

**Cedar Catholic Jr.-Sr. High School
School Board Meeting
Tuesday, March 18 2025
5:30 PM – Msgr. Werner Learning Center**

- I. Opening Prayer
- II. General Business
 - a. Call to Order
 - b. Approval of Meeting Minutes: *See Minutes on Board Website*
 - c. Approval of the March Agenda
 - d. Administration Reports
 - 1. **Finance Report:** *See Finance reports on Board Website*
 - 2. **Principal/AD Report:** *See attached report*
 - 3. **President's Report:** *See attached reports*
- III. Committee Reports
 - i. **Cedar Catholic Annual Report:** See Cedar Catholic Annual Report. This report was mailed to Alumni and posted on the board website.
- IV. Old Business:
 - a. **Consider, discuss and take-action to approve the 2025-2026 School Calendar as presented.**
Motion by:_____. Second by:_____ to approve the 2025-2026 School Calendar as presented.
- V. New Business
 - a. **Consider, discuss and take-action to set the 2025-2026 Base Salary for teachers at \$33,5500.**
Motion by:_____. Second by:_____ to set the 2025-2026 Base Salary for Teachers at \$33,500.
 - vi. c. **Consider, discuss and take-action to approve 2025-2026 Staff Contracts as presented.**
Motion by:_____. Second by:_____ to approve the 2025-2026 staff contracts as presented.
 - d. **Consider, discuss and take-action to approve the 2025-2026 Extra-Duty Assignments as presented.**
Motion by:_____. Second by:_____ to approve the 2025-2026 Extra-Duty Assignments as presented.
 - e. **Consider, discuss and take-action to approve administration recommendation to hire Zachary Hegge for the high school mathematics teaching position for the 2025-2026 school year.**
Motion by:_____. Second by:_____ to approve the teaching contract for Zachary Hegge for the 2025-2026 school year.
 - f. **Consider, discuss and take-action to approve offering the school board scholarship again this year.**
Motion by:_____. Second by:_____ to offer the Cedar Catholic School Board Scholarship to a member of the class of 2025.
 - g. **Adjournment & Closing Prayer**

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

April Committee Meetings:

- a. **Transportation Committee:** John Pinkelman and Jesse Hochstein
- b. **Budget and Finance Committee:** Beckie Polak, Wendy Stevens, Fr. Korte, Fr. Keiter
- c. **Executive Committee:** Pat Steffen, Daryl Kleinschmit, Mike Reifenrath

CEDAR CATHOLIC JR. - SR. HIGH SCHOOL
BOARD OF EDUCATION MINUTES
Tuesday, January 7, 2025

The January 7, 2025 meeting was called to order by Chairman Pat Steffen.
The meeting opened with prayer by Fr. Owen Korte.

MEMBERS IN ATTENDANCE: Dr. Dan Hoelsing, Fr. Jim Keiter, Fr. Owen Korte, Chad Cattau, Melissa Bowers, Janet Heine, Pat Steffen, Jesse Hochstein, John Pinkelman, Tom Kuchta, Mike Reifenrath, Daryl Kleinschmit, Beckie Polak, Wendy Stevens. Guest Joani Potts.

MEMBERS ABSENT: None

GENERAL BUSINESS:

APPROVAL of October & November 2024 minutes: Wendy Stevens motioned to approve the minutes, second by Daryl Kleinschmit. Motion carried with a unanimous vote.

APPROVAL of January 7, 2025 agenda: Janet Heine motioned to approve the agenda, second by John Pinkelman. Motion carried with a unanimous vote.

ADMINISTRATION REPORTS:

FINANCE REPORT: See attached report for more/additional information.

APPROVAL of January 7, 2025 Finance Report: John Pinkelman motioned to approve the finance report, second by Wendy Stevens. Motion was carried with a unanimous vote.

PRINCIPAL/AD REPORT: See attached report for more/additional information.

PRESIDENT'S REPORT: See attached report for more/additional information.

COMMITTEE REPORTS:

STRATEGIC PLAN REPORT: See attached report for more/additional information.

OLD BUSINESS: None

NEW BUSINESS:

Consider, discuss and take action to accept the Executive Committees recommendation on the 2025-2026 President's contract.

Motion by Daryl Kleinschmit. Second by Beckie Polak to accept the executive committee's recommendation on 2025-2026 President's contract as presented. Motion carried with a unanimous vote.

Consider, discuss and take action to accept the Executive Committees recommendation on the 2025-2026 Principal's contract.

Motion by Jesse Hochstein. Second by Mike Reifenrath to accept the executive committee's recommendation on 2025-2026 Principal's contract as presented. Motion carried with a unanimous vote.

