

**Cedar Catholic Jr.-Sr. High School**  
School Board Meeting  
Thursday, June 20, 2024  
7:30 PM – Cedar Catholic Library

**I. Opening Prayer**

**II. General Business**

- a. Call to Order
- b. Approval of Minutes
- c. Approval of the Agenda
- d. Reports
  1. Development Report
  2. Asst. Principal/AD Report
  3. Principal's Report: See attached
  4. President's Report – Update on Lay President/CCCS Bylaws

**III. Committee Reports**

- a. Transportation: Met with HNS administration to discuss coordination of the bus routes for the 2024-2025 school year.
- b. Grounds/Buildings: Summer maintenance is on schedule and the kitchen on the 3<sup>rd</sup> floor is being remodeled with donated funds.
- c. Finance: See Finance Report

**IV. Old Business**

- a. Consider, discuss, and take-action to approve the 2024-2025 Cedar Catholic Jr.-Sr. High School Budget as presented. Motion by:\_\_\_\_\_ Second by:\_\_\_\_\_.
- b. Consider, discuss, and take-action to approve the 2024-2027 Cedar County Catholic Schools Strategic Plan as presented. Motion by:\_\_\_\_\_. Second by:\_\_\_\_\_.

**V. New Business**

- a. Consider, discuss, and take-action to approve new hire recommendations:  
Vicki Donner: Custodian 5 hours per week,  
Heather Showen: 2 periods Art Teacher, 3 periods Custodian,  
Nick Paltz: Permanent Substitute Teacher, Religion/Science Lab  
Therese Hoffart: Permanent Substitute: Library, SPED, College Credit  
Motion\_\_\_\_\_Second\_\_\_\_\_.
- b. Consider, discuss, and take-action to approve the 2024-2025 Student Handbook changes. Motion by:\_\_\_\_\_ Second by:\_\_\_\_\_.
- c. Consider, discuss, and take-action to approve 2024-2025 Activities Handbook changes: Motion\_\_\_\_\_Second\_\_\_\_\_.
- d. Review and discuss 2024-2025 Staff and Employee Handbooks: No changes.

**VI. Correspondence**

**VII. Adjournment & Closing Prayer**

(Any Reports given at the meeting must be submitted to the secretary in written form.)

CEDAR CATHOLIC JR. - SR. HIGH SCHOOL  
BOARD OF EDUCATION MINUTES  
Thursday, May 16, 2024

The May 16, 2024 meeting was called to order by Pat Steffen. The meeting opened with a prayer by Fr. Owen Korte.

**MEMBERS IN ATTENDANCE:** Dr. Dan Hoelsing, Fr. Jim Keiter, Fr. Owen Korte, Beckie Polak, Pat Steffen, Melissa Bowers, Daryl Kleinschmit, and Wendy Stevens. Absent: Tom Kuchta and Brian Pinkelman. Guests: Chad Cattau and Joan Potts.

**GENERAL BUSINESS:**

**APPROVAL of MINUTES:** Fr. Jim Keiter motioned to approve the minutes, seconded by Daryl Kleinschmit. Motion was carried with a unanimous vote.

**AGENDA:** Beckie Polak motioned to approve the agenda, seconded by Wendy Stevens. Motion was carried with a unanimous vote.

**ADMINISTRATION REPORTS:**

**DEVELOPMENT:** Development office is preparing for the Truck Raffle and 300 Club raffle.

**ASST. PRINCIPAL/AD REPORT: Awards Ceremony & Graduation:** Were successful. **Cedar Catholic Hosted the District Meets for Both Track and Golf:** Both events were successful. **Next Year, Cedar Catholic will be the presiding school of the Mid State Conference:** Refer to the attached reports for additional information.

**PRINCIPAL'S REPORT: Second Semester:** All reports are complete. **Strategies Overview:** Refer to the attached reports for additional information.

**FR. KORTE'S REPORT:** Continuing to work with a committee that has been working on the charter, leadership responsibilities committees, bylaw, board/sub-committee structure and governance. A draft meeting for the Cedar Catholic School board is scheduled for Tuesday, July 9th at 7pm.

**COMMITTEE REPORTS:**

**TRANSPORTATION: Bussing Mileage Reimbursement:** Hartington Newcastle Public School has agreed to submit mileage reimbursement for Cedar Catholic to the Nebraska Department of Education for the 2023-2024 School year bus route mileage. Refer to the attached reports for additional information.

**GROUND AND BUILDING:** Reviewed a Custodial Cleaning Standards Packet for the care of Cedar Catholic, including daily, weekly, monthly, and summer cleaning standards, as well as a Cleaning and Refinish Schedule for Christmas and Easter Breaks.

**FINANCE:** Budget and expenses were reviewed. Fr. Jim Keiter motioned to approve the financial report, seconded by Wendy Stevens. Motion was carried with a unanimous vote.

**OLD BUSINESS:**

- 1) **2024 - 2025 Budget Update:** Adoption at June Meeting.
- 2) **Strategic Planning Update:** Adoption at June Meeting.

**NEW BUSINESS:**

- 1) **Consider, discuss, and take-action to approve the 2024-2025 Tuition:** Fr. Jim Keiter motioned to increase tuition \$95 per High School student and \$100 per Jr. High student for the 2024-2025 school year, seconded by Beckie Polak. Motion was carried with a unanimous vote.
- 2) **Consider, discuss and take-action to approve the 2024-2025 Subsidies:** Fr. Jim Keiter motioned to keep the subsidy amount per envelope holder at \$427.36. With the overall increase of envelope holders it will increase the subsidy for the 2024-2025 school year by \$12,393.44, seconded by Wendy Stevens. The motion was carried with seven in favor and one opposed.
- 3) **Consider, discuss and take-action to approve the Development Budget for the 2024-2025 School Year:** Wendy Stevens motioned to approve raising the funds for the 2024-2025 Development Budget to \$375,000, seconded by Fr. Jim Keiter. Motion was carried with a unanimous vote.
- 4) **Consider, discuss and take-action to approve the Tuition Contract for the 2024-2025 School Year:** Beckie Polak motioned to approve the tuition contract for the 2024-2025 school year, seconded by Daryl Kleinschmit. Motion was carried with a unanimous vote.

**CORRESPONDENCE:** None

**ADJOURNMENT:** Fr. Jim Keiter made a motion to adjourn, seconded by Daryl Kleinschmit. Motion was carried with a unanimous vote. Next meeting will be on June 20, 2024.

The closing prayer was led by Fr. Jim Keiter  
Respectfully Submitted by Beckie Polak, Secretary



**From:** Joshua D. Pfeifer jdpfeifer@archomaha.org  
**Subject:** Congratulations! High School Tuition Assistance Award Announcement.  
**Date:** June 18, 2024 at 1:22 PM  
**To:** Dan Hoesing dhoesing@cedarcatholic.org, Cassie Gubbels cgubbels@cedarcatholic.org  
**Cc:** Bonnie L. Nebuda blnebuda@archomaha.org



Archdiocese of Omaha High Schools,

I am delighted to inform you of the distributions for the High School Tuition Assistance Program (HS-TAP) for the academic year 2024-2025. The award amount and eligibility for each school are determined as follows:

**HS – TAP:** The number of students who qualify for free and reduced lunch on a rolling five-year average.

The Archdiocese of Omaha and the Catholic Futures Foundation would love your help in sharing how these scholarships are made possible. Feel free to use the following information when communicating the scholarship award amounts with your students and their families.

***HS – TAP: The total of \$378,247.13 distributed is comprised of \$200,000 from the Archbishop's Annual Appeal and the remaining amount is from various high school tuition assistance endowment funds managed by the Catholic Futures Foundation.***

The endowed funds included are: Msgr. John Flynn Family Education Trust, Msgr. Flynn Tuition Assistance Fund, Fr. Fitzgerald Education Memorial Fund, Rev. Robert J. Eimers Endowment Fund, ACD Endowment Fund, Florence Husted Educational Endowment, Sister Patricia Mulcahey Scholarship Fund, William Randolph Hearst Foundation, Archbishop Daniel Sheehan Memorial H.S. Scholarship Fund, Archbishop Elden Curtiss Scholarship Fund, Archbishop Daniel Sheehan High School Trust Special Fund, Mary D. Petrasic and Rev. Martin J. Petrasic Memorial Endowment, Leon & John Beilman Memorial Endowment Fund, Claude and Agnes Hamilton Endowment Fund, Msgr. Thomas E. DeBacker Endowment, Msgr. Charles Brodersen Scholarship Endowment Fund, Grace J. Souvignier Endowment Fund, Rev. Paul J. Begley, Jr. Family Trust Fund; James E. & Ruthellen W. Hollander High School Scholarship Endowment Fund, Msgr. Francis E. Kubart Endowment Fund, Dave & Linda Shanahan Family Endowment Fund, Archdiocesan High School Endowment, and 30<sup>th</sup> Anniversary Scholarship Fund.

We are truly grateful to the generous supporters throughout the Archdiocese of Omaha who support the Archbishop's Annual Appeal and these endowed funds who made these scholarships possible.

#### **2024 Scholarship Award Amounts**

	High School - Tuition Assistance Program
Archbishop Bergan Catholic High School - Fremont	\$7,883.13

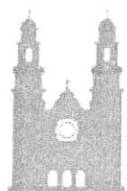
Archangels Catholic High School - Humphrey	\$6,449.84
Cedar Catholic Jr/Sr High School - Hartington	\$6,593.17
Guardian Angels/Central Catholic School	\$6,449.84
Norfolk Catholic Jr./Sr. High School	\$14,619.63
Pope John XXIII Central Catholic HS - Elgin	\$5,159.87
Scotus Central Catholic Jr/Sr H.S. - Columbus	\$20,639.48
St. Mary School - O'Neill	\$3,583.24

Thank you for your commitment to Catholic education and all you do for the success of the students in the Archdiocese of Omaha. Disbursements of the above amounts can be expected on the last business day of July by direct deposit.

All dollars distributed from the HS-TAP, must be used this year (2024-2025) to assist in the funding of students' tuition who qualify for free and reduced lunch. Funds cannot be carried over to next year or used for other reasons outside of the qualified recipients.

I am happy to help answer any questions you may have. I can be reached by calling 402-827-1311 or emailing [jdpfeifer@archomaha.org](mailto:jdpfeifer@archomaha.org).

Best regards,  
Josh Pfeifer  
Stewardship & Development Office  
Archdiocese of Omaha/Catholic Futures Foundation



**Archdiocese  
of Omaha**

ONE CHURCH  
ENCOUNTERING JESUS  
EQUIPPING DISCIPLES  
LIVING MERCY



**Catholic Futures Foundation**  
of Northeast Nebraska

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## Assistant Principal/Activities Director Report

Homecoming will take place on Sep 13, 2024 with the football game against Archbishop Bergan. HNS will also be having homecoming that same evening. The two schools will run similar schedules for the day which will look like this:

11:00 Sack Lunches prepared by the cafeteria staff

11:30 Parade

12:15 Pep Rally

1:00 School will be dismissed and buses will run as normal

3:00 Kickoff vs Archbishop Bergan

Most of our scheduling has been completed for the upcoming school year. That will be finalized in the next few weeks.

	Jul 1, '23 - Jun 17, 24	Budget	% of Budget
Ordinary Income/Expense			
Income			
ATHLETICS AND ACTIVITIES INCOME			
3020 · Student Athletics			
3020B · Boys Basketball	19,825.05	0.00	100.0%
3020C · Girls Basketball	1,573.25	0.00	100.0%
3020D · Football	10,436.43	0.00	100.0%
3020E · Track and Field	6,573.00	0.00	100.0%
3020F · Wrestling	3,553.66	0.00	100.0%
3020G · Volleyball	3,910.64	0.00	100.0%
3020I · Boys Golf	3,554.00	0.00	100.0%
3020J · Girls Golf	525.00	0.00	100.0%
3020L · Athletics Miscellaneous	7,855.57	0.00	100.0%
3020M · Sports Season Passes	8,850.00	0.00	100.0%
Total 3020 · Student Athletics	66,656.60	0.00	100.0%
3023 · Activities and Clubs			
3023A · Booster Club	960.20	0.00	100.0%
3023C · Speech	3,275.00	0.00	100.0%
3023P · Catholic Schools Week	96.00	0.00	100.0%
3023Q · Activities Miscellaneous	140.63	0.00	100.0%
3023S · Robotics	18,100.00	0.00	100.0%
Total 3023 · Activities and Clubs	22,571.83	0.00	100.0%
Total ATHLETICS AND ACTIVITIES INCOME	89,228.43	0.00	100.0%
FUNDRAISER INCOME			
3142 · Memorials	43,941.34	0.00	100.0%
3145 · Donations/Gifts	27,960.21	0.00	100.0%
Total FUNDRAISER INCOME	71,901.55	0.00	100.0%
OTHER OPERATING REVENUE			
3562 · Instructional Income & Fees			
3562B · Uniforms Fees	3.00	0.00	100.0%
3562 · Instructional Income & Fees - Other	775.00	0.00	100.0%
Total 3562 · Instructional Income & Fees	778.00	0.00	100.0%
3563 · Rental Income	300.00	0.00	100.0%
3564 · Interest Income	4,558.40	0.00	100.0%
3565 · Miscellaneous Income	14,952.31	0.00	100.0%
Total OTHER OPERATING REVENUE	20,588.71	0.00	100.0%
SCHOOL TUITION AND FEES			
3001 · TUITION			
3001A · Tuition from Scholarships	37,912.66	0.00	100.0%
3001B · Past Due Tuition	15,856.33	0.00	100.0%
3001C · Tuition from Development	32,120.63	0.00	100.0%
3001 · TUITION - Other	374,605.88	0.00	100.0%
Total 3001 · TUITION	460,495.50	0.00	100.0%
3003 · Parish Subsidies			
3003A · Holy Family	148,994.57	0.00	100.0%
3003B · Holy Trinity	204,553.14	0.00	100.0%
3003C · All Saints Church	122,085.96	0.00	100.0%
3003D · St. Michael	26,089.77	0.00	100.0%
Total 3003 · Parish Subsidies	501,723.44	0.00	100.0%
3004 · Other Fees	63.60	0.00	100.0%
Total SCHOOL TUITION AND FEES	962,282.54	0.00	100.0%
Total Income	1,144,001.23	0.00	100.0%
Gross Profit	1,144,001.23	0.00	100.0%
Expense			
ATHLETICS AND ACTIVITIES			
4020 · Athletics			
4020A · Cheerleading	59.76	0.00	100.0%
4020B · Boys Basketball	14,128.71	0.00	100.0%
4020C · Girls Basketball	2,678.00	0.00	100.0%
4020D · Football	20,998.69	0.00	100.0%
4020E · Track and Field	8,770.68	0.00	100.0%
4020F · Wrestling	4,407.00	0.00	100.0%
4020G · Volleyball	2,845.00	0.00	100.0%
4020H · Dance	418.66	0.00	100.0%
4020I · Boys Golf	1,183.28	0.00	100.0%
4020J · Girls Golf	1,254.38	0.00	100.0%
4020K · Concessions	2,434.28	0.00	100.0%
4020L · Athletics Miscellaneous	24,628.04	0.00	100.0%
4020M · Athletic Equipment	5,501.00	0.00	100.0%
Total 4020 · Athletics	89,307.48	0.00	100.0%



	Jul 1, '23 - Jun 17, 24	Budget	% of Budget
4451 · Automotive			
4451A · Fuel	29,691.66	0.00	100.0%
4451B · Maintenance	26,398.05	0.00	100.0%
Total 4451 · Automotive	56,089.71	0.00	100.0%
4452 · Supplies Expense	711.87	0.00	100.0%
4453 · Miscellaneous Expenses	157.62	0.00	100.0%
Total FACILITIES & ADMIN EXPENSES	282,735.41	0.00	100.0%
FUNDRAISER & EVENT EXPENSE			
4145 · Donations	4,309.33	0.00	100.0%
Total FUNDRAISER & EVENT EXPENSE	4,309.33	0.00	100.0%
INSTRUCTIONAL MATERIALS			
4322 · Business Education	41.15	0.00	100.0%
4323 · Computers	18,809.85	0.00	100.0%
4324 · Language Arts	1,907.39	0.00	100.0%
4325 · Counseling	2,151.00	0.00	100.0%
4327 · Languages	230.26	0.00	100.0%
4328 · Library	1,245.36	0.00	100.0%
4329 · Math	1,708.25	0.00	100.0%
4330 · Music			
4330A · Instrumental	3,697.92	0.00	100.0%
4330B · Vocal	1,802.64	0.00	100.0%
4330 · Music - Other	320.00	0.00	100.0%
Total 4330 · Music	5,820.56	0.00	100.0%
4331 · Natural Science	5,091.78	0.00	100.0%
4332 · PE/Health	1,300.00	0.00	100.0%
4333 · Religion	3,632.12	0.00	100.0%
4335 · Social Sciences	22.99	0.00	100.0%
4337 · Instructional Supplies	1,608.05	0.00	100.0%
4339 · Robotics	8,485.13	0.00	100.0%
Total INSTRUCTIONAL MATERIALS	52,053.89	0.00	100.0%
OTHER OPERATING EXPENSES			
4999 · Capital Outlay	49,500.00	0.00	100.0%
Total OTHER OPERATING EXPENSES	49,500.00	0.00	100.0%
Total Expense	1,856,431.47	0.00	100.0%
Net Ordinary Income	-714,430.24	0.00	100.0%
Other Income/Expense			
Other Income			
RESTRICTED / RELEASED ITEMS			
3705 · Released Funds from Endowments			
3705A · ACNM	28,453.60	0.00	100.0%
3705B · MWAC	26,381.83	0.00	100.0%
3705C · Non-Restricted	82,245.48	0.00	100.0%
3705 · Released Funds from Endowments - Other	685.64	0.00	100.0%
Total 3705 · Released Funds from Endowments	137,766.55	0.00	100.0%
3706 · Released Funds			
3706A · Released Funds from Development			
3706AA · Technology Gift	20,000.00	0.00	100.0%
3706A · Released Funds from Development - Other	596,890.00	0.00	100.0%
Total 3706A · Released Funds from Development	616,890.00	0.00	100.0%
Total 3706 · Released Funds	616,890.00	0.00	100.0%
Total RESTRICTED / RELEASED ITEMS	754,656.55	0.00	100.0%
Total Other Income	754,656.55	0.00	100.0%
Net Other Income	754,656.55	0.00	100.0%
Net Income	40,226.31	0.00	100.0%

