



Concordia Lutheran Schools of Omaha Board of Directors
Meeting Minutes • September 24, 2024

Attendees: Charista Baye, Matt Rehbein, Pastor Caleb Kruse, Pastor Dusty White, Dan Swan, Alison Betten, Ryan Hahn

Staff: Nate Domsch, Kristin Herrera, Amy Schwarting, Jennifer Shearer

Guests: Lee Handke

Meeting Called to Order 6:02 PM

Health Insurance Cost Sharing Proposal

- Lee Hanke gave a presentation on health plan carriers and options explored to look for cost savings and benefit options.
- After discussing costs and plan options between providers, the committee recommended staying with Concordia Plan Services for medical with an increase in Concordia's contributions to those on the high deductible plan and even contributions for all staff regardless of the chosen plan.
- The new CPS rates and increase in employer contributions to the HSAs of workers with HDHP plans will share the cost savings Concordia received with staff.
- Motion to accept the cost share proposal by Joe Risko, 2nd by Matt Rehbein. Motion carries, all approved.
- The committee also recommended unbundling vision insurance from medical and offering optional coverage with a 50% cost share with workers selecting vision coverage.
- Motion to accept the recommendation of the 50/50 Cost Share Vision plan by Caleb Kruse, 2nd Dan Swan. Motion carries, all approved.

Opening Prayer: Led by Caleb Kruse

Agenda unanimously approved

Report Highlights:

- School and activity highlights
- Concordia's technology director position
- Construction updates
- Communication with parents about school safety and security
- School security infrastructure and monitoring changes

- Congregational engagement updates
- Recruiting and enrollment updates
- Development updates, including the Thrive Campaign
- Reminder about the monthly meeting with LCEF scheduled for 1 PM on Thursday, September 26

Consent Agenda:

Motion to approve Consent agenda by Caleb Kruse, 2nd Dusty White. Motion carries, all approved.

- August 2024 Minutes
- August 2024 Financials
- Schools Report (with Building Project Update)
- Development Report

Old Business:

- Audit Approval (Alison Betten):
 - Motion to approve 22/23 Audit by Caleb Kruse, 2nd Dusty Johnson. Motion carries, all approved.
- Mission Clarity Team Update (Ryan Hahn):
 - Reviewed committee action reports and meeting plans. Work is progressing.
 - The next eight weeks will be crucial for the Organizational Review and Call Process committees to complete their work.

New Business:

- Mission and Vision Development (Nathan Domsch):
 - Proposed to develop cohesive mission, vision, and values statements.
 - Will work to identify a facilitator who can help the board/team further develop mission and vision statements and develop communication to share with the community.
 - Will follow up at the next board meeting.
- Board Files and Document Hosting (Ryan Hahn)
 - Proposed to move file storage to Google Drive and stop using OneHub.
 - Concordia will have small cost savings by eliminating OneHub.
 - All approve the recommended change.
- Girls' Wrestling Cooperative (Nathan Domsch)
 - Discussed the girls' wrestling program and the impact of a cooperative agreement with Omaha Mercy
 - A cooperative agreement will result in no additional cost to Concordia and benefit the Concordia team
 - Motion to submit the proposed cooperative agreement with Mercy for girls wrestling by Joe Risko, 2nd by Caleb Kruse. Motion carries, all approved.
- Technology Position (Nathan Domsch)
 - Reviewed the qualifications of a recommended candidate and desire to extend a job offer and compensation package.

- Request to approve an adjustment to the budget to allow for this hire
- Reviewed cost savings from health care plan changes that would offset this budget item.
- Also discussed was the option of outsourcing to a technology contractor
 - Cost-wise, it is more prudent to hire an in-house position
 - In-house tech support also aligns better with school technology plans/needs
- Motion to increase the budget by up to \$20,000 for a job offer by Dusty White, 2nd by Caleb Kruse. Motion carries, all approved.

Attitude of Gratitude: Those involved in the work with new scoreboard and media club implementation including Ben Erslund, John DeBoer, and Booster Club leaders Kelly Patton and Marty Herman

Closing Prayer and Meeting Adjourned: 7:20 PM