Consider, discuss and take action to accept the Executive Committees recommendation on the 2025-2026 Development Director's contract.

Motion by Janet Heine. Second by Daryl Kleinschmit to accept the executive committee's recommendation on 2025-2026 Development Director's contract as presented. Motion carried with a unanimous vote.

Consider, discuss and take action to accept the Executive Committees' recommendation on the textbook/curriculum review proposal.

Motion by John Pinkelman. Second by Pat Steffen to approve the textbook/curriculum 7-year cycle as presented. Motion carried with a unanimous vote.

Discussion was held on board work sessions for the Strategic Planning Committee meetings. Scheduling of board work sessions will be during the off months of February and August. Next board work session is set for Tuesday

Feb. 18, 2025 @ 5:30 p.m. at Msgr. Werner Learning Center.

Review of draft calendar for the 2025-2026 school year. Draft calendar will be shared with elementary schools and staff. Board members are to receive input on the draft calendar from strategic committees.

CORRESPONDENCE: None

ADJOURNMENT: Next board meeting is scheduled for March 18, 2025 at 5:30 p.m. at Msgr. Werner Learning Center. Wendy Stevens made a motion to adjourn. Second by Jesse Hochstein. Motion carried with a unanimous vote. Closing prayer was led by Fr. Owen Korte.

	Jul 1, '24 - Mar 10, 25	Budget	% of Budget
Ordinary Income/Expense			
Income			
ATHLETICS AND ACTIVITIES INCOME			
3020 · Student Athletics			
3020B · Boys Basketball	27,678.00	0.00	100.0%
3020C · Girls Basketball	7,937.00	0.00	100.0%
3020D · Football	17,372.45	0.00	100.0%
3020F · Wrestling	968.08	0.00	100.0%
3020G · Volleyball	10,644.04	0.00	100.0%
3020I · Boys Golf	90.00	0.00	100.0%
3020J · Girls Golf	510.00	0.00	100.0%
3020L · Athletics Miscellaneous	3,577.26	0.00	100.0%
3020M · Sports Season Passes	10,079.00	0.00	100.0%
3020 · Student Athletics - Other	0.00	65,000.00	0.0%
Total 3020 · Student Athletics	78,855.83	65,000.00	121.3%
3023 · Activities and Clubs			
3023Q · Activities Miscellaneous	1,087.89	0.00	100.0%
Total 3023 · Activities and Clubs	1,087.89	0.00	100.0%
Total ATHLETICS AND ACTIVITIES INCOME	79,943.72	65,000.00	123.0%
FUNDRAISER INCOME			
3140 · Annual Appeal	17,500.00	0.00	100.0%
3142 · Memorials	103,235.25	50,000.00	206.5%
3145 · Donations/Gifts	40,688.12	0.00	100.0%
Total FUNDRAISER INCOME	161,423.37	50,000.00	322.8%
OTHER OPERATING REVENUE			
3562 · Instructional Income & Fees			
3562C · Counseling - Test Fees	11.88	0.00	100.0%
Total 3562 · Instructional Income & Fees	11.88	0.00	100.0%
3564 · Interest Income	2,363.70	2,000.00	118.2%
3565 · Miscellaneous Income	4,470.89	0.00	100.0%
Total OTHER OPERATING REVENUE	6,846.47	2,000.00	342.3%
SCHOOL TUITION AND FEES			
3001 · TUITION			
3001A · Tuition from Scholarships	79,467.32	0.00	100.0%
3001B · Past Due Tuition	11,459.50	0.00	100.0%
3001C · Tuition from Development	28,623.75	0.00	100.0%
3001 · TUITION - Other	342,869.70	583,025.00	58.8%
Total 3001 · TUITION	462,420.27	583,025.00	79.3%
3003 · Parish Subsidies			
3003A · Holy Family	102,673.33	0.00	100.0%
3003B · Holy Trinity	154,158.04	0.00	100.0%
3003C · All Saints Church	87,466.38	0.00	100.0%
3003D · St. Michael	18,127.18	0.00	100.0%
3003 · Parish Subsidies - Other	0.00	514,111.00	0.0%
Total 3003 · Parish Subsidies	362,424.93	514,111.00	70.5%
3004 · Other Fees	2,352.61	0.00	100.0%
Total SCHOOL TUITION AND FEES	827,197.81	1,097,136.00	75.4%
Total Income	1,075,411.37	1,214,136.00	88.6%
Gross Profit	1,075,411.37	1,214,136.00	88.6%

