



Archbishop Bergan Catholic School Board of Education
Meeting Minutes
April 8, 2015
Bergan High School Library

1. **Meeting was called to order at 6:36 p.m. by Bill Vobejda.**
2. **Opening Prayer:** Father Dave Belt
3. **Roll Call was taken. Present:** Bill Vobejda, MaryLynne Bolden, Suzanne Mendlik, Karl Fryklind, Mike Toelle, Melissa Carlson, Steve Getzfrid and Shelley Martin
Absent Excused: Andrea Ridder and Dawn Kucera. **Also Present:** Father Dave Belt, Jennifer Urbanski, Ron Kortan, and Mr. Dan Koenig.
4. **Welcome Guests by Mr. Koenig:** Mrs. Jennifer Urbanski, 5th grade teacher. Mrs. Urbanski has taught 15 years and is in her 1st year at Bergan. Her class most recently has worked on presidential reports, fractions and has just finished reading Tuck Everlasting. The class will be moving into poetry next. She stated the Seder Meal was enjoyed by the students and attended by Fr. Dave and Fr. Ben Boyd. She states that her favorite thing about Bergan is the staff camaraderie.
5. **Consent Agenda Items:** Agenda and minutes were approved as presented.
6. **Booster Club Report** – See Report. Shelly inquired if the estimated 5000.00 raised was similar to the mattress fundraiser held in 2014. Mr. Koenig indicated the amount was similar.
7. **Parish and School Financial Report** –Bill is going to reach out to JJ Bixby about the incentive for paying by registration deadline. Fr. Dave reported that Sunday giving is up and is 9% over budget. He stated a year ago, they were 5% below budget. Discussed that Fr. Dave's preaching at all the masses helped. Father reported more people have subscribed to Faith Direct and a number of people who were already on Faith Direct got on and increased their Sunday giving. Faith Direct is a fixed income that the church can rely on. Bill inquired about funds from the Archdiocese campaign. Father Dave reported that some funds from the Archdiocese campaign and have been applied to some of the technology and infrastructure updates. Tuition Benefit: Father Dave stated that prior to his arrival, every employee's children received free tuition. He stated that the decision was made in his 1st year here to have a reduced amount of tuition for only faculty members and a couple of other people who were grandfathered in. Father said that this means there are some parish employees that do not get that incentive. Father states the question has been raised about it being a benefit for all employees. He states no decision have been made but that they have been asked to look at for the non-faculty employees. Bill stated that when the decision was made related to the tuition benefit, a major factor was that there was such a market gap between our faculty salaries. He stated that the non-faculty did not have as large of a market gap as the faculty. Bill also stated that non-faculty personnel had wide range of salaries and depending on level it could be a more lucrative benefit for some. Bill talked about it being Bergan's biggest benefit to teachers and that inequity issues were discussed for those teachers who had no children.
8. **Advancement Report** –See report. Steve inquired about the 357 students that have re-enrolled for 2015-2016. Mr. Koenig stated that the administration and teachers tried to be aggressive when they heard of possible students leaving the school and talked to the students as well as their parents to help retention. At one point, there were 35 students in the K-12 system that were rumored to be leaving. At this time only 10 are leaving. Mr. Koenig states that he feels this is positive and demonstrates improvement in retention. Overall, including the preschool kids, there are 17 kids that are known not to be returning next year. Number is better than last year. However, Mr. Koenig states that last year Bonnie was not in place and there was not the push from the staff related to retention. Mr. Koenig is hoping the aggressive approach to retain students and let them know they are wanted here will help to reduce any surprises over the summer. He states they are currently working on 11 kids who have expressed an interest about transferring into the school system. Bonnie is actively working on securing firm commitments from those 11. Mr. Koenig stated that some have already given verbal yesses but that until all paperwork and registration fees are in, they will not be counted as enrolled. Questions were asked related to the Advancement Dashboard related to total students versus

