



Board of Education Meeting Minutes
Tuesday, March 19, 2024
Administration Office

Members Present: Ben Uhl, Fr. Brad Pelzel, Rick Bertrand, Dan Kriener, Nick Hegarty, Rhonda Bridges, Jennifer Rose-Bass, Jacki Kelly, Fr. David Esquiliano, Melissa Uhl, Fr. Tim Friedrichsen

Absent Members: Fr. David Hemann, Teresa Fitch

Staff Present: John Flanery, Kelsey Schomaker, Marisa O'Connell

Guests: Fr. Travis Crotty, Lexi Horstman, Selena Thompson

1. Opening Prayer – 5:00 p.m. Fr. Tim Friedrichsen
2. Approval of February Board Meeting Minutes
 - Motion by: Fr. David Esquiliano
 - Seconded by: Fr. Brad Pelzel
 - All in Favor: Aye
3. Approval of Revised 2024-25 Academic School Calendar
 - Due to Crusader Classic, Conferences will be February 24th – 26th with exchange day on February 28th
 - Motion by: Nick Hegarty
 - Seconded by: Fr. David Esquiliano
 - All in Favor: Aye
4. Presentation by Campus Ministry – Fr. Travis Crotty, Lexi Horstman, Selena Thompson
 - What is new in Campus Ministry
 - Father Crotty – Campus Ministry part-time Chaplin
 - Lexi Horstman – Director of Campus Ministry
 - Selena Thompson – Campus Minister
 - Lexie and Selena are working to increase Campus Ministry presence in middle schools. Selena goes to Blessed Sacrament and Sacred Heart on a regular basis and is the point person for Mater Dei. Lexie is primary contact for the High School. Middle School has been very fruitful this year.
 - 7th & 8th grade retreats have been conducted.
 - Lexie and Selena's full-time positions are going to be open next year (2024-25 school year).
 - Discussed if there is sufficient staffing to complete all necessary tasks.
 - Teachers need more resources.
 - Having a vision for Catholic Identity
 - Possibly establish a liaison position for teachers (especially if teachers are not Catholic).
 - Consider adding an Administrative Assistant position to better assist the liaison with teacher's needs.
 - How can Curriculum be proposed to teachers at Elementary, Middle and High School levels?

- Holy Cross is currently using “Catholic I Can” statements in classrooms which have been a positive addition.
- Discussed what current compensation is for a Theology graduate and compare to our current salary scale to see if we are offering adequate compensation.

5. Committee Reports

- a. Academics – Nick Hegarty
 - No meeting
- b. Catholic Identity – Jacki Kelly
 - All items covered in Campus Ministry presentation.
- c. Enrollment and Marketing – Jennifer Rose-Bass – see attachment.
 - New website is now live.
 - Long term goals – virtual campus tours online, parent ambassador program, more visibility in community such as Christmas, 4th of July parades, etc.
- d. Finance – Nick Hegarty and Kelsey Schomaker - see attachments
 - Tuition receivables
 - \$486,441 payments received.
 - Students on hold - 360
 - Two separate letters mailed to senior families to ensure tuition payments for transcript release.
 - Last year's total accounts receivable balance at this time was 3.6 million, currently we are at 3 million.
 - Parish Receivables – see attached
 - Diocese will be stacking MLTF with ESA funds. This stacking of tuition assistance may only be for the 2024/25 school year, as it might be more difficult for Advancement Department to generate MLTF funds. MLTF funds are for Iowa students only.
 - TADS is due on May 1st.
 - Salaries
 - A basic formula consisting of years of experience, current salary, projected salary, and credentials was used to evaluate salaries. Salary increases will be in the range of 8-12%. Move base salaries for new teachers to \$40,000 to be competitive. The State of Iowa may move the base salary for public school teachers to \$50,000.
 - Each building principal reviewed the salary of each employee in their buildings, projected salary, and years of service.
 - Discussed benefit of higher salary vs hiring bonus for teachers.
 - Higher salaries would give principals more confidence in offering positions.
 - Made approximately 3 adjustments after meeting with principals, once principals agreed with the numbers, contracts were created.
 - Contracts
 - Teacher contracts were issued on Monday, March 11, 2024
 - Discussed having a budget pool as a recruitment tool to perhaps offer a better contract to a teacher.
 - Contracts returned – 98
 - Contracts outstanding – 20
 - Contracts declined – 3
 - Hourly employee base pay is increasing for 2024-25.
 - 6% match for 401K
 - Insurance premiums
 - single \$705 monthly with employee paying \$80.
 - Next year \$755 monthly with employee paying \$100.
 - High deductible plan \$535 monthly.
 - Dental \$35 monthly.
 - Request to Diocese to add vision coverage.
 - \$50 per month for those who opt out of insurance.

- ESA application opens on April 16, 2024.
- Froehlich Farm
 - Auction anticipated for June 2024.
 - Renewed lease with tenant and prorated rent.
- e. Leadership & Governance - Melissa Uhl
 - No meeting held.
 - School board meeting to be held in Storm Lake on March 20, 2024.

6. President's Report

- a. Advancement
 - Lybunt and Sybunt push for annual fund.
 - Auction
 - Fund-a-cause funds raised will be allocated to resurface Memorial Field track.
 - Guenther Endowment
 - February - \$173,000
 - 40 days of Lent goal - \$40,000
 - Increase Campus Ministry fund
- b. Enrollment
 - Enrollment - 1060
 - Open Houses and TADS nights are completed.
 - Planning digital advertising
 - Social media contest to be conducted.
 - CDLA and Sacred Heart principal search update
 - Met last Monday, March 11, 2024, with candidate for second time.
 - Reviewed outgoing principal salary.
 - Suggestion to hire 2 principals with budget neutral move.
 - CDLA candidate coming in again.
 - Sacred Heart candidate accepted position.
 - School Safety update:
 - Ballistic coverings on windows - some caulking will need to be redone.
 - Safety radios which go directly to Police Department have been installed in all buildings except CYO and Administration building.
 - Panic Buttons
 - "Safe Defend software" utilizes "finger-print panic buttons" which prevents students from pushing the button or activating it by leaning on the button.
 - We are still looking into the right or accurate panic button.
 - Perimeter fencing around the high school is an issue. It is a plus that we do not have shrubs or buildings that people can hide behind.
 - Met with Midwest Alarm and safety grant coordinator regarding our safety grants.
 - Bus Update
 - Sioux City will not provide morning and afternoon bus routes or activity busing starting in August, 2024.
 - Long term goal is to get a fleet of 6 – 7 buses so we can service Iowa, South Dakota, and Nebraska.
 - John and Kelsey are exploring numerous avenues for a busing solution. Once more details are confirmed, John will draft parent communication to be sent out after board approval.
 - Website Update
 - Launched week of March 11th and is still a working process. We still have some pages that will be added.
 - Academic Entrance or Placement Exams
 - Continuing conversations with academic committee, all principals and resource teachers to discuss case load process, 504 plans, IEP's etc. Trying to instill academic expectations for parents in the same respect as

financial expectations. More information to come in April or May.

- Then Feed Just One and Make-a-Wish update
 - Then Feed Just One - \$119,000
 - Make-a-Wish Foundation presentation was done in the school auditorium.

7. Other Business

- N/A

8. Motion to Adjourn –

- Motion by: Jennifer Rose-Bas
- Seconded by: Nick Hegarty
- All in Favor: Aye

Next meeting Tuesday, April 16, 2024 at 5:00 p.m.