	Jul 1, '24 - Mar 10, 25	Budget	% of Budget
OTHER STAFF			
4207 · Nurse Contract	3,750.03	5,000.00	75.0%
4208 · Aids & Temporary Help	33,480.60	7,500.00	446.4%
4209 · Coaching	29,686.27	105,552.00	28.1%
4210 · Student Labor	0.00	1,500.00	0.0%
4211 · Activities Supervision	0.00	3,000.00	0.0%
4220 · Concessions Staff	3,084.81	2,800.00	110.2%
Total OTHER STAFF	70,001.71	125,352.00	55.8%
4214 · Federal Taxes	67,574.83	87,520.00	77.2%
4215 · Employer Flex Contributions	27,110.82	32,340.00	83.8%
4216 · Employer Pension	22,470.82	34,000.00	66.1%
4217 · Health Insurance	72,697.12	82,255.00	88.4%
4218 · Professional Development	1,939.84	1,500.00	129.3%
4219 · Miscellaneous Personnel Costs	2,742.49	3,000.00	91.4%
Total DEPARTMENT PERSONNEL COSTS	1,133,533.85	1,364,125.00	83.1%
FACILITIES & ADMIN EXPENSES			
4430 · Technology	6,976.45	10,000.00	69.8%
4431 · Printing & Copying	5,412.76	10,000.00	54.1%
4432 · Utilities			
4432A · Fuel	1,187.32	1,000.00	118.7%
4432B · Water and Sewer	2,563.70	4,000.00	64.1%
4432C · Electricity	23,566.19	25,000.00	94.3%
Total 4432 · Utilities	27,317.21	30,000.00	91.1%
4433 · Telephone	2,430.80	3,500.00	69.5%
4434 · Rentals			
4434A · Rent Holy Trinity	0.00	17,000.00	0.0%
4434C · COMPLEX	8,000.00	8,000.00	100.0%
Total 4434 · Rentals	8,000.00	25,000.00	32.0%
4435 · Postage	1,196.63	2,000.00	59.8%
4436 · Advertising	493.00	250.00	197.2%
4437 · Dietary Supplies	181.89	0.00	100.0%
4438 · Cafeteria	4,417.05	4,000.00	110.4%
4439 · Office Supplies	2,040.75	3,000.00	68.0%
4440 · Service Contracts	18,533.06	20,000.00	92.7%
4441 · Equipment	1,268.77	0.00	100.0%
4443 · Building & Grounds			
4443A · Custodial Supplies	4,493.20	0.00	100.0%
4443B · Parts & Service	16,347.14	0.00	100.0%
4443C · Groundskeeping	3,900.00	0.00	100.0%
4443 · Building & Grounds - Other	1,734.27	25,000.00	6.9%
Total 4443 · Building & Grounds	26,474.61	25,000.00	105.9%
4444 · Property/Auto/Workers Comp Ins	43,352.93	42,528.00	101.9%
4445 · Administrative Fees	3,786.06	3,500.00	108.2%
4446 · Taxes & Licenses	207.00	250.00	82.8%
4447 · Legal Fees	941.11	500.00	188.2%
4449 · Subscriptions	108.00	250.00	43.2%
4450 · Professional Fees	0.00	250.00	0.0%
4451 · Automotive			
4451A · Fuel	19,647.01	0.00	100.0%
4451B · Maintenance	28,326.66	0.00	100.0%
4451 · Automotive - Other	0.00	49,222.00	0.0%
Total 4451 · Automotive	47,973.67	49,222.00	97.5%
4452 · Supplies Expense	6,038.42	1,500.00	402.6%
4453 · Miscellaneous Expenses	808.65	250.00	323.5%
4454 · Bank Service Charge	10.00	0.00	100.0%
Total FACILITIES & ADMIN EXPENSES	207,968.82	231,000.00	90.0%
FUNDRAISER & EVENT EXPENSE			
4140 · Annual Appeal	36,537.79	0.00	100.0%
4145 · Donations	343.64	0.00	100.0%
Total FUNDRAISER & EVENT EXPENSE	36,881.43	0.00	100.0%

8:19 AM
 03/10/25
 Cash Basis

Cedar Catholic High School
 Profit & Loss Budget vs. Actual
 July 1, 2024 through March 10, 2025

