



Date: December 7, 2021

Time: 6:00 p.m.

Place: Admin Offices and Zoom Video Conference

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

Board Absent: Ms. Lyn Havin, Ms. Rachel Reagan-Purschke

Staff Present: Ms. Lori Schaedler, Ms. Teresa Barylski, Mr. Larry Ley, Ms. Clara Wilson, Ms. Lauren Martin, Ms. Katie Gaither

Mr. Joe McGowan opened the meeting at 6:00pm.

Agenda

MOTION was made by Ms. Barb Laberer, seconded by Mr. Jeff Bock, to approve the December 7, 2021, agenda with the addition of the vacation accrual policy. Motion carried (3-0).

MOTION was made by Ms. Barb Laberer, seconded by Mr. David Whitlock to add funds to the FY21-22 Life Ops budget. Motion carried (3-0).

Regular Session Minutes

MOTION was made by Ms. Barb Laberer, seconded by Mr. Jeff Bock, to approve the November 2, 2021, regular and closed session minutes. Motion carried (3-0).

Treasurer's Report and Finance Committee – Mr. Larry Ley presented the October 2021 financial reports.

MOTION was made by Mr. Barb Laberer, seconded by Mr. Jeff Bock, to accept the October 2021 financial reports as presented. Motion carried (3-0).

Executive Director's Report – Ms. Lori Schaedler presented information on the Covid-19 vaccination policy. Information was presented on the BinaxNow testing supplies. Discussion was held on the implementation of Therap software and becoming a tiered support agency. The extra shift bonuses and hiring/referral bonuses will continue thru December.

Public Comments – None

Program Reports – Director of Early Intervention, Ms. Clara Wilson, presented program information for the first quarter. Currently serving 77 families with 26 new referrals and 9 exited. Exposed and positive Covid-19 individuals are increasing. Ms. Wilson will begin advocating for a rate increase with First Steps, the last increase was over 10 years ago.

Community Relations Report – Mr. Larry Ley presented November activities attended by Mr. Kramme, Mr. Ley, and Ms. Schaedler. The Friends Foundation Quilt Auction/Soup Day Fundraiser raised \$14,000. Only 2 days left on the 2021 dessert auction fundraiser. The 2022 Reaching for the Stars event is scheduled for Saturday July 30th.

Old Business –

Health Improvement Incentive – Mr. Ley presented generalized information on a wellness benefit offering for gym membership. Additional information will be presented at the January meeting.

New Business –

Transportation Services – On November 9, 2021, Ms. Schaedler emailed a request to add transportation services to the ABiLITY contract with the Missouri Department of Mental Health. Board members voted via email to approve Ms. Schaedler adding the additional services.

MOTION was made by Ms. Barb Laberer, seconded by Mr. Jeff Bock, to ratify the email vote taken on November 9, 2021, approving the addition of the transportation services to the contract between ABiLITY and the Missouri Department of Mental Health. Motion carried (3-0).

401(k) match contribution – Ms. Schaedler recommended to continue the current match contribution on the ABiLITY 401(k) plan. Currently ABiLITY's matching contribution is 25% of the first 4% employees defer, not to exceed 1% of their annual salary.

MOTION was made by Ms. Barb Laberer, seconded by Mr. David Whitlock, to continue the current match contribution rate for the 2022 calendar year. Motion carried (3-0).

Vaccine Policy – Ms. Schaedler presented a Covid-19 Vaccination Policy, discussion was held on implementation and whether to implement immediately or to wait until approval is received on the OSHA-ETS. Ms. Schaedler recommended the board of directors approve the policy as presented to be implemented if and when the OSHA, ETS is approved.

MOTION was made by Mr. Jeff Bock, seconded by Ms. Barb Laberer, to approve the ABiLITY Covid-19 Vaccination Policy as presented with implementation when the OSHA-ETS is approved. Motion carried (3-0).

Vacation Accrual Policy – Ms. Schaedler presented a payout option for employees who reach their vacation accrual maximum. Discussion was held to define the policy change parameters. When accrued vacation hours are near maximum, the employee may request up to 50% of the amount accrued in whole hours. For example, if 100 vacation hours are accrued staff may request 50 vacation hours to be paid out in whole hours leaving a balance of 50 vacation hours. The board requested Ms. Barylski review vacation accrual for all employees who have exceeded the vacation accrual maximum in the 2021 calendar year. A request was made by Mr. Bock to review all employee accrual accounts to determine the time lost by each employee. Approval was given to pay lost time to employees who were unable to use their vacation time due to the staffing crisis in 2021 prior to the end of the calendar year.

MOTION was made by Mr. Jeff Bock, seconded by Ms. Barb Laberer, to approve the vacation accrual payout option as presented. Motion carried (3-0).

Life Ops Budget – Ms. Schaedler presented an equipment list for items needed in the Life Ops program. A request was made to add an additional \$10,000 to the Life Ops budget to purchase needed items. Mr. Whitlock requested that items purchased be made in the USA, local if possible.

MOTION was made by Ms. Barb Laberer, seconded by Mr. Jeff Bock , to approve adding \$10,000 to the Life Ops budget for the purchase of needed items from local or national supplier. Motion carried (3-0).

Items for Next Meeting – None

MOTION was made by Ms. Barb Laberer, seconded by Mr. David Whitlock, 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. Mr. Jeff Bock, Mr. David Whitlock, Ms. Barb Laberer, and Mr. Joe McGowan all voted in favor. Motion carried.

MOTION to adjourn was made by Mr. David Whitlock, seconded by Ms. Barb Laberer. Motion carried (3-0).

Respectfully submitted,



Ms. Lynn Havin

Recorded by,



Ms. Teresa Barylski

ATTACHMENTS

- November 2, 2021, Regular Session Minutes
- November 2, 2021, Closed Session Minutes
- October 2021 Financial Statement
- Executive Director Report
- Community Relations handout
- ABiLITY Covid-19 Vaccination Policy
- ABiLITY Vacation Policy
- Life Ops equipment handout