

Holy Family Catholic Schools
School Board Meeting
Thursday, May 16, 2024 at 5:30 p.m.
Schrup Family Board Room

Members Present: Dan Walsh, John Callahan, Mike Dodds, Amy Henn, Kristi Lynch, Cole Cluchey, Kevin Mullen, and Isabelle Pattarozzi

Members Absent: Scott Leibfried, Fr. Dennis Quint, Fr. Phil Gibbs, and Diane Oglesby

Staff Present: Lis Ernst and Phil Bormann

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

Early Childhood Update

Lis Ernst, Early Childhood Director, was present to share an update on early childhood. Lis shared highlights of each site:

Holy Ghost

- Elevator was installed and warming kitchen is up and running
- Added transportation to and from school to St. Columbkille and Resurrection

St. Joseph the Worker

- Leadership transition to Jessie Nelsen, Director, and Heather Fitzpatrick, Assistant Director went smoothly
- Renovations included 8 classrooms, new furniture, office update, sprinkler system, and heating/cooling units throughout the entire building
- Enhanced communication with families and employees
- Full classrooms, with a waiting list

Our Lady

- Efforts to connect more with the elementary school community, especially the kindergarten teachers
- Expanded the daily faith opportunities for students

St. Columbkille

- Received IQ4K rating
- Piloted the CGS program

Resurrection

- Received IQ4K rating
- Piloted the CGS program

Eagle Day Camp

- Transitioned to Resurrection Campus and had a successful summer
- The 2024 summer is already full with a waitlist every week

- Non-school days Eagle Day Camp was well received

Lis shared the growth in early childhood for enrollment in May of each year, beginning in 2021. St. Columbkille is adding a preschool room, St. Joseph the Worker will have 6 classrooms that can be occupied by students after the transition year, Holy Ghost and St. Joseph the Worker can start transporting before and after school to other local schools, building upon our Eagle Care Program after the transition year as well.

Another round of Stabilization funds was received from the State of Iowa, each site received funding based on enrollment. The Safety grant was also received, except for Holy Ghost. The Wage Enhancement Grants were also received to invest back in the early childhood staff.

Lis shared the future steps for early childhood in regards to buildings and programming additions or changes.

Amy Henn questioned the staffing at those sites. Lis shared that overall, staffing is in an okay spot, rates were raised and a pay structure based on experience or education level was added, the turnover is still there but retention is better. Mike Dodds asked Lis what she sees in other centers that we could be doing better. Lis expressed that St. Joseph the Worker is a holdback with their building and the functionality of it.

Kevin Mullen inquired about the percentage of those in our early childhood programs that continue into Kindergarten. Lis shared that she can pull the data, but it has been getting better, except at Holy Ghost. Phil mentioned that when Holy Ghost had a school, the retention was still not great and there have been some upset families that are in our early childhood programs but aren't Catholic and we can't guarantee them a spot in Kindergarten.

The board thanked Lis for all of her work in regards to early childhood across the system.

Approval of Minutes

Minutes from the April 11, 2024 meeting were included for review.

- **Cole Cluchey moved to approve the April 11, 2024 meeting minutes as presented. John Callahan seconded. The motion carried.**

Consent Agenda

Mike Dodds asked for clarification on the new teacher salary law. Phil shared that the day before our teacher contracts were scheduled to go out, the bill passed that required public schools to pay first-year teachers \$47,500 in 2024-2025 and \$50,000 in 2025-2026 and teachers with 12 years of experience \$60,000 in 2024-2025 and \$62,000 in 2025-2026. Phil shared that our teacher contracts went out on the scheduled day with salaries at the originally budgeted amount. Phil has

since been working with Bonnie Sigwarth and waiting on guidance from the Archdiocese on tuition and salaries, as we don't currently have the budget to support those types of salary increases.

Mike expressed concerns with ESAs and being too comfortable with funding provided to families through the government and wondered if there was any sort of caveat to be incorporated with teacher salary increases.

John Callahan questioned what is happening for Illinois and Wisconsin families that do not qualify for an ESA. Phil expressed that right now we are strong in supporting high schoolers as they do not have a Catholic option, but for K-8 those families have good Catholic school options in their area. There is currently not a separate tuition for out-of-state families, they still need to go through the same process and apply for scholarships.

- **Mike Dodds moved to accept the committee minutes as presented. Kevin Mullen seconded. The motion carried.**

Chief Administrator Report

Phil highlighted that the Wahlert students recently led the 5th grade retreat filled with faith formation, prayer, and service. High schoolers planned the entire day and kids were actively engaged in the retreat.

Current enrollment for the 2024-2025 school year is at 1,664 which is 97 percent of the goal of 1,717. The ESA application is now open for families to apply.

Students have completed ISASP and Las Links and are now FAST testing. All 4-12 staff are learning the Canvas Learning Management System as we transition from Google Classroom and Summit Platform. Planning for professional development is underway. Administration will meet this summer regarding strategic planning and set some new goals for next year.

Preliminary numbers for the overall cost of making necessary water and soil improvements to do the track were received and much higher than anticipated. Origin will finish their study which will give us a clear picture of what it will take to have a proper track and field.

Many of the St. Columbkille transition to Resurrection and St. Joseph the Worker improvement projects have been completed and open houses have taken place. We are now working to improve the parking lot and staff bathroom between now and the end of summer at St. Joseph the Worker.

Phil shared that we still have some open staffing positions, and will be needing bus drivers for the St. Columbkille shuttle next year.

St. Columbkille Project

Phil shared that Fr. David Shatz has requested payments from Holy Family in August 2024 and November 2024 to help with cash flow needs for the renovation. Phil stated that this would be two \$2.5 million dollar gifts at those time periods requested. Platform for Excellence would fund about \$1.67 million and the remaining balance would be from cash.

- **John Callahan moved to approve the release of funds for the St. Columbkille project in the amount of \$2.5 million in August 2024 and \$2.5 million in November 2024. Mike Dodds seconded. The motion carried.**

Verification of Email Votes

In the April 2024 School Board meeting, the board approved remaining in school on days that Dubuque Community School District cancels or releases due to hot weather. This motion was amended via email votes and Holy Family will remain aligned with Dubuque Community School District on hot weather related school days for the 2024-2025 school year.

Email votes were made for the hiring of the following candidates: Patricia Martinez, Jeremy Lawson, Anna Bruxvoort, Louren Kilburg, Monica Meissen, and Teresa Castello Coscolla.

Email votes also included the release of contract for the 2024-2025 school year for Bob Oberfoell and Norma Fernandez.

- **Isabelle Pattarozzi moved to verify all email votes since the last board meeting. Amy Henn seconded. The motion carried.**

2024-2025 Handbooks

A draft of the 2024-2025 Early Childhood Handbook, Employee Handbook, Substitute Handbook, and Volunteer Handbook were included in the packet for review with summaries attached.

- **Cole Cluchey moved to approve the 2024-2025 Handbooks that were included in the packet as presented. Kristi Lynch seconded. The motion carried.**

The meeting adjourned at 6:33 p.m.