	Jul 1, '23 - Jun 17, 24	Budget	% of Budget
4023 · Activities and Clubs			
4023B · Band	871.89	0.00	100.0%
4023C · Speech	4,765.04	0.00	100.0%
4023D · One Act	2,064.06	0.00	100.0%
4023E · Music	174.35	0.00	100.0%
4023F · Math Counts	120.00	0.00	100.0%
4023H · Campus Ministry	3,549.48	0.00	100.0%
4023K · Swing Choir	281.37	0.00	100.0%
4023P · Catholic Schools Week	2,254.00	0.00	100.0%
4023R · Activities Miscellaneous	140.63	0.00	100.0%
Total 4023 · Activities and Clubs	14,220.82	0.00	100.0%
Total ATHLETICS AND ACTIVITIES	103,528.30	0.00	100.0%
DEPARTMENT PERSONNEL COSTS			
CERTIFIED STAFF			
4201 · Teacher Salaries	806,679.04	0.00	100.0%
4202 · Principal Salary	107,837.81	0.00	100.0%
Total CERTIFIED STAFF	914,516.85	0.00	100.0%
NON-CERTIFIED STAFF			
4203 · Administrative Staff	82,205.81	0.00	100.0%
4204 · Development Office Staff	19.50	0.00	100.0%
4205 · Transportation Services			
4205A · Activities Transportation	-802.12	0.00	100.0%
4205B · School Day Transportation	57,801.88	0.00	100.0%
4205C · Transportation Supervisor	4,410.86	0.00	100.0%
4205 · Transportation Services - Other	1,334.00	0.00	100.0%
Total 4205 · Transportation Services	62,744.62	0.00	100.0%
4206 · Maintenance Staff	38,752.50	0.00	100.0%
Total NON-CERTIFIED STAFF	183,722.43	0.00	100.0%
OTHER STAFF			
4207 · Nurse Contract	5,000.04	0.00	100.0%
4208 · Aids & Temporary Help	15,586.28	0.00	100.0%
4209 · Coaching	3,022.16	0.00	100.0%
4220 · Concessions Staff	3,528.81	0.00	100.0%
Total OTHER STAFF	27,137.29	0.00	100.0%
4214 · Federal Taxes	83,275.80	0.00	100.0%
4215 · Employer Flex Contributions	28,064.98	0.00	100.0%
4216 · Employer Pension	22,730.56	0.00	100.0%
4217 · Health Insurance	98,377.96	0.00	100.0%
4218 · Professional Development	3,543.28	0.00	100.0%
4219 · Miscellaneous Personnel Costs	4,935.39	0.00	100.0%
Total DEPARTMENT PERSONNEL COSTS	1,366,304.54	0.00	100.0%
FACILITIES & ADMIN EXPENSES			
4430 · Technology	7,804.39	0.00	100.0%
4431 · Printing & Copying	4,996.85	0.00	100.0%
4432 · Utilities			
4432A · Fuel	513.72	0.00	100.0%
4432B · Water and Sewer	4,823.05	0.00	100.0%
4432C · Electricity	32,632.84	0.00	100.0%
Total 4432 · Utilities	37,969.61	0.00	100.0%
4433 · Telephone	3,433.81	0.00	100.0%
4434 · Rentals			
4434A · Rent Holy Trinity	17,000.00	0.00	100.0%
4434C · COMPLEX	8,000.00	0.00	100.0%
Total 4434 · Rentals	25,000.00	0.00	100.0%
4435 · Postage	1,769.85	0.00	100.0%
4436 · Advertising	290.00	0.00	100.0%
4437 · Dietary Supplies	135.36	0.00	100.0%
4438 · Cafeteria	4,025.00	0.00	100.0%
4439 · Office Supplies	869.20	0.00	100.0%
4440 · Service Contracts	18,904.97	0.00	100.0%
4441 · Equipment	3,603.20	0.00	100.0%
4443 · Building & Grounds			
4443A · Custodial Supplies	5,181.22	0.00	100.0%
4443B · Parts & Service	47,749.51	0.00	100.0%
4443C · Groundskeeping	270.00	0.00	100.0%
4443 · Building & Grounds - Other	6,508.20	0.00	100.0%
Total 4443 · Building & Grounds	59,708.93	0.00	100.0%
4444 · Property/Auto/Workers Comp Ins	52,715.31	0.00	100.0%
4445 · Administrative Fees	3,771.40	0.00	100.0%
4446 · Taxes & Licenses	424.15	0.00	100.0%
4449 · Subscriptions	108.00	0.00	100.0%
4450 · Professional Fees	246.18	0.00	100.0%



REVENUE REPORT	2019-20	%	2020-21	%	2021-22	%	2022-23	%	2023-24	%
July Total	\$4,094,118.24	18.66%	\$130,077.64	9.04%	\$73,109.81	4.77%	\$198,211.73	12.27%	\$352,987.63	21.24%
Parish Subsidies	\$3,604,268.24	24.38%	\$49,737.74	10.22%	\$0.00	0.00%	\$41,809.86	8.33%	\$19,490.21	3.88%
Development	\$440,597.00	8.66%	\$0.00	0.00%	\$0.00	0.00%	\$21,000.00	6.77%	\$251,890.00	71.97%
Endowment			\$0.00	0.00%	\$0.00	0.00%	\$64,900.46	46.29%	\$55,521.07	37.94%
Tuition	\$49,218.00	3.17%	\$76,261.47	16.39%	\$72,740.29	14.20%	\$58,775.32	10.44%	\$24,498.62	4.48%
Others Budgeted	\$35.00	0.01%	\$4,078.43	5.47%	\$369.52	0.46%	\$11,726.09	11.67%	\$1,587.73	1.36%
August Total	\$1,377,824.61	24.94%	\$152,904.01	19.66%	\$174,102.71	16.14%	\$198,183.31	24.54%	\$178,221.26	31.97%
Parish Subsidies	\$596,074.99	28.41%	\$50,897.26	20.68%	\$61,739.80	12.31%	\$41,369.97	16.58%	\$63,835.78	16.61%
Development	\$391,391.00	16.34%	\$0.00	0.00%	\$0.00	0.00%	\$0.00	6.77%	\$0.00	71.97%
Endowment			\$0.00	0.00%	\$0.00	0.00%	\$0.00	46.29%	\$0.00	37.94%
Tuition	\$390,312.22	28.31%	\$95,894.23	37.00%	\$94,899.53	32.73%	\$143,722.65	35.98%	\$103,634.41	23.45%
Others Budgeted	\$46.40	0.02%	\$6,112.52	13.68%	\$17,463.38	22.15%	\$13,090.69	24.69%	\$10,751.07	10.55%
September Total	\$771,613.90	28.46%	\$221,579.97	35.06%	\$165,799.63	26.96%	\$179,832.12	35.67%	\$108,287.10	38.49%
Parish Subsidies	\$197,185.63	29.74%	\$20,973.46	24.99%	\$21,879.72	16.67%	\$63,249.69	29.19%	\$61,300.54	28.83%
Development	\$468,434.00	25.55%	\$115,592.00	37.29%	\$0.00	0.00%	\$0.00	6.77%	\$0.00	71.97%
Endowment			\$0.00	0.00%	\$61,906.56	48.63%	\$0.00	46.29%	\$0.00	37.94%
Tuition	\$105,878.47	35.13%	\$69,752.60	51.99%	\$43,235.00	41.17%	\$57,827.83	46.25%	\$31,601.92	29.23%
Others Budgeted	\$115.80	0.04%	\$15,261.91	34.16%	\$38,778.35	70.32%	\$58,754.60	83.16%	\$15,384.64	23.70%
October Total	\$896,769.14	32.55%	\$80,440.87	40.65%	\$99,583.89	33.46%	\$133,187.29	43.92%	\$49,182.09	41.45%
Parish Subsidies	\$92,217.14	30.37%	\$40,868.00	33.38%	\$41,809.76	25.00%	\$38,980.50	36.95%	\$22,614.59	33.33%
Development	\$492,476.00	35.22%	\$0.00	37.29%	\$0.00	0.00%	\$0.00	6.77%	\$0.00	71.97%
Endowment			\$0.00	0.00%	\$0.00	48.63%	\$0.00	46.29%	\$0.00	37.94%
Tuition	\$312,026.00	55.23%	\$31,002.64	58.66%	\$41,719.75	49.31%	\$42,796.63	53.85%	\$20,448.39	32.97%
Others Budgeted	\$50.00	0.05%	\$8,570.23	45.67%	\$16,054.38	90.27%	\$51,410.16	134.31%	\$6,119.11	28.93%
November Total	\$1,990,036.12	41.62%	\$313,785.26	62.46%	\$91,764.09	39.45%	\$80,211.26	48.88%	\$119,422.15	48.64%
Parish Subsidies	\$1,494,719.34	40.48%	\$40,250.04	41.65%	\$41,809.76	33.33%	\$23,641.00	41.67%	\$41,810.29	41.67%
Development	\$492,476.00	44.89%	\$0.00	37.29%	\$0.00	0.00%	\$0.00	6.77%	\$0.00	71.97%
Endowment			\$25,000.00	24.37%	\$0.00	48.63%	\$0.00	46.29%	\$0.00	37.94%
Tuition	\$2,840.78	55.41%	\$22,127.09	63.41%	\$29,082.38	54.99%	\$48,293.24	62.43%	\$54,490.73	42.94%
Others Budgeted	\$0.00	0.05%	\$226,408.13	349.57%	\$20,871.95	116.20%	\$8,277.02	142.55%	\$23,121.13	48.70%
December Total	\$1,099,000.32	46.63%	\$183,043.23	75.17%	\$140,279.99	48.61%	\$297,254.76	67.29%	\$119,461.41	55.83%
Parish Subsidies	\$309,750.97	42.57%	\$61,841.46	54.36%	\$41,809.76	41.67%	\$41,810.29	50.00%	\$41,810.29	50.00%
Development	\$769,209.02	60.01%	\$25,000.00	45.35%	\$20,000.00	6.45%	\$163,205.00	59.42%	\$0.00	71.97%
Endowment			\$0.00	24.37%	\$0.00	48.63%	\$0.00	46.29%	\$0.00	37.94%
Tuition	\$20,040.33	56.70%	\$70,455.15	78.55%	\$53,747.23	65.48%	\$60,657.02	73.21%	\$52,807.02	52.60%
Others Budgeted		0.05%	\$25,746.62	384.13%	\$24,723.00	146.91%	\$31,582.45	173.97%	\$24,844.10	69.94%
January Total	\$1,576,841.46	53.81%	\$139,728.42	84.88%	\$130,391.33	57.13%	\$151,927.80	76.69%	\$198,678.06	67.78%
Parish Subsidies	\$1,050,597.26	49.68%	\$19,276.58	58.32%	\$83,619.52	58.33%	\$61,300.54	62.22%	\$61,005.99	62.16%
Development	\$505,545.00	69.94%	\$43,860.00	59.50%	\$0.00	6.45%	\$50,000.00	75.55%	\$75,000.00	93.40%
Endowment			\$0.00	24.37%	\$0.00	48.63%	\$0.00	46.29%	\$0.00	37.94%
Tuition	\$20,699.20	58.04%	\$59,703.38	91.39%	\$59,703.38	77.13%	\$33,667.37	79.19%	\$45,570.21	60.94%
Others Budgeted		0.05%	\$16,888.46	406.80%	\$12,931.57	130.84%	\$6,959.89	180.90%	\$17,101.86	84.56%
February Total	\$2,828,317.75	66.71%	\$76,016.69	90.17%	\$44,994.45	60.06%	\$70,140.23	81.04%	\$54,093.73	71.04%
Parish Subsidies	\$1,389,422.05	59.08%	\$40,559.02	66.65%	\$0.00	58.33%	\$22,320.04	66.67%	\$22,614.59	66.67%
Development	\$566,734.00	81.07%	\$0.00	59.50%	\$0.00	6.45%	\$0.00	75.55%	\$0.00	93.40%
Endowment			\$0.00	24.37%	\$0.00	48.63%	\$0.00	46.29%	\$0.00	37.94%
Tuition	\$872,161.70	114.21%	\$22,919.26	96.31%	\$15,731.85	80.20%	\$28,711.58	84.29%	\$14,911.78	63.67%
Others Budgeted		0.05%	\$12,538.41	423.63%	\$29,262.60	167.19%	\$19,108.61	199.91%	\$16,567.36	98.73%
March Total	\$4,918,720.22	89.13%	\$161,502.66	101.39%	\$154,720.86	70.16%	\$152,691.57	90.49%	\$71,020.57	75.31%
Parish Subsidies	\$4,407,221.22	88.89%	\$40,559.02	74.98%	\$41,809.76	66.67%	\$64,130.33	79.45%	\$41,810.29	75.00%
Development	\$506,613.00	91.02%	\$0.00	59.50%	\$0.00	6.45%	\$0.00	75.55%	\$0.00	93.40%
Endowment			\$89,000.00	111.11%	\$71,785.36	105.03%	\$0.00	46.29%	\$0.00	37.94%
Tuition	\$4,886.00	114.53%	\$26,314.00	101.97%	\$22,393.12	84.58%	\$37,492.25	90.95%	\$19,112.16	67.17%
Others Budgeted		0.05%	\$5,629.64	431.19%	\$18,732.62	190.46%	\$51,068.99	250.72%	\$10,098.12	107.36%
April Total	\$1,331,886.96	95.20%	\$123,566.96	109.98%	\$275,058.92	88.12%	\$97,514.59	96.53%	\$500,761.05	105.45%
Parish Subsidies	\$676,798.45	93.47%	\$69,082.92	89.18%	\$73,654.50	81.35%	\$19,490.25	83.33%	\$41,810.29	83.33%
Development	\$551,800.00	101.86%	\$0.00	59.50%	\$100,000.00	38.71%	\$0.00	75.55%	\$270,000.00	170.54%
Endowment			\$0.00	111.11%	\$0.00	105.03%	\$0.00	46.29%	\$82,245.48	94.14%
Tuition	\$103,133.26	121.17%	\$33,501.88	109.17%	\$36,695.89	91.74%	\$31,959.33	96.63%	\$38,287.62	74.17%
Others Budgeted	\$155.25	0.08%	\$20,982.16	459.35%	\$64,708.53	270.85%	\$46,065.01	296.56%	\$68,417.66	165.86%
May Total	\$368,265.57	96.88%	\$70,535.67	114.88%	\$8,708.20	88.69%	\$122,223.21	104.09%	\$110,873.50	112.12%
Parish Subsidies	\$216,245.57	94.93%	\$14,040.97	92.06%	\$0.00	81.35%	\$61,300.54	95.55%	\$41,810.29	91.67%
Development	\$152,020.00	104.85%	\$20,000.00	65.95%	\$0.00	38.71%	\$25,000.00	83.61%	\$0.00	170.54%
Endowment			\$9,959.34	120.82%	\$0.00	105.03%	\$0.00	46.29%	\$0.00	94.14%
Tuition	\$0.00	121.17%	\$23,982.91	114.32%	\$8,631.07	93.42%	\$29,595.72	101.89%	\$47,635.61	82.89%
Others Budgeted		0.08%	\$2,552.45	462.78%	\$77.13	270.94%	\$6,326.95	302.86%	\$21,427.60	184.18%
June Total	\$877,724.29	100.88%	\$447,460.20	145.97%	\$243,927.07	104.61%	\$79,844.57	109.04%	\$0.00	112.12%
Parish Subsidies	\$831,731.44	100.55%	\$79,112.22	108.32%	\$51,774.78	91.67%	\$22,320.04	100.00%		91.67%
Development	\$0.00	104.85%	\$147,941.74	113.68%	\$156,500.00	89.19%	\$14,000.00	88.13%		170.54%
Endowment			\$0.00	120.82%	\$0.00	105.03%	\$0.00	46.29%		94.14%
Tuition	\$44,252.85	124.02%	\$11,046.35	116.70%	\$35,451.80	100.34%	\$21,130.03	105.64%		82.89%
Others Budgeted	\$1,740.00	0.42%	\$209,359.89	743.80%	\$200.49	271.19%	\$22,394.50	325.14%		184.18%
Total Received	\$22,131,118.58	100.88%	\$2,100,641.58	145.97%	\$1,602,440.95	104.61%	\$1,761,222.44	109.04%	\$1,862,988.55	112.12%
Total Budgeted	\$21,938,519.00		\$1,439,090.31		\$1,531,783.06		\$1,615,279.21		\$1,661,538.79	
Parish Subsidies	\$14,784,334.00		\$486,717.31		\$501,723.52		\$501,723.52		\$501,723.52	
Development	\$5,090,531.00		\$310,000.00		\$310,000.00		\$310,000.00		\$350,000.00	
Endowment			\$102,600.00		\$127,294.54		\$140,195.69		\$146,341.48	
Tuition	\$1,552,500.00		\$465,273.00		\$512,265.00		\$562,860.00		\$546,510.00	
Others Budgeted	\$511,154.00		\$74,500.00		\$80,500.00		\$100,500.00		\$116,963.79	
Over/Under	192,599.58	0.88%	661,551.27	45.97%	70,657.89	4.61%	145,943.23	9.04%	201,449.76	12.12%



