

Saint Wenceslaus Catholic School



Annual School Report
2010-2011

Saint Wenceslaus School

Mission Statement

The St. Wenceslaus School community is dedicated to providing a nurturing environment so that each individual's potential can be realized. We are life-long learners called to make a difference in our changing world, as we are shaped by our Catholic faith and challenged to embrace the Gospel.

Philosophy

We believe that the St. Wenceslaus School community is called together by God to provide a Christian education to the children entrusted into our care. Children are offered the opportunity to encounter God in their parents, pastor, school staff, fellow students, and parishioners, as well as in their faith, prayer, and worship experiences. We believe that a nurturing community is comprised of responsible individuals who share respect and concern for themselves and all others. We recognize that our strength as a community lies in our God-given individual differences. We value and celebrate our diversity of abilities and talents, learning styles, and cultures that influence our community.

We believe students learn best through active engagement with subject matter and the promotion of critical thinking skills. We provide educational opportunities for the whole child, supporting spiritual, intellectual, social, emotional, physical, and creative growth. We believe our children need these tools to make responsible decisions and to be good stewards in our ever-changing world.

We look at our world through the eyes of our Catholic faith. Our service to each other is one of dedication, love and involvement. To live and teach as Jesus did through word and action is the essence of this service. As we plant the seeds of discipleship, we bring ourselves and others closer to God.

School Profile

2009-2010 Enrollment

Grade	Enrolled
PreK	36
K	31
1	25
2	21
3	38
4	42
5	36
6	33
7	23
8	32
Total	317

2010-2011 Enrollment

Grade	Enrolled
PreK	50
K	25
1	29
2	26
3	20
4	37
5	42
6	28
7	31
8	22
Total	310

History of School Enrollment

98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11
326	337	339	344	367	378	384	371	348	329	305	270	252
										+ 9 Korean	+ 11 Korean	+8 Korean
									+ 28 PreK	+18 PreK	+36 PreK	+50 PreK
									357	332	317	310

2010 - 2011

St. Wenceslaus School Personnel

ADMINISTRATION

Father Kevin Clinton	Pastor
Kim Doyle	Principal
Sherry Hartman	Lead Admin. Assistant
Ann Marie Witt	Development Director

FACULTY

Jolene Busch	5 th Grade
Ann Christy	6 – 8 th Grade
Jodi Chromy	Preschool Director
Elaine Harty	Teacher
John Harty	German
Jane Jeffrey	1 st Grade
Ann Kreger	4 th Grade
Mike Madison	6 th – 8 th Grade
Becky Malecha	3 rd Grade
Kathy McNamara	4 th Grade
Jennifer Rosen	2 nd Grade
Jamie Schoenbauer	6 – 8 th Grade
Becky Smisek	6 – 8 th Grade
Annette Stavos	1 st Grade
Toby Thietje	Music
Mike Tschimperle	6 – 8 th Grade
Jennifer Wetschka	Kindergarten
Leah Zvanovec	Art/Phy Ed.
Rebecca Zwirner	5 th Grade

SUPPORT STAFF

Serene Bachman	Counselor
Diane Barrier	Preschool Teacher/Ext. Care Director
Gail Hunt	Office Assistant
Joan May	Computer
Jennifer McDonough	Admin. Assist./Health Para
Rhonda Pauly	Club House Director
Marcia Pleiss	Library
Theresa Rademacher	Instructional Aide
Ann Schmitz	Preschool Aide
Traci Schoenbauer	Preschool Teacher
Judy Slinkard	Preschool Aide
Linda Smisek	Assist. Teacher
Emma Tikalsky	Instructional Aide
Rita Goggins	Preschool Aide
Sandy Gallagher	Band
Joan VanHoven	Club House Assist.
Diane Trettel	Club House Assist.