	Jul 1, '24 - Mar 10, 25	Budget	% of Budget
INSTRUCTIONAL MATERIALS			
4322 · Business Education	999.57	1,000.00	100.0%
4323 · Computers	0.00	1,500.00	0.0%
4324 · Language Arts	494.42	1,500.00	33.0%
4325 · Counseling	1,392.00	2,500.00	55.7%
4326 · Journalism	0.00	500.00	0.0%
4327 · Languages	110.94	1,000.00	11.1%
4328 · Library	1,905.84	2,000.00	95.3%
4329 · Math	601.40	2,000.00	30.1%
4330 · Music			
4330A · Instrumental	11,842.29	3,500.00	338.4%
4330B · Vocal	679.08	2,000.00	34.0%
Total 4330 · Music	12,521.37	5,500.00	227.7%
4331 · Natural Science	9,375.80	5,000.00	187.5%
4332 · PE/Health	0.00	1,000.00	0.0%
4333 · Religion	3,491.25	3,600.00	97.0%
4334 · Resource	90.00	500.00	18.0%
4335 · Social Sciences	74.95	1,000.00	7.5%
4337 · Instructional Supplies	8,305.36	1,500.00	553.7%
4338 · Technology Supplies	564.00	1,000.00	56.4%
4339 · Robotics	12,764.58	8,900.00	143.4%
43390 · Art	1,157.52	0.00	100.0%
43391 · Family Consumer Science	1,933.39	0.00	100.0%
Total INSTRUCTIONAL MATERIALS	55,782.39	40,000.00	139.5%
Total Expense	1,510,317.32	1,736,125.00	87.0%
Net Ordinary Income	-434,905.95	-521,989.00	83.3%
Other Income/Expense			
Other Income			
RESTRICTED / RELEASED ITEMS			
3705 · Released Funds from Endowments			
3705A · ACNM	28,765.68	28,208.87	102.0%
3705B · MWAC	26,668.66	26,151.88	102.0%
3705C · Non-Restricted	92,628.25	92,628.25	100.0%
3705 · Released Funds from Endowments - Other	693.02	0.00	100.0%
Total 3705 · Released Funds from Endowments	148,755.61	146,989.00	101.2%
3706 · Released Funds			
3706A · Released Funds from Development	150,000.00	375,000.00	40.0%
Total 3706 · Released Funds	150,000.00	375,000.00	40.0%
Total RESTRICTED / RELEASED ITEMS	298,755.61	521,989.00	57.2%
Total Other Income	298,755.61	521,989.00	57.2%
Net Other Income	298,755.61	521,989.00	57.2%
Net Income	-136,150.34	0.00	100.0%

