



STM STATE OF THE SCHOOL

MARCH 26, 2024



ST. THOMAS MORE PARISH SCHOOL

Living the Real Presence of Christ

PRESENTED BY:

ST. THOMAS MORE SCHOOL COMMISSION

Elizabeth Glaze, Principal

Fr. Stephen Okumu, Pastor

THIRD YEAR

John Assaker

Bridget Azel

Maria Houser (President)

SECOND YEAR

Sharon Geyer

Jackie Meucci

Tony Pehanich (VP)

FIRST YEAR

Vickie Jarman

Eric Miller

Chris Stevenson

Nick Golla (alternate)

FINANCE COMMITTEE

Sharon Geyer

Vickie Jarmon (Chair)

Jackie Meucci

Elizabeth Glaze (Principal)

Maria Houser (Chair)

John Miketinas



PRAYER OF ST. THOMAS MORE



ST. THOMAS MORE PARISH SCHOOL

Living the Real Presence of Christ

O Lord, give us a mind that is humble, quiet, peaceable, patient, and charitable, and a taste of your Holy Spirit in all our thoughts, words, and deeds.

O Lord, give us a lively faith, a firm hope, a fervent charity, a love of you.

Take from us all lukewarmness in meditation and all dullness in prayer.

Give us fervor and delight in thinking of you, your grace, and your tender compassion toward us.

Give us, good Lord, the grace to work for the things we pray for.

Amen



- ★ **OPENING PRAYER & WELCOME**
- ★ **2023-2024 YEAR IN REVIEW**
- ★ **2024-2025 FOCUS & OUTLOOK**
- ★ **PARTNERS IN THE GOSPEL STATUS**
- ★ **2024-2025 BUDGET REVIEW**
- ★ **QUESTIONS & ANSWERS**
- ★ **CLOSING REMARKS**



✦ Introductions

- ❑ School Commission
- ❑ Parents Club Leaders
- ❑ Scrip Volunteers
- ❑ Auction Support
- ❑ Intercultural Committee Chair
- ❑ New Staff

2023-2024 YEAR IN REVIEW



★ Focus

- Community Building with New Staff
- Building our Early Learning Center
- Preparing for Accreditation

★ Grants

- Knights of Columbus – Scholarship Fund
- DEI – Diverse Religious Art and New Mural
- Fulcrum – Early Learning Center, Security Cameras, Curriculum

★ Accomplishments

- Safety: Security Cameras and New Phone System
- Pre-School Licensing
- Social Emotional Learning: Responsive Classroom, Counselor Support
- Strong Cohesive Staff
- Extracurricular Programs: Band, Choir, STEM
- New Families

“For I know the plans for you,’ declares the Lord, ‘plans to prosper you and not to harm you, plans to give you hope and a future.’”

Jeremiah 29:11

2024-2025 Focus & Outlook



★ Goals

- School Safety
 - Auction Funding
 - Safety Committee
- Enrollment Growth: Marketing and Development
- Parent Engagement

★ Focus

- Accreditation Team Visit in Spring
- Continued Improvements in Early Learning Center

★ 2024-25 Changes

- Self-Contained Classes for K-8 (no grade level combinations)
- Spanish Instruction, K-8
- Expanded Extracurricular (Band, Choir, STEM)
 - Japanese Club, Grades 4-8
 - Martial Arts, Grades K-3



PHASE 0

**PREPARING
2023–2024**

Prepare for the journey that is about to begin.

PHASE 1

**WELCOMING
2024–2025**

Encounter one another in Christ, getting to know one another, with open minds and hearts.

PHASE 2

**RESTRUCTURING
2025–2026**

Listen and support one another as a parish family, while laying the foundation for coming together.

PHASE 3

**RE-ENVISIONING
2026–2027**

Begin to live as one parish and look to the future with a shared vision.



SCHOOL BUDGET PLANNING PROCESS



ST. THOMAS MORE PARISH SCHOOL

Living the Real Presence of Christ

DECEMBER - FEBRUARY

✓ **DECISIONS & COMMITMENTS**

- 5 YEAR PLAN
- ACCREDITATION ACTIONS
- CONTINUING AGREEMENTS
- TERMS & CONDITIONS
 - Parish & Non-Parish Contract
 - Pre-School Contracts
 - Extended-Day Care Agreement
 - Fund Raising Commitment

✓ **FORECAST EXPENSES**

- SALARIES & BENEFITS
 - Personnel Changes
 - Salary Scale Adjustments
 - Education/Experience
 - Benefit Estimates
 - Hourly & Salary Updates
- OTHER EXPENSES
 - Supplies
 - Program Expenses
 - Operations & Maintenance
 - Contracted Services
 - Utilities
 - Assessments/Contributions

✓ **NON-TUITION INCOME**

- PARISH INVESTMENT
 - PAA / Finance Council
- MAJOR FUNDRAISERS
 - Chair Review / Agreement
- PARENTS CLUB
 - Fund Raising Commitments
- SCHOOL FEES
 - Registration, Books, Tech, etc.
 - Extended-Day Care Fees/Rates
- PRE-SCHOOL BUDGET
 - Enrollment Forecast, Offerings
 - Tuition, Fees, Expenses

✓ **TUITION RATES**

- ENROLLMENT FORECAST
 - Moving Up
 - Kindergarten
 - New Students / Families
 - Extended-Day Attendance
- BENEFITS
 - Confirm Changes
- TUITION CALCULATED
 - Multi-Child Family Adjust
 - Non-Parish Tuition
 - Other Parish Investment

✓ **FINAL ADJUSTMENTS**

- EXPENSES / INCOME
 - Reality Check
 - Previous Performance
- PROGRAM OPTIONS
 - Modify Program Choices
 - Adjust Program Needs
- TUITION RATE REVIEW
 - Enrollment Forecast
 - Endowment Withdrawal
 - Risk Mitigations
 - Other contributions

