personnel shall take immediate steps to address the reasons why the student failed to engage. Specifically, the Corporation must either: (1) review and revise the special education and related services in the Section 504 Plan in order to facilitate student participation; or (2) take immediate steps to remedy any identified Section 504 Plan implementation deficiencies. Alternately, if the CCC determines that the failure to participate is NOT a manifestation of the student's disability, school personnel may withdraw the student. Students who have Section 504 plans are not entitled to receive services following withdrawal.

Cross Reference:

Students enrolled in the Virtual Education Program are required to abide by the requirements included in adopted Board Policies including, but not limited to:

Policy 2370 – Education Options
Policy 2430 - Corporation-Sponsored Clubs and Activities
Policy 2431 - Interscholastic Athletics
Policy 5111 – Determination of Legal Settlement and Eligibility for Enrollment of Students

without Legal Settlement in the Corporation
Policy 5200 - Attendance
Policy 5420 - Reporting Student Progress
Policy 5421 - Grading
Policy 5460 - Graduation Requirements
Policy 6250 – Required ADM Counts for the Purpose of State Funding
Administrative Guideline 6250 – Required ADM Counts for the Purpose of State Funding

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Legal
I.C. 20-19-8
I.C. 20-24-1-10
I.C. 20-24-5-4.5
I.C. 20-24-7-13
I.C. 20-43-1-7.5
511 IAC 7-42-7(a)
511 IAC 7-44-5

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

WHEREAS, Elkhart Community Schools ("ECS" or the "School") is a public school corporation and a political subdivision of the State of Indiana pursuant to I.C. § 36-1-2; and

WHEREAS, the State of Indiana conferred to Board of School Trustees for ECS the specific power to:

> acquire, construct, erect, maintain, hold, and contract for construction, erection, or maintenance of real estate, real estate improvements, or an interest in real estate or real estate improvements, as the governing body considers necessary for school purposes, including buildings, parts of buildings, additions to buildings, rooms, gymnasiums, auditoriums, playgrounds, playing and athletic fields, facilities for physical training, buildings for administrative, office, warehouse, repair activities, or housing school owned buses, landscaping, walks, drives, parking areas, roadways, easements and facilities for power, sewer, water, roadway, access, storm and surface water, drinking water, gas, electricity, other utilities and similar purposes, by purchase, either outright for cash (or under conditional sales or purchase money contracts providing for a retention of a security interest by the seller until payment is made or by notes where the contract, security retention, or note is permitted by applicable law), by exchange, by gift, by devise, by eminent domain, by lease with or without option to purchase, or by lease under IC 20-47-2, IC 20-47-3, or IC 20-47-5.

IC 20-26-5-4(a)(4).

WHEREAS, the Board of Trustees for ECS has fully, faithfully and dutifully fulfilled its responsibilities pursuant to the powers delegated by the State of Indiana to secure, provide, finance and maintain educational facilities to ensure that the school corporation provides educational instruction and related programming which also includes vocational training, library resources, and after school care within the powers and duties prescribed by the State of Indiana; *See* IC 20-26-5-2(b); and

WHEREAS, pursuant to I.C. § 20-26-3, the ECS has acquired property, issued bonds or executed lease agreements to construct school buildings for instructional purpose; and

WHEREAS, ECS has seen a decrease in student enrollment such that there is a need to consolidate instructional facilities and reduce related operational costs associated with the current number of buildings; and

WHEREAS, the School initiated a process beginning October 2025 to gather feedback on policy criteria and considerations for consolidation of its use of school buildings ("Consolidation Process"); and

WHEREAS, the Consolidation Process, which involved stakeholders which included ECS

leaders, ECS staff, parents, and members of the Elkhart community, recommended the discontinued use of four elementary schools, while also recommending certain programs to be housed in different buildings; and

WHEREAS, ECS through its Consolidation Process has assessed uses, capacity and enrollment trends for all schools within its boundaries;

WHEREAS, ECS operated instructional programs within thirteen (13) buildings that have been designated as elementary schools during the 25-26 school year and one (1) elementary school used for early childhood and alternative school programming; however, ECS has determined that enrollment patterns no longer sustain the operations for continued use for four (4) of its elementary/early learning schools such that only nine (9) elementary schools will remain in use for ECS's purposes as elementary schools and with one (1) building designated for early childhood and alternative school programming;

WHEREAS, the School will continue to provide instructional services through the consolidation of student instruction into the remaining nine (9) elementary schools; and

WHEREAS, the School is legally required pursuant to IC 20-26-7.1-4 to provide written notice to the Indiana Department of Education when a school corporation ceases to use a school building that has been used for classroom instruction; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SCHOOL TRUSTEES AS FOLLOWS:

1. The Board of School Trustees for the Elkhart Community Schools ("ECS Board") has determined that the following buildings will continue to be used for ECS purposes to provide and support instruction:
    a. Elementary Schools:
        i. Beardsley Elementary School;
        ii. Mary Beck Elementary School;
        iii. Cleveland Elementary School;
        iv. Mary Daly Elementary School;
        v. Eastwood Elementary School;
        vi. Mary Feeser Elementary School;
        vii. Pinewood Elementary School;
        viii. Riverview Elementary School;
        ix. Roosevelt Elementary School;
    b. Secondary Schools:
        i. North Side Middle School;
        ii. Pierre Moran Middle School;
        iii. West Side Middle School;
        iv. Elkhart High School, Freshman Division;
        v. Elkhart High School;
        vi. Elkhart Area Career Center; and
        vii. Woodland School (alternative school for 26-27 school year).

2. In furtherance of School Consolidation, all students of Monger Elementary School will be transferred to Mary Beck Elementary, where instruction will continue in that facility. For purposes of reporting to Indiana Department of Education for accountability purposes, the Mary Beck Elementary's accountability number (1769) with Indiana Department of Education will be "closed" and such that Monger's accountability number (1789) will be transferred to Mary Beck Elementary School as operations are consolidated. Therefore, the ECS Board authorizes its administration to ensure consolidation is effectuated with Indiana Department of Education (IDOE), including the completion of the Notification of Closure of Covered School Building form and any other necessary steps that effectuates these purposes.

3. The ECS Board takes official action to deem the following schools will no longer continue to be used for instructional purposes and will immediately deem the following schools to be closed:
    a. Bristol Elementary School;
    b. Monger Elementary School;
    c. Hawthorne Early Learning Center; and
    d. Osolo Elementary School.

4. The Board hereby directs its Superintendent to provide written notice to the Indiana Department of Education of this resolution and its decision for purposes of initiating the requisite timeline to be made available for lease or purchase pursuant to IC 20-26-7.1-4.

5. The ECS Board further directs the Superintendent and her designee(s) to cooperate with the Indiana Department of Education to provide available estimates of operating expenses for the schools reference in paragraph 1 above for the three (3) preceding years, written information regarding the condition of the building including the age of the roof and HVAC system and any known conditions requiring prompt repair or replacement, and a legal description of the property as well as to facilitate any inspection of the premises.

6. The ECS Board also further directs the Superintendent and her designee(s) to ensure the ongoing maintenance for the school listed in paragraph 1 above during IDOE's process of providing notice of available use of the schools listed to interested parties.

7. To the extent that no interested entity properly or fully submits a preliminary request and supporting information with the IDOE's 90-day notice of vacancy of the buildings listed in Paragraph 3 above, then the ECS Board directs the Superintendent to explore the viability of other lawful options to dispose of the properties and the buildings.

8. This Resolution shall be in full force and effect upon its adoption.

ADOPTED at a meeting of the Elkhart Community Schools' Board of School Trustees held on July ___, 2026, at 2720 California Road, Elkhart, Indiana 46514.

ELKHART COMMUNITY SCHOOLS
BOARD OF SCHOOL TRUSTEES

_____
Troy E. Scott, President

ATTEST:

_____
Michael A. Burnett, Secretary

A RESOLUTION OF THE BOARD OF SCHOOL TRUSTEES OF ELKHART COMMUNITY SCHOOLS REGARDING AMENDMENT OF EMPLOYEE HANDBOOKS

WHEREAS, Elkhart Community Schools (the "School") is a public school corporation and a political subdivision of the State of Indiana pursuant to I.C. § 36-1-2; and

WHEREAS, IC 20-26-5-4(a)(8) gives the Board of School Trustees (the "Board) the power to fix and pay the compensation of noninstructional employees, classify such persons or services and adopt schedules of salaries or compensation;

WHEREAS, the School periodically reviewed and approved handbooks for various employee groups, including the following:

Bus Driver Handbook,
Bus Helper Handbook,
Food Service Handbook,
LPN Handbook,
Maintenance Handbook,
Mechanic Handbook,
Paraprofessional Handbook,
RN Handbook,
Secretarial/Business Handbook,
Technical Assistant Handbook, and
Therapist Handbook

WHEREAS, the School has adopted a compensation plan within its collective bargaining agreement for its certified employees / teachers which discontinued increment pay pursuant to Indiana Code and requirements promulgated by the Indiana Education Employment Relationship Board, therefore the Board of Trustees seeks to review consistent practices across employee groups; and

WHEREAS, Indiana Code provides the following requirement:

> It is unlawful for a school employer to enter into any agreement that would place the employer in a position of deficit financing due to a reduction in the employer's actual general fund (before January 1, 2019) or education fund (after December 31, 2028) revenue or an increase in the employer's expenditures when the expenditures exceed the employer's current year actual general fund (before January 1, 2019) or education fund (after December 31, 2018) revenue.

I.C. 20-29-6-3(a)

WHEREAS, the School must currently reduce the General Fund budget for the 26-27 school year effective immediately to ensure that the School is not deficit financing; and

WHEREAS, the employee handbooks include increment pay as detailed on Exhibit A ("Increment Pay") for which hourly wages or salaries are provided an additional bonus based exclusively on longevity and/or seniority of employment with ECS and without regard to merit increases; and

WHEREAS, the rates of pay for some employee groups has been based salaries within pay ranges subject to increases based on performance as measured through an evaluation process after considering the fiscal resources of the School; and

WHEREAS, the Board needs to further assess the equalization of benefits across employee groups, particularly with the non-certified employee groups; and

WHEREAS, this resolution does not affect current effective collective bargaining agreements; and

WHEREAS, the School has adopted portions of employee handbooks by also incorporating said sections into school board policy; and

WHEREAS, the School has utilized a school board policy service through NEOLA for ensuring its policies are updated with changes to state and federal law and educational practices enunciated through Indiana Department of Education as well as other federal and state administrative agencies; and

WHEREAS, NEOLA is currently reviewing and making revisions to update ECS's board policies to ensure legal compliance and to update portions with educational best practices as well as to reflect the ECS's recent restructuring;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SCHOOL TRUSTEES AS FOLLOWS:

1. The employee handbooks referenced above are deemed repealed as board policy but shall remain in full force and effect as an employee handbook except as modified herein.

2. The Superintendent and General Counsel are directed to identify NEOLA board policies that need revisions and updates and bring before the Board of School Trustees recommended changes. Any provisions within employee handbooks will also be identified and updated to ensure consistency with adopted board policies. Such handbooks will also be assessed for equalization of benefits and to ensure consistent practices across employee groups.