EXPENDITURE REPORT	2020-21	%	2021-22	%	2022-23	%	2023-24	%	2024-25	%
July Total	\$90,893.69	6.12%	\$109,851.02	7.09%	\$133,908.19	8.29%	\$140,907.68	8.48%	\$122,494.14	7.06%
Payroll and Benefits	\$80,980.06	7.26%	\$87,719.50	7.32%	\$91,023.91	7.37%	\$91,106.21	7.03%	\$100,200.18	7.11%
Accounts Payable	\$9,913.63	2.67%	\$22,131.52	6.32%	\$42,884.28	11.26%	\$49,801.47	13.65%	\$22,293.96	6.82%
August Total	\$163,948.25	17.15%	\$118,012.17	14.71%	\$129,299.74	16.29%	\$188,168.63	19.81%	\$209,203.95	19.11%
Payroll and Benefits	\$90,534.42	15.38%	\$86,120.57	14.50%	\$96,733.94	15.21%	\$104,470.73	15.08%	\$118,923.30	15.55%
Accounts Payable	\$73,413.83	22.46%	\$31,891.60	15.42%	\$32,565.80	19.81%	\$83,697.90	36.59%	\$90,280.65	34.46%
September Total	\$122,354.01	25.38%	\$147,778.34	24.25%	\$158,238.09	26.09%	\$153,863.04	29.07%	\$181,238.75	29.55%
Payroll and Benefits	\$91,327.17	23.57%	\$107,544.41	23.48%	\$107,648.06	23.93%	\$111,254.44	23.66%	\$124,704.08	24.40%
Accounts Payable	\$31,026.84	30.83%	\$40,233.93	26.90%	\$50,590.03	33.09%	\$42,608.60	48.27%	\$56,534.67	51.77%
October Total	\$131,800.23	34.25%	\$148,324.28	33.83%	\$188,042.75	37.73%	\$161,121.75	38.76%	\$194,502.67	40.75%
Payroll and Benefits	\$90,802.60	31.72%	\$99,390.18	31.77%	\$101,806.11	32.17%	\$117,641.92	32.73%	\$126,865.99	33.40%
Accounts Payable	\$40,997.63	41.88%	\$48,934.10	40.87%	\$86,236.64	55.73%	\$43,479.83	60.19%	\$67,636.68	72.47%
November Total	\$120,237.84	42.35%	\$133,847.89	42.47%	\$151,179.66	47.08%	\$149,501.82	47.76%	\$169,137.93	50.49%
Payroll and Benefits	\$94,266.80	40.17%	\$100,106.25	40.12%	\$106,146.15	40.77%	\$123,496.77	42.26%	\$134,094.32	42.91%
Accounts Payable	\$25,971.04	48.88%	\$33,741.64	50.50%	\$45,033.51	67.56%	\$26,005.05	67.32%	\$35,043.61	83.20%
December Total	\$152,558.05	52.61%	\$123,011.07	50.41%	\$148,905.46	56.30%	\$149,719.66	56.77%	\$155,471.78	59.45%
Payroll and Benefits	\$116,486.01	50.62%	\$99,803.23	48.45%	\$113,389.32	50.11%	\$123,496.77	51.78%	\$131,414.49	52.23%
Accounts Payable	\$36,072.04	58.61%	\$23,207.84	57.12%	\$33,516.14	76.36%	\$26,222.89	74.51%	\$24,057.29	90.56%
January Total	\$121,185.83	60.77%	\$132,462.88	58.96%	\$137,878.53	64.83%	\$157,166.38	66.23%	\$153,957.37	68.31%
Payroll and Benefits	\$88,928.09	58.59%	\$95,810.97	56.44%	\$98,618.34	58.10%	\$116,467.19	60.76%	\$131,094.84	61.54%
Accounts Payable	\$32,257.74	67.30%	\$36,651.91	67.58%	\$39,260.19	86.66%	\$40,699.19	85.66%	\$22,862.53	97.56%
February Total	\$114,017.20	68.44%	\$143,181.79	68.20%	\$147,257.10	73.95%	\$151,016.03	75.32%	\$188,517.06	79.17%
Payroll and Benefits	\$89,280.75	66.60%	\$97,545.95	64.58%	\$100,040.51	66.20%	\$117,889.66	69.86%	\$137,013.11	71.26%
Accounts Payable	\$24,736.45	73.97%	\$45,635.84	80.61%	\$47,216.59	99.06%	\$33,126.37	94.74%	\$51,503.95	113.33%
March Total	\$121,406.65	76.61%	\$124,399.09	76.24%	\$171,263.86	84.55%	\$142,543.79	83.90%	\$0.00	79.17%
Payroll and Benefits	\$89,387.48	74.62%	\$92,023.83	72.26%	\$97,443.22	74.09%	\$117,895.56	78.95%		71.26%
Accounts Payable	\$32,019.17	82.61%	\$32,375.26	89.85%	\$73,820.64	118.44%	\$24,648.23	101.50%		113.33%
April Total	\$116,370.42	84.44%	\$136,249.29	85.03%	\$129,314.12	92.55%	\$161,875.28	93.64%	\$0.00	79.17%
Payroll and Benefits	\$92,404.63	82.90%	\$95,446.10	80.22%	\$98,130.60	82.04%	\$118,372.23	88.08%		71.26%
Accounts Payable	\$23,965.79	89.07%	\$40,803.19	101.49%	\$31,183.52	126.63%	\$43,503.05	113.42%		113.33%
May Total	\$108,237.56	91.73%	\$133,275.72	93.64%	\$139,514.32	101.19%	\$165,521.81	103.60%	\$0.00	79.17%
Payroll and Benefits	\$87,852.39	90.78%	\$90,999.55	87.81%	\$99,975.18	90.14%	\$119,595.25	97.30%		71.26%
Accounts Payable	\$20,385.17	94.56%	\$42,276.17	113.56%	\$39,539.14	137.01%	\$45,926.56	126.01%		113.33%
June Total	\$145,416.05	101.51%	\$140,877.27	102.73%	\$115,556.51	108.34%	\$144,874.75	112.32%	\$0.00	79.17%
Payroll and Benefits	\$87,145.17	98.60%	\$93,912.85	95.65%	\$95,363.41	97.86%	\$107,119.81	105.56%		71.26%
Accounts Payable	\$58,270.88	110.27%	\$46,964.42	126.96%	\$20,193.10	142.31%	\$37,754.94	136.36%		113.33%
Total Expended	\$1,508,425.78	101.51%	\$1,591,270.81	102.73%	\$1,750,358.33	108.34%	\$1,866,280.62	112.32%	\$1,374,523.65	79.17%
Total Budgeted	\$1,485,969.70		\$1,548,965.75		\$1,615,578.26		\$1,661,538.79		\$1,736,089.17	
Payroll and Benefits	\$1,115,041.70		\$1,198,587.75		\$1,234,700.26		\$1,296,710.79		\$1,409,408.00	
Accounts Payable	\$370,928.00		\$350,378.00		\$380,878.00		\$364,828.00		\$326,681.17	
Over/Under	22,456.08	-1.51%	42,305.06	-2.73%	134,780.07	-8.34%	204,741.83	-12.32%	(\$61,565.52)	20.83%

Principal/AD Report

The senior trip is scheduled for April 13th-14th. The students will be going to the Chrism Mass, along with the Omaha Zoo and other activities which are not planned at this point. The students will leave Sunday and return Monday before school is dismissed.

