

**OUR LADY OF VICTORY BOARD OF EDUCATION MEETING**  
**6:30 P.M. Tuesday, March 2, 2021 via Zoom**

**AGENDA OF REGULAR MEETING**

1. CALL TO ORDER
  - a. OPENING PRAYER
  - b. ROLL CALL
    - i. Tom Poston, Fr Jake, Chad Steimle, Kaye Meyers, Evan Brankin, Julaine Edwards, Chris Fox, Lucas Roth, Peter Schuster, Lisa Snider, Ann Craig, Chad Hagerman, Courtney Mau, Cameron Costello
    - ii. Guest: Alison Arlt, Sasha Lindquist, Kim Burken, Angie Logan, Matt Ryan, Diane Siefers
    - iii. Parish Council: Mike Vanspybook
  - c. ACCEPTANCE OF AGENDA
2. READING AND APPROVAL OF MINUTES OF past meeting
  - a. Approved
3. COMMENTS FROM AUDIENCE and OPEN FORUM
4. ADMINISTRATIVE REPORTS (Written reports pre-submitted)
  - a. **Principal of JFK (Chad)**

Ethical Leadership:

1. Emma Wolf, Kitty Temming, and I have been developing Social-Emotional-Behavioral learning alternatives/additions to detentions and/or suspensions. So far, we've been selecting videos that might be related to the type of SEB learning needed and developing reflection questions.

Leadership of School Culture and Instruction:

1. Kitty Temming and I attended the required consultation meeting with DCSD representatives for federally funded Title programming. One of our interventionist positions will be reduced as it was split between Title I funds and CARES funds. Without the CARES funds, the position will likely be 0.55 – 0.65 FTE.
2. The winter screenings were finished last week.
  - a. PS: IGDIs and PELI
  - b. K-8: FAST reading and math assessments
    - i. Anecdotaly, we have seen a lot of progress from many students since the beginning of the school year, which was after nearly 5 ½ months without face-to-face instruction. Data analysis will now begin. From a cursory view comparing reading scores between fall and winter, it seems that having kids in school is making a difference! Typically, we see a slight drop in the percentage of students at benchmark between fall and winter (which often rebounds in the spring). This year, we are seeing an increase in the percentage of students at benchmark for reading between fall and winter! We will also be looking to see how winter scores compare to last winter's scores, and we'll look at cohorts as well.
3. Preparations are being made for the Iowa Assessments for K-2 and ISASP for 3-8. Preparations include technology training for students so they can use special online features, particularly in math, but also how to type capital letters with 3<sup>rd</sup> graders so their writing samples are not penalized for improper capitalization usage. There is also an infrastructure test to assure bandwidth and network stability when everyone is online at the same time. Finally, there are practice tests in reading, language, writing, math, and, for grades 5 and 8, science.
4. COVID:
  - i. Special Activities: We have begun to identify the decisions that need to be made regarding activities typically done over the rest of a school year. Examples, with brainstorming, is below for 6<sup>th</sup>-8<sup>th</sup>:
    - a. Career Fair: Virtual on March 5th
    - b. Holy Fire: Cancelled, but we could do some non-field trip special activity
    - c. 8<sup>th</sup> grade field trip
      - a. Outdoors