3. All non-certified employees, with the exception of employees who complete a probationary period, will have their rate of pay "frozen" at the current rates effective August 1, 2026, until revised through subsequent board action after studying pay rates consistent with this resolution. Furthermore, any increases provided based on an anniversary date are immediately suspended.

4. Any salary range movements for changes for an employee's rate of pay subsequent to the adoption of this resolution must be specifically authorized through action by this Board of Trustees.

5. The provisions listed on Exhibit A will be stricken from each of the employee handbooks and no longer given effect.

6. This Resolution shall be in full force and effect upon its adoption.

ADOPTED of Trustees at a meeting of the Elkhart Community Schools' Board of School Trustees held on _____, 2026, at 2720 California Road, Elkhart, Indiana 46514.

ELKHART COMMUNITY SCHOOLS
BOARD OF SCHOOL TRUSTEES

_____
Troy E. Scott, President

ATTEST:

_____
Michael Burnett, Secretary

EXHIBIT A

Provisions of Employee Handbooks to Be Eliminated:

Board Policy 3422.03S, Bus Driver Handbook, Compensation Plan, Page 1

Career Increment Schedule

A career increment will be paid as follows:

Years Regularly Employed in Elkhart Community Schools	Hourly Increment
five (5) or more, but less than ten (10)	$.25
ten (10) or more, but less than fifteen (15)	$.50
fifteen (15) or more, but less than twenty (20)	$.75
twenty (20) or more years	$1.00

Board Policy 3422.04S, Bus Helper Handbook, Compensation Plan, Page 1

Career Increment Schedule

A career increment will be paid as follows:

Years Regularly Employed in Elkhart Community Schools	Hourly Increment
five (5) or more, but less than ten (10)	$0.25
ten (10) or more, but less than fifteen (15)	$0.50
fifteen (15) or more, but less than twenty (20)	$0.75
twenty (20) or more years	$1.00

Board Policy 3422.01S, Food Service Handbook, Compensation Plan, Page 1

Career Increment Schedule

	$.25	five (5) years, but less than ten (10)
	$.50	ten (10) years, but less than fifteen (15)
	$.75	fifteen (15) years, but less than twenty (20)
	$1.00	twenty (20) years and over

Board Policy 3422.16S, LPN Handbook, Compensation Plan, Page 1

CAREER INCREMENT SCHEDULE

Years Regularly Employed in Elkhart Community Schools	Increments
5 or more, but less than 10	$300
10 or more, but less than 15	600
15 or more, but less than 20	900
20 or more	1,200

Board Policy 3422.05S, Maintenance Handbook, Compensation Plan, Page 16

In addition, a career increment will be paid as follows:

Years Regularly Employed in Elkhart Community Schools	**Hourly Increment**
five (5) or more, but less than ten (10)	$.25
ten (10) or more, but less than fifteen (15)	$.50
fifteen (15) or more, but less than twenty (20)	$.75
twenty (20) or more years	$1.00

Board Policy 3422.02S, Mechanic Handbook, Compensation Plan, Page 1

In addition, a career increment will be paid as follows:

Years Regularly Employed in Elkhart Community Schools	**Hourly Increment**
five (5) or more, but less than ten (10)	$.25
ten (10) or more, but less than fifteen (15)	$.50
fifteen (15) or more, but less than twenty (20)	$.75
twenty (20) or more years	$1.00

Board Policy 3422.08S, Paraprofessional Handbook, Compensation Plan, Page 2

Paraprofessional Career Increment Schedule

Years regularly employed by Elkhart Community Schools	Amount of Hourly Career Increment
five (5) or more, but less than ten (10)	.25
ten (10) or more, but less than fifteen (15)	.50
fifteen (15) or more, but less than twenty (20)	.75
twenty (20) or more	1.00

Board Policy 3422.10S, RN Handbook, Compensation Plan, Page 1

CAREER INCREMENT SCHEDULE

Years regularly employed in Elkhart Community Schools	Annual Increment
five (5) or more, but less than ten (10)	$300.00
ten (10) or more, but less than fifteen (15)	$600.00
fifteen (15) or more, but less than twenty (20)	$900.00
twenty (20) or more	$1,200.00

Board Policy 3422.06S, Secretarial/Business Handbook, Compensation Plan, Page 3

Secretarial Career Increment Schedule

The amounts as listed will be added to the salary of any secretary whose years of employment in the Elkhart Community Schools would qualify for such.

Years Regularly Employed in Elkhart Community Schools	**Hourly Increment**
five (5) or more, but less than ten (10)	$.25
ten (10) or more, but less than fifteen (15)	$.50
fifteen (15) or more, but less than twenty (20)	$.75
twenty (20) or more	$1.00

Board Policy 3422.09S, Technical Assistant Handbook, Compensation Plan, Page 2

Years regularly employed by Elkhart Community Schools	**Amount of Hourly Career Increment**
five (5) or more, but less than ten (10)	.25
ten (10) or more, but less than fifteen (15)	.50
fifteen (15) or more, but less than twenty (20)	.75
twenty (20) or more	1.00

Board Policy 3422.13S, Therapist Handbook, Compensation Plan, Page 1

Years Regularly Employed by or in the Elkhart Community Schools	Amount of Hourly Career Increment
5 or more, but less than 10	$.25
10 or more, but less than 15	$.50
15 or more, but less than 20	$.75
20 or more	$1.00

Elkhart COMMUNITY SCHOOLS

Student-Parent Guide | 2026-2027

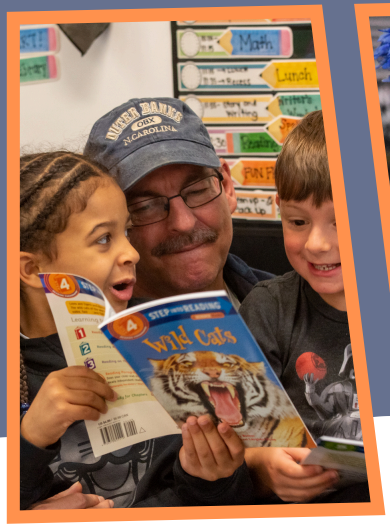
















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www.elkhart.k12.in.us

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A MESSAGE FROM THE SUPERINTENDENT

Welcome to the 2026-2027 school year!

At Elkhart Community Schools, we are committed to providing every student with a safe, supportive, and engaging learning environment where they can grow academically, socially, and emotionally. We know that strong partnerships between families and schools are essential to student success, and we look forward to working together throughout the year.

This Student-Parent Guide is designed to be a helpful resource for understanding district expectations, policies, and opportunities available to students and families. We encourage you to review it and keep it handy throughout the school year.

Thank you for being part of the Elkhart Community Schools family. Together, we will continue to support, challenge, and inspire every student as we prepare them for a successful future.

Sincerely,

Michele A. Riise, Superintendent



The Elkhart Promise:
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.

Board of Trustees

Elkhart Community Schools is led under the direction of the Board of School Trustees, commonly referred to as the "school board." The ECS school board is comprised of seven members from four districts, elected by registered voters living within the boundaries of Elkhart Community Schools. ECS Trustees serve 4-year terms that begin in January, following a November election. The Board's main function is to oversee the operation of the school corporation and to promote continuous student improvement.

The Board of School Trustees is responsible for developing the policies by which our school system operates. It acts upon recommendations made by the superintendent and staff on a wide variety of matters including hiring personnel, developing the annual budget, authorizing the spending of funds, reviewing and revising curriculum, and other school issues. No one person or group of persons may act in the name of the board. For an item to become official, a majority of the board must vote in favor of the motion during an official public meeting.

Agendas for public meetings are available for your information. Board members receive the agenda and supporting documents well in advance of each meeting so they can study the materials and be prepared to make decisions.

Board Meeting Schedule can be found on the District Calendar.

Board Meeting Live Stream

Public Packets

Board Policies



Communications

Elkhart Community Schools is committed to providing timely, accurate, and meaningful information to our students, families, staff, and community. Through a variety of communication platforms, we strive to keep stakeholders informed, engaged, and connected to the opportunities, achievements, and important updates happening across our district.

ParentSquare

ParentSquare serves as the district's primary communication tool, helping families stay informed, connected, and engaged in their child's education.

ParentSquare provides a safe and convenient way for district administrators, school principals, teachers, and staff to:

- **Receive district and school updates**
- **Get alerts and emergency notifications**
- **Communicate with teachers and staff**
- **View calendars and event information**
- **Complete forms and sign-ups**
- **Access photos, files, and resources**
- **Stay connected to school activities**

All district, school, grade-level, and classroom communications will be delivered through ParentSquare via email, text message, app notification, or phone call, based on your communication preferences.

For the best experience, families are encouraged to download the ParentSquare app, available free for both iOS and Android devices.

StudentSquare

While parents are using ParentSquare to stay informed, secondary students can use StudentSquare to receive updates from athletics, clubs, music, academic team coaches, as well as club sponsors. Through StudentSquare, students can also get the school closings and delay alerts.

Download the ParentSquare app today!

Stay involved with your student's learning and activities at school. From anywhere.

MORE INFO

PowerSchool

PowerSchool is Elkhart Community Schools' student information system and parent portal. Through a secure online account, parents and guardians can complete student registration, view attendance, monitor grades, access schedules, and stay informed about their child's academic progress.

Elkhart Community Schools relies on the contact information in PowerSchool to communicate important school and district information, including emergency notifications. It is important that parents and guardians keep phone numbers, email addresses, and emergency contact information up to date.

Families can access the **PowerSchool Parent Portal** to update information and monitor student progress throughout the school year.

HELP ARTICLE

peachjar

Elkhart Community Schools uses Peachjar to distribute digital flyers from approved community organizations. Through Peachjar, families can learn about local programs, events, activities, camps, and other opportunities available to students outside of school.

The Elkhart Community Schools website provides families with easy access to important information throughout the school year. Visitors can find school and department information, calendars, upcoming events, our financial dashboard, and other helpful resources.

Visit the our website at:
https://www.elkhart.k12.in.us



Elkhart Community Schools uses social media to highlight and celebrate our students, staff, and accomplishments across the district. We also share select school and district news, events, and reminders.

ParentSquare remains our primary communication tool for families and should be used for communication with school staff, official updates, announcements, and emergency information.

Communications

WEATHER RELATED CLOSINGS



Elkhart Community Schools takes the decision to close school very seriously.

When facing the possibility of a weather-related closure, our administrators not only rely on the expertise of local meteorologists and government officials, but also go out into the weather ourselves and consult with other area school administrators. ECS administrators and transportation staff drive around Elkhart and Bristol very early in the morning when weather conditions are questionable, evaluating road conditions for students who ride buses and monitoring weather conditions with consideration for our students who walk. We strive to make a final determination on school delays and closings as early as possible, but we continuously monitor weather conditions and may make a determination to close later if needed.

You can find more detailed information on our website about closing, delays, and eLearning days.

CLOSINGS/DELAYS

WHO DO I CALL WITH QUESTIONS OR CONCERNS?

We're here to help! In most situations, questions or concerns can be best addressed at the school level.

