

BITTERROOT VALLEY EDUCATION COOPERATIVE MANAGEMENT BOARD

Tuesday, September 29, 2020

9:30 a.m. – Zoom

MINUTES - FINAL

1. Call to Order – Meeting was called to order at 9:40. Board members in attendance: Moore, DoBell, Toynebee and Pearson. BVEC staff in attendance: Rammell. Board Clerk: Reynolds.

2. Public Comment - None

3. Board Action

A. Management Retirement Incentive Plan

Terese resubmitted retirement incentive proposal which was received September 14, 2020 and reviewed at the September Board Meeting where it was tabled to

Retirement Incentive: Employees may initiate the process by presenting a proposed retirement incentive request to management for consideration no later than April 1 of the contract year prior to the prospective retirement. No later than October 1st in any year an early retirement incentive plan may be offered and uniform to all employees in the bargaining agreement.

After thoughtful consideration of the employee retirement proposal and careful review of the BVEC budget and projected costs of filling vacant position after retirement, a retirement incentive plan that aligns with the fiscal responsibilities of the cooperative may be considered.

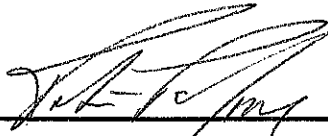
If a retirement incentive is offered, management will, at its sole discretion, announce details, which will be uniform to all employees in the bargaining unit.

Rammell explained the financial situation for both best case scenario and most likely scenario for the requested retirement incentive plan. In best case scenario assuming we could find a replacement and hire them at step 3, we would not save enough money year one to cover the cost of the incentive request for \$18,000. In worst case scenario we could find a replacement with a \$50,000 salary it would take more than two years to cover the \$18,000 costs. We recently advertised for a Speech Therapist and did not receive any applications from the postings. We did have one applicant from word of mouth, but she would not accept the position for the salary offered for Step 3 placement. Missoula co-op has been looking for a Speech Therapist for six months and has had only one applicant. Outsourcing a caseload would cost \$150 per student enrolled, plus \$60/hour for services provided. For these reasons, it would not be fiscally responsible to recommend approving the retirement incentive plan requested.

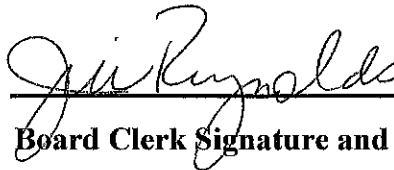
As an alternative, Rammell recommended approving a management retirement incentive plan based on longevity bonuses paid by the Cooperative. Employees receive longevity checks after five, ten, fifteen, and twenty years employment with the Co-op. The five-year longevity bonus is \$500 and increases by \$500 every five years. Rammell recommends a retirement incentive payment of \$3,000 be offered to employees with 15 years or more employment with the Co-op. Currently we have four employees who would qualify for this incentive, but no knowledge that any of the employees would plan to retire based on the retirement incentive.

Motion by Toynbee to approve the management retirement incentive plan of \$3000 as recommended. Second by DoBell. Discussion – none. Moore called for the vote; motion carries 4-0.

4. Adjourn – meeting adjourned at 9:48.



Board Chair Signature and Date



11/3/20

Board Clerk Signature and Date