

REGINA INTER-PARISH CATHOLIC BOARD OF EDUCATION MEETING

TUESDAY, November 22, 2022

6:30pm Regular Board Meeting

**MPR**

*Vision: To foster excellence with faith, knowledge, and community*

**Regular Agenda**

- |   |            |
|---|------------|
| <b>I. CALL TO ORDER – Board of Education</b>          | 10 minutes |
| a. Opening Prayer                                     |            |
| b. Roll Call  |            |
| c. Chairperson Remarks                                |            |
| d. Approval of Minutes – October 25, 2022             |            |
| e. Approval of Agenda                                 |            |
| f. Open to the Audience                               |            |
| <b>II. NEW BUSINESS DISCUSSION</b>                    | 10 minutes |
| a. Presentation for Run for the Schools               |            |
| <b>III. OLD BUSINESS UPDATE</b>                       | 15 minutes |
| a. Update on 2 new ad hoc committees                  |            |
| b. Head of School search update                       |            |
| <b>IV. ADMINISTRATION REPORTS IN PACKET/QUESTIONS</b> | 10 minutes |
| a. Elementary   |            |
| b. Junior/Senior High                                 |            |
| c. Director of Teaching & Learning                    |            |
| d. Enrollment Report                                  |            |
| e. Business Office                                    |            |
| f. Religious Education                                |            |
| g. Foundation   |            |
| h. Boosters, PISA, Home & School – committee reports  |            |
| <b>V. CALENDAR AND DISCUSSION ITEMS</b>               | 0 minutes  |
| <b>VI. COMMITTEE REPORTS IN PACKET/QUESTIONS</b>      | 5 minutes  |
| <b>VII. CLOSING PRAYER</b>                            | 1 minute   |
| <b>VIII. EXECUTIVE SESSION</b>                        | 15 minutes |
| <b>IX. ADJOURNMENT</b>                                |            |

**INFORMATION PAGE**

**I. ENROLLMENT**

2022-2023 Month-by-Month Comparisons										
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
<b>Elem</b>	477	472	473	473						
<b>JR/SR</b>	363	365	364	364						
<b>PreK</b>	83	72	73	75						
2022-2023 Tuition										
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May/June
<b>Budget</b>										
<b>Elem</b>	\$2,321,044	\$2,451,864	\$2,449,628	\$2,459,708						
<b>JR/SR</b>	\$2,556,993	\$2,555,761	\$2,565,746	\$2,583,776						
<b>PreK</b>	\$358,500	\$27,354	\$57,004	\$109,494						

\*Partial Month

**I. UPCOMING DATES**

Thanksgiving Break	Nov 23-24		
Fall Play	Dec 2	7:00PM	Elem Gym
Fall Play	Dec 3	2:00PM & 7:00PM	Elem Gym
Fall Play	Dec 4	2:00PM	Elem Gym
Vocal Concert 7-12	Dec 7	6:00PM	
ACT's	Dec 10		
JH Dance	Dec 10	7:00PM	Elem Gym
Orchestra Concert 4-6	Dec 12	7:00PM	HS Gym
Band/Vocal Concert 5-6	Dec 12	7:00PM	HS Gym
Orchestra Concert 7-12	Dec 14	7:00PM	
Vocal Concert K-5	Dec 15	7:00PM	HS Gym
Christmas Break	Dec 22-Jan 4		
Dance Winter Formal	Jan 7	8:00PM	Elem Gym
Speech/Debate 7-12 Conference	Jan 14	9:00AM	Off Site
Dance Marathon	Jan 15	1:00PM	Elem Gym
Inservice-No Classes	Jan 16		
Speech Districts Large Group	Jan 21		

**II. PRAYER SERVICE/MASS SCHEDULE**

Prayer Service K-6	Nov 28	2:30PM	Elem Gym
Prayer Service 3-6	Nov 30	8:30AM	Elem Gym
Reconciliation 3-6	Nov 30	9:15AM	HS Gym
Prayer Service 7-12	Nov 30	2:30PM	HS Gym
Adoration	Dec 2	8:15AM	Chapel
Prayer Service K-6	Dec 5	2:30PM	Elem Gym
Mass K-12 Immaculate Conception	Dec 8	9:30AM	HS Gym
Prayer Service K-6	Dec 12	2:30PM	Elem Gym
Prayer Service 7-12	Dec 14	9:00AM	HS Gym
Prayer Service K-6	Dec 19	2:30PM	Elem Gym
Prayer Service 7-12 Christmas Basket	Dec 21	11:00AM	HS Gym
Mass K-6	Dec 21	2:00PM	Elem Gym

	Adoration	Jan 6	8:15AM	Chapel
	Prayer Service K-6	Jan 11	2:30PM	Elem Gym
	Prayer Service 7-12	Jan 18	2:30PM	HS Gym
<b>III.</b>	<b>Holy Days</b>			
	Immaculate Conception	Dec 8		
	Christmas	Dec 25		
	Solemnity of Mary	Jan 1		

REGINA INTER-PARISH CATHOLIC BOARD OF EDUCATION MEETING  
Tuesday, October 25, 2022  
REGULAR MEETING MINUTES

- I. Call to Order – 6:35 PM
  - a. Opening Prayer by Fr. Adam
  - b. Roll Call – (absent members in parenthesis):
    1. Anne Adam, Fr. Adam, (Fr. Beckman), Julie Beard, Chris Clark, Andy Cutter, Lisa Dutchik, Lisa Gumper, Todd Kopecky, Amy Lynch, Ron Udell, Fr. Sia, (Angela Villhauer), Ryan Wade, Jason Wagner, Alaina Welsh, Fr. Witt.
    2. Ex-Officio Members Present –  
Celeste Vincent, Glenn Plummer, Kelly Starr, Vanessa Kelley, Kecia Boysen, Pam Schowalter, Carolyn Brandt, Taylor Hotek, Julie Rhomberg, Michelle Goldsmith, Alan Opheim
  - c. Chairperson Remarks – by Andy Cutter  
Special welcome to Lynne Devaney
  - d. Approval of Minutes –
    - o Approve September 27, 2022 –Regular Meeting Minutes.  
Motion to approve by Fr. Witt. Second by Clark. All in favor
  - e. Approval of Agenda –
    - o Motion to approve the Agenda made by Clark. Second by Fr. Witt. All in favor.
  - f. Open to the Audience – NONE
- II. NEW BUSINESS DISCUSSION –
  - a. Teacher and staff benefits. Discussion to establish a sub-committee to explore teacher and staff benefit options for both retention and recruitment. This committee will be limited in duration, from November 2022 through February 2023. The committee will present to the BOE at the March 2023 meeting. Please submit nominations for committee membership to the executive team email by 5 PM this Friday. Please include a brief description of the nominee’s qualifications. The executive team will review nominations and select a manageable and representative number of members. A sub-committee chair will be appointed by the BOE Chair.
  - b. Head of School Search Committee. Discussion to establish a sub-committee to lead the search for a permanent Head of School. This committee will also be limited in duration, from November 2022 through Spring 2023. The committee will provide regular updates to the BOE via email and meetings. This sub-committee will work with Lynne Devaney throughout the process. Please submit nominations for committee membership to the executive team email by 5 PM this Friday. Please include a brief description of the nominee’s qualifications. The executive team will review nominations and select a manageable and representative number of members. A sub-committee chair will be appointed by the BOE Chair. Timeline expectation is to advertise November and December

