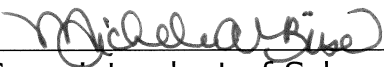


PUBLIC WORK SESSION
OF THE
BOARD OF SCHOOL TRUSTEES
Elkhart Community Schools
Elkhart, Indiana

NOTICE OF MEETING CANCELLATION

Date: Tuesday, June 23, 2026
Time: 5:00 p.m.
Location: J.C. Rice Educational Services Center
2720 California Road
Elkhart, Indiana 46514



Superintendent of Schools

Posted and electronically delivered to News
Media on Thursday, June 18, 2026, and
electronically delivered to Board Members and
School Attorney on Thursday, June 18, 2026.

NOTICE OF EXECUTIVE SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

Date: Tuesday, June 23, 2026

Time: 3:30 p.m.

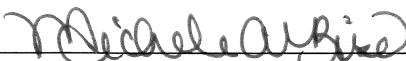
Purpose: Reference Indiana Code Section 5-14-1.5-6.1

(2) For discussion of strategy with respect to any
of the following:

(E) School consolidation

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

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



Superintendent of Schools

Posted and electronically delivered to News
Media on Thursday, June 18, 2026, and
electronically delivered to Board Members and
School Attorney on Thursday, June 18, 2026.

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

June 23, 2026

CALENDAR

Jun	23	3:30 p.m.	Executive Session, J.C. Rice Educational Services Center
Jun	23	6:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Jul	14	5:00 p.m.	Public Work Session, J.C. Rice Educational Services Center
Jul	14	6:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center

A. CALL TO ORDER

B. THE ELKHART PROMISE

C. INVITATION TO SPEAK PROTOCOL

D. PUBLIC COMMENT

E. EXCELLENCE OF ELKHART

F. CONSENT ITEMS:

Minutes – June 9, 2026 – Regular Board Meeting

Claims

Extra-Curricular Purchases

Gift Acceptances

Conference Leave Requests

Grants

Contracts

Personnel Report

G. OLD BUSINESS

Board Policy 5136 – Personal Communication Devices – The administration presents proposed revisions to Board Policy 5136 – Personal Communication Devices for final consideration.

Board Policy 5410 – Promotion, Placement and Retention – The administration presents proposed revisions to Board Policy 5410 – Promotion, Placement and Retention for final consideration.

Administrative Guideline 5410 – Retention of Students in Grades K-8 - The administration presents proposed revisions to Administrative Guideline 5410 – Retention of Students in Grades K-8 for final review.

H. NEW BUSINESS

Resolution of the Board of School Trustees for Elkhart Community Schools Regarding Administrative Salary Ranges – The administration recommends the adoption of a resolution establishing administrative salary ranges consistent with the requirements of Board Policy 3421.01A – Professional Staff Contracts and Compensation Plans (Administrators). The proposed salary range for the 2026-2027 school year do not include a salary increase for administrators. The administration further recommends this process be followed in subsequent school years based upon the Boards revision to Board Policy 3421.01A on April 8, 2025.

On My Way Pre-K Recommendation – The administration requests approval for Elkhart Community Schools, through the Elkhart Area Career Center’s Teenage Parent Program Preschool, to participate as an approved On My Way Pre-K (OMWPK) provider and accept state reimbursement funds for eligible families. The administration also recommends approval of a \$50 per week tuition increase for ECS Childcare Center families, effective with the 2026-2027 school year.

Herb Ulery Legacy Project – The administration requests acceptance of a \$97,758.10 donation from Mr. Amish Shah and recommends approval of the Elkhart Area Career Center Motorsports Program renovation, which will serve as the Herb Ulery Legacy Project honoring Mr. Ulery's commitment and lasting impact on Elkhart Community Schools.

April/May Finance Report

April/May Insurance Report

I. INFORMATION AND PROPOSALS

From Superintendent and Staff

From Board

J. ADJOURNMENT

Excellence of Elkhart

June 23, 2026



Excellence of Elkhart

ACADEMICS • ARTS • ATHLETICS



ACADEMICS

766 Graduates!





ACADEMICS

Summer Trips





ATHLETICS

Boys Golf





ATHLETICS

Unified Track



2

2ND PLACE FINISH!

UNIFIED TRACK STATE FINALS





FUTURE HAPPENINGS

- **June 24:** Unified Track Celebration

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



ElkhartCommunitySchools



Elkhartschools



Elkhart Community Schools



ParentSquare



MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

June 9, 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
Absent:	Troy E. Scott Mike Burnett		
Board Vice President Kellie Mullins called the regular meeting of the Board of School Trustees to order.			Call to Order
Board Member Dacey Davis recited the Elkhart Promise.			The Elkhart Promise
Five (5) audience members addressed the Board during public comment, including four (4) parent complaints and one (1) employee concern.			Public Comment
Mayor Rod Roberson addressed the Board and expressed appreciation for its service to the community. He then recognized Donna Misura for more than 40 years of service to Elkhart Community Schools (ECS) and presented her with a Key to the City in recognition of her longstanding dedication and contributions to the district and community. Mayor Roberson noted the honor was a small token of appreciation for her years of service and commitment to Elkhart.			Key to the City
April Fitterling of Policy Analytics presented updated cash flow projections for the district’s Education and Operations Funds. She explained the projections incorporate current revenue trends, enrollment data, expenditure growth, and the anticipated impacts of Senate Enrolled Act 1.			Cash Flows Projections Presentation
Ms. Fitterling reported the district’s Education Fund faces the most significant long-term challenge, as projected expenditure growth continues to outpace revenue growth. She noted student enrollment has declined by nearly 1,300 students over the past five years and that wages and benefits account for approximately 96% of Education Fund			

expenditures. As a result, she emphasized significant staffing-related reductions and corrective actions must occur now in order to impact the 2026-2027 school year and restore long-term financial stability.

Regarding the Operations Fund, Ms. Fitterling indicated projected deficits are less severe because revenue growth more closely aligns with expenditure growth. However, she noted future property tax reforms, and the loss of certain local tax revenues will continue to impact the fund. She recommended continued cost-reduction efforts and ongoing evaluation of district operations.

Board Member Anne VonDerVellen emphasized the importance of comparing ECS's expenditures with those of similarly sized school districts. She noted the data demonstrates the need for the district to make difficult but necessary financial adjustments to bring expenditures into alignment with enrollment and available revenue. She stated that while the decisions are challenging, immediate action is necessary to restore the district's long-term financial stability.

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

Excellence of Elkhart

In the area of Academics, Pierre Moran sixth-grade student Marcellus Simmons recently met with Mayor Rod Roberson, where he asked thoughtful questions about civic leadership and the responsibilities of a mayor. His engagement and curiosity may lead to a future Mayor for a Day opportunity. Additionally, schools across the district celebrated important student milestones through kindergarten and fifth-grade graduations, graduation walks, and commencement ceremonies.

In the area of Arts, ten students from Elkhart High School (EHS) were selected to perform with the Indiana All-Star Marching Band in the Indy 500 Festival Parade, joining more than 200 musicians from high schools across Indiana. In addition, Cleveland Elementary School celebrated the 10th anniversary of its Fine and Performing Arts Day, showcasing student artwork, performances, and arts-focused activities that highlighted creativity and artistic expression.

In the area of Athletics, elementary schools throughout the district participated in the Unified Champions Game Day, promoting inclusion, teamwork, and friendship through a variety of activities supported by district volunteers, student groups, and community partners. The district also hosted the 3rd Annual Rising Lions Celebration, recognizing eighth-grade athletes from West Side, North Side, and Pierre Moran middle schools as they prepare to transition into athletics at EHS.

Some upcoming events across Elkhart Schools include:

- June 11: Class of 2026 Commencement

In closing, Mrs. Wood introduced Josh Fletcher, the new Athletic Director for EHS.

Mr. Fletcher shared that he and his family, including his wife and their five children, are in the process of relocating to the Elkhart area. He noted he began his education at Pinewood Elementary School, graduated from Northridge High School, attended Miami of Ohio for a year, and later graduated from Goshen College.

Mr. Fletcher highlighted his extensive background in education and athletics, including teaching and coaching positions at Fairfield Junior High, Northridge High School, Penn High School, and Angola High School, as well as six years as Head Track and Field Coach at Trine University. Throughout his career, he has coached state and national champions and worked with student-athletes at both the high school and collegiate levels.

He expressed appreciation for the warm welcome he has received and stated that he is excited to join the Elkhart team. Mr. Fletcher praised the district's athletic facilities, coaches, and student-athletes and shared his enthusiasm for supporting and advancing Elkhart's athletic programs.

By unanimous action, the Board approved the following consent items:	Consent Items
Minutes – May 12, 2026 – Public Work Session Minutes – May 12, 2026 – Regular Board Meeting	Minutes
Payment of claims totaling \$21,062,286.76 as shown on the June 9, 2026, claims listing. (Codified File 2526-170)	Payment of Claims
Proposed school fundraisers in accordance with Board policy. (Codified File 2526-171)	Fundraisers
Extra-curricular purchase request: West Side Vocal, Band, and Orchestra Extra-Curricular account to pay Royal Excursion for transportation to Cedar Point for the West Side music students' reward trip totaling \$9,093 and Middle School Athletics Extra-Curricular account to purchase track uniforms from Sportsarama for 7 th /8 th grade boys and girls track teams totaling of \$9,760.	Extra-Curricular Purchases
ECS received the following donation: \$1,000 from an anonymous donor to the EHS to provide a transition award for one senior going to a four-year college/university in the fall of 2026; \$500 from Chubby Trout, Inc. to EHS Marine Biology trip to be used to pay for student excursions on the trip; \$500 from Genesis Products, LLC to EHS Football team to be used to purchase food, water, and snacks for the players/program; \$250 from Waste Connections to EHS Marine Biology trip to be used to pay for student excursions on the trip; donation of notebooks,	Gift Acceptances

backpacks, personal hygiene products, and clothing, totaling over \$1,000, from Trinity Lutheran Church and School to ECS to be used to support students; \$2,500 from Harace Mann to ECS to assist with the cost of providing breakfast for staff returning in August; \$100 from WestPoint Financial Group to ECS to assist with the cost of providing breakfast for staff returning in August; \$500 from It's Top to EHS Girls Volleyball team to be used towards the purchase of training equipment and travel gear for the program; \$500 from Heart City to EHS Girls Volleyball team to be used towards the purchase of training equipment and travel gear for the program; \$250 from Welch Packaging to West Side to be used to assist with National History Day expenses; donation of medical supplies, with an estimated value of \$1,500, from Beacon Medical Group to Elkhart Area Career Center (EACC) to be used in the Medical programs by students for training purposes; donation of steel and aluminum material, with an owner estimated value of \$10,000, to EACC to be used in the CNC Machining program by students for training purposes; and \$500 from Heart City Automotive Group to EHS Marine Biology trip to be used to pay for student excursions on the trip.

Conference leave requests in accordance with Board policy for staff members as recommended by the administration on the June 9, 2026, listing. (Codified File 2526-172)

Conference
Leave Requests

Confirmation of the following Overnight Trip Requests: Mary Daly Elementary School students to travel to Sturgis, Michigan on June 2 - 5, 2026 to attend Camp Amigo 4-H Camp (confirmation only); EHS Girls Track team to travel to Indianapolis, Indiana on June 4 - 5, 2026 to participate in the IHSAA State Track Meet (confirmation only); EHS Unified Track team to travel to Indianapolis, Indiana on June 5 - 6, 2026 to participate in the IHSAA Unified Track Meet (confirmation only); West Side Middle School high ability students to travel to Baltimore, Maryland on June 14 - 18, 2026 to participate in Nationals for National History Day; EHS Volleyball Team to travel to West Lafayette, Indiana on June 17 - 19, 2026 to participate in a team camp; and EHS Japanese class to travel to Yokohama, Japan as a part of the student exchange program.

Overnight Trip
Requests

Confirmed submission of the following grants: FIRST and SAE Competition Grant, hosted by Gene Haas Foundation, totaling \$5,000, to be used by EHS ElLogics Robotics to purchase robot parts and equipment; 2026-2027 High Ability Grant, hosted by Indiana Department of Education (IDOE), totaling \$98,292.25, to be used by ECS to support high ability staff, training, curriculum, testing, and material; and School Field Trip Booking Fund, hosted by VisitShipshewana.org, totaling \$240, to be used by EHS to support the required fieldtrips provided for students

Grants

participating in the Japanese Exchange Program. (Codified File 2526-173)

Personnel Report
Certified

Approval of two (2) certified consent agreements regarding unpaid time. (Codified File 2526-174)

Agreements

Administrative appointment of the following one (1) certified administrator effective on dates indicated:

Administrative
Appointment

Traci Henn – Interim Director of Exceptional Learners,
beginning 6/3/26 and ending 6/30/26

Stipend for additional administrative responsibilities beginning June 3, 2026 through June 30, 2026.