FEBRUARY

✓ **APPROVALS & REVIEWS**

- PARISH FINANCE REVIEW (2/13)
- SC FINANCE COMMITTEE (2/13)
- SCHOOL COMMISSION (2/15)
- PRINCIPAL APPROVAL (2/15)
- PASTOR APPROVAL (2/15)

MARCH 26

✓ **STATE OF THE SCHOOL MEETING**

- 2024-2025 BUDGET REVIEW
 - Present Overview
 - Specify Contract Terms
 - Questions & Answers
 - Provide Tuition Rates
 - Registration Packets
 - Freeze/Publish Tuition
- FINANCE COUNCIL
- PASTORAL COUNCIL

JUNE 30

SET BUDGET BASELINE

- BUDGET TO BOOKKEEPER
- MONITOR/TRACK BUDGET
- PERFORM TO PLAN

PROGRAM & BUDGET ADJUSTMENTS



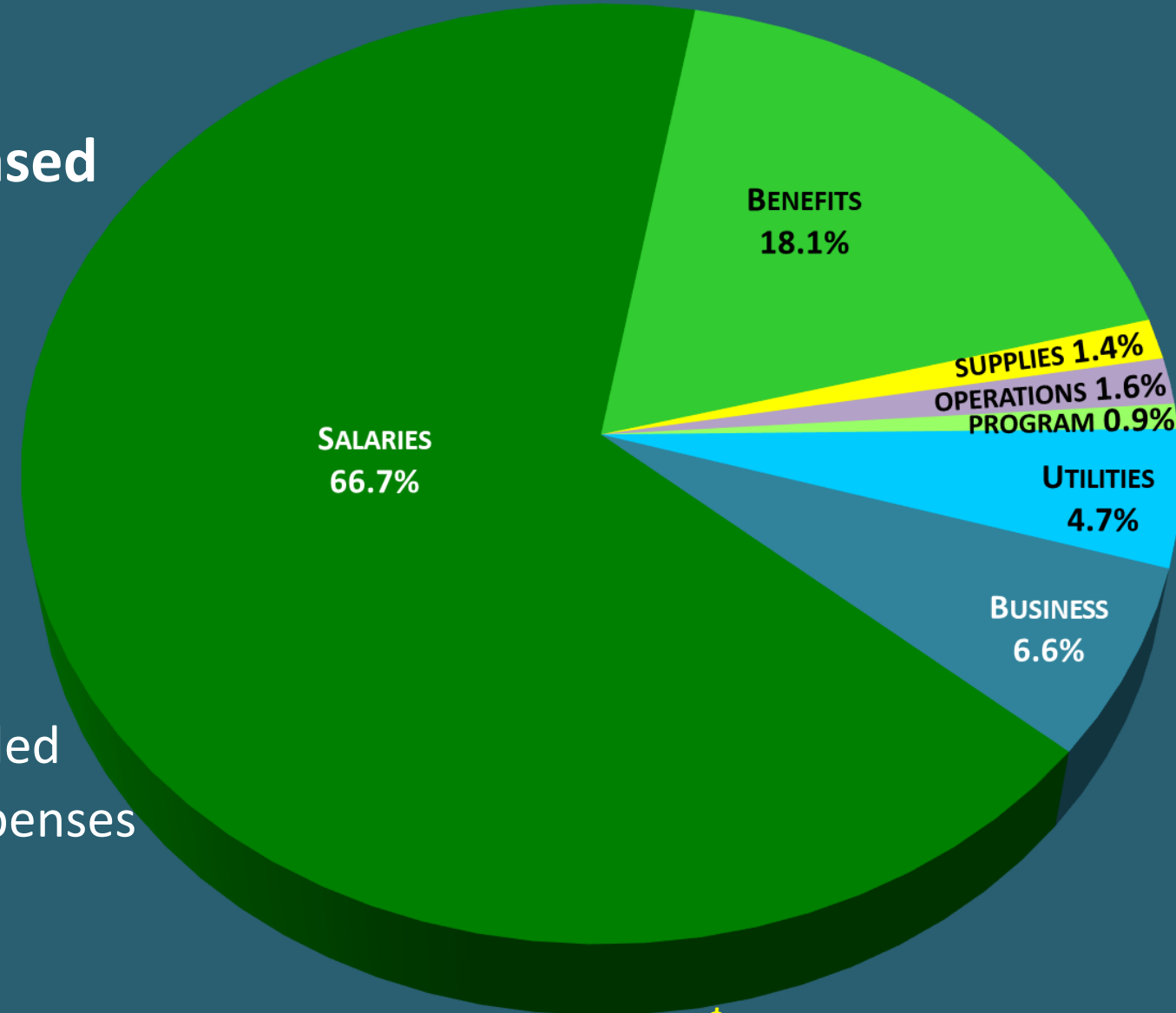
- * K-8 Forecast based on Current Enrollment with Minor Adjustments
- * New 1st Grade Teacher – Self-Contained 1st & 2nd Grades
- * Extended-Day Care Participation based on Current Participation
- * Early Learning Center Offerings – Full and Half Days Sessions
- * Choir and Band Programs Continue
- * Spanish Class replacing Rosetta Stone
- * Major Fund Raisers & Family Fund Raising Changes
- * Income from Restricted Accounts
- * Endowment Withdrawal with Archdiocese Approval



EXPENSE SUMMARY



- ✦ **Employee Salaries & Wages Increased**
- ✦ **Total Benefits Increased**
 - Employment & Employee Driven
- ✦ **Utilities Increase** *(estimating 5-10%)*
- ✦ **Decreases in Other Categories**
 - Contracted Services Reduced
 - Software Application No Longer Needed
 - Enrollment & Employment Driven Expenses

