

**BITTERROOT VALLEY EDUCATION COOPERATIVE
MANAGEMENT BOARD**

Monday, March 30, 2020
9:00 a.m. – Teleconference

MINUTES

1. **Call to Order** – Scott Stiegler called the meeting to order at 9:05. In attendance via Go to Meeting – Scott Stiegler, Bob Moore, Dan Johnston, Lance Pearson and Bud Scully. Also attending in the BVEC conference room - Tim Miller, Jill Reynolds and Bea Kaleva (BVEC attorney). Attending via Go to Meeting – BVEC employees Chris Hughes, Rachella Moresi, Melody Lindsay, Heather Schrauth, Liz Pepion, Niki Talley, Wendi Wood and MFPE Field Consultant Melanie Charleson.
2. **Introduce Staff Representative to Meeting** – Rachella Moresi, Victor Elementary Mental Health Therapist and Cooperate Employees Union co-president.
3. **Consent Agenda** – Moore motion to approve as written, Johnston second. No discussion. Motion to approve carries 5-0.
 - A. **Approved March 5, 2020 Board Meeting Minutes**
4. **Public Comment** – Charleson asked if public comment would be allowed during action items. This was allowed. No other public comment.
5. **Board Action**
 - A. **Employee Request for Retirement Incentive** – Miller stated the request from Terese Athman, Speech Therapist in Darby, would be reviewed as part of the 2020-21 budget process. He is not making a recommendation at this time, due to the fact he would not be Director after June 30, 2020 and because of the impact of the COVID 19 outbreak and impact on reserve funds. Miller then reviewed the options for the Board: review the request now and make a motion to accept or decline; table the discussion for a later date; decline and do nothing at this time and if the situation changes, revisit this in September 2020. At that time work with Union for an MOU to alter the deadline dates if needed.

Scully made a motion to decline due to school closures and unknow budget for 2020-2021, second by Moore. Discussion ensued regarding impact of keeping on the table, timing being end of fiscal year 2020-21, remembering to put this back on a future agenda.

Scully repeated motion to decline, motion carries 5-0.

Public comment – Charleson would have no problem working with Rachella Moresi and Wendy Wanner on an MOU if needed.

Second vote, motion carries 5-0.

B. Cashell Termination Grievance

Miller referred the Board to the grievance documents. Kaleva reminded everyone this wasn't a hearing and Administration is asking the Board to uphold the termination.

Public Comment – Charleson referred to the grievance filed, that the inaccurate notes were all group notes and that this trend suggest a computer system issue, Ms. Cashell had estimated the billing impact to be a few hundred dollars and not as dire as the Administration had claimed. Charleson also referred to an email from Chris Hughes to staff regarding timely input of notes and the 5-step disciplinary action if notes are input timely and that Ms. Cashell didn't receive those 5-steps. In addition, the Board decision on March 5, 2020 was made very quickly suggesting decisions were made prior to that meeting.

Kaleva stated that the progress note issue was more than a system issue, it was a case of falsifying treatment services not rendered. In addition, further investigation has identified incomplete treatment plans which will result in the Cooperative having to repay Medicaid reimbursements for notes billed. Kaleva stated the Board heard the evidence and testimony and made their decision, and to imply decisions were made prior to the board hearing meeting is insulting.

Hughes added that the email message to staff referenced (by Charleson) was regarding finishing notes in a timely manner, not for entering notes for services that were not rendered.

Stiegler asked for input from the Board. No input. Moore motion to reject the grievance and to uphold the Board's prior decision, second by Pearson. Discussion – Stiegler stated that 17 instances of service billed but not provided was egregious. Johnston stated he felt the Cooperative had reviewed thoroughly and laid out evidence clearly.

No further public comment, roll call vote, motion carries 5-0.

C. Furlough Employees –

1. A motion to furlough employees must be specific to the list provided in the order of layoff and order of recall.

Miller stated that this has been the most challenging and difficult decision he has made in his entire career. The Cooperative has reviewed many scenarios in an effort to preserve the CSCT staff for as long as possible but it became clear last week that wasn't possible and we transitioned to trying to ensure we could restart the program in the future. Our current reserve is needed to cover payroll costs when the program is restarted since payment for services will not be received until the following month. The plan is to transition to a skeleton staff of eight (8) Outpatient Therapist and one (1) CSCT Team. We need to keep one CSCT team to see if we can make it work with Telehealth. The experience will help train future CSCT teams in this mode of service. We won't meet expenses, but it will slow down the loss.

Hughes added that we learned over the last two weeks that we have better luck at the secondary level than at elementary. He also reiterated Miller's comment about this being the hardest decision he has had to make in his career.

Miller explained the skeleton staff of Outpatient Therapist will be one (1) therapist per district, except in Hamilton due to the size of their caseload. We know from history child abuse and neglect will increase in this situation of isolation and without school attendance. This will keep some service in place with a deficit in spending, while we look for all Federal, State and Local available funding. Miller added that this is a furlough not a layoff, employees will qualify for unemployment, won't need to look for jobs. He stated the recommended furlough and rehire lists followed the CBA numbering by job classification for layoff and recall.