- b. How to supervise it, especially if small groups/pods, and especially if we limit volunteers
    - c. Reduce the length of time
    - d. Social distancing – is there pressure to participate in something that may not have adequate social distancing? There's also a difference in doing something with one's family/club sport vs school sponsored voluntary activity vs. school sponsored activity for whole grade/class.
    - e. Have it nearby so transportation issues, including the lack of social distancing possibilities, are reduced. Social distancing on buses equates to about 13 students per bus. It feels different to have bus transportation before/after school available for families and a field trip without any other transportation option.
  - d. Concerts/shows: Not for general music. Trying something for band and perhaps even ukulele.
  - e. Band field trip: Working on some alternate, at least for Blue Man Group field trip. Adventureland is out. How to utilize students' fundraising account funds for their benefit?
  - f. Graduation
    - a. If Confirmation can be accomplished in person, we probably can figure out how to do family-only graduation in person. Need to check numbers and spacing as Confirmation is being done with two Masses.
    - b. No reception. Don't do anything that encourages compromising social distancing.
    - c. Include something outdoors with teachers similar to last year, especially if teachers are not in the church. Ex: controlled dismissal of families from the church
  - g. Manners Unit
    - a. See how Outing Club would be willing to work with us for spacing
      - i. Ex: possible options might include one homeroom at a time, rectangular tables for spacing and staggered seating so not facing one another directly without masks while eating
      - ii. No ballroom dancing instruction
      - iii. Cost? In the past, we used play funds for it. With the play not being mandatory for 8<sup>th</sup> graders, ticket sales declined. Two years ago, the school paid for it.
  - h. May Crowning:
    - a. Not on weekend
    - b. May do something during a school weekday Mass and just with students
  - i. Field Day
    - a. Maybe ½ day
    - b. Maybe just staff rather than volunteers
    - c. Pods within homerooms
    - d. Outdoors as much as possible
    - e. Socially distant activities
    - f. Cleaning any shared materials between groups
    - g. 8<sup>th</sup> grade VB vs. staff. Yes – we'll figure out a way. The challenge is not the game itself; it's how to social distance those who are not on the court.
  - j. Minute to Win It Activities: Scheduled for afternoon of March 12<sup>th</sup>.
- b. Calendar issues:
  - i. 2021-22 school calendar
    - a. There was an error, however, in the calendar the DCSD distributed, and we are trying to receive clarity from the DCSD. The error affected the last two days of school wrapping into another week in June.
    - b. As presented, JFK's calendar has approximately 1,192 hours.

### Managerial Leadership:

1. Scott Sweeney and I met with representatives from Ryan & Associates on Thursday. They hope to have updated figures for us within two weeks. They may also present a different solution for the gym.
2. Enrollment:
  - a. JFK's enrollment increased by students in the last month.
  - b. JFK's official K-8 enrollment count (from Oct 1) showed a 5.2% decrease. Nationwide, K-12 enrollment in Catholic schools fell 6.4%, the largest decline in five decades. K-8 enrollment in Catholic schools fell 8.1% nationwide. Preschool enrollment fell 26.6% nationwide. JFK's four/five year old preschool went up, however, by three students or 5.4%.
  - c. Future concerns:
    - i. At OLV, there are 56 kindergarten eligible children for 21-22.
    - ii. At OLV, there are 39 children eligible for four year old preschool for 21-22.
    - iii. At OLV, there are 38 children eligible for three year old preschool for 21-22.
    - iv. Birth rates declined during the pandemic.
3. Three companies are analyzing the building for redoing our entire wireless network. We believe networking expenses may be allowable under EANS funding.
4. It is becoming less clear on whether or not our HVAC project, which includes ventilation and air purification, would be eligible for EANS funding.
5. An updated 2021-22 draft budget is shared separately. Key elements are highlighted below:
  - a. Revenue:
    - i. Tuition based upon 314 rather than 312 K-8 students.
    - ii. PS is adjusted for the new state rate, but the total number of 4/5 year olds is only at 46 students. Three year old enrollment looks good at a projection of 19.
    - iii. Parish transfer at \$650,000.
    - iv. ECLC/daycare projection increased by one. Currently, there are eight three year olds registered for ECLC. If we have a 9<sup>th</sup> student, we would have to increase staff to stay "in ratio."
  - b. Expenses:
    - i. Administration salaries:
      - a. More overtime for tech coordinator.
      - b. Fewer hours for media center, which reflects current operations with her time split between preschool and library.
    - ii. Instructional lay salaries (teachers and non-admin BOEE licensed staff):
      - a. Two teachers have indicated that they will not be returning next year. The projection is that their replacements would have lower salaries.
      - b. Includes a multi-year agreement with one of our staff members regarding licensure requirements.
    - iii. Health insurance costs adjusted higher.
    - iv. Adds a JFK years of experience wage differential for our instructional aides. Currently, the only difference is according to education.
    - v. Increases a preschool aide position from four days per week to five.
    - vi. About \$11,000 is sitting in 52365 as required PS spending. We could transfer some of these funds to a part-time aide position.
    - vii. Technology reduced to better reflect enrollment projection and additional equipment still due from CARES funding.
    - viii. Preschool snack expenses reduced due to lower projected enrollment.
  - c. Net: Positive \$7,300, which is less than two students' tuition
6. With the budget in its present form, we are ready to set salaries a month earlier than usual, which will allow us to issue contracts a month earlier and begin hiring ASAP.
  - a. Recommendations:
    - a. Basic Framework: Release time so off campus internship can be completed in exchange for smaller salary increase next year, delayed future salary increase due once licensure requirements are met, and work with students/families outside of the normal school day.