KITCHEN

Margie Pexa	Cook
Lu Tupy	Cook
Mary Wick	Director of Food Service

MAINTENANCE

Steve Schmitz	Head of Maintenance
Pete Kartak	Custodian

School Staff - F.T.E. (Full Time Equivalent)

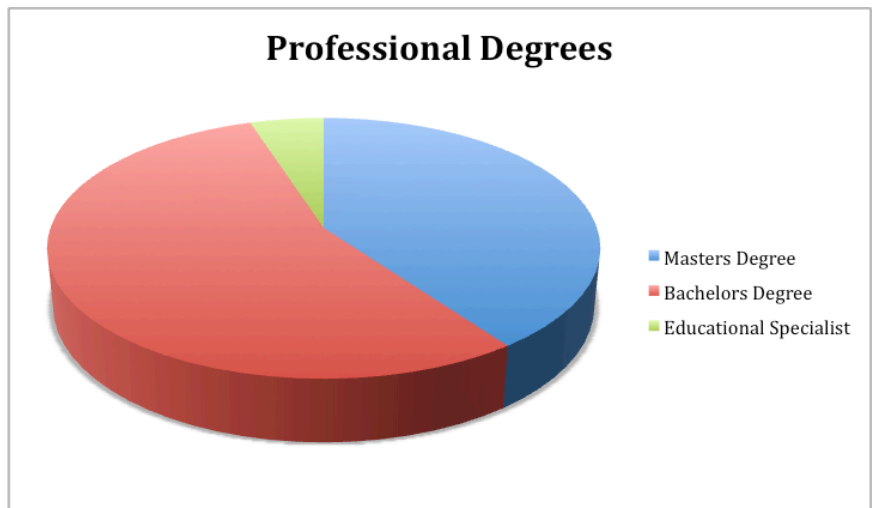
Principal	1.0	<u>Positions funded through Non-Public Aid</u>	
Development Director	0.6	Counselor	0.4
Administrative Assistant	1.0	Health Aide	0.4
Office Assistant	1.0	Title I	.08
Technology Coordinator	1.0	Speech	.03
Classroom Teachers K-8	13.75	Special Education	.30
Preschool Director	1.0		
Preschool Lead Teachers	0.5		
Preschool Aides	0.5		
Library	0.8		
Art	0.75		
Music	1.0	Band (private contract)	0.2
Physical Education	.75		
Foreign Language	.05		
Instructional Aides K-8	2.2		
Daycare	0.6		
Kitchen Staff	2.6		

St. Wenceslaus School Professional Staff Education Level 2010/2011

Bachelors Degree 55%

Masters Degree 40%

Educational Specialist 5%



Curriculum and Instruction

St. Wenceslaus School provides an excellent opportunity for spiritual, academic and social growth for children from pre-school through grade eight. We welcome children of all religious backgrounds. Students from surrounding parishes without a Catholic school are also welcome at St. Wenceslaus.

Our School, established in 1878, serves 310 area students. The average class size is 18 students. The School has 14 regular classrooms, as well as classrooms for art, music, physical education, library and computer. We also have a fully operational preschool program with 3 separate class sessions, and a daycare program for preschoolers and for school age children.

The school day begins at 7:40 AM and ends at 2:30 PM for students in Kindergarten to grade 8.

Preschool sessions are held in the morning between 8:00 and Noon.

the daycare is open from 11:00 am to 5:30 PM every school day and 7:00 am- 5:30 pm on non-school/vacation days.

St. Wenceslaus School is fully accredited in the State of Minnesota through the Minnesota Nonpublic School Accrediting Association (MNSAA) for Preschool through Grade 8. In addition, our preschool is licensed by the Minnesota Department of Education.

