



To: Cooperative Board Members
CC: Tim Miller
From: Maggie Nelson
Re: August 10, 2016 Board Meeting Minutes

1. Call to Order

- a. Bob Moore called the meeting to order at 9:40. Attending: Lance Pearson, Loyd Rennaker, Bob Moore, Tim Miller and Maggie Nelson

2. Introduce Staff Representative

- a. No staff representative

3. Consent Agenda

- A. Minutes
- B. Warrants
- C. Financial Report
- D. Next Meeting –
- E. New Hires
 1. Kimber Smith, CSCT Therapist, Hamilton MS
 2. Barbara Porter, CSCT Behavior Consultant, Lone Rock
 3. Diana Stonehouse, CSCT Therapist, Lone Rock
 4. Kelsey Ewer, CSCT Behavior Consultant, Stevensville
 5. Angela Pell, CSCT Therapist, Stevensville
 6. Stephen Mandler, MD, Medical Director
- F. Terminated Employment
 1. Letter of Termination of Employment to Tiffani Wemple - attached
 3. Letter of Termination of Employment to Deb Thomas – attached

Loyd Rennaker motioned to approve consent agenda as presented, Pearson seconded.
Motion carries 3-0.

4. Public Comment

- A. None

5. Correspondence

- A. None

6. Board Action

- A. Rennaker made motion to appoint Bob Moore, Stevensville Superintendent, as the Board Chair for the 2016-17 school year, Pearson seconded. Motion carries, 3-0.

B. Negotiations – Collective Bargaining Agreement

Moore and Bud Scully handled wage and benefit negotiations and offered tentative approval subject to board approval:

Wages: Two-year agreement; 2% year one, 1.5% year two.

Insurance: \$660/mo. year one, \$680 year two.

Teacher Salary Schedule (Preschool Teacher): extend lanes to MA +45

CSCT Behavior Consultants: Non-Human Service Bachelor's Degree Positions (Behavior Consultant II positions not initially eligible under Appropriate Unit) become eligible under this CBA after offer and acceptance of fourth consecutive contract. Upon offer of fourth contract, employee will be placed at entry level step on Human Service Bachelor Degree salary schedule.

Probationary Period: increase from two-year to three-year to dovetail with movement of CSCT degree positions into CBA.

Professional Dues: Increase reimbursement from \$440 to \$525 towards professional membership dues/licensure in non-union association.

Sick Leave Bank: Employer may require employee to submit letter from doctor to verify need for long term absence from work.

Rennaker motioned to approve and adopt Collective Bargaining Agreement with language and wage changes for 2016 through 2018, Pearson seconded. Motion carries 3-0.

C. Rehires and Contract Renewals - Classified, office support, Clinical and Technical/Coaching, Administrator

Tim Miller reviewed wages and benefits for classified CSCT mental health staff, other classified staff, salaried clinical and management positions, and administration as presented in the agenda. Miller recommended the Board approve rehires, contract renewals and wage benefit adjustments.

Rennaker motioned to approve contract language changes and wage and benefit adjustments for Classified, office support, Clinical and Technical/Coaching, Administrators, Pearson seconded, motion carries 4-0.

Carrie Kouba arrived to the meeting at 9:53, Bud Scully arrived at 10:03.

D. Budget Approval – Budget summary sheet discussed with Superintendents.

Rennaker motioned to approve budget for 2016-17 as presented, Pearson seconded. Motion carries 4-0.

E. Mental Health Program Medical Director Job Description –

Rennaker motioned to approved job description for new Medical Director, Pearson seconded. Motion carries 5-0.

F. Board Policy Revision – 4.24 General Leave – First Reading

4.24 General Leave

The Cooperative shall account for all leaves of absence herein defined taken by the employees. It shall be the responsibility of the ~~clerk~~ associate business manager to account for and document all leaves.

Deductions for **sick leave** shall be ~~rounded to the nearest one-half hour~~ deducted in full day or half day allotments. Deductions for **personal leave** shall be deducted in full or half day allotments, with the exception that employees may take up to two hours fractional leave per day, deducted in one-half hour increments. After a maximum of seven and one-half total fractional hours annually, all remaining leave will be deducted in full or half day allotments.

Miller discussed the sick leave policy changes to coincide more with fractional personal leave for shorter appointments and move to deducting sick leave as full or half day increments as a restructuring process. Rennaker motioned to approve first reading of Board Policy 4.24, Bud Scully seconded. Motion carries 4-0.

7. Information and Discussion

A. CSCT 90 Day Financial Report

Emailed to board on June 9, 2016. Signatures gathered for documentation.

8. Adjourn

Moore motioned to adjourn meeting at 10:14.

Clerk's Signature

Board Chari's Signature