ii. Salaries:

Step	BA	BA+15	BA+30	MA
1	28900	30080	31510	32940
2	29770	30980	32460	33930
3	30630	31880	33400	34920
4	32940	34370	35810	37240

- a. For those teachers not having a change in stipends or in salary due to continuing education, the average wage increase, including supplemental pay and stipends, is 1.3%. The average range for these teachers is 1.14% - 1.46%, with no one being below 1.14% and only three being above 1.46%.
- b. Aides with the least experience at JFK receive increases of about 1%. The most experienced has a one-time raise of about 2.7%

iii. Benefits/stipends/supplemental pay

- a. Attachment A includes half of the below budgeted supplemental pay amounts as half is paid contractually, and half (or other amount) is awarded by the board as an end of the school year bonus.
- b. The comparable supplemental pay in the DCSD is \$4,500 per teacher.

Approx years of experience	Goal	20-21	2021-22
Steps 1-4	85%	21-22	
	3165		3300
Stps 5-7	87%		
	3300		3400
Stps 8-11	89%		
	3360		3500
Stp 12-16	91%		
	3550		3700
Stp 17-22	93%		
	3690		3800
Stp 23-25	95%		
	3750		3900
Stp 26-28	97%		
	3815		4000
Stp 29+	100%		
	3905		4100

Public Relations Leadership:

1. Phone calls are being made to all families who have preschoolers at JFK if they have not completed kindergarten round-up paperwork. Phone calls will then be made to other OLV families who have kindergarten eligible children. After those calls, we'll begin calling OLV families with PS eligible children.

### Leadership in Diocesan/Parish Context:

1. Fr. Jake, Ann Lotspeich, and I attended a meeting regarding accounting transitions needed for regionalizing Scott County Catholic schools. The goal is to have the new chart of accounts, along with the changes to accounting procedures, ready to start the new fiscal year, July 1<sup>st</sup>. Expect to see a new budget spreadsheet for JFK by July 1<sup>st</sup>. Below are some of the major changes we can expect at JFK. Other schools might have different changes:
  - a. Tuition revenue (and billing to families) will be by gross based upon the first child rate. Then, discounts will be applied for other children in the family. Tuition contracts currently being prepared for 2021-22 will not reflect this change, but statements after July 1<sup>st</sup> will.
  - b. Tuition revenue from family payments and from FTP assistance will be separated.
  - c. Some of the calculations and formulas off to the side of our budget spreadsheet will be separate line items. For example, all of our preschool programs have calculations off to the side on our spreadsheet, and only the total is on the actual line item. In the future, these separate calculations will also be separate line items. The same applies to technology expenses, for example.
  - d. Gala and fundraising revenue and expenses will have more line items. Currently, only the net revenue figure is on the budget itself.
  - e. Victory Vouchers will be unique for JFK as they are actually a parish fundraiser not a school fundraiser like at the other schools. However, there is a tuition discount available for people who use Victory Vouchers.
  - f. The lunch program's accounting may be transferred to the school budget rather than treated as an associated organization. There are still some issues to be resolved as JFK and ASCS participate in the National School Lunch Program, and lunch funds are restricted funds. The other schools do not participate in the NSLP, and their lunch funds are not restricted.
2. We hold every other week meetings of Scott County Catholic school administrators.
  - a. Catholic League Athletics: Volleyball seems to be going well. One can see some differences in interpretation and/or enforcement of agreed upon mitigation strategies among the various sites, teams, coaches, ADs, etc. Boys' basketball is being planned for after spring break. If it falls apart, JFK will try to offer at least an intramural-type of boys' VB.
3. The BoE Constitution and By-Laws are being resent as not everyone had access to the mark-up version. We would have to delay voting on any changes until at least the April board meeting.