Curriculum Areas

- **Religion** - St. Wenceslaus School believes in influencing all aspects of education with the Gospel message. Religious studies include understanding the beliefs, traditions and worship of the Catholic Church.
- **Language Arts** - It is the goal of our language arts program for students to communicate clearly, read fluently, and write/listen/speak for a variety of purposes. Children appreciate a diversity of literature, conduct media based research projects, and make presentations to express their experiences.
- **Mathematics** - It is our belief that learners must possess mathematical skills to be successful in daily adult life. Through application of number knowledge and theory, children are taught to solve everyday problems. Students are prepared thorough the Algebra level in the eight grade.
- **Science** - At St. Wenceslaus School, we consider science is a way of thinking about and understanding the world in which we live. Science involves experiences and opportunities that foster students' curiosity, creativity, objectivity, and persistence. Shared time is incorporated with New Prague Middle School for 7th and 8th grade science classes.
- **Social Studies** - This program teaches students to be able to interact well with all people, appreciate cultural diversity, and work cooperatively. Students need a broad understanding of the world in which they live. Our students are actively taught to be productive members of society.
- **Art** - Creativity is stressed as students learn the elements and principles of art and gain an appreciation for the world around them.
- **Music** - At St. Wenceslaus School, we believe music is an expression of our spirituality, and it provides a vehicle for celebration. Music offers students a means of self-expression and creativity that enhances the whole of live.

- **Physical Education** - We believe that developing a healthy body is a necessary component to our spirituality. Physical education is an integrated activity involving movement, team participation, strength development, strategizing, and good health.
- **World Language** - Learning a foreign language involves raising a student's consciousness and appreciation of different means of communication. German and Spanish.
- **Performing Arts** - The creation and production of dramatic plays for the school and general public is a specialty of St. Wenceslaus School.
- **Technology** - Technology is incorporated into all aspects of learning in our school. We believe it is vital to teach students to use technology as it is used in today's world. Our school has Internet access in every classroom and uses it for student research, instruction, and enrichment.

Middle School

St. Wenceslaus School's middle school program begins in 5th grade. Middle school students are exposed to a wide variety of academic and enrichment experiences. Teachers work in specialized curricular areas. Band is now taken on St. Wenceslaus campus during the school day. Students are placed in elective courses for one period per day. These elective classes meet the various areas of interests that students of this age have.

Elective Course Descriptions – Grades 6-8

Aerobics for Girls

This course offers girls in grades 6-8 an opportunity to learn the basics and importance of aerobic exercise. The class will consist of a 5-minute warm-up, 20 minutes of aerobic exercise and finish up with a 5-minute cool down period. As the class progresses, we will venture into a Step Aerobic Program. This class is designed to improve coordination, muscle strength and mobility. It will also help to reduce your stress, increase your self-esteem by helping with weight management and promote a general sense of well-being.

Robotics – FIRST LEGO League (FLL)

This course offers 6th-8th grade students an opportunity to hone their problem-solving skills and ability to work cooperatively in a team environment. Students will use LEGO FLL Robot Set Kits that contain over 1000 LEGO elements to create working robotics that provide solutions to given challenges. Computer programming will also be emphasized. Students may have the chance to participate in regional competitions.

Strategy Games

The objective of this course is to provide you with opportunities to participate in strategy type activities and have some fun. You will gain a greater understanding of the activities and think in terms of strategy instead of win or lose. The activities will include cooperation and friendly competition. The skills learned can carry over into real life and looking at the big picture for the best outcome. The activities are also ones that can be used at home for friendly family fun. Activities will include but not limited to Mexican train, Cribbage, Chinese Checkers, and Towers.

Math Reinforcement

Could you benefit from some extra help on your math assignments and skills? This is the elective for you. During this class, you will get extra help on class assignments and more time to understand the skills you are covering in class.

Destination Imagination

Destination Imagination is a creative problem solving program in which members work on both technical and performance components. Students will learn creative problem solving techniques, teamwork, collaboration and leadership skills. The team will present their solution at the regional DI tournament. Teams are limited to 7 members.

Foods and Nutrition

Why do people eat? The main reason we eat and drink is to stay alive, but food gives you energy, too, and helps you grow. This course will be an introduction to food experiences through easy steps, using many convenience foods. We will read about nutrition and learn how to apply that knowledge to develop healthy food habits. You will learn how to choose a nutritious diet using many practical suggestions whether it is for packing a lunch for school or eating out. We will also learn how to read labels on packaged foods and how to know serving sizes. There will be some lab experiences where we will make different foods to sample.