1

TEACHER

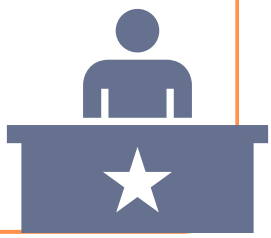
Contact your child's teacher first. They are your first point of contact and know your child best.



2

PRINCIPAL

If the issue is not resolved, please contact your child's principal.



3

ADMINISTRATION BUILDING

If the concern remains, please contact the administrative building.



Technology



TECHNOLOGY PRIVILEGE

A child's use of school computers, networks, and the Internet is governed by Board Policy 7540. Parents will be asked to provide a written consent form for this use each time their child enters a new school. The school will continue to honor that consent while their child attends that school, unless the parent chooses to withdraw it, or it is revoked by the school.

PASSWORDS & LOGIN

All students and staff are assigned login IDs and passwords that provide access to the district network and resources. Passwords are distributed to students at school. Students are responsible for maintaining the confidentiality and security of their login and password credentials and should not share them with anyone other than parents and teachers. Any inappropriate use of network or Internet-based resources are the responsibility of the student assigned those login credentials.

For help with technology, visit our webpage:

TECHNOLOGY

TECHNOLOGY USE

Technology is an important part of learning at ECS. Students are encouraged to use school devices, networks, and digital tools to support learning, creativity, collaboration, and communication. Using technology responsibly, safely, and respectfully helps everyone have a positive learning experience.

IPAD INFORMATION

1:1 PROGRAM

Elkhart Community Schools provides a 1:1 technology environment. Currently, every student in grades K-12 is issued a district-owned iPad to ensure equitable access to digital learning resources. Student Responsibilities.

IPAD SUPPORT, LOST, STOLEN TECH FEES

STUDENT IPAD PERMISSIONS

Jamf Parent is an app you can use to manage your child's school-issued iPad at home. Using Jamf Parent, you can choose which apps your child uses on their device and set app restrictions for a specified time period

JAMF INFORMATION

Technology

Technology Use

Technology is an important part of learning at ECS. Students are encouraged to use school devices, networks, and digital tools to support learning, creativity, collaboration, and communication. Using technology responsibly, safely, and respectfully helps everyone have a positive learning experience.

Digital Citizenship & Online Safety

Students will learn how to be safe, responsible digital citizens. This includes protecting personal information, communicating respectfully online, recognizing cyberbullying, and reporting any unsafe or inappropriate online activity to a trusted adult.

Reporting Concerns

If you see or receive something online that is unsafe, inappropriate, threatening, or potentially harmful, tell a teacher, administrator, or trusted adult immediately. Speaking up helps keep our school community safe.



Artificial Intelligence (AI)

AI tools can support learning, creativity, and problem-solving when used appropriately. Students should use AI only as directed by their teachers and in ways that align with school expectations for academic honesty, responsible technology use, and student privacy.

Student Email Accounts

Students in grades 9–12 may receive an ECS email account to communicate with teachers, classmates, and educational resources. School email should be used primarily for learning-related purposes and should always reflect respectful, responsible communication.

Email Safety & Responsibility

Students are responsible for all activity that occurs through their school email account. Keep passwords secure, protect personal information, and report any messages that seem threatening, inappropriate, or unsafe to a teacher or administrator right away.

Respectful Digital Communication

Whether using email, online platforms, or other digital tools, students are expected to communicate with kindness, courtesy, and respect. Positive digital interactions help create a safe and supportive school community for everyone.

Cell Phone Policy

In Accordance with Indiana State Law:
Wireless communication device policy also known as the "Bell-to-Bell" ban for all students K-12 on personal wireless communication devices goes into effect July 1, 2026.

WHAT IS THE "BELL-TO-BELL" LAW?

This state law requires all public schools to prohibit students from using personal internet-enabled devices, including but not limited to cell phones, smartwatches, and wireless earbuds, during the school day.

"Bell-to-Bell" means that from the morning arrival bell until the final dismissal bell, these devices must be turned off and put away. This policy applies during class time, lunch, recess, and passing periods.

KEY DETAILS FOR FAMILIES

- **Secure Storage:** (Grades K-5) Students will keep their devices off and located in designated areas. (Grades 6-12) Upon arriving at school, students will place their devices in school-provided storage, where they will remain secure until the end of the school day.
- **Staying Connected:** Parents will be able to communicate with their child by calling the main school office to leave a message, standard to our traditional building procedures.

CAMPUS PROCEDURES & BOARD POLICIES

POLICY



Educational Programs

Special Education Services

Parents suspecting their child may have a disability which would qualify him/her for special education services under the Individuals with Disabilities Education Act (IDEA) or Indiana's Article 7 should contact the building principal regarding their concern. If special education is to be considered, parents must provide written consent for individual evaluation. Decisions regarding identification of a student as a child with a disability and eligibility for special education services are made by a case conference committee, which includes the parents.

High Ability

Elkhart Community Schools identifies students for High Ability services based on either:

- Exceptional academic achievement in reading and/or mathematics
- Exceptional cognitive potential (advanced learning ability)

Students are screened using district assessment data and nationally recognized measures. Screening occurs at multiple grade levels to ensure students with high potential are identified.

Students may qualify for High Ability services in:

- Reading/Language Arts
- Mathematics
- General Intellectual Ability

When additional information is needed, the district may use multiple sources of data, including achievement tests, cognitive assessments, and parent and teacher input.

Parents who have questions about High Ability services or believe their child may benefit from additional challenges should contact their child's school.

Section 504 of the Rehabilitation Act of 1973

A student who does not qualify as a student with a disability under IDEA/Article 7 may be eligible for services under Section 504 of the Vocational Rehabilitation Act of 1973 if he/she has a disability which substantially limits one or more of life's major activities. Parents suspecting that their child may have a disability which would qualify him/her for services under Section 504 should contact the building principal or the coordinator of Section 504 services (574-262-5867) regarding their concern. Elkhart Community Schools does not discriminate in admission or access to its programs and activities on the basis of disability.



Student Records

Parents have a right to review the school record of their child. A request needs to be made to the building principal who will schedule an appropriate time and place to meet.

Educational Programs

English Learner Program

The English Learner (EL) Program provides language instruction and support for students learning English. The goal is to help students develop English proficiency, succeed academically, and fully participate in school.

EL services are based on each student's English proficiency level and may include direct instruction, classroom support, or a combination of both. Students are assessed annually to monitor their English language development and continue receiving services until they meet Indiana's English proficiency criteria.
Parents and guardians are important partners in their child's education. Families receive information about their child's progress, and translation and interpretation services are available to support communication with the school.

EL INFORMATION



Early Learning

Early Learning offers children a safe, nurturing, and engaging environment guided by caring, qualified adults. Early Learning refers to the critical developmental period from birth through the start of kindergarten. High-quality Early Learning experiences help build a strong foundation in key areas of growth, including:

- Physical skills: Activities like tying shoes, opening food containers, and playing games develop coordination and independence.
- Social skills: Children learn to interact positively with peers, teachers, and other adults.
- Academic skills: Language development, early literacy, and early math lay the groundwork for future learning.
- Life skills: Children become familiar with routines and schedules, and begin to understand how schools work.

EARLY LEARNING



CORE 40

All students at Elkhart High School are enrolled in eight classes per semester and begin their high school journey following the CORE 40 curriculum, the standard for Indiana high school graduation.

To learn more visit the Elkhart High School website.

CORE 40

Health Services

Doctor or Dental Visits

Parents are encouraged to schedule doctor and dentist appointments which do not conflict with school hours. However, if it is absolutely necessary to schedule such a visit during school hours, students will be excused. Parents should follow school procedures when making such appointments.

Health Screening

Public Schools in Indiana are required to conduct health screenings (e.g. vision, hearing, etc.). Parents who have questions or objections regarding this should contact the school nurse.

Emergency Contact Info

It is very important for parents to, at all times, keep the school informed as to how they can be reached in case of an emergency. Please promptly notify the school office of any change in address, phone number, emergency phone number, child custody, or legal residence.

UPDATE CONTACT INFO

Medication at School

If your child needs medication or a medical treatment during the school day, we are happy to help when it is necessary for them to safely attend school. To protect the health and safety of all students, schools can only administer medication with the required parent/guardian authorization and, for prescription medications, instructions from the student's healthcare provider. Prescription medications must be provided in their original labeled container.

Some students may be approved to carry and self-administer certain medications (such as inhalers or emergency medications) when the required medical and parent documentation is on file.
Over-the-counter medications also require written parent permission before they can be given at school. Students may not share or provide medication of any kind to other students.

For safety reasons, medications kept at school will only be released to a parent/guardian or another authorized adult for students in grades K-8. With written parent permission, students in grades 9-12 may take their medication home.

USE OF MEDICATIONS

Immunization Requirements

To help keep our students healthy and safe, Indiana law requires students to be up to date on their required immunizations before attending school. Parents/guardians must provide proof of immunizations (or an approved exemption) by the first day of attendance. If documentation is not available on the first day, it must be submitted within 20 school days. Students who do not meet the immunization requirements or qualify for a state-approved medical or religious exemption may not be permitted to continue attending school.

Throughout the school year, families will receive information about required immunizations, including meningitis and HPV, as provided by the Indiana Department of Health. Additional information about vaccine requirements and exemptions is available through your child's school office or healthcare provider.

IMMUNIZATIONS

POLICY

Safety & Security

Safety Drills

Elkhart Community Schools has adopted the "I Love U Guys" Foundation's Standard Response Protocol (SRP). Students and staff will be training, practicing, and drilling the protocol.

Safety and Security

To maintain a secure and welcoming learning environment, our schools utilize advanced weapons detection systems at designated building entry points.

How the Systems Work

Unlike traditional metal detectors that flag everyday items like keys or binders, this technology is specifically designed to identify potential weapons. This allows everyone to move into the building quickly, safely, and efficiently without unnecessary disruptions to the school day.

What to Expect

- Daily Routines: Passing through the detection system is a standard part of arriving at school. Staff members are always stationed at the entry points to greet students, guide them through the process, and help them with their bags or electronic devices.
- Property Inspections: If an item triggers the system, staff will conduct a closer review of the bag or object in accordance with district policy.

Search and Seizure Policy

SEARCH & SEIZURE

Drug Free/Smoke Free Schools

In accordance with the Drug-Free Workplace Act of 1988, the unlawful manufacture, distribution, dispensation, possession or use of illicit drugs, alcohol or other controlled substances, or any substance that is represented to be an illicit substance, in the workplace, on school premises, or as part of any school sponsored activities is strictly prohibited. Smoking, including tobacco products as well as electronic, "vapor," or other substitute forms of cigarettes, is prohibited in any Elkhart Community Schools' building, vehicle, or on school property.

Volunteers & Visitors

Parents and citizens with expertise or skills in any area may offer to help the schools as resource people. They are very much needed to supplement the classroom activities offered by each school. Anyone interested in helping is encouraged to contact his or her child's school. All volunteers must pass a criminal history background check. More information can be found on the district website

VOLUNTEER INFORMATION

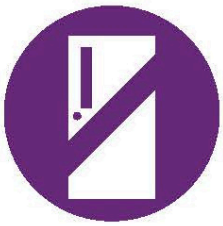
Visitors and Chaperones

No one will be permitted into the school without first passing our background check through our Raptor System. Field Trip Chaperones will also be required to complete this process.

