

**Board of Education Meeting
February 18, 2020
Schrup Family Board Room**

Board Members Present: Brian Kane, Diane Rambousek, Dan Walsh, Kelley Schiesl, Todd Link, Sharon Wulfekuhl-Hefel and Fr. Steve Rosonke

Board Members Absent: Scott Leibfried, Fr. Phil Gibbs and Kevin Mullen

Staff Present: Phil Bormann and Bonnie Sigwarth

Guest Present: Meagan Herkelman

Meeting began with prayer at 5:29 p.m.

Approval of Minutes

Minutes from the January 21, 2020 Board of Education meeting were included in the packet for review. An amendment was made to correct the date of the meeting minutes that were approved to December 17, 2019, not December 17, 2020.

- **Fr. Steve Rosonke moved to approve the January 21, 2020 meeting minutes as amended. Sharon Wulfekuhle-Hefel seconded. The motion carried.**

Consent Agenda Items

Committee minutes and reports from system administrators were included in the packet for review.

- **Dan Walsh moved to accept the committee minutes and reports as presented. Diane Rambousek seconded. The motion carried.**

Chief Administrator Report

The Religion and Mission Committee approved a Lenten calendar that will be distributed to the school community and shared at the parish level. The committee also discussed ways to better incorporate more faith and service-aligned activities into Catholic Schools Week.

Phil Bormann is working with principals to decide on whether or not to create a T-K (Transitional Kindergarten) program at one of the elementary school sites. This would be a special class for children who are five but are not socially or academically mature enough to enter kindergarten. The work is in response to parents who are sending their children to kindergarten twice, principals who have witnessed students experience a difficult start to their education and leave, and parents who are asking for the option.

Acoustic treatments were installed in the choir and band rooms as part of a stretch goal for the Soaring campaign. Phil shared before and after pictures with board members.

Todd Wessels was placed on administrative leave pending a financial inquiry.

Phil announced that three teachers, Linda Gleason, fourth grade teacher at Resurrection, Carla Carton, physical education teacher at Resurrection and St. Columbkille, and Jan Thyne, physical education teacher at Mazzuchelli, have decided to take the early retirement incentive.

The Human Resources Committee has made its recommendations to the Finance Committee related to pay and benefits. They are hopeful to improve the starting wage for new teachers, subsidize individual health, and provide a modest increase to the salary schedule.

Elementary Schools Transition Update

The recent “Come and See” nights at Resurrection and St. Columbkille were not as well-attended as previous events. This could be due to the fact that most know which school their students will attend.

Meagan Herkelman shared information on a legacy art project students at Holy Ghost created that will be left behind at Holy Ghost.

Resurrection Building Update

There have been a lot of plans drawn for the Resurrection building project. Fr. Phil Gibbs is working with the Archdiocese to make sure things are in line.

Parish Assessment Formula

A parish assessment formula created by the Parish Assessment Committee was shared with the board for approval. The recommended formula is based on offertory income and broken into two tiers:

- Tier I parishes have a line item income under \$750,000 and will pay 45 percent of their line item income. Tier I parishes include St. Raphael Cathedral, Nativity, St. Patrick, and St. Joseph Key West.
- Tier II parishes have a line item income over \$750,000 and will pay the balance of what Tier I does not pay. This will be distributed across Tier II parishes unevenly, with a minimum percentage of the line item income of 60 percent. Parish assessment reductions will be applied to Tier II parishes, with the greatest relief being applied to the parishes paying the highest percentage. Tier II parishes include Holy Spirit, Resurrection, St. Anthony, St. Columbkille and St. Joseph the Worker.

The target assessment relief is 60 percent for all tier two parishes, which will take place over multiple years. The assessment formula will be monitored annually and formally reviewed in three years. The three-year average line item income will be recalculated annually.

The board discussed the proposed formula in-depth as well as alternative ideas. A statement was shared from Fr. Phil Gibbs, who is not in support of the formula.

- **Dan Walsh moved to approve the recommendation of the Assessment Committee to implement the new assessment formula for the next three years. Diane Rambousek seconded. Todd Link and Sharon Wulfekuhle-Hefel opposed. The motion carried.**

2019-2020 Wellness Policy

- **Dan Walsh moved to approve the 2019-2020 Wellness Policy as presented. Sharon Wulfekuhle-Hefel seconded. The motion carried.**

Notification of Reductions

In compliance with Archdiocesan policy #4111.22 regarding reduction of contracted staff, it was moved that Holy Family administration conduct a review of staffing needs for the 2020-2021 school year. If necessary, as per policy, staff reduction recommendations must be made no later than the regular March board meeting.

- **Todd Link moved to approve the notification of reductions. Dan Walsh seconded. The motion carried.**

Executive Session

At 7:05 p.m., a motion was made and seconded to convene to Executive Session.

At 7:20 p.m., a motion was made and seconded to conclude Executive Session.

Meeting adjourned at 7:20 p.m.