Teen Leadership

When students discover their own self-worth and approach life prepared to achieve, the opportunities are endless. This is the philosophy behind Teen Leadership. The course teaches students to take responsibility, express themselves and handle problems and decisions as they arise.

Speak Out! Public Speaking and Debate

Have something to say? Learn how to say it clearly and confidently to get your point across to others. We will discuss proper public speaking skills (get rid of those likes and ums!) and various debate styles with lots of practice thrown in!

Current Events

What in the world is going on?!? Find out here! We'll spend time scanning newspapers and news programs for people, places and things in the news and analyze how it affects our community.

History and Literature

Take time to nourish your love of reading and combine it with your knowledge of history. We will read books with roots in the Holocaust, the American Revolution and the Civil War. We will discuss them in a book club format and finish by watching a film as a comparison. 7th & 8th grade only.

Social Justice Projects

This is a class for those who like having fun with others, helping others, doing things with their hands, and finishing a project – all rolled into one! On Day #1 the class will discuss all kinds of social action opportunities and decide what projects we will do for the quarter. Some projects may be individual in nature; most will require a team effort. This is a hands-on class with a feel-good ending. You'll take home your own memory book, a reminder of all that you did and all that you can do. There may be a small fee for some materials.

Custom Clothing

Learn how to knit, crochet, and embroider while adding your own flair to the clothes in your closet! We'll learn the basics, work with simple patterns, and design some of our own! Once you have the basics, you'll be ready to learn more on your own!

Intro to Spanish

Learn basic Spanish, including letters, numbers, greetings, simple conversational phrases and more. This is perfect for 8th graders thinking about or committed to taking Spanish in high school. It will give you a taste of the language, help you develop a comfort level with it, and give you a slight boost as you move on to the high school. We'll have fun learning the language through games and activities.

Yoga Basics for Girls

Yoga is the practice of poses and postures through fluid whole body movement, done for the purpose of well being. Practicing yoga is known to provide many health benefits, including stronger core muscles, an increased ability to focus, lower stress, and more energy. We'll learn and practice some of the more basic poses and postures. What a great way to spend elective time when the year is winding down and focus and self-discipline are becoming a challenge.

Pottery

Students will learn about several forms of pottery construction like coiling and slab methods. We will discuss the terminology and techniques that are involved when creating with clay as well as famous artists in this medium. Students will create finished works with the clay that will be fired and glazed. Polymer clay is another material that is easy and fun to work with and can be used to create a variety of objects from jewelry to figures. Students will be able to create a project with this material that they can easily continue to use at home. Supply fee of \$25.00 per student

Advanced Drawing

We will begin the course by creating a sketchbook. Students will create a cover and bind the book using a Japanese book binding technique. They will use this book to compile sketches and drawings throughout the quarter. The course will allow students to advance their drawing skills using a variety of mediums like traditional sketch pencils, colored pencil and charcoal drawings. Subject matter will consist of still life, architecture and human figure.

Yearbook

Students will gather photos, create layouts and captions in order to produce a book of memories of the current school year. We will also discuss graphic design and many other necessary components in creating a published work. 7th and 8th grade only

Computer – 6th grade only

6th Grade Keyboarding And Computer Applications – Increasing speed and accuracy using the touch method of typing helps students finish assignments faster and more efficiently. At the same time students will be developing habits to keep them healthy (repetitive stress issues). After keyboarding lessons are finished, students will examine two productivity pieces of software – Word and PowerPoint. This software will be used to produce documents for classes at St. Wenceslaus School and beyond.

Girls Choir/ Boys choir

In this course students will learn difficult repertoire, to sight read, and to prepare for music classes in high school. Students should be ready to work hard, have some fun and to delve deeper into music.

Performing Arts

Performing Arts allows middle school students to utilize their creativity on the stage. Students will participate in many aspects of the theater: acting, stage-managing, costumes, make-up, etc. Finally the class will perform a simple one- act play. This class is required at least once in 7th or 8th grade.