and interviews in December and January. This sub-committee will work through and coordinate the various steps in the process including posting of the position, job description, vetting, interviews, community meetings, faculty and administration meetings, etc. The Executive team will provide some additional framework to help facilitate the sub-committee's work.

III. OLD BUSINESS DISCUSSION – NONE

IV. ADMINISTRATIVE REPORTS – see BOE packet

a. Elementary Report – Additional comments by Mrs. Vincent:

1. Very rewarding to be engaged in instruction and planning.
2. The “COVID gap” for Regina students is smaller than the average.
3. Conferences the first week of November.
4. CPR and ALICE training for teachers at yesterday's in-service.
5. Mrs. Rhomberg commented on the joy of teaching again!

b. JH/SH Report – see BOE packet. Additional comments by Mr. Plummer:

1. Junior and Senior Service Day last Friday. No reported injuries.
2. Safety training with the Iowa City Police yesterday helped to identify some areas to be targeted for improvement.
3. Building leadership is working on a policy for the uniformity of treatment of late work or assignments for all teachers to follow.

c. Director of Teaching & Learning – See BOE packet. Comments by Kelly Starr

1. Digging into the results of recent teacher surveys.
2. Working to establish on-site instruction for ESL students. The on-line option through the Iowa City Public Schools is not support our students adequately.

d. Enrollment Report – See BOE packet. Comments by Pam Schowalter.

1. Pam has visited 25 preschools and daycares recently, with seven more scheduled this week.
2. 50% of our kindergarten students come from somewhere other than our preschool.
3. Student from Kenya just got visa approved and two Chinese students will start at Regina in January.

e. Business Office – See BOE packet. Comments by Alan Opheim

1. Things are going smoothly and are in more of a routine.
2. Budgeting process and discussion will begin in earnest at the Finance Committee meeting in November.

f. Religious Education –See BOE packet.

g. Regina Foundation – See BOE packet. Comments by Boysen

1. Two estate gifts. One from Mary Hurt and one from Robert Dostal.

h. Boosters, PISA, Home & School – See BOE packet.

V. CALENDAR & DISCUSSION ITEMS-

- a. Reminder that all pastors and BOE members are invited to attend the budgeting discussion at the Finance Committee meeting next month.

VI. COMMITTEE REPORTS – See BOE packet

- a. Reminder to all committee chairs to provide a report each month to Michelle Winders for inclusion in the BOE packet. Even if your committee did not meet, indicate such and summarize the plan for the next meeting and/or include a reminder on what is currently in process for the committee.
- VII. MEETING SCHEDULE – check with committee chairs to confirm.
  - VIII. CLOSING PRAYER – by Fr. Witt
  - IX. EXECUTIVE SESSION – 7:37PM
    - o Motion to enter Executive Session by Kopecky. Second by Udell. All in favor
  - X. Open Session – 9:51 PM
    - o Motion to go back into open session made by Fr. Adam. Second by Fr. Witt. All in favor.
    - o Motion to approve basketball coaching contracts submitted by Glenn Plummer and Taylor Hotek. Motion made by Clark. Second by Lynch. All in favor. Contracts included the following:  
 Mary Rogers - Head Girls basketball  
 Jordyn Lehman - Asst Girls basketball  
 Kevin Kahler - 7th grade Girls basketball  
 Andrew Meister - JV Girls basketball  
 Ryan Wade - 8th Grade Girls basketball  
 Barry Lehman - Head Boys basketball  
 Stephen Christopherson - JV Boys basketball  
 Dylan Klynsma - 9th Grade Boys basketball  
 Ryan Wade - 7th Grade Boys basketball
    - o Motion to approve the hire of Jim Wichman. Mr. Wichman’s contract for employment will be limited in duration and he will not be in a position of authority or decision making while under this contract. The intent of Mr. Wichman’s employment is to provide coaching and professional development to the administrative team including facilitating communication and teamwork. Mr. Wichman will assist the administrative team in their efforts to work within the revised administrative structure and prepare for the eventual inclusion of a new Head of School. Motion made by Udell. Second by Fr. Witt. All in favor.
  - XI. Adjournment – 9:54 PM
    - o Motion to adjourn by Clark. Second by Fr. Witt. All in favor

Respectfully Submitted by  
 Alaina Welsh, BOE Secretary

**REGINA ELEMENTARY  
BOARD REPORT  
November 2022**

Wishing all board members, a wonderful Thanksgiving with family, a blessed Advent season, a Merry Christmas and a new year filled with much joy. Thank you for your service to Regina Catholic Education Center.

**FACILITATOR OF FAITH COMMUNITY**

UPCOMING RELIGIOUS CELEBRATIONS:

Tuesday, November 22, 9:30, K-12 Thanksgiving Mass

Monday, November 28, 2:30, K-6 Advent prayer service

Wednesday, November 30, 8:30, 3-6 Reconciliation prayer service, Receive at 9:15

Monday, December 5, 2:30, K-6 Advent prayer service

Thursday, December 8, 9:30, K-12 Immaculate Conception Mass

Monday, December 12, 2:30 Advent prayer service

Monday, December 19, 2:30 Advent prayer service

Wednesday, December 21, 2:00, K-6 Mass

ADVENT:

We will be having weekly prayer services for the Advent season on each Monday of December. Teachers also plan special activities in their classrooms.

Our Advent theme is Jesus is the Light of Our World

UPCOMING SERVICE PROJECT:

November- Food for the Crisis Center

December- Toys for Tots

**STANDARD #1 - VISION**

STANDARDS' WORK- Grade level teams met this month with Andrea Compton, AEA Literacy consultant, for continued standards' work. Teams are doing detailed work, which includes meaningful discussion about instruction.