### **b. Faith Formation/Religious Education Coordinator (Kaye)**

- Faith Formation classes are still able to meet in-person. We continue to have great attendance.
- Held an in-person family meeting for First Communion preparation on February 28. We met in church to allow for proper social distancing. Families were asked to sign up for one of two Mass times for First Communion on April 25; 1:00PM or 3:00PM.
- Prepared materials for the Faith Formation Committee meeting this week.
- Working with staff to finalize plans and prepare materials for 7th and 8th grade retreat.
- Will participate in upcoming trainings regarding Safe Environment protocols for the parish and school.
- Gather requested materials for Catechists.
- Participate in weekly pastoral staff meetings.
- Write weekly bulletin articles.
- Document monthly expenses and income to the Faith Formation budget will begin to work on preparing the budget for next fiscal year.
- Participate in Confirmation Revisioning meetings
- Verify compliance with Safe Environment requirements for employees and volunteers at JFK and OLV. Send notices and reminders for those needing to update background checks and training. Recently completed getting everyone compliant that received new training in January.
- Prepare lessons and work with two 8th grade students at JFK weekly who will be receiving their First Holy Communion along with Confirmation.
- Prepare weekly lessons for Kindergarten Family Faith Formation.
- Prepare lessons for families who are participating in Faith Formation online instead of in-person.

### c. Faith Formation/Adult Faith Formation (Jennifer)

- I participated in pastoral staff meetings during the month of February.
- I write bulletin articles as needed.
- I continue to participate in the Confirmation Revisioning meetings that Evan has scheduled and helped to provide the structure for the upcoming 7<sup>th</sup> & 8<sup>th</sup> grade Confirmation retreats in March.
- I am taking part in the newly formed Faith Formation Committee and participating in those meetings.
- The **Walking Toward Eternity Engaging the Struggles of Your Heart Part 2** will conclude March 14 and March 16 respectively.
- The next Adult Faith Formation opportunity will be: *Jesus: The Way, the Truth, and the Life* a 10 week study. The study is presented by Marcellino D'Ambrosio, Jeff Cavins, and Edward Sri and was filmed in the Holy Land so you can experience the extraordinary world in which Jesus lived and taught—the historical context, the politics, the clashing cultures, the history, and the ancient land—and see where the most significant events of his life took place, from his infancy to his ascension.
- We will learn how Jesus is God Incarnate, fully divine and fully human. We'll experience his intimacy with the Father, his revelation of the Father's love, and his gift of the Holy Spirit to each of us. Most importantly, our encounter with Christ will empower us to know and love him in a new and life-changing way.
- Virtual sessions will be held on Sunday's beginning March 21 from 4:00-5:00pm and ending June 10.
- In person sessions will begin on Tuesday March 23 from 6:30-8:00pm in the Parish Center and ending May 25. For the in person sessions we ask that face coverings be worn and social distancing will be observed. Cost of the materials is \$30.
- All of the small groups from *The 99 Experience* have concluded their discussion of *The Handbook* and all have decided to keep meeting. Two groups are currently deciding what they would like to study next and the other small group has begun to utilize the Emmaus small group materials provided by the Diocese.
- The next *Masterclass* (training for leaders for *The 99 Experience*) began Thursday January 28 and will end in March. The next *The 99 Experience*, will be held at a later date than the originally scheduled March dates.
- RCIA began Sunday September 20. Four people are scheduled to be initiated into the church at the Easter Vigil.

### d. Youth Ministry and Confirmation Coordinator (Evan)

- Last year we took a hard, concerted look at how we do youth ministry at OLV, following in the footsteps of our Confirmation re-visioning process. We believe that these values, purpose, and goal will allow us to remain aligned with and achieve over time the goals of Renewing the **Vision for youth ministry**.
- **Core Values:**
  - Living our Faith in Christ
  - Hearts burning with Love
  - Accompanying Youth
  - Treating everyone like Family
- **Core Purpose:**
  - "Because we belong to God, we want to help youth experience God's salvation."
- **Big, hairy, audacious Goal (BHAG):**
  - "100% of parish youth active in ministry and their faith by 2025."
- **Vision for our Future:**
  - "Imagine a parish community which has over 400 young people active in it every year. Feel the vibrant energy of an entire congregation inspired and infused with youthful vitality. Families lead the way, excited to grow in their faith and comfortable with their kids' questions because they have powerful tools for discipleship. Consider the entire Quad City community and beyond when our youth live like Catholic disciples of Jesus everywhere they go for all their lives; and who know God will be there for them through life's ups and downs. Think of youth and families knowing Jesus personally and comfortably talking about Him while sharing their faith stories. Dream of the impact on young people who experience parish adults knowing their names, serving as mentors for them, praying for them, and caring for them. Envision a parish

that does *more* - for, with, and through young disciples. Think about how welcoming, warm, and inviting it would feel to all of our parishioners and to members of the entire community.”