Administrative
Responsibilities
Stipend

Traci Henn – Interim Director of Exceptional Learners

Administrative appointment of the following three (3) certified administrators effective on dates indicated:

Administrative
Appointment

Traci Henn – Director of Exceptional Learners, 7/1/26
Shannon Stanley – Mary Feeser Principal, 8/3/26
Marissa Tinkle – Roosevelt Assistant Principal, 8/3/26

Administrative reassignment of the following two (2) certified staff effective on date indicated:

Administrative
Reassignment

Adriana Largotta – Assistant Principal at North Side to
Dean of Students (Secondary Schools) at North Side,
8/3/26
Eric Chandler – Principal at Pride to Grade 1 at Beardsley,
8/10/26

Employment of the following six (6) certified staff effective on dates indicated:

Employment

Chad Crabtree – Social Studies at West Side, 8/10/26
Morgan Chupp – Mathematics at Elkhart High A&C,
8/10/26
Frederick Koeppl, Jr. – Social Studies at North Side,
8/10/26
Elizabeth Moody – Language Arts at West Side, 8/10/26
Helen Stutsman – Language Arts at North Side, 8/10/26
Ana Wahll – Science at Elkhart High B&IR, 8/10/26

Transfer of the following twenty-seven (27) certified staff effective August 10, 2026:

Transfers

Wendy Bernth – Counselor at Pierre Moran to Counselor
at North Side
Taylor Bryant – Special Education at Beck to Special
Education at Daly

Dorothy Burggraf – Special Education at Elkhart Academy to Social Studies at Pride Middle School
 Rachelle Circosta – Special Education at Riverview to Special Education at Daly
 Holly Davidson – Grade 2 at Feeser to Grade 4 at Feeser
 Autumn Elkins – Grade 1 at Cleveland to Grade 3 at Cleveland
 Christine Erlacher – Literacy Cadre Coach at Riverview to Literacy Cadre Coach at Daly
 Benjamin Ertner – Grade 5 at Daly to Grade 4 at Daly
 Kimberly Ewen – Literacy Cadre Coach at Daly to Literacy Cadre Coach at Riverview
 Charlene Flowers – Special Education at Beck to Special Education at Daly
 Elizabeth Garcia – Speech Pathologist at Hawthorne to Speech Pathologist at PACE
 Tyler Garver – Special Education at Eastwood to Special Education at Feeser
 Carissa Glasgow – Kindergarten at Feeser to Grade 2 at Feeser
 Katrina Graber – Special Education at Cleveland to Special Education at Beardsley
 Alexander Holtz – District Instructional Coach at ESC to District Instructional Coach at West Side
 Elaina Kratkoczki – Language Arts at Elkhart Academy to Language Arts at PRIDE Middle School
 Sarah LaBounty – Grade 2 at Roosevelt to Grade 1 at Feeser
 Michelle Mohler – Special Education at Eastwood to Special Education at Feeser
 Kerry Mullet – Grade 2 at Daly to Grade 3 at Riverview
 Judy Oberlie – Grade 4 at Feeser to Grade 5 at Feeser
 Rebecca Saeger – Grade 3 at Cleveland to Grade 4 at Beardsley
 Nicole Spear – Speech Pathologist at Bristol to Speech Pathologist at Elkhart High
 Eliza Stoltzfus – Grade 2/3 Split at Roosevelt to Grade 5 at Roosevelt
 Kristina Thomas-Bartley – Special Education at Elkhart High B&IR to Special Education at Elkhart High
 Kelly Voreis – Special Education at Cleveland to Special Education at Beardsley
 Lindsey Walters – Media at ESC to Media at Woodland
 Kimberly Williams – Grade 4/5 Split at Roosevelt to Grade 3/4 Split at Roosevelt

Resignation of the following two (2) certified administrators effective on date indicated:

Robb Freeze – Assistant Principal at Daly, 6/15/26
 Timothy Pedley – Principal at Bristol, 6/15/26

Administrative Resignations

<p>Resignation revision of the following one (1) certified administrator effective on date indicated: Christy Haupert – Assistant Principal at West Side, 5/29/26</p>	<p>Administrative Resignation Revision</p>
<p>Resignation of the following seventeen (17) certified staff effective on date indicated: Molly Abraham – Mathematics at West Side, 5/29/26 Elizabeth Avery – Special Education at North Side, 5/22/26 Mitchell Crothers – Grade 1 at Feeser, 5/29/26 Kaylee Dingus – Grade 3 at Pinewood, 5/29/26 Katie Green – Special Education at Woodland, 5/29/26 Sharice Jackson – Grade 6 at West Side, 5/29/26 Jessica Marlin – Language Arts at North Side, 5/29/26 Davina McCutchen – Grade 4 at Beardsley, 5/22/26 Liam Minielly – Grade 6 at West Side, 5/29/26 Aubrey Neeser – Art at Bristol, 5/29/26 Lateena Pettis – Special Education at North Side, 5/29/26 Tricia Pollachek – Grade 3 at Beardsley, 5/29/26 Ashley Schuman – Special Education at Bristol, 5/29/26 Morgan Springer – Grade 2 at Roosevelt, 5/29/26 Heidi Trowbridge – Grade 6 at North Side, 5/29/26 Anthony Venable – Language Arts at West Side, 5/29/26 Caitlin Wynne – Social Worker at North Side, 5/29/26</p>	<p>Resignations</p>
<p>Retirement of the following one (1) certified administrator effective on the date indicated: Matthew Werbiansky – Principal at Elkhart High B&IR, 5/29/26 with 32 Years of Service</p>	<p>Administrative Retirement</p>
<p>Retirement of the following three (3) certified staff effective on date indicated: Angela Alheim – Special Education at Elkhart High HS, 5/29/26 with 27 Years of Service Grace Shevick – Business at Elkhart Academy, 5/29/26 with 30 Years of Service Tamera Smittendorf – Grade 5 at Cleveland, 5/29/26 with 26 Years of Service</p>	<p>Retirements</p>
<p>Unpaid leave request revision for the following one (1) certified staff effective on dates indicated: Lauren Van Goey – Career Readiness at North Side, beginning 4/23/26 and ending 5/13/26</p>	<p>Unpaid Leaves</p>
<p>Employment of the following thirty-five (35) certified staff for the 2026 summer school program from June 8 – 26, 2026: Keturah Anderson – Grade 3 at Beck Lisa Baker – Grade 2 at Osolo Karen Beck – Grade 2 at Osolo</p>	<p>Summer School Elementary Assignments</p>

Kristen Becraft – Grade 2 at Beck
 Melissa Carr – ENL at Osolo
 Holly Conley – Coordinator/Administrator at Osolo
 Brett Coverstone – Grade 3 at Osolo
 Ami Damer – Grade 2 at Beck
 Denise Demeter - Grade 3 at Osolo
 Rebecca Dodd – ENL at Beck
 Connie Freel – Grade 3 at Osolo
 Amber Genovese – Grade 2 at Beck
 Stephanie Grimes – Grade 3 at Osolo
 Brittany Hedman – Grade 3 at Osolo
 Justin Higgins – Grade 3 at Beck
 Stephanie Hubler – Grade 3 at Beck
 Morgan Jordan – Grade 2 at Osolo
 Amy Kindig – Grade 3 at Osolo
 Julie Kline – Grade 2 at Osolo
 Stacy Lambdin – Grade 2 at Beck
 Angie Matthys – Grade 3 at Beck
 Jennifer McDaniel – Grade 2 at Osolo
 Ashley McQueen-Ghaffar – Grade 3 at Beck
 Michelle Mohler – Grade 2 at Osolo
 Jackie Nemeth – Grade 2 at Osolo
 Elizabeth Ordonez – Grade 3 at Osolo
 Shannon Powell – Grade 2 at Beck
 Heba Said – Grade 2 at Beck
 Stacey Sailor – Grade 2 at Osolo
 Angel Sherrod – Grade 3 at Beck
 Nanci Tarantino – Special Education at Beck
 Melissa Teitsma – Grade 2 at Osolo
 Tervonda Washington – Administrator at Beck
 Kimberly Williams – Grade 2 at Beck
 Jennifer Wolfe – Special Education at Osolo

Employment of the following nine (9) certified staff for the 2026 summer school program from June 8 – 26, 2026:

Andrew Brabender – Physical Education at Elkhart High
 Adrianna Don – ENL at Elkhart High
 Raul Hernandez – Math (SWW) at Elkhart High
 Ambrelie McGillem – Science (SWW) at Elkhart High
 Madelyn Pedler – Algebra I at Elkhart High
 Dyan Phillips – Language Arts (SWW) at Elkhart High
 Leslie Smith – Speech at Elkhart High
 Kris Thomas-Bartley – Special Education at Elkhart High
 Julie Tyrakowski – Computer Science at Elkhart High

Summer School
 Secondary
 Assignments

Employment of the following two (2) certified employees for the summer field course, Marine Biology, from June 4 – 17, 2026:

Patrick Nussbaum – Coordinator/Teacher
 Damen Ullery – Teacher

Summer Field
 Courses – Marine
 Biology

<p>Employment of the following three (3) certified employees for the summer field course, Colorado, from June 7 – 20, 2026 and July 12 – 25, 2026: Jason Brewer – Teacher at Trip 1 David Pedler – Coordinator/Teacher at Trip 1 and 2 Damen Ullery – Teacher at Trip 2</p>	<p>Summer Field Courses - Colorado</p>
<p>Employment of the following three (3) certified employees for the summer music program from July 7 – 30, 2026: Nathan Berkey – Orchestra at North Side Sandy Carnall – Band at North Side Tim Carnall – Band at North Side</p>	<p>Summer Music</p>
<p>Approval of the following twelve (12) certified job descriptions: Academic Team Coach (IASP) Assistant Athletic Director to High School - Salary Range: \$80,000 – \$90,000 Assistant Athletic Director to Middle School and Elementary School – Salary Range: \$70,000 - \$80,000 Coordinator of Early Learning and Elementary for Exceptional Learners – Salary Range: \$76,664 - \$92,441 Coordinator of Middle School and High School for Exceptional Learners – Salary Range: \$76,664 - \$92,441 Dean of Students (Secondary Schools) – Salary Range: \$76,664 - \$92,441 High School Content Area Specialist Instructional Coach (Elementary) – Salary Range: \$46,000 – 85,000 Literacy Cadre Coach – Salary Range: \$46,000 - \$85,000 Middle School Content Area Specialist Robotics Coach Supervisor of ENL and Student Services – Salary Range: \$94,156 - \$113,821</p>	<p>Job Description</p>
<p>Approval of one (1) classified settlement agreement. (Codified File 2526-175)</p>	<p>Classified Agreement</p>
<p>Employment of the following two (2) classified employees effective for the 2025-26 school year: Paula Harer – Business Account Manager at WVPE, 7/21/26 Terrance Woods – Custodian at Elkhart High, 7/29/26</p>	<p>Employment 2025-26 School Year</p>

<p>Employment of the following one (1) classified employee effective for the 2026-27 school year: Colleen Davidson-Nowlin – Registered Nurse at Eastwood, 10/6/26</p>	<p>Employment 2026-27 School Year</p>
<p>Transfer the following four (4) classified employees effective in the 2025–26 school year: Ronald Barr, Jr. – Custodian at Daly to Custodian at Freshman Division Shartay Bates – Head Custodian at Osolo to Head Custodian at Monger Brian Guy – Head Custodian at Monger to Head Custodian at Beck Sara Paulson – Secretary at Food Service to Secretary at Building Services</p>	<p>Transfers 2025-26 School Year</p>
<p>Transfer the following fourteen (14) classified employees effective July 1, 2026: Sylvester Brown – Campus Security at North Side to Campus Security at Safety & Security William Coatie – Campus Security at Elkhart High to Campus Security at Safety & Security Victoria Cockerham – Campus Security at Elkhart High to Campus Security at Safety & Security Willie Coleman – Campus Security at Elkhart High to Campus Security at Safety & Security Jovon Deal – Campus Security at Freshman Division to Campus Security at Safety & Security Michael Johnson – Campus Security at Elkhart High to Campus Security at Safety & Security Brandon Mack – Campus Security at Pierre Moran to Campus Security at Safety & Security Todd Massey – Campus Security at Pride Academy to Campus Security at Safety & Security Christina Parmer – Campus Security at Freshman Division to Campus Security at Safety & Security Eric Tucker – Campus Security at Elkhart High to Campus Security at Safety & Security Tracy Washington – Campus Security at Elkhart High to Campus Security at Safety & Security Matt Washington, Jr. – Campus Security at West Side to Campus Security at Safety & Security Kenneth West – Campus Security at Freshman Division to Campus Security at Safety & Security Stephanie Williams – Campus Security at Elkhart High to Campus Security at Safety & Security</p>	<p>Transfers July 1, 2026</p>
<p>Transfer the following eight (8) classified employees effective for the 2026-27 school year:</p>	<p>Transfers 2026-27 School Year</p>