EXPENDITURE REPORT	2019-20	%	2020-21	%	2021-22	%	2022-23	%	2023-24	%
<b>July Total</b>	<b>\$1,776,080.23</b>	<b>8.10%</b>	<b>\$90,893.69</b>	<b>6.12%</b>	<b>\$109,851.02</b>	<b>7.09%</b>	<b>\$133,908.19</b>	<b>8.29%</b>	<b>\$140,907.68</b>	<b>8.48%</b>
Payroll and Benefits	\$1,552,280.21	8.90%	\$80,980.06	7.26%	\$87,719.50	7.32%	\$91,023.91	7.37%	\$91,106.21	7.03%
Accounts Payable	\$223,800.02	4.97%	\$9,913.63	2.67%	\$22,131.52	6.32%	\$42,884.28	11.26%	\$49,801.47	13.65%
<b>August Total</b>	<b>\$1,750,705.33</b>	<b>16.08%</b>	<b>\$163,948.25</b>	<b>17.15%</b>	<b>\$118,012.17</b>	<b>14.71%</b>	<b>\$129,299.74</b>	<b>16.29%</b>	<b>\$188,168.63</b>	<b>19.81%</b>
Payroll and Benefits	\$1,485,990.30	17.42%	\$90,534.42	15.38%	\$86,120.57	14.50%	\$96,733.94	15.21%	\$104,470.73	15.08%
Accounts Payable	\$264,715.03	10.85%	\$73,413.83	22.46%	\$31,891.60	15.42%	\$32,565.80	19.81%	\$83,697.90	36.59%
<b>September Total</b>	<b>\$1,964,465.29</b>	<b>25.03%</b>	<b>\$122,354.01</b>	<b>25.38%</b>	<b>\$147,778.34</b>	<b>24.25%</b>	<b>\$158,238.09</b>	<b>26.09%</b>	<b>\$153,863.04</b>	<b>29.07%</b>
Payroll and Benefits	\$1,513,333.46	26.10%	\$91,327.17	23.57%	\$107,544.41	23.48%	\$107,648.06	23.93%	\$111,254.44	23.66%
Accounts Payable	\$451,131.83	20.87%	\$31,026.84	30.83%	\$40,233.93	26.90%	\$50,590.03	33.09%	\$42,608.60	48.27%
<b>October Total</b>	<b>\$1,750,121.38</b>	<b>33.01%</b>	<b>\$131,800.23</b>	<b>34.25%</b>	<b>\$148,324.28</b>	<b>33.83%</b>	<b>\$188,042.75</b>	<b>37.73%</b>	<b>\$161,121.75</b>	<b>38.76%</b>
Payroll and Benefits	\$1,493,938.48	34.67%	\$90,802.60	31.72%	\$99,390.18	31.77%	\$101,806.11	32.17%	\$117,641.92	32.73%
Accounts Payable	\$256,182.90	26.56%	\$40,997.63	41.88%	\$48,934.10	40.87%	\$86,236.64	55.73%	\$43,479.83	60.19%
<b>November Total</b>	<b>\$1,853,600.58</b>	<b>41.46%</b>	<b>\$120,237.84</b>	<b>42.35%</b>	<b>\$133,847.89</b>	<b>42.47%</b>	<b>\$151,179.66</b>	<b>47.08%</b>	<b>\$149,501.82</b>	<b>47.76%</b>
Payroll and Benefits	\$1,535,612.56	43.48%	\$94,266.80	40.17%	\$100,106.25	40.12%	\$106,146.15	40.77%	\$123,496.77	42.26%
Accounts Payable	\$317,988.02	33.62%	\$25,971.04	48.88%	\$33,741.64	50.50%	\$45,033.51	67.56%	\$26,005.05	67.32%
<b>December Total</b>	<b>\$1,704,430.45</b>	<b>49.23%</b>	<b>\$152,558.05</b>	<b>52.61%</b>	<b>\$123,011.07</b>	<b>50.41%</b>	<b>\$148,905.46</b>	<b>56.30%</b>	<b>\$149,719.66</b>	<b>56.77%</b>
Payroll and Benefits	\$1,500,331.65	52.08%	\$116,486.01	50.62%	\$99,803.23	48.45%	\$115,389.32	50.11%	\$123,496.77	51.78%
Accounts Payable	\$204,098.80	38.16%	\$36,072.04	58.61%	\$23,207.84	57.12%	\$33,516.14	76.36%	\$26,222.89	74.51%
<b>January Total</b>	<b>\$1,753,060.01</b>	<b>57.22%</b>	<b>\$121,185.83</b>	<b>60.77%</b>	<b>\$132,462.88</b>	<b>58.96%</b>	<b>\$137,878.53</b>	<b>64.83%</b>	<b>\$157,166.38</b>	<b>66.23%</b>
Payroll and Benefits	\$1,518,851.10	60.79%	\$88,928.09	58.59%	\$95,810.97	56.44%	\$98,618.34	58.10%	\$116,467.19	60.76%
Accounts Payable	\$234,208.91	43.36%	\$32,257.74	67.30%	\$36,651.91	67.58%	\$39,260.19	86.66%	\$40,699.19	85.66%
<b>February Total</b>	<b>\$1,719,549.38</b>	<b>65.05%</b>	<b>\$114,017.20</b>	<b>68.44%</b>	<b>\$143,181.79</b>	<b>68.20%</b>	<b>\$147,257.10</b>	<b>73.95%</b>	<b>\$151,016.03</b>	<b>75.32%</b>
Payroll and Benefits	\$1,465,501.95	69.20%	\$89,280.75	66.60%	\$97,545.95	64.58%	\$100,040.51	66.20%	\$117,889.66	69.86%
Accounts Payable	\$254,047.43	49.00%	\$24,736.45	73.97%	\$45,635.84	80.61%	\$47,216.59	99.06%	\$33,126.37	94.74%
<b>March Total</b>	<b>\$1,780,342.83</b>	<b>73.17%</b>	<b>\$121,406.65</b>	<b>76.61%</b>	<b>\$124,399.09</b>	<b>76.24%</b>	<b>\$171,263.86</b>	<b>84.55%</b>	<b>\$142,543.79</b>	<b>83.90%</b>
Payroll and Benefits	\$1,447,628.60	77.50%	\$89,387.48	74.62%	\$92,023.83	72.26%	\$97,443.22	74.09%	\$117,895.56	78.95%
Accounts Payable	\$332,714.23	56.39%	\$32,019.17	82.61%	\$32,375.26	89.85%	\$73,820.64	118.44%	\$24,648.23	101.50%
<b>April Total</b>	<b>\$1,956,589.81</b>	<b>82.09%</b>	<b>\$116,370.42</b>	<b>84.44%</b>	<b>\$136,249.29</b>	<b>85.03%</b>	<b>\$129,314.12</b>	<b>92.55%</b>	<b>\$161,875.28</b>	<b>93.64%</b>
Payroll and Benefits	\$1,472,278.74	85.94%	\$92,404.63	82.90%	\$95,446.10	80.22%	\$98,130.60	82.04%	\$118,372.23	88.08%
Accounts Payable	\$484,311.07	67.15%	\$23,965.79	89.07%	\$40,803.19	101.49%	\$31,183.52	126.63%	\$43,503.05	113.42%
<b>May Total</b>	<b>\$1,724,746.83</b>	<b>89.95%</b>	<b>\$108,237.56</b>	<b>91.73%</b>	<b>\$133,275.72</b>	<b>93.64%</b>	<b>\$139,514.32</b>	<b>101.19%</b>	<b>\$165,521.81</b>	<b>103.60%</b>
Payroll and Benefits	\$1,498,573.49	94.54%	\$87,852.39	90.78%	\$90,999.55	87.81%	\$99,975.18	90.14%	\$119,595.25	97.30%
Accounts Payable	\$226,173.34	72.18%	\$20,385.17	94.56%	\$42,276.17	113.56%	\$39,539.14	137.01%	\$45,926.56	126.01%
<b>June Total</b>	<b>\$2,197,232.90</b>	<b>99.97%</b>	<b>\$145,416.05</b>	<b>101.51%</b>	<b>\$140,877.27</b>	<b>102.73%</b>	<b>\$115,556.51</b>	<b>108.34%</b>	<b>\$0.00</b>	<b>103.60%</b>
Payroll and Benefits	\$1,457,211.83	102.90%	\$87,145.17	98.60%	\$93,912.85	95.65%	\$95,363.41	97.86%		97.30%
Accounts Payable	\$740,021.07	88.61%	\$58,270.88	110.27%	\$46,964.42	126.96%	\$20,193.10	142.31%		126.01%
<b>Total Expended</b>	<b>\$21,930,925.02</b>	<b>99.97%</b>	<b>\$1,508,425.78</b>	<b>101.51%</b>	<b>\$1,591,270.81</b>	<b>102.73%</b>	<b>\$1,750,358.33</b>	<b>108.34%</b>	<b>\$1,721,405.87</b>	<b>103.60%</b>
<b>Total Budgeted</b>	<b>\$21,938,519.00</b>		<b>\$1,485,969.70</b>		<b>\$1,548,965.75</b>		<b>\$1,615,578.26</b>		<b>\$1,661,538.79</b>	
Payroll and Benefits	\$17,436,457.79		\$1,115,041.70		\$1,198,587.75		\$1,234,700.26		\$1,296,710.79	
Accounts Payable	\$4,502,061.21		\$370,928.00		\$350,378.00		\$380,878.00		\$364,828.00	
<b>Over/Under</b>	<b>(7,593.98)</b>	<b>0.03%</b>	<b>22,456.08</b>	<b>-1.51%</b>	<b>42,305.06</b>	<b>-2.73%</b>	<b>134,780.07</b>	<b>-8.34%</b>	<b>59,867.08</b>	<b>-3.60%</b>



## REPORT Generated from Monthly Budget Report

## Cedar Catholic Summary Finance Report

2023-24 Admin Ac	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date
Expenditures	1,661,538.79	140,907.68	188,168.63	153,863.04	161,121.75	149,501.82	149,719.66	157,166.38	151,016.03	142,543.79	161,875.28	165,521.81	0.00	1,721,405.87
Receipts	1,661,538.79	352,987.63	178,221.26	108,287.10	49,182.09	119,422.15	119,461.41	198,678.06	54,093.73	71,020.57	500,761.05	110,873.50	0.00	1,862,988.55
Reconciled Balance	60,672.21	344,072.41	323,788.74	266,221.31	173,263.84	143,184.17	112,925.92	154,437.60	57,515.30	-14,007.92	324,877.85	270,229.54	270,229.54	
2022-23 Admin Ac	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date
Expenditures	1,615,578.26	133,908.19	129,299.74	158,238.09	188,042.75	151,179.66	148,905.46	137,878.53	147,257.10	171,263.86	129,314.12	139,514.32	115,556.51	1,750,358.33
Receipts	1,615,279.21	198,211.73	198,183.31	179,832.12	133,187.29	80,211.26	297,254.76	151,927.80	70,140.23	152,691.57	97,514.59	122,223.21	79,844.57	1,761,222.44
Cash Balance	262,257.82	326,561.36	395,444.93	417,038.96	362,183.50	291,215.10	439,564.40	453,613.67	376,496.80	357,924.51	326,124.98	308,833.87	273,121.93	
2021-22 Admin Ac	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date
Expenditures	1,548,965.75	109,851.02	118,012.17	147,778.34	148,324.28	133,847.89	123,011.07	132,462.88	143,181.79	124,399.09	136,249.29	133,275.72	140,877.27	1,591,270.81
Receipts	1,531,783.06	73,109.81	174,102.71	165,799.63	99,583.89	91,764.09	140,279.99	130,391.33	44,994.45	154,720.86	275,058.92	8,708.20	243,927.07	1,602,440.95
Cash Balance	277,104.09	240,362.88	296,453.42	314,474.71	265,734.32	223,650.52	240,919.44	238,847.89	140,660.55	170,982.32	309,791.95	185,224.43	288,274.23	
2020-21 Admin Ac	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date
Expenditures	1,485,969.70	90,893.69	163,948.25	122,354.01	131,800.23	120,237.84	152,558.05	121,185.83	114,017.20	121,406.65	116,370.42	108,237.56	145,416.05	1,508,425.78
Receipts	1,439,090.31	130,077.64	152,904.01	221,579.97	80,440.87	313,785.26	183,043.23	139,728.42	76,016.69	161,502.66	123,566.96	70,535.67	447,460.20	2,100,641.58
Cash Balance	112,598.96	151,782.91	140,738.67	239,964.63	188,605.27	382,152.69	412,637.87	431,180.46	393,179.95	433,275.96	440,472.50	402,770.61	704,814.76	

\*2020-2021: PPP LOAN FOR

## REPORT Generated from Monthly Bank Statements

2023-24 Activities	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date
Expenditures		468.51	12,702.43	22,332.81	17,239.42	3,504.60	9,152.08	15,302.44	19,725.65	8,259.33	3,855.55	57,562.32		170,105.14
Receipts		3,006.58	14,699.09	21,122.17	13,647.75	3,554.72	21,464.80	8,187.68	31,717.36	8,973.38	19,256.89	41,090.50		186,720.92
Cash Balance	184,007.64	186,545.71	188,542.37	187,331.73	183,740.06	183,790.18	196,102.90	188,988.14	200,979.85	201,693.90	217,095.24	200,623.42	200,623.42	
2022-23 Activities	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date
Expenditures		1,058.71	12,090.99	32,780.23	4,180.03	15,833.77	13,374.29	12,309.51	12,440.15	14,366.50	12,078.24	12,437.76	23,478.64	166,428.82
Receipts		17.11	12,389.22	19,910.21	21,030.17	14,745.75	56,143.91	21,203.37	13,411.24	15,045.95	128.29	40,866.03	1,031.22	215,922.47
Cash Balance	134,513.99	133,472.39	133,770.62	120,900.60	137,750.74	136,662.72	179,432.34	188,326.20	189,297.29	189,976.74	178,026.79	206,455.06	184,007.64	
2021-22 Activities	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date
Expenditures		6,863.13	2,562.51	10,697.45	27,149.23	18,853.36	4,306.74	8,257.72	11,333.23	22,818.26	8,096.69	3,477.31	9,696.28	134,111.91
Receipts		4,293.15	12,696.35	8,251.67	22,068.14	16,120.10	16,364.73	16,136.55	13,939.64	10,213.18	7,746.13	15.72	23,244.20	151,089.56
Cash Balance	117,536.34	114,966.36	125,100.20	122,654.42	117,573.33	114,840.07	126,898.06	134,776.89	137,383.30	124,778.22	124,427.66	120,966.07	134,513.99	
2020-21 Activities	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date
Expenditures		8,571.49	30,131.92	10,244.87	19,328.59	4,886.86	15,334.09	16,714.44	6,068.32	9,223.32	16,673.50	10,768.78	1,303.46	149,249.64
Receipts		9,469.14	27,992.50	9,936.30	20,924.46	10,760.63	11,950.30	15,548.75	17,350.79	15,639.85	10,447.84	17,958.51	2,062.33	170,041.40
Cash Balance	96,744.58	97,642.23	95,502.81	95,194.24	96,790.11	102,663.88	99,280.09	98,114.40	109,396.87	115,813.40	109,587.74	116,777.47	117,536.34	

## REPORT Generated from Monthly Balance Sheet

Endowments	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	
2023-2024	3,766,447.72	3,785,794.21	3,728,049.63	3,572,017.23	3,496,960.31	3,814,525.68	3,876,145.15	3,935,435.50	4,020,122.66	4,111,085.41	3,948,043.99	4,065,340.77		
2022-2023	3,399,834.95	3,581,062.81	3,484,904.86	3,229,157.36	3,248,457.57	3,524,474.06	3,434,532.48	3,585,914.14	3,507,909.05	3,588,330.25	3,626,068.21	3,625,582.85	3,766,447.72	
2021-2022	3,883,327.46	3,922,539.40	3,982,001.76	3,820,207.68	3,948,130.40	3,887,588.40	4,143,609.71	4,025,655.48	3,961,104.51	3,883,815.33	3,626,163.08	3,639,519.85	3,399,834.95	
2020-2021	2,979,772.68	3,091,466.36	3,200,921.30	3,137,104.73	3,099,156.24	3,325,383.94	3,431,906.17	3,406,621.47	3,460,276.93	3,417,502.04	3,523,728.62	3,550,362.69	3,883,327.46	

