



Lincoln Lutheran School Association Board of Directors
MEETING MINUTES
Monday, October 24, 2016 – 7:00 pm

Opening Devotion and Prayer – 7:01

1. Recording of Members Present / Recognition of Guests

Present: Chris Blomenberg, Rev. Michael Brown, Jill Fiddler,
..... Treva Ptaschek, Bryce Wendland
..... John Roeber, Scott Ernstmeyer, Matt Heibel
Absent: Cory Bergt, Bill Miller
Guests:

2. Agenda Review

Motion by Bryce Wendland, second by Treva Ptaschek to accept the agenda as presented.
Motion carried.

3. Consent Agenda

- a. Approval of Prior Meeting's Minutes – September 26, 2016
- b. Approval of Financial Reports –
 - Financial Statement as of September 30
 - Account Balances as of September 30
 - Treasurer's Report
- c. Advancement Report
- d. Principal's Report
- e. Executive Director's Report
- f. Policy 5.15 – Emergency Succession
- g. Congregational Reports – Trinity, Faith

Motion by Bryce Wendland, second by Treva Ptaschek to approve the Consent Agenda as presented.
Motion carried.

4. Board Education

a. Policy 5.2 – Advertising Policy

- Scott gave an overview of the Advertising Policy. The policy outlines what types of advertising are appropriate in the school and at school events. Any advertising or promotion within the Lincoln Lutheran community must represent Lincoln Lutheran and the Church. The policy has been reviewed by the Board Governance Committee. Scott requested feedback from the group regarding questions or suggestions for the policy.

b. Teacher Mentoring and Accountability Partners

- Matt discussed the Belief Statement and gave an overview of the Teacher Mentoring and Accountability Partners process. There are four standards for teacher evaluation: Christian Character, Planning and Instruction, Professional Growth and Classroom Management and Assessment. Each standard contains goals and expectations for faculty. Accountability Partners have been established as a way for teachers to gauge how the four standards are being met. Teachers meet regularly with their partners to discuss challenges and provide encouragement and support for each other.
- The Teacher Mentoring program provides new teachers with resources to help with the transition into the school. New teachers are paired with more experienced teachers who can offer help and guidance. Teachers are paired by subject area if possible. New teachers meet as needed with their mentors to ask questions and get

suggestions. Mentors can observe a new teacher's classroom and provide feedback as to what they are doing well and ways they can improve.

5. Reports

a. Executive Director – Strategic Plan

- See Executive Director Report
- Strategic Plan Review
- K-12 Unified Brand
 - We met with pastors, lay leaders, congregation presidents, principals and recruitment coordinators from the Lutheran elementary schools to discuss a unified brand and what that will look like going forward. A presentation was given by the Aradius Group. The presentation included objectives, current audience, factors when selecting a school and perceptions of religious-based education.
 - The first year we will work on developing a recognizable brand for our schools including logo, tag line and website. The schools have committed \$12,000 per year. We will apply for a grant with the Mundt Foundation to fund next-level marketing.
 - We have asked Good Shepherd to be involved. Associate pastor Maronde was invited to visit the campus and sit in on classes at Lincoln Lutheran. We hope they will choose to be a part of the unified brand. Our goal is to have a framework that is consistent. We also want to bring in churches that don't have schools and reach out to all families and encourage them to be a part of the ministry.
- New Student Survey Results
 - Scott shared results from the New Student Survey. We had approximately 50% of the surveys returned, mostly from new 6th grade families. The group discussed the answers provided in the survey and the reasons families choose Lincoln Lutheran. The goal is to consult with the Aradius group and discuss how to position Lincoln Lutheran going forward.

b. Executive Director – Other

- December Board Meeting Date – December 19
 - Meeting would normally be held on December 26.

c. Principal

- Update on Salary and Benefits Study
 - Matt gave an update on his findings from the salary and benefits study. The group discussed how Lincoln Lutheran compares to other parochial schools and to Lincoln Public Schools. The standard salary chart was presented. Salaries increase with years of experience and as higher levels of education are achieved. Continued education is encouraged and tuition assistance is provided to teachers seeking advanced degrees. The Board discussed challenges and offered suggestions as to what they would like to see in the future regarding salaries. Request updates every couple of years to look at trends and make decisions going forward.

6. Action Items

a. Approval of Strategic Plan – 2016-17 Action

- Motion by Jill Fiddler, second by Treva Ptaschek to approve the Strategic Plan – 2016-17 Action.
- Motion carried.

b. Move December Board Meeting to December 19

- Motion by Bryce Wendland, second by Treva Ptaschek to change the December Board Meeting date to December 19.
- Motion carried.

7. Discussion Agenda

a. Dashboard

- Scott gave an overview of updates to the Dashboard made after the last Board meeting. The numbers for sports participation have been adjusted to include the cheer and dance teams. Enrollment projections for the next 4 years have been added to the Dashboard. These projections are based on the current enrollment in the Association elementary schools.

8. Closed Session

- a. 8:38 – Motion by Bryce Wendland, second by Jill Fiddler to move to closed session.
Motion carried.
- b. 8:44 – Motion by Bryce Wendland, second by Jill Fiddler to leave closed session.
Motion carried.

9. Closing & Adjournment – 8:44

Motion by Bryce Wendland, second by John Roeber to adjourn.
Motion carried.

Next Meeting – Monday, November 28 @ 7:00 pm