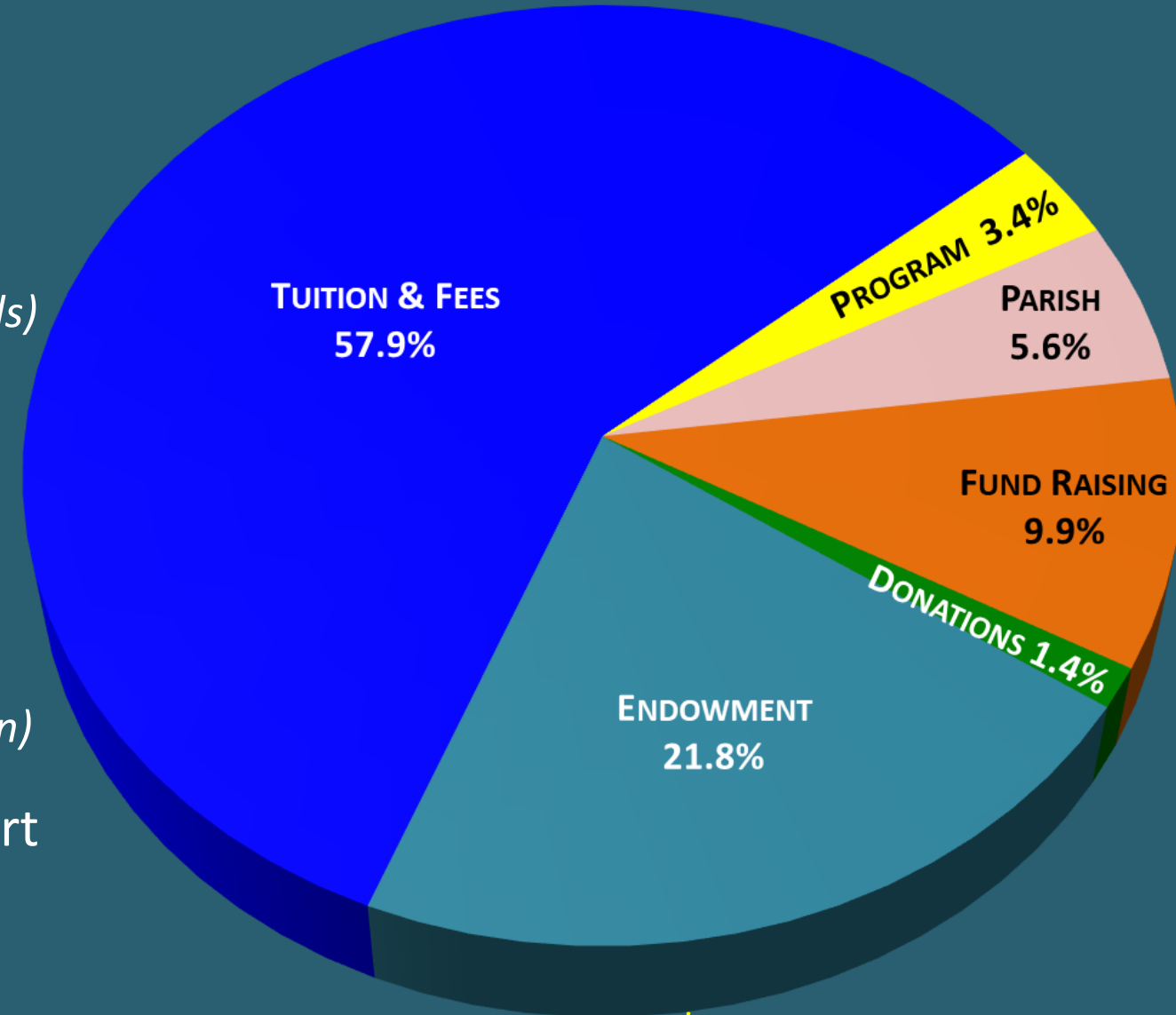


TOTAL EXPENSES: \$1,931,598

REVENUE SUMMARY



- ✧ Enrollment: 128 Students, 101 Families
- ✧ K-8 Tuition & Fees (*Enrollment Driven*)
- ✧ Extended-Day Care Increase (*2023-24 Actuals*)
- ✧ Early Learning Center Forecast
- ✧ Parish Support Slight Increase (*Collections*)
- ✧ Major Fundraising / Auction Targets Same
- ✧ Parents Club Commitment (*Enrollment Driven*)
- ✧ Social Emotional Learning Program Support
- ✧ Significant Endowment Withdrawal



TOTAL EXPENSES: \$ 1,931,598

2024-2025 TUITION AND FEES



STUDENTS per Family	2023-2024 TUITION	2024-2025 TUITION		CHANGE	
		ANNUAL	MONTHLY	ANNUAL	MONTHLY
1	\$ 8,040	\$ 8,620	\$862	\$ 580	\$ 58
2	\$ 14,070	\$ 15,080	\$ 1,508	\$ 1,010	\$ 101
3	\$ 18,090	\$ 19,380	\$ 1,938	\$ 1,290	\$ 129
NP	\$ 10,710	\$ 14,731	\$ 1,474	\$ 4,023	\$ 403

PRE-SCHOOL CLASSES		2023-24 TUITION	2024-25 Tuition		Change	
			ANNUAL	MONTHLY	ANNUAL	MONTHLY
K-8 FAMILY	PS-3H	\$ 2,850	\$ 4,750	\$ 475	\$ 1,900	\$ 190
	PS-4H	\$ 6,260	\$ 6,260	\$ 626		
	FULL	\$ 9,270	\$ 9,270	\$ 927		
NEW FAMILY	PS-3H	\$ 2,970	\$ 4,940	\$ 494	\$ 1,970	\$ 197
	PS-4H	\$ 6,510	\$ 6,510	\$ 651		
	FULL	\$ 9,640	\$ 9,640	\$ 964		