Diversity Studies

Students is Preschool through Grade 8 take part in a school wide diversity study each year. In the diversity study, the school selects a culture or area of the world to study. Teachers instruct students in art, culture, religious practices, geography, sports and other aspects of the diversity study chosen. Mid-year, the school puts on a diversity Fair in which they show off all of the things that they have learned. In past years, the school has studied the Asian and Native American cultures. This year the area of study is South America.

Co-Curricular Activities

St. Wenceslaus School offers a wide variety of co-curricular activities before and after school that students can participate in. Students in 6-8th grade can also participate in co-curricular activities at New Prague Middle School.

Co-Curricular Activities offered at St. Wenceslaus School and Parish:

- Children's Choir (K-4)
- Children's Handbell Choir (4-6)
- Liturgical Choir (4-6)
- Student Council (4-8)
- Spelling Bee
- Geography Bee
- Girls Volleyball
- Girls Basketball
- Boys Basketball

Buddies and School Family Groups

Students learn to work with each other as a school community with the buddy program. Various grades pair up together and join each other for a variety of activities each year. For example 4th grade helps in the preschool with a special game day or classes work on academic projects together.

This year we have added Family Groups to our program. Eight Grade students are the leaders of our family groups and members of each family consist of one or two students from each class. These multi-age groups work on projects together. The older students look out for the younger ones and the younger ones often admire their older partners.

Little Spirits Preschool

St. Wenceslaus School Preschool program serves 50 students ages 3-5. Students who are generally one year away from attending kindergarten are in a 4/5 class called the Pre-Kindergarten Class. The 4/5 year old program is on Monday/Wednesday/Friday. There are two full sections of the pre-kindergarten classes. Students in the 3/4 year old program attend on Tuesday and Thursday's. Little Spirits is fully licensed through the Minnesota Department of Human Services and Accredited through the Minnesota Non-Public Accreditation.

Club House Extended Daycare Program

Students who are in need of daycare arrangements after school hours attend the Club House Program. Club House is open at 11:00 on Monday, Wednesday, and Friday for children in the preschool program. The Club House program is open daily for the students in the older grades. Club House is also open on non-school days such as conference days/workshop days as long as enrollment is at a minimum of seven children. Club House is a safe and affordable program to meet the needs of the working school families.

Special Services

As part of our mission statement, St. Wenceslaus School is committed to meeting the academic, social, and emotional needs of students. We work with the special services team from New Prague Public Schools to assess and serve special learning needs of students. The classroom teacher is also responsible for implementing accommodations and supporting individual learner needs to the best of their ability.

- **Special Education Services and Speech/Language Services (IEP):** Special education services are provided by District 721 to students identified as meeting specific criteria in accordance with local, state, and federal standards. Qualifying students receive special education services in the following areas: speech and language, specific learning disabilities, autism spectrum disorders, developmental disabilities, emotional/behavioral disorders, or other health impairments. A licensed special education teacher provides direct service at St. Wenceslaus School.
- **504 Plans:** Students who have a documented disability but do not qualify for Special Education services may be eligible for a 504 plan. Section 504 prohibits discrimination against persons with a disabling condition that substantially limits one or more major life activity. 504 plans are designed to accommodate the educational needs of a child and are written collaboratively with parents, teachers, school counselor, and administrator all contributing relevant information about the child. 504 plans are updated annually and information is shared with teachers and staff members who work directly with the child.
- **Intervention Plans:** Students who struggle academically and do not meet criteria for special education services or a 504 plan are eligible for a "*Student Accommodation Plan*" written to accommodate their specific needs. Teachers and parents collaboratively create this plan. The plan provides a structured and organized approach within the school to reasonably accommodate individual student needs. These plans are updated annually.
- **Title 1:** Qualifying first and second grade students receive additional help with reading skills through Title 1 services, provided by District 721 staff. Title 1 is a federally funded program. A Title 1 teacher works with students individually and in small groups to improve their reading skills.
- **Counseling:** Our school counselor works with individual students who are experiencing academic, social, or emotional difficulties. Individual or small group counseling is available with parent permission. The school counselor is available to meet with parents who have questions or concerns about their child.

