

**Meeting of the Board of Directors**  
Forest Grove Community School  
October 11, 2016  
Regular Session Agenda

**Board Members Present**

Anita Zijdemans Boudreau, Chair  
Jon Stagnitti, Vice Chair  
Bob Hatt, treasurer  
Roger Neyman, member  
Rochelle Auran, member  
Robbie Pock, member

**Staff Members Present**

Vanessa Gray, Principal  
Karen Torry, Director of School Operations

**Community Members Present**

Elise di Sabella, FGCS Parent Group facilitator/fundraising chair  
Barb Gibbs, Nonprofit Association of Oregon  
Steve Molin, FGCS parent

The meeting was called to order at 5:32 p.m.

**Voting Items**

- September 2016 Meeting Minutes: Jon moved and Rochelle seconded a motion to approve the minutes as amended (deleted reference to a Board application that was not discussed). Approved unanimously.
- Paid Sick Leave Policy: First reading of this policy took place in September. State law now requires employers to provide 40 hours of paid sick time/year. Vanessa reviewed the specific requirements of the policy. Vanessa noted that hourly employees accrue sick time at an established rate while exempt/salaried employees have 40 hours of paid sick time 'preloaded' at the start of each fiscal year. Employees are limited to using no more than 40 hours of sick time in one year and may carry over up to 40 hours of unused sick time. Vanessa noted that the policy does not state whether paid sick hours are 'vested' and she would follow up with our lawyer regarding that issue. Our prior policy did not allow sick time to be vested. .

- Robbie asked whether salaried employees who did not use sick hours could donate their hours to employees who needed them. Jon suggested that the Board consider amendments to the policy after approving a policy that complies with the new state law.
- The Board asked several questions about how paid hours are accrued and carried over. Vanessa will talk to a lawyer at PACE, the organization that provided the draft policy, and respond to the Board's questions at the November meeting.

### **Discussion Items**

- Personal Time Policy/Benefit - First Reading: This item was tabled until the November Board meeting.
- Steve Molin stated that he plans to submit an application for the FGCS Board of Directors.

### **Board Training**

- Barb Gibbs of Nonprofit Association of Oregon talked with the Board about the Board's role in fundraising.

The meeting was adjourned at 7:15 p.m.