Wendy Grove – Wendy Grove – Secretary to Principal at Osolo to Assistant Secretary at Pinewood
 Lori Hubbard – Media Services Center Secretary at ESC to Media Services Center Secretary at Woodland
 Cathleen Lindhe – Registered Nurse at Beck to Registered Nurse at Freshman Division
 Laura Matteson – Paraprofessional at Beck to Paraprofessional at Cleveland
 Channa McGee – Assistant Secretary at Beck to Assistant Secretary at Beardsley
 Alicia Mendez – Parent Community Liaison at Roosevelt to Community Translator/Interpreter-Parent Liaison
 Kelsey Rockstroh – District Health Services Coordinator at ESC to District Health Coordinator at Woodland
 Crystal Zullo – Secretary to Principal at PRIDE to Secretary to Principal at Alternative School

Employment of the following four (4) claim employees in the 2025-26 school year: Claims

Michelle Horton-Gates – Transportation Trainer
 Scott Kidder – Marine Biology Trip Chaperone
 Carrie Landesman – Transportation Trainer
 Laethel Thomas – Transportation Trainer

Employment of the following six (6) coach employees in the 2025-26 school year: Coaches

Jason Brewer – Head Girls Track Coach at Feeser and Head Boys Track Coach at Feeser
 Delaney Davis – Head Girls Track Coach at Pinewood
 Todd Johnson II – Head Girls Track Coach at Beck and Head Boys Track Coach at Beck
 Elyssa Kovatch – Head 8th Grade Boys Track Coach at West Side
 Bryanah Pendleton – Assistant Girls Track Coach at Pinewood
 Erick Villegas-Garay – Head Boys Track Coach at Eastwood

Resignation of the following twenty (20) classified employees effective on date indicated: Resignations

Taryn Anderson – Custodial Substitute at Building Services, 5/11/26
 Darlene Arnett – Custodial Substitute at Building Services, 5/7/26
 Samuel Burge – Substitute Teacher at ESC, 5/22/26
 Anjenette Byrne – Bus Helper at Transportation, 5/29/26
 Heather Crouse – Paraprofessional at Riverview, 5/29/26
 Dana Hunt – Secretary to Principal at Elkhart Academy, 6/23/26

Courtney King – Girls Golf Coach at Elkhart High, 5/29/26
 Kathleen Krauter – Girls Gymnastics Coach at Elkhart High, 5/19/26
 Elisabeth Miller – Mail/Copy Center Secretary at ESC, 6/5/26
 LaVerne Miller – Substitute Teacher at ESC, 5/28/26
 Mia Osoria – Paraprofessional at Beck, 5/29/26
 Laura Petersheim – Paraprofessional at Riverview, 5/29/26
 Shanarrah-LeaAnn Rice-Stover – Paraprofessional at Hawthorne, 5/29/26
 Megan Rodman – Paraprofessional at Beck, 5/29/26
 Molly Schrepper – Technical Assistant at Career Center, 5/29/26
 Ellie Smittendorf – Paraprofessional at Career Center, 5/14/26
 Jennifer Stouter – Secretary to Principal at Beck, 6/11/26
 Reniko Stout – Assistant Girls Varsity Basketball Coach, 5/8/26
 Blanca Vargas – Building Translator-Parent Liaison at Beck, 5/29/26
 Kyle Workman – Custodian at Building Services, 6/2/26

<p>Retirement of the following two (2) classified employees effective on the dates indicated: Thomas Miller – Bus Driver at Transportation, 5/29/26 with 21 Years of Service Victor Staner – Custodian at ETI, 6/19/26 with 10 Years of Service</p>	<p>Retirements</p>
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<p>Rescission of resignation of the following one (1) classified employee: Laura Petersheim – Paraprofessional at Riverview</p>	<p>Rescission of Resignation</p>
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<p>Unpaid leave request for the following two (2) classified employees effective on the dates indicated: Bethany Love – Technical Assistant at Riverview, beginning 5/18/26 and ending 5/29/26 Shannon Yoder – Paraprofessional at Feeser, beginning 4/17/26 and ending 5/1/26</p>	<p>Leaves</p>
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<p>Unpaid leave extension request for the following one (1) classified employee effective on the dates indicated: Mykayla Meachum – Custodian at Career Center, beginning 5/5/26 and ending 7/1/26</p>	
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<p>Employment of the following five (5) classified staff for the 2026 summer school program from June 8 – 26, 2026: Yohanna Cruz Manzanares – Parent Liaison at Osolo</p>	<p>Summer School Elementary Assignments</p>
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Channa McGee – Secretary at Beck
Michelle Roberts – Nurse at Osolo
Kayla Stafford – Secretary at Osolo
Mariana Villalobos – Parent Liaison at Beck

Termination of the following eight (8) classified employees effective on the dates indicated: Terminations

- Brian Crouse – FSCS Data Management Coordinator, 6/9/26 in accordance with Policy 3139.01S
- Kenneth Davis – Substitute Teacher at ESC, 6/9/26 in accordance with Policy 3120CS
- Gretchen Ihrig – Bus Driver at Transportation, 6/9/26 in accordance with Policy 3420CS
- Letha McKnight – Bus Driver at Transportation, 6/9/26 in accordance with Policy 3139.01S
- Tiara Taylor – Custodian at Career Center, 6/9/26 in accordance with Policy 3139.01S, 3432
- Sasha Westfall – Substitute Teacher at ESC, 6/9/26 in accordance with Policy 8462, 3120CS
- Ryan Whitmyer – Custodian at Building Service, 6/9/26 in accordance with Policy 3139.01S
- Deaundra Wilson – Bus Driver at Transportation, 6/9/26 in accordance with Policy 3120CS

Approval of the following one (1) classified job description: Job Description
Technical Assistant – Salary Range: \$18.95 - \$24.11

Director of Human Resources Maggie Lozano presented an update on substitute teacher expenditures and absence trends for the 2025-2026 school year. She reported the district expended approximately \$1.95 million on substitute coverage through May 23, 2026, including more than \$255,000 during the month of May alone. Substitute Teacher Costs

Mrs. Lozano noted from May 1 through May 29, the district filled 1,444 substitute assignments with an overall fill rate of 57%. She explained that illness and vacancies or long-term assignments each accounted for approximately 38% of substitute usage, while personal business leave accounted for nearly 15%.

She further reported that the district expended approximately \$105,765 in teacher overload compensation, with 18 teachers accepting overload assignments in high-need areas to help maintain instructional services. Ms. Lozano noted that Fridays continued to have the highest number of employee absences, followed by Thursdays and Mondays.

The report highlighted the ongoing challenges associated with substitute coverage, staffing vacancies, and maintaining instructional continuity. Ms. Lozano stated the district will continue monitoring

absence trends, fill rates, and related expenditures as it prepares for the 2026-2027 school year.

By unanimous action, the Board approved the following contracts as presented during the May 12, 2026 Board meeting: Compass Group USA, Inc. (Chartwells Division); Edmentum (License Agreement); Edmentum (EdOptions Academy); Federated Media; Five Star Life; and Merative US L.P. (Codified File: 2526-176)

Contracts

By unanimous action, the Board approved the following Board policies as presented during the May 12, 2026 Board Meeting: Board Policy 2340 – Field and Other Corporation-Sponsored Trips; Board Policy 3162ACS – Drug and Alcohol Testing of CDL Holders; Board Policy 3220AC – Staff Evaluation; Board Policy 5350 – Student Suicide Awareness and Prevention; Board Policy 6320 – Purchasing; Board Policy 7440.01 – Electronic Monitoring and Recording; Board Policy 7455 – Accounting System for Fixed Assets; Board Policy 7540.02 – Digital Content and Accessibility; Board Policy 8405 – Environmental Health and Safety Issues; Board Policy 8452 – Automated External Defibrillators (AED); and Board Policy 8462 – Child Abuse and Neglect.

Board Policies

The administration presented the following proposed new course offerings for the 2027-2028 school year: Principles of HVAC; HVAC Fundamentals; HVAC Services; and HVAC Capstone.

New Course Proposal

In response to Board inquiry, Mr. Anderson explained that the HVAC Capstone course would focus on work-based learning opportunities, including internships and real-world industry experiences designed to prepare students for careers in the field.

Board Member Eric Ivory expressed support for the proposed courses, noting the strong career opportunities available within the HVAC industry and the value of providing students with hands-on workforce experiences. (Codified File: 2526-177)

Mrs. Riise provided an update regarding the temporary relocation of Monger Elementary School for the 2026-2027 school year. She explained that following the severe waterline break and subsequent assessment of the building, facilities and restoration experts determined the extent of the damage will require significant remediation and repairs which cannot be completed before the start of the school year.

Temporary Relocation of Monger Students and Staff

As a result, Monger Elementary students and staff will temporarily relocate to the former Mary Beck Elementary School building for the 2026-2027 school year. Mrs. Riise emphasized that the entire Monger school community, including teachers, support staff, administrators, and specialized programming, will remain intact to preserve the school's culture, routines, and student supports.

She noted that transportation information and logistical details will be communicated directly to families over the summer, while the district continues restoration efforts at Monger Elementary. Mrs. Riise expressed appreciation to the facilities staff, administrators, and employees involved in planning the transition and stated a formal notification would also be distributed electronically to affected families and staff following Board approval.

By unanimous action, the Board approved the temporary relocation of Monger Elementary School's students and staff to Mary Beck Elementary School for the 2026-2027 school year due to water damage at Monger.

Board Counsel Gregg Hixenbaugh presented Board Policy 5136 – Personal Communication Devices for initial consideration. In response to concerns raised during public comment, Mr. Hixenbaugh recommended the Board not waive second reading and instead bring the policy back for second consideration at the June 23, 2026 Board meeting. There were no further questions.

Board Policy
5136

Mr. Hixenbaugh presented Board Policy 5410 – Promotion, Placement, and Retention for initial consideration.

Board Policy
5410

Board Counsel presenting Administrative Guideline 5410 – Retention of Students in Grades K-8 for initial review.

Administrative
Guideline 5410

In closing, Mrs. Riise recognized transportation employee Tunisia Hunt for her efforts in helping locate a student who had boarded the wrong bus and assisting in safely reuniting the student with their family. She also congratulated Kyle Weirich, Director of Orchestras and K-12 Music Coordinator, for being named the Section 4 recipient of the NFHS Outstanding Music Educator Award.

From the
Superintendent

Mrs. Riise reaffirmed the district's commitment to long-term fiscal stability, noting the administration will continue working with Policy Analytics to review staffing levels, organizational structures, class sizes, and programming, and will provide recommendations to the Board based on those findings.

She also reflected on the recent open houses held at Bristol, Woodland, Osolo, and Mary Beck elementary schools, and Hawthorne Early Learning Center, thanking students, families, staff, and community members for honoring the history and memories associated with those buildings. Mrs. Riise concluded by expressing appreciation to the receiving schools for their partnership and support in helping ensure a successful transition for students in the 2026-2027 school year.

There were no comments from the Board.

From the Board

The meeting adjourned at approximately 4:30 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



BUSINESS OFFICE

PHONE: 574-262-5563



ELKHART COMMUNITY SCHOOLS

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

To: Michele Riise
From: Ronda Ross, CPA
Chief Financial Officer
Date: June 16, 2026
RE: Extra-Curricular Purchase

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

School/Account	Item	Amount
EHS Choir	Mobile Choir Folio Cabinet	\$1,846.82
West Side	Lanyards	\$1,743.00

Quote Date: 5/16/2026
 Expires: 6/15/2026
 Payment Terms: Net 30 Days



Wenger Corporation
 555 Park Drive
 Owatonna, MN 55060-4940
 United States

Mobile Folio- Liftgate Delivery

CORPORATION

QUOTE 3395831

Phone: 507-455-4100
 Fax: 507-455-4258

Page 1 of 2

<p>Quote To: Elkhart High School 2608 California Rd Elkhart IN 46514-1222 United States</p>	<p>Ship To: Elkhart High School 2608 California Rd Elkhart IN 46514-1222 United States</p>
	<p>Salesperson: Adam Martin Phone: +1 (507) 774-8465 E-Mail: Adam.Martin@wengercorp.com</p>

Quote Comments:

** Wenger is an approved vendor for Region 4 ESC/OMNIA Partners, Public Sector. All items on this quotation are available through Contract #R240120. This contract is in effect through 12/31/2027. Payment shall be made after satisfactory performance, in accordance with all the provisions thereof, and upon receipt of a properly completed invoice. All transactions, purchase orders, etc. will occur directly between the Supplier, authorized distributor/dealer, general contractor, as agreed to by each Participating Public Agency. Per OMNIA participation requirements, all purchase orders issued to Wenger Corporation must reference OMNIA contract #R240120.*

Customer to check and verify all items before ordering.

Please include the quote number on the PO when you send the order to us.

Freight quoted is for a one-time shipment. As a result, once orders placed, delivery dates may change. Customer-requested split shipments will result in an additional freight charge.

Current estimated lead-time is 7 weeks plus transit, subject to change.