Assessment

St. Wenceslaus School believes an effective assessment system motivates students to learn, communicates with stakeholders, promotes school improvement, guides instructional decisions, and shares a common vision.

Assessment tools and practices are varied, ongoing, authentic, and aligned with specified learning targets. Regular and descriptive feedback is provided to students, and all stakeholders, to positively promote learning. Assessments are used to understand and positively motivate the students as an individual learner. Information gathered is used to understand the relationship between the learner and his/her progress toward achieving learning targets.

SAT10/OLSAT8

Students in grades 3 through 8 take a new nationally standardized achievement test in the fall. This test gives useful information for the all around achievement of the student. An abilities test is also given at the same time.

Scores for the achievement test can be lined up against the ability tests for a clear view of how the student is achieving. These tests are used to give individual student information to parents and teachers. They are also used to evaluate the school curriculum, the particular needs of an individual class, or a need of the entire school.

History of Tuition Increases

98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11
\$1000	\$1100	\$1215	\$1350	\$1410	\$1500	\$1600	\$1790	\$2200	\$2450	\$2650	\$3250	\$3330
dollar Increase	\$100	\$115	\$135	\$60	\$100	\$100	\$190	\$410	\$250	\$250	\$600	\$80
% Increase	10%	10.5%	11.25%	4.5%	6.5%	6.75%	12%	23%	11%	8%	22.75%	2.5%

2010-2011 Tuition

St. Wenceslaus Parishoner

Kindergarten(full-time) - Grade 8 \$3330.00
M/W/F Kindergarten \$2330.00

Non- Parish Student

Kindergarten(full-time) - Grade 8 \$4330.00
M/W/F Kindergarten \$3330.00
Korean Exchange Student \$5200.00

Preschool

Pre-Kindergarten \$1310.00
(M/W/F)
3/4 Year Old Program \$880.00
(T/Th)

Fundraising

Saint Wenceslaus School fundraising goals for 2010-2011 is \$152,100

We have added two additional fundraising events this year creating 7 events that are critical for meeting our fundraising goals.

The Marathon for Non-Public Schools - goal \$45,000

The Sweepstakes Raffle and Dance - goal \$45,000

Family Dinners (two fish fry's) - goal \$3000

Live and Silent Auction - goal \$40,000

Golf Tournament - goal \$12,000

Ice Fishing Contest - goal is not identified - New fundraiser

Dozinky Hot Dog Stand - \$1000 New Fundraiser

Total Fundraising Events Goal = \$146,000. The remainder of fundraising comes from miscellaneous sources (labels, box tops, target charge, and various activities = \$6100)

The primary purpose of these fundraisers is to build community and to raise funds that constitute a substantial portion of our operating budget. All families are required to offer time and talent through volunteer initiatives to support these fundraisers.

Family Requirements for fundraising

Kindergarten - Grade 8 Families

\$150 per child for marathon

\$250 per family for sweepstakes

Sell 10 tickets to the family dinners

Work 2 shifts at fundraising events.

Preschool Families

\$50 per child for marathon

\$50 per family for sweepstakes

Sell 5 tickets to the family dinners

Work 1 shifts at fundraising events.

Financial Aid

St. Wenceslaus School is committed to making our school financially accessible to everyone. Parents who wish to apply for financial assistance can fill out an application for financial aid through TADS (Tuition Assistance Data Services). All financial aid information is processed by TADS and is strictly confidential.