FAST TESTING-Our overall student performance on this particular fall literacy assessment showed that majority of our students and grade levels are doing well and above the expected benchmark for this first testing period.

KINDERGARTEN ROUND-UP: Admissions and administration met to start planning all the details leading up to this important night on February 16<sup>th</sup> at 6:00p.m.

POWER SCHOOL: Behind the scenes work is being done in the Power School Information System. Our tech director attends weekly meetings with the superintendent and office personnel are doing data entry as needed. There are recorded meetings available to all data entry staff for general topics, but we will have our own targeted meetings with goals for our personnel now and up to Christmas break.

## **STANDARD #2 - CULTURE AND INSTRUCTIONAL PROGRAM**

MUSIC/BAND/ORCHESTRA PERFORMANCES:

The K-5 musical will be held on December 15<sup>th</sup> at 7:00p.m.

The 5th and 6th band, 6<sup>th</sup> vocal, and 4-6 orchestra students will perform on Monday, December 12 at 7:00 p.m.

PARENT-TEACHER CONFERENCES:

Conferences were held November 3rd and 4th. We had high attendance rates. We are following up on families that were unable to attend.

## **STANDARD #3 - MANAGEMENT**

PRESCHOOL:

We are grateful to Chris Burns for her service to our center. Chris is resigning her position as the Director of our Early Learning Childhood Center. Her last day is November 18<sup>th</sup>. Working collaboratively with Director of Instruction on filling this opening.

ELL:

Instruction was successfully transferred from online to in-person beginning Monday, November 14<sup>th</sup>. We thank Elaine Abdel Malek for taking on this important role. We are grateful to our student service team for reworking schedules again to make this happen.

## **STANDARD #4 - COLLABORATION**

STAFF APPRECIATION:

Staff Appreciation Week was a great success. Regina Elementary wants to thank all of the volunteers from Home and School. We truly feel appreciated and supported.

BOOK FAIR:

Home and School sponsored a wonderful elementary book fair during November. A huge thank you to Megan Schnoebelen and our Home and School parents for their efforts with this fundraiser.

We thank the volunteers who helped run the cash register, set-up books, and provide other support to the book fair. The last meeting was held on November 10. The next meeting will be on January 5, 2023.

ADMINISTRATIVE TEAM:

The administrative team continues to meet weekly to discuss our center issues, priorities, and calendar items. Jim Wichman, the consultant, has joined us for one of those meetings. He has also had the opportunity to have individual meetings with center staff to get to know more about Regina.



## **STANDARD #5 - ETHICS**

### **EVALUATION:**

The administrators are continuing to work on formal observations for on-track staff members.

### **PROFESSIONAL INSERVICE:**

Teachers are participating in standards' work and tech sessions with AEA each month as a team.

## **STANDARD #6 - LEARNING COMMUNITY**

VETERANS' DAY- We send out a congratulations to Mrs. Summer Knight and our sixth grade learners. They created a patriotic Veterans' Day gathering. They researched about veterans, created slide shows of historical facts, and invited veterans in to join us. We had a World War II vet who was able to join us.

CHOCOLATE SALES- We are appreciative of all our students and families who worked hard to support our school with chocolate sales. We are grateful for the chocolate planning committee. This year was a new "all time" record at Regina. Students had \$90,240 in sales and raised \$46,561 for our school.

### **NO CLASSES**

December 22 – January 4  
January 5, 2023

Christmas Break  
Classes Resume

## **ENROLLMENT SUMMARY**

K=65

1=55

2=62

3=69

4=68

5=78

6=76

Total = 473

**Regina Junior-Senior High School  
Board Report  
November 2022**

**Principal as Spiritual Leader**

1. The Christmas Basket project is underway. The students and staff will be helping 16 families this year. Please contact Mrs. Conlon if you wish to help or make a donation.
2. Planning and organization is underway for the KAIROS retreat that will be March 2-5.
3. We purchased 2023: A Book of Grace-Filled Days by Loyola Press for all staff. The book is a daily devotional that includes major feast days, saint commemorations, readings from Scripture of the day, and a reflection.
4. Upcoming celebrations:
  - 11/18: K-12 Mass with Bishop Zinkula @ 9:30
  - 11/22: K-12 Thanksgiving Mass @ 9:30
  - 11/30: 7-12 Advent Prayer Service @ 2:20
  - 12/2: Eucharistic Adoration (8:00-3:30)
  - 12/8: K-12 Immaculate Conception Mass @ 9:30
  - 12/14: 7-12 Prayer Service & Reconciliation @ 9:00
  - 12/21: 7-12 Christmas Basket Prayer Service @ 11:00

**Principal as Instructional Leader**

1. The Iowa Statewide Assessment of Student Progress (ISASP) is required for nonpublic schools and will be administered the week of March 27.
2. First Semester assessments will be held January 12-13. The tentative schedule is attached.
3. Departments will begin reviewing and updating their parts of the course description guide for next school year.

**Principal as Administrator**

1. The Consolidated Accountability and Support Application (CASA) Desk Audit is due 12/15.
2. Fall BEDS was completed the first week of November.
3. Enrollment Summary (11/15)
  - 7<sup>th</sup> – 79
  - 8<sup>th</sup> – 66
  - 9<sup>th</sup> – 56
  - 10<sup>th</sup> – 61
  - 11<sup>th</sup> – 58
  - 12<sup>th</sup> – 44
  - Total – 364

**Principal as Communicator**

1. The Senior Citizen Thanksgiving Dinner was held on November 15. The National Honor Society members served Thanksgiving lunches to over 120 senior citizens.
2. Thank you to Home & School and all of the parents who volunteered or donated to make Teacher and Staff Appreciation Week so great.
3. Letters went home to the parents/guardians of students who qualified for the Belin Blank Talent Search. This year we had 33 7th and 8th grade students qualify for the search. A student must score in the Advanced proficiency range in any subject area on the ISASP in order to qualify for the search.