K-8 FEES	2023-24	2024-25
Registration (family)	\$ 225	\$ 225
Books (student)	\$ 125	\$ 125
Middle School (6-8 students)	\$ 125	\$ 125
Technology (family)	\$ 225	\$ 225

PRE-SCHOOL FEES	2023-24	2024-25
Registration (K-8 family)	\$ 50	\$ 50
Registration (New family)	\$ 150	\$ 150
Curriculum (student)	\$ 100	\$ 100

EXTENDED-DAY FEES	2023-24	2024-25
Registration (family)	\$ 50	\$ 50
Supplies (student)	\$ 25	\$ 25
Hourly Rate	\$ 10	\$ 10

EXTRACURRICULAR	2023-24	2024-25
Band Fee (student x 3)	\$ 25	\$ 25
Choir Fee (student x 3)	\$ 25	\$ 25

CONTRACT TERMS & CONDITIONS (1 OF 3)



PARISH TUITION ELIGIBILITY (GRADES K-8)

- * Registration Card on file with St. Thomas More Parish
- * Regular participation at Sunday and other Parish liturgies
- * Participate in Parish Stewardship Program through regular, reasonable financial support; Commitment Card on file
- * Registered and Active Members of other Catholic parishes can be eligible for STM tuition rates.
- * Failure to meet this criteria will result in the tuition rate being changed to Non-Parishioner rate.

PAYMENT SCHEDULE (PRE-SCHOOL & GRADES K-8)

- * FACTS Tuition Management System for all payments.
- * Registration Fee due **APRIL 12, 2024**, other fees due as scheduled in FACTS.
- * Registration and 1st month's tuition are non-refundable.
- * Tuition due on dates selected in FACTS (5th or 20th)
- * Late fee \$30 assessed 5 days after due date unless prior arrangements made with Principal
- * Insufficient Funds (NSF) check fees billed by both the bank and FACTS will be charged to the family.

CONTRACT TERMS & CONDITIONS (2 OF 3)



FUND RAISING COMMITMENT (GRADES K-8)

- * Families will solicit or donate Auction items worth \$250 or more OR contribute \$250 cash to the Auction.
- * If procured item sells for less than \$250, the difference will be assessed to the donating family.
- * Donations not received by the procurement due date will result in a \$75 late fee.
- * Families will participate in the Family Fundraising Contribution Program
- * Have read and signed the Family Fundraising Agreement
- * Agrees to meet the minimum fundraising obligation of \$700.
- * Minimum Fund Raising obligation is waived for families paying Non-Parish Tuition rates.

VOLUNTEER HOURS (GRADES K-8)

- * K-8 families will contribute 20 hours (per parent) to the school between June 1, 2024 & May 31, 2025.
- * A minimum of 4 hours must be contributed directly to the Auction
- * If unable to meet this obligation, \$35 will be billed for the hours not served.
- * Contact the office if there are any questions about this requirement.

VOLUNTEER HOURS (PRE-SCHOOL)

- * Pre-School families must contribute a minimum of 7.5 hours per family
- * If unable to meet this obligation, \$35 will be billed for the hours not served.

CONTRACT TERMS & CONDITIONS (3 OF 3)



REFERRAL INCENTIVE

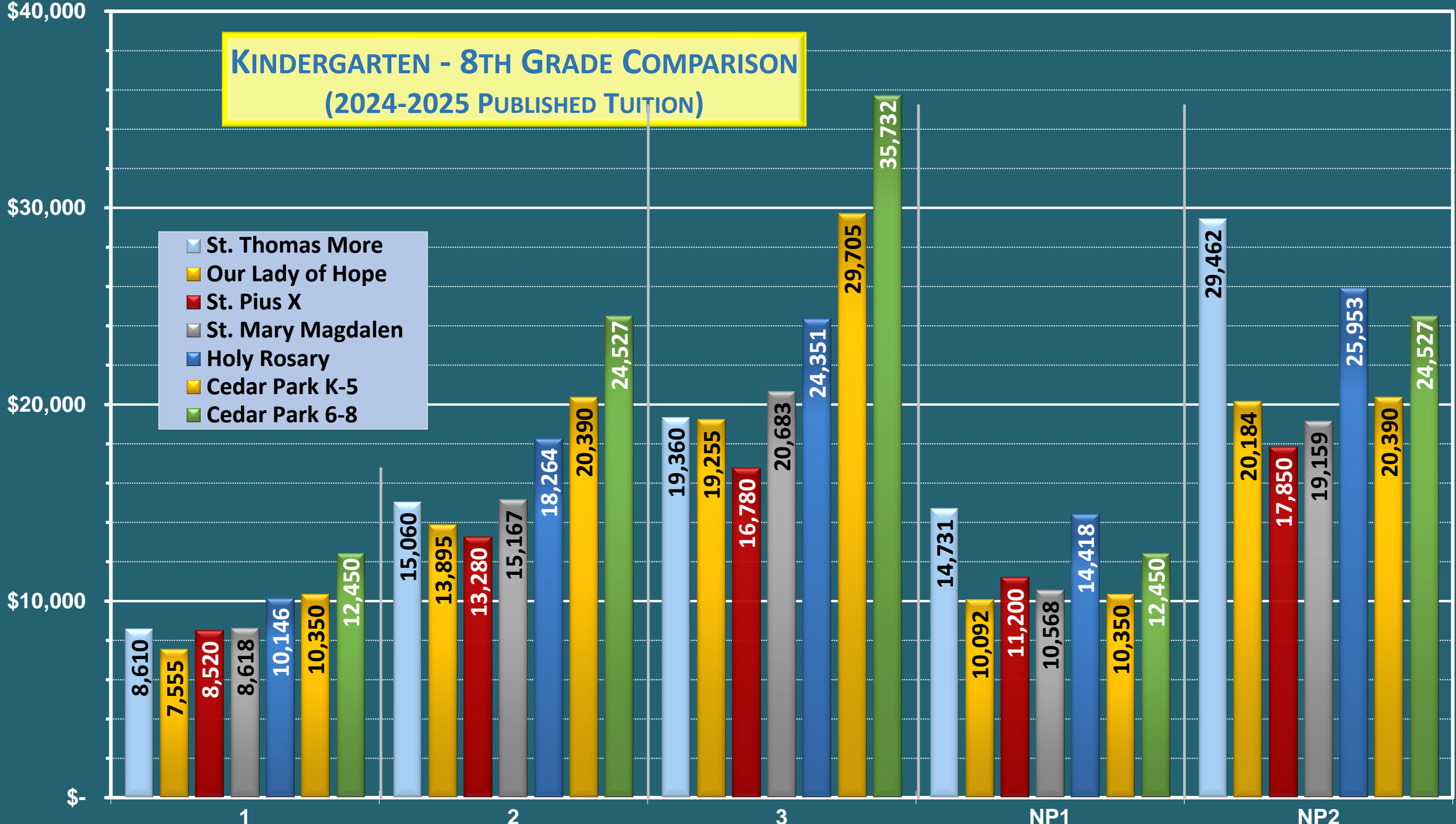
- ✧ Returning STM K-8 families are encouraged to refer new families not already known to the school.
- ✧ If the new family enrolls and attends STM for the entire 2024-2025 school year:
 - ✧ the referring family will have **\$862** waived from their tuition payment in June 2024, and
 - ✧ the new family will have **\$862** waived from their June tuition payment