Asbestos Hazard Emergency Response Act (AHERA)

AHERA

IN AN EMERGENCY
TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS
Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS
Close and lock the door
Account for students and adults
Do business as usual



SECURE! Get inside. Lock outside doors.

STUDENTS
Return to inside of building
Do business as usual

TEACHERS
Bring everyone indoors
Lock outside doors
Increase situational awareness
Do business as usual
Take attendance



LOCKDOWN! Locks, lights, out of sight.

STUDENTS
Move away from sight
Maintain silence
Do not open the door

ADULTS
Recover students from hallway if possible
Lock the classroom door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS
Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS
Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS
Use appropriate safety strategy for the hazard

Hazard	Safety Strategy
Tornado	Evacuate to shelter area
Hazmat	Seal the room
Earthquake	Drop, cover and hold
Tsunami	Get to high ground

ADULTS
Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults

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http://iloveuguys.org

K12 2025 STANDARD RESPONSE PROTOCOL

Bullying Prevention

Elkhart Community Schools is committed to maintaining a safe, respectful, and inclusive learning environment for all students. Bullying is prohibited and will not be tolerated.

WHO DO I CALL WITH QUESTIONS OR CONCERNS?

We're here to help! In most situations, questions or concerns can be best addressed at the school level.

1. **TEACHER**
   Contact your child's teacher first. They are your first point of contact and know your child best.



2. **PRINCIPAL**
   If the issue is not resolved, please contact your child's principal.



3. **ADMINISTRATION BUILDING**
   If the concern remains, please contact the administrative building.



WHAT IS BULLYING UNDER INDIANA LAW?

Indiana law defines bullying as behavior that is:

- **Overt** (obvious or intentional)
- **Unwanted**
- **Repeated** acts or gestures (happens more than once)
- Done to **intentionally harass, ridicule, humiliate, intimidate, or harm** another student
- Creates a **hostile school environment** for the targeted student.
  - **A hostile school environment** means the behavior causes one or more of the following:
    - The student reasonably fears being hurt or having property damaged.
    - The student's physical or mental health is negatively affected.
    - The student's learning or academic performance is disrupted.
    - The student has difficulty participating in school activities or programs.

WHAT IS NOT BULLYING UNDER INDIANA LAW?

Not every disagreement or unkind act is considered bullying. The following may not meet the legal definition if they are isolated incidents or do not create a hostile school environment:

- **One-time arguments** or conflicts
- **Disagreements** between friends
- **Accidental** hurt feelings
- **One-time teasing** (while still inappropriate)
- Students of equal power **having a disagreement or conflict**

REPORT BULLYING OR HARMFUL ACTIVITY

MORE INFORMATION

POLICY

INDIANA LAW

Examples of Bullying

- **Physical aggression** (hitting, pushing, tripping, damaging belongings)
- **Verbal bullying** (name-calling, threats, repeated insults)
- **Social/Relational bullying** (spreading rumors, intentional exclusion, humiliation)
- **Cyberbullying** (hurtful texts, social media posts, emails, or online messages) when it meets the legal definition above.

Food & Nutrition



Food Services

We are proud to partner with Chartwells to provide nutritious, kid-approved breakfast and lunch options made with fresh ingredients like whole grains, lean proteins, and plenty of fruits and vegetables. Every meal is designed to keep students energized, focused, and ready to learn throughout the day.

For the 2026-2027 school year Elkhart Community Schools will be participating in the federal Community Eligibility Provision (CEP), which allows us to serve school meals at no cost to students.

For updates and questions reguarding the food service department including breakfast and luch information please visit our website.

FOOD SERVICES

School Food and Beverage Guidelines

All food items sold during a school day (midnight before to 30 minutes after the end of the official school day) are required to meet Smart Snack compliant standards. This includes a la carte items in the cafeteria, school store, snack cart, vending machines, culinary education programs, and all other programs selling food during the school day.

The Board of School Trustees of Elkhart Community Schools has adopted a Student Wellness policy, in alignment with guidelines from the USDA, regarding food and beverages at school as developed by the Elkhart Community Schools Wellness Committee. The guidelines do not apply to school breakfasts and school lunches but do apply to all other food and beverages at school.

STUDENT WELLNESS POLICY



Transportation

ONE MILE WALK RADIUS

Bus transportation is provided to students who reside outside a one-mile radius from the school to which they are assigned and students assigned to special programs not available in their attendance area of legal residence. When rivers or other natural barriers cause students to travel well beyond the normal radius distance, or when extremely hazardous conditions exist, transportation may be provided.

WALK ZONES

RULES & SAFETY

Riding a bus is a privilege and must be regarded as such. Rules of school bus conduct and safety have been established for the protection of the student, other students, and the school system.

All school rules and behavioral expectations apply while riding the bus, and violations may result in school and/or transportation-related disciplinary consequences.

SCHOOL BUS RULES & SAFETY

stopfinder

Track Your Student's Bus with Stopfinder!
Stopfinder makes it easy for parents and guardians to view real-time bus schedules anytime, anywhere.

With Stopfinder, you can:

- Set custom alerts for bus arrivals and departures
- Create personalized Alert Zones for each student
- **Important:** Stopfinder requires an invitation to access your student's schedule.
  - If your child rides the bus and need an invitation, call 574-262-5695.



Student Services

Homelessness/Domestic Violence Assistance

Elkhart Community Schools provides support and protections to students and families experiencing housing instability or homelessness to ensure equal access to education.

To learn more about your rights and available support, please visit the Elkhart Community Schools Student Services Page.

On this page, you can find detailed information regarding:

- Eligibility Guidelines: Check if your current living situation qualifies for McKinney-Vento services (including temporary shared housing, shelters, motels, or inadequate nighttime residences).
- Student Rights: Learn about protections for immediate school enrollment without standard documentation, and your right to remain in your school of origin.
- Transportation Services: Find details on obtaining transportation assistance to and from school.
- Dispute Resolution: Review the official procedure for resolving any disagreements regarding eligibility or school placement.
- Local Resources & Support: Access contact details for your school building's social worker (who serves as your local liaison), alongside state coordinator contacts and community resource links.

MCKINNEY-VENTO ACT

POLICY

Resources

The following organizations can assist parents/children facing homelessness or domestic violence:

- YWCA Safe Haven: 574-294-1811
- Bashor Emergency Shelter for youth: 574-875-5117
- Faith Mission: 574-293-3406
- Interfaith-Goshen: 574-534-2300
- Victim Assistance: 574-523-2237
- Hannah's House, for pregnant females: 574-254-5309



Student Services

Registering Students

Elkhart Community Schools requires registration from every student each school year. You can register your student at your home school or online.

STUDENT REGISTRATION

Transfer Students

Students residing within or outside Elkhart Community Schools' boundaries are eligible to request a transfer to attend any ECS school. However, transfer requests will only be accepted during the designated transfer window.

Transfer requests are subject to approval and are contingent on the student maintaining satisfactory attendance and behavior. This includes a 95% attendance rate, no more than 10 tardies, and compliance with the Rules for a Safe Learning Community and Good School Order.

TRANSFER INFORMATION

POLICY

Textbook Information

Recently the Indiana legislature implemented the provisions of the HEA 1001-2023, which states that Indiana parents will no longer be charged for textbooks. This act specifically aims to alleviate the financial burden on families by ensuring that textbooks and other educational materials are provided to students without additional costs. It emphasizes the importance of accessible and affordable education for all students, regardless of their background or financial situation.

*** However, the district reserves the right to charge reasonable fees for lost or damaged curriculur materials; add link to fees chart.**



Student Records & Privacy (FERPA)

Elkhart Community Schools protects the privacy of student records. Parents/guardians and students age 18 or older have the right to review educational records, request corrections to inaccurate information, and control most disclosures of student information. School records are shared only with authorized individuals who have a legitimate educational need. Parents may also request that directory information not be released. Questions regarding student records or FERPA rights should be directed to your child's principal.

STUDENT SERVICES

POLICY

Learning & Expectations

Assessment Calendar

All of Elkhart Community Schools are held accountable for a high participation rate on state tests. We ask that you do not schedule vacation, doctor or dental appointments on state testing dates. If your child(ren) are ill or absent on the test date, the test may be administered on make-up dates. You can find the assessment calendar on our website.

Assessments/Screeners Required by Indiana Law	Grades	Purpose
Acadience Reading	K-2	Universal reading screener used three times per year to identify students who may need additional reading support and to monitor progress in foundational literacy skills.
i-Ready Math	K-2	Universal screener that measures math skills, identifies strengths and needs, and helps guide instruction.
Additional Reading Screening	K-2	Additional reading screening will be completed as needed based on the results from Acadience Reading.
IREAD	Grades 2 and Grades 3-6 who have not yet passed	Measures foundational reading skills and reading profiency
ILEARN	Grades 3-8	Indiana's statewide assessment measuring student achievement of Indiana Academic Standards in English/Language Arts and Mathematics. Additional assessments include Science and Social Studies in select grades. Students will participate in iLearn Checkpoints 3 times per year, and an iLearn Summative assessment one time per year.
I AM (Indiana Alternate Measure)	Eligible Grades 3-12	Alternate assessment for students with significant cognitive disabilities as determined by the student's Case Conference Committee.
PSAT 8/9, PSAT	8th-11th Grade Students	The PSAT is a standardized practice exam for the digital SAT that evaluates reading, writing, and math skills in middle and high school students while doubling as the qualifying test for the National Merit Scholarship Program for eleventh graders.
WIDA Screener	K-12 (as needed)	Identifies students who may qualify for English Learner (EL) services.
WIDA ACCESS	K-12 EL Students	Annual assessment measuring English language proficiency listening, speaking, reading, and writing.
SAT School Day	Junior year cohort	Indiana's statewide high school accountability assessment. Results may be used toward graduation pathway requirements and college readiness.

Learning & Expectations

The PRIDE Framework

PRIDE is a district-wide program that helps students build personal responsibility and important life skills. All Elkhart students learn what PRIDE stands for early on, and it becomes a valuable part of their experience as they grow and succeed in school.

P Persistence



Persevering through challenges and continuous problem-solving.

R Respectfulness



Respecting the rights of others and demonstrating this to fellow students, teachers, and administrators.

I Initiative



Being a self-starter, prioritizing responsibilities, and completing tasks.

D Dependability



Displaying strong personal management, reliability, and responsibility.

E Efficiency



Demonstrating strong time management, organization, and situational flexibility.

CODE OF CONDUCT

- Core Responsibilities
- Student Code of Conduct
- Understanding the Discipline Process
- Interventions, Suspension, and Expulsion Grounds
- District-Wide (K-12) Behavior Offenses and Consequences Guide

Learning & Expectations

PRIDE: Core Responsibilities

The baseline commitments of the school community, the district, students, and parents are organized below by our core values.

Persistence (Never Give Up)

- **General Community:** Persevere through problem-solving and daily challenges.
- **Elkhart Community Schools:** Commit to the social, emotional, physical, and academic growth of all students.
- **Students:** Keep trying through academic and personal hurdles.
- **Parents/Guardians:** Actively engage in your student's daily education.

