

TEMPLE ALIYAH  
Administration Committee  
2010-2011

This is a review of the accomplishments of the Administration Committee for the year 2010-2011.

We reviewed the Maternity Leave Policy for Senior Staff and decided that maternity leave in all future contracts should be governed by the pertinent section of the Temple Aliyah Handbook.

The committee discussed formulating a policy regarding the hiring of current synagogue members or family members of current employees. The following language was adopted. "All hiring decisions regarding nonprofessional staff must be approved by the Executive Director. Additional scrutiny shall be applied to applicants who are current synagogue members or family members of current employees."

The committee discussed the formation of a legal sub-committee to provide to the Board a list of attorneys within the congregation and their legal specialties. We agreed to an informal reference list and further agreed that no formal legal panel be consulted and that the Temple would consult with counsel as and when necessary.

Effective July 1, 2011, the Development Director and the Director of Communications will be given at-will termed contracts.

In March the Finance and Administration committees held a joint meeting to discuss issues of salary and health insurance as it relates to the overall operating budget.

The Personnel Committee met twice this year to discuss and evaluate the rehiring of Rabbi Oren, Hazzan Mimi Haselkorn, Sue Leon and Debra Cotzin Kellner. The committee made recommendations to the board to rehire all of them. We then negotiated the following. Rabbi Oren for five years, Hazzan Mimi Haselkorn for three years, Sue Leon for three years. Debra Cotzin Kellner decided to leave Temple Aliyah, her husband a Rabbi accepted a position in Ohio. The terms of the contracts were brought to the board and they were passed.

I want to thank my committee Michael Gould, Andy Shpall, Linda Stock and David Brook, Executive Director for their and effort in accomplishing such important on behalf of Temple Aliyah.

Respectfully submitted,

Anne Dater, V.P. Administration