March 1, 2024-Executive Committee Meeting

In attendance in person: Betty Scott, Donna Dickson-Noon, Gary Orton, Brad Taggert, Carol Michalski, Carolyn Scobie, Erin Johnson, Mandeep Virk-Baker. Attending via Zoom: Bud Gladstone, Andrea Balcom, Danielle Hautaniemi

Betty Scott called the meeting to order at 1:30PM.

Betty requested this public meeting to discuss HR One’s recent work and assistance they provided to CCE Delaware. HR one made recommendations to the ED.HR One met with the CCE Delaware board on 2/23. ED made decisions upon the recommendations made by HR One, while Betty was kept in the loop of these developments, per her authority as ED charged with day-to-day operations of CCE Delaware. Betty also has taken action based on separate concerns raised by HR One relating to CCE Delaware and contacted the Association Attorney. The Attorney contacted HR One, final report from HR One was requested by Betty on 2/27 in writing. HR One contacted Mandeep on 2/29 in the morning and stated that report will be available that day. Mandeep, Betty and Danielle Hautaniemi were notified on Thursday 2/29 in the afternoon by the Association Attorney that HR One will not be issuing a report confirming their concerns and recommendations. In order to confirm or deny the concerns that were raised by HR One and in order to support decisions made by Mandeep Virk-Baker. The association attorney recommended an independent third party impartial investigation into the concerns raised and the actions taken so the board has a full picture of what transpired and any actions the board or the Executive Director may need to take in the future.

Cornell University recommended HR One as they have a state wide contract with HR One to provide Human resources support Betty supported that Mandeep contact HR One for assistance.

Question posed: Can the two employees be reinstated and placed on paid administrative leave pending investigation Discussion came to conclusion that it is Mandeep’s decision as the ED.

Danielle interrupted and suggested this should be discussed in executive session all agreed as it relates to specific persons.

Discussion ensued about what lawyers should be hired Mandeep suggested a labor and employment law firm in Syracuse with 300 lawyers that only represents employers and that other CCE associations have worked with and highly recommend. She provided the information to the executive committee for their review but the conclusion was that CCE will maintain their current lawfirm.

Action: Motion to continue to work with Coughlin and Gerhart as general counsel and to contract withHancock, Eastabrook, LLP for investigation.

Motion: Gary

Second: Betty

All in favor: yes 1:44PM

Betty made the recommendation to have Carol Michalski assume the vacant secretary seat on the Executive Committee given the need to have a quorum of 3 for any action.

Donna Dickson Noonan questioned whether this would be allowed under the terms of the constitution. After discussion including Danielle it was decided that the executive committee who act in place of the board between regular board meetings could approve this on behalf of the board and have the board ratify it at the March 13 or next meeting of the full board.

Action: to appoint Carol to Secretary Vacant Seat on Executive Committee

Motion: Betty

Second: Gary

All in favor 1:49PM

All board members said they have been contacted by community members with concerns. They are responding that they are unable to respond in detail, but that they are committed to the 4-H Program, Camp, and Cornell Cooperative Extension.

Action: to move into Executive Session to discuss on going individual personal matters and potential legal issue.

Motion: Gary Orton

Second: Donna

All: 1:57Pm Executive Session entered

2:40PM Exited Executive Session.

2:40PM Adjourned Meeting.

2:45PM Called Meeting to order to approve 1 action item.

Action: Additional compensation for staff as per discussion. $1,000 per month for Ashely Silano-Moore $500 per month for Kaitlyn Conklin, and $200 per month for Stacey Young.

Motion: Gary

Second: Donna

All: 2:46

Meeting adjourned 2:46