2009-10 school year

The TADS calculated need = \$139,074

Number of Students applying = 55

Number of Families = 24

Amount of Financial aid granted = \$65,000

2010-11 school year

The TADS calculated need = \$170,582

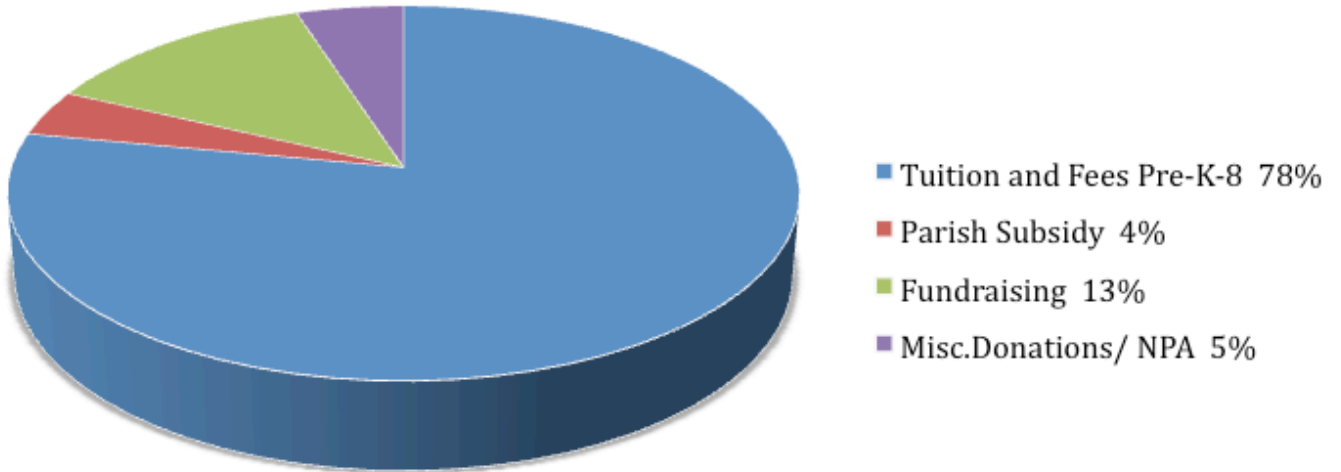
Number of Students applying = 55

Number of Families = 27

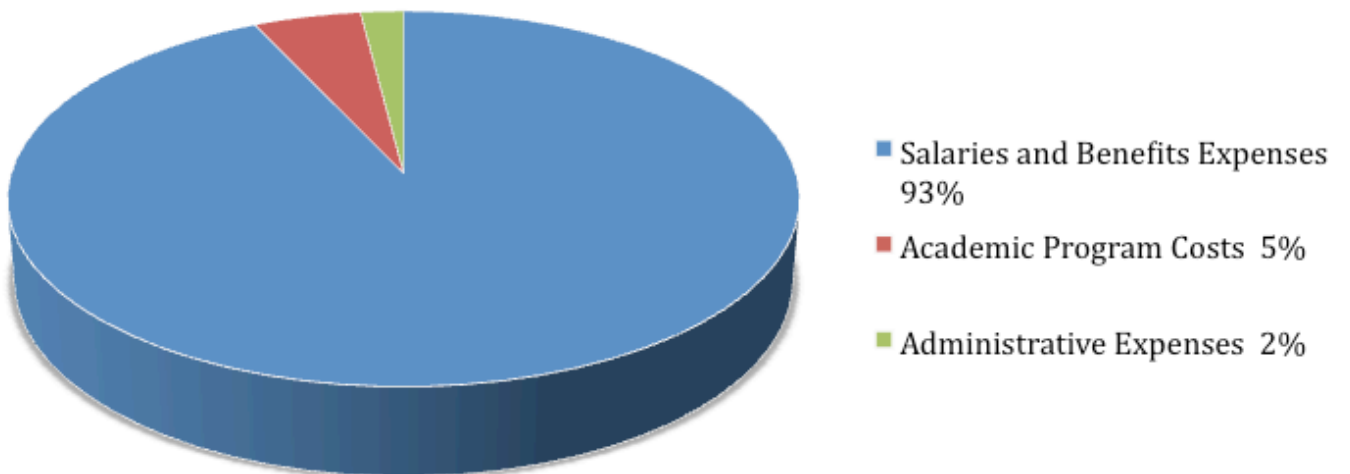
Amount of Financial aid granted = \$63,942

School Operating Budget

Operating Program Income



Operating Program Expenses



SWS Goals for the 2010-2011 School Year **and Visions for the Future**

To continue a positive focus about the school program within the school community of teachers, parents and students, parish community, and greater New Prague area.