Mrs. Hamilton is finalizing plans for the chorus trip to Minneapolis. They will be going April 25th-27th. They will be singing during the 7th inning stretch of a Twins game and also singing at Mass at Basillica of St. Mary's. The pops concert will be March 20th.

Ten students recently took the ACT test and their average score was a 24.3! We had two students score a 30 and above

Our boys wrestling team finished 3rd in the Class C at the state meet. We had 5 athletes earn medals. The girls had one medal finisher. Our girls dance team was second place in the Pom division of the state competition. Both our boys and girls competed at the state tournament as well, with the girls finishing 3rd.

Our speech team will have their district meet on March 20th at Hartington/Newcastle with state speech being on March 27th in Kearney.

Prom is scheduled for April 5th

Administration Office Meeting 3/12/2025

1. **Opening Prayer**
2. **March Safety Drill:** Fire Drill
3. **Textbook Cycle:** Mrs. Larson, Ms. Pfeifer, and Mrs. Christensen will be working on textbook selection and curriculum updates. We ended up having enough money in the textbook loan program to replace the entire 7-12 language arts textbooks. The orders were submitted on the textbook loan website. Mrs. Christensen has selected the new senior Religion textbooks and will order with the other staff requisitions.
4. **HNS/Catholic Schools Joint Admin. Meeting:** We will meet on March 25th at HNS.
5. **Cedar Catholic/Development Websites:** Review updates to the website and discuss areas for further development.
6. **Development Office Programs:** Entering the final month of preparation for the 2025 GALA. The Annual Report is completed and a group of volunteers worked on Tuesday, March 11th to prep the report for mailing. We need to continue to remind our students to get out and sell GALA tickets. We are finalizing items for the various auctions and working on finalizing the GALA books.
7. **March School Board Meeting:** The board will meet on Tuesday, March 18th at 5:30 PM, at the MWAC Learning Center. See tentative meeting agenda.
8. **School Calendar Changes:** State Volleyball (Nov, 7-8), Broken Water Main (Dec. 9th), Late Start (Jan. 21st) Late Start (Feb. 11th, 12th, 18th). ½ day Snow (March 5th) Girls State Basketball (March 6th-7th), Boys State Basketball (March 13th).
9. **Random Drug Testing:** Scheduled dates for 2nd semester Random Drug Testing.
10. **Staff Salaries:** I met with board members from Holy Trinity, East and West Catholic, and Cedar Catholic on 2025-2026 teachers and staff salaries. I also met on Monday, February 10th with a committee of members of the school to finalize their recommendation on staff salaries and discuss options for tuition, subsidies, and Development Office support for the 2025-2026 school year.
11. **Budget Draft:** Reviewed a draft budget for the 2025-2026 school year. Included in this discussion is our recommendation on teacher and staff contracts, tuition, Development Office support, Parish subsidies, etc...
12. **Vehicle Replacement Plan:** Sheila and I finalized a draft vehicle replacement plan. We also received quotes from three bus companies on possible options for used buses. I am waiting for quotes from Masters Transportation from Kearney on used buses they have. The Development Office has established a Dick Kuehn Bus Fund with donations. We will work to secure additional funds in the future to support this plan.
13. **Staff Scholarships:** Continued discussion on application process and possible loan program for teachers to get graduate hours.
14. **Strategic Plan update:** Thank you and the staff for your work with staff to update the first year of the strategic plan. The February board work session provided an opportunity for board members and staff to discuss progress on their portion of the strategic plan.
15. **Items from the floor:**

Catholic Development Office
Development Work 3-12-2025

Fundraising Events

- ✓ Get reorganization letters out to all other Gala Committees and volunteers.
- ✓ Follow up and contact Auction Committee members to complete solicitations to get into the Gala book and online auction lists. As of today, we have 185 items on the Grand Auction and over 600 on the Pre-Gala Online and Silent Auction.
- ✓ Continue working with Andrea by processing auction acquisition gift forms for data entry.
- ✓ Check in and put away Gala 2025 gifts as turned in.
- ✓ Double-check and go through all gifts to be listed as needed.
- Get the Auction list to Kristi by tomorrow for her to complete updating all the Auction Certificates
- ✓ Register actual business/individual certificates as they come in.
- Process Gala Raffle tickets as they are turned in. Hopefully, this next week, by MONDAY will be super busy with the needed sold raffle tickets from students.
- Complete Gala book pages and get them to the printer this week to get books done by the first part of next week – two weeks before the event.
- ✓ Finalized Gala Committees and sent letters to all, as well as post committee job descriptions on cedar catholic.org
- ✓ I have contacted via phone most 8th, 9th, and 10th-grade parents (who did not help with the Fall Blitz) and had Sheila send text reminders of this, their year to help serve, be kitchen helpers, or miscellaneous jobs at the Gala. They also received information last fall and other publicity reminders. The parents that I did not talk to or hear back from will be assigned what is needed of them to help the evening of the Gala.
- ✓ Letters will be sent out to 8th, 9th, 10th grade parents this week.
- Tend to the many other Gala details to be reviewed as we go.
- Focus on Gala Auction items publicity in the next week.
- Go full scale on Gala publicity.

