

**Holy Family Catholic Schools
School Board Meeting
Thursday, December 18, 2025 at 5:30 p.m.
Schrup Family Board Room**

Members Present: Kevin Mullen, John Callahan, Fr. Dennis Quint, Fr. Steve Rosonke, Isabelle Pattarozzi, Mike Dodds, Maggie Kramer, Annie Murphy, Jon Sarrazin (via Zoom)

Holy Family Staff Present: Phil Bormann

The meeting began with prayer at 5:30 p.m.

Approval of Minutes

- **Isabelle Pattarozzi moved to approve the November 20, 2025 School Board minutes as presented. Fr. Steve Rosonke seconded. The motion carried.**

Consent Agenda Approval

- **Mike Dodds moved to approve the SIAC, Religion and Mission, Student Services, Human Resources, and Finance committee meeting minutes as presented. Annie Murphy seconded. The motion carried.**

The Holy Family Golden Eagle identity will be discussed at the January board meeting with Lisa McGovern.

Chief Administrative Report

Phil shared his Chief Administrator Report. Highlights included:

- **Catholic Identity:** Our highest-level response of *Strongly Agree* in an Engage 360 question about *Our Catholic Identity is shown throughout our school* showed a 20% increase in strongly agree. This is a testament to leadership throughout the schools and the work of the Holy Spirit this Advent season. Thanks to Andrea Kirby and all of the campus ministers for their hard work.
- **Recruitment and Retention:** There has been lots of success as families are enrolling early and filling up classrooms already.

- Academics and Activities: Phil and Lisa Krapfl have been visiting school sites to focus on quality instruction and quality use of curriculum with the intention to craft a tool for all to use to define excellence. There has been progress in developing maker-space ideas and bringing in Google Certification options for students.
- Facilities Finance: The Arch loan has been approved with contingent expectations. This is a very generous consideration. The new St. Joseph the Worker renovations are looking good, and, despite losing some families to the new CMB childcare business, Holy Family's Early Childhood continues to do well. The profits are projected to pay for the new renovations. The budget for the auditorium is slightly over budget, but ongoing discussions are constantly revisiting the space and budget.
- Talent/HR: The HR Committee had its semi-annual meeting this month. The committee has recommended an enhanced employer subsidy towards the cost of family health coverage when both spouses work for Holy Family in full-time benefit eligible positions. This additional subsidy will be presented for approval through the budget to Finance for the next fiscal year. Mary Sulentic is working on teacher salary schedules as Holy Family is not as competitive when a teacher has advanced degrees.
 - Jon Sarrazin asked about long term plans for teachers with advanced degrees. Phil shared that we are reviewing ideas and taking steps to be more competitive.

Old Business

2026-2027 School Calendar

The Dubuque Community Schools calendar was changed since it was first released. After reviewing DCSD's 2026-2027 school calendar, Phil and the principals preferred Holy Family's calendar. The only change that was made is that August 10th is no longer mandatory for every teacher, rather, only teachers that need to be in attendance. This is an approach to save money by only sending certain teachers to professional development that is intended for a specific audience (new teachers, literacy based education, etc.). Other schools are having similar conversations, and if the training is adjusted, Holy Family can always make a change.

- **Mike Dodds moved to approve the 2026-2027 school calendar as presented. Maggie Kramer seconded. The motion carried.**

Auditorium Update

Phil shared an update on the new auditorium's renderings/adjacencies. The auditorium currently has 765 seats. This number could be increased, but spaces were designed for flow and efficiency for the audience. An idea to have temporary seating at each event/show was shared. This will

provide an excellent space for mass, but the middle and high school will not be able to celebrate mass together as the numbers would be too large. The drawing for the basement level tunnel to the full orchestra pit was shared. This addition is expensive, but interesting.

Mike Dodds brought up safety considerations for the new auditorium. Phil shared that Holy Family is applying for safety grants, working on school safety, updating door access and procedures, and taking steps to improve and enhance safety at every site, doing the best possible as we move forward.

Phil shared the drawings from Origin for a potential new layout of the tennis courts and baseball and softball fields. This creates a plan to get softball and baseball together, a more centralized concessions, and additional parking near the fields in the back.

New Business

Tuition Rates

Different scenarios regarding tuition rate increase were considered by the Finance Committee. It was agreed that the 2% increase was modest and the appropriate choice. It is unclear as to what will happen with the ESA, but hopes that answers will come around April. The Finance Committee and the Board are mindful of what families are paying. This is a five year model that will be revisited yearly. This information will be announced early in the new year, but the final bill does not come until ESA information is released.

- **Mike Dodds moved to approve the 2025-2026 tuition rates as presented. Maggie Kramer seconded. The motion carried.**

Parish Assessment Rates

The plan is to revisit the rates in six months after seeing what the outcomes of Journey in Faith are. Holy Family will move forward in partnership with parishes.

- **Isabelle Pattarozzi moved to approve the 2025-2026 parish assessment rates as presented. Maggie Kramer seconded. The motion carried.**

St. Joseph the Worker Early Childhood Renovation

Phil shared that this is a great idea and movement for Holy Family's St. Joseph the Worker Early Childhood site. This is an ideal time to complete the project as construction is underway for other projects and this will boost the support and growth of the site.

- **Maggie Kramer moved to approve the \$450,000 St. Joseph the Worker Renovations. Mike Dodds seconded. The motion carried.**

A final blessing was given and the meeting was adjourned at 6:20 pm.