- **What will 2021 be like?**
- The new year brings a lot of hope that we'll be able to resume more in-person ministry soon. Everyone on the youth ministry team wants to be doing more relational ministry and interacting more with teens – we're excited at the advent of a vaccine, and the opportunities this may afford for us, though we understand it may not bring many changes quickly.
- -We offered the Sweetheart Dinner To Go – We netted over \$4,500 with a gross exceeding \$6,000, in our largest Sweetheart Dinner ever. The icing on the cake was an evening with only minor hitches throughout the event (wonderful for the first time attempting it in this manner), and tons of positive feedback.
- -We want to offer targeted events especially for Sophomores, Juniors and Seniors preparing for college discernment and graduation, hopefully in person.
- -We want to send youth to NCYC still, and Steubenville if possible.
- -On March 1<sup>st</sup>, the Diocese had an informational meeting on NCYC – included were some projected upper level costs, some sense of dates and payment schedules, and some of the hurdles that still need to be surmounted to attend. We're going to begin taking payments and registrations immediately to prepare for the next step. I'll schedule a couple parent meetings for parents who want to find out more sometime in early March.
- -We will continue to send out care packages, run Alpha groups, and find other effective ways of reaching teens on the margins.
- -We will take advantage of Diocesan resources and look to further innovations in ministry to keep moving forward.
- **Where does that leave us? We must still resolve at least one fundamental question:**
- **“How do we transition back, and to what do we transition, when the Covid-19 situation is over? What will be our new ‘normal?’”**
- -Youth ministry will continue our process of prayer and planning as we begin discerning our strategic planning team, and developing a new leadership structure.
- -Some of our ministry teams have launched. Others we would like to develop include a stronger prayer team, and a cheer team to support teens at their various events.
- -If the ministry teams we develop during the pandemic are effective, we will continue them after the pandemic has ended, while looking for ways to transition to at least some in person ministry as well. There's no reason to discontinue sending postcards and care packages, or to stop engaging with youth in the digital space. But we could potentially move Alpha to an in person format very easily once it becomes safe to do so.
- **What about parish college students and young adults?**
- We are still offering monthly Theology on Taps for young adults –February was on cultural diversity in the Church with Darius Villalobos from the NFCYM speaking. In March we're hoping to have Devon Schadt join us, maybe to talk about devotion to St. Joseph near his feast on March 19<sup>th</sup>.
- We have developed a facebook presence to engage young adults in ministry and promulgate event information.
- When the pandemic calms down and we can resume longer, in person meetings, we will explore how to develop small groups for emerging adults in the Quad Cities in conjunction with other local parishes.
- We are looking at how to offer some retreat options for emerging adults in this area over the summer.
- We also launched a group of young adults in Alpha in October, they are still meeting.
- Confirmation Coordinator's Report:
- **Revisioning Confirmation:** The visioning process for Confirmation we are using comes from the Center for Ministry Development (CMD), and training in it was part of my certification process for youth ministry. We continue to meet to work on the strategic planning portion of this process.
- **Core Values:**
- Love of the faith
- Transformational relationship with God
- Developing faith-filled relationships
- Sharing God's gifts through service.
- **Core Purpose:**
- God desires a relationship with each of us as His children. Preparing for Confirmation helps Christians discern and develop this relationship to fully live the grace of the Sacrament throughout their lives.
- **BHAG:**
- “100% of Confirmandi involved in ministry at their parish by 2025.”