## REPORT Generated from Monthly Balance Sheet

Savings	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	
2023-2024	242,159.08	242,775.10	243,115.07	243,508.47	243,979.61	266,584.24	179,989.82	200,195.64	108,499.19	76,212.92	76,217.70	77,375.00		
2022-2023	215,304.47	215,304.47	235,882.82	237,332.84	244,758.41	244,919.25	245,241.53	245,735.88	247,180.44	247,731.81	248,024.23	238,212.67	242,159.08	
2021-2022	170,158.14	170,215.82	170,803.52	237,031.19	240,939.71	241,015.72	231,720.17	231,798.77	170,700.60	191,685.36	211,742.94	211,800.84	215,304.47	
2020-2021	456.96	456.96	811.96	846.96	116,608.96	116,608.96	55,709.40	120,709.40	121,589.40	210,827.85	212,840.12	170,098.22	170,158.14	

Combined Accts.	Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June	
2023-2024	4,253,286.65	4,559,187.43	4,483,495.81	4,269,078.74	4,097,943.82	4,408,084.27	4,365,163.79	4,479,056.88	4,387,117.00	4,374,984.31	4,566,234.78	4,613,568.73		
2022-2023	4,011,911.23	4,256,401.03	4,250,003.23	4,004,429.76	3,993,150.22	4,197,271.13	4,298,770.75	4,473,589.89	4,320,883.58	4,383,963.31	4,378,244.21	4,379,084.45	4,465,736.37	
2021-2022	4,448,126.03	4,448,084.46	4,574,358.90	4,494,368.00	4,572,377.76	4,467,094.71	4,743,147.38	4,631,079.03	4,409,848.96	4,371,261.23	4,272,125.63	4,157,511.19	4,037,927.64	
2020-2021	3,189,573.18	3,341,348.46	3,437,974.74	3,473,110.56	3,501,160.58	3,926,809.47	3,999,533.53	4,056,625.73	4,084,443.15	4,177,419.25	4,286,628.98	4,240,008.99	4,875,836.70	



Summary Budget Reports for East & West Catholic Elementary, Holy Trinity Elementary and Cedar Catholic Jr.-Sr. High School.  
The years included below are in alignment with Cedar Catholic's 5-year Strategic Plan.  
\$50,000 Budget Increase

**East & West Catholic Budget Expenditures**

School	Salary &	Accounts	Total
Year	Benefits	Payable	Budget
2020-2021	\$405,930.60	\$62,550.00	\$468,480.60
2021-2022	\$417,538.52	\$100,757.25	\$518,295.77
2022-2023	\$468,826.00	\$136,160.00	\$604,986.00
2023-2024	\$522,698.69	\$132,954.54	\$655,653.23
2024-2025	\$522,698.69	\$132,954.54	\$655,653.23

**East & West Catholic Budget Receipts**

Parish	Development	Student	Other	Total
Support	Endowment	Tuition	Revenue	Receipts
\$182,600.00	\$129,000.00	\$56,000.00	\$40,490.00	\$408,090.00
\$199,200.00	\$174,005.77	\$68,400.00	\$95,740.00	\$537,345.77
\$199,200.00	\$247,240.00	\$70,800.00	\$87,746.00	\$604,986.00
\$199,200.00	\$247,240.00	\$80,750.00	\$128,463.23	\$655,653.23
\$199,200.00	\$247,240.00	\$80,750.00	\$128,463.23	\$655,653.23

**Holy Trinity Budget Expenditures**

School	Salary &	Accounts	Total
Year	Benefits	Payable	Budget
2020-2021	\$732,809.03	\$120,243.50	\$853,052.53
2021-2022	\$757,690.00	\$128,851.00	\$886,541.00
2022-2023	\$801,156.92	\$124,881.00	\$926,037.92
2023-2024	\$837,653.52	\$144,725.50	\$982,379.02
2024-2025	\$837,653.52	\$144,725.50	\$982,379.02

**Holy Trinity Budget Receipts**

Parish	Development	Student	Other	Total
Support	Endowment	Tuition	Revenue	Receipts
\$431,593.08	\$118,125.00	\$293,905.00	\$9,429.45	\$853,052.53
\$456,349.00	\$128,532.00	\$292,600.00	\$9,060.00	\$886,541.00
\$480,661.92	\$125,801.00	\$310,515.00	\$9,060.00	\$926,037.92
\$505,382.02	\$130,282.00	\$337,755.00	\$8,960.00	\$982,379.02
\$505,382.02	\$130,282.00	\$337,755.00	\$8,960.00	\$982,379.02

**Cedar Catholic Budget Expenditures**

School	Salary &	Accounts	Total
Year	Benefits	Payable	Budget
2020-2021	\$1,115,041.70	\$370,928.00	\$1,485,969.70
2021-2022	\$1,198,587.50	\$350,378.00	\$1,548,965.50
2022-2023	\$1,234,700.26	\$380,878.00	\$1,615,578.26
2023-2024	\$1,296,701.79	\$364,828.00	\$1,661,529.79
2024-2025	\$1,345,125.00	\$391,000.00	\$1,736,125.00

**Cedar Catholic Budget Receipts**

Parish	Development	Student	Other	Total
Subsidies	Endowment	Tuition	Revenue	Receipts
\$486,717.31	\$412,600.00	\$465,273.00	\$74,500.00	\$1,439,090.31
\$501,723.52	\$437,294.54	\$512,265.00	\$80,500.00	\$1,531,783.06
\$501,723.52	\$450,195.69	\$562,860.00	\$100,500.00	\$1,615,279.21
\$501,723.52	\$496,341.48	\$546,500.00	\$117,000.00	\$1,661,565.00
\$514,111.54	\$521,988.84	\$583,025.00	\$116,999.62	\$1,736,125.00

**Cedar County Catholic Schools Combined Budget Expenditures**

School	Salary &	Accounts	Total
Year	Benefits	Payable	Budget
2020-2021	\$2,253,781.33	\$553,721.50	\$2,807,502.83
2021-2022	\$2,373,816.02	\$579,986.25	\$2,953,802.27
2022-2023	\$2,504,683.18	\$641,919.00	\$3,146,602.18
2023-2024	\$2,657,063.00	\$642,508.04	\$3,299,571.04
2024-2025	\$2,705,477.21	\$668,680.04	\$3,374,157.25

**Cedar County Catholic Schools Combined Budget Receipts**

Parish	Development	Student	Other	Total
Support	Endowment	Tuition	Revenue	Receipts
\$1,100,910.39	\$659,725.00	\$815,178.00	\$124,419.45	\$2,700,232.84
\$1,157,272.52	\$739,832.31	\$873,265.00	\$185,300.00	\$2,955,669.83
\$1,181,585.44	\$823,236.69	\$944,175.00	\$197,306.00	\$3,146,303.13
\$1,206,305.54	\$873,863.48	\$965,005.00	\$254,423.23	\$3,299,597.25
\$1,218,693.56	\$899,510.84	\$1,001,530.00	\$254,422.85	\$3,374,157.25



## 000000BUDGET SUMMARY

EXPENSES	BUDGET 2019-2020	ACTUAL 2019-2020	BUDGET 2020-2021	ACTUAL 2020-2021	BUDGET 2021-2022	ACTUAL 2021-2022	BUDGET 2022-2023	ACTUAL 2022-2023	BUDGET 2023-2024	ACTUAL 2023-2024	BUDGET 2024-2025	Net Change
ATHELCTICS AND ACTIVITIES												
TOTAL ATHLETICS AND ACTIVITIES	\$47,100.00	\$53,997.45	\$53,200.00	\$85,656.34	\$60,750.00	\$124,131.10	\$80,300.00	\$100,780.78	\$88,050.00	\$103,528.30	\$101,000.00	(\$2,528.30)
DEPARTMENT PERSONNEL COSTS												\$0.00
CERTIFIED STAFF	\$695,717.13	\$724,839.54	\$666,596.56	\$733,306.30	\$733,796.27	\$734,169.96	\$748,586.66	\$807,676.61	\$798,370.42	\$914,516.85	\$917,000.00	\$2,483.15
NON-CERTIFIED STAFF												\$0.00
4203 Administrative Staff	\$51,804.48	\$58,861.90	\$52,400.00	\$53,921.61	\$54,496.00	\$53,998.03	\$57,000.00	\$57,620.81	\$62,400.00	\$82,205.81	\$87,000.00	\$4,794.19
4205 Transportation Services	\$38,400.00	\$31,031.64	\$36,000.00	\$36,356.14	\$34,400.00	\$36,147.25	\$35,800.00	\$26,666.69	\$30,300.00	\$63,099.19	\$60,000.00	(\$3,099.19)
4206 Maintenance Staff	\$49,972.00	\$32,137.17	\$50,260.00	\$36,121.01	\$51,760.80	\$37,839.80	\$54,000.00	\$45,985.66	\$52,790.00	\$38,752.50	\$54,000.00	\$15,247.50
OTHER PERSONNEL COSTS	\$304,407.96	\$238,514.71	\$308,415.84	\$239,690.51	\$324,134.68	\$284,268.35	\$339,313.60	\$270,368.98	\$352,850.37	\$268,065.26	\$227,125.00	(\$40,940.26)
TOTAL DEPARTMENT PERSONNEL COSTS	\$1,140,301.57	\$1,085,384.96	\$1,113,672.40	\$1,099,395.57	\$1,198,587.75	\$1,146,423.39	\$1,234,700.26	\$1,208,318.75	\$1,296,710.79	\$1,366,639.61	\$1,345,125.00	(\$21,514.61)
FACILITIES & ADMIN EXPENSES												
TOTAL FACILITIES & ADMIN EXPENSES	\$253,050.00	\$229,878.20	\$261,078.00	\$249,086.54	\$235,028.00	\$261,761.73	\$252,478.00	\$287,654.64	\$246,278.00	\$282,691.44	\$250,000.00	(\$32,691.44)
CAPITAL OUTLAY								\$88,150.00		\$49,500.00	\$0.00	(\$49,500.00)
INSTRUCTIONAL MATERIALS										\$4,309.33	\$0.00	(\$4,309.33)
TOTAL INSTRUCTIONAL MATERIALS	\$46,000.00	\$50,599.86	\$56,650.00	\$65,299.47	\$54,600.00	\$58,954.49	\$48,100.00	\$63,487.18	\$30,500.00	\$50,842.54	\$40,000.00	(\$10,842.54)
<b>Total Expense</b>	<b>\$1,486,451.57</b>	<b>\$1,419,860.47</b>	<b>\$1,484,600.40</b>	<b>\$1,499,437.92</b>	<b>\$1,548,965.75</b>	<b>\$1,591,270.71</b>	<b>\$1,615,578.26</b>	<b>\$1,748,391.35</b>	<b>\$1,661,538.79</b>	<b>\$1,857,511.22</b>	<b>\$1,736,125.00</b>	<b>(\$142,900.83)</b>
	4.730%	0.262%	-0.125%	5.307%	4.155%	5.771%	4.123%	8.987%	2.766%	5.875%	-6.992%	
INCOME												
ATHELCTICS AND ATIVITIES INCOME												
TOTAL ATHLETICS AND ACTIVITIES INCOME	\$44,000.00	\$44,817.72	\$44,000.00	\$72,479.81	\$50,000.00	\$121,355.90	\$50,000.00	\$111,096.11	\$65,000.00	\$88,714.43	\$65,000.00	\$0.00
MEMORIAL AND DONTATION INCOME												
TOTAL MEMORIALS AND DONATIONS INCOME	\$58,000.00	\$5,031.80	\$30,000.00	\$39,641.12	\$30,000.00	\$89,955.92	\$50,000.00	\$144,653.50	\$50,000.00	\$87,484.46	\$50,000.00	\$0.00
SCHOOL TUITION AND FEES												
3001 Tuition	\$545,620.00	\$459,591.62	\$465,273.00	\$542,960.96	\$512,265.00	\$491,661.50	\$562,860.00	\$594,628.97	\$546,510.00	\$446,824.33	\$583,025.00	
3003 Parish Subsidies	\$486,717.31	\$448,191.43	\$486,717.31	\$527,198.69	\$501,723.52	\$459,907.36	\$501,723.52	\$501,723.05	\$501,723.52	\$459,913.15	\$514,111.00	
TOTAL SCHOOL TUITION AND FEES	\$1,032,337.31	\$907,783.05	\$951,990.31	\$1,070,159.65	\$1,013,988.52	\$951,568.86	\$1,064,583.52	\$1,096,352.02	\$1,048,233.52	\$906,737.48	\$1,097,136.00	\$48,902.48
OTHER OPERATING REVENUE												
TOTAL OTHER OPERATING REVENUE	\$6,750.00	\$11,196.65	\$500.00	\$441,607.92	\$500.00	\$29,365.44	\$500.00	\$71,015.35	\$2,000.00	\$20,239.51	\$2,000.00	\$0.00
TECHNOLOGY GIFT								\$18,422.24				
RESTRICTED/RELEASED ITEMS												
3705 Funds from Endowments	\$114,000.00	\$114,000.00	\$102,600.00	\$123,959.34	\$127,294.54	\$133,691.92	\$140,195.69	\$64,900.46	\$146,341.48	\$137,766.55	\$146,989.00	\$647.52
3706 Funds from Development	\$255,000.00	\$148,191.00	\$310,000.00	\$352,393.74	\$310,000.00	\$276,500.00	\$310,000.00	\$273,205.00	\$350,000.00	\$596,890.00	\$375,000.00	\$25,000.00
TOTAL RESTRICTED/RELEASED ITEMS	\$369,000.00	\$262,191.00	\$412,600.00	\$476,353.08	\$437,294.54	\$410,191.92	\$450,195.69	\$338,105.46	\$496,341.48	\$734,656.55	\$521,989.00	\$25,647.52
<b>Total Income</b>	<b>\$1,510,087.31</b>	<b>\$1,231,020.22</b>	<b>\$1,439,090.31</b>	<b>\$2,100,241.58</b>	<b>\$1,531,783.06</b>	<b>\$1,602,438.04</b>	<b>\$1,615,279.21</b>	<b>\$1,779,644.68</b>	<b>\$1,661,575.00</b>	<b>\$1,837,832.43</b>	<b>\$1,736,125.00</b>	<b>\$74,550.00</b>
	7.594%	-13.354%	-4.933%	41.387%	6.051%	-31.065%	5.169%	9.957%	2.786%	3.166%	4.294%	
<b>Profit/(Loss)</b>	<b>\$ 23,635.74</b>	<b>\$ (188,840.25)</b>	<b>\$ (45,510.09)</b>	<b>\$ 600,803.66</b>	<b>\$ (17,182.69)</b>	<b>\$ 11,167.33</b>	<b>\$ (299.05)</b>	<b>\$ 31,253.33</b>	<b>\$ 36.21</b>	<b>\$ (19,678.79)</b>	<b>\$ -</b>	

