

School Commission (SC) Meeting
12/13/18
6:00 PM

Present: Anna Horton, Alison Morton, Barb Spiering, Ben Gauyan, Beth Martin, Brendan Kolding, Dino Annest, Elena Gruner, Jackie Bryan, Jennifer Kokkonis, Julie Leonardo, Kamila Kennedy, Libby Pickthorn, Mary Ann Fessler, Father Oakland and Molly Ward

Absent: Amanda Roberts, Ann Baker, Karin Hansen, Martina Phelps, Sara Katsandres and Tara Martin

Opening Prayer

Father Oakland led the School Commission in the opening prayer.

Approval of Minutes

The November minutes were deemed approved.

Pastor's Report

Father Oakland provided an update to the SC on the 'Called to Serve as Christ' campaign. As of 12/11/18 there were:

- Total Pledges: \$1,169,281
- 15% Rebate: \$175,392
- Total Pledges: 307
- School Projects Only/Matching: \$106,150
- Parish Projects Only: \$11,550
- Total Direct Parish Benefit: \$293,092.15
- Total School Families Pledged: 70/350

Father Oakland informed the SC that there was an incident at the preschool two weekends prior. On a Sunday afternoon a staff member found a little bag in one of the rooms. HRS worked with the Seattle Police Department and the bag tested positive for illegal substance. The bag could have been left by any number of groups that use the facilities. Following this incident, the school is looking into further building security.

Principal's Report

Principal Horton provided an update to the SC on the Big Toy project. The landscape architect has provided actual numbers vs. estimates. CAD drawings have been completed. FAMCOM is working with parish families that have businesses on pricing of the excavation portion of the project. Grant requests for additional funding have been submitted.

The staff continues to reinforce safe, respectful and responsible behavior with the students in the bathrooms, hallways and playground. Staff is looking at data to see behavior that is seen as

disruption to one can be seen as defiance to another. The staff is working on definitions of behavior to be aligned.

Staff will be requested to let their intents to return the following school year be known earlier this year - January vs. February. If there are any openings, we will need to recruit earlier for a replacement. Principal Horton is optimistic that there will not be a need to do any additional hiring.

Development Report

Beth Martin provided an update on school development efforts. There is less than a week left on the tree lot. It currently has grossed \$124,420 this year vs. a total of \$99,500 last year. Expenses are expected at \$70k and will donate \$3k to 3 charities. We expect to meet the goal.

Submissions for Grandparents/Special friends' lunch is due this week.

Family donations for the auction are due on Friday, 12/14/18. On 12/31/18 people will be charged \$225 which includes a \$50 late fee.

The Annual fund has donations of \$52k across 69 families. Beth will do an email blast at the end of the year and will discuss in a letter to be sent home. By April if a family has not paid or participated, Beth will reach out to them.

Beth has been working with the Grant committee. One grant request to fund the playground was reviewed with Garner Nikon and was denied. Four other letters of inquiry have been sent out.

Enrollment/Marketing Report

Jennifer Kokkonis reported to the SC on enrollment. There are only 4 spots left in the 2's class while the preschool is full with a wait list. Kindergarten is full (there are 25 siblings). In January, once re-enrollment is complete, Jennifer will evaluate open spots. Student visits will be postponed until after January. Open house is on January 27th.

Financial Report

Principal Horton discussed with the SC the tuition recommendations for the following school year and the factors that contributed to the recommendation.

Principal Horton shared with the SC what makes HRS unique - reading and math specialists, a counselor, tech, music and art teachers along with the teacher experience. The goal is to achieve \$1M in reserves – we have \$633k today. Principal Horton advised the SC that she wants to continue to increase teacher and staff salaries in line with the cost of living/inflation rates and minimize the use of the Kolitsch Scholarship fund (required to draw \$5k a year) and have a stable use of endowment earnings. We will continue to update curriculum and address ongoing capital projects.

Other considerations include:

- Payments on the 'Called to Serve as Christ' capital campaign
- Increased asks for financial aid (unfunded) – want to keep about \$275k a year.

As of January, there will be 506 students at the school. We expect to have 35 open seats in the '19-'20 school year.

Biggest Challenges:

- Teacher salaries will be greatest challenge in coming years. There is an Archdiocesan Compensation Study Committee (ACSC) that has been formed. There is an Archdiocesan meeting on how to define teacher salaries and total compensation (includes benefits) so that Catholic schools are not competing with each other.
- The *McCleary* decision to provide additional funding for public teacher salaries presents a challenge for Catholic schools.
- No final decision on recommended salaries for next year. Waiting to see what comes of the ACSC, otherwise we will wait for final enrollment numbers and revenue (tuition) to make a final decision.
- HRS is in a better position than other Catholic schools.

Discussion Points:

- Perceptions on how the proposed tuition increase will be perceived – this is a consistent 6% over the past 3 years. People will understand that we won't be able to freeze tuition.
- Should we be changing how our Annual Fund is communicated? How can SC support this?
 - Send a personalized letter recommending to the families how much they should donate.
 - Should we have people fill out a form vs. online?
 - During re-enrollment, take time to educate families on the Annual Fund and explain why it exists. Explain what and how much the cost to educate is. We want to continue to keep tuition affordable and bridge the gap on cost to educate.

Recommendation:

- Recommendation to offer a discount of \$1,000 child discount to out of parish – motion failed
- Recommendation to not raise any fees (e.g. registration) – motion passed
- Recommendation to raise tuition 6% across the board – motion passed

Parents' Club Report

Brendan Kolding presented the Parents' Club report. The next Parents' Club meeting is on 1/9/19. The topic is on chastity. Tomorrow is the Christmas dinner for teachers and staff. Parents' Club with host breakfast during Catholic Schools. The Mother/Son Glow Bowl turned a profit of \$2,414.

Open Discussion

- The SC discussed concerns with the flow/speed of morning drop off. Should we request a parent to spear head a parent volunteer group to help facilitate/speed up morning drop off? Can we partner with Parents' Club to help solve this problem?
- The SC discussed the speed limit signage around the school neighborhood. The City believes that the signs are sufficient. How do we re-engage the City to fix this as parents believe there are not enough?

Closing Prayer

Allison led the School Commission in the closing prayer.

The meeting was adjourned.