



Date: December 1, 2020  
Time: 6:00 p.m.  
Place: Admin Offices and Zoom Video Conference

Board Present: Ms. Lyn Havin, Mr. David Whitlock, Ms. Barb Laberer, Ms. Lyn Havin, Mr. Jeff Bock, Mr. Joe McGowan

Staff Present: Ms. Lori Schaedler, Ms. Teresa Barylski, Ms. Clara Wilson, Ms. Sherry Schneider, Mr. Larry Ley, Ms. Sally LaVigne, Mr. Tom Beck, Ms. Grace Garlock, Mr. Dennis Kramme

Mr. Joe McGowan, Chair, opened the meeting.

**Agenda**

MOTION was made by Mr. Lyn Havin, seconded by Ms. Barb Laberer to approve the December 1, 2020 agenda as presented. Motion carried (4-0).

**Regular Session Minutes**

MOTION was made by Ms. Barb Laberer, seconded by Ms. Lyn Havin, to approve the November 3, 2020 regular and closed session minutes. Motion carried (4-0).

**Treasurer's Report and Finance Committee** – Mr. Larry Ley presented October 2020 financial reports.

MOTION was made by Ms. Barb Laberer, seconded by Mr. Jeff Bock, to accept the October 2020 financial reports as presented. Motion carried (4-0).

**Executive Director's Report** – Ms. Lori Schaedler updated the board on Covid concerns. An additional 6 months of PPE has been ordered as a precaution and directors continue to meet weekly to discuss our Covid procedures. Discussion was held on the upcoming vaccine and questions raised about mandatory staff vaccination. Ms. Schaedler stated ABiLITY will not require employees to be vaccinated against Covid-19 however we are considering withdrawing Covid pay for staff who chose to not receive the vaccine. Unvaccinated staff would be required to use their sick and/or vacation accrual for quarantine and/or isolation. No decision has been made at this time.

Ms. Schaedler presented recent collaborative efforts and meetings within our agency and other organizations.

The drive-thru employee appreciation event was a success!

**Public Comments** – None

**Program Reports** – Ms. Sally LaVigne, Director of Behavior Support Program, presented program information. Life Ops attendance fluctuated with Oct & Nov 30 clients. Two new clients were scheduled to start services in November but were unable to do so; one will begin in December the other in January. Ms. LaVigne provided a client/staff Covid update.

Ms. LaVigne presented information on Missouri's Assistive Technology program.

**Community Relations Report** –Mr. Dennis Kramme reports that ABiLITY is hosting an on-line Holiday Dessert Auction on Thursday, December 3-9, 2020 on [www.mrclarkauction.com](http://www.mrclarkauction.com). Winning bids will be contacted and will schedule a delivery date between December 12 thru December 24, 2020. ABiLITY has cancelled all Franklin County parades efforts due to Covid. No official word on the 2019 or 2020 Vehicle Grant Award; the board requested that we move up the chain of command to determine the status of the 2019 award and the status of the 2020 grant application. A planned giving presentation will be scheduled in February or March. ABiLITY held an annual United Way campaign and raised \$2,111.

**Old Business –**

Sullivan House Progress - Ms. Grace Garlock reported that all electrical work is complete. The light fixtures in the kitchen and dining areas will be completed when the island is complete. All new doors are installed. The interior will be painted by volunteer staff on Thursday, December 3. All tree trimming is complete.

New ABiLITY building – Ms. Lori Schaedler presented the 15 page Mutual Acknowledgement of Tax-Deductible Donation document prepared by Mr. Kuenzel for the Farmers & Merchants Bank of St. Clair building donation to ABiLITY. Ms. Schaedler expects the donation to be complete soon and request authority to sign possession documents to take ownership of the building at 530 South Main Street, St. Clair, MO.

MOTION was made by Ms. Barb Laberer, seconded by Ms. Lyn Havin, to authorize Ms. Schaedler to sign the Mutual Acknowledgement of Tax-Deductible Donation document as presented to take possession of building located at 530 South Main Street, St. Clair, MO. Motion carried (4-0).

Ratify Oct 26 email vote -

MOTION was made by Ms. Lyn Havin, seconded by Ms. Barb Laberer to ratify the email vote taken on October 26 and 27 approving the usage of the DMH Cares Funds to pay the Covid Hazard Bonus on the October 30, 2020 pay date. Motion carried (4-0).

Audit of Retirement Plan – The 2019 retirement plan audit was reviewed; no further questions.

MOTION was made by Ms. Lyn Havin, seconded by Ms. Barb Laberer to accept the 2019 retirement plan audit as presented. Motion carried (4-0).

**New Business –**

Policy change-wage adjustments - Ms. Schaedler presented the Blue Avocado handout and ABiLITY wage adjustment policy. Discussion was held on setting a salary scale for all agency positions. Ms. Schaedler proposes to keep the salary administration/wage adjustment policy as is. ABiLITY currently has a salary scale for Support Services and Behavioral Support staff; Ms. Schaedler will prepare and present a salary scale for all positions.

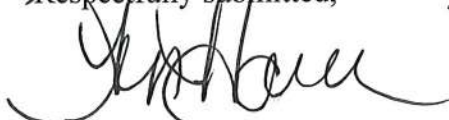
**Items for Next Meeting – None**

MOTION was made by Ms. Barb Laberer, seconded by Ms. Lyn Havin, to go into closed session to discuss Personnel [Sec. 610.021(3)]. Chair Mr. Joe McGowan conducted a roll call vote to go into closed session. Ms. Lyn Havin, Ms. Barbara Laberer, Mr. David Whitlock, Mr. Jeff Bock and Mr. Joe McGowan all voted in favor. Motion carried.

MOTION to adjourn was made by Ms. Barb Laberer, seconded by Ms. Lyn Havin. Motion carried (4-0).

Meeting adjourned.

Respectfully submitted,



Ms. Lyn Havin

Recorded by,



Ms. Teresa Barylski

**ATTACHMENTS**

November 3, 2020 Regular and Closed Session Minutes

Financial Statements

Executive Director Report

Community Relations handout

Blue Avocado handout

Transition to Retirement document