

SMCS Board of Trustees – Meeting Minutes

Meeting held November 17, 2021

Mission: Preparing and inspiring students to lead meaningful lives, rooted in the teachings of Christ, in our Catholic tradition.

Attendance:

Present: Daniel McKenna, Phil Kerwin, Bryan Rosiejka, Dr David DeWitt, William Bittner, Leila Mousai, Steve Pable, Lori Vegso, Terry Jack, Ron Schreier, Paul Seveska, Ron Steffen, Fr Bob Kollath

Missing: Fr. Dennis Bergsbaken, Fr. Jude Egbuna, Fr Michael Lighter

Guests: No guests

BOT MEETING START TIME: 6:36 PM

Opening Prayer: Phil Kerwin

MOTION:

Ron Steffen moved to allow the October meeting of the SMCS Board of Trustees to be conducted both in person and via video conference and teleconference, notwithstanding any provisions to the contrary contained in the Constitution or any By-Laws.

- Second by Bryan Rosiejka
- Call to vote – unanimous
- Motion carried.

OPEN FORUM

No one here for open forum but there was some discussion on street lighting

CONSENT RESOLUTION

- September and October minutes being approved
- Motion Lori Vegso
- Second Ron Schreier
- Approved

SUPERINTENDANTS REPORT - Dan Mckenna

- Received a Renard (Fox) Rodney Keefer's yearbook in 1930 donated. Christian schooling emphasized.
- Covid update
 - Dashboard gives an update for the next day. About 24 students in the system.
 - Getting to threshold for masking situation. 8 middle school students in quarantine.
 - Rules are in place to react quickly.
 - Phil questioned new start after Thanksgiving in case of new Covid cases?

- Much less contact and most is supportive. Less students in masks, showing support from parent on confidence in decision making. Parents feel they are being held attention to.
- Five and up can now be vaccinated. Some seasonality with cases, minor concern.
- Lori stated we must be positive and uplifting in our communication, but may need to be more engaging?
- Bryan looking for comparison data from last year to this year.
- Paul shared conversation about messaging on Covid, each conversation was consistent that we are not getting ahead of the messaging of covid response. Silence implies guilt so we need to be forward in speaking. Not going to win everyone over, better to be proactive than reactive. Serious illness and cannot take lightly.
- Children's education and faith are all important aspects Paul and Dan had a conversation about how to get messaging out. We need to do the work to get the information out in a timely manner
- This our time to be ahead of the game. Accept Paul message to get on top of messaging. Not being reactive all the time.
- Study done of benefits of masking in schools. Evidence is there that reduces spread. Very clear. Reduce exposure and spreading study done in Wisconsin.
- Maybe we do a reset and have everyone wear a mask after Thanksgiving. People can be reactive when asked to wear masked, concern by Phil on doing this, must be aware of this.
 - Action item to find report second to improve messaging.
- Bishop is opposed to mandated vaccinations. OSHA directive for employees over 100 is held up for court approval. Likely not going to happen.
- No covid cases have been serious, mostly mild in students. No large spread thru classrooms.
- Make sure we are not giving Dan a directive, since we gave him the approval as the leader to make the decision, but worth being careful. Thanksgiving letter from Dan to include much of what was discussed in BOT. Paul to obtain the info he was talking about. May be good idea to reset. See communication to be regular and open.
- Shared some information about \$640,000 'Big Check' special ceremony.
 - A years' worth of work to obtain. Deacon Tom did a lot of work on this.
 - Chris Decker will be a guest on a program to discuss.
 - Pass around a thank you card for BOT.
 - Dan working on ways to use the money to approve next month.
- The high school play went well.
 - Director of fine arts is really good.
 - Eric has big shoes to fill for Hayden.
 - Normal learning curve challenges but doing well excited to have him.
 - Eric has public school experience and understands the difference and accepting well.
 - Improving lighting system is priority, some donors are updating lighting.
 - Works well incorporating other's ideas.
- Report we met as dads' group, great meeting.
 - Good conversation, expanding from prayer group to activate the dads in our community.