Respectfulness (Treat Others as You Want to Be Treated)

- **General Community:** Model helpful behavior to peers and staff; value diverse opinions.
- **Elkhart Community Schools:** Treat every individual with dignity and administer disciplinary actions with absolute integrity.
- **Students:** Follow reasonable directions from school employees, respect self and others, and refrain from disruptive behaviors.
- **Parents/Guardians:** Demonstrate mutual concern and respect for all members of the school community.

Initiative (Be a Self-Starter)

- **General Community:** Encourage critical thinking, prioritization, and independent problem-solving.
- **Elkhart Community Schools:** Research and implement educational best practices for continuous improvement.
- **Students:** Participate fully in the educational process, manage responsibilities, and proactively ask staff for help when needed.
- **Parents/Guardians:** Partner with the school and seek assistance from appropriate staff when your student needs support.

Dependability (Do the Right Thing Even When No One is Looking)

- **General Community:** Build reliability, teamwork, and community/job readiness.
- **Elkhart Community Schools:** Ensure a safe, orderly environment with transparent restorative practices and due process.
- **Students:** Take ownership of personal behavior, respect rules, and engage honestly in restorative interventions.
- **Parents/Guardians:** Ensure your student arrives at school consistently and on time, and support restorative discipline processes.

Efficiency (Get the Job Done Quickly and Accurately)

- **General Community:** Operate in an organized, timely, and self-managed manner.
- **Elkhart Community Schools**: Deliver clear, timely, and varied communication to families.
- **Students:** Arrive prepared, remain punctual, and develop personal self-management skills.
- **Parents/Guardians:** Encourage organizational habits at home and maintain open communication lines with the school.

Learning & Expectations

Student Code of Conduct (Quick Reference)

Students are expected to meet behavior standards to prevent disruptions to the learning environment.

- **Defiance:** Students must follow reasonable directions from all school staff (including teachers, administrators, bus drivers, custodians, and volunteers). Refusal is considered insubordination.
- **Technology & IDs:** Wear school IDs if required by the building. Use IPads, and electronic devices appropriately without disrupting class, invading privacy, or cheating.
- **Prohibited Items:** No tobacco, vapes, alcohol, drugs, matches/lighters, or weapons (including knives and firearms) are allowed on school grounds or at school events.
- **Safety & Respect:** Fighting, bullying, harassment, academic dishonesty (plagiarism/copying), and vandalism are strictly prohibited.

Understanding the Discipline Process

When a student struggles with behavior, the school uses progressive strategies ranging from counseling and restorative practices to formal discipline.

Action	What it Means	Parent Process
Class Dismissal	The teacher removes the student from class (up to 5 periods for secondary, 1 day for elementary).	The school will contact the parent to discuss the reason for dismissal.
Suspension	The student is separated from school for **1 to 5 school days**.	The principal will hold a meeting with the student first. You will be notified immediately. For suspensions of 3+ days, a parent re-entry meeting is requested.
Expulsion	The student is removed from school for the rest of the semester or school year. *(Weapons/firearms carry a mandatory 1-year expulsion).*	You will receive a written notice via certified mail. **You must request an expulsion meeting within 5 school days** of receiving the notice, or you waive your right to contest it.

Learning & Expectations

Offense	Definition	Range of Consequences
Academic Misconduct (Cheating, Plagiarism, AI Misuse)	The illegal use of written, printed, or electronic materials to gain an academic advantage. Includes plagiarism, cheating (crib notes, cheat sheets), unauthorized reproduction of academic materials, and using AI tools without permission.	Zero on assignment, Parent contact; ISS, Parent meeting required; Grade of "F" for a grading period; grade of "F" for the semester, Removal from class; OSS
Bus Conduct Violations	Any action that causes a disruption in or around the school bus or interferes with bus safety.	Warning; Parent contact; ISS; OSS; Loss of bus privileges; Law Enforcement referral
Causing/Attempting Harm	Intentionally causing or attempting to cause physical injury, or behaving in a way that could reasonably cause physical injury to another person.	Warning; Parent contact; Detention; ISS; OSS; Expulsion recommendation
Disrespectful Actions	Highly inappropriate gestures, language, or actions that are obscene or rude toward a peer, staff member, or other adult in authority.	Warning; Parent contact; Detention; ISS; OSS; Expulsion recommendation
Disruptive Behavior	Any action that creates turmoil or disorder, causing a disruption in/around the learning environment or interfering with school purposes.	Warning; Parent contact; Detention; ISS; OSS; Expulsion recommendation
Dress Code Violation	Dressing in a manner that violates the established dress code policy and/or constitutes a safety hazard.	Warning; Change of Clothes; Parent contact; Detention; ISS; OSS
Driving Violation	Reckless driving or misuse of driving privileges while on school property.	Warning; Parent contact; Loss of driving privilege; Extended loss or ISS; Long-term loss or OSS

Learning & Expectations

Offense	Definition	Range of Consequences
Drugs / Alcohol	Possessing, using, selling, consuming, transmitting, or being under the influence of drugs or alcohol. Includes possession of items used for storage, processing, or consumption.	OSS; 5-10 Day OSS; Expulsion recommendation; Law Enforcement referral
Excessive Tardies	A consistent failure to be in your assigned location/classroom at the assigned time.	Warning; Parent contact; Detention; ISS; OSS
Failure to Follow Directions (Defiance)	The failure to comply with directions of teachers, administrators, or other school personnel.	Warning; Parent contact; Detention; ISS; OSS
Failure to Wear School ID	Not wearing the required school identification card while on campus, hindering proper identification and safety protocols.	Warning; Parent contact; Detention; ISS; OSS
False Alarm	Intentional act of initiating/causing an emergency response (e.g., pulling fire alarm, fake 911 call) when no actual emergency exists.	OSS; 3-5 Day OSS; Expulsion recommendation; Law Enforcement referral
False Reporting	Knowingly providing untrue, misleading, or fabricated information to school staff, emergency responders, or authorities.	Warning; Parent contact; Detention; ISS; OSS; Expulsion Recommendation; Law Enforcement referral
Fighting	Engaging in physical contact or struggle with one or more students where punches are thrown, or the body is used aggressively/in retaliation.	OSS 3-5 Days; Expulsion recommendation; Law Enforcement referral

Learning & Expectations

Offense	Definition	Range of Consequences
Gang Activity	Wearing or displaying gang symbols, insignia, or clothing. Any act or speech showing gang affiliation or furthering gang activity.	OSS 3-5 Days; Expulsion recommendation; Law Enforcement referral
Habitual Offender	Two or more suspensions in a school year	1-5 Day OSS; Expulsion recommendation; Driver's License invalidation for students under 18 years of age
Habitual Truant	A student who has been absent ten days or more from school within a school year without being excused or without being absent under a parental request that has been filed with the school.	Driver's License invalidation for students under 18 years of age
Horseplay	Rough, careless, or disruptive physical behavior (pushing, play-fighting) not intended to cause harm but capable of causing accidents.	Warning; Parent contact; Detention; ISS; OSS
Inappropriate Language	Use of offensive language through written word, gestures, or speech. Engaging in speech/conduct (including clothing, jewelry, hair) that is profane, vulgar, or offensive.	Warning; Parent contact; Detention; ISS; OSS
Inappropriate Use of Tech	Accessing unauthorized records, violating copyright, viewing pornography, posting derogatory info, or interfering with school operations.	Warning; Parent contact; Detention; ISS; Device restriction; OSS; Law Enforcement referral
Intimidation / Bullying (Harassment)	Any attempt to make another individual fearful through verbal, written, or physical behavior. Acts intended to ridicule, humiliate, or harm.	Parent Contact; ISS; OSS; Expulsion recommendation; Law Enforcement referral

Learning & Expectations

Offense	Definition	Range of Consequences
Nicotine / Vape / Tobacco	Using or possessing any form of tobacco or vaping product, including lighters, matches, or flammable devices.	1st: 1 Day OSS 2nd: 3 Days OSS 3rd: 5 Days OSS 4th: Expulsion rec.
Other Misconduct (Unclassified)	Any student behavior that disrupts learning, violates school expectations, or compromises safety, but is not explicitly listed in the matrix.	Warning; Parent contact; Detention; ISS; OSS; Expulsion recommendation; Law Enforcement referral
Personal Tech (PCD) Violation	Failure to comply with district policy for phones, earbuds, or other personal communication devices.	1st: Warning, device collected, parent contact 2nd: Device to parent, conference, detention 3rd: Device to parent, 1 Day ISS 4th: Device to parent, 2 Days ISS, loss of privileges
Sexual Misconduct / Harassment	Improper sexual advances, contact, exposure, or verbal statements. Includes possession, distribution, or access of pornographic materials.	OSS; Expulsion recommendation; Law Enforcement referral
Stealing / Stolen Goods	The act of taking or knowingly possessing property belonging to the school or to another person.	Warning; Parent contact; Detention; ISS; OSS; Expulsion recommendation; Law Enforcement referral
Threats of Violence / Terror	Use of violent threats causing others to be overwhelmed with extreme fear, panic, or terror, endangering the safe school environment.	Expulsion recommendation; Law Enforcement referral
Threatening Behavior	Threatening physical harm or weapon use against a student/staff member. Using language that arouses alarm or is abusive/discriminatory.	ISS or OSS; 3-5 Day OSS; Expulsion recommendation; Law Enforcement referral

Learning & Expectations

Offense	Definition	Range of Consequences
Truancy (Class or School)	Intentional failure to attend school or individual classes without permission (skipping periods, leaving campus, unexcused absence).	Warning; Parent contact; Detention; ISS; OSS
Vandalism	Willful or malicious destruction or defacement of property.	Warning; Parent contact; Detention; ISS; OSS; Expulsion Recommendation; Law Enforcement referral
Vaping THC	Possessing or using a vape or electronic device that contains THC.	1st: 5 Day OSS, social worker referral 2nd: Expulsion rec.; Law Enforcement referral each time
Weapons / Combat Instruments	Possession, handling, using, transmitting, or selling any object/firearm that could be used to intimidate, inflict pain, or cause injury.	OSS; Expulsion recommendation; Law Enforcement referral

Administrator Discretion: Administrators retain the discretion to determine the appropriate consequence for each specific incident.

Educational Continuity: Every effort will be made to keep students in a learning environment when possible.

Make-Up Work: Students are expected to complete any make-up work missed due to disciplinary consequences, and full credit will be awarded once completed.



Learning & Expectations

Student Dress Code

Elkhart Community Schools recognizes that a student's clothing, hairstyle, and overall appearance are personal choices that reflect individual style and preferences. Students and families have the right to make decisions regarding appearance, provided those choices do not interfere with the learning environment or the safety of others.
To help maintain a safe, respectful, and productive school environment, students are expected to dress and groom themselves in a manner that:

- Promotes personal and school safety.
- Does not disrupt the educational process or interfere with learning.
- Does not create health or safety concerns for themselves or others.
- Does not cause unnecessary damage to school property.
- Allows students to participate fully in school activities without restricted movement or blocked vision.