FINANCIAL ASSISTANCE

- ✧ Available through the Fulcrum Foundation (at this date, notifications for next year have been mailed)
- ✧ Fr. Renggli Scholarship Program provides financial aid to STM families
- ✧ Private and Confidential discussions with the Principal

KINDERGARTEN - 8TH GRADE COMPARISON (2024-2025 PUBLISHED TUITION)

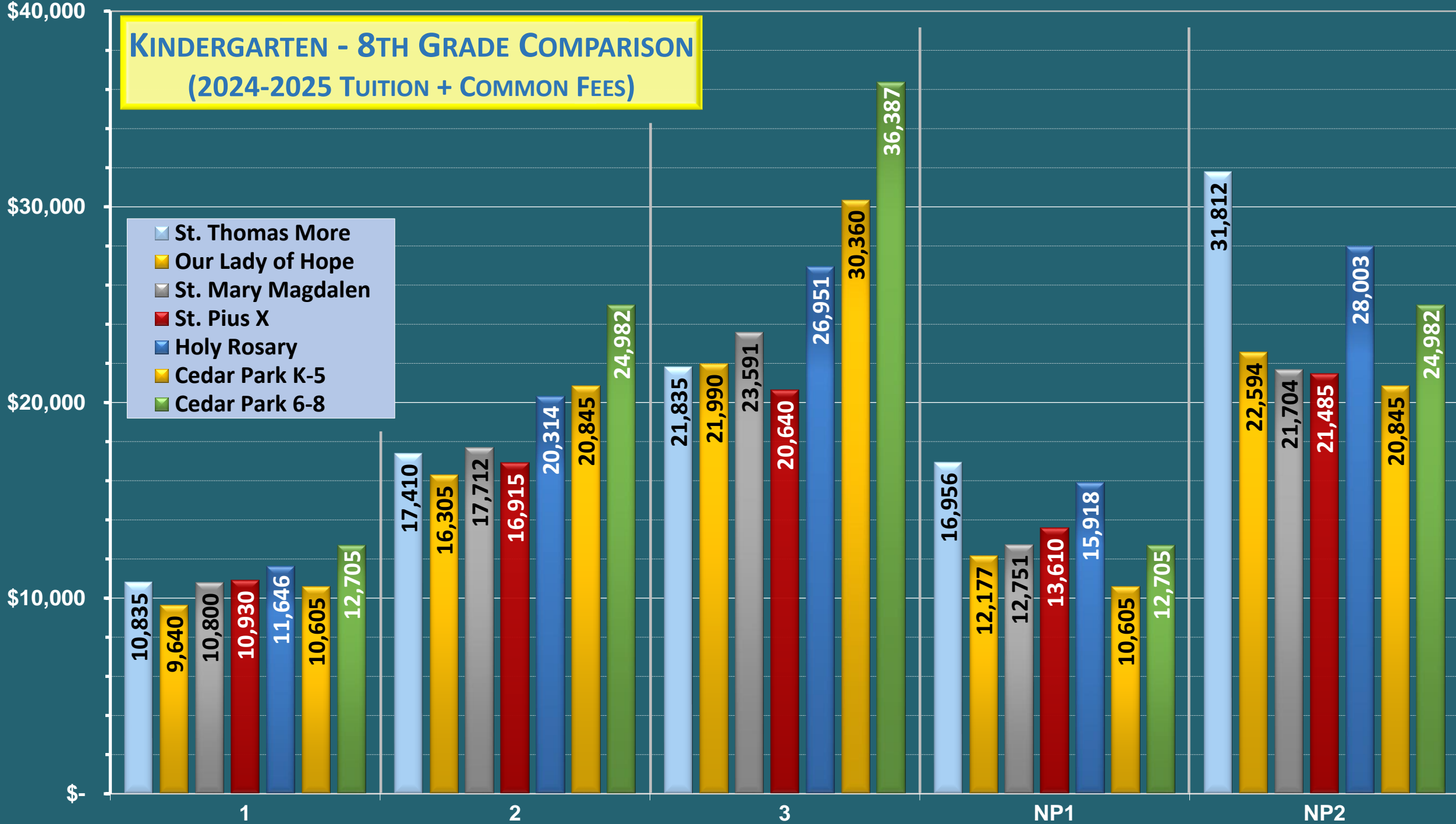
- St. Thomas More
- Our Lady of Hope
- St. Pius X
- St. Mary Magdalen
- Holy Rosary
- Cedar Park K-5
- Cedar Park 6-8