**Semester Assessment Schedule  
Regina Junior-Senior High School  
Jan. 12-13 (A Day all days)**

**Teachers not giving a final exam are expected to have an educational activity planned for the testing period.**

**Thursday, 1/12**

8:15 – 9:30	1 <sup>st</sup> Period Classes
9:40 – 11:00	3 <sup>rd</sup> Period Classes
11:10 – 12:25	5 <sup>th</sup> Period Classes
12:25 - 12:50	Lunch (A & B)
12:55 – 2:10	7 <sup>th</sup> Period Classes

**Friday, 1/13**

8:15 – 9:30	2 <sup>nd</sup> Period Classes
9:40 – 11:00	4 <sup>th</sup> Period Classes
11:10 – 12:25	6 <sup>th</sup> Period Classes
12:25 - 12:50	Lunch (A & B)
12:55 – 2:10	8 <sup>th</sup> Period Classes

**\*\*Students reporting late to a testing period will not be given additional time\*\***

Students need to make arrangements for transportation in order to leave school immediately after their last testing period or test make-up period. The exception will be students who use busing to get home. Those students should report to the Events Entrance until the end of the school day.

All students are to be in their scheduled classes. All students may leave campus during their study hall.

B Day classes should assess prior to the Semester Assessment Dates.

**Director of Teaching and Learning**  
**Kelly Starr**  
**November 2022 - Board Report**

**EARLY CHILDHOOD CENTER:**

Due to the resignation of our Early Childhood Center Director, more time and hands-on work has taken place in the preschool. Currently, Celeste and I are working on next step plans regarding a possible interim director. In addition, we are evaluating the current programming and immediate action steps to keep the transition to the new director smooth. The position has been posted and interviews are currently being scheduled.

**TEACHER FEEDBACK:**

A second round of surveys will be conducted with the remaining teachers by the end of this month. The purpose of collecting feedback is to identify strengths and areas of growth as it pertains to teacher retainment, our professional learning environment, and systematic considerations for improvement.

**PROFESSIONAL DEVELOPMENT PLAN UPDATE:**

Administrators are collaborating on a shift of plans related to our instructional work. Evaluation of the current trajectory has taken place and recommendations for improvement are being considered. Our goal is to have a realigned professional learning plan for the second half of the school year that is more aligned to needs within each side of the building.

**ASSESSMENTS:**

Students in grades two-six have been administered the FAST Math assessment in computer class over the last two weeks. The purpose of this screener was to determine possibilities of this assessment tool being utilized in the future. Analysis will take place regarding whether there are useful data points that may assist teachers in identifying areas to support students.

**ENGLISH LANGUAGE LEARNING PROGRAM:**

Eliane Abdel-Malek has been established as our K-12 onsite EL instructor. She was hired this year as an elementary resource teacher. Due to an increase in Title funding through ICCSD for our Title teacher, we were able to shift student rosters and free up time on her schedule to support our EL students. Mrs. Abdel-Malek served as an EL teacher in Jordan prior to joining us at Regina this school year. She began servicing students onsite on Monday, November 14.

**TECHNOLOGY PROFESSIONAL LEARNING:**

Teachers met with Grantwood AEA Technology Support, Gina Rogers this month to continue work on their technology goals established at the start of the school year. Gina is meeting teachers in small groups to provide feedback and support regarding their technology needs. Teachers have relayed positive feedback regarding the individualized learning mode. As we continue through the year, the plan is to have teachers share out what new tools they have used and how it went in their classroom.

**ISASP DATA:**

A new data template is being used to disaggregate our systematic ISASP data. My goal is to provide a meaningful tool to administrators to show progress, strengths, and areas of improvement based on ISASP testing. More information to come.

**AEA PLANNING MEETINGS:**

Collaborative meetings have taken place with all content area specialists at Grantwood AEA to gather input and feedback regarding progress on curriculum mapping. Individual plans are being established based on the various needs of the diverse content areas. Monthly meetings will continue to ensure alignment with our system goals and the support being provided by the AEA.

**Admissions  
Pam Schowalter  
November 2022 Board of Education Report**

**Enrollment Numbers for the 2022-2023 school year (this is a fluid document)**

K	1	2	3	4	5	6	7	8	9	10	11	12	Total
65	55	62	69	68	78	76	79	66	56	61**	58***	44***	837

**New students to Regina 22-23**

K	1	2	3	4	5	6	7	8	9	10	11	12	total
65	5	4	3	5	1	7	10	4	4	2	5	0	50+ K

\*International

2022-2023—Elementary K-6: 473 students  
 Jr./Sr. High 7-12: 364 students  
**Total: 837 students**

2021-2022—Elementary K-6: 482 students  
 Jr./Sr. High— 7-12: 352 students  
**Total: 834 students**

2020-2021—Elementary K-6: 467 students  
 Jr./Sr. High 7-12: 349 students  
 Total: 816 students

2019-2020--Elementary K-6: 458 students  
 Jr./Sr. High 7-12: 341 students  
 Total: 799 students

**Recruitment:**

Preschool

2022-2023 preschool: 73 students--3 classrooms  
 2021-2022 preschool: 61 students—3 classrooms

New students—we have a 9<sup>th</sup> and 11<sup>th</sup> grade student shadowing this week. We also have a current application for a potential new 9<sup>th</sup> grader to start this year.

Tours—Tours continue—we are now accepting applications for the 23-24 school year, as well as our current school year.

Student Ambassadors will be ringing bells for the Salvation Army on December 1<sup>st</sup> on First Avenue from 3:00-5:00 PM. On December 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup>, Student Ambassadors will usher and greet at Regina’s school play. Also, December 3<sup>rd</sup> Ambassadors will assist Pisa with Greenery Distribution.

Kindergarten—Kindergarten Round Up will be held on February 16<sup>th</sup> starting at 6:00 PM. Elementary administrators, marketing and admissions are working together on this event.

Class of 2036 t-shirts have been ordered and delivered for this event.

Parish Insert went to our parishes for the weekend of November 12<sup>th</sup> and 13<sup>th</sup>. We want to thank our parish partners for their continued support.

**RETENTION:**

ALL Regina Families received a Thanksgiving card from us.

Prospective Families all received a Thanksgiving card from Regina.

Parent Ambassadors--All of our 1<sup>st</sup>-12<sup>th</sup> grade new families have been paired with a seasoned Regina Family. Each month, the Parent Ambassadors will receive talking points from the Admissions Office to share Regina Happenings with our new families.

**Business Office**  
**Alan Opheim**  
**November 22, 2022 Board Report**

Below are a couple of bullet points for your information since my report last month.