Additional dress requirements may apply to students participating in athletics, performing arts, career and technical programs, or other school-sponsored groups when representing the school at public events.

Building principals have the authority to determine whether a student's attire or appearance is appropriate within the school setting.

When questions arise regarding student dress or appearance, school administrators will work with students and families to address concerns in a respectful and reasonable manner.



Title IX & Non-Discrimination

Elkhart Community Schools is committed to providing a safe, respectful, and inclusive learning environment for all students. Discrimination, harassment, and sexual harassment based on sex, including sexual orientation, gender identity, and pregnancy status, are prohibited in all school programs, activities, and services.

- Students have the right to learn in an environment free from discrimination and harassment.
- Concerns about discrimination, harassment, or sexual harassment should be reported to a school administrator or the District's Title IX Coordinator.
- Reports will be reviewed promptly and appropriate support will be provided.
- Retaliation against anyone who reports a concern or participates in an investigation is prohibited.

POLICY

Encouraging Children to Solve Their Problems

Parents should talk with their student and make suggestions, but let the student work out a solution if possible. Suggest alternatives which the child can do without parental assistance in an effort to resolve the problem. Any action a child takes needs to be in compliance with the Rules for a Safe Learning Community and Good School Order. Parents need to encourage their child to talk with their teacher when other children are not present.

District Guidelines

Parent Custody Rights

We recognize the important role both parents play in their child's education. Unless a court order states otherwise, both parents have the right to:

- Review their child's school records
- Receive progress reports
- Visit their child briefly at school
- Participate in parent-teacher conferences

If a court order limits these rights, the school must receive a copy of that order and will follow its requirements.

The custodial parent (the parent with whom the child lives, unless legal documents state otherwise) is responsible for keeping the school informed of current contact information and providing any legal documents related to custody or parental rights.

Both parents are encouraged to keep the school updated with their current contact information so they can be reached regarding their child's progress or any concerns.

For student safety, only the custodial parent may check a child out of school unless the custodial parent provides written authorization for someone else. If there is concern that someone may attempt to remove a student without permission, the school will contact law enforcement immediately.

POLICY

Deliveries

Please refrain from sending gifts, flowers, balloons, etc. The only exception would be deliveries made through school-sponsored activities.

Money and Valuables

The school is not responsible for lost or stolen money or valuables from your person or locker. Students should not bring large amounts of money or other valuable items to school.



Attendance

Regular school attendance is foundational to your child's academic success and personal growth. We look forward to partnering with your family to ensure our students are in class, fully engaged, and learning every day.

Our Partnership for Student Success

We highly encourage parents and guardians to stay actively involved by attending parent-teacher conferences and maintaining open communication with teachers, counselors, and school leadership. To keep our learning environments secure, please remember that all parents and visitors must report directly to the school office upon entering the building.

Attendance Expectations

In alignment with Indiana State Law, children between the ages of 7 and 18 are required to attend school regularly. Please note that if a parent chooses to enroll their child in school before the age of 7, the student is then automatically included under these compulsory attendance requirements.

- Reporting Absences: If your child must miss school, parents or guardians are responsible for reporting the absence to the school office within the same day of the absence. The absence will be unexcused if not reported the same day.
- Vacations: To support uninterrupted learning, we ask that family vacations be scheduled exclusively during designated school breaks.
- Absences of Concern: Certain absences may be excused in accordance with Board Policy 5200. However, unverified absences, unexcused absences, and truancies are classified as "Absences of Concern" and will trigger our progressive support process.

Driver's License & Learner's Permit Ineligibility

A student who accumulates more than ten unexcused absences during the school year shall be considered a habitual truant. Elkhart Community Schools may report the names of habitual truants to the Bureau of Motor Vehicles. The Bureau of Motor Vehicles may not issue a driver's license or learner's permit to a habitual truant and may invalidate a student's driving privileges. **Driving priviledges can also be suspended due to habitual suspendable offenses.**



Attendance

Attendance Plan

Step	What Happens	What Families Need to Know
1. Weekly Monitoring	Regular Attendance Tracking	School staff review attendance reports **every Friday** to catch attendance issues early and help students stay on track.
2. Notice & Contact	Reaching 5 Unexcused Absences	If a student reaches **5 unexcused absences** in a 10-week period: • A notification letter is mailed home. • A school staff member will call you to schedule a meeting.
3. Family Meeting	Attendance Conference	**Timeline:** Scheduled within **10 school days** of the 5th absence. **Format:** Held in person, over the phone, or virtually. **Participants:** Parent/guardian, teacher, school representative (and student, when appropriate).
4. Support Plan	Truancy Prevention Plan	Together, we create a plan tailored to your student: • **Clear Goals:** Specific expectations for daily attendance. • **Family Support:** Access to wraparound services and community resources. • **Timeline:** Active for up to **45 school days** to monitor progress and support success.

Attendance

Understanding Absences

To support your child's academic progress, it is important to understand how different types of absences are classified. When a student must miss school, we work closely with families to ensure they can stay caught up on their learning.

Excused Absences (Board Policy 5200)	Unexcused Absences / Truancy
✓ Illness or Injury When a student is too sick or hurt to safely attend class.	✗ Unverified Absences Any absence that has not been reported or verified by a parent/guardian within 48 hours.
✓ Medical Appointments Necessary medical, clinical, or dental appointments (official documentation should be provided to the office).	✗ Skipping Class Missing school or an assigned class period without an approved, valid reason.
✓ Family Emergencies The death or serious illness of an immediate family member.	✗ Unauthorized Departure Leaving a classroom, school activity, or the building without explicit permission from staff.
✓ Religious Observances Religious holidays or obligations celebrated by your family.	✗ Failing to Check Out Leaving the building entirely without signing out directly through the main attendance office.

POLICY

Our Shared Goal

The true purpose of our attendance process is to partner directly with our families. We want to help you identify and overcome any barriers to regular attendance, providing meaningful school and community support long before formal or legal interventions become necessary.

If you see attendance challenges starting to emerge, please communicate with your school's main office as soon as possible. By working together early, we can ensure every student has the tools and consistency they need to succeed.

ACCOUNT BALANCES/INVESTMENT DETAIL
June 2026

CASH:		
Petty Cash	$	500.00
BANK ACCOUNTS:		
Lake City Bank – Accounts Payable	$	(945,722.64)
Lake City Bank – Payroll Account		(9,644.95)
Lake City Bank – Flex Account		87,476.67
Lake City Bank – Merchant Account		1,937.34
Lake City Bank – Prepaid Lunch		64,067.16
Lake City Bank – Deposit Account		36,213,288.25
INVESTMENTS:		
Certificate of Deposit		-
	$	**35,411,901.83**



MONTHLY FINANCIAL UPDATE

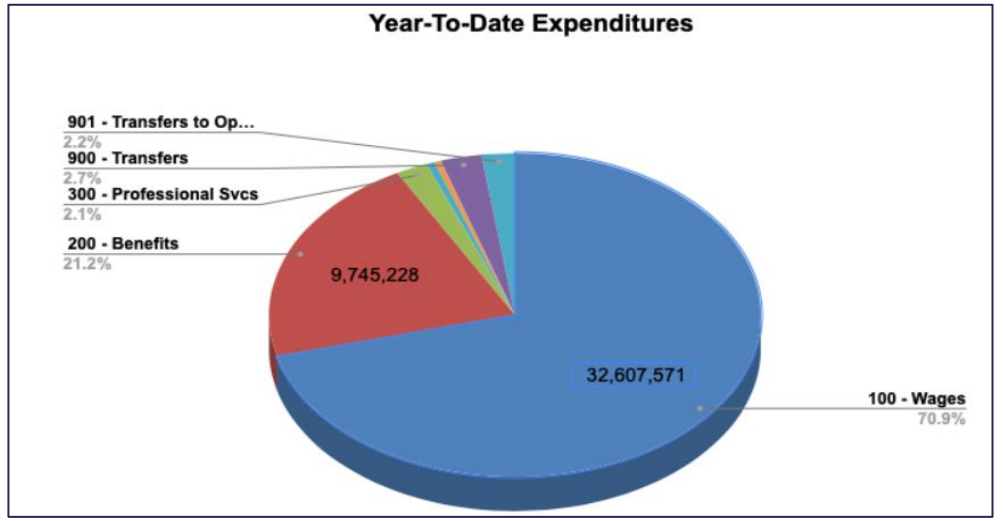
Ronda Ross, CPA, JD, MBA, M.Ed.L

Board Meeting

7/28/2026

Monthly Expenditures - Education Fund

	Budget (Rev.)	June	Total Expended	Remaining % age
Beginning Cash Balance	1,382,217	1,397,202		
Total Receipts	**89,385,000**	7,674,066	46,463,758	48%
Expenses				
100 - Wages	**57,000,000**	4,965,355	32,607,571	43%
200 - Benefits	**19,000,000**	1,551,092	9,745,228	49%
300 - Professional Svcs	**1,653,680**	218,171	957,998	41%
500 - Other Purchased Svcs	**839,850**	102,054	254,989	70%
600 - Supplies	**1,003,050**	85,247	180,676	75%
600 - Curricular Materials	**1,601,000**	13,511	16,193	74%
800 - Other	**35,000**	374	2,095	94%
900 - Transfers	**2,100,600**	298,394	1,244,156	45%
901 - Transfers to Operations	**3,000,000**		1,000,000	67%
Total Expenses	**86,233,180**	7,234,198	46,008,905	46%
Net Revenue (Expense)	3,151,820	439,868	454,853	
Ending Cash Balance	4,534,037	1,837,069		



Wages and Benefits:

