

**Minutes of meeting**  
**St. Joseph's Finance Council**  
**March 11<sup>th</sup>, 2019 @ 4:00 PM**

**Present:** Fr. McCabe, Ann Wackel, Jim Sizemore, Mike Henkenius, Jon Grenemeier, Angie Muhleisen, Scott Gubbels, Craig Pytleski, Doris Robertson & Jim Essay

Fr. McCabe opened the meeting with a prayer.

Minutes from the last meeting of January 27<sup>th</sup>, 2019 were approved as distributed.

Ann discussed and reviewed with the finance council a new teacher salary scale that was formulated by a sub-committee of Jon Grenemeier, Doris Robertson, Michael Henkenius, Ann Wackel, Fr. McCabe and Sr. Mary Cecelia. The new scale removed the incentive pay component that has been part of overall teacher compensation at St. Joseph's for a number of years. Overall the new scale is intended to be more aligned with the LPS scale. The minimum starting salary was elevated to 80% of the LPS starting salary, with the intent to moving to 85% as soon as financially feasible.

Ann then reviewed the existing health insurance rates for St. Joseph employees. After the review the council suggested that we increase the total St. Joseph contribution toward health insurance over last year's contribution by 4%.

Fr. McCabe asked Ann Wackel and Doris Robertson to meet individually with each teacher to explain the changes to the pay scale and health insurance benefits and answer any questions that each teacher might have with respect to the new scale. Contracts for next year will also be given to each teacher at that time.

Fr. McCabe then reported that Kevin Naumann has been hired as the new Lay Principal for St. Joseph's School for the next school year.

Ann then presented a "preliminary school budget" for next year. This budget included the expected increases in teacher compensation, health insurance increases and the new Lay Principal compensation. The preliminary estimate of the increased transfer from parish to the school is approximately \$303,000 for 2019-20.

Ann will finalize work on the overall Church and School budget and will expect to review at our next meeting.

The next meeting date was scheduled for Monday, April 29<sup>th</sup> at 4:00 PM in the Heritage Room at St. Joseph's.

Fr. McCabe closed the meeting with a prayer.

Jim Essay

