



Meeting of the Board of Directors
Forest Grove Community School
November 7, 2016
Regular Session Agenda

Board Members Present

Anita Zijdemans-Boudreau, chair
Jon Stagnitti, vice chair
Bob Hatt, treasurer
Robbie Pock, member
Rochelle Auran, member

Community Members Present

Steve Molin, FGCS parent

The meeting was called to order at 5:38 p.m.

Board Training

- Barb Gibbs, a consultant with Nonprofit Association of Oregon, presented information and ideas for the development of a fundraising plan.

Voting Items

- October Minutes: Roger moved and Bob seconded approval of the minutes with minor changes for clarification. All approved the October 2016 minutes as amended.
- Paid Sick Leave Policy: Vanessa spoke with a lawyer from the Oregon School Boards Association to clarify questions Board members had about the proposed policy and state law. Jon moved to approve the sick time policy as revised. Roger seconded the motion. Approved unanimously.

Discussion Items

- Fundraising/Year-End Ask: The Board brainstormed ideas for year-end/10th Anniversary fundraising. Anita encouraged sending out a paper card/donation request this year to mark the school's 10th anniversary.

- Personal Time Policy/Benefit (1st Reading): Teachers and hourly employees who work 30+ hours/week are two categories eligible for paid personal time. Previously, personal time could be used for sick days or personal reasons. With adoption of the paid sick leave policy, Vanessa is asking the Board to determine whether there should continue to be paid personal days. Vanessa noted that there are no state or federal laws governing personal time.
 - Employees Working 30+ Hours/Week: Vanessa would like a policy to provide 40 hours of personal time for hourly employees working 30+ hours/week. These employees would now receive paid sick time and paid personal days, not paid 'personal time off,' and the personnel handbook would be changed to reflect this.
 - Teachers: Vanessa proposes continuing to offer teachers 3 personal days/year. Between paid sick time and paid personal time, teachers would have 8 days (64 hours) paid time off compared to 7 days (56 hours). Vanessa noted that teachers receive pay during summer vacation and for 25 no-school days/school year.

The meeting was adjourned at 7:12 p.m.