EXPENSES	2021-2022	2022-2023	2023-2024	2024-2025	Net Change
ATHELCTICS AND ACTIVITIES					
4020A Cheerleader	\$ 250.00	\$ 250.00	\$ 250.00	\$ 200.00	\$ (50.00)
4020B Basketball - Boys	\$ 10,500.00	\$ 12,500.00	\$ 12,500.00	\$ 13,500.00	\$ 1,000.00
4020C Basketball - Girls	\$ 6,500.00	\$ 10,000.00	\$ 12,500.00	\$ 13,500.00	\$ 1,000.00
4020D Football	\$ 13,000.00	\$ 15,000.00	\$ 20,000.00	\$ 20,000.00	\$ -
4020E Track and Field	\$ 7,500.00	\$ 10,000.00	\$ 5,000.00	\$ 5,500.00	\$ 500.00
4020F Wrestling	\$ 1,600.00	\$ 2,000.00	\$ 2,000.00	\$ 3,000.00	\$ 1,000.00
4020G Volleyball	\$ 6,500.00	\$ 6,500.00	\$ 6,000.00	\$ 7,000.00	\$ 1,000.00
4020H Dance	\$ 300.00	\$ 300.00	\$ 500.00	\$ 1,500.00	\$ 1,000.00
4020I Golf - Boys	\$ 1,000.00	\$ 1,200.00	\$ 1,500.00	\$ 2,500.00	\$ 1,000.00
4020J Golf - Girls	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00	\$ 1,000.00
4020K Concessions					\$ -
4020L Athletics Miscellaneous	\$ 2,500.00	\$ 5,000.00	\$ 10,000.00	\$ 12,000.00	\$ 2,000.00
4020M Athletic Equipment	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 6,000.00	\$ 1,000.00
4020 Athletic Other					\$ -
4023B Band	\$ 1,000.00	\$ 1,000.00			\$ -
4023C Speech	\$ 2,000.00	\$ 1,500.00	\$ 1,000.00	\$ 2,500.00	\$ 1,500.00
4023D One-Act	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00	\$ 1,000.00
4023F MathCounts		\$ 200.00	\$ 200.00	\$ 200.00	\$ -
4023H Campus Ministry		\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ -
4023I Class Activities		\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -
4023 J Student Council		\$ 250.00	\$ 500.00	\$ 500.00	\$ -
4023M Quiz Bowl	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ -
4023P Catholic Schools Week	\$ 1,000.00	\$ 1,000.00	\$ 1,500.00	\$ 1,500.00	\$ -
4023Q Activities Miscellaneous		\$ 500.00	\$ 1,500.00	\$ 1,500.00	\$ -
TOTAL ATHLETICS AND ACTIVITIES	\$ 60,750.00	\$ 80,300.00	\$ 88,050.00	\$ 101,000.00	\$ 12,950.00
DEPARTMENT PERSONNEL COSTS					
CERTIFIED STAFF	\$ 733,796.27	\$ 748,586.66	\$ 798,370.42	\$ 788,748.00	\$ (9,622.42)
NON-CERTIFIED STAFF					\$ -
4203 Administrative Staff					\$ -
4203A Office Manager	\$ 27,248.00	\$ 28,500.00	\$ 31,200.00	\$ 46,000.00	\$ 14,800.00
4203B Business Manager	\$ 27,248.00	\$ 28,500.00	\$ 31,200.00	\$ 37,750.00	\$ 6,550.00
4205 Transportation Services					\$ -
4205A Activities Transportation	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ -
4205B Athletics Transportation	\$ -				\$ -
4205C School Day Transportation	\$ 28,800.00	\$ 30,000.00	\$ 25,000.00	\$ 25,000.00	\$ -
4205D Transportation Supervisor	\$ 2,600.00	\$ 2,800.00	\$ 2,800.00	\$ 2,800.00	\$ -
4205 Transportation Services - Other	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -
4206 Maintenance Staff					\$ -
4206A Maintenance Supervisor	\$ 11,700.00	\$ 12,250.00	\$ 10,000.00	\$ 10,000.00	\$ -
4206B Custodian	\$ 24,918.40	\$ 26,000.00	\$ 27,040.00	\$ 36,900.00	\$ 9,860.00
4206C MWAC Custodian	\$ 15,142.40	\$ 15,750.00	\$ 15,750.00	\$ 18,760.00	\$ 3,010.00
OTHER PERSONNEL COSTS					\$ -
4207 Nurse Contract	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ -
4208 Aids & Temporary Help	\$ 5,000.00	\$ 5,000.00	\$ 7,500.00	\$ 7,500.00	\$ -
4209 Coaching	\$ 94,515.00	\$ 105,200.00	\$ 110,000.00	\$ 116,252.00	\$ 6,252.00
4210 Student Labor	\$ 1,000.00	\$ 2,500.00	\$ 1,500.00	\$ 1,500.00	\$ -
4211 Activities Supervision	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -
4220 Concessions Staff	\$ 2,600.00	\$ 2,800.00	\$ 2,800.00	\$ 2,800.00	\$ -
4212 Overtime	\$ -				\$ -
4213 Bonus	\$ -				\$ -
4214 Federal Taxes	\$ 74,728.88	\$ 77,065.08	\$ 82,268.90	\$ 87,520.00	\$ 5,251.10
4215 Employer Flex Contributions	\$ 29,540.00	\$ 32,340.00	\$ 32,340.00	\$ 32,340.00	\$ -
4216 Employer Pension	\$ 28,115.04	\$ 29,027.60	\$ 30,948.31	\$ 34,000.00	\$ 3,051.69
4217 Health Insurance	\$ 78,135.76	\$ 73,880.92	\$ 72,993.16	\$ 82,255.00	\$ 9,261.84



EXPENSES	2021-2022	2022-2023	2023-2024	2024-2025	Net Change
4218 Professional Development	\$ 1,500.00	\$ 2,000.00	\$ 1,500.00	\$ 1,500.00	\$ -
4219 Miscellaneous Personnel Costs	\$ 1,000.00	\$ 1,500.00	\$ 3,000.00	\$ 3,000.00	\$ -
<b>TOTAL DEPARTMENT PERSONNEL COSTS</b>	<b>\$ 464,791.48</b>	<b>\$ 486,113.60</b>	<b>\$ 498,340.37</b>	<b>\$ 1,345,125.00</b>	<b>\$ 58,036.63</b>
<b>FACILITIES &amp; ADMIN EXPENSES</b>					
4430 Technology	\$ 2,500.00	\$ 12,500.00	\$ 10,000.00	\$ 10,000.00	\$ -
4431 Printing & Copying	\$ 12,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -
4432 Utilities					\$ -
4432A Fuel	\$ 3,500.00	\$ 3,500.00	\$ 2,000.00	\$ 2,000.00	\$ -
4432B Water and Sewer	\$ 2,250.00	\$ 2,500.00	\$ 5,000.00	\$ 5,000.00	\$ -
4432C Electricity	\$ 30,000.00	\$ 30,000.00	\$ 28,000.00	\$ 30,000.00	\$ 2,000.00
4433 Telephone	\$ 4,200.00	\$ 4,200.00	\$ 3,500.00	\$ 3,500.00	\$ -
4434 Rentals					\$ -
4434A Holy Trinity	\$ 17,000.00	\$ 17,000.00	\$ 17,000.00	\$ 17,000.00	\$ -
4434B Holy Trinity Field	\$ -	\$ -	\$ -	\$ -	\$ -
4434C Complex	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	\$ -
4434 Rentals - Other					\$ -
4435 Postage	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 2,000.00	\$ 500.00
4436 Advertising	\$ 750.00	\$ 500.00	\$ 250.00	\$ 250.00	\$ -
4437 Dietary Supplies	\$ -	\$ -	\$ -	\$ -	\$ -
4438 Cafeteria	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 4,000.00	\$ 1,000.00
4439 Office Supplies	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ -
4440 Service Contracts	\$ 25,000.00	\$ 27,500.00	\$ 30,000.00	\$ 30,000.00	\$ -
4441 Equipment					\$ -
4442 Travel	\$ 300.00	\$ -	\$ -	\$ -	\$ -
4443 Building & Grounds	\$ 25,000.00	\$ 28,000.00	\$ 25,000.00	\$ 25,000.00	\$ -
4443A - Custodial Supplies					\$ -
4443B - Parts & Service					\$ -
4443C - Groundskeeping					\$ -
4443 - Buildings & Grounds - Other					\$ -
4444 Property/Auto/Workers Comp	\$ 41,528.00	\$ 41,528.00	\$ 41,528.00	\$ 42,528.00	\$ 1,000.00
4445 Administrative Fees	\$ 5,000.00	\$ 5,000.00	\$ 3,500.00	\$ 3,500.00	\$ -
4446 Taxes & Licenses	\$ 500.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ -
4447 Legal Fees	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ -
4448 Interest Expense					\$ -
4449 Subscriptions	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 250.00	\$ -
4450 Professional Fees	\$ 500.00	\$ 500.00	\$ 250.00	\$ 250.00	\$ -
4451 Automotive	\$ 45,000.00	\$ 50,000.00	\$ 50,000.00	\$ 49,222.00	\$ (778.00)
4451A - Fuel					\$ -
4451B - Maintenance					\$ -
4451 Automotive - Other					\$ -
4452 Supplies Expense			\$ 1,500.00	\$ 1,500.00	\$ -
4453 Miscellaneous Expenses	\$ 500.00	\$ 500.00	\$ 250.00	\$ 250.00	\$ -
4454 Bank Service Charge					\$ -
4999 Capital Outlay	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL FACILITIES &amp; ADMIN EXPENSES</b>	<b>\$ 235,028.00</b>	<b>\$ 252,478.00</b>	<b>\$ 246,278.00</b>	<b>\$ 250,000.00</b>	<b>\$ 3,722.00</b>
<b>INSTRUCTIONAL MATERIALS</b>					
4320 Campus Ministry	\$ 4,500.00	\$ -	\$ -	\$ -	\$ -
4321 AV Repair	\$ -	\$ -	\$ -	\$ -	\$ -
4322 Business Education	\$ 1,500.00	\$ 1,500.00	\$ 1,000.00	\$ 1,000.00	\$ -
4323 Computers	\$ 12,500.00	\$ 2,500.00	\$ 1,500.00	\$ 1,500.00	\$ -
4324 Language Arts	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ -
4325 Counseling	\$ 1,500.00	\$ 2,000.00	\$ 2,500.00	\$ 2,500.00	\$ -
4326 Journalism	\$ 100.00	\$ 100.00	\$ 500.00	\$ 500.00	\$ -
4327 Languages	\$ 15,000.00	\$ 10,000.00	\$ 1,000.00	\$ 1,000.00	\$ -

EXPENSES	2021-2022	2022-2023	2023-2024	2024-2025	Net Change
4328 Library	\$ 2,500.00	\$ 2,500.00	\$ 2,000.00	\$ 2,000.00	\$ -
4329 Math	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -
4330 Music					\$ -
4330A Instrumental	\$ 1,000.00	\$ 1,500.00	\$ 2,000.00	\$ 3,500.00	\$ 1,500.00
4330B Vocal	\$ 1,000.00	\$ 1,500.00	\$ 2,000.00	\$ 2,000.00	\$ -
4331 Natural Science	\$ 1,000.00	\$ 2,500.00	\$ 3,000.00	\$ 5,000.00	\$ 2,000.00
4332 PE - Health	\$ 500.00	\$ 500.00	\$ 500.00	\$ 1,000.00	\$ 500.00
4333 Religion	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 3,600.00	\$ 1,100.00
4334 Resource	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ -
4335 Social Sciences	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -
4336 Speech	\$ -	\$ -	\$ -	\$ -	\$ -
4337 Instructional Supplies	\$ 5,000.00	\$ 5,000.00	\$ 1,000.00	\$ 1,500.00	\$ 500.00
4338 Technology Supplies	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -
4339 Robotics		\$ 10,000.00	\$ 5,000.00	\$ 8,900.00	\$ 3,900.00
TOTAL INSTRUCTIONAL MATERIALS	\$ 54,600.00	\$ 48,100.00	\$ 30,500.00	\$ 40,000.00	\$ 9,500.00
Total Expense	\$ 815,169.48	\$ 866,991.60	\$ 863,168.37	\$ 1,736,125.00	\$ 872,956.63
	-0.346%	6.357%	5.888%	101.134%	
<b>INCOME</b>					
ATHLETICS AND ACTIVITIES INCOME					
3020 Student Athletics	\$ 50,000.00	\$ 50,000.00	\$ 65,000.00	\$ 65,000.00	\$ -
FUNDRAISER INCOME					
3140 Annual Appeal	\$ -				\$ -
3142 Memorials	\$ 30,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ -
3145 Donations					\$ -
SCHOOL TUITION AND FEES					
3001 Tuition	\$ 512,265.00	\$ 562,860.00	\$ 546,510.00	\$ 583,025.00	\$ 36,515.00
3003 Parish Subsidies	\$ 501,723.52	\$ 501,723.52	\$ 501,723.52	\$ 514,111.00	\$ 12,387.48
OTHER OPERATING REVENUE					
3562 Instructional Income	\$ -				\$ -
3563 Rental Income					\$ -
3564 Interest Income	\$ 500.00	\$ 500.00	\$ 2,000.00	\$ 2,000.00	\$ -
3565 Miscellaneous Income					\$ -
3566 Goernment Sources					\$ -
RESTRICTED/RELEASED ITEMS					
3705 Funds from Endowments					\$ -
ACNM Endowment	\$ 29,774.76	\$ 31,979.65	\$ 33,272.00	\$ 28,208.87	\$ (5,063.13)
Endowment Growth Withdrawl	\$ -				\$ -
Endowment NR	\$ 71,785.36	\$ 79,035.22	\$ 82,245.48	\$ 92,628.25	\$ 10,382.77
MWAC Endowment	\$ 25,734.42	\$ 29,180.82	\$ 30,824.00	\$ 26,151.88	\$ (4,672.12)
3706 Funds from Development				\$ 375,000.00	\$ 375,000.00
Technology Gift					\$ -
Cedar Development	\$ 125,000.00	\$ 125,000.00	\$ 125,000.00		\$ (125,000.00)
Other Development Gifts	\$ -	\$ -	\$ -	\$ -	\$ -
Truck Raffle Proceeds	\$ 85,000.00	\$ 85,000.00	\$ 100,000.00		\$ (100,000.00)
Gala Funds	\$ 100,000.00	\$ 100,000.00	\$ 125,000.00		\$ (125,000.00)
Total Income	\$ 1,531,783.06	\$ 1,615,279.21	\$ 1,661,575.00	\$ 1,736,125.00	\$ 74,550.00
	6.441%	5.451%	8.473%	4.487%	
	\$ 716,613.58	\$ 748,287.61	\$ 798,406.63	\$ -	





CEDAR COUNTY  
**Catholic Schools**

" ALL PATHS LEAD TO HIM "

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# STRATEGIC PLAN

2024-2027

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### **Mission Statement**

*The loftiest aspiration of our organization.*

**Mission Statement:** Empowered by our Catholic faith and the Holy Spirit, Cedar Catholic Jr.-Sr. High School develops disciples, scholars, and leaders for the future.

### **Beliefs**

*Fundamental values, ethical codes, and overriding convictions and principles.*

**Belief Statements:** Cedar Catholic Jr.-Sr. High School believes that:

- • All students can learn and must develop a sense of responsibility for their learning and actions;
- • Learning takes place through individual and interactive activities;
- • All students deserve equitable and quality learning opportunities that provide for individual differences;
- • Family support and guidance is critical in the learning process;
- • The school must be a community whose Christian values are understood, communicated, and demonstrated;
- • Respect and acceptance are essential in the development of a student's dignity and self-worth;
- • The school must reach out and collaborate with local and parish communities, as visible witnesses of God's love and service in the Church;
- • Participation in group activities (both academic and extracurricular) is vital in assisting the student to develop responsibility, Christian attitudes, and leadership;
- • The school is committed to providing a safe and supportive environment to ensure student educational success;
- • It is the duty of the State to protect, through legislation, the right of the family to educate children in their religious beliefs.



### **Exit Outcomes**

*Established guidelines from which Cedar Catholic will operate.*

*Self-imposed regulations: Things Cedar Catholic graduates will demonstrate*

1. **Exit Outcomes:** Graduates of Cedar Catholic Jr.-Sr. High School will be able to demonstrate:

- Catholic religious knowledge, virtue, and practices:
  - o By their personal belief in God through their lifestyle; and
  - o By their ability to display knowledge of moral and religious practices and obligations.
- Complex thinking skills:
  - o By applying academic knowledge to logical problem-solving strategies;
  - o By applying analytical and logical reasoning to everyday living; and
  - o By displaying innovative and creative thought processes.
- Effective communication skills:
  - o By using a variety of research skills and resources;
  - o By expressing ideas clearly;
  - o By effectively communicating for a variety of purposes;
  - o By effectively communicating through a variety of mediums; and
  - o By creating quality products.
- Effective social skills:
  - o Through the ability to self-assess and monitor behaviors in a group;
  - o By exhibiting community interaction; and
  - o By developing relationships and fostering cooperation with all age groups and races.
- Independent learning skills:
  - o By being self-motivated and self-directed;
  - o By establishing clear goals and means for success; and
  - o By seeking new challenges and considering choices before acting.
- A balance of spiritual, emotional, social, and physical practices for wellbeing:
  - o Through an appreciation and acceptance of one's beliefs and culture;
  - o Through an awareness of the effect of personal behavior on the greater community;
  - o Through global awareness;
  - o By pursuing personal standards of excellence; and
  - o By making healthy choices in diet and exercise.

## Objectives

*Desired end results.*

**Objective 1:** Cedar Catholic Jr.-Sr. High students will have the opportunity to excel academically, possess diverse coursework with strong rigor, a solid foundation of skills, and an opportunity to have a well-rounded Catholic education (both curricular and extra-curricular) consistent with Cedar Catholic Beliefs and Exit Outcomes to achieve their personal goals.

**Objective 2:** Cedar Catholic Jr.-Sr. High School will have the technology, facilities, transportation and program resources to meet the needs of 21st-century learning while enabling our school to support the interest and needs of students to pursue a career of their choice and success in a competitive workforce.

**Objective 3:** Cedar Catholic Jr.-Sr. High School will meet the needs of our community to attract, develop and retain a quality workforce, manage financial resources, grow enrollment, build relationships with other communities, and promote parent and community involvement and support of Cedar County Catholic Schools.

## Strategies

*Strategies are intended to close the gap between our baseline data (where we are) and our mission (where we want to be). Desired and measurable end results.*

### **Religious Education Programs**

**Strategy 1.1:** Increase involvement, visibility and continuity of Priests and/or Religious in our schools and Parishes.

**Strategy 1.2:** Continue to schedule and increase access to Mass, Retreats, Rally's, Eucharistic Adoration, Campus Ministry and Discipleship, and Community Service Programs.

**Strategy 1.3:** Continue to explore and expand resources and materials used in Religious Education Classes.

**Strategy 1.4:** Increase opportunities for parents to be more involved in their child's faith formation and increased Vocations.