Strategic Planning for the Development Office/Program

- ✓ Review and update Development's Strategic Plan.
- ✓ Schedule a follow-up meeting with the Strategic Planning group leaders.
- Invite new Blue Ribbon memberships to help fund the Catholic Development Office.
- ✓ Research ways to enhance and expand Alumni Relations.
- ✓ Begin to Cedar Catholic Ryder Cup Golf Tournament. (July 5th) (Dan Hoelsing)
- Research new profitable fundraising efforts/events. June 1st, a Go – Give Big Red Day as the wind-up of the 2024-25 Annual Drive.

Development Office Operations

- Design and compose letters as needed.
- ✓ Continue to keep database updates and donor records with follow-up thank yous.
- ✓ Manage and conduct regular day-to-day office work.
- ✓ Updated the system-wide calendar.

Publications & Publicity

- ✓ Continue to give Dan Hoelsing all information, reports, and publicity pieces to post on cedar catholic.org.(Gala publicity.)
- ✓ Cedar's Annual Report IS DONE and MAILED!!! YAY!!

Financials & Financial Assistance to Catholic Schools

- Continue to update Financial Reports.
- ✓ Pay development bills semi-monthly and do bookwork.
- Expand Blue Ribbon membership to fund Catholic Development office expenses.
- Cultivate and invite other gifts estate bequests.
- Continue to obtain budget, tuition assistance, and technology gifts.

Week of March 12-20th

- Complete Gala book pages and get printed this week to complete the Gala book the first part of next week.
 - Focus on Gala Auction item publicity.
 - Record and process Gala Raffle tickets turned. (Kristi & Andrea) Need A Lot from kids!!
 - Complete updating all Gala auction certificates.
 - Focus on Gala Raffle events tickets as turned in.
 - Process Gala alumni raffle tickets.
-

DRAFT #1 PROPOSAL, 1-16-25

CCHS 2025-2026 CALENDAR

Teacher Workday	12:00 Dismissal
1:00 Dismissal	2:00 Dismissal
No School	
End of Quarter	

1st Quarter=47 Days	3rd Quarter=47 Days
2nd Quarter=44 Days	4th Quarter=46 Days
184 Total Days	

AUGUST, 2025

					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER, 2025

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER, 2025

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER, 2025

						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER, 2025

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY, 2026

					1	2	3
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	26	27	28	29	30	31	

FEBRUARY, 2026

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH, 2026

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL, 2026

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY, 2026

						1	2
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25	26	27	28	29	30	
31							

CEDAR CATHOLIC JR/SR HIGH SCHOOL

Base: \$33,500 Salary Schedule Ins. Benefit \$6,000.00
 Years: 3.75% Hours: 3.75% Flex Benefit \$2,800.00