KINDERGARTEN - 8TH GRADE COMPARISON

(2024-2025 TUITION + COMMON FEES)

- St. Thomas More
- Our Lady of Hope
- St. Mary Magdalen
- St. Pius X
- Holy Rosary
- Cedar Park K-5
- Cedar Park 6-8



PRE-SCHOOL/PRE-K COMPARISONS (PUBLISHED TUITION)

- Our Lady of Hope
- St. Pius X (23-24)
- St. Thomas More
- St. Mary Magdalen
- Cedar Park
- Holy Rosary

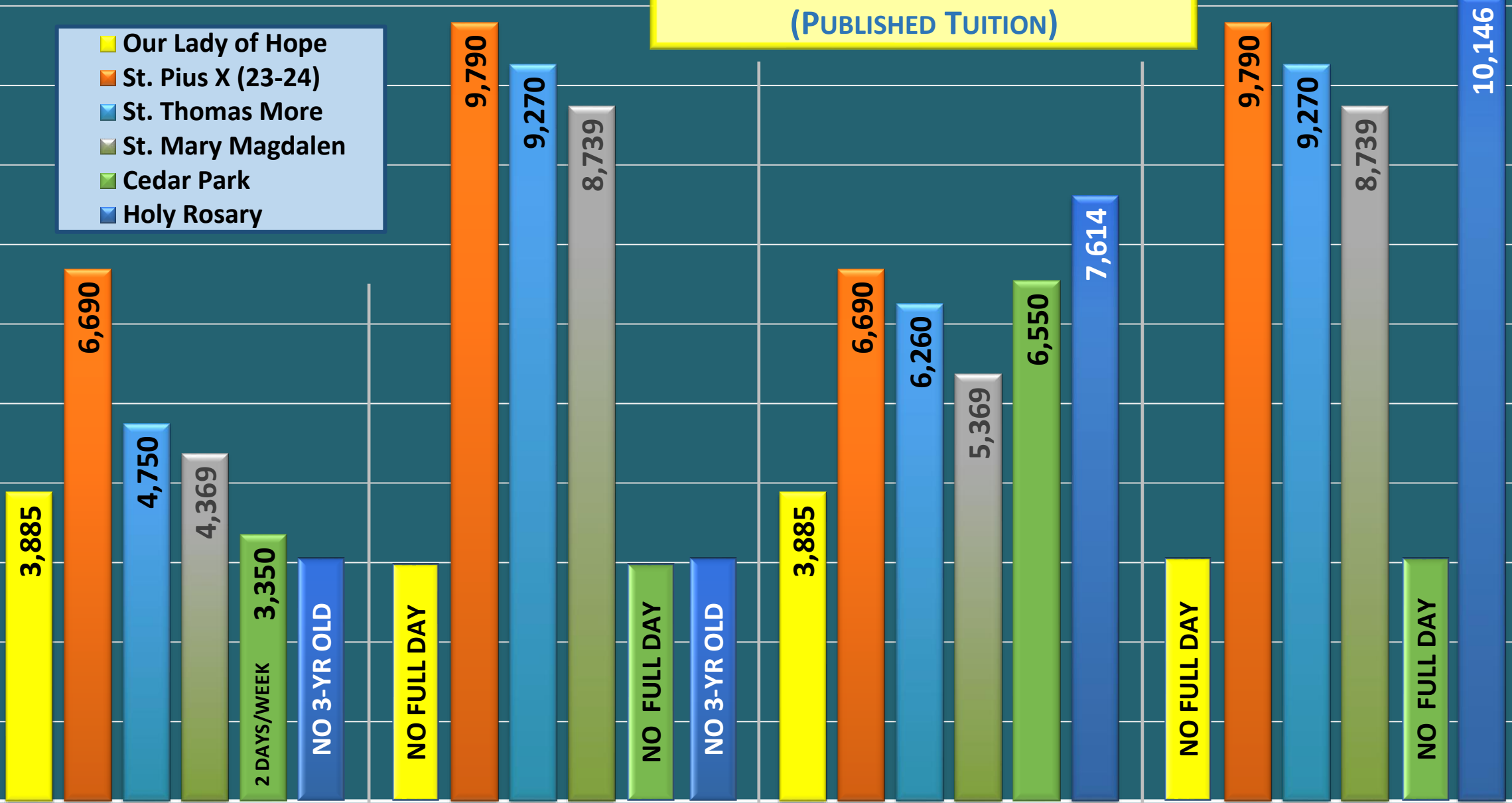
\$10,000
\$8,000
\$6,000
\$4,000
\$2,000
\$-