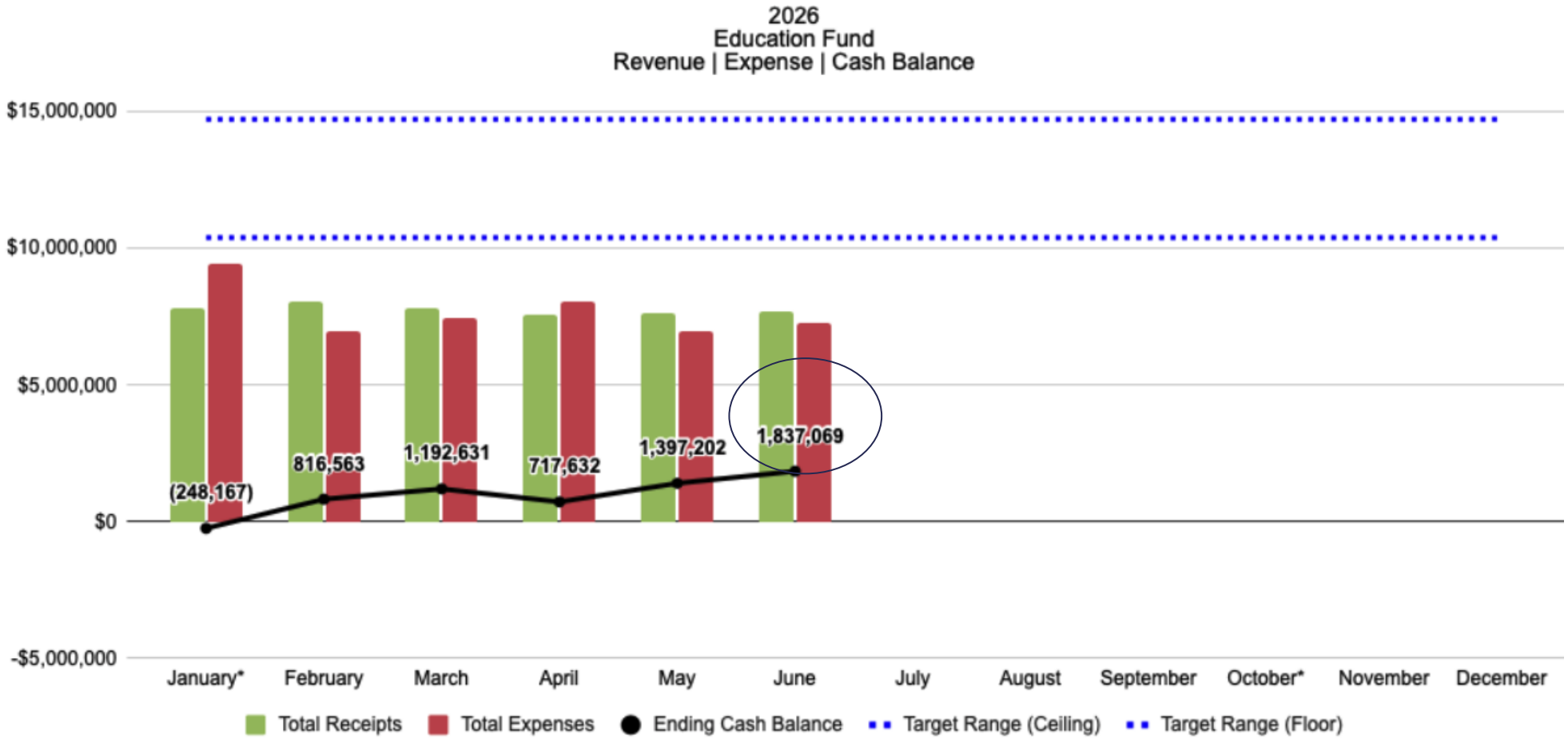
- Comprise **92%** of fund to-date
- Budget at **85%***

Remaining Budget: 15%*

- Professional & Purchased Srvcs. 3%
- Supplies 1%
- Curricular Materials 2%
- Transfers Career Center 2%
- Transfers to Operations 3%
- Plan for Cash Reserves 3.5%*

*Updated from last month to include Cash Reserves as a "budgeted" item.

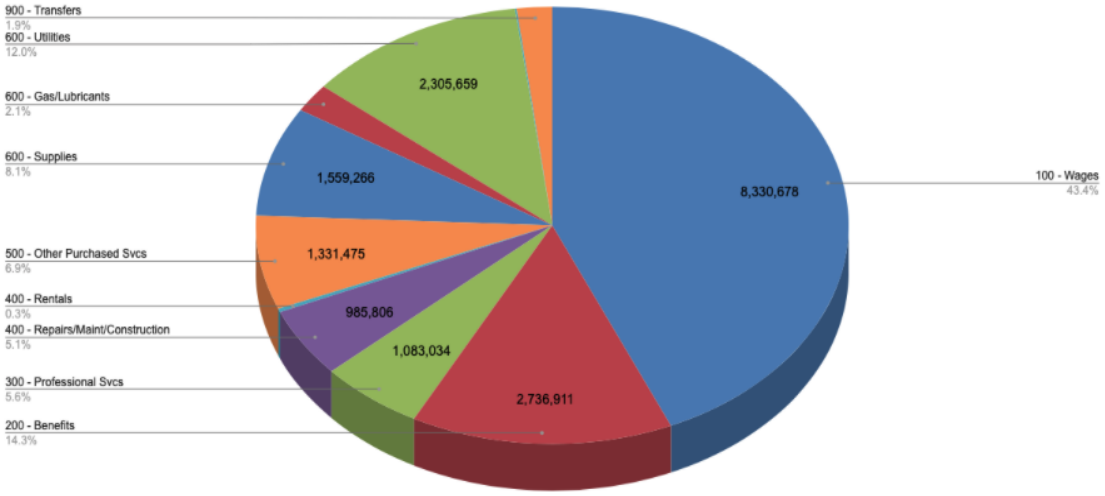
CASH FLOW - Education Fund



Expenditures - Operations Fund

	Budget	June**	Total Spent	Including Encumbrances Remaining Budget	Including Encumbrances Remaining %age
Total Receipts	**37,499,488**	16,028,387	25,022,167	12,477,321	33%
Expenses					
100 - Wages	**16,133,000**	1,198,748	8,330,678	7,802,322	48%
200 - Benefits	**5,459,964**	409,215	2,736,911	2,723,053	50%
300 - Professional Svcs	**1,586,000**	181,935	1,083,034	429,745	26%
400 - Repairs/Maint/Constr	**1,890,586**	163,187	985,806	(76,603)	-4%
400 - Rentals	**82,100**	4,810	50,129	30,866	38%
500 - Other Purchased Svcs	**2,248,600**	805,124	1,331,475	869,129	39%
600 - Supplies	**3,671,250**	433,829	1,559,266	1,010,744	27%
600 - Gas/Lubricants	**795,000**	94,425	406,244	109,882	14%
600 - Utilities	**4,510,000**	446,851	2,305,659	2,060,627	46%
700 - Property	**242,000**	-	-	193,041	80%
800 - Other	**105,950**	1,629	16,417	89,533	85%
900 - Transfers	**775,000**	61,611	369,669	464,943	56%
Total Expenses	**37,499,450**	3,801,365	19,175,287	15,707,282	42%
Net Revenue (Expense)	**38**	12,227,022	5,846,880		
Ending Cash Balance	**10,793,282**	16,640,124			

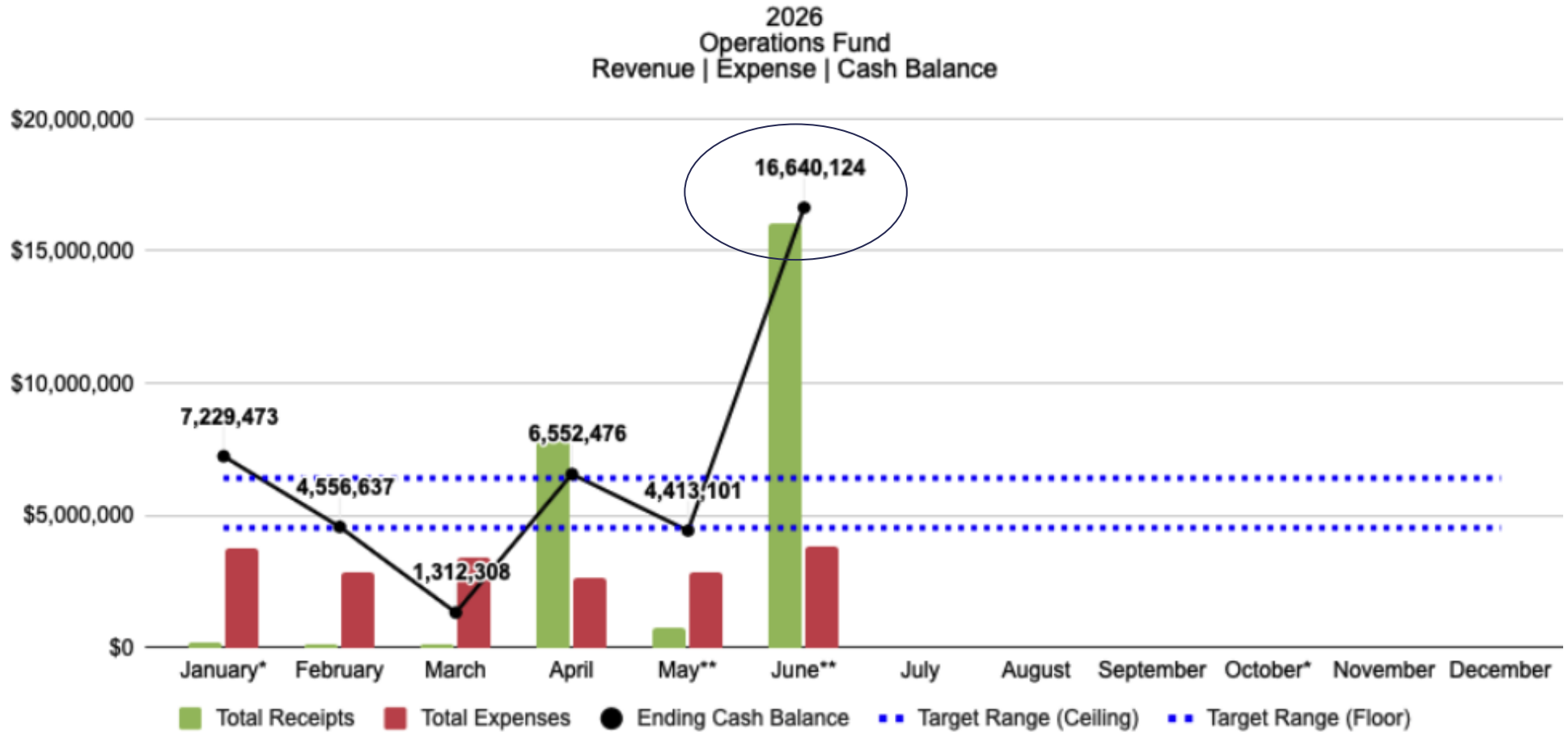
Year-To-Date



HIGHLIGHTS

- **Fund Performance** is within budget for mid-point of year
  - Actual percentage remaining is about 49% (if we take out encumbrances $2.7M).
- **Revenue**: June Property Tax Payment Received
- **Expenses**: Quarterly & Annual Insurance Premiums ~ $665K drove up Other Purchased Services costs.