Tariffs, Taxes, Duties, Fees and Permits Imposed: With respect to any product purchase hereunder, if any federal, state or local Tariff, Tax, Duty, Fee or Permit is imposed by Applicable Law on the Seller in connection with any such purchase, then the Buyer shall be required to pay to Seller such additional costs

Line	PartNum/Description	Qty	Net Price	Ext. Price
1.00	146M024.128 Mobile Choral Folio, 4 column, 1.5" spacing, Composite Wood, Evening Tigris, No door	1 EA	\$1,565.10	\$1,565.10
2.00	Freight Freight Services	1 EA	\$281.72	\$281.72

USD

*Accessorials Applied:
LiftGate*

LIFTGATE DELIVERY:

Freight reflected in this quotation is for common carrier shipment with liftgate delivery. Liftgate delivery means the carrier driver will lower the products to curbside where your facility staff are responsible for taking the products from curbside into the building to the desired location and for

Quote Date: 5/16/2026
Expires: 6/15/2026
Payment Terms: Net 30 Days

Mobile Folio- Liftgate Delivery



C O R P O R A T I O N

QUOTE 3395831

Wenger Corporation
555 Park Drive
Owatonna, MN 55060-4940
United States

Phone: 507-455-4100
Fax: 507-455-4258

Page 2 of 2

completing the final assembly/installation.

Inside delivery and installation services are available. Contact your Wenger sales representative to discuss these delivery methods and to find out the appropriate charge.

If you are a tax-exempt organization and quote includes tax, please send a copy of your tax-exempt certificate and we will remove the sales tax. Thank you

Lines Total	\$1,846.82
Total Taxes	\$0.00

Quote Total	\$1,846.82
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Terms and Conditions: <https://www.wengercorp.com/terms-and-conditions.php>





WEST SIDE MIDDLE SCHOOL
101 SOUTH NAPPANEE STREET • ELKHART, IN 46514
PHONE: 574-295-4815

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

Memo

To: Mrs. Riise and Board of Trustees
From: Kerry Leader
Date: June 4, 2026 *kh*
Re: Approval of Expenditure for lanyards

West Side Middle School is requesting approval for the expenditure of WSMS extracurricular funds to purchase student lanyards for the 2026-2027 school year. \$1743.00 would purchase 1000 lanyards from It's Tops. The following is the breakdown of the cost.

Per item: \$1.42 each
Safety Breakaway: .20 each
Repeat setup charge: \$25.00
Inbound shipping: \$98.00



Instructional Leadership

Phone: 574-262-5559

DATE: June 8, 2026

TO: Mrs. Michele Riise *MAR*
Board of School Trustees

FROM: Lindsey Walters

RE: One Book, One School: Author Visit Donation Approval

Elkhart Community Schools received a donation of \$1,000.00 from Crossroads United Way for the "One Book, One School: Author Visit" program in September. The donation will be used to help pay for author Jarrett Krosoczka to visit our high school students and do a writer's workshop with students. I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation be sent to:

Julie Poertner, Senior Community Impact Director
Crossroads United Way
601 County Road 17
Elkhart, IN 46516

Sincerely,
Lindsey Walters
District Elementary Media Specialist



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



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

DATE: June 8, 2026

TO: Mrs. Michele Riise *MR*
Board of School Trustees

FROM: Jacquie Rost, Athletic Director

RE: Donation Approval

We are in receipt of an extracurricular donation in the amount of \$500.00 for the Girls Volleyball team. This donation will go towards travel gear for the program.

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

Simplified Tool
26138 Heatherfield Dr.
Elkhart, IN 46514

Sincerely,

Phil Shults
Elkhart High School, Executive Principal



ELKHART AREA CAREER CENTER

ELKHART
COMMUNITY SCHOOLS

INTERNAL MEMO

To: MRS. RIISE *NR*
BOARD OF SCHOOL TRUSTEES

FROM: BRANDON EAKINS *BE*

DATE: JUNE 16, 2026

RE: DONATION APPROVAL - EACC

Royce Stutzman has donated miscellaneous makeup and hair products, with an owner estimated value of \$486.00 to our Cosmetology program. This donation is items that his wife Amy Stutzman, former EACC Cosmetology instructor, had planned to use in the classroom before her sudden passing. Please see attached for an itemized list.

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

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

Royce Stutzman
71410 County Road 17
New Paris, IN 46553

Item	Value
Andis Fast Trim Trimmer	\$15.00
Botanical Paraffin (2)	\$5.00
Paul Mitchell Shampoo and Conditioner (Color Protect 8oz. each)	\$15.00
Laura Geller Make-up Brush	\$10.00
Mary Kay Dimensions Loose Powder	\$14.00
Bitzy Hair Gems	\$3.00
Gio Light Therapy Wand	\$20.00
Mary Kay Eyeshadows (50)	\$100.00
Mary Kay Lip Color (30)	\$60.00
Mary Kay Mascara (7)	\$14.00
Pretty In A Minute Flat Iron	\$100.00
Shark Fin Professional Shears (Lefty)	\$110.00
OPI Flat Edge Acrylic Brush (5)	\$20.00
Total	\$486.00



Instructional Leadership

Phone: 574-262-5720

Date: June 16, 2026

MAR

To: Superintendent Michele Riise and Members of the Board of Trustees

From: Mr. Kyle Weirich, District Music Coordinator

Subject: Acceptance of Donated Piano for Cleveland Elementary School

Dear Superintendent Riise and Members of the Board of Trustees,

I am respectfully requesting approval to accept a generous donation to Elkhart Community Schools.

Donation Information:

- **Item:** Kimball Piano
- **Estimated Value:** \$2,000
- **Cost of moving:** \$250 (cost also donated by the donor)
- **Donor:** Lynn Buckley
53436 Cobus Creek Dr.
Elkhart, IN 46514

The donated piano will be placed at **Cleveland Elementary** and will support music instruction and student learning opportunities. This contribution will provide valuable resources for students and enhance the school's music program.

We greatly appreciate Ms. Buckley's generosity and her support of Elkhart Community Schools. Upon approval by the Board of Trustees, an official letter of acknowledgment and gratitude will be sent to the donor.

Thank you for your consideration of this request.

Sincerely,

Kyle Weirich

District Music Coordinator
Elkhart Community Schools



Instructional Leadership

Phone: 574-262-5720

Date: June 16, 2026

To: Superintendent Michele Riise and Members of the Board of Trustees

From: Mr. Kyle Weirich, District Music Coordinator

Subject: Acceptance of Donated Piano for Elkhart High School

MAR

Dear Superintendent Riise and Members of the Board of Trustees,

I am respectfully requesting approval to accept a generous donation to Elkhart Community Schools.

Donation Information:

- **Item:** Walter Upright Piano
- **Estimated Value:** \$3,000
- **Donor:** Melissa Greene
520 James St.
Elkhart, IN 46516

The donated piano will be placed at **Elkhart High School** and will support music instruction and student learning opportunities. This contribution will provide valuable resources for students and enhance the school's music program.

We greatly appreciate Ms. Greene's generosity and her support of Elkhart Community Schools. Upon approval by the Board of Trustees, an official letter of acknowledgment and gratitude will be sent to the donor.

Thank you for your consideration of this request.

Sincerely,

Kyle Weirich

District Music Coordinator
Elkhart Community Schools



Elkhart Community Schools

Phone: 574-262-5500

To: Board of School Trustees

Michele Riise
Superintendent

MAR

From: Jeremy R. Bechtel
Principal, Woodland Elementary

Date: June 16, 2026

Subject: Donation of Pickleball Equipment

Mark and Debbie George donated pickleball paddles, balls and other supplies/equipment, valued at \$1,289, to be used to benefit the students at Woodland Elementary School. This equipment will be moved to Cleveland Elementary School so Woodland students can continue to benefit from it.

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

Mark & Debbie George
4707 Chester Drive
Elkhart, IN 46516



PIERRE MORAN MIDDLE SCHOOL
200 WEST LUSHER AVENUE • ELKHART, IN 46517
PHONE: 574-295-4805



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

Date: June 15th, 2026
To: Board of School Trustees *MAA*
From: Jeff Hemmerlein, PMMS Principal
RE: Hoopla Donation/Bring Change 2 Mind

Pierre Moran Middle School respectfully requests permission to accept a generous donation of **\$500.00** from **The Sisters of Tri Kappa, Alpha Rho.**

These funds will be used to support expenses related to the **Hoopla/BC2M** groups and their associated activities. This donation will help enhance the groups' efforts in promoting mental health awareness and reducing stigma within our school community.

We greatly appreciate the support of our community partners and look forward to utilizing this donation to further our students' well-being.

Thank you for your consideration.

Tri Kappa ATTN: Jami Stamm
PO Box 1042
Elkhart, IN 46515

Sincerely,

Jeff Hemmerlein
Pierre Moran Middle School Principal



TRI KAPPA Elkhart Alpha Rho *est. 1911*

"...for the promotion of charity, culture and education." 501(c)(3) not-for-profit

PO Box 1042, Elkhart, IN 46515
Email: ElkhartAlphaRho@TriKappa.org

June 4, 2026

Pierre Moran Middle School
Bring Change to Mind/Hoopla
Attn: Tim Adams
200 W. Lusher Ave
Elkhart, IN 46517

Dear Friends:

Thank you so much for the recent wish list you submitted to the Alpha Rho Chapter of Tri Kappa. Tri Kappa is a philanthropic sorority that works all year to raise funds that we distribute to the Elkhart community through scholarships to high school seniors and our local charitable organizations.

Our Charity Allocation committee recently met, and I'm pleased to inform you that Tri Kappa has voted to award your organization \$500 to purchase a prizes for the Hoopla event. If there are any opportunities for Tri Kappa, Alpha Rho to be recognized for this gift, we would be grateful. It's always good for our supporters to see how we give back to our community. If recognition is given somewhere, we'd love to have a copy or an image of the recognition.

We'd also like to ask you to update your records. Please note the name and address to be used for Tri Kappa is Jami Stamm, PO Box 1042, Elkhart, IN 46515, 574-596-4868. We have several names and addresses being used by organizations for women who are no longer part of Tri Kappa.

We want to thank you for the valuable work your organization does to make the Elkhart community a better, brighter place to live. We are honored to support your efforts and wish you the very best.

Sincerely,

The Sisters of Tri Kappa, Alpha Rho

Jami Stamm, Charity Chairperson

Grant Approvals to Board of School Trustees - 6/23/26

What is the title of the grant?	What is the name of the granting agency/entity?	Please list school/entity applying.	Individual/contact applying for the grant?	What is the amount applied for?	How will the grant funds be used and who will oversee the management of the grant?	Please explain how the grant funds will be used to support the district vision, focus, and goals.	Please outline the grant budget for the funds requested.	What is the grant submission deadline?
Fiscal Year 2027 Secured School Safety Grant Program	Indiana Department of Homeland Security	Elkhart Community Schools	DJ Rhoades	100,000	To upgrade the internal ECS phone system - DJ Rhoades	The funds will be used to upgrade internal communication systems to better communicate during emergency situations.	<p>FortiVoice-VM-2000 FortiVoice-VM-2000 software supports 2000 Endpoints, and 200 VoIP trunks. Call Center and Hotel licensing supported. \$3,743.90 2 \$7,487.80</p> <p>FortiVoice-VM-2000 5 Year FortiVoice Unified Communication Service \$4,492.69 2 \$8,985.38 FortiVoice-VM-2000 5 Year FortiCare Premium Support \$6,739.02 2 \$13,478.04 FortiFone-280B Entry level IP phone with 2.4 inch color screen, 6 programmable keys, PoE and 10/100 LAN and PC connections. \$88.21 50 \$4,410.50</p> <p>FortiFone-380B Mid range IP Phone with 3.5" color screen, 28 programmable keys, PoE and 10/100/1000 LAN and PC connections, upgrade/replacement for FON-380. \$162.76 1670 \$271,809.20</p> <p>FortiFone-580B IP phone with 4.3" and dual 3.5" color screens, 96 programmable keys, POE and 10/100/1000 LAN and PC connections. \$282.09 5 \$1,410.45</p> <p>FortiVoice-Softclient License to add 10 FortiVoice Softclients to FortiVoice system. \$334.21 2 \$668.42</p> <p>FortiVoice-Softclient License to add 100 FortiVoice Softclients to FortiVoice system. \$2,868.28 2 \$5,736.56</p> <p>FON-480 plastic wall mounting kit FON-380/480 plastic wall mounting kit - 10 pack. \$154.19 2 \$308.38 Subtotal: \$314,294.73</p>	6/30/2026

Michelle White
6/16/26



DISTRICT COUNSEL/
CHIEF OF STAFF

ELKHART
COMMUNITY SCHOOLS

TO: BOARD OF SCHOOL TRUSTEES

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

DATE: JUNE 23, 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
American Public Media	Doug Thorne	Recommendation to approve renewal of Carriage Agreement between Minnesota Radio/American Public Media and WVPE. The agreement provides WVPE with the right to broadcast BBC World Service, Marketplace, On Point, and The Splendid Table.	WVPE	\$64,126
Baker Tilly	Ronda Ross	Recommendation to approve Engagement Letter and Scope Appendix with Baker Tilly Advisory Group, LP and Baker Tilly Municipal Advisors, LLC for professional services related to the district's 2026 bond program.	2026 Bond Issuance	\$45,000 per bond series
Beacon Health System, Inc.	Brandon Eakins	Recommendation to approve two (2) Clinical Affiliation Agreements with Beacon Health System. The agreements will support student placements for clinical work-based learning experiences within EACC's Health Science programs.		No cost involved