	BA	BA + 9	BA + 18	BA + 27	MA or BA +36	MA + 9	MA + 18
1	\$33,500.00	\$34,756.25	\$36,012.50	\$37,268.75	\$38,525.00	\$39,781.25	\$41,037.50
	1.0000	1.0375	1.0750	1.1125	1.1500	1.1875	1.2250
2	\$34,756.25	\$36,012.50	\$37,268.75	\$38,525.00	\$39,781.25	\$41,037.50	\$42,293.75
	1.0375	1.0750	1.1125	1.1500	1.1875	1.2250	1.2625
3	\$36,012.50	\$37,268.75	\$38,525.00	\$39,781.25	\$41,037.50	\$42,293.75	\$43,550.00
	1.0750	1.1125	1.1500	1.1875	1.2250	1.2625	1.3000
4	\$37,268.75	\$38,525.00	\$39,781.25	\$41,037.50	\$42,293.75	\$43,550.00	\$44,806.25
	1.1125	1.1500	1.1875	1.2250	1.2625	1.3000	1.3375
5	\$38,525.00	\$39,781.25	\$41,037.50	\$42,293.75	\$43,550.00	\$44,806.25	\$46,062.50
	1.1500	1.1875	1.2250	1.2625	1.3000	1.3375	1.3750
6	\$39,781.25	\$41,037.50	\$42,293.75	\$43,550.00	\$44,806.25	\$46,062.50	\$47,318.75
	1.1875	1.2250	1.2625	1.3000	1.3375	1.3750	1.4125
7	\$41,037.50	\$42,293.75	\$43,550.00	\$44,806.25	\$46,062.50	\$47,318.75	\$48,575.00
	1.2250	1.2625	1.3000	1.3375	1.3750	1.4125	1.4500
8	\$42,293.75	\$43,550.00	\$44,806.25	\$46,062.50	\$47,318.75	\$48,575.00	\$49,831.25
	1.2625	1.3000	1.3375	1.3750	1.4125	1.4500	1.4875
9		\$44,806.25	\$46,062.50	\$47,318.75	\$48,575.00	\$49,831.25	\$51,087.50
		1.3375	1.3750	1.4125	1.4500	1.4875	1.5250
10			\$47,318.75	\$48,575.00	\$49,831.25	\$51,087.50	\$52,343.75
			1.4125	1.4500	1.4875	1.5250	1.5625
11				\$49,831.25	\$51,087.50	\$52,343.75	\$53,600.00
				1.4875	1.5250	1.5625	1.6000
12					\$52,343.75	\$53,600.00	\$54,856.25
					1.5625	1.6000	1.6375
13						\$54,856.25	\$56,112.50
						1.6375	1.6750

Cedar Catholic Jr.-Sr. High School
Extra Duty Pay Schedule

Categories

Base: \$33,500.00

I			1-2 years		3-5 years		6+ Years
	Head Football						
	Head Volleyball	8%	\$2,680.00		9.50%	\$3,182.50	11% \$3,685.00
	Head Wrestling						
	Head Boys Basketball						
	Head Girls Basketball						
	Head Track						
	Head Speech						

Base: \$33,500.00

II			1-2 years		3-5 years		6+ Years
	Head Boys Golf						
	Head Girls Golf	5%	\$1,675.00		6.50%	\$2,177.50	8% \$2,680.00

Base: \$33,500.00

III			1-2 years		3-5 years		6+ Years
	Assistant Football						
	Assistant Volleyball	5%	\$1,675.00		6.50%	\$2,015.00	8% \$2,680.00
	Assistant Wrestling						
	Assistant Basketball						

Base: \$33,500.00

IV			1-2 years		3-5 years		6+ Years
	Assistant Track						
	Assistant B-Golf	4%	\$1,340.00		5.50%	\$1,842.50	7% \$2,345.00
	One Act						
	Dance						
	Pep Band						
	Cheerleading						

Base: \$33,500.00

V			1-2 years		3-5 years		6+ Years
	JH Boys Basketball						
	JH Girls Basketball	3%	\$1,005.00		3.50%	\$1,172.50	4% \$1,340.00
	9th Grade BB						
	JH Volleyball						
	Yearbook						

Base: \$33,500.00

VI			1-2 years		3-5 years		6+ Years
	Jazz Band						
	Swing Choir	3%	\$1,005.00		3.50%	\$1,172.50	4% \$1,340.00
	Student Council						
	Assistant One-Act						
	Assistant Speech						

Base: \$33,500.00

VII	JH Football		1-2 years		3-5 years		6+ Years
	JH Track	2%	\$670.00	2.50%	\$837.50	3%	\$1,005.00
	JH Wrestling						

Base: \$33,500.00

VIII	NHS		1-2 years		3-5 years		6+ Years
	Quiz Bowl	1.50%	\$502.50	2%	\$670.00	2.50%	\$837.50
	C-Club						
	Math Counts						
	Prom						
	Prom						
	Campus Minister						
	Speech Aide						
	JH Speech						
	Assistant Yearbook						
	Assistant Dance						
	Assistant Swing Choir						

Pay per game

IIX	Officiating JV Basketball	\$35/ game
	Officiating JV & JH Games	\$25/ game
	Line Judge Varsity VB	\$10/ game
	Clock: Varsity	\$10/ game
	Scorebook: Varsity	\$10/ game

Flat Rate

IX	Sponsor Pay	Athletic Director	\$3,100.00
		*Robotics	\$2,550.00
		*JH Robotics	\$2,550.00
		Weight Room Supervisor	\$2,000.00
		Concessions	\$1,200.00
		Discipleship Group	\$500.00
		12th Grade	\$500.00
		11th Grade	\$100.00
		10th Grade	\$100.00
		9th Grade	\$100.00
		8th Grade	\$100.00
		7th Grade	\$100.00