

OSM School Board Meeting Minutes
August 22, 2019

Attendees: Chris Kelly, Sam Kelly, Julie Marcus, Josie Disterhoft, Fr. Brad, Diana Smith, Paula McQuade
Robbie Anderson, Mary Ellen Harrington, Laura Vinci, Mark Apel

Not in attendance: MaryEllen Gornick, Mark Stern

Fr. Brad opened with a prayer and reflection.

Julie called meeting to order; Julie asked if there were any questions regarding meeting minutes from our School Board retreat.

Julie introduced the Kellys, Robbie Anderson, and Paula McQuade and the board voted to accept them as members. Julie announced the Executive slate of herself as Chair, Laura Vinci as Vice Chair and acting Secretary and the board accepted them.

School Board Members introduced themselves with some background.

Julie started by asking for takeaways and key learnings from Saturday's School Board retreat. Takeaways included listening and learning, excitement and spiritual synergy between parish and school, asking 'who we are?', an advisory board and limitations of responsibility and authority.

There are two separate types of boards - Advisory boards and Boards of Specified Jurisdiction (BSJ). Advisory Boards advise on matters brought to them by the pastor or principal. Boards of Specified Jurisdiction (BSJ) have more members from the external community who sit on the Board. Also, a BSJ is a Governance Board that shares in responsibility for decision-making for the school in specified areas. The School Board currently functions more like an Advisory board; however, the group discussed that we may want to more formally become a BSJ and decided that we would make that decision after we have the opportunity to set goals for the year and to begin to function together a Board.

Fr. Brad thanked everyone for making it to the retreat on Saturday and thanked those who couldn't attend for praying for us.

Before diving into the goals, we went to level-set statistics from Diana.

Of particular interest is teacher pay. Our goal is to increase wages. Diana suggested expanding stipends is a viable option. Staff is so energized and hard-working, very happy to see the kids. They are happy with what they are doing outside the classroom, looking at student achievement, working on PLCs, etc. Fr. Brad encourages us to come up with new and creative ways to pay teachers without having tax penalties.

Goals-fall under 4 strategic pillars

1. Teacher talent/attract/retain/compensate (Academic Excellence)
2. Development (Financial Vitality)
3. Enrollment (Governance & Leadership)
4. Community Support, Leadership, and Inclusion (Catholic Identity).

Chris suggested that all goals should fall under our strategic plan pillars. The group agreed that it would be helpful to tie groups within school committees; other committees can provide opportunities for them. i.e. Social Justice ministry can support all social justice in the school.

Lots of dotted lines between school and parish goals; areas we decided to focus on are a dynamic interpretation of the strategic plan. We needed clarification of the governance of the school and we couldn't count on or retain people. This year, it's the path to excellence; the school delivers this and within the school there was a lack that we are fixing now. We need personnel to deliver the mission of the school.

This year, we need to make sure we make every attempt to have the pipeline of talent in our personnel.

There was lack of clarity for school and parish regarding the school budget. This is changing under the new administration.

Development falls under Financial Vitality pillar of the strategic plan. We need a couple people from the SB to be the liaison to the Parish Finance Committee and the Financial Vitality Committee.

Within a week, School Board will approve minutes and will review the 4 high-priority goals on a google-shared doc and indicate his/her interest in acting as a liaison between the School Board and the Committees.