- **Vision for our Future:**
- “Imagine a parish community which has over 400 young people active in it every year. Feel the vibrant energy of an entire congregation inspired and infused with youthful vitality. Families lead the way, excited to grow in their faith and comfortable with their kids’ questions because they have powerful tools for discipleship. Consider the entire Quad City community and beyond when our youth live like Catholic disciples of Jesus everywhere they go for all their lives; and who know God will be there for them through life’s ups and downs. Think of youth and families knowing Jesus personally and comfortably talking about Him while sharing their faith stories. Dream of the impact on young people who experience parish adults knowing their names, serving as mentors for them, praying for them, and caring for them. Envision a parish that does *more* - for, with, and through young disciples. Think about how welcoming, warm, and inviting it would feel to all of our parishioners and to members of the entire community.”
- I am continuing to contact those families who did not participate in the Confirmation masses to help their youth move forward in their faith – of three families who didn’t respond at all, I have now reached two. One will confirm with next year’s class, the other needs to start their paperwork and we’ll see what options are available when they’re ready. We were able to offer optional pictures to those who wanted them, a few families participated in that.
- Strategic planning for how to achieve our goal following our values and purpose is almost complete, with a special segment dedicated to a COVID-19 response. We’ve met several times via zoom and at this point are looking at concrete planning for the coming year.
- We are in the final stages of development for this year’s retreat, and did a walkthrough on Friday the 19<sup>th</sup> of February. The first retreat option is March 4<sup>th</sup> and the second is March 10<sup>th</sup>. We would like to keep the retreat in-person, spread out within the church and relatively short at 1.5 hours. We’re using music, videos, discussion questions, an interactive survey app, adoration and offering the Sacrament of Reconciliation.
- Chase the Chill is in the works. We collected a large amount of fleece as well as scarves and other winter weather gear, 8<sup>th</sup> graders in JFK and FF have made their scarves, and we have some high schoolers who want to distribute them to local shelters.
- Our Confirmation date is April 17<sup>th</sup>, mass at 10:30am. Our practice will be April 16<sup>th</sup>, at 6pm, in the Gathering space. As the pandemic situation hasn’t completely ended yet, we approached the Diocese to add another Confirmation mass to better facilitate social distancing. It will be on the same date, at 1:30pm, and the Bishop will still preside.

5. PASTOR’S NOTES (Fr. Jake G. / Fr. Scott Foley)

- a. n/a

6. COMMITTEE REPORTS AND COMMUNICATIONS

- a. Generations of Faith Committee (Julaine, TBD)
- b. Finance Committee (Chad S., Peter, Lisa, Luke)
  - i. Discussions to be held at board meeting
- c. Nominating/Elections Committee (All board members): January 2021 starts
  - i. There will be 3 positions open. Peter, Chris, and Lisa. Chris and Lisa are running again
- d. Policy Committee (Chad S., Luke, Tom): Spring 2021
  - i. n/a
- e. Strategic Planning Committee (Chad S., Chris, Ann)
  - i. Discussions to be held at board meeting as needed
- f. School Improvement Advisory Committee (Chad S., Lisa, Ann, TBD): Summer 2021
  - i. n/a
- g. Marketing/Public Relations Committee (Chad S., Julaine, Tom, Chad H.)
  - i. n/a
- h. Grant Writing Committee (Chad S., Chris)
  - i. n/a
- i. Parish Council (rotating per schedule) 4<sup>th</sup> Tuesday of each month 7:00 pm
  - i. n/a



2020

August 25 - Tom  
September 22 - Julaine  
October 27- Ann  
November 24 - Lisa

2021

January 26 - Lucas  
February 23 – Chad H  
March 23 - Peter  
April 27 – Chris  
May 25 - Courtney  
June 22 - Peter

