

**BITTERROOT VALLEY EDUCATION COOPERATIVE
MANAGEMENT BOARD**

Tuesday, February 22, 2022
9:00 a.m. – Cooperative Office/Zoom

MINUTES-DRAFT

1. **Call to Order** – Dr. DoBell called the meeting to order at 9:01. Board members in attendance: Dr. DoBell, Ms. Woodard and Mr. Toynebee. Board members not in attendance: Dr. Moore and Mr. Rayburn. BVEC staff in attendance: Ms. Rammell, Jennifer Clifton, and Kathy Molesh. Board Clerk: Jill Reynolds.
2. **Introduce Staff Representative**-Kathy Molesh, Speech Language Pathologist, Lone Rock. Dr. DoBell and Ms. Rammell thanked Kathy for the work she does at Lone Rock.
3. **Consent Agenda** – No discussion or change to agenda. Motion to accept the consent agenda by Ms. Woodard, second by Mr. Toynebee. Motion carries 3-0.
 - A. Minutes
 - B. Warrants
 - C. Financial Report
 - D. Resignations
 1. Jennifer Clifton, Behavior Consultant, Stevensville Elementary
 2. Kathy Molesh, SLP, Lone Rock Elementary School
 - E. New Hires
 1. Lexi Rhoades-CSCT Behavior Consultant, Victor
 2. Andee Leingang-CSCT Behavior Consultant, Darby
 - F. Next Meeting – March 22, 2022, at 9:00 am
3. **Public Comment** – Ms. Molesh discussed the influx of Special Education students at Lone Rock during the fall and the overwhelming impact it had. Karen Gideon is working at Lone Rock on Wednesday and seeing six (6) of her students which is helping. Ms. Molesh also explained how she and Lindsay Davis, Lone Rock Outpatient Therapist, are working together on the best way to provide services to a student with selective mutism. Ms. Molesh is also working with Shelby Murphy, Lone Rock Teacher, to structure a literacy program for students with dyslexia.

Dr. Dobell explained that Lone Rock is looking at doing a K-Ready program next fall for approximately 15 students. There will be parent meetings in March and April. If we receive any inquiries about this type of program, we should direct them to Dr. DoBell.
5. **Correspondence** – An employee resignation was received after the agenda was distributed. Sarah Jeske is resigning, no effective date yet. Her resignation will be on the March Board Agenda.
6. **Board Action**
 - A. **Resignation-Jennifer Clifton CSCT Behavior Consultant, Stevensville Elementary School**

Ms. Rammell explained that Ms. Clifton has been with us since the beginning of the school year providing services at the elementary and has done a good job. She is resigning to take a position outside the co-op. The recommendation is to assess the early resignation penalty as per the bargaining

agreement. Dr. DoBell asked for a motion or discussion. Ms. Woodard asked what we had done previously, did we assess the maximum or had it been prorated. Ms. Rammell stated that we had assessed the maximum at the last Board meeting for another employee who had taken another position. Mr. Toynebee made a motion to accept the resignation and impose the \$500 penalty as recommended. Ms. Woodard seconded the motion. Ms. Clifton explained she understands she is putting the co-op in a bad situation and that it was a difficult decision to make, but she needed to put her family and her church first. Her new position will allow her to work virtually, part time and pays more. Dr. DoBell asked about what had been done historically for assessing the penalty. Ms. Rammell explained that exceptions had been made in prior years due to COVID related resignations. The penalty had also been waived when due to medical reasons for the employee or a direct family member. The penalty has been assessed for employees that took other positions. The penalty fee is used to help cover the costs of ads and recruitment of replacement employees. Dr. DoBell called for the vote on the motion. Mr. Toynebee and Ms. Woodard vote aye to accept the resignation and assess the \$500 penalty as recommended; Dr. DoBell voted nay. Motion carries 2-1.

B. Transportation Contract with Majestic Bus Service Inc.

Majestic Bus Service, Inc., has been providing preschool transportation services since 2017. The quality and consistency of the service has proven outstanding. Dr. DoBell made the motion to approve the new contract with Majestic Bus Services as recommended. Mr. Toynebee seconded the motion. Motion carries 3-0.

C. Notice to The BVEC Bargaining Unit

The current one-year collective bargaining agreement expires June 30, 2022. The CBA requires formal notice to the employee's bargaining unit of management's intent to modify or amend the collective bargaining agreement. Mr. Toynebee made the motion to approve the formal notification to the employee's bargaining unit of management's intent to modify or amend the collective bargaining agreement as recommended. Ms. Woodard seconded the motion. Motion carries 3-0.

D. Director Contract Renewal

Current two-year contract extends through June 30, 2022. Dr. DoBell made the motion to renew the Director's contract as recommended. Mr. Toynebee seconded the motion. Motion carries 3-0.

7. Information and Discussion

A. CSCT Report – Ms. Rammell explained the impact that open positions have had on CSCT services and funding this year and will have going forward until positions are filled. Ms. Reynolds explained the January reimbursement process went well, with a few hiccups, but reimbursement was received today, and MATCH dollars will be sent to Districts this week. Ms. Reynolds also explained that the reimbursements were not for a full month of services as they were for 12/29/21-1/24/22. Next month will be our first full month of service reimbursements.

B. Retention Incentive – Ms. Rammell explained the co-op would like to consider another retention premium for CSCT employees to be paid in June for employees who complete the contract year. Dollar

amounts and details to be presented at the Board meeting in March if the Board agrees at this meeting to consider the payment. The Board agreed to Ms. Rammell moving forward and providing details at the March meeting. Dr. DoBell asked Ms. Rammell to ensure we spoke to the Union, and we were within our Bargaining agreement. Ms. Woodard asked if the dollars would be the same for all CSCT employees or would it be different for new hires and how many people would we be paying. Ms. Rammell agreed to include the Board input as the co-op works on details for the retention premium for the March Board meeting.

8. Adjourn – Dr. DoBell adjourned the meeting at 9:36.