- Saber dads in Austin and may have Zephyr dads here.
- Can expand from just helping out others, daughter dance etc. Very positive experience.
- Make sure we don't create a gap for single mom families.
- If Zephyr dads is done right, it will encourage inclusion for all.

Bill on finance committee.

- Develop a five-year financial plan.
 - Trying to catch all major inputs and developing critical assumptions.
 - Understand the process on major inputs Parishes, School choice, salaries for the teachers.
 - Consulted two documents: one is STRATEGIC AND MISSION PLAN FOR CHATHOC SCHOOLS and the other is the refresh of strategic plan.
 - Get key takeaways from both and who is the owner of each task.
 - Want to understand all pushes and pulls to have a sound basis for making financial decisions to be voted on.
 - Want to bridge gap between public and our school's teacher salaries. Average SMC salary is \$37000, and Neenah is \$57000.
 - Try to get to 80% in five years to retain teachers.
 - 5% year to get there. Look at some scenarios for tuition to help get us there.
 - We have appreciating assets in our possession and Terry can utilize them to have them bear fruit.
 - Most endowments have restrictions that we cannot just use for tuition increases.
 - Not a blank check. Jamie will work to figure out what we can use for salaries. Approximately half of them appear to be able to be used for salaries.
 - Building consensus in the committee to get them to think differently to accomplish this.
 - Committee job is to get the school money and Dan to distribute as he sees fit.
 - Can we model an inflection point of tuition increase and loss of students? We have enough engagement and selling what we are doing to have parents committed to our school and not worry about a small increase in tuition.
 - Phil asked if there was a model that is flexible enough to model the growth based on the tuition increases/decreases.
 - Father Bob asked if we are accomplishing our mission as moving our faith to our kids. Sell this as an investment in our kids to continue faith as they get older. Do we have this info to use to sell and justify?
 - Powerful point and Phil will take an action item to look into.
 - Important to make sure our parents are the guide and use school as a strength adder.
 - Need to promote that also.
 - Dan mentioned this reinforces it is all important model as adults, getting more involved and get better as teachers to our kids and sell as investment in our kids.
 - Many levers to pull to accomplish. High performing catholic community. How to measure value today and value tomorrow.

- Bryan questioned lease building from parishes Gabs have roof issues window issues and has asbestos.
 - What role does finance committee have in this.
 - Dan mentioned that much of this is being done.
 - Big gift to do roof and refurbishing sacred spaces.
 - Target some of the gifting to upgrade schools like ST gabs.
 - Parishioners have done a lot of work to the school to keep all updated and in good working order.
 - What is finance committees' part in this and how do they get involved.

Bill done with finance. Subject complete at 7:59

Committee reports.

- Lori BOT to stay hands off but making user that all members have what they need.
- Break out updates and Dan provides a more thorough progress report.
 - Are we making progress?
 - Format is up to Dan.
 - A lot for Dan to report on, so just learn from where we are now.

New business.

- Estate gift is checked off
- Phil mention Dan coordinated meeting back and forth on volunteer requirements.
- Remind we are all in this together and all should be accountable.
- Is there a way to tag a cost to each extracurricular versus a buyout?
- Estate gift proposal from Bill mentioned 25% goes to foundation confirmation. Dan working on for next meeting

MOTION

- Ron Schreier moved to enter an Executive Session with Mr. McKenna as a guest
- 2nd – Steve Pable
- Call to vote – unanimous
- Motion carried

EXECUTIVE COMMITTEE START TIME: 8:07 PM

MOTION

- Ron Schreier moved to adjourn the Executive Session
- 2nd – Terry Jack
- Call to vote – unanimous
- Motion carried

EXECUTIVE SESSION END TIME: 8:29 PM

Approved

- Ron Schreier moved to end the Board Meeting
- 2nd – Fr Bob Kollath
- Call to vote – unanimous
- Motion carried

Closing Prayer: Phil Kerwin

BOT MEETING END TIME: 8:33 PM

Minutes submitted by: Ron Steffen – Secretary, Board of Trustees