Contractor	Requesting Administrator	Description	Funding Source	Amount
Beacon Health System, Inc.	Phil Shults / Jacquie Rost	Recommendation for approval of the agreement with Beacon Health System for two (2) athletic trainers to support the district's varsity athletic program. The athletic trainers will attend practices and competitions where there is an increased risk of injury. The maximum combined hours during the one (1)-year term are 4,000 hours.	Operations Fund	\$72,000 for each trainer
Bell Techlogix	DJ Rhoades	Recommendation for approval of the renewal with Bell Techlogix for Microsoft EES. The renewal supports multiple district technology functions, including Windows licensing for desktops, laptops, and servers; Window virus protection; and Microsoft Office applications.	Operations and STAA Loan	\$85,336
Blackbaud Solutions	Anthony Hunt	Recommendation for approval of a 3-year renewal of WVPE's licensing agreement with Blackbaud Solutions. WVPE, which is the software they use to manage member and donor information.	WVPE	Year 1 \$12,570.31 Year 2\$13,575.94 Year 3 \$14,662.01
Cardonex, Inc.	DJ Rhoades	Recommendation to approve renewal for Cardonex. The Cardonex platform allows our secondary schools to easily schedule students and balance the master schedule.	Operations	\$41,910
Finalsite	DJ Rhoades	Recommendation for Finalsite renewal. The software is used to host the district's website which facilitates communication with our community about the district.	Operations	\$22,262 per year with 3-year term



Contractor	Requesting Administrator	Description	Funding Source	Amount
Growing Kids Learning Center	Brandon Eakins	Recommendation to approve Memorandum of Understanding between Growing Kids Learning Center and ECS Adult Education Program to provide training, real-world experience, and employment preparation to support students pursuing Child Development Associate (CDA) Certification.		No cost to ECS
Instructure, Inc.	DJ Rhoades	Recommendation to approve the proposed contract with Instructure for the Canvas LMS Cloud subscription.	Education Fund	\$61,062.38
IXL	DJ Rhoades Dr. Amy Rauch	Recommendation to approve renewal of IXL software. IXL is a learning platform that provide ELA and Math curriculum that ties to Indiana's ILEARN assessment	Digital Learning Grant and Education Fund	\$155,000 \$37,500 (Dig Learn Grant) \$117,000 (Education Fund)
Kindness to Prevent Blindness	Lindsey Brander / Dr. Amy Rauch	Recommendation to approve Memorandum of Understanding with Kindness to Prevent Blindness to provide identified students with free vision exams and glasses.		No cost to ECS
Learn 21	DJ Rhoades	Recommendation to approve the renewal with Learn 21 for the TDT-Asset platform. This software is used to track IT assets for our 1:1 program, including damaged, lost, and stolen devices.	Operations Fund	\$15,529.50
McGraw Hill: Indiana Reveal Math©2023 Algebra 1	Dr. Amy Rauch	Recommendation to approve the purchase of Algebra I curriculum materials to support instruction for Elkhart Community Schools students.	Education Fund	117,705.55



Contractor	Requesting Administrator	Description	Funding Source	Amount
OSMC	Doug Thorne	Recommendation to approve agreement with Orthopedic and Sports Medicine Clinic (OSMC) to provide a team physician to be present at certain athletic events at no cost to ECS.		No cost to ECS
ParentSquare	DJ Rhoades Wendy Wood	Recommendation to approve one-year license with ParentSquare. ParentSquare allows ECS to maintain communication with staff and families via an app.	Operations	\$57,817.80
Pel Industries, Inc.	Wendy Wood	Recommendation for one-year renewal of license agreement with Pel. Pel is authorized to market and distribute apparel featuring EHS trademarks to local retail vendors.		No cost involved Will receive 10% royalty on all net sales
Secured Tech, LLC	DJ Rhoades	Recommendation to approve renewal of JAMF. The JAMF software allows ECS to manage our 1:1 Apple devices across the district and give parents the ability to manage their child's iPad in accordance with Indiana Senate Bill 159.	Common School Fund Loan	\$104,570.10
SMART Systems	Ronda Ross	Recommendation to review the Food Safety and Sanitation Program with SMART Systems for 2026/2027 school year. SMART Systems provide a comprehensive food safety & training program, materials, equipment, and ongoing service, with operational terms and flexibility.	Food Service Fund	\$31,322.00
Zendesk Renewal	DJ Rhoades	Recommendation to approve the Zendesk renewal. The software is used to track IT requests and manage workflows for the Technology Services Department.	Operations Funds	\$47,159.40



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
FROM: MS. MAGGIE LOZANO
DATE: JUNE 23, 2026

PERSONNEL RECOMMENDATIONS

CERTIFIED

- a. **Administrative Reassignment** – We recommend the approval of the reassignment of one (1) administrator effective July 1, 2026.
- b. **Administrative Reassignment** – We recommend the approval of the reassignment of ten (10) administrators effective August 3, 2026.
- c. **Administrative Reassignment** – We recommend the approval of the reassignment of one (1) administrator effective August 10, 2026.
- d. **New Certified Staff** – We recommend the approval of four (4) new certified staff for the 2026-27 school year.
- e. **Certified Staff Reassignment** – We recommend the approval of one (1) certified staff reassignment effective August 10, 2026.
- f. **Certified Staff Transfers** – We recommend the transfer of six (6) certified staff for the 2026-27 school year.
- g. **Separation** – We report the resignation of eleven (11) certified staff.
- h. **Job Description** – We recommend the approval of two (2) job descriptions.

CLASSIFIED

- a. **Administrative Appointment** – We recommend the appointment of one (1) administrator effective July 1, 2026.
- b. **Administrative Responsibilities Stipend** – We recommend the approval of a stipend for administrative responsibilities from June 29, 2026 through June 30, 2026.
- c. **Administrative Reassignment** – We recommend the approval of the reassignment of one (1) administrator effective August 10, 2026.
- d. **Classified Staff Transfers** – We recommend the transfer of twelve (12) classified staff for the 2026-27 school year.
- e. **Coaches** – We recommend the employment of eight (8) coaches for the 2026-27 school year.
- f. **Separation** – We report the separation of ten (10) classified staff.

- g. **Retirement** – We report the retirement of two (2) classified staff who have provided a total of forty-five (45) years of service.
- h. **Job Description** – We recommend the approval of one (1) job description.

Book	Policy Manual
Section	5000 Students
Title	Proposed Revised - PERSONAL COMMUNICATION DEVICES
Code	po5136
Status	Second Reading
Adopted	November 22, 2016
Last Revised	August 27, 2024
Last Reviewed	June 23, 2026

~~5136 PERSONAL COMMUNICATION DEVICES~~

~~The School Board believes that attendance at school should occupy a student's full attention and that the educational process should be safe and free from distraction and disruption.~~

~~Personal communication devices (PCDs) as used in this policy are defined in Bylaw 0100 – Definitions.~~

~~Students are prohibited from using a PCD during instructional time except that:~~

- ~~A. a teacher may allow a student to use a PCD for a planned educational purpose during instructional time with advance building administrator approval;~~
- ~~B. a student may use a PCD to manage the student's health care or in the event of an emergency; or~~
- ~~C. a student may use a PCD if the use of a PCD is included in the student's individualized education program or Section 504 plan.~~

~~Students otherwise are permitted to use PCDs before and after school hours, during their lunch break, during after school activities (e.g., extracurricular activities), and at school related functions as long as they do not create a distraction, disruption or otherwise interfere with the educational environment. Use of a PCD on Corporation property that results in a distraction, disruption or otherwise interferes with the educational environment shall not be tolerated and may result in the loss of use of the PCD while on Corporation property.~~

~~Students are prohibited from using PCDs while riding to and from school on a Corporation bus or other Corporation vehicle during school sponsored activities except that:~~

- ~~A. a student may use a PCD to manage the student's health care or in the event of an emergency;~~
- ~~B. a student may use a PCD if the use of a PCD is included in the student's individualized education program or Section 504 plan;~~
- ~~C. with the coach's/teacher's permission, a student may use a PCD while riding to and from extra-curricular activities and to notify parents of pickup and drop off times when returning from an extra-curricular activity.~~

~~Distracting behavior that creates an unsafe environment shall not be tolerated and may result in the loss of use of the PCD while on a Corporation bus or other Corporation vehicle.~~

~~Students are prohibited from using PCDs, including but not limited to those with cameras (i.e., devices that take still or motion pictures, whether in a digital or other format), in any school situation where a reasonable expectation of personal privacy exists. These locations and circumstances include but are not limited to gymnasiums, locker rooms, shower facilities, restrooms/bathrooms, swimming pools, and any other areas where students or others may change clothes or be in any stage of undress. The Superintendent and building principals are authorized to determine other specific locations and~~

situations where use of a PCD is absolutely prohibited. If a student needs to use a PCD to manage the student's health care or in the event of an emergency, the student should go to an area where a reasonable expectation of personal privacy does not exist, except where the emergency prevents the student from leaving the area.

Except as authorized by a teacher, administrator or IEP team/case conference committee (CCC) or Section 504 committee, students are prohibited from using PCDs to capture, record and/or transmit the words or sounds (i.e., audio) and/or images (i.e., pictures/video) of any student, staff member or other person in school, before and after school hours, on Corporation property, during after school activities (e.g., extra-curricular activities), and at school-related functions. Using a PCD to capture, record and/or transmit audio and/or pictures/video of an individual without proper consent is considered an invasion of privacy and is not permitted.

Students who violate this policy and/or use a PCD to violate the privacy rights of another person shall have their PCD confiscated and held until a parent/guardian picks it up and may be directed to delete the audio and/or picture/video file while the parent/guardian is present. If the violation involves potentially illegal activity, the confiscated PCD may be turned over to law enforcement.

When the use of PCDs is permitted, all PCDs must be placed in silent mode and must be stored out of sight when directed by the administrator or sponsor.

When the use of PCDs is prohibited, all PCDs must be powered off completely (i.e., not just placed in vibrate or silent mode) and stored out of sight.

Students may not use PCDs to access and/or view Internet websites that otherwise are blocked to students while in school, on Corporation property, or at a school-sponsored activity.

Students shall have no expectation of confidentiality with respect to their use of PCDs while at school or on Corporation property, including school buildings, other Corporation facilities, and Corporation buses or other Corporation vehicles.

Students shall not use a PCD in any way that reasonably might create in the mind of another person an impression of being threatened, humiliated, harassed, embarrassed or intimidated. See Policy 5517.01—Bullying and Other Forms of Aggressive Behavior. In particular, students are prohibited from using PCDs to: 1) transmit material that is threatening, obscene, disruptive, or sexually explicit or that can be construed as harassment or disparagement of others based upon their race, color, national origin, sex (including sexual orientation/transgender identity), disability, age, religion, ancestry, or political beliefs; and 2) engage in "sexting" i.e., sending, receiving, sharing, viewing, or possessing pictures, text messages, e-mails or other materials of a sexual nature in electronic or any other form. Violation of these prohibitions shall result in disciplinary action. Furthermore, such actions shall be reported to local law enforcement and the Indiana Department of Child Services (DCS), as required by law.

Students also are prohibited from using a PCD to capture, record, and/or transmit test information or any other information in a manner constituting fraud, theft, cheating, or academic dishonesty. Likewise, students are prohibited from using PCDs to receive such information.

Except when authorized by this policy, possession of a PCD by a student in school, before and after school hours, on Corporation property, during their lunch break, between classes, during after school activities (e.g., extra-curricular activities), and at school-related functions is a privilege that may be forfeited by any student who fails to abide by the terms of this policy or otherwise abuses this privilege.

Violations of this policy may result in disciplinary action and/or confiscation of the PCD. The building principal also shall refer the matter to local law enforcement or DCS if the violation involves an illegal activity (e.g., child pornography, sexting) or child abuse. Discipline will be imposed on an escalating scale ranging from a warning to an expulsion based on the number of previous violations and/or the nature of or circumstances surrounding a particular violation. If the PCD is confiscated, it will be released/returned to the student's parent/guardian unless the violation involves a potentially unlawful activity, in which case the PCD may be turned over to local law enforcement. A confiscated device will be marked in a removable manner with the student's name and held in a secure location in the building's central office until it is retrieved by the parent/guardian or turned over to local law enforcement. School officials will not search or otherwise tamper with PCDs in Corporation custody unless they reasonably suspect that the search is required to discover evidence of a violation of the law or other school rules. Any search will be conducted in accordance with Policy 5771—Search and Seizure. If multiple offenses occur, a student may lose his/her privilege to bring a PCD to school for a designated length of time or on a permanent basis.

A person who discovers a student using a PCD in violation of this policy is required to report the violation to the building principal, facility administrator, or Superintendent.