Johnston spoke to the issues we face being the same the District's are facing and he agrees with the decision to look at how we are going to be able to restart CSCT. Johnston asked if the co-op would maintain insurance on furlough employees. Miller explained we looked at covering three months but providing more than one month (April) would further erode the reserve and the ability to restart the program. Johnston asked about the cost per month to maintain insurance which Miller replied is \$17,000 per month.

Scully motion to approve the order of furlough and rehire.

Moore asked if the skeleton services would provide services across all districts or just in Member districts. Miller explained it would be all current Districts excluding Corvallis and that Corvallis was notified.

Public Comment – Niki Talley was curious as to how the rehire list was decided. Miller replied many factors were considered within administrative prerogative to determine the order.

Scully repeated motion to accept as presented, second by Moore.

Charleson stated she assumed we followed the CBA articles for layoff even though this is a furlough. Johnston repeated his concerns regarding health insurance and asked Board if they had any thoughts. Reynolds explained that extending health benefits would further reduce reserves and the ability to restart the programs and explained that the estimated loss is at risk if we can't provide the amount of services in the estimate. Miller stated that we haven't seen the traction in billing we hoped for in the last week. Hughes stated we honestly don't know how this will go with Outpatient Therapists. We might lose money faster.

Moresi stated she understands where Johnston's concerns come from and she has herself and two children on our insurance. She added this won't be easy, but she believes it is more important to be able to restart this program at some point. Rachella was able to bill 215 units in March prior to the school shutdown 3/14/20. From 3/15/20-3/21/20 she was only able to bill 15 units.

Stiegler and Miller both thanked Moresi for her input. Miller added that what Rachella was able to do in March was less than half of our needs and how much harder it would be when at home. Hughes agreed and commented that if we continue to struggle it might be necessary to further revise (furlough).

Heather Schrauth asked about the furlough order and how decisions were made. Miller provided detail from the CBA on classification and seniority. Staff with 0-7 years of service are considered the same and at sole discretion of the administration. Staff with eight years of service are considered as having seniority.

Roll call vote on Scully motion to accept as presented. Roll call vote, motion carries 5-0.

2. Kendra Tucker, Mental Health Clinical Supervisor (not under CBA will be furloughed under separate motion). Johnston motion to approve, second by Pearson. Roll call vote, motion carries 5-0.

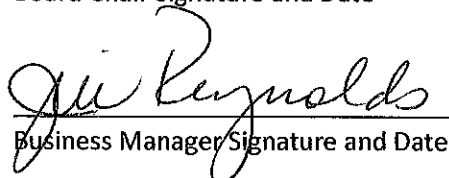
6. Information and Discussion - None

7. Adjourn – Stiegler adjourned 10:05.



4/27/2020

Board Chair Signature and Date



04/30/2020

Business Manager Signature and Date

FURLOUGH ORDER	NAME	POSITION
1	SCULLY, TYLER	BC
2	TALLEY, NIKI	BC
3	SCHRAUTH, HEATHER	BC
4	BRUSHIA, MICHELLE	BC
5	MERTES, MCKENNA	BC
6	PORTER, BARBARA	BC
7	EWER, KELSEY	BC
8	O'CONNELL, KELSIE	BC
9	JENSEN, AMANDA	BC
10	PASTIAN, NIKKI	BC

1	BARBER, JEFF	BC CLASSIFIED
2	THOMPSON, SHANNON	BC CLASSIFIED
3	JOHNSON, JAIME	BC CLASSIFIED
4	ENZMINGER, ROBIN	BC CLASSIFIED

1	SCHULTZ, SHELBY	MH THERAPIST
2	WELCH, MICHELLE	MH THERAPIST
3	TROWBRIDGE, LINDSEY	MH THERAPIST
4	HUGHES, ASHLEY	MH THERAPIST
5	MORESI, RACHELLA	MH THERAPIST
6	PEPION, ELIZABETH	MH THERAPIST

ASSOC. CLINICAL
TUCKER, KENDRA SUPERVISOR

REHIRE ORDER	NAME	POSITION
1	PASTIAN, NIKKI	BC
2	JENSEN, AMANDA	BC
3	O'CONNELL, KELSIE	BC
4	EWER, KELSEY	BC
5	PORTER, BARBARA	BC
6	MERTES, MCKENNA	BC
7	BRUSHIA, MICHELLE	BC
8	SCHRAUTH, HEATHER	BC
9	TALLEY, NIKI	BC
10	SCULLY, TYLER	BC

1	ENZMINGER, ROBIN	BC CLASSIFIED
2	JOHNSON, JAIME	BC CLASSIFIED
3	THOMPSON, SHANNON	BC CLASSIFIED
4	BARBER, JEFF	BC CLASSIFIED

1	PEPION, ELIZABETH	MH THERAPIST
2	MORESI, RACHELLA	MH THERAPIST
3	HUGHES, ASHLEY	MH THERAPIST
4	TROWBRIDGE, LINDSEY	MH THERAPIST
5	WELCH, MICHELLE	MH THERAPIST
6	SCHULTZ, SHELBY	MH THERAPIST