

March 25, 2020
Board Meeting – Specific Topics
Staff Salaries Hourly Wage and Health Insurance Options

Present: J Ballard, VP D Gottdank, D Kiddy, R Macdonald, Rev T Perchlik, L Giannelli Pratt, Pres. A Schuller, Treasurer S. Miller

Absent: K Byrnes

Guests: none

STAFF SALARIES AND HOURLY WAGE

Treasurer sent the information about the salaried and hourly employee payments.

Accompanist:

Katie - \$369.40/paycheck (salaried)

Site Caretakers: **PENDING for answer from Tracey**

Derek, Guthry, Bert – 3 hr/week at \$15/hr = \$90 each/paycheck

Teacher/assistants: **CONFIRMED by Alison**

Colin, Katherine, Barbara, Danielle - 3hr/week at \$15/hr each = \$90 /paycheck

Childcare: **COFIRMED by Alison**

Gloria Rubenfeld gets paid \$15/hr x 4 hours

Kristina DeGreef gets paid \$15/hr x 4 hours

Joe Cantrell will continue to work each Sunday and so will be submitting his time sheet.

He is paid \$30/hr and recently has averaged about 16 hours per paycheck or 8 hrs/week.

We can either continue business as usual or offer to pay at least 4hr/week (to cover set up of streamed sermon) = \$240/paycheck.

Shall we continue to pay him 4-5 hours per pay period?

ACTION: Board agrees to pay what he works or a minimum of 5 hours per week.

Discussion-

We will focus on what to do up through May 2020.

ACTION- Proposal- Encourage hourly staff, to see if they are eligible for unemployment benefits. Motion is to pay through the end of May what is budgeted and will reconsider in mid-May.

Approved unanimously.

ACTION- Proposal- Encourage Katie to see if she is eligible for unemployment. Motion is to pay through the end of May and will reconsider in mid-May.

Approved unanimously.

MEDICAL INSURANCE

As an interim minister, UUA allows Rev Thomas to keep his existing health insurance from Washington.

Consideration –

Go with Kaiser Gold HMO.

Give employees the option to upgrade to one of the two options:

Policy- CA Choice PPO Anthem Blue Cross SILVER Advantage

Policy- CA Choice PPO Anthem Blue Cross GOLD Advantage

(Employee pays the difference between what we offer and what they choose.)

Pay 100% for employees only.

Employees who work 20 hours/week or more are eligible for benefits at a prorated rate.

ACTION- Proposal is to accept the above.

Approved unanimously.