

## Special Board of Trustees Meeting Minutes

January 26, 2011 7:00 – 8:45 PM

**Present:** Deb Merrick, Frank Heffron, Kendra Ford, Susan Gorman, Jonathan Winsor and Skip Berrien.

The agenda for the next BOT meeting on February 9 was planned.

It was discussed and decided that a letter from the BOT will be sent to the widow of a pledge donor as a follow up to a letter that was sent 6 weeks ago. Frank will write the first draft and Kendra and one other will make any comments if needed. Deb will sign and mail out the letter.

There have been questions in regard to the 2012 budget with the RE section. The observations/changes the BOT made are as follows:

- The DRE's salary will remain the same as last year at \$29,902. Laura Stevens has agreed to stay on for another year.
- This year she declined the insurance and so we think it will be the same for next year. Skip is going to confirm that in the next couple of days.
- Because Laura will be working for a second year our policy requires that we pay her pension.

In accordance with UUA policy, Church employees who work 750 hours or more should be paid 50% of their health insurance. This would include the Music Minister. The BOT voted to put this into the 2012 budget with the cost estimate of \$3,561.48 for the year. Mary will pay for the other 50% plus 100% for her husband. Personnel will be revising the FUUSE policy and presenting it to the BOT in the near future.

An oversight on the Minister's health insurance and been brought to the Personnel and BOT's attention. As of the 1<sup>st</sup> of July the minister's health insurance was to be paid 100% and 50% of her husband. Looking back the Personnel Committee sent a recommendation to the Finance Committee that the Minister and her Husband's insurance be paid in full to be consistent to the DRE's plan at the time. And then on the FUUSE budget FY12 scenario (version 5, dated 4/11/2010) it was placed into the budget at the sum of \$8,391 with a note stating "single plan + 50% of cost of family plan. (line 17). Since the money has been withdrawn for the last 6 months from Kendra's paycheck the BOT voted to pay for Kendra's husband's insurance 100% for the next 6 months.

In the 2011 Budget \$1,000 was taken out of the minister's Professional Expenses due to her sabbatical and was not put back in for the 2012 budget. This will need to be put back into the budget for the 2013 budget.

As a token of appreciation for Pat in lieu of a raise the BOT voted to give her one more day of vacation giving her a total of 11 vacation days per year.

The BOT started looking at where cuts could be made if the pledges fall short of the budget.