- The best news is that a new Director of Finance has been hired and is scheduled to start December 5, 2022. Kady Hall is excited to rejoin the Regina Family. She is a graduate of Regina, and have worked in several businesses in Eastern Iowa. Kady has a total company view of accounting and understands how to blend finance needs with those of operations. I will continue in a part time capacity as long as Kady and Michelle W want. There are several projects that we have already discussed that I will see to a reasonable conclusion, with Kady and Angela's oversight, and will likely have some hours through the completion of the fiscal year 2023 financials. As I have told many, including Kady, I'm here to facilitate the transition, not to get in the way. While eager to help, I'm also ready for a few extra hours in my "retirement time slot".
  - Jess, Michelle W, and I will be working together to bring Kady on-board as seamlessly as possible, while maintaining the history files from both my early records and Marilou's.
  
- Finance Committee
  - As noted previously, the Finance Committee was not able to meet on our normal date. The next meeting will be in one week, November 29, 2022 at 4:30 in the HS Media Center.
  - An agenda has not been prepared at this writing, however, the generic topics will be 2023-24 Tuition and Budget FY 24.
  
- My main points of emphasis this month have been:
  - Payables to our vendors
  - Assisting others with their questions on a variety of topics
  - Committee Involvement – Finance (budget prep) and Policy
  - STO – Student Tuition Organization of Southeast Iowa ([www.stoseiowa.org](http://www.stoseiowa.org))
    - From their website -- An STO (School Tuition Organization) is a charitable organization that receives contributions from Iowa taxpayers and allocates those contributions, in the form of tuition grants, to Iowa school children. STO grants give the gift of school choice to families who otherwise could not afford the tuition at a nonpublic school. Donors enjoy a **75% Iowa income tax credit** and a federal tax deduction (if they itemize deductions). Contributions to the STO of Southeast Iowa may be restricted by the donor to one or more of the schools we serve.
    - As of this writing, we are at approximately 30% of our goal as assigned by the STO, yet we have taken the donor base from last year's 13 donors to over 30 this year.
    - In recent years, we have been the recipient of large donations to the STO in Regina's name, however, those sources are not likely for this year, especially in the amounts previously donated.
    - We have been running spots in the Regina Weekly for several weeks. We have, or will be, running spots in the Parish bulletins. The Catholic Messenger has been running full page ads for the entire STO in recent weeks.
    - I have reached out to the three most recent large donors, to other donors based on the last 2 years of activity, and to several who have helped solicit donations in the past.
    - Past history has shown that the most prolific donors are those that have been reached by individual contacts, not bulk spots.
      - PLEASE – If you know an individual or a corporation that could use an Iowa Tax Credit, send them my way or to the STO website listed above. Thank you.

**Regina Tri-Parish Religious Education  
Board Report  
November 22, 2022**



October 26, 2022

- 4<sup>th</sup> grade did a Saint project.

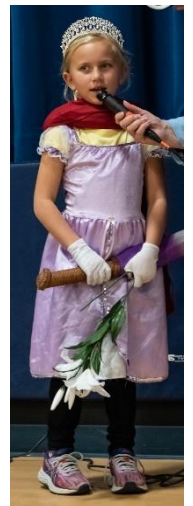
November 2, 2022

- K-6<sup>th</sup> had our All Saints Celebration!!
- The students were awesome in their Saint outfits!!



November 9, 2022

- 5<sup>th</sup> and 6<sup>th</sup> graders had a Mass with Father Gary Beckman



November 13, 2022

- 7<sup>th</sup> and 8<sup>th</sup> graders reviewed the Sacraments they had talked about.
- They discussed Advent

November 16, 2022

- 2<sup>nd</sup> grade had a visit with Father Joseph Sia.

Carolyn Brandt, Director  
Regina Tri-Parish Religious Education



**Regina Foundation**  
**Kecia Boysen - Executive Director**  
**Monthly Report**  
**11/15/2022**

**Capital Campaign Totals (as of 11/11/2022)**

Remaining original cash pledges to be fulfilled:	\$0
Cash on Hand:	(\$1,162)
Continuation pledges to be fulfilled (7 donors):	\$31,500
Continuation lead pledge/new Pre-K pledge to be fulfilled (1 donor):	\$443,400
<b>Total:</b>	<b>\$473,738</b>

\*total reflects \$136,595 (60 donors) written off (1.47% of total raised)

***Pride in Our Past, Building the Future* Capital Campaign goals/totals:**

- **Original goal (October 2016): \$5,995,000 - total raised \$4.85 million\***
- **Revised campaign goal (August 2019): \$7.8 million**
- **FINAL TOTAL of campaign funds raised (August 2022): \$9.16 million**

\*source: campaign literature (Foundation website timeline: June 2017 - \$4.3 million raised)

Two capital campaign invoices totaling \$155,544 remain to be reimbursed to the school.

**2022-2023 Excellence Fund**

- Excellence Fund total as of 11/11/2022: \$134,709
- Last year at this time: \$77,824

**EF year-end timeline:**

- Week of November 14 – Year-End mailing
- Thursday, November 24 – Thanksgiving email/FB post
- Tuesday, November 29 – Giving Tuesday email/FB post
- Monday, December 5 – Foundation Christmas card mailing to major donors
- Friday, December 9 – Year-end email #1
- Wednesday, December 21 – Year-end email #2
- December, 28, 29, 30, 31 – Last 4 Days Campaign

**Committee Meetings**

- Stewardship Committee – TBD
- Development Committee – Next Meeting: TBD in December
- Foundation Executive Meeting - Next Meeting: 10 a.m., Wednesday, December 14
- Foundation Board Meeting –Next Meeting: 4:30 – 5:30 p.m., Tuesday, December 20

**Other**

- Visibility in the Regina community (goal = at least 2 events per month) – November: 2 (All Saint’s Day Mass, 11/1; Staff Appreciation Week, 11/7-11/11))
- The Foundation recently received significant bequests from long-time donors Mary Hurt and Robert Dostal. Mary passed away on Monday, August 8 gifting \$20,995 to the Foundation (received 10/28) to be directed to an endowed scholarship in her name. Robert passed on Sunday, October 16, leaving a \$265,015.88 bequest (received on 11/7). Both were good friends to Regina and named the Foundation as beneficiaries of their life insurance/annuities.

