



**Newman Catholic Schools  
Education Commission Meeting Agenda**

**Tuesday, January 22, 2019 6:00PM  
St. Michael Parish Gathering Space  
6:00 P.M. START**

**2018-2019 Theme: "Gathering Witnesses for Jesus Christ"**



X= present; Abs = absent; Exc = Excused; Dupl = Duplicate

<b>Parishes</b>	<b>Pastor</b>		<b>Parish Rep</b>	
Holy Name	Fr. Thorn	X	Bernie Ford	X
Resurrection	Msgr. Pierce	X	Steve Opatik	X
St. Anne	Fr. Lindner	Abs	Jeni Seidel	X
St. Mark	Fr. Slowiak	X	Rick Svennes	Dupl
St. Matthew	Fr. Thorn	Dupl	Ann Wittwer	X
St. Michael	Msgr. Pierce	Dupl	Margee McCarty	X
St. Mary	Msgr. Diermeier	X	Lori Manteufel	Abs
St. Paul	Fr. Don Meuret	Abs		
NCMS/HS Chaplain/ Assoc Pastor	Fr. Peter Kieffer	X		
<b>Committees</b>		<b>Ex-officio</b>		
Commission Chair	Rick Svennes	X	Mike Martin, President	X
Finance Chair	Mike Vesel	Abs	Sarah Keene, Dir. Of Adv.	Abs
Advancement Chair	Paul David	Abs	T. Reichenbacher, Diocese	Exc
Athletics Chair				
<b>Guests</b>		<b>Support</b>		
Tina Meyer		X	Jay St. Clair, Controller	X
Terry Vechinski		Exc	M. King, Admin Asst	X
Ann McManus		X		
Amy Faust		Abs		
Amy Mettlach		X		
Jacci Lepak		X		
Claire Meney		X		

5:30-6:00  
6:00-6:05  
6:05-6:10

**Social Gathering Time**

**I. Opening Prayer (Msgr. Pierce)**

**II. Approval of November 2018 minutes-** no additions or discussion

**III. New Business**

- A. Education Chair and President would like to extend a welcome invitation to add Parish representatives from St Mary, St. Paul, St. Agnes. We would need to amend the Commission bylaws to include the verbiage for adding these Parishes to be able to participate.

- a. These parishes have already contributed and supported the Newman Catholic Schools and should have a voice on the Education Commission.
  - i. Many Domain Chairs for Strategic planning have come from these Parishes.
- b. Commission agreed to check with the Pastors of these parishes to make sure they would like an invitation
- c. Once agreed, bylaws approved to be changed and invitation extended
- B. How does the tuition relate to the teacher just wage initiative?
  - a. Evaluating a tuition wage increase to support this initiative. Financial committee, Dean, Education Commission chair and President were recommending a 3-4% range.
  - b. Total budget for the system is \$8,000,000, tuition increase would only cover about \$3,000,000 of education cost.
  - c. Pastor's will see how they may also be able to support this just wage initiative, but are still processing on what that would look like.
- C. No further discussion on reports send in advance of meeting

6:10-6:40

#### IV.

- Strategic Planning**-This discussion is based on the advanced review of "Top 5 Issues then Goals" from Strategic Planning
- A. Recap of what took place for Strategic Weekend Retreat.
    - a. On Friday; from the results of the survey, the respondents issues and concerns were listed for each of the eight domains, and each person at the retreat individually selected and voted their own top 5 issues for each domain. These top issues were assimilated and presented Saturday morning for domain groups to set aspirational goals for their domain. Much thought and debate went into the process. Domains came back, read back their goals, there was discussion, and then the group affirmed goals in principal.
    - b. Our next step is for the domains to re-engage by hosting listening sessions/surveys.
  - B. Any glaring questions about the Top 5 Issues?
    - a. Question, "What is meant by rigor of curriculum?"
      - i. Details in "Academics and Curriculum Goal Statements and Applicable Objectives from Domain Narrative" document section 1.a.3
      - ii. To create a challenging learning environment to lead to more depth of knowledge rather than just a surface knowledge
        - 1. Definition include reading and comprehending and age appropriate critical thinking.
        - 2. Everything we teach can relate to our Catholic faith across all subjects and ages
      - iii. Goal statements are the output of the process and that rigor is a core part of what we are doing in Academics
    - b. The most moving is the Mission Catholic Identity (Page 2 of the Top 5 Issues per Domain document)
    - c. Question under (Top 5 Issues per Domain) referencing: Enrollment/Mission/Marketing – what does it mean more parish support?
      - i. Pastors are working out how this would look.
      - ii. People at the retreat indicated a desire to see Parishes promote Catholic Education as one of the top issues.
      - iii. Comment that this also meant a revolving door of chaplains at the high school level. Every 2 years the chaplain is moved. This is not a Parish decision but Diocese.

