

NHCS - School Board Meeting Minutes

Wednesday, October 8, 2025 at 8:30 a.m.

Attendees

Jenna Franz, School Board Chair

Lori Keller, School Board Member/Secretary

Karen Thorne, Church Board Liaison/Full School Board Member

Barb Bergner, Teacher Representative

Pastor Rick, Ex Officio

Joe Reinl, School Administrator/Ex Officio

Tim Franz, Treasurer - Reporter

Jen Ellis, Budget - Reporter

Minutes

1. Opening

Welcome & Call to Order 8:30 a.m.

Devotion by Pastor Rick

Approval of Minutes minutes were approved via email. This will be the process going forward - minutes sent out for approval one week after meeting - once approved a summary will be posted on the Church bulletin board and a summary placed on the School website.

2. Reports & Information

Administrative/Committee Reports

- From Church Board: The Church Board needs to approve the School Board Bylaws, present them to the congregation for approval, all before sending them to the district for review.
- Administrator Report:
 - ◆ Joe finished and submitted documentation for his and Sue's Call. Needs signatures from Pastor and School Board Chair after this meeting.
 - ◆ Joe and Jennifer need to compare documents/policies/procedures that the school board, daycare, and school are working on to prevent duplication. WPCP (WI Parental Choice Program) - at the November school board meeting, we will discuss how to promote NHCS as a Choice School.

Financial Reports The YTD deficit for school and daycare combined is \$2,546 greater than budgeted. More cost-savings opportunities were discussed:

- Reminding/Educating church members with a Thrivent Policy to get \$250x2 available dollars in 2025 and then again after the first of the year (Lori will explore this)
- Modifying the payroll amount that our Workers' Compensation premiums are based on (total payroll is about \$800,000 less this Fall)

- Discontinuing both fax lines

3. New Business

Changes made to School Board Bylaws draft since September:

- **Modified:** 1 - 3 members will be chosen from voting members of the NHLC who **may be** parents/guardians of a child(ren) at the school
- **Article 7 of the Church Bylaws** has been modified to offer more clarification and to match the Church Constitution. The School Board Bylaws are based off of Article 7 of the Church Bylaws
- **Added Governing Board Policies** - listing the Governing Board duties from the Church Bylaws/Article 7 (separate from this document will be the NHCS Staff Handbook; LELC Staff Handbook; Student/Family Handbooks)

Policies/Issues being addressed now:

- New Teacher Onboarding
- Fundraiser Requests.
- Facility Use Policy
- Holiday, Celebration, and Activity Policy

Accreditation Process –

- Identified needed additions: Salary schedule/advances/pay schedule; teacher recognition; termination/discipline/grievances; recertification of State Teaching license; reimbursement for professional development and advanced degree; reduction in workforce; harassment (student and staff); bloodborne pathogens; written key policy

4. Action Items

What will be accomplished on School Board Bylaws by the next meeting?

- Rebranding – church and school – **KidGlove** Lori and Jennifer recommend that we start with a Brand Impact Accelerator (10 Week Virtual Class) with a committee of church and school members who would like to explore a Refresh (fresh visual identity) or Rebrand (new name and/or new logo)
- Homeschooler program for joining NHCS music, art, library (tuition cost). Chapel (free)?
- Advertising LELC; pre-Choice School enrollment period
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5. Old Business

6. Policy/Contract Approvals: none at this time

Adjournment at 9:55