**Board of Directors**

**May 26, 2021**

**Present:** Teresa Czaplewski, Joshua Wacholz, Janet Swanson, Bruce Gudlin, Mike Hemmingson, Jeff Osborne, Jenna Taubel, Tracy Neilsen, Omar Nur, Steve Connors, Andrea Niesen, Tammy Shefelbine, Jen Hodgman, Jeff Osborne

**Staff Present:** Scott Maloney, Crystal Smith, Brenda Chilman, Ashleigh Dowis, April Sutor, Kelli DeCook, Earline Nguyen, Sidney Frye

**Welcome:** Welcome and introductions at 12:02.

**Consent Agenda:** Czaplewski made a motion to accept the consent agenda, seconded by Neilsen; the motion passed unanimously.

**Finance Committee Report**: Hemmingson reported agency gain of $591,000 as of April 30, 2021. Noting a one-time non-recurring items of $140,000 effecting the gain. Strong start for the year. $7million cash reserves on hand – continuing to evaluate investment policy.

Conners made a motion to accept the financial report, seconded by Nur; the motion passed unanimously.

Hemmingson presented the review of 990 tax filing. Swanson made a motion to approve the 990 as presented, seconded by Conners; the motion passed unanimously.

**HR Policy Review**

Maloney presented the policy to make Juneteenth a permanent paid holiday. Taubel made a motion to accept the policy, seconded by Neilsen; motion passed unanimously.

Maloney presented a change to the vacation flexibility policy. Sheflebine made a motion to accept the policy change, seconded by Hemmingson; motion passed unanimously.

Maloney presented a telecommuting policy. Czaplewski made a motion to approve, seconded by Wacholz; the motion passed unanimously.

Maloney shared that the HR Committee approved the 2021 salary ranges (which is updated every 2 years). The committee also approved tuition reimbursement for staff. The benefit will be updated to provide the same amount of tuition reimbursement available to both undergraduate and graduate students.

**Once Upon a Playhouse:** Chilman updated the board on the 2021 events.

**Presentation:** Sidney Frye presented on historical trauma.

**Adjourn:** Nielsen made a motion to adjourn at 1:26pm, seconded by Osborne; the motion passed unanimously.

Submitted on behalf of Tammy Shefelbine, Secretary