enrolled and leaving numbers. MaryLynne provided clarification. Leaving category is those who have informed the school they will not be returning. Mr. Koenig stated the school will drop to Class D next year due to high school. Suzanne inquired about how class size goals were set for each class and noted most had goal of 35 but some had 25 or 40. Karl shared information related to the Comparative Analysis that was completed related to preschool. He stated our preschool is the most costly of the preschools in Fremont and we do not have a pre-K. Fr. Dave stated our preschool is not curriculum based rather it is experiential based so we do not have a true pre K program. We do not have a certified teacher in preschool. Karl stated that the analysis included looking at daycare availability and transportation. Karl indicated that the next step is to move into the grade school. MaryLynne inquired if the analysis looked at hours of operation of preschool. The hours were looked at and Karl stated that he thought Bergen's preschool hours were shorter than some but not all in Fremont. Karl talked about the importance of the preschool as a feeder into the school system and that the higher cost impact on attracting people. Melissa inquired how many preschools in Fremont have a certified teacher on staff. Discussion was held related to families leaving or not enrolling because of no Pre K program, inconvenient hours for working parents and lack of transportation and daycare. Ron Kortan stated that the Advancement committee would continue to discuss and research the issues.

9. Discussion Items:

a.) Cancellation of School and Impact to activities: Bill provided history of policy related to activity cancellation and that it was not moved over to the handbook. Bill stated our current practice is that if school is cancelled, that it is up to the coach's discretion if there is practice and the practice is voluntary. Discussed what other school district policies are including Fremont which is no school/no activity and Lincoln Public Schools where it is at the coach's discretion. It was determined that the policy/practice needs to be in handbook. Suzanne and Shelly suggested that the coaches make a point to discuss the policy/practice at the parent meetings at the beginning of each season. Discussed if the issues was a communication issue and/or liability issue. Determined that what it is decided will need to be clearly stated in the handbook. The two options that were discussed were: 1. No school: No activities. All facilities closed. 2. No School: Practice is at the sound judgement discretion of the coach/activity sponsor and it is completely voluntary. Mr. Koenig will put together a policy for action at the May Board Meeting.

b. Parish Strategic Plan Process: Ron Kortan stated that all major groups and committees in the parish have been asked to help prioritize the areas to be addressed by the parish in the next 3-5 years. On May 5th at 7 p.m. a strategic planning meeting will be held and all committees are asked to return to give input. He stated the hope is to come up with a game plan for the strategic plan. He discussed that not only is the school a ministry of the parish but that the parish is a ministry of the school. Discussion was held related to 2-3 areas of priority to share on May 5th. The Board recommended the following areas of priority to be addressed in 3-5 years: 1) Need for Connection to the Hispanic Community/Culture 2) Reaching out/Connectivity to young parents/ young adults including Midland Students 3): Finances/Advancement/Tuition Assistance/Education Model, 0-18.

11. Reports:

- a. **School Principal** – Mr. Dan Koenig. Report is attached and addressed Fine Arts, Krasne's Furniture Fundraiser, Continuous School Improvement, State Basketball Sportsmanship Results, Archbishop's Dinner for Education and Educator of the Year Nomination, Archdiocesan Visit, Foreign Exchange Students and Enrollment and Staffing for 2015-2016. Bill recommended that the enrollment and staffing process used elementary be communicated to parents to help reduce negative gossip/panic.
- b. **Parish Pastor/President of School** – Fr. Dave Belt. He reported that on April 20-21st the Archdiocese is sending someone to do an audit of Bergen's books. They have been out 3-4 times already to look at parish side but this will be the 1st time someone will look at the Bergen side of the finances. Father feels we are in a much better place compared to 5 years ago. He shared that the 10th grade and the 11th grade retreats have occurred this semester.
- c. **Board President Report** – Bill Vobejda. Bill asked the Board Members provide him with any leads on any parishioner for filling the 2 Board Seats that will be vacant.

Closing Prayer: The Group.

Meeting Adjourned.

Respectfully Submitted;

Melissa Carlson

Vice President, Archbishop Bergan Catholic School Board of Education

The next Board meeting will take place at the Bergan High School Library, May 13, 2015 at 6:30p.m.