- d. Point of Clarity for the Mission/Catholic Identity Domain, should the word tradition, small "t" or capital "T" (Catholic); maybe should be authentic teaching. The current statement was re-worded after group discussion at the Retreat, "lifelong catholic discipleship"
- e. Technology issue "understanding purpose of technology" includes staff need for increased understanding and use of current technology, but is there is a deeper issue about exploring overuse and dependence on technology (i.e. students can't be without their cell phones).
  - i. We need technology use within Catholic values.
  - ii. Technology can help enhance the experience of learning. What are the best ways to harness that?
  - iii. How do we manage and control technology?
    - 1. We educate within Catholic values, provide a safe environment through fire walls and additional protections
    - 2. Ultimately what the individual heart (student) does is beyond our control.
- f. Explanation about fiscal responsibility and class issues.
- g. Retention is a problem. Any issues to pinpoint?
  - i. How are we engaging families?
    - 1. Principals contact families, Enrollment specialist follows up.
    - 2. 6<sup>th</sup> grade meeting, larger schooling community,
    - 3. Principal of Middle school engages children at both elementary schools
    - 4. Sent Christmas cards to all incoming 6<sup>th</sup> graders, last week
    - 5. April, May phone call to those who have not yet registered
  - ii. People have to weigh what is what they are paying for? Worth developing a survey are we keeping anecdotal? Possibly an experience survey. How are we finding out before they choose to leave?
  - iii. Is there an academic reverse report card; how was your learning experience this last year
  - iv. Performance evaluations are from the Bishop currently
  - v. An intent to continue sent out during Catholic schools week?
  - vi. In the fall, teachers should be talking about how has your experience been, what are you thinking about for next year. Teachers are having this discussion during Parent Teacher conferences.
  - vii. We do ask why they left and have retained some, but maybe there are some things we can do proactively.

6:40-7:10

**IV. Teacher Just Wage Initiative Discussion** based on advance review of the attachment "Living Wage Data Base" from the Diocese

- A. Review from Nov.; current teacher salary scale on 4<sup>th</sup> year; Diocese initiated the Teacher Just Wage Initiative; starts in the \$30,000's and goes up appropriately commensurate to experience. This is still about \$10,000-20,000 less than public schools in our area.
- B. Classroom efficiency recommendations
- C. Course of action to address a just wage + fiscal responsibility
  - a. Currently this is \$417,000 price tag to implement Just Wage
  - b. Factor in corporate payroll taxes, and added contributions to the 403b the price tag goes up \$500,000
  - c. We are the lowest paying school system in the Diocese

- d. Question? Do you think our families are willing to participate in this with tuition hike?
- e. Statements of possible/suggested hard decisions
  - i. Number of sports offered may have to decrease
  - ii. Possibly sell buildings and build one or two?
    - 1. There should be no sacred cows. One building, when it is full, build a waiting list.
    - 2. Is it a model without a high school?
  - iii. Eliteness versus Catholicity
  - iv. Are we also the lowest on tuition?
  - v. It is clear we need to be paying teachers a living wage. We need to get there.
  - vi. We need to answer the question, "What do we have to offer as Newman Catholic School?"
  - vii. We need to make the changes with the plan behind them
- f. One of the challenges we have had in the past is that almost every decision has not based upon our faith or a strategic goal, so the strategic plan is monumental and that is what is meaningful to us. We now have a start of vision and a good foundation.
- g. We can slow technology, consumable purchases, administrative, teachers; \$484,000 in cuts. How long could we sustain the cuts? Have to add in cost of living, we don't want to increase wages and then pull it back.
- h. In our last Endowment meeting a member offered a \$25,000 matching grant for 3 years to help cover teacher salaries
- i. Our Education Commission members can go from our meetings to your parishes and engage them on why they should enroll their children.

7:33

**V. Closing Prayer (Fr. Keiffer)**

**REFERENCE:**

- A. Commission Reports (*including attachments, starting with "A--" in filename*)
  - a. President's Report
- B. Subcommittee Reports (*including attachments, starting with "B--" in filename*)
  - a. Finance Committee – Mike Vesel/Chris Pfender
  - b. Advancement Committee – Paul David/Sarah Keene
  - c. Athletics Committee – Mike Nowinsky
  - d. Facilities Committee
- C. Strategic Planning Confirmed Domain Chairs:
  - a. Academics / Curriculum: Clair Meney (Chair); Emily Bates (Co-Chair)
  - b. Advancement / Alumni/Communications: Mona Fox (Chair); Candy Thurs (Co-Chair)
  - c. Enrollment / Admissions / Marketing: Lori Manteufel (Chair)
  - d. Facilities: Steve Robison (Chair)
  - e. Finance: Mike Vesel (Chair); Chris Pfender (Co-Chair)
  - f. Mission / Catholic ID: Paula Damask (Chair), Ecclesiastical support provided by Father Slowiak and Father Keiffer
  - g. Student Life / Co-Curriculum: Paul David (Chair)
  - h. Technology: Jeff Dirks (Chair)

**2018-2019 Education Commission Meeting Schedule**

Meetings begin at 6:00 pm at St. Michael's Gathering Space

**Tuesday, March 19, 2019 (Starts at 5:30 pm for social time before meeting)**

**Tuesday, May 14, 2019 - TENTATIVE**