~~Students are personally and solely responsible for the care and security of their PCDs. The Board assumes no responsibility for damage to or theft, loss, misuse, or unauthorized use of PCDs brought onto Corporation property.~~

~~Revised 8/13/24~~

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The School Board believes that attendance at school should occupy a student's full attention and that the educational process should be safe and free from distraction and disruption.

Definitions

"Personal communication devices (PCDs)" are defined as any portable wireless device that has the capability to provide voice, messaging, or other data communication between two (2) or more parties, including computers, laptops, tablets, e-readers, cellular or mobile telephones, smartphones, smartwatches (portable, wearable computer that resembles a wristwatch), smart glasses (eyewear equipped with computer technology), gaming devices, and/or other web-enabled devices of any type.

"School day" means the entirety of the time a student is present on school property for a student instructional day (as defined in I.C. 20-30-2-2).

"School sanctioned personal communication device" means a personal communication device that:

- A. is owned by a student or a third party vendor;
- B. is approved by the school for instructional use;
- C. is required or permitted by the school for participation in classroom instruction;
- D. is subject to school managed network controls, filtering, or monitoring that restrict access to noninstructional content during the school day; and
- E. is not a cellular telephone, gaming device, or smartwatch that is connected to a cellular telephone, a cell tower, or the Internet.

PCD Use Prohibited During School Day

Students are prohibited from using a PCD while present on School Corporation property during the school day unless an exception applies.

Exceptions

Exceptions to the prohibition against the use of PCDs on school property during the school day are limited to the following:

- A. a student may use a PCD as directed by a teacher for educational purposes during the school day on a Corporation-supplied PCD;
- B. a student may use a PCD if its use is necessary for the management of the student's documented medical condition pursuant to an order provided by a licensed health care provider;
- C. a student may use a PCD if the use of a PCD is included in the student's individualized education program (IEP) or Section 504 plan;
- D. a student may use a PCD if authorized by the Superintendent or the Superintendent's designee at the appropriate time during an emergency, as determined by the Superintendent or the Superintendent's designee; or
- E. a student may use a PCD if necessary for language translation to ensure access for English language learners, using school-supplied PCDs or applications where available.

Devices Stored During the School Day

Students may bring PCDs to school. However, unless an exception applies, during the school day all PCDs shall be powered off and stored. Students shall not access their PCDs during the school day unless an exception applies. Students shall not use PCDs on a Corporation bus or other Corporation vehicle during the school day. Students shall follow all instructions regarding proper storage.

Students are responsible for ensuring that their PCDs are powered off and stored appropriately. The Corporation is not responsible for any lost, damaged, or stolen PCDs that have been brought to school. When the school day concludes, or when a student leaves the school premises for the day if prior to the conclusion of the school day, the student may retrieve their PCD from storage.

Students may use PCDs while traveling to and from school on a Corporation bus or other Corporation vehicle.

Use of PCDs Outside the School Day

Students are permitted to use PCDs

- A. on Corporation property outside the school day;
- B. during after-school activities (e.g., extra-curricular activities) at the discretion of the sponsor/advisor/coach;
- C. at school-related functions at the discretion of the sponsor/advisor/coach;
- D. on a Corporation bus or other Corporation vehicle during school-sponsored activities outside the school day at the discretion of the bus driver.

PCD use is not permitted unless specifically allowed by this policy.

Use of a PCD on Corporation property, including a Corporation bus or other Corporation vehicle, that results in a distraction, disruption or otherwise interferes with the educational environment or that creates an unsafe environment shall not be tolerated and may result in the loss of the use of the PCD while on Corporation property.

Restrictions on PCD Possession and Use

Only school sanctioned personal communication devices may be brought to school and used by students, subject to the parameters set forth above.

Students are prohibited from using PCDs, including but not limited to those with cameras (i.e., devices that take still or motion pictures, whether in a digital or other format), in any school situation where a reasonable expectation of personal privacy exists. These locations and circumstances include but are not limited to, gymnasiums, locker rooms, shower facilities, restrooms/bathrooms, swimming pools, and any other areas where students or others may change clothes or be in any stage of undress. The Superintendent and building principals are authorized to determine other specific locations and situations where use of a PCD is absolutely prohibited. If a student needs to use a PCD to manage the student's health care or in the event of an emergency, the student should go to an area where a reasonable expectation of personal privacy does not exist, except where the emergency prevents the student from leaving the area or in the circumstance where the student needs privacy to manage their health care, in which case the student should find a location where no other students are present.

Except as authorized by a teacher, administrator or IEP team/case conference committee (CCC) or Section 504 committee, students are prohibited from using PCDs to capture, record and/or transmit the words or sounds (i.e., audio) and/or images (i.e., pictures/video) of any student, staff member or other person in school, before and after school hours, on Corporation property, during after-school activities (e.g., extra-curricular activities), and at school-related functions. Using a PCD to capture, record and/or transmit audio and/or pictures/video of an individual without proper consent is considered an invasion of privacy and is not permitted.

Students who violate this policy and/or use a PCD to violate the privacy rights of another person shall have their PCD confiscated and held until the end of the school day. Should there be a further violation, a parent/guardian will be responsible for retrieving device at the end of the day, and may be directed to delete the audio and/or picture/video file while the parent/guardian is present. If the violation involves potentially illegal activity, the confiscated-PCD may be turned over to law enforcement.

When the use of PCDs is permitted, all PCDs must be placed in silent mode and must be stored out of sight when directed by the administrator or sponsor.

When the use of PCDs is prohibited, all PCDs must be powered off completely (i.e., not just placed in vibrate or silent mode) and stored out of sight.

Students may not use PCDs to access and/or view Internet websites that otherwise are blocked to students while in school, on Corporation property, or at a school-sponsored activity.

Students shall have no expectation of confidentiality with respect to their use of PCDs while at school or on Corporation property, including school buildings, other Corporation facilities, and Corporation buses or other Corporation vehicles.

Students shall not use a PCD in any way that reasonably might create in the mind of another person an impression of being threatened, humiliated, harassed, embarrassed or intimidated. See Policy 5517.01 – Bullying and Other Forms of Aggressive Behavior. In particular, students are prohibited from using PCDs to: 1) transmit material that is threatening, obscene, disruptive, or sexually explicit or that can be construed as harassment or disparagement of others based upon their race, color, national origin, sex (including sexual orientation/transgender identity), disability, age, religion, ancestry, or political beliefs; and 2) engage in "sexting" - i.e., sending, receiving, sharing, viewing, or possessing pictures, text messages, e-mails or other materials of a sexual nature in electronic or any other form. Violation of these prohibitions shall result in disciplinary action. Furthermore, such actions shall be reported to local law enforcement and the Indiana Department of Child Services (DCS), as required by law.

Students also are prohibited from using a PCD to capture, record, and/or transmit test information or any other information in a manner constituting fraud, theft, cheating, or academic dishonesty. Likewise, students are prohibited from using PCDs to receive such information.

Possession of a PCD by a student is a privilege that may be forfeited by any student who fails to abide by the terms of this policy or otherwise abuses this privilege.

Enforcement

Violations of this policy may result in disciplinary action and/or confiscation of the PCD. The building principal also shall refer the matter to local law enforcement or DCS if the violation involves an illegal activity (e.g., child pornography, sexting) or child abuse. Discipline will be imposed on an escalating scale ranging from a warning to an expulsion based on the number of previous violations and/or the nature of or circumstances surrounding a particular violation. If the PCD is confiscated, it will be released/returned to the student's parent/guardian unless the violation involves a potentially unlawful activity, in which case the PCD may be turned over to local law enforcement. A confiscated device will be marked in a removable manner with the student's name and held in a secure location in the building's central office until it is retrieved by the parent/guardian or turned over to local law enforcement. School officials will not search or otherwise tamper with PCDs in Corporation custody unless they reasonably suspect that the search is required to discover evidence of a violation of the law or other school rules. Any search will be conducted in accordance with Policy 5771 – Search and Seizure. If multiple offenses occur, a student may lose his/her privilege to bring a PCD to school for a designated length of time or on a permanent basis.

A person who discovers a student using a PCD in violation of this policy is required to report the violation to the building principal, facility administrator, or Superintendent.

Student Responsibility for Personal PCDs

Students are personally and solely responsible for the care and security of their PCDs. The Corporation, Board, administrators, teachers, and agents assume no responsibility for damage to or theft, loss, misuse, or unauthorized use of PCDs brought onto Corporation property.

Publication

The Corporation shall publish this policy on its website.

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Legal I.C. 20-26-5-40.7

Cross References po0100 - DEFINITIONS
po5517.01 - BULLYING
po5771 - SEARCH AND SEIZURE
po7540.03 - STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY

Book	Policy Manual
Section	5000 Students
Title	PROPOSED REVISED - PROMOTION, PLACEMENT AND RETENTION
Code	po5410
Status	Second Reading
Adopted	November 22, 2016
Last Revised	February 25, 2025
Last Reviewed	June 23, 2026

5410 - **PROMOTION, PLACEMENT AND RETENTION**

The School Board recognizes that the personal, social, physical, and educational growth of children will vary and that they should be placed in the educational setting most appropriate to their needs at the various stages of their growth.

It shall be the policy of the Board that each student be moved forward in a continuous pattern of achievement and growth that is in harmony with their own development.

Such pattern should coincide with the system of grade levels established by this Board and the instructional objective established for each.

A student will be promoted to the succeeding grade level when they have:

- A. completed the course requirements at the presently assigned grade;
- B. in the opinion of the professional staff, achieved the instructional objectives set for the present grade;
- C. demonstrated sufficient proficiency to permit them to move ahead in the educational program of the next grade;
- D. demonstrated the degree of social, emotional, and physical maturation necessary for a successful learning experience in the next grade.

Any decision regarding retention of a student who is eligible for special education and related services shall be made in accordance with the student's individualized education program (IEP) and in compliance with the statewide assessment program's policies and Federal law.

A student who is eligible for special education and related services shall be promoted or retained based on the recommendation of the case conference committee and the student's IEP.

Following sound principles of child guidance, the Board discourages the skipping of grades.

It is the policy of the Board that a student shall not be retained or held back in a grade level for the sole purpose of improving the student's ability to participate in extra-curricular athletic programs.

The Board will comply with the requirements of the Indiana Department of Education regarding the consequences for students in grade three who fail to pass the Indiana Reading Evaluation and Determination Assessment (IREAD-3). Accordingly, a student who does not pass the IREAD-3 assessment either during the assessment period in the school year or during the summer assessment window, and is not eligible for a "good cause exemption" outlined below, shall be considered for retention in third-grade based on the student's overall academic performance in all subject areas.

~~The school shall make one (1) of the following determinations:~~

- ~~A. Retention is necessary based on the overall academic performance of the student in all subject areas. The student should be reported to the State as a third grader in the subsequent school year, and the student should receive~~

~~third grade instruction in all subject areas.~~

- B. ~~Retention is not necessarily based on the overall academic performance of the student in all subject areas. The student should move on to fourth grade instruction in all subject areas. However, the student will continue to receive third grade reading instruction during the subsequent school year and must retake the IREAD-3 assessment until the student passes the assessment or qualifies for a "good cause exemption".~~

The principal shall review the student's academic performance, including the student's performance in reading and other subject areas, available assessment data, classroom performance, teacher input, and any other relevant information. Following that review, the principal shall prepare a preliminary recommendation to the superintendent or designee regarding the student's placement for the subsequent school year.

The principal's preliminary recommendation shall identify one of the following options:

1. Retention Recommendation

Retention is recommended based on the student's overall academic performance in all subject areas. If approved by the superintendent or designee, the student shall be reported to the state as a third-grade student for the subsequent school year and shall receive third-grade instruction in all subject areas.

2. Promotion with Continued Third-Grade Reading Instruction

Retention is not recommended based on the student's overall academic performance in all subject areas. The student should advance to fourth-grade instruction in all subject areas. The student should advance to fourth-grade instruction in all subject areas. However, the student shall continue to receive third-grade reading instruction during the subsequent school year and must retake the IREAD-3 assessment until the student passes the assessment or qualifies for a good-cause exemption.

The superintendent or designee shall review the principal's preliminary recommendation and make the final determination regarding the student's placement and instructional requirements for the subsequent school year.

Good cause exemptions that may be considered are:

- A. the student was subject to retention and previously has been retained in grade 3 for one (1) school year;
- B. the student has an intellectual disability or the student's IEP specifies that retention is not appropriate, and the student's case conference committee has determined that promotion to another grade is appropriate;
- C. an English learner student who has received services for fewer than two (2) years and whose Individual Learning Plan (ILP) Committee including the parent, a building level administrator or designee, a classroom teacher of service, an English learner teacher of record (if one exists), and an English learner corporation administrator (if one exists) has determined that promotion is appropriate based on the implementation of research-based instructional practices outlined in the student's ILP;
- D. the student received a score of proficient or above proficient in grade 3 math on the statewide summative assessment;
- E. the student has received intensive intervention as determined by the Indiana Department of Education in reading for two (2) or more years and was retained more than one (1) time throughout kindergarten, grade 1, or grade 2.