CASH BALANCE - Operations Fund

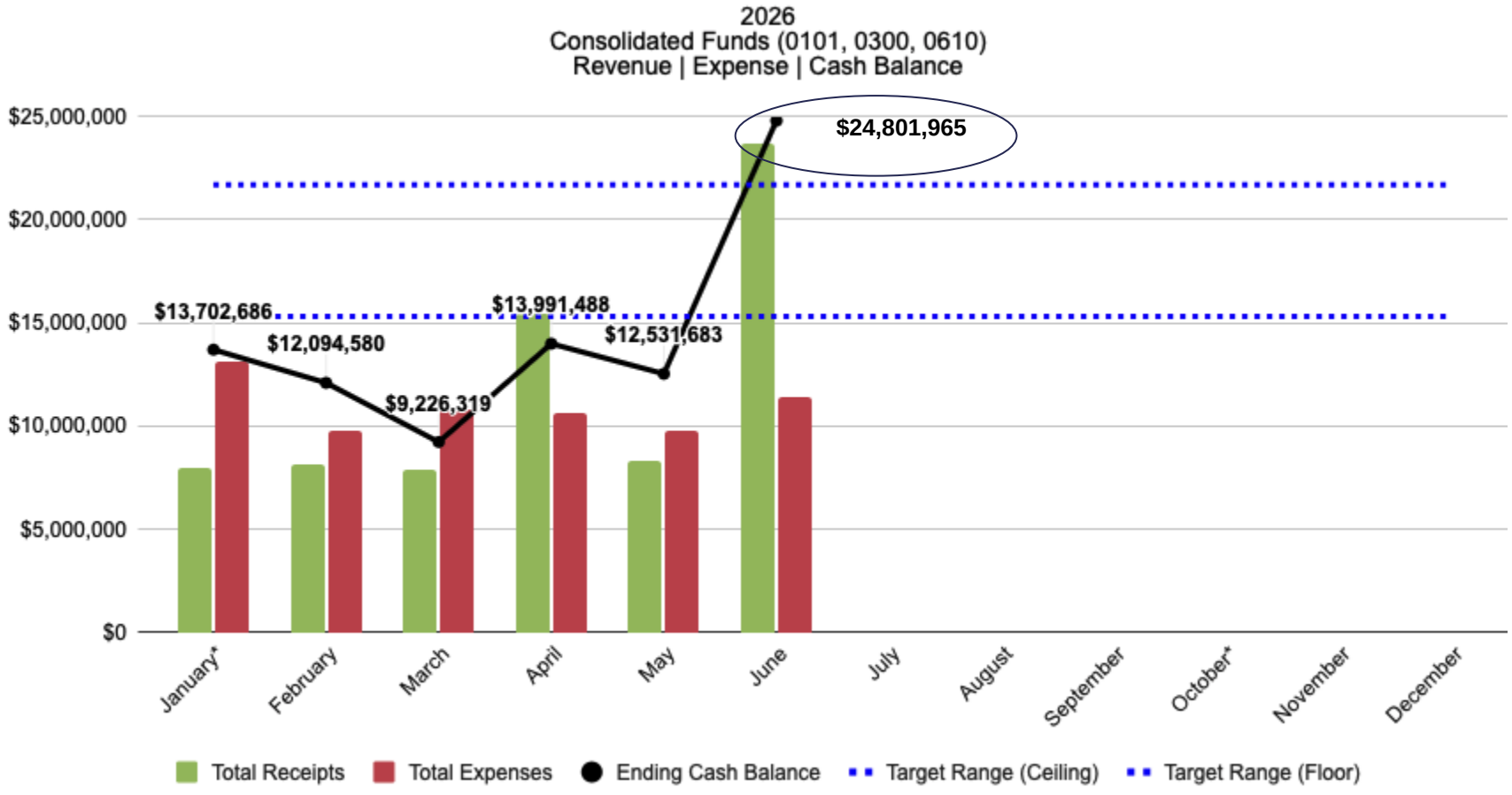


CASH BALANCE _ Rainy Day Fund

Beginning Cash Balance	**$6,721,380**
Transfer to Food Services Fund	**-396,608**
Ending Cash Balance	**$6,324,772**



CASH BALANCES - Combined*



*Education, Operations and Rainy Day.

CASH FLOW PROJECTIONS _ Education Fund

ADM	11,539	11,254	10,842	10,646	10,273	9,742	9,500
	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Actual	2026 Projected	2027 Projected
EDUCATION FUND							
Beginning Cash Balance	$ 2,630,790	$ 6,105,537	$ 5,899,396	$ 5,182,877	$ 3,110,489	$ 1,382,217	$ (1,115,729)
Total Revenues	$ 86,209,696	$ 88,601,215	$ 91,320,265	$ 92,974,990	$ 92,284,425	$ 90,687,254	$ 88,923,882
Transfer In	$ -	$ 12,000	$ 203,797	$ 1,636,653	$ 831,728	$ 55,543	$ 54,505
Total Cash Inflow	$ 86,209,696	$ 88,613,215	$ 91,524,062	$ 94,611,643	$ 93,116,153	$ 90,742,797	$ 88,978,387
Total Expenditures	$ (71,104,950)	$ (76,550,136)	$ (80,809,285)	$ (86,813,042)	$ (89,197,960)	$ (88,140,143)	$ (90,147,292)
Transfer Out	$ (11,630,000)	$ (12,269,220)	$ (11,431,295)	$ (9,870,990)	$ (5,646,465)	$ (5,100,600)	$ (11,142,612)
Total Cash Inflow	$ (82,734,950)	$ (88,819,356)	$ (92,240,580)	$ (96,684,031)	$ (94,844,425)	$ (93,240,743)	$ (101,289,904)
Surplus (Deficit)	$ 3,474,747	$ (206,141)	$ (716,518)	$ (2,072,388)	$ (1,728,272)	$ (2,497,946)	$ (12,311,517)
Ending Cash Balance	$ 6,105,537	$ 5,899,396	$ 5,182,877	$ 3,110,489	$ 1,382,217	$ (1,115,729)	$ (13,427,247)

→ Approx. $9M to Ops and $2M+ to Career Center when spending is balanced within budget.

→ DEFICIT SPENDING

CASH FLOW PROJECTIONS _ Operations Fund

	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Actual	2026 Projected	2027 Projected
OPERATIONS FUND							
Beginning Cash Balance	$ 9,371,524	$ 11,329,059	$ 15,261,154	$ 14,301,906	$ 7,573,787	$ 10,793,244	$ 10,501,747
Total Revenues	$ 20,764,252	$ 24,746,636	$ 25,599,919	$ 26,615,017	$ 27,561,523	$ 27,695,135	$ 27,767,452
Transfer In	$ 11,630,000	$ 11,700,000	$ 9,750,000	$ 8,000,000	$ 13,008,709	$ 9,718,601	$ 9,000,000
Total Cash Inflow	$ 32,394,252	$ 36,446,636	$ 35,349,919	$ 34,615,017	$ 40,570,232	$ 37,413,736	$ 36,767,452
Total Expenditures	$ (28,936,718)	$ (32,176,774)	$ (35,565,920)	$ (40,657,064)	$ (36,579,756)	$ (36,947,411)	$ (37,695,224)
Transfer Out	$ (1,500,000)	$ (337,767)	$ (743,246)	$ (686,073)	$ (771,020)	$ (757,821)	$ (772,977)
Total Cash Inflow	$ (30,436,718)	$ (32,514,541)	$ (36,309,166)	$ (41,343,137)	$ (37,350,776)	$ (37,705,232)	$ (38,468,201)
Surplus (Deficit)	$ 1,957,534	$ 3,932,095	$ (959,247)	$ (6,728,119)	$ 3,219,457	$ (291,496)	$ (1,700,749)
Ending Cash Balance	$ 11,329,059	$ 15,261,154	$ 14,301,906	$ 7,573,787	$ 10,793,244	$ 10,501,747	$ 8,800,999

→ DEFICIT SPENDING

SAVINGS Initiatives* _ Payroll Highlight

Items	Cost Reduction 24/25 vs. 25/26	Notes
● Reduced Central Office & Building Level Staff, Added Pays, Extended Contracts, and Sub Pay Rate ● Implemented Overtime and Comp Time Controls (including **Time Clocks**) ● Unfilled Vacancies	**$4.9M** (up $330K from last month's report)	● Total Reduction in Ed., Ops, and Op. Ref. Funds ● Does not include Benefits ● Comparing First pay August-2nd Pay in July ● $3.9M or 85% of cost reductions from Ed Fund, which is appropriate due to declining enrollment ○ ADM loss since 23/24, about 900 students = approx $7.5M loss in Ed. Fund ● Payroll cost for this period slightly less than 23/24 SY:

23-24	24-25	25-26
$ 79,846,009	$ 84,112,001	$ 79,234,218

*Other Savings Initiatives/Future Reporting: **Consolidation** & **Food Service Management** (Chartwells)

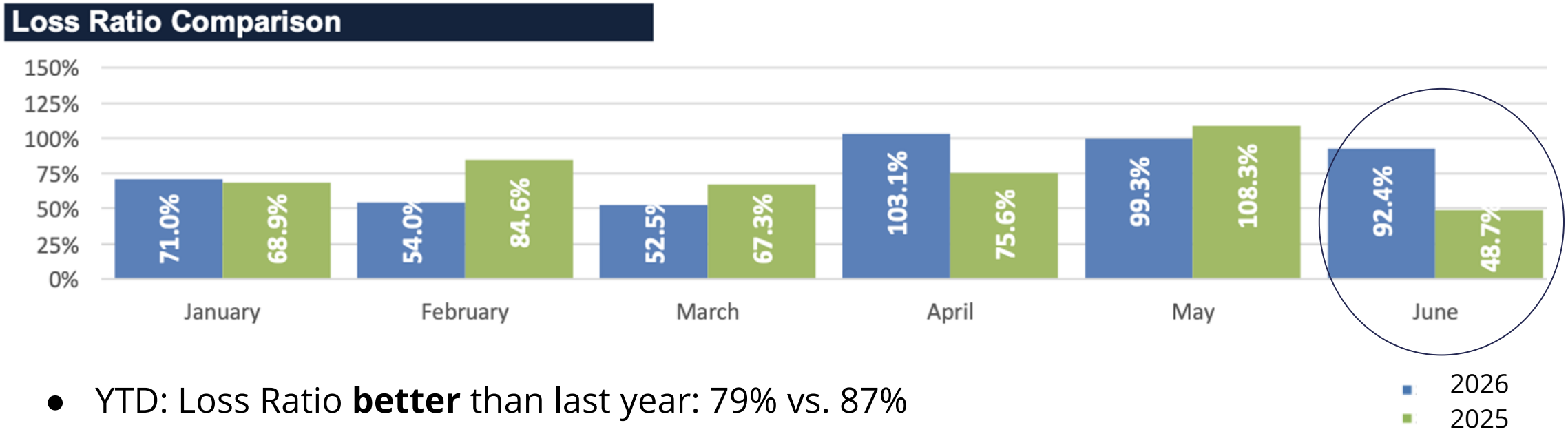
INSURANCE UPDATE

Ronda Ross, CPA, JD, MBA, M.Ed.L

Board Meeting

7/28/2026

INSURANCE PLAN UPDATE



- YTD: Loss Ratio **better** than last year: 79% vs. 87%

INSURANCE PLAN _ Update

Key Trends

- **Plan Costs:** Total plan costs are running approximately $826 PEPM year-to-date compared to $892 PEPM in 2025, indicating continued cost improvement versus the prior year.
- **Plan Performance Split:** The $4,000 HDHP continues to perform exceptionally well with a YTD loss ratio of approximately 52.5%, while the $3,400 HDHP Copay is now running at approximately 102.2%, slightly above funding.
- **Enrollment Trends:** Enrollment remains stable at approximately 1,003 covered employees, with participation remaining evenly split between the two HDHP options.

Areas to Watch

- **Stop Loss Coverage:** No claimants have exceeded the $275,000 specific stop-loss deductible year-to-date. One large claimant will require ongoing monitoring.
- **Rx Rebates:** Significant Rx rebates received in March (~$228K) and June (~$199K) continue to materially improve overall plan performance and reduce net claim costs.
- **Aggregate Stop Loss:** The aggregate stop-loss position remains favorable.
- **Plan Volatility:** The $3,400 HDHP Copay plan has produced three consecutive months above 130% loss ratio (April through June), suggesting emerging claim pressure.