

Minutes



Executive Committee Special Meeting

11/13/2023

10:30AM

Attendees: Scott Watson, Kevin Vaughn, Beth Cicchetti, Princess Ousley, Kimblin NeSmith, Amber Tynan, Martina McDowell, Erin Gillespie, Cindy Lavoie, Quincee MesserSmith, Kimblin Nesmith

Staff: Matt Salera, Charlotte Brown

Guest: Ginger Boyd, Attny

I. Welcome – Kevin Vaughn

Chair Vaughn called the meeting to order at 10:30AM. He then welcomed everyone and thanked them for attending the meeting.

II. Action Item I – Approval of 10/26/2023 minutes – Amber motioned to approve; Cindy seconded the motion. All voted in favor; none opposed.

III. Action Item I – CEO Employment Agreement

Chair Vaughn opened the committee's discussion with an overview of the action the committee took at its last meeting as well as an overview of the option for a one-time increase in pay of 3.86% and a payout of 350 hours of sick leave upon completion of the new agreement in December 2025. This discussion was due to the committee's concern at its last meeting regarding the base pay rate of the CEO upon completion of the agreement and the Board being able to attract and pay a new CEO at a reasonable rate of pay. After general discussion of funding the 350 hour payout in FY 25-26 and ensuring language is included in the agreement in the event of a catastrophic event that may prohibit the Board from making the payment a motion was made. Quincee made a motion that the employment agreement reflect a one-time 3.86% increase in base pay, effective January 2024 and include a 350 hour sick leave payout upon the completion of the agreement in December 2025 at the CEO's full hourly pay rate. Martina seconded the motion. All voted in favor of the motion; none opposed.

IV. Adjourn

Chair Vaughn thanked everyone for their time today and adjourned the meeting at 10:45AM.