A parent whose child has been retained in grade 3 under the reading deficiency remediation plan and would not be subject to retention for other reasons may appeal the student's retention if the parent believes that the student meets one of the above exemptions. The Superintendent shall develop administrative guidelines that include the procedure for appeal.

The Superintendent also shall develop administrative guidelines for promotion, placement, and retention of students which:

- A. require the recommendation of the professional staff for any promotion, placement, or retention;
- B. require that parents are informed in advance of the possibility of retention of a student at a grade level;
- C. assure that reasonable efforts be made to remediate the student's difficulties before they are retained;
- D. assign to the principal the final responsibility for determining the promotion, placement, or retention of each student.

Revised 8/8/17

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Legal

I.C. 20-32-8.5

511 IAC 6.1-5-10 - Retaining student for athletic purposes prohibited

511 IAC 6.2-3.1-3

IDOE Memorandum April 7, 2017: IREAD-3 Guidance for 2017-18 School Year

Cross References

[po2623 - STUDENT ASSESSMENT](#)

Book	Administrative Guideline Manual - First Draft Clean
Section	5000 Students
Title	PROPOSED REVISED - RETENTION OF STUDENTS IN GRADES K - 8
Code	ag5410
Status	Second Reading
Last Revised	October 24, 2017
Last Reviewed	June 23, 2026

5410 - **RETENTION OF STUDENTS IN GRADES K - 8**

- A. In alignment with the Building Team processes in a given building (Multi-Tiered System of Support or MTSS), a teacher or parent requests support to address a pattern of concerning academic or social/emotional behavior for a given student.
- B. The building team, with the student's teacher, reviews existing data, including individual performance and class comparisons.
- C. Team members or District support personnel observe the student in multiple school settings at different times of the day, recording information which includes relationships between the student's performance and antecedents/results.
- D. Team members identify additional information and data needed to formulate an intervention plan, including data from parents when relevant, and improve the instruction to meet the individual student's needs.
- E. Once this data has been collected, the building team constructs a hypothesis for the root cause of the student's difficulty and designs a plan to address this conclusion. This plan must include:
 1. specific concern(s);
 2. data used to define this concern;
 3. statement of the hypothesized root cause;
 4. specifics on strategies which will be delivered with fidelity;
 5. the mechanism/instrument that will be used to measure progress;
 6. the academic or behavioral outcomes which are appropriately anticipated; and
 7. the adequate amount of time needed to determine the effectiveness of the intervention.
- F. The building principal meets with parent(s) to share information related to the plan.
- G. The teacher and other service staff fulfill the plan as articulated by the building team, reporting progress to building principal and parent(s), and making adjustments as needed.
- H. If the student has not demonstrated anticipated improvement given adequate time, the building team may continue to collect data and refine the intervention plan or may determine other avenues of support are worthy of pursuit.
- I. If the Building Team eventually determines the root cause of the student's difficulties is a developmental mismatch between the student and his or her chronological grade placement, the Building Team shall hold a meeting with parent(s) and, subsequent to this meeting, may submit a request to retain a student. (ENL students will not be retained on the basis of their language deficiency. Decisions regarding promotion/retention of special education students will be made by a case conference committee and shall not be based on the existence of a disability alone.)
- J. Internal requests to retain must be submitted to the Instructional Leadership Department prior to ~~January~~ **March** 31st of the year preceding the possible repeated grade. The request must be accompanied with:

1. an explanation of the additional factors to support this recommendation, including the hypothesized root cause of the student's difficulty and the specific data used in the determination;
 2. the interventions, accommodations, and/or modifications align to the root cause when implemented and what resulted; and
 3. a proposal of how retention will address the root cause in a way promotion cannot.
- K. A member of the Instructional Leadership team ~~will~~ **may** conduct a classroom visit during the month of ~~April~~ **February** to learn more about what is being done in providing an instructional match for the student's needs and will participate in a meeting with the building team and parent(s).
- L. In May of the year preceding the possible retention, requests for the retention of students will be approved or denied by the **Superintendent**/Instructional Leadership Department.
- M. In instances where a student is retained, a conference shall be held by the principal with the student's parent/guardian to discuss the retention plan.
- N. Principals will discuss with Instructional Leadership instances of parental request for retention which occur with inadequate time to execute this process.

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MONTHLY FINANCIAL UPDATE

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

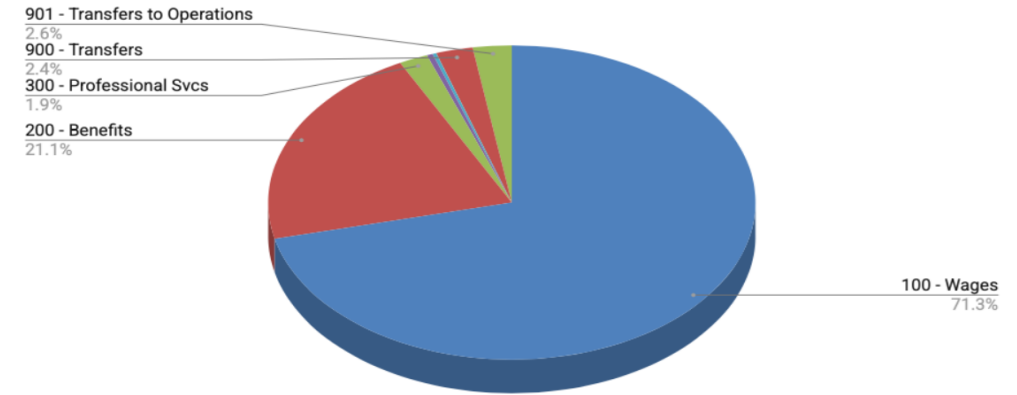
Board Meeting

6/23/2026

Monthly Expenditures - Education Fund

	Budget	April	May	Total	Remaining %age
Beginning Cash Balance	1,382,217	1,192,631	717,632		
Total Receipts	89,385,000	7,567,493	7,611,885	38,789,692	56.6%
Expenses					
100 - Wages	57,000,000	4,976,635	5,068,639	27,642,216	51.5%
200 - Benefits	19,000,000	1,556,309	1,569,520	8,194,136	56.9%
300 - Professional Svcs	1,653,680	268,620	93,184	739,827	54.4%
500 - Other Purchased Svcs	839,850	39,073	4,551	152,935	81.8%
600 - Supplies	1,003,050	13,096	27,353	95,428	82.2%
600 - Curricular Materials	1,601,000		1,000	2,682	99.8%
800 - Other	35,000	177	343	1,720	95.1%
900 - Transfers	2,100,600	188,582	167,726	945,763	57.9%
901 - Transfers to Operations	3,000,000	1,000,000		1,000,000	66.7%
Total Expenses	86,233,180	8,042,492	6,932,315	38,774,707	55.0%
Net Revenue (Expense)	3,151,820	(474,999)	679,570	14,985	
Ending Cash Balance	4,534,037	717,632	1,397,202		

Year-To-Date



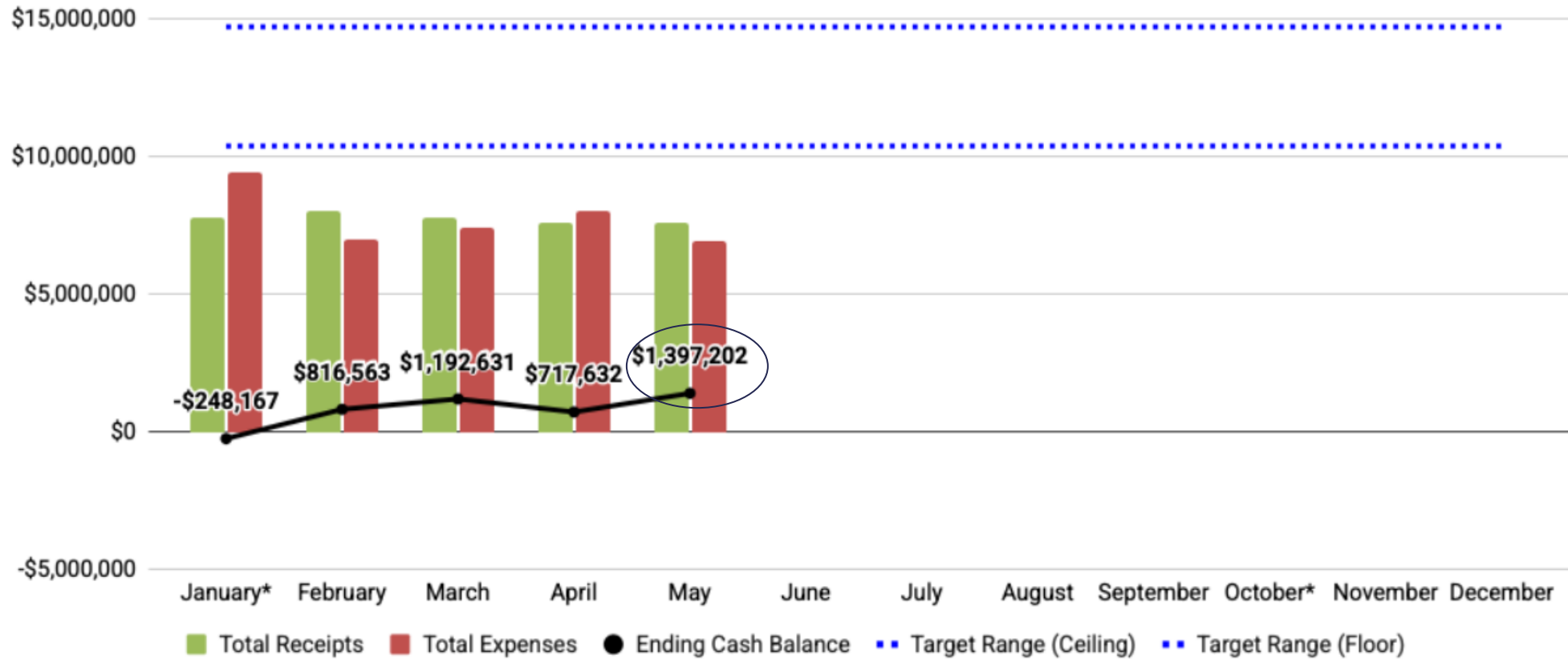
Wages and Benefits:

- Comprise **93%** of fund to-date
- Comprise **95%** (Traditional Method):
 - Exclude Transfers to Ops. Fund as a budgeted item
- Wages and Benefits budget at 88%
- Remaining 12%: all other items including Curriculum, Supplies, Professional Svcs., and Funds to increase cash balance



CASH FLOW - Education Fund

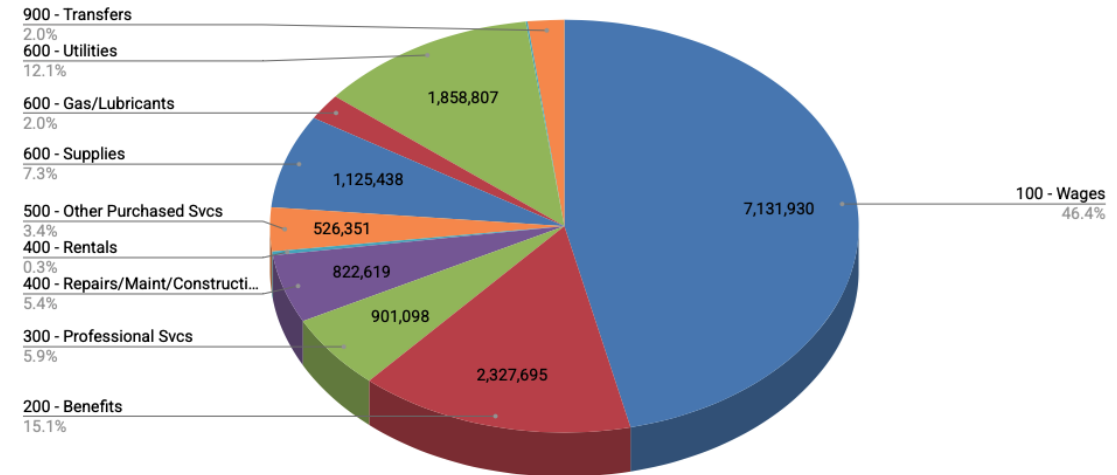
2026
Education Fund
Revenue | Expense | Cash Balance



Expenditures - Operations Fund

	Budget	April	May	Total	Remaining %age
Beginning Cash Balance	10,793,244	1,312,308	6,552,476		
Total Receipts	37,499,488	7,862,419	710,096	8,993,781	76%
Expenses					
100 - Wages	16,133,000	1,260,431	1,397,460	7,131,930	56%
200 - Benefits	5,459,964	424,378	474,393	2,327,695	57%
300 - Professional Svcs	1,586,000	69,337	125,152	901,098	36%
400 - Repairs/Maint/Construction	1,890,586	191,908	199,834	822,619	-3%
400 - Rentals	82,100	8,003	7,232	45,319	41%
500 - Other Purchased Svcs	2,248,600	26,692	42,270	526,351	74%
600 - Supplies	3,671,250	316,189	139,371	1,125,438	35%
600 - Gas/Lubricants	795,000	24,487	82,197	311,820	14%
600 - Utilities	4,510,000	237,505	318,763	1,858,807	54%
700 - Property	242,000			-	97%
800 - Other	105,950	1,709	1,188	14,788	86%
900 - Transfers	775,000	61,611	61,611	308,057	63%
Total Expenses	37,499,450	2,622,251	2,849,471	15,373,923	51%
Net Revenue (Expense)	38	5,240,168	(2,139,375)	(6,380,142)	
Ending Cash Balance	10,793,282	6,552,476	4,413,101		

