

March 3, 2021 Special Board Meeting

Call to order:

- a. This meeting was called to order by Landek-Salgado at 6:30p.m.
- b. This meeting is being held electronically in compliance with the MDHHS Emergency Order under MCL 333.2253 entitled "Gatherings and Face Mask Order".

II. Roll Call:

- a. Landek-Salgado-here, Ridenour-here, Woods-here, Kernozek-here, Smith-here, D. Cornett-here, Swain-Kuch-here
- b. Staff present: Director Ellen Peters, Recording Secretary Mary Hudson

III. Approval of Agenda

- a. 1st by Woods, 2nd by Ridenour. Roll Call: All in Favor.

IV. Approval of Minutes

- a. Motion to approve the February 24, 2021 minutes as amended Ridenour. 2nd Woods. Roll Call: All in Favor except Swain-Kuch no.
 - i. Amendment to approval of bills was \$48,622.84.
 - ii. Roll call was "All" in favor of adjourning.
 - iii. Spelling error noted by Cornett "parameters".
 - iv. Employee Assistance Program (EAP), if adopted provides 5 counseling sessions not 6 as previously stated.
 - v. Peters would like snow day discussion under "New Business" to include delayed opening, or full day closing instead of "under a state of emergency".
 - vi. Swain-Kuch questioned which public comments should be included in meeting minutes. Kernozek said she will investigate it and report back to the board.

V. Old Business:

- a. Employee Raises-Motion to consider disciplinary action against Employee #1 and Employee #2, 1st by Landek-Salgado 2nd by Ridenour. Roll Call: All in Favor except Swain-Kuch who abstained.
- b. Peters vouches for Employees 1&2 to request a closed session.
- c. I move that the Board meet in closed session under section 8(a) of the OMA to consider the dismissal, suspension or disciplining of employees. 1st by Landek-Salgado, 2nd by Woods. Roll Call: All in Favor.
- d. Board moved to Closed Session, Public was moved to electronic "waiting room".

VI. Open Session reconvened at 7:51pm.

- i. Cornett made a motion "Drop the whole thing". Motion was 2nd by Swain-Kuch. Roll Call: Landek-Salgado-No Ridenour- No Woods-No Kernozek-No Smith-No Cornett-Yes Swain-Kuch-Yes. Motion Failed.
- ii. Woods makes a mention that the board must be completely informed for transparency and accountability.
- iii. Swain-Kuch noted the upheaval last year with Employee #1 being "thrusted into management". She accepted the position when the Director quit, and she admits her error.

1. Questions raised if she had a choice.
 2. Ridenour mentions Attorney recommended “No” because of nepotism with her mother being previous Director, but the board offered her the position anyways.
 3. Ridenour also mentions that when you make a mistake you can still be reprimanded and face consequences.
 4. D. Cornett also asks why Employee #1 additional management pay was stopped 2-3 weeks early.
 - a. Ridenour made a mention that it was only 3 days because of holiday closures and Landek-Salgado read the Dec 15, 2021 minutes citing Employee #1 last day of pay. Employee #1 did not perform management duties after pay was stopped.
 - iv. Motion for Employee #1 to receive a disciplinary letter to be written by the Board and placed in Employee file. 1st by Landek-Salgado, 2nd by Smith. Roll Call: Landek-Salgado-yes Ridenour-Yes Smith-Yes Woods-Yes Kernozek-Yes D.Cornett-No Swain-Kuch-No. Motion passed.
 - v. Motion for Employee #2 to receive a disciplinary letter to be written by the Board and placed in Employee file. 1st by Smith, 2nd by Ridenour. Roll Call: Landek-Salgado-yes Ridenour-Yes Smith-Yes Woods-Yes Kernozek-Yes D.Cornett-No Swain-Kuch-No. Motion passed.
 - vi. Motion to remove letters from Employee files in one year if no further issues from employees. 1st Smith 2nd by Swain-Kuch Roll call: Landek-Salgado-no Ridenour-No Woods-No Smith Yes -Kernozek-No Swain-Kuch-Yes D. Cornett-Yes. Motion failed.
- VII. Call to the Public:
- a. Teresa Plummer spoke to say she was present at the Board Meeting when the raises were discussed. She mentioned there was no discussion about salary caps at that time. She also said in the corporate world there is a pool of raise money to be dispersed as the manager sees fit. She states that the Bord wanted different things than the current Board and employee wages are a matter of public record and that employees were disciplined for going over the 2.5%-line item of raises allowed.
- VIII. Motion to adjourn meeting at 8:24pm was made by Smith and 2nd by Swain-Kuch. Roll call to adjourn meeting was all in favor.

Next meeting.

March 24, at 6:30pm