### **Core and Elective Education Programs**

**Strategy 2.1:** Review/update curriculum, textbooks, and materials aligned to our Catholic Faith and Accreditation Standards (Language Arts, Math, Science, Social Studies)

**Strategy 2.2:** Review/update elective course options, curriculum, textbooks, and materials aligned to our Catholic Faith and Rule 10 Accreditation Standards.

**Strategy 2.3:** Promote and increase access and support for a competitive Visual and Performing Arts Curriculum, Schedule, and Extra-Curricular Programs.

**Strategy 2.4:** Recruit, develop, and retain teachers and administrators with the credentials, endorsements, and certification in their assigned areas.

### **Activity Programs**

**Strategy 3.1:** Review practice schedules and adopt and implement guidelines to reduce conflict with other programs and Wednesday/Sunday Church Services.

**Strategy 3.2:** Review and promote increased student participation in athletic and performing arts extra-curricular programs, clubs, and community events.

**Strategy 3.3:** Research and implement programs to promote parent participation and support for students involved in extra-curricular programs.





**Strategy 3.4:** Recruit, develop, evaluate, and retain quality coaches, sponsors and directors for all extra-curricular activities and student clubs.

**Strategy 3.5:** Consider expanding options for students to earn physical education credits for summer and after/before school strength training programs.

#### **Technology Programs**

**Strategy 4.1:** Review IT service, support, hardware and software available to staff and students to ensure our students have access to state-of-the-art technology.

**Strategy 4.2:** Research programs and schedules to allow student access to programs in STEM, Robotics, Web Design, Coding, Programming, etc....

**Strategy 4.3:** Expand websites and communication systems to promote parent and community involvement and support for ALL Cedar County Catholic Schools.

#### **Career Education and Guidance Programs**

**Strategy 5.1:** Research programs to promote student awareness of workforce and college options in alignment with career interests and aptitudes.

**Strategy 5.2:** Research and increase Dual Credit and College Credit options for students interested in accessing early entrance post-secondary programs.

**Strategy 5.3:** Research and implement mental health and anti-bullying programs and support for students and staff.

**Strategy 5.4:** Continue support and implementation of a structured Work-based program focused on building career awareness and employability skills.

**Strategy 5.5:** Research and expand scholarship opportunities with the Development Office, Community, and College Programs.

#### **Communications and Public Relations Programs**

**Strategy 6.1:** Work with Parish Offices to promote Catholic School Programs in Weekly Bulletins.

**Strategy 6.2:** Expand communications, support, and cooperation between East/West Elementary, Holy Trinity, and Cedar Catholic Jr.-Sr. High School.

**Strategy 6.3:** Research, develop and implement programs to promote parent awareness of scheduled events, changes, and options for increased involvement.

**Strategy 6.4:** Research, develop and implement recruitment programs to encourage parents to consider the benefits of Catholic School for their children.

**Strategy 6.5:** Expand use of Websites, Social Media, video productions, etc.... to market the benefits of Catholic Education in Cedar County Catholic Schools.

#### **Board, Administration and Finance Programs**

**Strategy 7.1:** Review current hiring practices to ensure the selection, hiring, development and retention of quality administration, teaching, and support staff.

**Strategy 7.2:** Research, develop, and implement an evaluation system to promote and support effective instruction and classroom management.

**Strategy 7.3:** Increase staff visibility in the community and continue posting administrative meeting and program information on the principal's website.

**Strategy 7.4:** Increase transparency and consistent reporting of all budget and finance expenditures and receipts including tuition, endowments, savings, etc....

**Strategy 7.5:** Conduct annual salary/benefit studies with Rural Catholic Schools and area public schools to ensure a competitive workforce compensation package.

**Strategy 7.6:** Continue posting board agendas, administrative reports, finance reports and meeting minutes on the school website.



**Strategy 7.7:** Review effectiveness of classroom management, discipline and student supervision in alignment with school handbook guidelines.

### **Support Programs**

**Strategy 8.1:** Review current hiring practices to ensure the selection, hiring, development and retention of quality administration, teaching, and support staff.

**Strategy 8.2:** Review coop bus program with Hartington-Newcastle Public and East/West Elementary School relating to funding and efficiency of the coop program.

**Strategy 8.3:** Review student transportation systems and parking safety before and after school and parking availability around schools.

**Strategy 8.4:** Develop a schedule for vehicle replacement and establishment of a finance option through the Development Office in support of this program.

**Strategy 8.5:** Review current facility needs and implement a plan to finance and schedule needed facility improvements.

### **Transportation, Buildings and Grounds Programs**

**Strategy 9.1:** Review behavior/discipline guidelines and communication systems to promote a safe and orderly transportation system.

**Strategy 9.2:** Research, develop, and implement an evaluation system to promote and support effective instruction and classroom management.

**Strategy 9.3:** Increase staff visibility in the community and continue posting administrative meeting and program information on the principal's website.

**Strategy 9.4:** Increase transparency and consistent reporting of all budget and finance expenditures and receipts including tuition, endowments, savings, etc....

### **Development Office & CCC Board:**

**Strategy 10.1:** Research and develop a program to research grant opportunities and expand and promote individual gifts, events, endowment and estate planning.

**Strategy 10.2:** Continue program to recognize and appreciate the support of Blue-Ribbon Committee Members and develop a plan to expand membership.

**Strategy 10.3:** Review current annual events and schedule and research ideas for updating or expanding community/alumni fund raising programs.

**Strategy 10.4:** Reorganize the Cedar County Catholic Schools Board and By-laws in directing activities of the Development Office, Blue Ribbon Committee.

**Strategy 10.5:** CCCB and Cedar Catholic hire a Lay President to oversee Cedar Catholic and promote cooperation with Cedar County Catholic Schools.

**Strategy 10.6:** Develop a plan to create transparency, engage stake-holders, connect with supporters and alumni and promote Development Office Programs.

**Strategy 10.7:** Continue efforts to increase sources of revenue from the Development Office for ALL Catholic Schools, keeping tuition and subsidies affordable.

**Strategy 10.8:** Continue and expand the K-12 Tuition Assistance Program for any families needing support to enroll their children to our Catholic Schools.

**Strategy 10.9:** Research and develop programs to expand and promote individual gifts, grants, etc... in support of early childhood programs.



### Action Plans

*Action Plans are steps taken in order to accomplish the strategies listed as important. Action plans must be funded, have staffing resources, time committed to seeing the action plan through, and communication on what is to be done, and what is finished. The action plan must be measurable and evaluated annually.*

### Action Plans:

#### **Religious Education Programs**

**Strategy 1.1:** Increase involvement, visibility and continuity of Priests and/or Religious in our schools and Parishes.

- Continue to invite Priests and seminarians to visit Theology classes on a Monthly basis in order to have a presence with students, to get to know students, and to be available to answer questions.
- Invite retired and visiting Priests and Sisters to visit and meet with Cedar Catholic students.

**Strategy 1.2:** Continue to schedule and increase access to Mass, Retreats, Rally's, Eucharistic Adoration, Campus Ministry and Discipleship, and Community Service Programs.

- Continue to have students attend Mass weekly and on Holy Days.
- Continue to have each class participate in an off-campus retreat each year that is run by a priest and Campus Ministry members.
- Connect with Newman Centers of local universities/colleges; FOCUS missionaries; other high school Catholic schools for CCHS high school students for retreats, etc.
- Continue to have each class attend first Friday Mass, spends their theology time at church for Eucharistic Adoration, and participates in Benediction.
- Continue to coordinate a service day where students ring bells for the salvation army at various locations, students help decorate church, choir sings at nursing homes, etc.
- Continue to host the Large Youth rally every other year & ideas for mini-rallies and schedule and coordinate mini retreats in off years of the larger Rally. Sending students to our elementary schools to do religious activities with elementary kids.
- Continue to have each class go to Confession once a month - either during Theology class time or as a big group.

**Strategy 1.3:** Continue to explore and expand resources and materials used in Religious Education Classes.

- Continue to provide a Bible for students to use in and outside class.
- Continue to provide teachers the Hallow app for personal use and in their classroom.
- Coordinate with the Evangelism Institute (EI) to provide resources and professional development to meet the 26-hour Catholic Schools Archdiocese Program.

**Strategy 1.4:** Increase opportunities for parents to be more involved in their child's faith formation and increased Vocations.

- Continue recruiting parents, grandparents, and community volunteers and share their faith in Discipleship Groups.
- Invite parents to daily mass - use bulletins; send note at beginning of year Cedar Masses at 8am or 2:40; check Sycamore calendar
- Continue supporting CCHS staff that are parents/grandparents to invest in their child(ren)'s faith formation by being actively involved in church, school and activities by being teachers, support staff and coaches of various activities.
- Continue to focus prayers for Vocations in the classroom - Rosary for Vocations; use school chapel to offer adoration – and Invite FOCUS missionaries to share their journey of Faith to increase Vocations to the Priesthood or Religious life.

## Core and Elective Education Programs

### **Strategy 2.1:** Review/update curriculum, textbooks, and materials aligned to our Catholic Faith and Accreditation Standards (Language Arts, Math, Science, Social Studies)

- Align textbook selection and curricula to the Omaha Archdiocese Curriculum Standards.
- Provide time for teachers to meet to go through new standards and align with current teaching materials.
- Review/practice for students to prepare for the annual Archdiocese Assessment.
- Provide time for teachers to meet by department, with our elementary teachers, and resource teachers to continue to work on curriculum alignment.

### **Strategy 2.2:** Review/update elective course options, curriculum, textbooks, and materials aligned to our Catholic Faith and Rule 10 Accreditation Standards.

- Continue to have teachers work individually, in departments, or as a whole staff to evaluate and update our lessons/unit materials to our Catholic traditions and beliefs and to Rule 10.
- Continue offering student counseling on options for registration for classes both from guidance counselors and classroom teachers.
- Annually review elective course offerings.
- Post online to school site, access to our class/course offerings.
- Expand health programs to include education on the harmful effects of alcohol/drug use/vaping, etc....

### **Strategy 2.3:** Promote and increase access and support for a competitive Visual and Performing Arts Curriculum, Schedule, and Extra-Curricular Programs.

- Continue to promote and supports our fine arts extracurricular activities of band, pep band, jazz band, chorus, swing choir, One Act, and junior high and high school speech.
- Create a One-Act(1st semester)/Speech Competition (2nd semester) class option for high school.
- Continue to schedule JH sports during 8th period to allow all students the opportunity to participate and limit conflicts with facility conflicts.
- Expand One-Act Play schedule to allow our students opportunity to compete prior to Conference/District/State Contests.

### **Strategy 2.4:** Recruit, develop, and retain teachers and administrators with the credentials, endorsements, and certification in their assigned areas.

- Conduct comparability study and update negotiated agreement annually.
- Expand efforts to recruit, develop, and retain quality, endorsed teachers, administrators, and support staff.
- Expand efforts to recruit, develop, and retain quality para educators, substitute teachers, custodial and maintenance, bus drivers, technology and office support staff.
- Research possible options for incentives to support teachers/staff interested in professional development, certification, and/or endorsements.
- Conduct observations, supervision and evaluation designed to develop staff and promote professional development and retention of a quality staff.



## Activity Programs

**Strategy 3.1:** Review practice schedules and adopt and implement guidelines to reduce conflict with other programs and Wednesday/Sunday Church Services.

- Review and update practice schedule guidelines for Wednesday and Sunday programs in the handbook, on the school website and Flocknotes to promote communication with parents and coaches/sponsors in other programs.
- Develop, publicize and enforce a Master Schedule for all activities, outlining facilities and practice times to minimize conflicts between programs utilizing the same facilities and student participants.
- Review the application process for requesting exceptions for activities in conflict with Wednesday and Sunday guidelines.

**Strategy 3.2:** Review and promote increased student participation in athletic and performing arts extra-curricular programs, clubs, and community events.

- Host an activity awareness and promotion at the beginning of the school year to inform parents and students of the activities available during the upcoming school year.
- Continue and expand the program to award service hours to band students that perform at pep bands and other community events.
- Consider developing a program to provide financial assistance (scholarship, tuition discount, etc.) for students enrolled in both band and choir classes.
- Research and develop a C-Club Handbook to encourage and recognize student participation in all school activities.

**Strategy 3.3:** Research and implement programs to promote parent participation and support for students involved in extra-curricular programs.

- Continue to support Booster Club activities to promote parent involvement and support for our youth, Junior high, and high school extra-curricular programs.
- Continue to host seasonal parent/participant meetings to inform, promote and encourage communication and student participation in school activities.
- Continue the annual Booster Club Kickoff to encourage increased student participation in activities and membership in the Booster Club.

**Strategy 3.4:** Recruit, develop, evaluate, and retain quality coaches, sponsors and directors for all extra-curricular activities and student clubs.

- Research, develop and implement a supervision/evaluation instrument for all activity administrators, coaches, sponsors, and directors.
- Continue to require all coaches and activity supervisors to complete the necessary Archdiocese Safe Environment Workshop and NFHS Activity Certification Requirements.
- Research, develop and implement a website for coaches to be able to access handbooks, NSAA information, NFHS requirements/training, activity schedules, etc.

**Strategy 3.5:** Consider expanding options for students to earn credits/athletic letter for summer and after/before school strength training programs.

- Research, develop, and implement an option for students to earn athletic lettering for time in the weight room outside of school time (C-Club Member)
- Consider removing physical education as a graduation requirement. Physical education is required to be offered for accreditation, but may not be required for all students.
- Research and develop an incentive program that recognizes and rewards students who excel in the strength and conditioning program.
- Research and review Ag. Science curriculum as a possible option for a third year of science requirement.



## Technology Programs

**Strategy 4.1:** Review IT service, support, hardware and software available to staff and students to ensure our students have access to state-of-the-art technology.

- Continue contracting with Hartelco for services to update student laptops/chrome books and teacher laptops. Create a direct line of communication with Hartelco and teachers for issues and fix-it tickets.
- Expand online educational resources and graphing calculators to promote high order problem solving.
- Continue to support and upgrade classroom smart boards and projection equipment in all classrooms. Research replacement options and create a replacement cycle for technology replacements/updates.
- Develop and budget for computer/technology replacement and software updates.
- Research and update to the next level of Google Educational software.
- Research and implement a program to monitor student computers in the classroom.
- Continue to filter e-games and non-education websites during the regular school hours.
- Give staff access to programs to fix issues in house.
- Schedule and provide technology training for staff.
- Provide school subscriptions to commonly used technology resources (such as Quizlet, Gimkit, etc.)
- Implement computer cart/technology audits and updates scheduled monthly.
- Research, develop and implement a consistent classroom technology and "AI" expectations.

**Strategy 4.2:** Research programs and schedules to allow student access to programs in STEM, Robotics, Web Design, Coding, Programming, etc....

- Continue to use the programming capabilities of graphing calculators to code in applications which can be written and used in mathematics classes.
- Have students code in programs on TI84 graphing calculators, computers, etc.
- Continue support for the Junior High and High School Robotics program.
- Add additional resources in the robotics lab to be used for other STEAM activities (3D printer, coding software etc.)
- Expand the use of local resources (UNL Extension office) to provide STEM activities at CCHS.
- Provide incentives to research the above.....in science class there are some STEM projects already done.
- Include STEM/STEAM in the Junior High Transitions classes.

**Strategy 4.3:** Expand websites and communication systems to promote parent and community involvement and support for ALL Cedar County Catholic Schools.

- Expand the development and use of Cedar Catholic Jr-Sr. High School and Development Office websites.
- Continue using the text messaging, Facebook, Flocknotes and other social media programs to communicate schedules, activities, and promotions to students, parents, community and alumni.
- Create a running list of resources for students, staff, and parents.



## **Career Education and Guidance Programs**

**Strategy 5.1:** Research programs to promote student awareness of workforce and college options in alignment with career interests and aptitudes.

- Continue to utilize the MyNextMove website for career planning for students (interest inventory, career clusters, job preparation)
- Continue to utilize the Pre-ACT and ACT Interest inventories for career planning for students.
- Continue to improve ways to make this career and college information available to parents and students throughout their JH and HS years.
- Implement the new junior high transitions plan and dedicate a quarter to career/education planning.
- Schedule and allow our students attend career fairs and have opportunities to job shadow.

**Strategy 5.2:** Research and increase Dual Credit and College Credit options for students interested in accessing early entrance post-secondary programs.

- Annually review dual/college credit eligibility and availability for all high school students.
- Continue working with Northeast Community College to expand options for dual/college credit classes.

**Strategy 5.3:** Research and implement mental health and anti-bullying programs and support for students and staff.

- Incorporate mental health and anti-bullying in JH Theology and PE/Health curriculum.

**Strategy 5.4:** Continue support and implementation of a structured Work-based program focused on building career awareness and employability skills.

- Oversee improvements of the coordination and implementation of the Work Study Program.
- Improve coordination and implementation of the CCHS work-study program.
- Bring in people from the community to talk about educational background needed for the jobs in our community.
- Organize a career fair that includes local businesses for the 2024-2025 year.
- In coordination with the Personal Finance class, organize a mock interview process for our juniors.
- Coordinate and schedule local businesses to conduct practice interviews and review resumes with students.