- The *Impact Report* began to hit mailboxes on 10/29/11. We have received a great response to this year's issue. Thanks to Shelley for all her hard work and design talents in putting together another outstanding publication.
- ***Regal Eats...Cooking for a Cause*** was held on Saturday, November 5 from 5:30 to 8:30 p.m. at Pleasant Valley Golf Course. The venue was changed due to a conflict with the original location. 13 chefs participated in the event and 95 attended the night of. An additional \$6,700 was donated to the cause through sponsorships and by those unable to attend. Total raised: \$16,838

**Upcoming Events/Important Dates**

- Regina Gala – Saturday, February 4, Courtyard by Marriott University Heights
- Memorial Mass – Wednesday, April 26
- Grandparent's Day – Friday, May 5
- 2023 Scholarship Recognition – Wednesday, May 17
- Class of 2023 Graduation – Sunday, May 21

**Regina Athletic Booster Club Meeting**  
**Wednesday October 12th,2022 at 6:00 PM**  
**Location: Regina High School Media Center**

Prayer/Attendance: Sean Beard Myrna Boyle, John Crane, Annie Gavin, Ed Hinkel, Keely Hinkel, Betsy Hoffman, Taylor Hoteck, Erin Litton, Amy Mills, Molly Peterson, Zach Ries, Chase Stafford, and Hilary Wilken

**Reports:**

AD-Taylor Hoteck:

Things are going well. Jr High Wrestling and Girls basketball will be starting up in the next couple of weeks. Fall sports wrapping up our Boys Cross Country came in 3<sup>rd</sup> and Girls came in 5<sup>th</sup> at districts. They will have a meet on Tuesday at Kickers. Volleyball will be playing at Bellvue. Football will be at Durant this Friday, this will decide if we are 3<sup>rd</sup> or 4<sup>th</sup> in the conference.

Discussion before Treasurer update, state winners will get a team meal from the Boosters.

Treasurer-Myrna Boyle:

Chili supper made \$1,500 with no expenses thank you to The Hoffman's for donating the food. Strong concession and spirit store income so far.

President-Sean Beard:

No comments will go over in sections for the rest of the meeting.

Wrestling Coach- Zach Ries:

Wrestling program is starting to get active. Host a bags tournament on November 5<sup>th</sup>. Starting the youth program again on October 24<sup>th</sup>, they can do a whole or partial season. Online store will be going live tomorrow and close on October 26<sup>th</sup>. Boosters will add the youth wrestling program to the next newsletter. New website regalwrestling.com will be used for communication, registration, students bios, videos of highlights, and more. Hoping to have 20 out this year. Will be having a girls wrestling program, they will practice with the boys.

Assistant Football Coach-Ed Hinkel: Jr High football is undefeated going into their last games. After the game on Friday we will know if we are 3<sup>rd</sup> or 4<sup>th</sup> and playoffs announced on Saturday.

**Old Business:**

Review/approval of minutes from September 14th, 2022: Any questions or comments? Sean Beard made a motion to approve, Erin Litton second, all in favor, motion carries.

Volunteers and Committees:

Committee updates were emailed before the meeting. Molly Peterson and Hilary Wilken will be co-chairing the Blackstone event we are looking to host on December 29<sup>th</sup>. Betsy Hoffman will send out the information to the Booster parent reps once we get a full list. Keely Hinkel is going to work on a Canva, so Annie Gavin can send out to the teachers.

Memorial Stones:

We are waiting for the company to get back to us on a quote. Once we do we will order Brendan Fishers and Coach D's. We will also do a sign outside the gym possibly with the extra money we will have after the stone is done.

**New Business:**

Winter Sports Asks:

Girls basketball (pennies, cones, and practice balls)-\$300

Boys basketball (all sports can use, spotlight)- \$1,285

Wrestling (3 bikes, 2 rowing machines, 4 Bulgarian bags)-\$5,400

Sean Beard made a motion to approve, Molly Peterson seconded, all in favor, motion carries.

Junior High is in need of new basketball uniforms. Keely Hinkel will get with our vendor on pricing and turn around time.

Concession Coordinator/Committee

After years of service Amy Mills is stepping down from running concessions. We will be putting together a committee for this. Hilary Wilken is going to be the one for step up and finding a group of volunteers to do the early shifts and get them trained. Molly Peterson is going to work with Carolyn on the Sign Up Genius. We are in talks with someone about doing the inventory and ordering for the concession stand.

Sean would like to have the sales for the concession stand go through the iPads for inventory and tracking. There are mixed opinions on the board of whether we should or not. We will be doing a soft roll on the concessions this winter. Hilary was talking about doing a picture system to scan. We might need to add an extra to the volunteers for winter sports. We would like to have a way on the Sign Up Genius to possibly note if they are a new volunteer or not. We will need to train them or have specific instructions in the concession stand to run the iPads.

New Member

Dan Hartlzer to join the Booster Club.

Sean Beard made motion to approve, Ed Hinkel seconded, all in favor, motion carries.

November Meeting

November 9<sup>th</sup> at 6pm is the winter sports meeting which conflicts with our meeting time. We will move our meeting to 7pm that evening.

No other business, Sean Beard makes a motion to adjourn, Betsy Hoffman second, all approve, motion carries.

**Regina Catholic Education Center  
Catholic Identity Committee  
Meeting Minutes  
November 15, 2022**

Attendees: Ellen Abusada, Shelly Conlon, Kimberly Cronk, Anna Daniel, Lisa Dutchik, Lisa Gumper, Debbie Hellwig, Julia Loening, Christine Ney, Fr, Joseph Sia, Matt Staab, Katherine Weiner, Stephanie Zeising

Father Joseph Sia opened the meeting with a prayer at 5:30 p.m. Committee Chair Lisa Dutchik reminded the group that her board term was ending and Lisa Gumper would continue as Committee Chair. Lisa Gumper assumed the Chair and asked for introductions. It was noted that St. Thomas More was not represented among members; it was suggested that we might look for new committee members from the parish. Lisa D. suggested a volunteer should take minutes; Katherine Weiner agreed to take this role.

While we wait to see the Strategic Plan Goals, Lisa G. suggested the group might continue to work within the confines of the committee description in the Regina Bylaws, "The primary function of the Catholic Identity Committee is to create ways to strengthen and promote the Catholic identity of both curricular and non-curricular activities."

Father Joseph Sia noted that he would like to see work toward improved alumni relations. Lisa G. reported that she had learned 86% of current students are Catholic. This statistic speaks to the importance of a strong Catholic identity of the campus. Lisa G. noted she would like to see Regina graduates leave with an understanding of how their Catholic faith is entwined in their whole lives.

Julia Loening brought to the committee the suggestion of a sisterhood coming to the school to fill the head of school position. She had reached out to a few. The Dominican Sisters of Mary had gotten back to her with the response that they would need to be invited. It was not known if this was a consideration. It will be asked at the of the search committee. It was noted that the Sisters of Mother Mary of the Eucharist produce the Truth in the Heart catechetical series for EWTN.

