

**Board of Education Meeting  
November 19, 2019  
Schrup Family Board Room**

**Board Members Present:** Todd Link, Scott Leibfried, Kevin Mullen, Diane Rambousek, Sharon Wulfekuhle-Hefel, Fr. Phil Gibbs, Dan Walsh, Brian Kane, Fr. Steve Rosonke, Kelley Schiesl

**Staff Present:** Todd Wessels, Bonnie Sigwarth and Phil Bormann

Meeting began with prayer at 5:31 p.m.

**Approval of Minutes**

- **Dan Walsh moved to approve the October 15, 2019 meeting minutes as presented. Scott Leibfried seconded. The motion carried.**

**Consent Agenda**

Committee minutes and reports from system administrators were included in the packet for review. Sharon Wulfekuhle-Hefel asked for clarification on the Finance Committee minutes where it states that Holy Family grants are down while STO grants are up this year. Bonnie Sigwarth clarified that the STO guidelines were raised this year allowing more families to qualify for STO grants, thus making them ineligible for the Holy Family grant.

- **Sharon Wulfekuhle-Hefel moved to accept the committee minutes and reports as presented. Todd Link seconded. The motion carried.**

**Transportation**

Phil Bormann highlighted a transportation agreement with Dubuque Community School District (DCSD), which will allow for site-to-site transportation for Holy Ghost and St. Anthony students transitioning to St. Columbkille, Resurrection and Our Lady of Guadalupe beginning in the 2020-2021 school year. Two busses, one designated for Resurrection School and one for St. Columbkille School, will first pick up students at Holy Ghost then travel to St. Anthony to pick up students before taking them to St. Columbkille and Resurrection. This will also enable those attending Our Lady of Guadalupe to get off for school at the St. Anthony stop. The only issue with this option is DCSD will not have bussing available until 30 minutes after school gets out in the afternoon. Supervision will be provided for those students at no cost to the families.

Any student who lives more than two miles from school will qualify for transportation reimbursement through DCSD even if they choose to ride the bus. A letter will be sent to families regarding morning and afternoon bussing and whether or not they qualify for transportation reimbursement. Information will also go live on the Holy Family website.

The estimated cost is less than \$40,000 annually. The Finance Committee approved via email vote.

- **Kevin Mullen moved to approve the transportation agreement with Dubuque Community School District as presented. Fr. Steve Rosonke seconded. The motion carried.**

### **Early Retirement Incentive**

Bonnie Sigwarth highlighted an early retirement incentive for the 2019-2020 school year, which will be based on 30 percent of current salary for certified staff age 62 or older with at least 15 years of service. This incentive was approved by both the Finance and Human Resources Committees.

Phil Bormann will communicate the incentive to all staff via email and a non-binding survey of intent will also be sent out to all staff on December 2 requesting they indicate their plans for the 2020-2021 school year. There are no plans to offer an early retirement incentive beyond 2019-2020.

- **Todd Link moved to approve the early retirement incentive for the 2019-2020 school year as presented. Kelley Schiesl seconded. The motion carried.**

### **Chief Administrator Report**

The Religion and Mission Committee will not have a school-based Advent Activity Night as in the past. In an effort to get families involved in their parishes, Holy Family will instead promote and encourage families to attend Advent activities held at their parishes. Email correspondence will be sent to families as those activities are scheduled.

For the St. Anthony and Holy Ghost transitions, Holy Family is working on a year-long plan to ensure all families are staying connected and their questions are being answered.

Trini Olivera, Carolyn Wiezorek, Nan Li and Lisa Krapfl will travel to Verona, WI to learn more about their Mandarin immersion program.

The state of Iowa did a soft release of the Social Emotional Learning competencies that are new to the state. Holy Family's habits of success align closely with these and we feel great about being three years ahead of Iowa's adoption practices.

The Holy Ghost roof continues to deteriorate and will need substantial investment in the near future. The estimated cost is between \$225,000-\$250,000 for replacement. Phil will work with Holy Spirit Parish to move this forward.

We are working to bring together Platform for Excellence and our Strategic Plan. The goal is to bring stakeholders together in December, present the plan for approval at the December board meeting, and begin work on the plan in January.

### **Late Start Fridays**

Phil Bormann is exploring the possibility of Holy Family aligning with DCSD by starting one-hour late starts on Fridays. A survey sent out to faculty and staff showed over 85 percent are in support of late start Fridays. This time would be used for teacher professional development to

provide better instruction. If this were implemented, students could still be dropped off at the regular time and Holy Family would provide supervision at no cost to the parents.

The board discussed the positive and negative aspects of late start Fridays. Phil will continue to collect information and feedback on this option.

### **ISASP Data**

Todd Wessels gave an update on data received from the Iowa Statewide Assessment of Student Progress (ISASP). The ISASP replaced the Iowa Assessments last year and was completed by K-12 students in the spring of 2019. Overall, 93 percent of Holy Family students scored above the minimum level and the data looks great in comparison to the state. Loras College is working on a study to compare ISASP data to our MAP and writing benchmark assessments. Eventually, ISASP data will show how well Holy Family is aligned to the core curriculum.

### **Executive Session**

At 6:28 p.m., a motion was made to convene to Executive Session.

At 7:47 p.m., a motion was made to conclude Executive Session.

Meeting adjourned at 7:47 p.m.