

**Immanuel Lutheran School  
Board of Education Meeting  
February 24, 2026  
4:30 PM**

**Attending:** Dean Jennissen, Jonah Dagel, Justin Scholten, Deb Jons, Lori Henning, Leann Henning, Brandon Laabs

---

## **Meeting Summary**

The Board reviewed and approved key operational and strategic items, including tuition rates for the 2026–2027 school year, updates related to accreditation requirements, and administrative planning. Financial updates reflected stable donations, fund balances, and approved tuition assistance, while highlighting the need for improved budgeting processes and financial controls as found through the Accreditation Self-Study.

The Board also discussed governance improvements tied to accreditation, including open meeting expectations, conflict-of-interest disclosures, and the development of formal policies. Enrollment projections identified upcoming classroom size challenges, prompting discussion of staffing and instructional strategies to maintain quality without significantly increasing costs.

---

## **Tuition Strategy and Rates**

- Approved 2026–2027 tuition rates:
    - ILC Member K–8: \$2,500
    - Non-Member K–8: \$3,400
    - Preschool (3-year-olds): \$1,150
    - Pre-K (4-year-olds): \$2,650
  - Rates adjusted to address rising costs while remaining below comparable benchmarks. Our cost to educate is approx. \$5,500 per student. ILC is still asked to fund much of ILS as their main mission.
  - What is our ideal enrollment? Discussed 125 students, possibly. Forecasted enrollment for 2026-27 122 students.
- 

## **Financial Reports**

- Tuition Funds continue to support overall Church and School operations when church giving is low.
  - Children’s Fund balance approximately \$60,000 (nearly half of this balance is restricted)
  - Tuition assistance fund showing ~\$10,000 - there is need to build this to approx. \$19,000 by September.
- 

## **Accreditation and Governance**

- Board meetings to be publicly posted and accessible per accreditation standards
- Conflict-of-interest policy introduced; annual disclosures required and signed by members

- Organizational chart approved
  - Board self-evaluation to be scheduled annually (target summer)
  - Strategic plan to be reviewed annually
- 

## **Administrative Updates**

- 2026–2027 school calendar approved (167 days; earlier start due to Labor Day)
  - Building geo-mapped for emergency response
  - Website updates in progress
  - Continued education through Concordia Plans of staff benefits (403(b), HSA participation); Lori and Dean met with Rep.
  - Ongoing grant tracking and application opportunities
- 

## **Policy Updates**

- Draft policies introduced (to be reviewed and finalized next meeting):
    - Hiring and Compensation Policy
    - Employee Grievance Procedure (including escalation structure)
    - Financial Signature Policy (thresholds and controls)
  - Additional need identified for contract approval guidelines
- 

## **Staffing / Enrollment**

- Projected class size of ~31 students in combined 3rd/4th grade cohort
  - Options under consideration:
    - Splitting instruction for core subjects (reading/math)
    - Utilizing existing staff or paraprofessional support
    - Evaluating part-time or flexible staffing models
  - Emphasis on maintaining instructional quality without significant budget increases
- 

## **Facilities / Security**

- Ongoing maintenance coordination with trustees
  - Roof evaluation underway
  - Continuing impact of not having a person dedicated to the daily monitoring of the facility
- 

## **Action Items**

- Continue updating and relaunching school website
- Collect and document signed conflict-of-interest forms - done
- Prepare profit & loss statement and schedule mid-year budget review

- Revise grievance policy to include district escalation steps
  - Develop recommended financial signature thresholds and roles
  - Create staffing scenarios for projected enrollment increases
  - Maintain and review grant opportunities monthly
  - Schedule annual board self-evaluation (summer target)
- 

**Next Meeting:** Tuesday, March 24, 2026, at 5:30 PM