3 Yr - Half Day

3 Yr - Full Day

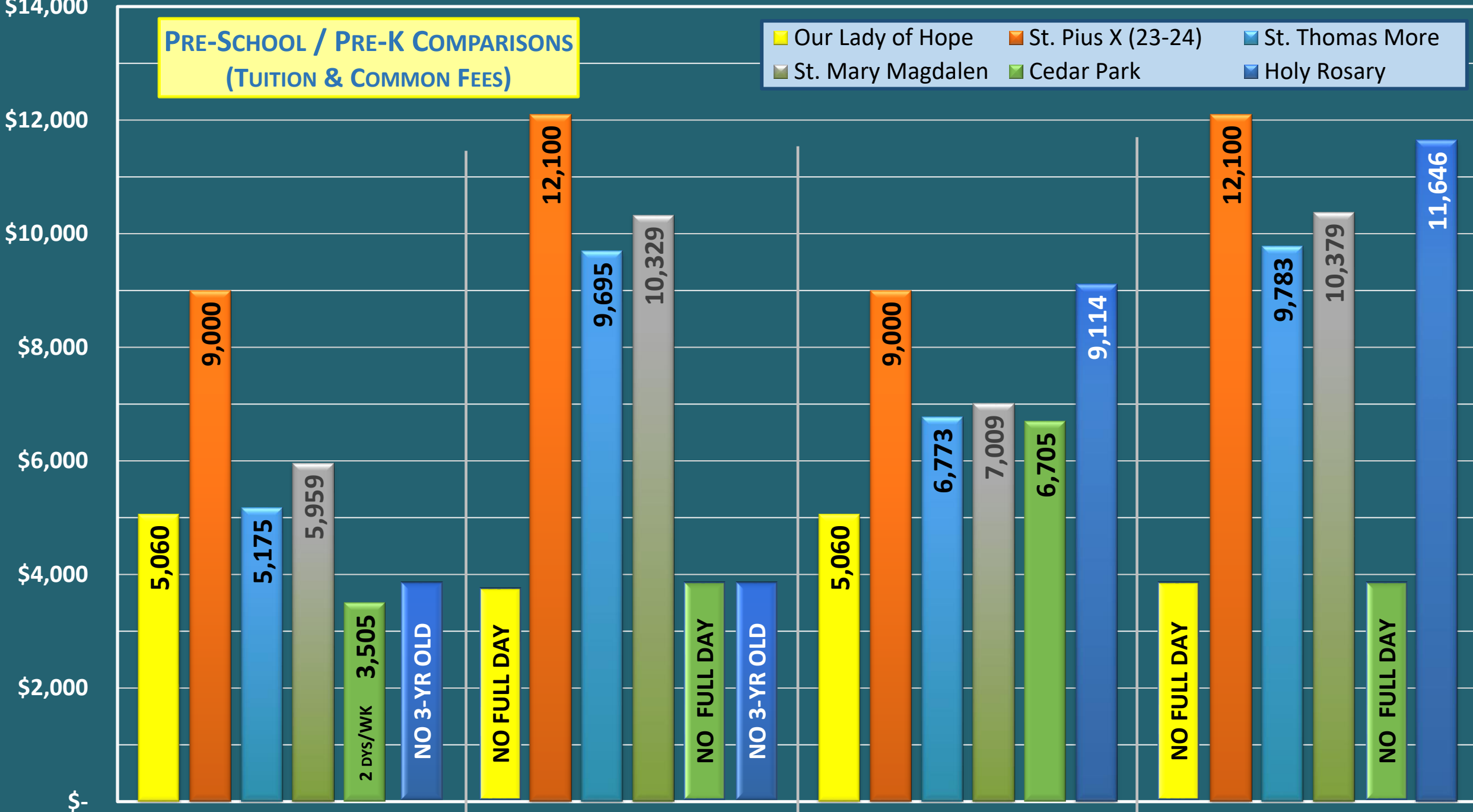
4 Yr - Half Day

4 Yr - Full Day

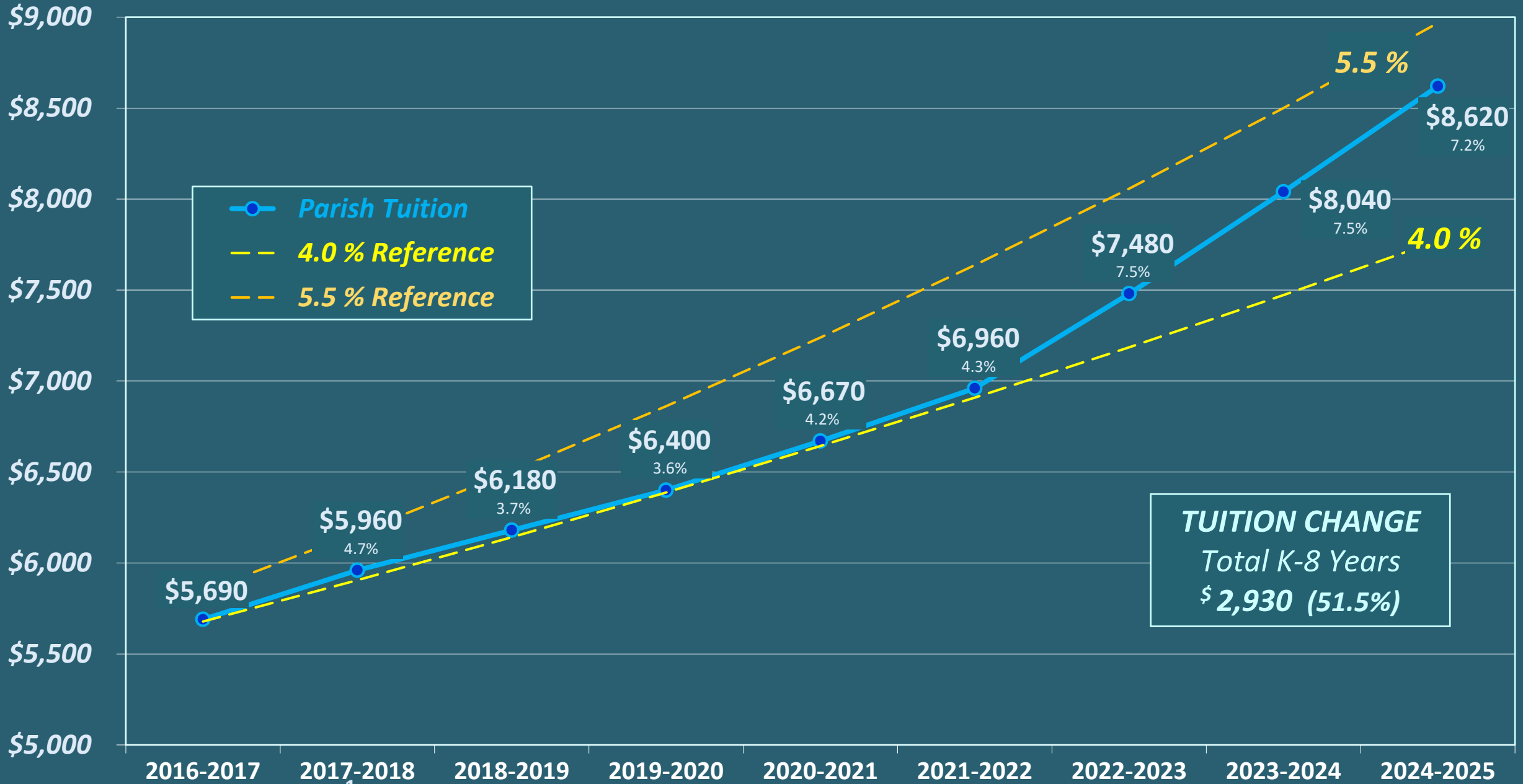


**PRE-SCHOOL / PRE-K COMPARISONS
(TUITION & COMMON FEES)**

- Our Lady of Hope
- St. Pius X (23-24)
- St. Thomas More
- St. Mary Magdalen
- Cedar Park
- Holy Rosary

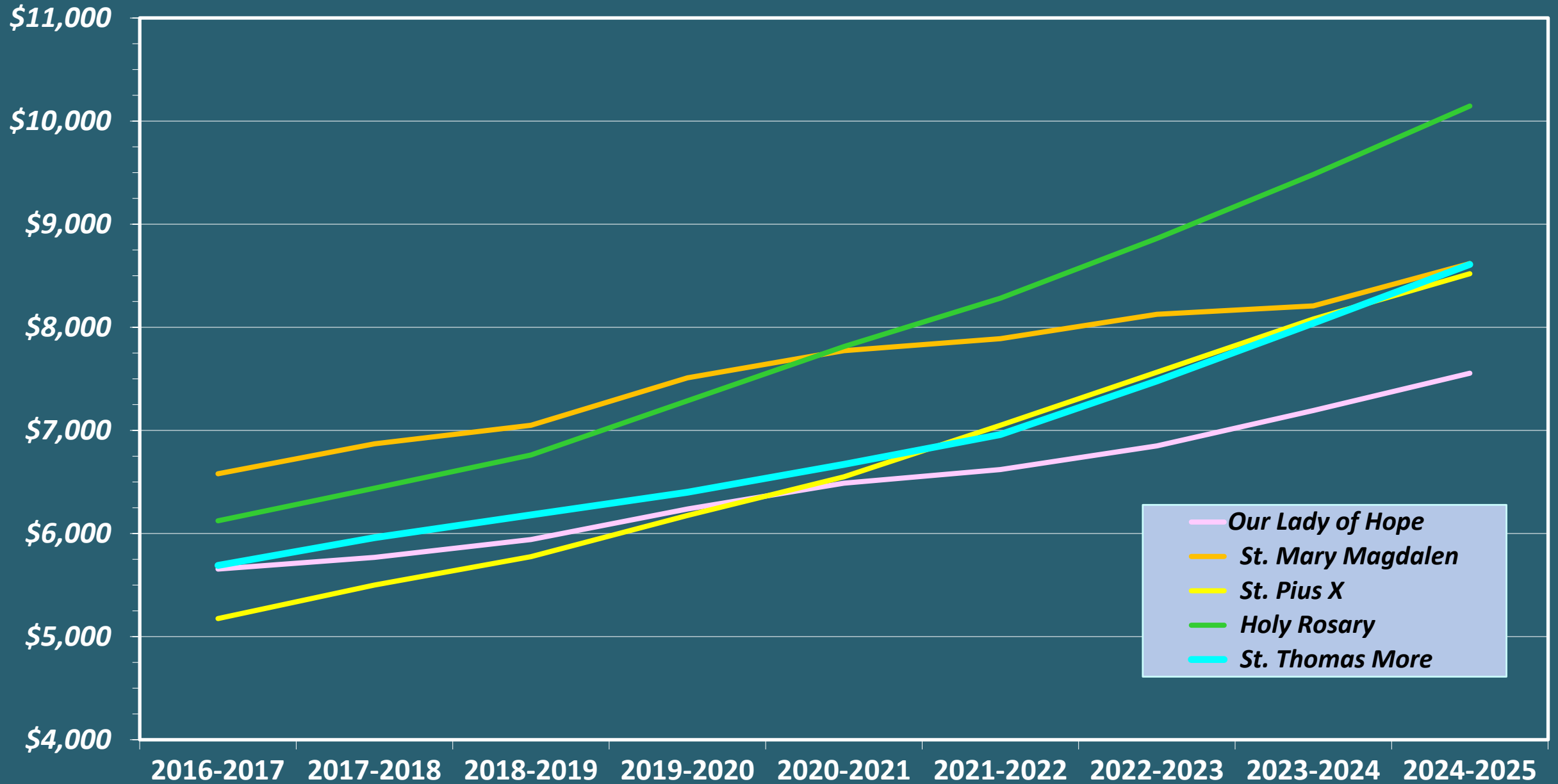


STM TUITION HISTORY



TUITION CHANGE
 Total K-8 Years
 \$ 2,930 (51.5%)

DEANERY SCHOOLS TUITION HISTORY



NEXT STEPS



- ✧ Pastoral Council and Parish Finance Council Reviews
- ✧ Continuing Archdiocese Endowment Approval
- ✧ March – June Adjustments
- ✧ Submit Budget to Parish Bookkeeper (June)
- ✧ School Administration Operate and Manage to Budget
- ✧ **Recruit new students and families**



QUESTIONS AND ANSWERS



ST. THOMAS MORE PARISH SCHOOL

Living the Real Presence of Christ