**Strategy 5.5:** Research and expand scholarship opportunities with the Development Office, Community, and College Programs.

- Contact (CCHS alumni) current college students and ask how our scholarship programs could improve.
- Continue posting scholarship opportunities on the website and on bulletin boards by junior and senior lockers.
- Continue to provide timely communication with parents on scholarship opportunities and application deadlines.
- Continue posting updated scholarship opportunities on our social media and website.

## Communications and Public Relations Programs

**Strategy 6.1:** Work with Parish Offices to promote Catholic School Programs in Weekly Bulletins.

- Coordinate with the Parish Offices to include Catholic School information or inserts in the weekly Parish Bulletins.
- Add link to school calendar to Parish websites/social media.

**Strategy 6.2:** Expand communications, support, and cooperation between East/West Elementary, Holy Trinity, and Cedar Catholic Jr.-Sr. High School.

- Coordinate and schedule meetings, programs, and schedules with Cedar County Elementary Schools to improve communication and coordination of schedules and programs. In order for this to be successful, leadership has to be on the same page.
- Utilize the website and Flock notes (make sure parents' and students' correct email addresses are included in Flocknote).
- Schedule activities with C-Club, NHS, Campus Ministry as outreach to our feeder schools. Add Osmond in here as well.
- Continue to post school announcements to be reviewed by students/staff each morning.
- Continue to participate in special masses together as Catholic Schools Week, the Youth Rally and Homecoming Masses.
- Send invites to scheduled activities to the elementary schools.

**Strategy 6.3:** Research, develop and implement programs to promote parent awareness of scheduled events, changes, and options for increased involvement.

- Continue to post communication and schedule changes on the school text messaging system and sycamore app.
- Utilize the website and Flock notes. (make sure parents' and students' correct email addresses are included in Flocknote).
- Host a Home/School meeting in August where admin and teachers go through the handbook and parents can ask questions. Develop a Parents' Day at CCHS fair-style with resources, trainings (on Sycamore, Google, Lunch Accounts), forms, and gathering contact information.
- Create an informational portal where parents can search for specific topics, rules, forms, ect.

**Strategy 6.4:** Research, develop and implement recruitment programs to encourage parents to consider the benefits of Catholic School for their children.

- Utilize social media such as Facebook, Twitter, Instagram, Youtube, and Snapchat as positive promotion for CCHS.
- Research/Visit area Catholic schools to become more aware of recruitment program options.
- Host presentations during/near Mass to promote Catholic Education.
- Continue the 6th grade Orientation Program. (All-day event that ends with an activity i.e. a concert, game, or dance).
- Create physical and online promotional materials.

**Strategy 6.5:** Expand use of Websites, Social Media, video productions, etc.... to market the benefits of Catholic Education in Cedar County Catholic Schools.

- Post a Daily Positive Promotion of our students and everyday activities on social media.
- Posting schedule on website/social media that includes events, classroom activities, monthly teacher highlight, etc.
- Have student-led posting from journalism classes, marketing classes, communication classes.
- Expand communication through coordination of media resources (Sycamore, Flocknote, Website, and Social Media).
- Consider expanding options for teachers to access Flocknotes to communicate with parents.



## **Board, Administration and Finance Programs**

**Strategy 7.1:** Review current hiring practices to ensure the selection, hiring, development and retention of quality administration, teaching, and support staff.

- Expand advertising and recruitment of potential candidates for open positions.
- Work with area colleges and universities on recruiting potential teacher candidates (Career Fairs, Career Days, etc.)
- Review the selection and interview process to ensure candidates are the right fit and possess the necessary credentials.
- Research staff development programs and schedule time to update staff on new and/or changing education programs.
- Develop and implement an exit interview with staff prior to leaving employment.

**Strategy 7.2:** Research, develop, and implement an evaluation system to promote and support effective instruction and classroom management.

- Annually review handbooks and communicate expectations outlined in the student and teacher handbooks.
- Continue to provide support and guidance to teachers to improve student behavior and classroom management.
- Develop and implement a teacher/counselor evaluation instrument in alignment with Archdiocese Policies.
- Develop and implement an administrator evaluation instrument in alignment with Archdiocese Policies.

**Strategy 7.3:** Increase staff visibility in the community and continue posting administrative meeting and program information on the principal's website.

- Increase staff visibility in the community at school and community events.
- Continue posting administrative meetings and program information on the school's website.
- Continue to be involved in our parish guild groups, Catholic Daughters/Knights of Columbus, EMHC and/or lector at church.
- Continue posting information on the principal's website.

**Strategy 7.4:** Increase transparency and consistent reporting of all budget and finance expenditures and receipts including tuition, endowments, savings, etc....

- Research and implement a program for on-line giving/bill paying, etc....
- Continue to publish financial reports monthly.

**Strategy 7.5:** Conduct annual salary/benefit studies with Rural Catholic Schools and area public schools to ensure a competitive workforce compensation package.

- Continue to conduct annual salary/benefits comparability study (Rural Catholic Schools, Area Public Schools)
- Continue to meet with elementary school board representatives on salary/benefits schedule.

**Strategy 7.6:** Continue posting board agendas, administrative reports, finance reports and meeting minutes on the school website.

- Continue to post board agenda and meeting materials on the school board website.
- Organize a committee to review reorganization of Cedar County Catholic School's structure, board make-up, and governing bylaws.
- Create a Lay President position and accompanying job description for Cedar County Catholic Schools and Development Office to be operational for the 2024-2025 school year.

**Strategy 7.7:** Review effectiveness of classroom management, discipline and student supervision in alignment with school handbook guidelines.

- Annually review and update student and teacher handbooks (teachers & administration)
- Host a student assembly each month to review what has been good and what needs to be worked on.

## Support Programs

**Strategy 8.1:** Continue providing a quality food service lunch program and options for parents to access menus, balance inquiry, pay on accounts, etc....

- Utilize the Sycamore App and the Cedar Catholic website to access lunch account balances and the lunch calendar.

**Strategy 8.2:** Continue providing staffing and support for students in alignment with accommodations outlined in their individual education or 504 Plan.

- Continue to use the process to develop SAT/MDT/IEP process to ensure teachers responsible for working with or implementing program modifications are included in the meeting.
- Schedule or set aside time and training for teachers to review the confidential report about students with IEP's, 504's, modifications and/or behavior prior to implementation of a new or changing program.

**Strategy 8.3:** Review current staffing and programs to ensure maintenance, cleaning and care of facilities on a daily, weekly, monthly, and annual basis.

- Recruit, develop, and retain a quality custodial/maintenance staff
- Develop a cleaning/maintenance plan to provide guidance for custodians to follow on a daily, weekly, monthly and annual basis.
- Share the custodial/maintenance cleaning plan and schedule with teachers to improve communication and allow teachers to know when (period/day) their room is scheduled for cleaning.
- Research and develop a custodial/maintenance supervision and evaluation instrument to provide feedback and support on a regular basis.





## **Transportation, Buildings and Grounds Programs**

**Strategy 9.1:** Review behavior/discipline guidelines and communication systems to promote a safe and orderly transportation system.

- Review need and availability of vehicles and drivers for route and activity program needs.
- Include transportation guidelines in the student handbook and on the school website.
- Post safety/behavior guidelines on the bus and procedures for correcting student behavior on the bus.
- Continue to schedule and conduct annual transportation safety and bus evacuation drills (two times per year).

**Strategy 9.2:** Review coop bus program with Hartington-Newcastle Public and East/West Elementary School relating to funding and efficiency of the coop program.

- Meet with administration from Hartington-Newcastle to review the coop busing program.
- Continue to coordinate bus routes and schedules with Hartington-Newcastle Schools.
- Record and submit miles to Hartington-Newcastle to submit the NDE for reimbursement.
- Continue to recruit drivers and review bus driver salaries/benefits on an annual basis (Match Hartington-Newcastle)

**Strategy 9.3:** Review student transportation systems and parking safety before and after school and parking availability around schools.

- Research options for off-site parking for buses/school vehicles that would open limited student/staff parking.
- Update and enforce rules for student parking at MWAC and on-site school parking.
- Research cost and funding options for a hard surface parking lot on the north side of the Jr.-Sr High School building.

**Strategy 9.4:** Develop a schedule for vehicle replacement and establishment of a finance option through the Development Office in support of this program.

- Evaluate all school vehicles and develop a vehicle replacement plan.
- Create a finance plan to maintain and/or purchase school vehicles.

**Strategy 9.5:** Review current facility needs and implement a plan to finance and schedule needed facility improvements.

- Conduct a review (spring/fall) of buildings and grounds to determine areas in need of repair, replacement or upgrading. (roof, heating/cooling, sidewalks, doors/locks, windows, etc....)
- Create a facility plan to identify and schedule building repair/upgrades (Paint, carpet, projectors, lighting, etc....)
- Update stage to allow for Cedar to host one-act festivals and promote performing arts programs.

## **Development Office & Cedar County Catholic School Board:**

**Strategy 10.1:** Research and develop a program to research grant opportunities and expand and promote individual gifts, events, endowment and estate planning.

- Continue to support and expand the teacher endowment started with the support of the development office.
- Research, write, and submit grants to support projects and programs.
- Continue to support and expand fund raising events (Blitz, Gala, Truck Raffle, Blue Ribbon and Alumni Events)
- Continue to cultivate individual major gifts with focus in coming year on developing potential generosity via estate planning and endowment gifts.

**Strategy 10.2:** Continue program to recognize and appreciate the support of Blue-Ribbon Committee Members and develop a plan to expand membership.

- Expand Blue-Ribbon membership to include alumni and community supporters not familiar with need of Blue-Ribbon Committee.
- Continue to recognize and appreciate current Blue-Ribbon Members' value and increase opportunities for member input and suggestions on improving the organization.
- Research and develop options of Membership levels and support.

**Strategy 10.3:** Review current annual events and schedule and research ideas for updating or expanding community/alumni fund raising programs.

- Continue review and evaluation of current fund-raising programs, events and alumni activities.
- Research and expand new revenue programs and social events.

**Strategy 10.4:** Reorganize the Cedar County Catholic Schools Board and By-laws in directing activities of the Development Office, Blue Ribbon Committee.

- Work with the Archdiocese of Omaha Catholic Schools Office to reorganize Cedar County Catholic Schools to provide direction to the Catholic Schools in Cedar County and supporting organizations.

**Strategy 10.5:** Cedar County Catholic School Board and Cedar Catholic hire a Lay President to oversee Cedar Catholic and promote cooperation with Cedar County Catholic Schools.

- Research and develop the position of Lay President and job description outlining the responsibilities of this new position.
- Create the funding support for the Lay President position to serve Cedar Catholic Jr.-Sr. High School and Cedar County Catholic Schools Board.

**Strategy 10.6:** Develop a plan to create transparency, engage stake-holders, connect with supporters and alumni and promote Development Office Programs.

- Research and expand communication to include mailings and promotions on various media outlets, websites, social media including twitter, Facebook, and Instagram.
- Update and expand alumni contact information data base to include mailing, phone numbers, email, cell phone, etc.... to allow expansion of social media communication.
- Create a Cedar County Catholic Schools website/ Communication HUB that would promote events, activities for all Catholic Schools in Cedar County on one main platform.

**Strategy 10.7:** Continue efforts to increase sources of revenue from the Development Office for ALL Catholic Schools, keeping tuition and subsidies affordable.

- Research Cedar County Catholic School needs and develop programs to expand support for Catholic education.
- Research revenue sources available to offset reliance on tuition and subsidies needed to support increased cost of staff and programs.



**Strategy 10.8:** Continue and expand the K-12 Tuition Assistance Program for any families needing support to enroll their children to our Catholic Schools.

- Work with the Archdiocese Catholic Schools Office to increase awareness of Tuition Assistance Programs available in the Diocese.
- Schedule meetings with families that could benefit from this program and walk through the application process.

**Strategy 10.9:** Research and develop programs to expand and promote individual gifts, grants, etc... in support of early childhood programs.

- Continue to research funding sources to support the early childhood program.

## COMPLETED ACTION STEPS

### July 1, 2024 Report

- **1.1** Rev. Owen Korte Celebrates weekly Masses, Reconciliation, Benediction, attends student functions, and currently serves as the President of Cedar Catholic High School.
- **1.1** Rev. Jim Keiter conducts Retreats for our students in addition to celebrating Masses, Reconciliation, and other Church functions.
- **1.1** Father Kevin Vogle Celebrates weekly Masses, Reconciliation, and Religion Classes at Cedar Catholic.
- **1.1** Mr. Thomas Metya, Seminarian, supported our Religion classes on a weekly basis along with his support of school Masses, Benedictions, Campus Ministry, etc....
- **1.1** Area and retired priests provide support and school Masses and Reconciliation.
- **1.2** Students attend Mass weekly and on Holy Days.
- **1.2** Each class participates in an off-campus retreat each year that is run by a priest and Campus Ministry members.
- **1.2** Each class attends first Friday Mass, spends their theology time at church for Eucharistic Adoration, and participates in Benediction.
- **1.2** Mr. Bengston organizes a community service day where students ring bells for the salvation army at various locations, students help decorate church, choir sings at nursing homes, etc.
- **1.2** Each class goes to Confession once a month - either during Theology class time or as a big group; Youth rally every other year & ideas for mini-rallies
- **1.3.** Each student was given a New Testament and Old Testament Bible that they can use in and outside class.
- **1.3** Teachers are provided the Hallow app for personal use and in their classroom.
- **1.3** Cedar County Catholic Schools participate in the EI Institute to complete 26-hour Catholic Schools Archdiocese Program.
- **1.4** Parents, grandparents, and community volunteers currently participate and share their faith in Discipleship Groups.
- **1.4** Parents, grandparents, and parishioners are teachers/leaders in Family Formation, Jesus Night, and Confirmation preparation classes.
- **1.4** Many of our CCHS staff are parents/grandparents are invested in their child(ren)'s faith formation by being actively involved in church, school and activities by being teachers, support staff and coaches of various activities.
- **2.1** Sheila Jueden completed our current textbook inventory in preparation for the development of the creation of a textbook/curriculum cycle review process.
- **2.4** Hosted a meeting with Hartington-Newcastle Schools to negotiate aa coordinated calendar to coordinate shared classes. (Vocational Ag., Art, and bus schedules).
- **2.4** Conducted a comparability study of rural Catholic schools in the Archdiocese and area public schools to guide discussions with the board of education and teacher representatives.
- **2.4** Hosted a meeting with the elementary school boards/administrators to review this information and set the salary/benefit schedules for the 2024-2025 school year.
- **2.4** Participated in the Wayne State College Career and Recruitment Fair to contact current and future educators and share information about Cedar Catholic as a possible future option for employment.
- **2.4.** Hired a certified Language Arts/Speech teacher for the 2024-2025 school year.
- **2.4** Hired a part-time FCS teacher to allow us to host those classes at Cedar Catholic
- **2.4** Hired a full-time substitute teacher to support Theology and Upper level Science Labs.
- **3.2** 2022-2023 NSAA Cup Award – Top Class C School “All-Activities” Champions.
- **3.2** CCHS ranked 2nd in Class “C” on NSAA website for Multi-Activity involvement. For the 2023-2024 school year, 76 out of 116 students are multi activity participants.
- **3.2 Conference:** Boys Basketball- Season Champion, Tournament Runner-up, Girls Track Runner-up
- **3.2 District:** Boys Basketball Champion, Boys Track Champion, Girls Track Champion



- **3.2 State:** Football Qualifier, Boys Cross Country Qualifier (1), Girls Cross Country Team Qualifier (3), Girls Golf (1) Boys Basketball-Qualifier, Boys Bowling Qualifiers, Boys Wrestling Qualifiers (6), Girls Wrestling (1) Speech Qualifiers (2), Boys and Girls Track Qualifiers (14). Band All-State (4).
- **3.2.** Pep Band students receive community service for performance at school athletic and community events.
- **3.3** Host parent meetings prior to the start of each season.
- **3.4 Coaches Honors:** Mr. Cattau selected to coach in the 2024 Shrine Bowl.
- **5.5** Mr. Bengston does a great to help our students research, complete applications, and receive scholarships each year.
- **7.2** Teachers and administrators established a social contract for the 2023-2024 school year outlining professional work expectations for the 2023-2024 school year.
- **7.2** Teachers and administration researched, developed, and implemented a teacher evaluation instrument in alignment Cedar Catholic Instruction Norms and Catholic Expectations. Evaluation instrument posted on the Principal's website.
- **7.2** Counselor and administration researched, developed, and implemented a counselor evaluation instrument in alignment Counseling and Catholic Expectations. Evaluation instrument posted on the Principal's website.
- **7.2** Teachers and administration researched, developed, and implemented an administrator evaluation instrument in alignment with Archdiocese Policies. Evaluation instrument posted on the Principal's website.
- **8.3** Developed and implemented a Custodial Cleaning and Maintenance Plan that outlines daily, weekly, monthly, and annual maintenance and cleaning standards. Plan posted on the Principal's website.
- **10.1** Jesse Hochstein established a Teacher Endowment Fund through the Archdiocese Catholic Futures Foundation.
- **10.1** The Alumni Association hosts the annual All-School Social and Breakfast.
- **10.1** The 2024 Gala reflected the generosity of the local, and regional communities, and alumni resulting in raising over \$400,000 for the third year in a row.
- **10.1** The truck raffle continued its success raising over \$150,000 for the second year in a row.
- **10.1** The Blitz continued its efforts to raise over \$20,000 to support student tuition scholarships.
- **10.2** The Blue-Ribbon Committee increased 19 new \$1,000 memberships-past 9 months.
- **10.5** Established a committee with representatives from each Cedar County Catholic School Parish to research and develop the job description for the Lay President position for the 2024-2025 school year.
- **10.5** Reorganized the Bylaws for Cedar County Catholic Schools under the direction of the Catholic Schools Office and Omaha Archdiocese Legal Counsel.
- **10.8** Cassie Gubbels and her mother host the annual scholarship luncheon to connect students with scholarship donors.
- **10.9** Holy Trinity has developed a daycare program to implement for 2024-2025 school year in the Congregational church basement.