There was discussion about Regina curriculum. Debbie Hellwig asked about Regina's adherence to the diocesan standards for Catholic Identity. Shelly Conlon reported that all new textbooks are purchased from the list of approved texts. Matt Staab asked about the feasibility of having a staff member with a theology degree. The cost was noted to be a factor. It was noted that most theology teachers in the Jr/Sr High school are hired primarily for another subject. It was noted that religion is taught by a nun and a priest at Assumption High School in Davenport.

There was a discussion of arts and environment. It was understood that Annie Gavin may be willing to provide assistance with artwork. Anna Daniel stated a school-year-end intention of the committee had been to re-evaluate all common area art. It was noted that the Faith pillar is absent from the six pillars near the cafeteria. Any change in artwork would need to follow a proper chain of command for approval. A discussion of exterior decoration for liturgical seasons took place. Some research into the storage and proper installation of existing decorations will be necessary. Scott Nibaur may be able to help. Katherine Weiner asked about the possibility of a light projection display. Kim Cronk suggested her husband might be interested in helping with exterior decor.

There was some discussion of Mass attendance. Elementary Masses see greater parent participation. There was a discussion about offering more on-campus opportunities for reconciliation, perhaps quarterly instead of twice yearly (Advent and Lent). Perhaps some of the retired priests could help.

There was discussion of the Parish Partner program. Perhaps deacons could be involved in this program, as well as the priests. The idea of a teaching Mass was discussed. The size of the chapel is small for one whole grade. Shelly suggested the Multi-purpose Room as an alternative.

Lisa G. thanked everyone for their time and participation. Father Sia ended in prayer at 6:38 p.m.

**Health and Safety Committee  
Board Report  
Wednesday, November 16<sup>th</sup>, 2022 at 3p  
Via Zoom**

**Attendance:** Julie Beard, Sue Kloos, Andy Nugent, Melinda Shetler

**Athletic first aid bags – follow up**

Thank you to Taylor Hotek and Johnie James for providing athletic first aid bags to all junior high and high school sports.

**Respiratory infections**

The committee discussed the recent uptick in influenza, COVID and RSV cases. RSV and influenza have arrived earlier in the season than normal. The symptoms associated with these viruses seem to be prolonged compared to prior years. Encourage COVID and influenza vaccinations. Discussed safety measures:

- Stay home when feeling ill.
- Wash hands or use hand sanitizer.
- Avoid contact with anyone who is ill.
- Cover cough and sneezes.

**Regina Inter-Parish Catholic Education Center**  
**Balance Sheet**  
 As of October 31, 2022

	<u>Oct 31, 22</u>	<u>Oct 31, 21</u>	<u>\$ Change</u>	<u>% Change</u>
<b>ASSETS</b>				
Current Assets				
Checking/Savings				
10000 · Operating Cash	1,110,829.93	1,555,645.22	-444,815.29	-28.6%
11000 · Restricted and Designated C...	3,502,631.46	3,170,570.65	332,060.81	10.5%
<b>Total Checking/Savings</b>	<u>4,613,461.39</u>	<u>4,726,215.87</u>	<u>-112,754.48</u>	<u>-2.4%</u>
Accounts Receivable				
12000 · Tuition Receivables	2,913,751.71	2,732,135.43	181,616.28	6.7%
<b>Total Accounts Receivable</b>	<u>2,913,751.71</u>	<u>2,732,135.43</u>	<u>181,616.28</u>	<u>6.7%</u>
Other Current Assets				
12200 · Prepaid Computer Contracts	4,493.00	3,111.25	1,381.75	44.4%
12208 · Other Receivable - REC Rela...	271,788.75	416,256.00	-144,467.25	-34.7%
<b>Total Other Current Assets</b>	<u>276,281.75</u>	<u>419,367.25</u>	<u>-143,085.50</u>	<u>-34.1%</u>
<b>Total Current Assets</b>	<u>7,803,494.85</u>	<u>7,877,718.55</u>	<u>-74,223.70</u>	<u>-0.9%</u>
Fixed Assets				
13000 · Long Term Assets	8,873,356.49	9,384,186.49	-510,830.00	-5.4%
13019 · Construction in Progress	1,232,140.14	124,830.62	1,107,309.52	887.1%
<b>Total Fixed Assets</b>	<u>10,105,496.63</u>	<u>9,509,017.11</u>	<u>596,479.52</u>	<u>6.3%</u>
<b>TOTAL ASSETS</b>	<u><b>17,908,991.48</b></u>	<u><b>17,386,735.66</b></u>	<u><b>522,255.82</b></u>	<u><b>3.0%</b></u>
<b>LIABILITIES &amp; EQUITY</b>				
Liabilities				
Current Liabilities				
Accounts Payable				
20001 · Accounts Payable	9,010.65	110,847.21	-101,836.56	-91.9%
<b>Total Accounts Payable</b>	<u>9,010.65</u>	<u>110,847.21</u>	<u>-101,836.56</u>	<u>-91.9%</u>
Other Current Liabilities				
20000 · Current Liabilities	3,554,993.92	3,880,492.85	-325,498.93	-8.4%
<b>Total Other Current Liabilities</b>	<u>3,554,993.92</u>	<u>3,880,492.85</u>	<u>-325,498.93</u>	<u>-8.4%</u>
<b>Total Current Liabilities</b>	<u>3,564,004.57</u>	<u>3,991,340.06</u>	<u>-427,335.49</u>	<u>-10.7%</u>
Long Term Liabilities				
26000 · Long Term Loans	398,513.33	433,186.50	-34,673.17	-8.0%
<b>Total Long Term Liabilities</b>	<u>398,513.33</u>	<u>433,186.50</u>	<u>-34,673.17</u>	<u>-8.0%</u>
<b>Total Liabilities</b>	<u>3,962,517.90</u>	<u>4,424,526.56</u>	<u>-462,008.66</u>	<u>-10.4%</u>
Equity				
30000 · Opening Balance Equity	4,972,571.19	4,972,571.19	0.00	0.0%
32000 · Unrestricted Net Assets	9,016,372.16	7,884,512.91	1,131,859.25	14.4%
Net Income	-42,469.77	105,125.00	-147,594.77	-140.4%
<b>Total Equity</b>	<u>13,946,473.58</u>	<u>12,962,209.10</u>	<u>984,264.48</u>	<u>7.6%</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>17,908,991.48</b></u>	<u><b>17,386,735.66</b></u>	<u><b>522,255.82</b></u>	<u><b>3.0%</b></u>

