

Waukesha Catholic Board of Directors

October 20, 2015



Attendance: Mike Bartels, Patrick Carey, Fr. Howard Haase, Joseph Heinecke, Kelly Horan, Lisa Kovaleski, John MacGregor, Nancy Nadolny, Geovanna Salazar, Lori Suarez, Kristin Wroblewski

Excused Absent: Chadd Frank

- I. The meeting was called to order at 7:00 p.m. by John MacGregor. Geovanna Salazar led the board in prayer; the Waukesha Catholic Mission Statement was recited.
- II. Minutes were approved from the September 15 meeting.
- III. Visitors: Chris Brown, Finance Committee; Jorge Soto, Familias Hispanas Committee
- IV. **Old Business**
 - a. Subsidy Updated – The Finance Committee has reviewed the subsidy agreement. A memo has been submitted with their questions and concerns. The main concerns are:
 1. Capital improvements are not included in the agreement.
 2. The old budget numbers were used, which are not at an optimal level. There is no step increase for salaries and no book replacements.
 3. It is fixed and based on staff increases at each parish.
 4. What happens if one parish can't pay?
 - i. This agreement will be reviewed in 3 years and determine what adjustments are needed.
 - ii. A framework for the next discussion needs to be developed to give the individuals a roadmap to follow.
 5. The finance committee and the subsidy committee will have further discussions.
 - b. Choice updates were in the Principal's report.
 - c. By-Laws Review – Updates are shown on the By-Laws handed out. A few items are still pending review. How the board is governed is not going to change at this time. During this school year the By-Laws will be reviewed one section at a time.
 1. Fr. Howard, as appointed designee for the Archbishop, approved the new board membership so that we may operate as a current board and move forward with the other By-Law changes and reviews.
 - d. Cultural Support Proposal – A motion was made to approve the 'high-end' pay scale of the two positions for the Cultural Support positions, it was seconded, and all approved.
 - e. Home & School Volunteer Support – A suggested number of hours may be used but no discount or charge for service hours is allowed. Furthermore, Archdiocesan policy has been made that parish and non-parish rates are allowed but membership can't be based on what the individuals contribute.
- V. **New Business**
 - a. Committee Chairs - A motion was made to approve the names of the chairs for the standing committees and affiliated organizations, seconded, and all approved. Current standing committee chairs:
 - i. Chris Brown, Finance Committee
 - ii. No Chair, Public Relations & Recruitment
 - iii. No Chair, Personnel

- iv. Brian Walz, Technology Committee
- v. Linda Bucher, Planning Committee
- vi. No Committee – Development
- vii. Mark Hickok, Athletic Committee
 - 1. Dana Armour, Treasurer
 - 2. Joey Didion, Secretary
- viii. Liz Wilson – Home & School
 - 1. Christa Multhauf, Co-Chair
 - 2. Susan Spaulding, Secretary
 - 3. Joy Suzik, Treasurer
- b. K3 and K4 expansion – Expansion of K3 to five mornings a week and all day K4 will be discussed at the next meeting. Data will be gathered for review in November.
- c. Salary Scale – A comparison of our scale with Waukesha School District scale was handed out. We are only paying about 66% of what the public school is paying. Competition for good teachers is getting worse. At these current rates, we can't recruit quality teachers, or keep quality teachers.
 - i. Our teachers are no longer required to earn credits. Instead, they do professional development. A new scale is needed. Instead of years of service, a performance based review is needed.

VI. System Reports –

- a. Principal – Report submitted
- b. Development – Report submitted
- c. Marketing & Recruitment – One additional inquiry was received for next year.

VII. Committee Reports –

- a. Finance Committee – A quarterly statement from September 30 was in the packet. There was an investment loss but our investments will stay on course.
- b. Athletics –The Seton starts next week with Monday through Saturday play at Center Court. The finals will be held at Catholic Memorial.
- c. Familia Hispanas – On December 11 there will be a celebration of Our Lady of Guadalupe. Outreach planning between Hispanics and non-Hispanics with Fr. Javier is ongoing.
- d. Home & School – The Halloween Hop will be held this Friday.

**VIII. Parish Reports –
Better Together –**

- a. St. John Neumann – The church remodeling project will be completed by October 31. Mass will be held in the church.
- b. St. Mary Parish
 - a. St. Mary Parish will be having a dedication of the new statue depicting our Lady of Guadalupe on Friday, December 11. There will be a prayer service in the morning for the school and a Mass and dedication that evening for parish members and the community.
 - b. Scott Currier is the new music person. He started last week. He will assist Waukesha Catholic and Karen Flesses. He is a tremendous benefit to St. Mary Parish.
- c. St. Joseph – Last week a celebration was held after Mass for Monsignor Gearhard.

- IX.** The next meeting will be Tuesday, November 17, 2015. The meeting adjourned at 8:25 p.m. with a prayer.