



## LAMOILLE FIBERNET COMMUNICATIONS UNION DISTRICT EXECUTIVE COMMITTEE MEETING

**August 4, 2021 at 7:00p.m.**

**Location: Green Mountain Support Services, 93 James St., Morrisville, VT**

**Approved by the Executive committee on 8/18/21**

**7:00 pm: Call to Order-** by Jane Campbell

**7:00pm: Changes to the Agenda and Public Comment-** Add comments on loan providers in minutes. Add comments about VTCBB priorities. Jane will add updates as well

**7:01pm: Roll Call-** Jane Campbell, Jeff Tilton, Stephen Friedman, Paul Warden, Larry Lackey, Michael Rooney

**7:02pm: Consent Agenda-**

1. Approval of 7/21/2021 draft minutes
2. Updates: VCUDA looking at the possibility of charging dues. Dues fees likely cannot come from grant funding, as the Association routinely engages in lobbying activities. VCBB will meet on Friday and requests an update from the CUDs. ED final interviews have been scheduled.

Steven moved to approve the consent agenda. Paul seconded. Motion passed.

A brief discussion on how to approach partnerships as the landscape is changing was cut short and will be continued during the PTF update. Michael requested clarification on minutes from 7/21, including VCBB priorities hierarchy and grant funds being used as lending capitol.

**7:17pm: Draft Personnel Policy Discussion-** The ED Search Task force has assembled a draft policy and will get it legally reviewed. In the future, the ED will likely manage the policy. Providing a laptop and cell phone for official CUD business uses is important, especially when it comes to changing ED. Clarification on non-compete clause to include permissions to collaborate with other CUDs. Clarification on sick time accrual and vacation needs to be made to the final draft as well as modifications to time off sections. Other areas to clean up include: comp time vs overtime, and exempt vs. non-exempt employees. Jane will seek counsel on holiday/time off and CT/OT rules pertaining to this organization. Changes need to be made to health insurance section including specifying that LFCUD will select the applicable plan and that opting out will not result in receiving what LFCUD would have paid. Jane will find out maximum lag time between hourly work and respective paycheck. The policy should be ready for a final review by the next executive committee meeting to receive a recommendation to the governing board for adaption.

**7:30pm:** Teelah Hall joined the meeting

**8:03pm: Partnership Task Force Update-** the PTF met, but without a quorum. Will be meeting with a potential contender for partnership.

**8:12pm: Lea's Plaque Event-** The event will happen at 6pm October 27<sup>th</sup>. LCPC will host the meeting at the LCPC offices in Morrisville and due to limited space and pandemic considerations will be limited to invitation only.

**8:15pm: Wrap Up Discussion** (none)

**8:15pm: Adjourn-**Stephen moved to adjourn. Paul seconded. Motion passed.