

LUMEN CHRISTI CATHOLIC HIGH SCHOOL
School Board of Directors Meeting
April 19th, 2022

The meeting was called to order by Board Chair Michelle Hajdukovich then opened in prayer by Fr. Tom, at 6:05p.

Present: Bill Arnold; Michelle Hajdukovich, Fr. Tom Lilly, Brian Ross, Aaron Sperbeck, Anne Gore, Deacon Dave Van Tuyl (virtual), Rys Miranda, Jim Seeberger, Marcy Adkins (virtual), Kara Moriarty (virtual) , Kevin Jones (virtual)

Absent: Daniel George, Shane Locke, John Harmon, Dan Sarlitto

Following prayer, members immediately broke into their small working groups (Finance; Development/Marketing/Recruitment; Lumen Forward) for 15 minutes.

The meeting was reconvened at 6:20p.

ORDER OF BUSINESS

Approval of the Agenda

Michelle Hajdukovich moved to approve the agenda (amended to include 2022-23 Budget Review under Principal's Report and New Members under Pastor's Report); it was seconded by Jim Seeberger.

Approval of the Minutes

Michelle Hajdukovich moved to approve the minutes from the March 22nd meeting as written, Rys Miranda seconded the motion. (Note, several typographical errors were later corrected in those minutes.)

Archdiocesan Perspective

Neither John Harmon nor another representative from the AoAJ were available.

Words from our Sister School - St. Elizabeth Ann Seton (SEAS)

Neither Dan Sarlitto nor another representative from SEAS were available.

Lumen Principal's Report

As written, by Principal Brian Ross.

Brian took just a few minutes to highlight important dates for the remainder of the year, especially encouraging all to attend Baccalaureate Mass on Wednesday, May 4th and Graduation on Thursday, May 5th, if possible. Recent, notable sports achievements were also highlighted, Coach Adam Trombley (Division 1A Coach of the Year), Brendan Gregory (1A

Player of the Year) as well as several other students being named to the 2022 Alaska Association of Basketball Coaches (AABC) All State first and second teams.

The discussion then turned to Budget Review, led by Finance Committee Chair, Bill Arnold.

The 2022-23 budget as written is balanced with a surplus of \$3,532.66. As such, it meets AoAJ guidelines for submission. Bill thanked Brian and Danna for the 'heavy lifting' in getting it completed in time and with a surplus.

Brian noted that the budget was based on several factors:

- A 2.7% tuition increase of \$250 per student - translating to 2022-23 Tuition of \$9,500 for High School Students, \$9,250 for Junior High Students and \$12,000 for International Students;
- A \$25 increase in sports fees. (The last time sports fees were raised was in 2017);
- An approximate \$24,000 subsidy from the Parish (down from a budgeted \$32,000 in 2021 and all time high of \$128,000 in 2019.)
- \$18,000 paid down on loan principal with no debt service in 2023.

Brian further noted that the \$250 tuition and \$25 sports fee increase results from increased cost of supplies, the need to increase teacher salaries, inflation (7%) and an anticipated large expense to purchase all new math books following this spring's math curriculum review.

Special note regarding teacher salaries: This increase is key for teacher retention and brings many (those with 1-12 years of experience) up to 80% of what their ASD counterparts are paid. Bill noted that it was the Board's goal to get as many as possible to this 80% figure within 3 years and the school has been able to do this in 2 which is both a blessing in addition to well deserved for teachers. Brian added that for those teachers with a longer tenure at the school (+12 years), they were far below the 80% pay range of comparable ASD colleagues and unfortunately it would be nearly impossible for the school to ever be able to match those salaries.

Deacon Dave noted he was glad to see the budget balanced with only a 2.7% increase.

Fr. Tom asked if the Finance Committee had run budgets based on projected high/actual/low enrollment numbers, or strictly on the number of students with enrollment fee paid for next year. Bill noted it was the latter, not former.

Fr. Tom noted that while it is likely enrollment numbers will change by the time the next school year actually begins, if for any reason the number of students drops below what the budget was based on, the Parish will increase its subsidy to keep the budget balanced. He then asked what the perception might be when in a few years, tuition inches up over \$10,000 per year. Aaron Sperbeck thought that parents would see the inherent value in what they were paying for and wouldn't be scared off by it.

Kara noted that it will be important to remain incredibly transparent with families about why tuition is/may continue to rise...inflation, teacher retention, etc. Additionally she noted that increased teacher salary leads to increased retention which in the current environment of staff shortages in nearly every industry across the board, is clearly something we want to avoid.

