



Lincoln Lutheran School Association Board of Directors
MEETING MINUTES
Monday, April 25, 2016 – 7:00 pm

Opening Devotion and Prayer – Rev. Gary Dunker

1. 7:02 pm – Recording of Members Present / Recognition of Guests
Present: Chris Blomenberg, Jill Fiddler,
..... Jason Leimbach, Bill Miller, John Roeber, Bryce Wendland
..... Gary Dunker, Scott Ernstmeyer
Absent: Cory Bergt, Matt Heibel
Guests: Lloyd Wagnitz
2. Agenda Review
 - a. Addition of Item 4j to Consent Agenda – Ratification of Electronic Action Concerning Contract Offer to Ben Brink
 - b. Addition of Item 7b – Request for Approval of Contract Offer to Tanya Winter
 - c. Motion by Bryce Wendland, second by Jill Fiddler to approve agenda as modified.
Motion carried.
3. Guest Comments – Lloyd Wagnitz
 - a. Mr. Wagnitz gave a preliminary report on the Gala, noting he will have final numbers to provide in a report for the May meeting.
 - b. Give to Lincoln Day is May 26 this year, with a goal of \$30,000. Mr. Wagnitz encouraged Board members to consider giving on this day to gain the match from the Lincoln Community Foundation.
 - c. Comprehensive Campaign Feasibility Study – Calls are being made to schedule appointments for constituents to meet with the Steier Group representatives. This week they are meeting with faculty, staff, Board members and LEF Trustees. A link to an electronic survey was sent to 1,020 constituent emails requesting their input.
4. Consent Agenda
 - a. Approval of Prior Meeting's Minutes – March 28, 2016
 - b. Approval of Financial Reports –
 - Financial Statement as of March 31
 - Account Balances as of March 31
 - c. Development Report
 - d. Principal's Report
 - e. Executive Director's Report
 - f. Congregational Reports – Faith & Messiah
 - Christ & Trinity reports moved to May meeting
 - g. Approve Amendments to Policy Manual Section 2 – Board Self-Governance
 - h. Ratification of Electronic Action Concerning Contract for Parking Lot Repair
 - i. Grant Peaceful Release from Call to Rebecca Owens
 - j. Ratification of Electronic Action Concerning Contract Offer to Ben Brink
 - k. Motion by Bryce Wendland, second by Bill Miller to approve Consent Agenda as presented.
Motion carried.
5. Board Education
 - a. Board Self-evaluation

- A self-evaluation survey will be forwarded to Board members late this week or early next week. We are asking Board members to complete the survey so results can be organized and can be reviewed at the May Board meeting.
 - A survey is also sent to Association Pastors and LLSA Delegates for their input.
 - Scott will complete his self-evaluation and the Board will review Scott's evaluation at the May meeting.
- b. Mission Directed Governance – Book study – Pages 121-135
- Focus on Questions 2 & 4 of Chapter 14
 - Focus on Questions 4 & 5 of Chapter 15
- c. Policy 5.1 – Accountability Reporting Policy – Initial Review
- This policy is in place as a requirement of Nebraska Policy for accredited schools. The Governance Committee did not identify any changes to the policy.
- d. Policy 5.7 – Fund Raising Policy – Initial Review
- Executive Committee, Development Office and Governance Committee have all reviewed the policy and discussed changes. The version presented this evening reflects input from the three groups.
 - Board members are asked to review Policies 5.1 and 5.7 and submit any suggested changes to Scott. If there are no significant changes, we will request approval of the policies via Consent Agenda at the May meeting.
6. Reports
- a. Executive Director – Strategic Plan
- See Executive Director Report
 - Science Renovation Project
 - Work is progressing well in the new Science classroom area.
 - Approximately 1/3 of the \$15,000 contingency has been allocated to date. This was primarily due to a decision to go to LED lighting in the new classroom area rather than the fluorescent that was in the original estimate.
 - Mr. Deeter and Mr. Ziems will move to alternate classroom space the first week of May, so preparation for demolition can be done. Demolition in the current Science rooms is scheduled to begin immediately after graduation.
 - We will work to finalize the list of equipment and supplies and get items ordered.
 - Christ Lutheran Building Plans
 - Potential Partnerships
 - Mr. Blomenberg provided an update on Christ's land purchase plans.
 - The Visioneering Group will do a final report to LL and the elementary principals early May.
- b. Executive Director - Other
- Treasurer's Report – March
 - End of Year Bonus Concept
 - There was no base salary increase for faculty this year. Based on current financial status, the Finance Committee believes we should be in a strong enough position to allocate an end-of-year bonus for faculty and staff.
 - On behalf of the Finance Committee, Scott will request the Board approve an end-of-year bonus to a maximum of 1.15% to be distributed if and when the Finance Committee feels it is appropriate. A 1.15% bonus would equate to approximately \$16,000 total.
 - Comprehensive Campaign Feasibility Study
 - Interviews with constituents begin Tuesday. Interviews will be conducted for the next four weeks. The first three weeks will be held at LL and the last week will be held downtown for constituents unable to come to the school for interviews.
- c. Principal
- Enrollment Status

- Current enrollment stands at 320, with 63 sixth graders. Matt has received a verbal commitment from AmVnX for two additional students, but we do not have paperwork yet.
- Financial Aid will be allocated the 2nd week of May, with notification going to families the third week of May.
- Staffing Status for 2016-17
 - Update on Contract Offer to Ben Brink – Mr. Brink declined our contract offer, stating he felt his strength was working with disadvantaged children and he wanted to work in a system with greater need.
 - Request for Action on Contract Offer to Tanya Winter
Mrs. Winter was interviewed last year, and has gained classroom teaching experience over this year. The interview committee feels she would be a good fit.

7. Action Items –

a. Authorization of Employee Bonuses

- Motion by Chris Blomenberg, second by Jill Fiddler that the Finance Committee be authorized to allocate employee bonuses up to 1.15% prior to the end of the fiscal year if they feel the financial position is strong enough to merit.
Motion carried.

b. Approval of Contract Offer to Tanya Winter to Serve as Business Teacher

- Motion by Bryce Wendland, second by Jill Fiddler to approve a contract offer to Tanya Winter to serve as Business teacher for the 2016-2017 school year.
Motion carried.

8. Discussion Agenda

a. No Discussion Items

9. Closed Session

a. No Closed Session Items

10. Closing & Adjournment – 8:15 pm

- a. Motion by Bryce Wendland, second by Chris Blomenberg to adjourn.
Motion carried.

Next Meeting – Monday, May 23 @ 7:00 pm