- j. Finance Council Rep (Peter) – February 22
    - i. Gala plans are developing.
      - 1. They are looking for volunteers to assist with auction item by grade.
  - k. Home & School Association
    - i. Fund Raisers
    - ii. Updated Home and School by-laws to be reviewed
    - iii. Looking into a registration fee to cut fundraising down
  - l. Band and Music Boosters
    - i. n/a
  - m. Assumption High School Rep. (Pat Archer)
    - i. Working on budget
    - ii. Shelly Miller is retiring
    - iii. Recruiting 8<sup>th</sup> graders for next year
  - n. Scott County Catholic School Advisory Board Rep @ St. Vincent (Chad S, Peter)
    - i. Suspended
  - o. Ad Hoc Committees
    - i. HVAC Funding (Fr. Jake, Chad S, Jen, Jennifer V, Pat, Luke, Peter)
      - 1. Suspended
    - ii. Teacher Support Committee (Peter, Chris, Julaine)
    - iii. BoE Constitution and By-Laws (“at least in every year divisible by five”)  
(Chad S, Lisa, Peter)
      - 1. Google doc drafted and provided for review and vote
7. OLD BUSINESS
- a. Scott County Catholic Schools K-12 Regionalized Education System
8. NEW BUSINESS
9. ITEMS FOR BOARD ACTION
- a. Last day of school for students
    - i. Motion to end 2020-2021 school year on June 11 with a full day of school so there is bus transportation as the DCSD no longer has an early dismissal on June 11. Graduation remains on June 11.
    - ii. Motion 2<sup>nd</sup>
    - iii. Motion Passed
  - b. Last day of school for teachers
    - i. Motion to make June 15 the last day for teachers in the 2020-2021 school year.
    - ii. Motion 2<sup>nd</sup>
    - iii. Motion Passed
  - c. Hours vs. days
    - i. Motion to continue to select instructional hours rather than days as our official model of measuring instructional time.
    - ii. Motion 2<sup>nd</sup>

- iii. Motion Passed
- d. Start date for 21-22 school year
  - i. Motion to make Monday, August 23 the first day of the 2021-2022 school year to match the DCSD
  - ii. Motion 2<sup>nd</sup>
  - iii. Motion Passed
- e. School calendar for 21-22, if available
  - i. Motion: It is recommended that the presented 2021-22 calendar be accepted with the exception that it will be adjusted to match the DCSD's calendar when the error in the DCSD's is corrected.
  - ii. Motion 2<sup>nd</sup>
  - iii. Motion Passed
- f. Interventionist position
  - i. Motion to increase the 0.0625 interventionist position to 0.10 with the option reserved to increase it even more, pending enrollment and the availability of funds.
  - ii. Motion 2<sup>nd</sup>
  - iii. Motion Passed
- g. Flexibility for aide hours
  - i. Motion to authorize administration to adjust aide hours, including adding more in preschool, as funds are available and needs are apparent
  - ii. Motion 2<sup>nd</sup>
  - iii. Motion Passed
- h. Authorization to enter into multi-year supplemental agreement with staff member.
  - i. Motion to authorize administration to enter into a multi-year supplemental agreement with one of our staff members regarding licensure requirements.
  - ii. Motion 2<sup>nd</sup>
  - iii. Motion Passed
- i. Base salary and adjustments to four step scale
  - i. Motion to increase teacher base salary by \$60 to \$28,900. Adjust the other salaries in our four-step scale to align with a projected DCSD base of \$33,700 (a \$185 increase for DCSD).
  - ii. Motion 2<sup>nd</sup>
  - iii. Motion Passed
- j. Teacher's personal base pay
  - i. Motion to increase the personal base of teachers, who are not on the four-step scale, by 1%.
  - ii. Motion 2<sup>nd</sup>
  - iii. Motion Passed
- k. Wages for support staff not working exclusively as aides.
  - i. Motion to increase the wages for support staff not exclusively working as instructional aides by 1.3%.
  - ii. Motion 2<sup>nd</sup>
  - iii. Motion Passed
- l. Wages for support staff or teachers working exclusively as aides.
  - i. Motion to increase the base hourly wages for instructional staff or teachers working in an additional hourly paid position (child care), which are

according to their educational level and certification, by 0.8%. Add a JFK experience differential of \$0.02/hour per year.

ii. Motion 2<sup>nd</sup>

iii. Motion Passed

m. Attachment A for teachers' salary and benefits

i. Motion to adopt Attachment A for the teachers' contracts for the 2021-2022 school year.

ii. Motion 2<sup>nd</sup>

iii. Motion Passed

10. ITEMS NEEDING DISCUSSION, BUT NOT NECESSARILY BOARD ACTION

a. BoE Constitution and By-Laws for April vote

11. CLOSING PRAYER

BOE Meeting Schedule: 1<sup>st</sup> Tuesday of each month at 6:30 pm (except as noted)

2020

August 4

September 1

October 6

November 3

December 1

2021

January 5

February 2

March 2

April 6

May 4

June 1