Positive and consistent communication to families.

Regular news items in the parish bulletin and local paper.

Building positive relationships with other ministries of the parish.

To make sure that the education program at Saint Wenceslaus is of the highest quality.

Review curriculum by observation and faculty discussion.

Review school curriculum handbook and curriculum maps.

To evaluate the benefits and disadvantages of junior high shared time program.

Develop school wide activities that bring younger and older students together in learning and social capacities so as to broaden the view of the school to students, teachers, and parents.

To continue to increase awareness of the education program at Saint Wenceslaus with the goal of attracting students and young families with children for possible enrollment.

Continue with recruitment activities designed for the preschool and kindergarten age students.

Work to retain preschool students to enroll in kindergarten program.

Develop informational events and activities for students and parents of older grades.

To implement the goals and strategies of the 7-year strategic plan.

Make assignments to staff and school board for implementation of plan strategies.

Set specific tasks to accomplish goals set for the year in all critical areas of the strategic plan making annual progress.

To embrace the recent changes in the parish merger.

Work to develop good communication with those not familiar with St. Wenceslaus school.

Strive to be a force for welcoming and community building with members of newly merging parishes.

Develop appropriate marketing and recruitment materials for families in the outlying parish areas.

Current Challenges

The main challenge for St. Wenceslaus Catholic School is the current economic situation of our school/parish and of our parent community who desire to take advantage of the school for their children. It is very difficult for families to afford this program when they are facing economic challenges. Some families have had to leave the school due to the financial commitment. It is hard to recruit families who are concerned about the costs. Those who have enrolled carry the positive spirit of SWS. Our parents are committed, generous, and supportive.

1. To keep existing families enrolled in the school. This is not a matter of the school programming but rather affordability for the family. Families tend to give up in the middle years when other free options are available to them in the New Prague community. This is especially difficult for families with multiple children.
2. To keep tuition to a reasonable level with a goal of staying within the average range in the Archdiocese. We are currently slightly above average in tuition rates and we also have the added required fundraising obligations for families. It is our goal to keep tuition affordable to any family that wish to sent their child to our school. Over the past few years, school families have seen tuition increase from \$1,600 in 04'-05' to \$3,250 in 09'-10' or a 103% increase in 5 years. Recognizing the need to stabilize tuition this school year, the parish provided additional subsidy to the current school year's budget to help us keep the tuition increase at \$80. Although stabilizing tuition this year was a blessing for many families, we have seen a 23% increase in the need for financial aid. The need in 09'-10' was \$139,074 and the need this year is \$170,582. Currently, there are 55 students/27 families in need of financial aid. This is approximately 20% of the students and 20% of the families. It is our fear, any higher increase in tuition will financially force many families out of our school and causing addition strain on the school budget.
3. To recruit and retain current preschool students into the kindergarten program. We have built a good base from which to draw more students. Now we must work to keep them in the school. In the past few years we have retained 2/3 of the preschool students as new kindergarteners.
4. The school staff have not received a pay increase in several years. In the past 4 years, our staff has received a total of 1% increase in salary. Salary increases are overdue and should be a high priority. Our school staff and families have sacrificed and given generously over the past few years as the school and parish has struggled with balancing budgets and endure current economic conditions. A 3% salary increase is estimated to increase the school budget by approximately \$36,000.

5. Staff cuts and decreases in school programs have been made in past years. More cuts would significantly lower the quality of our academic program. We do not want to lower quality when we are trying to also market and recruit.

6. The technology at our school is currently working but needs upgrading. In the past, we have used endowment funds to purchase new technology. We have not been able to purchase new technology and supplies over the past few years due to the low yielding endowment fund. By putting off new purchases, our technology department is aging quickly and items are in need of replacement to keep up with the changing world and to continue a high quality education for our students.