**Regina Inter-Parish Catholic Education Center**  
**Profit & Loss**  
 July through October 2022

	Jul - Oct 22	Jul - Oct 21	\$ Change	% Cha...
<b>Income</b>				
40000 · Tuitions	1,544,775.50	1,396,049.24	148,726.26	10.7%
41000 · Assessments	557,966.36	566,780.00	-8,813.64	-1.6%
42000 · Foundation Funding	494,068.74	275,994.23	218,074.51	79.0%
44000 · Nutrition Income	85,368.47	107,418.63	-22,050.16	-20.5%
45000 · Other Incomes	182,762.34	615,483.10	-432,720.76	-70.3%
46500 · Bus Route Income	16,149.06	37,824.19	-21,675.13	-57.3%
<b>Total Income</b>	<u>2,881,090.47</u>	<u>2,999,549.39</u>	<u>-118,458.92</u>	<u>-4.0%</u>
<b>Gross Profit</b>	2,881,090.47	2,999,549.39	-118,458.92	-4.0%
<b>Expense</b>				
60000 · Salaries & Wages	1,599,745.58	1,528,382.56	71,363.02	4.7%
60145 · Benefits	339,644.63	271,672.68	67,971.95	25.0%
61000 · Educational Supplies	168,511.19	172,568.30	-4,057.11	-2.4%
61040 · Computer Technology	41,429.74	45,729.42	-4,299.68	-9.4%
62000 · Facility Expenses	282,102.74	406,968.96	-124,866.22	-30.7%
63000 · Operating Expenses	62,857.02	42,886.89	19,970.13	46.6%
64000 · Building Upkeep	130,227.40	44,990.63	85,236.77	189.5%
65000 · Nutrition	60,334.11	54,738.20	5,595.91	10.2%
66000 · Income Offsets	17,353.81	38,285.57	-20,931.76	-54.7%
66500 · Busing - Routing	43,836.00	57,351.44	-13,515.44	-23.6%
66900 · Reconciliation Discrepan...	0.00	54,518.66	-54,518.66	-100.0%
68000 · Interest Expense	7,250.02	6,043.08	1,206.94	20.0%
69000 · Depreciation Expense	170,268.00	170,288.00	-20.00	0.0%
<b>Total Expense</b>	<u>2,923,560.24</u>	<u>2,894,424.39</u>	<u>29,135.85</u>	<u>1.0%</u>
<b>Net Income</b>	<u><u>-42,469.77</u></u>	<u><u>105,125.00</u></u>	<u><u>-147,594.77</u></u>	<u><u>-140.4%</u></u>



# POLICY/BY-LAWS

## COMMITTEE MEETING MINUTES

**Committee Purpose:** The primary function of the Policy/By-Laws Committee is to work with the administrators in developing and reviewing school policy for compliance with Diocesan Policies and to ensure continued applicability to the goals and needs of the school. The By-Laws are to serve as the framework and rules for the governance of the Regina Board of Education. All Regina policies are to be reviewed at least once every three years. The By-Laws are to be reviewed at least once every five years. This committee is chaired by the Secretary of the Board.

**Strategic/Academic Year Goals for Committee:**

- \*Review Policies last dated May 2020 or earlier over course of this academic year.
- \*Develop By-Laws for PISA and recommend to BOE for approval by the end of 2022.
- \*Develop By-Laws for Home & School Association and recommend for approval by May 2023.
- \*Continue to review Regina BOE By-Laws and seek guidance from the Diocese of Davenport on changes.

**Meeting Date:** November 10, 2022

**Meeting Time:** 9:00 AM

**Committee Chair:** Alaina Welsh

In Attendance

Celeste Vincent, Alan Opheim, Glenn Plummer, Taylor Hotek, Michelle Winders, Alaina Welsh

## Old Business

- Continued review of Policy 912.0R - Naming of Campus Facilities, Programs and Events .  
Review concluded with enough changes to warrant an approval by the BOE.

## New Business

- Discussion of need to meet in December.

## Action Items

- A draft of the revised policy from today's meeting will be emailed to those in attendance at the meeting for comment. Plan to take revised policy to BOE in January since the BOE does not meet in December. Taylor Hotek will begin operating under the revised procedures discussed and approved by administration, since procedures do not need BOE approval.

## Announcements

Review of Policy 901.0R – Use of Building and Grounds December meeting will begin at the December meeting. Taylor Hotek invited to attend the December meetings to provide insight for the policy to be discussed.

## Next Meeting

December 8, 2022, at 9:00 AM in the HS conference room

## **Minutes submitted by:**

Alaina Welsh, Chair

Name	10/26/21	11/23/21	1/25/22	2/22/22	3/29/22	4/26/22	5/24/22	6/28/22	7/28/22	8/23/22	09/27/22	10/25/22	Key:
Andy Cutter	X	X	X	X	X	X	X	X	X	X	X	X	X=Present
Amy Lynch	O	X	X	X	X	X	X	O	X	X	X	X	O=Absent
Angela Villhauer	X	X	X	X	X	X	O	X	X	X	X	O	NA=Not a Member
Lisa Gumper	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	
Ron Udell	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	O	X	X	
Julie Beard	X	X	X	O	X	X	X	O	X	X	O	O	
Alaina Welsh	X	X	X	X	X	O	X	X	X	X	X	X	
Anne Adam	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	
Chris Clark	X	X	X	X	X	X	X	X	X	X	X	X	
Jason Wagner	X	X	X	X	X	O	X	X	O	O	X	X	
Lisa Dutchik	X	X	X	X	X	X	X	X	O	O	X	X	
Todd Kopecky	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	
Ryan Wade	X	O	X	O	X	X	O	X	X	X	X	X	
Fr. Sia	X	X	X	X	X	X	X	X	X	X	X	X	
Fr. Beckman	O	X	X	X	X	X	O	X	X	X	X	O	
Fr. Witt	X	O	X	X	X	X	X	X	X	X	X	X	
Fr. Adam	X	X	X	X	X	X	X	X	X	X	X	X	
Glenn	X	X	X	X	X	X	X	X	X	X	X	X	
Celeste	X	X	X	X	X	X	X	X	X	X	X	X	
Scott Nibaur	X	X	O	O	X	X	X	O	N/A	N/A	N/A	N/A	
Ellen Abusada	X	O	X	O	X	X	X	X	N/A	N/A	N/A	N/A	
Sue Kloss	X	X	X	X	X	X	X	X	N/A	N/A	N/A	N/A	
Todd Waikel	X	X	X	X	X	X	O	X	X	N/A	N/A	N/A	