## 2024-2025 STUDENT HANDBOOK – Parent Input

**4.23 Designated Reading Time:** *All 7-12 students will participate in the STAR Reading and Mathematics Assessments. Students who perform at or above grade level have the option to use reading time as a study hall.*

At 3:26 pm, a bell will sound signifying the beginning of a designated reading time. At this time students should conclude course work and begin reading. The reading material will preferably be a book but can include periodicals. Textbooks may not be read at this time. Reading time will conclude at 3:37 p.m. at which time end of the day announcements will take place.

This time is expected to be a quiet time for students to spend reading. Talking is not allowed and students may not leave the classroom to use the restroom, get a drink or go to the central office.

If a student does not bring reading material for the Designated Reading Time, the teacher must provide them with a book to read. At the end of the school day the student will then be required to get their own reading material and spend 11 minutes after school (the length of the reading time) reading their own reading material. The 11 minutes begins when the student returns to the classroom and begins reading.

Designated Reading Time may be used for class or group meetings upon request by a teacher or activity sponsor and approval by the principal. If no meetings are called for, reading time will take place like normal.

**5.3 Living the Faith Documentation:** Each student must complete a Living the Faith form ~~or submit documentation using the MobileServe application or website~~ for each service activity completed. **Service hours will be turned in by the first Friday of the month and posted on Sycamore.**

**5.5 Summer Reading:** **Students who score at or above grade level in the STAR Reading Assessment are not required to participate in the summer reading program.**

**5.6. College Credit Classes:** Cedar Catholic will offer college credit classes to junior and senior students. These classes are offered through Northeast Community College (NECC) and Central Community College, Columbus. College Credit Classes are also available through the University of Nebraska-Lincoln - Nebraska Now program. The credits from college credit classes are transferable to most other colleges.

Some College Credit Classes are Dual Credit; a student receives credit at both the college from which they are taking the class and at Cedar Catholic for these classes. A Student will receive high school and college credits for passing these classes according to the guidelines set by the college. Some College Credit Classes are not Dual Credit; a student would receive credit for this class only at the college from which they are taking the class, not at Cedar Catholic. Classes that are not dual credit would not appear on the Cedar Catholic report card. A student can take only one class per semester that is not dual credit. Students should consult with the school counselor to identify which classes are dual credit. To take a college credit class, students must meet a minimum of two of the following academic guidelines: the student must rank in the upper half of their high school class, have a 92% or 3.5 cumulative GPA or above, have an ACT composite score of 20 or sub-score of 20 for the related subject area, **obtain two teacher recommendations (one from the course subject)**. Students that have not taken the ACT must meet the other requirements. In addition to meeting the requirements of Cedar Catholic for college credit classes, students must also meet the requirements established by the college from which the class is being taken.



5.7. **Hartington-Newcastle Classes:** **Change HNPS to HNS throughout the handbook.**

5.8 **Work Release Based Program:** Cedar Catholic Work-Release Based Program

Cedar Catholic's work-release based program provides students with time during the school day to engage in a learning experience as an employee of an individual or company to increase their opportunity to enter high-skilled, high-wage careers after graduation. The work-release based program is a privilege, and the school retains the right to revoke this privilege at any time.

**Eligibility Requirements**

1. Students seeking work-release must be classified as a Senior in good standing.
2. Students must be on track to fulfilling all graduation requirements as set forth in this handbook.
3. Students must have a cumulative GPA of 3.0 or higher.
4. Students must be on track to complete all Living the Faith Requirements and must complete 10 service hours during the fall semester of the senior year to be eligible during the spring semester.
5. Students must earn credit in both a Math and Science course during the previous semester unless the student was enrolled in the work-release program.
6. Students must have an 85% attendance rate or higher for the previous semester.
7. Students may not be tardy to school more than three (3) times during the previous semester.
8. Students may not have more than one (1) school detention during the previous semester.

**Program Guidelines**

1. Students may be released only during the last 1-2 periods of the school day.
2. Students must return to school if Mass or Benediction is scheduled for that afternoon.
3. Students listed as failing a course on the weekly progress report will be required to return to school as assigned to remedy the failing grade.
4. Work **based releases assignments** are granted only if the employer is an employing agency. Students **will not be given a work-release will not be approved to work** for a business in which a parent is a sole proprietor (working at home).
5. The employing agency must be within a fifteen (15) mile radius of Cedar Catholic High School.
6. A work release form will be filed with the office and will be an agreement between the school, student, parent, and employer.
7. The employer and/or student will establish work times and keep the school administration informed of time changes, employment status or unsatisfactory work.
8. Students must be at a job site or at school during regular school hours.
9. Students must submit a timecard signed by the employer verifying hours of employment each week.
10. **Students must submit a completed work-based job performance evaluation at the end of each month.**
11. Any disciplinary action received at school or at the employing agency may be grounds to terminate the work-release-based agreement.
12. Any failing grade at the end of a quarter and/or semester may be grounds to terminate the work-release agreement.
13. All work **release-based application** forms must be filed with the office and approved by the principal.
14. The work **release-based** program will be a semester in length and start the first day of each semester

(August and/or January).

5.9. **Registration:** Students in grades 6-11 will register for their next year's classes in early spring. Students will receive a registration booklet with the necessary information needed to make class choices. Registration for incoming seventh grade students will occur **at during a scheduled registration night during the 6<sup>th</sup> grade orientation program**. Parents/guardians are required to sign the student's class registration forms. Students will be contacted in the summer regarding scheduling conflicts.

## 5.12 Section 5.12 After School Educational Impact Program

- Any student that is failing a class and appears on the Academic Report must report to the teacher whose class they are failing after school from 3:40 pm – 4:00 pm.
- Students will begin reporting on Tuesday of the week they appear on the Academic Report and will continue to appear until the teacher indicates to the School Counselor that the student's grade is above 70% on Tuesday through Thursday of that week.
- If the student appears on the Academic Report for three consecutive weeks the teacher will initiate a meeting with the parents, student, and administration to identify a plan to achieve academic success.
- If a student is failing two classes, arrangements will be made to meet with each teacher on a rotating basis, meeting with one teacher on each of the days. It is between the student and the teacher to decide which days they will meet.
- If a student fails to meet with the teacher on the designated day, they will receive either a school or teacher detention.
- **A minimum of one grade per week is required in all classes at Cedar Catholic and/or Hartington-Newcastle Schools. All grades will be updated by 9:00 on Monday morning.**

## 5.15 Category I Courses: **Changes back from 5 to 4 points for Band/Choir.**

**5.22 School Counseling Services:** Cedar Catholic employs a full-time School Counselor for grades 7-12. Information concerning school counseling services will be made available to students throughout the school year via student handouts, mailings, Sycamore, or personal and classroom visits. **All 9-12** students are provided with guidelines pertaining to college visits, scholarship applications, financial aid, etc. At the end of the junior year, **all students will work with the guidance counselor on reviewing graduation requirements, narrowing career interests, identifying college options, planning college visits, etc**

**6.3 Unplanned Absences:** In the case of an illness or emergency, a parent/guardian must **call notify (call, text)** the school office between 7:30 am and 8:30 am each day of the student's absence. Parents/guardians or students themselves should request missed assignments from the student's teachers through Sycamore. Parents/guardians without Internet access may request assignments when they notify the office of their child's absence. Books, handouts, assignments, etc. may be picked up in the central office after school. Students must make arrangements regarding missed assignments with their individual teachers. They will be given at least two (2) days to complete missing assignments, quizzes, tests, etc. after their return to school. At the teacher's discretion, more time to make up missed work may be given.

## 7.1 Dress Code...

### Undergarments

• Color/Style: White, short-sleeved. A red undershirt may be worn under a red uniform shirt only. Undergarments should not be visible or show through the uniform shirt. The following are not allowed: tights or leggings that show any part of the leg **or ankle**, long-sleeved t-shirts, colored t-shirts, or t-shirts with printing/writing on them.

### Shoes & Socks

• Style: Tennis shoes or appropriate dress shoes. All shoes must have a closed toe. Shoes should be in good taste and repair. Shoes must be worn with **solid-colored** socks. The following are not allowed: slippers, crocs, flip-flops, or open toed shoes.



## 8.12 Student/Teenage Pregnancy

- Because of the school's concern for the physical health of the expectant mother and baby as well as the mental health of both the father and mother, it is the responsibility of the parents/guardians and involved student(s) to report their role in a teenage pregnancy to the principal as soon as they become aware of it. The principal will decide which school personnel will be informed of the pregnancy.
- Student(s) involved in a teenage pregnancy will be allowed to continue their education at Cedar Catholic. However, the father and mother involved in the teenage pregnancy will not be able to represent the school as Valedictorian, Salutatorian, National Honor Society member, elected official, or EMHC.

**See readmission guidelines below.**

## 9.7 Controlled and Intoxicating Substances Policy:

The student will:

1. Be ineligible to participate in 25% of the current athletic activity (activities) in which the student participates. If the infraction occurs when the student's athletic activity is not "in season," the penalty will be applied toward the student's next intended athletic activity (activities). However, the final decision as to which activity (activities) for which the student will be ineligible rests with the administration. Any ineligibility penalty not fully satisfied in the athletic season of the violation will be carried over to the student's next intended athletic activity season for completion. The percent of ineligibility not yet served will carry over. This may be from one school year to the next.
2. Be ineligible to participate in 25% of all the current non-athletic activities in which the student participates. If the infraction occurs when no such activities are "in season," the penalty will be applied toward the student's next intended activity. However, the final decision as to which activity(ies) for which the student will be ineligible rests with the administration. Any ineligibility penalty not fully satisfied in the activity season of the violation will be carried over to the student's next intended activity season for completion. The percent of ineligibility not yet served will carry over. This may be from one school year to the next.
3. Attend and participate in every extracurricular practice/rehearsal. While suspended, the student must attend every game, event, and/or performance in school uniform. He/she will not be dismissed from school to attend an event.
4. Be required to serve eight (8) service hours if the student is not involved in any extracurricular activities. These hours must be preapproved by the principal and completed within two (2) weeks after the parent/guardian was notified of the violation. These hours are in addition to those expected for the Living the Faith requirement.
5. Be required to make a personal visit to his/her pastor in order to discuss the violation with him. The principal will notify the priest of the upcoming visit and will follow up with him to ensure it was completed.
6. Be removed from or be ineligible for the National Honor Society, Campus Ministry, Student Council, holding class office, and Homecoming/Prom royalty for a period of one calendar year **or complete an application for readmission under the following guidelines.**
  1. **40 school-day exclusion.**
  2. **20 hours of approved community service.**
  3. **Signature from Pastor verifying the personal visit.**
  4. **250-word essay: Apology for action, reason for requesting readmission, commitment to avoid future violation and demonstrate leadership in our school and community.**
  5. **Recommendation from 2 teachers.**
  6. **Meeting and approval of the Executive Committee of Cedar County Catholic School Board.**

## Teacher Suggestions

**5.3 Timeline:** All non-summer forms should be turned in within **two-weeks one month** of the service activity. All students in grades 7-11 must have their living the faith hours completed and turned in **no later than May 1<sup>st</sup> prior to Memorial Day.**

**5.4 Courses and Graduation Requirements:** Within the limits of its capabilities, Cedar Catholic Jr.-Sr. High School offers a broad range of course selections intended to provide a course of study suited to individual students' abilities and to prepare them for the future. With the recommendation of the Board of Education, Cedar Catholic Jr.-Sr. High School requires that a student earn a minimum of 280 credit hours for graduation. This minimum requirement of 280 hours includes 190 required hours:

Physical Education: 10 credit hours to include: Physical Education, Health, or Strength Training

**\*Students may complete 150 hours outside of school hours toward an Athletic Letter in lieu of graduation credit. (Strength Training/Conditioning Athletic Letter)**

**The Board of Education will waive the graduation requirement for students who receive a grade of B or above on a dual credit class taken in lieu of a high school level class.**

**6.4. Excessive Absenteeism:** A maximum of 8 **non-waived-unexcused** absences for any reason is allowed for any class for each semester. After the 8<sup>th</sup> **excused-or** unexcused absences the student's provisional grade will be reduced following the procedure outlined below...

**6.7. Tardiness:** Students who arrive to any class after the period bell, **may will** be required to report to the office to obtain a tardy slip.

**8.4. Cell Phones:** **All cell phones must be left in the student locker or checked in at the classroom door upon entry into the classroom. Ear buds are not allowed during the school day.**



## WORK-BASED JOB PERFORMANCE EVALUATION FORM

Student \_\_\_\_\_ Employer \_\_\_\_\_

Evaluation Period: \_\_\_\_\_ 1<sup>st</sup> Semester \_\_\_\_\_ 2<sup>nd</sup> Semester \_\_\_\_\_ Summer \_\_\_\_\_

Position: \_\_\_\_\_ Date: \_\_\_\_\_

### PERFORMANCE RATING DEFINITIONS – To be completed Monthly

The following ratings must be used to ensure commonality of language and consistency on overall ratings:

Outstanding	Performance is consistently superior
Exceeds Expectations	Performance is routinely above job requirements
Meets Expectations	Performance is regularly competent and dependable
Below Expectations	Performance fails to meet job requirements on a frequent basis
Unsatisfactory	Performance is consistently unacceptable

### A. **PERFORMANCE FACTORS** (use job description as basis of this evaluation).

<b>Focus</b> – Employee demonstrates effectiveness in planning, organizing and efficiently handling activities and eliminating unnecessary distractions. (cell phone, unrelated work conversations, etc...)	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
<b>Knowledge of Work</b> – Employee demonstrates skill level, knowledge and understanding of all phases of the job and those requiring improved skills and/or experience.	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
<b>Communication</b> – Employee demonstrates effectiveness in listening to others, expressing ideas, both orally and in writing and providing relevant and timely information to management, co-workers, and customers.	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Teamwork</b> – Employee demonstrates the ability to get along with fellow employees, respects the rights of other employees, and shows a cooperative spirit.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
<b>Decision Making/Problem Solving</b> – Employee demonstrates effectiveness in understanding problems and making timely, practical decisions.	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
<b>Academic Competence in Reading and Math</b> — Employee demonstrates the ability to read and comprehend instructions and perform basic math. Also, proficient with basic computer skills if required on the job. (cash register, service counter, etc...)	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Strong work values</b> - Employee demonstrates dependability; honesty, self-confidence and a positive attitude in the work environment. Strives to promote a positive morale in the workplace.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
<b>Independent Action</b> - Demonstrates effectiveness in time management; initiative and independent action within prescribed limits.	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	

<b>Job Knowledge</b> – Employee demonstrates knowledge of methods, techniques and skills required in own job and related functions. Consider ability to transition to other jobs as assigned.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
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	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	

**B. EMPLOYEE STRENGTHS AND ACCOMPLISHMENTS:** Include those that are relevant during this evaluation period. This should be related to performance or behavioral aspects you appreciated in their performance.

**C. PERFORMANCE AREAS THAT NEED IMPROVEMENT:** Include those that are relevant during this evaluation period. This should be related to performance or behavioral aspects you observe that are in need of improvement:

**D. SIGNATURES:**

Employer Evaluation Signature \_\_\_\_\_ Date \_\_\_\_\_

CCHS Evaluation Signature \_\_\_\_\_ Date \_\_\_\_\_



# Activities Handbook

- 3) The coaching staff reserves the right to present a letter to individuals who they deem deserving.
- 4) Be a positive influence on the team.

## Requirements for lettering in Volleyball

- 1) Need to enter into play at least one fourth of games (not matches)
- 2) Need to make significant difference, positive change to course of that position
- 3) Seniors that has participated in Volleyball for 4 years of high school.

## Requirements for lettering in Basketball

- 1) Participate in 33% of the Varsity games during the course of the season, and/or
- 2) Play an intricate role in game situations, in which your contribution is vital to the success of the Varsity team, and/or
- 3) Be a senior who has participated in 4 years of high school basketball
- 4) The final decision regarding this honor is left to the discretion of the Coaching Staff.

## Requirements for lettering in Strength and Conditioning

- 1). **You must complete an accumulation of 150 hours in the weight room out of school hours. These hours must be supervised by a Cedar Catholic coach or faculty member. This does not meet the requirements of being a 3 sport letterwinner. Those can only be earned in NSAA sponsored activities.**