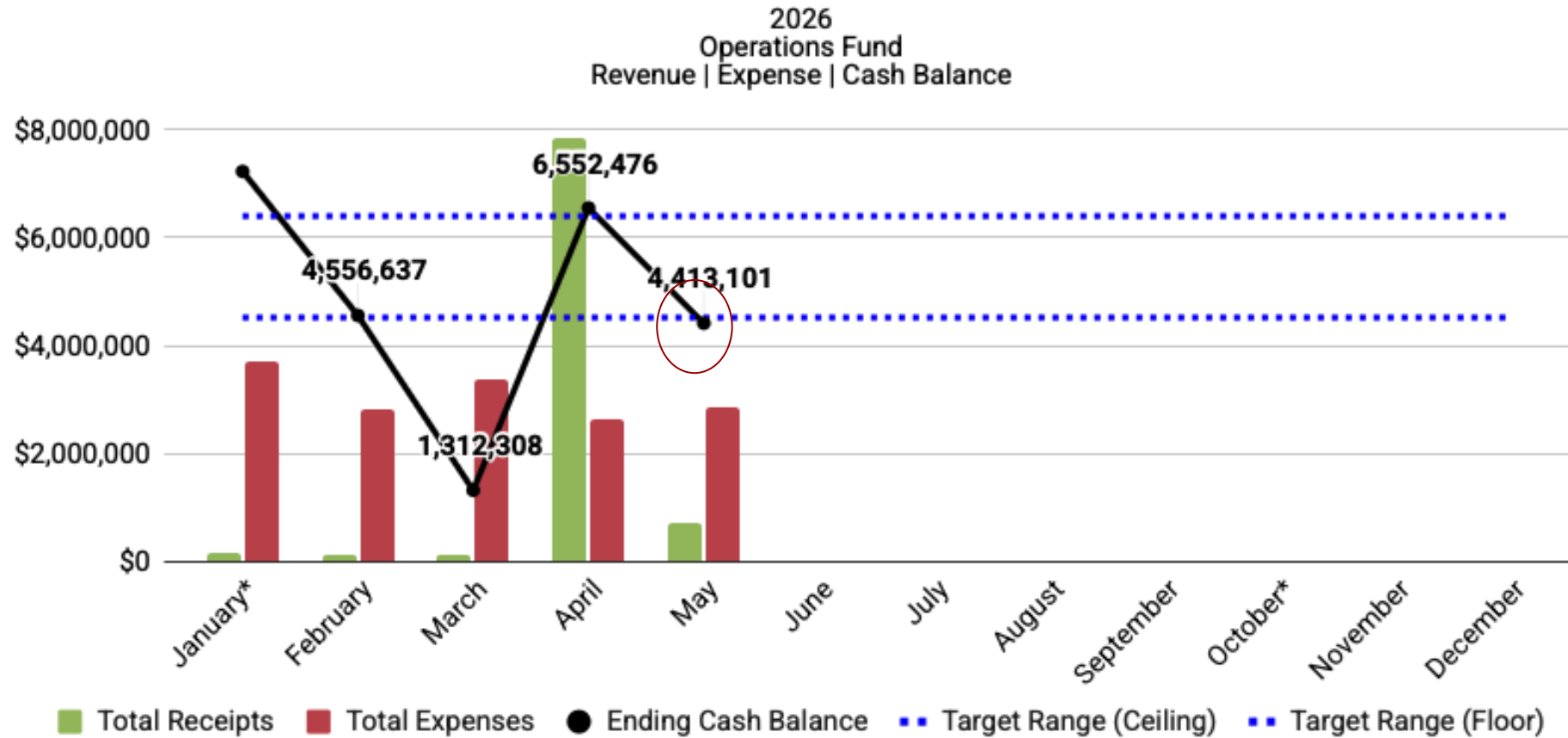
Year-To-Date



- Average monthly spend is about \$3M per month, trending downward from prior year
- Supplies down, Utilities Up



CASH BALANCE - Operations Fund

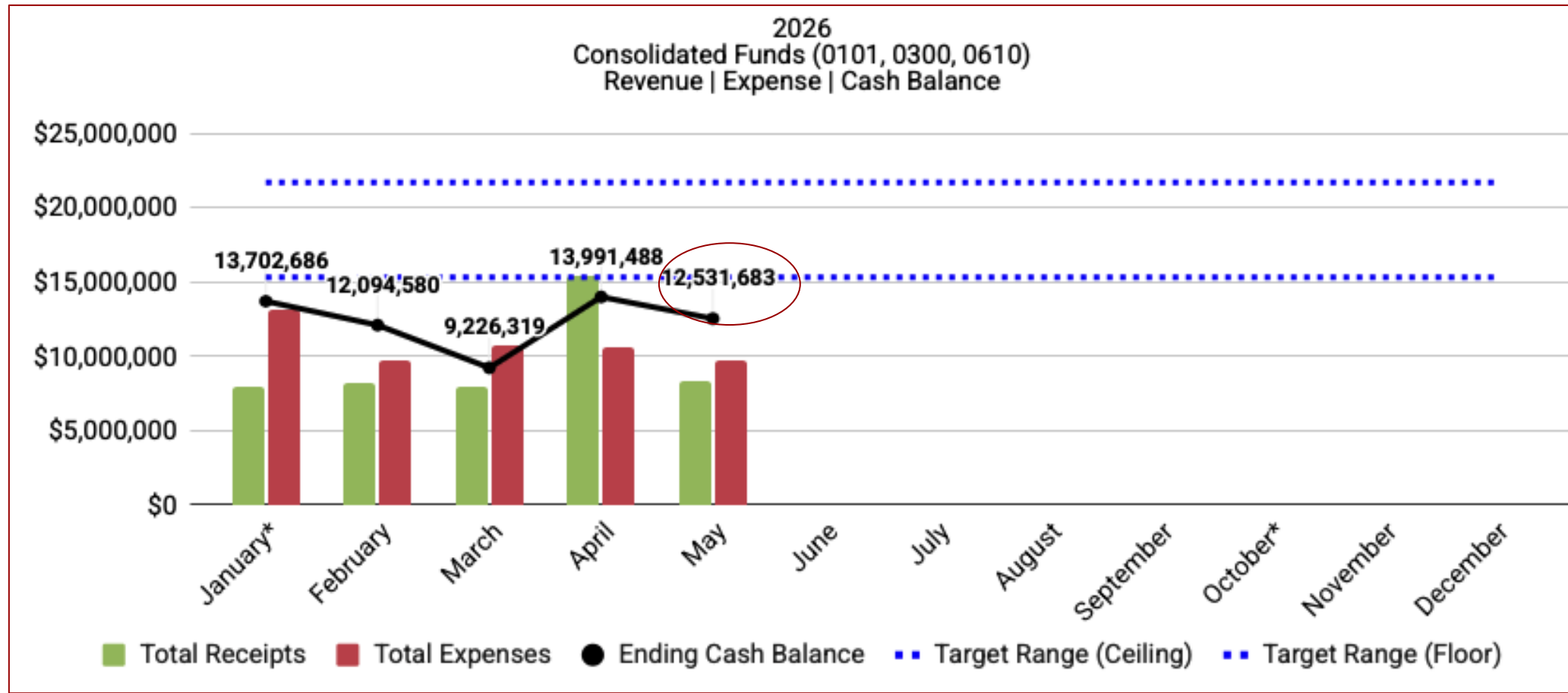


CASH BALANCE _ Rainy Day Fund

Beginning Cash Balance	\$6,721,380
Ending Cash Balance	\$6,721,380



CASH BALANCES - Combined*



*Education, Operations and Rainy Day.

CASH FLOW PROJECTIONS _ Education Fund

<i>ADM</i>	11,539	11,254	10,842	10,646	10,273	9,742	9,500
	2021	2022	2023	2024	2025	2026	2027
	Actual	Actual	Actual	Actual	Actual	Projected	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	2022	2023	2024	2025	2026	2027
	Actual	Actual	Actual	Actual	Actual	Projected	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 Reductions	Notes						
<p>(1) Reduced: Central Office & Building Level Staff, Added Pays, Extended Contracts, and Sub Pay Rate</p> <p>(1) Added Overtime and Comp Time Controls (including Time Clocks)</p> <p>(1) Unfilled Vacancies</p>	<p>\$4.65M</p>	<ul style="list-style-type: none">• Total Reduction in Ed., Ops, and Op. Ref. Funds• Does not include Benefits• Comparing 24/25 vs. 25/26• First Pay in August - First Pay in June• \$3.9M or 85% of cost reductions from Ed Fund, which is appropriate due to declining enrollment• Payroll cost for this period slightly less than than 23/24 SY:<table border="1" data-bbox="1536 853 2244 939"><thead><tr><th>23-24</th><th>24-25</th><th>25-26</th></tr></thead><tbody><tr><td>\$71,754,766</td><td>\$75,891,114</td><td>\$ 71,238,351</td></tr></tbody></table>• Keep in mind ADM loss since 23/24, about 900 students = approx \$7.5M loss in Ed. Fund	23-24	24-25	25-26	\$71,754,766	\$75,891,114	\$ 71,238,351
23-24	24-25	25-26						
\$71,754,766	\$75,891,114	\$ 71,238,351						

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



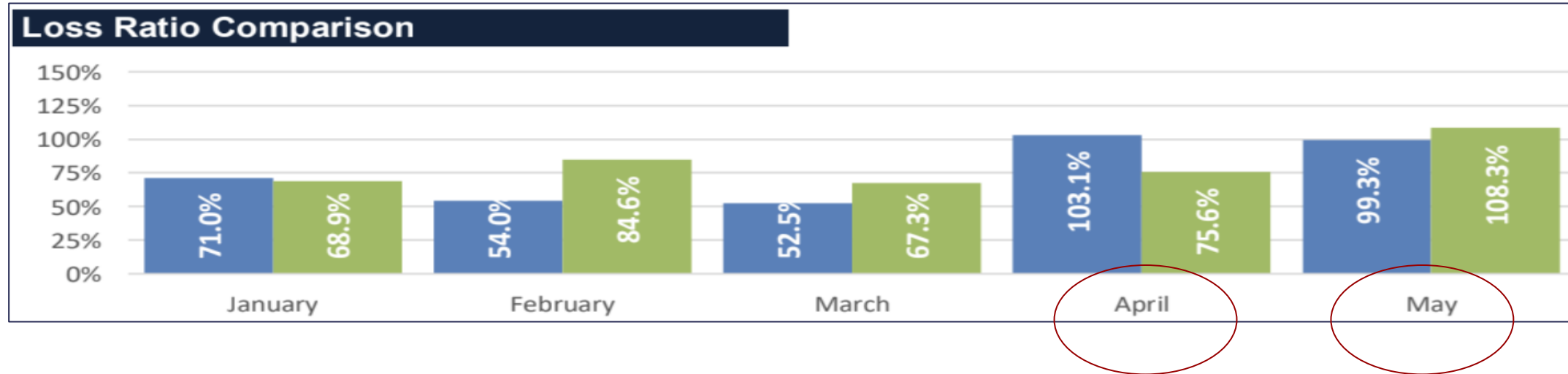
INSURANCE UPDATE

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

Board Meeting

3/24/2026

INSURANCE PLAN UPDATE



- Loss Ratio Overall better than last year: 86.6% vs. 75.9%

■ 2025
■ 2026

- Recent Trend: The shift from strong Q1 performance to near breakeven in April/May suggests claims are beginning to normalize and will need continued monitoring for sustained trends.
-

INSURANCE PLAN _ Update

Key Trends

- **Claims Performance:** Claims experience was very favorable in Q1, driven in part by a large Rx rebate received in March.
- **Plan Performance Split:** The \$4000 HDHP continues to perform strongly (~54% loss ratio), while the \$3400 HDHP Copay plan is running closer to breakeven (~95%) and has experienced recent higher-cost months.
- **Enrollment Trends:** Average enrollment remains stable (~1,010–1,026 employees), with a balanced distribution across plan options supporting consistent funding and cost allocation

Areas to Watch Closely

- **Stop Loss Coverage:** No claims have exceeded the \$275,000 specific stop-loss deductible year-to-date. However, the expected number of claims above this threshold is approximately 3–4 annually, which should be monitored closely as the year progresses.
- **Rx Rebates:** A significant rebate (~\$228K) was received in March and contributed materially to favorable YTD results; rebate timing may continue to impact monthly volatility.
- **Aggregate Stop Loss:** The aggregate position is currently favorable (~54% of the maximum), indicating substantial headroom; however, this will depend on claim emergence in the second half of the year.