

RLC Council Meeting March 24, 2020

The meeting was called to order (Katie called in late is not sure what time we started but I'm sure it was close to 6). Jeff took a roll call and the following members were present: Jeff Kraus, Carolyn Nichols, Craig Barker, Tim Bauer, Bill Smith, Steve Poage, Pastor Terri, and Pastor Tim. Stephanie Thompson, Melanie Franz and Katie Maxwell joined on the phone. Mike Lowe was also in attendance as a member of the CDC Board.

CDC Teacher Pay

The CDC invoices approximately \$74K of tuition per month. The CDC incurs \$14.2K per week in salary costs plus \$1K health insurance per week for a total cost of approximately \$60K per month. Therefore, it would cost the CDC and church approximately \$30K to cover salaries through the current state wide closure (April 12th). There is a potential for reimbursement under a government program if we continue to pay teachers but the details are not yet clear. The general sense was that we need to make decision in phases with the first phase being through April 12th. If the CDC did return mid-month, parents would be invoiced for half a month of tuition.

Craig moved and Tim Bauer seconded the motion to continue our policy of paying teachers through the current shut down (April 10th). Motion passed unanimously.

Chris will have teachers send in notes that we can include in the weekly Vision to thank the congregation for their generosity as well as sharing ways the teachers have helped parents continue a high-quality learning environment at home.

Staff Pay

We will continue our policy of paying staff for the work they are doing remotely under the policy approved on 3/17/2020. Katie requested that the Vision include pictures of the virtual bible study and confirmation class that occurred last weekend so congregation members know the ministry with youth continues despite the closure.

Pastor Terri shared that the Bishop's office is quite pleased with our proactive nature related to the closure and addressing pay and giving.

Pastor Tim closed the meeting in prayer. Meeting was adjourned at 6:49pm. The next meeting is on Tuesday, April 21st at 7pm in Luther's Lair unless we need to meet sooner to discuss additional issues related to the COVID-19 closures.

Vision Notes – Council Meeting on 3/24/2020:

- An unplanned meeting was held to discuss the handling of teacher and staff pay given the potential for an extended closure.
- CDC parents paid full tuition in March but will only be invoiced for April for the days school is in session. Even if the CDC reopens on April 12th as currently planned, the CDC will lose approximately \$35K of tuition revenue.
- The salary cost of the teachers at the CDC is approximately \$15K per week. The Council approved paying teachers during the two week closure despite the lack of tuition revenue.
- Without the ongoing generosity of the congregation, the Council would be unable to support and pay our teachers during the closure.
- Church staff will continued to be paid while the church is closed as employees are working remotely and connecting with congregation members and youth through technology.