

UUSIC Board Meeting Minutes: Thursday, August 14, 2014

7:00 pm, UUSIC Library, Chair: Vicki Siefers; Process observer: Diane Martin

Present: Mary McMurray, Vicki Siefers, Adam Ingersoll, Diane Martin, Kirk Witzberger, Jim Olson, Pete Brokaw (minutes), Jessica Zimmer-Salzman (ex officio)

Absent: Chris Taylor, Kari Yorek, Steven Protzman

Guests: Brian Glidewell, Nancy Noyer

The meeting was called to order at 7:00 PM by Board President Vicki Siefers.

1) Announcements; elevate any consent-agenda items to action/discussion?

Music Director Search: Vicki has seen the job description and forwarded some notes to a person who expressed interest in the position. A search committee has been formed and Vicki has volunteered to join. Steven met with choir.

Consent agenda

- Moved by Olson to accept the consent agenda; 2nd by Witzberger; approved unanimously

2) Baby at Work policy (2nd Reading)

Nancy Noyer presented the updated “Baby at Work” policy for a second reading.

- It was agreed to use the wording “0-12 months old” for clarity.
- Moved by Witzberger to approve the policy; 2nd by Martin; approved unanimously

3) Harassment, Disability, Workplace Threats, Mileage Policy (1st Reading)

Nancy Noyer presented the proposed “Harassment, Disability, Workplace Threats, Mileage” policies.

- Suggestions were made to tighten the language between similar policies where there was common text
- Because harassment cases are rare and serious, it was suggested that two people should be involved in the investigation (chosen from the Exec Committee?) Should the harassment policies follow the existing grievance policy?
- Since harassment complaints are a form of grievance, should Staff Relations Council be involved (SRC is the advocate for the accused)?
- Nancy will take suggestions back to update the policies.

4) Retirement Policy Revisions

Mary McMurray and Adam Ingersoll presented updated language for the Retirement Policy

- It was moved by Brokaw to approve the changes; 2nd by Ingersoll; approved unanimously

5) Employee Health Benefits Policy (2nd Reading)

- Language in the proposed policy was changed to refer back to UUA with regard to the minimum number of hours worked by the employee in order to qualify for medical and dental insurance coverage.
- It was moved by Witzberger to approve the policy; 2nd by McMurray; approved unanimously

6) Childcare Request Policy (1st Reading)

Jessica Zimmer-Salzman presented the Childcare Request Policy for discussion.

- Zimmer-Salzman, Martin, and Protzman will update the wording for second reading

7) Vote on Accompanist

Vicki Siefers (on behalf of Rev. Protzman) proposed that UUSIC hire Jonathon Tauscheck as our piano accompanist beginning September 1, 2014.

- Because the accompanist may be working with children in the RE program, it was suggested the hiring be contingent on running a background check in line with the Safe Child Policy. It was moved by Brokaw to approve the change; 2nd by McMurray; approved unanimously.
- It was moved by McMurray to approve the hiring contingent on a successful background check; 2nd by Olson; approved unanimously

8) Facilities Steering Committee Report

Kirk Witzberger presented updated information from the Facilities Steering Committee.

- The Board reviewed the minutes from the first Super Committee meeting and discussed the proposed timeline leading up to the next congregational vote
- Witzberger will call Kay Crider to seek clarification on feasibility studies
- Brokaw will seek volunteers to take notes for upcoming Super Committee meetings

9) Guest comments

- **No comments**

10) Process observer comments (Diane Martin)

11) Announcements

- The new UUSIC web site goes live in September. Board will have a chance to preview
- The annual Endowment Fund party will be held 9/7 at John Raley's residence
- Pictures for the photo directory will be taken beginning 9/30 in the Library
- The Covenant Group potluck will be held 8/17 at Adam and Bridgette Ingersoll's residence
- The upcoming Board retreat has been cancelled

12) Closing Words (Jim Olson)

13) Meeting Adjourned at 9:27 PM

Next Board meeting: Thursday, September 11, 2014, Opening words: Rev. Steven Protzman;
Process Observer: Pete Brokaw, Closing Words: Diane Martin