Although the budget will not yet be officially approved by the Archdiocese in time for April 25th's Principal/Parent Forum, Brian is going to present it as written, and be open for comments and discussion.

Rys Miranda circled back with one question regarding the 'bracketed' budget concept of low/actual/high enrollment numbers - at what point is enrollment considered 'high' and would we need to hire an additional teacher? Brian's response - approximately 105 students, and that we would be watching this closely as we move into July/August when there is typically a flurry of last minute enrollments.

Noting no further discussion, Michelle called for an advisory vote on the budget as proposed. It passed unanimously and will be presented to the Parish Finance Committee on Thursday.

Mission Moment

This month's Mission Moment was presented by Brian who shared findings from Cognia's initial "Exit Report," regarding the school's re-accreditation. Findings include:

- There were a robust number of participants for each set of stakeholder group interviews which was appreciated.
- The overall score received by the school was **317**, the average for schools seeking re-accreditation is **284**, so this is very good news.
- The overall score is comprised of ratings for multiple standards across 3 capacities: Leadership, Learning, Resource.
- Grading criteria include 3 stages: Initiate, Improve, Impact. The target is to move all standards from Initiate ("lowest") to Impact ("highest" - meaning the standard is completely embedded in the culture of the school, at every level.)
- The school received:
 - 8 Impact ratings;
 - 12 Improve ratings;
 - 4 Initiate ratings. It should be noted that each of the "Initiate" ratings were in areas pre-identified by the school and presented to the Cognia review committee, who agreed that these were areas that could be improved upon with additional support. They include Supervision and Evaluation, Career Planning, Special Needs, Teacher Mentoring and Coaching.
- Next steps include:
 - Receipt of formal written report; thorough review of ratings by standard - including the index of education quality and narrative.

Following Brian's presentation of this information, Fr. Tom asked how this great news would be shared. Brian's responded that the plan is to share it with parents via Lumen News and during the Principal/Parent Forum on April 25th and on the website. Anne noted that it will also be placed into marketing materials and in the 2022 Annual Report.

Fr. Tom then offered his profound thanks to Brian for not just ensuring the school was re-accredited, but handily so. Additional thanks were offered to Michelle and all Board Members who were able to participate. Michelle echoed those sentiments, noting that the 'rock star status' of the Lumen Board were on full display during the interviews!

School Financial Report

Fr. Tom introduced Marcy Adkins who is replacing Danna Hoellering as the school's Business Manager, following Danna's acceptance of the Finance Officer position for the Archdiocese. Fr. Tom is thankful for Marcy's willingness to step into this role. Welcome Marcy!

Fr. Tom then noted that at the Board's final meeting on May 17th, that 2 new prospective members would be in attendance: Audrie Williams, mother of 8th grader Aurora and Marcus Holmquist, father of 7th grader Erik.

A general discussion about Board seats ensued. The requested commitment by all members is 4 years (one term) with the possibility of extending a second term. For members who have completed one term and are into their second, Fr. Tom asks around year 6 if they're still good to stay on, recognizing that schedules and life often gets busy! Two current members are around this mark, Shane Locke and Kara Moriarty who are still willing and able to serve. Fr. Tom also noted that he had approached Aaron Sperbeck about assuming the Vice-Chair position, which Aaron agreed to, under the terms that it didn't automatically roll into the role of Chair.

COMMITTEE CHAIR REPORTS

Recruitment and Retention

No report offered. Shane Locke was unable to be at the meeting, other Committee members met with the Lumen Forward group.

Finance

No additional report offered beyond the 2022-23 budget which had already been discussed.

Lumen Forward

Aaron Sperbeck noted that all final details had been covered for the April 23rd event and it's now time to start thinking about a Fall topic and speaker! Fr. Tom jumped in to offer his thanks to Kevin Jones for speaker coordination, and to Kara Moriarty for hosting the after event reception.

BOARD CHAIR COMMENTS

With the initial results from Cognia and budget having been discussed, Michelle Hajdukovich thanked Jim Seeberger and Bill Arnold for speaking at Easter Masses about the upcoming April

23rd event, then simply reiterated the importance for as many Board members as possible to be present that evening. "This is our gift to the school, please attend."

PASTOR COMMENTS

As above, under "School Financial Report."

CLOSING PRAYER // ADJOURNMENT // NEXT MEETING

The meeting concluded in prayer to St. Michael the Archangel then adjourned at 7:10p.m.

The next/final meeting for the school year is scheduled for May 17th at 6:00p in person, in the Lumen library.