

1. Call to Order: Paula Beck called the online Board Meeting via Google Meet to order at 8:05 pm. JS screen shared the agenda and reports.

1.1 Roll Call:

Board of Directors (BOD):

Paula Beck, Board President Chair (PB)

Rick Gano, Board Vice-President Chair (RG)

Claire Ferlan, Board Treasurer and Secretary (CF)

Neal Lucht, Board Member (NL)

Staff:

Melissa Georgesen, Aquatic Director (MG)

Jennifer Swink, Recording Secretary (JS)

Budget Committee:

Geri Monroe (GM), Friends of Molalla Pool (FOMP)

2. Consent Agenda

2.1 Approval of the Minutes: The Board Minutes were included in the Board Packet that was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. CF led discussion on edits needed for the Minutes. NL moved to postpone the approval of the April 27, 2021 Board Minutes. RG seconded. Motion carried, unanimously, 4-0.

3. Public Comments:

3.1 None

4. Old Business

4.1 New Fee Schedule: The new fee schedule was included in the Board Packet that was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. NL asked if this new fee schedule reflects the changes discussed at the previous Board Meeting? MG said, "Yes this is the new fee schedule." She asked for a motion for approval. RG moved to approve the new fee schedule as presented to go into effect July 1, 2021. NL seconded. Motion carried, unanimously, 4-0.

4.2 Fill Board of Director vacancy: PB tabled this item until the election has been verified and accepted. MG agrees with PB. NL received 26 write-ins and CF received 23. MG believes PB is correct, NL and CF will receive a letter in the mail, which they will need to respond. As for the vacant position anyone can put forth a candidate. PB does not have a candidate. BOD will put feelers out to those who use the pool. MG mentioned a couple other names received write-in votes in the most recent election. PB stated the BOD needs to commit to doing more work in filling this vacancy.

4.3 Automatic generator system to maintain the building when the power goes out: No further information.

5. Committee Reports and Updates

5.1 MAD Tasks: JS screen shared the MAD Tasks report, which is available in the Google Drive. The BOD went through the tasks and made updates. MG thanked PB and RG for coming in to sign checks. MG also told the BOD the previously approved Minutes from 2020 and 2021 will be printed for the Board Secretary's signature by the end of the fiscal year. MG reminded the BOD to stop by and check their folders.

5.2 Financial Report: JS screen shared the Financial Report, which was included in the Board Packet that was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. PB enjoys looking at the financial document. She said, "It is easy to understand." CF agreed. PB asked MG if she got the new coaches contracts signed. MG told the BOD yes the contracts are signed and everything is going very smoothly. CF asked if a transfer of funds will be needed. MG said payroll is on Monday. PB said she did the last transfer. PB asked if there were any more questions. There were none. NL clarified the "heated pool covers" listed means it is a heated pool, which has covers. They are not thermal blankets.

5.3 Operations-Management Report: JS screen shared the Water Fitness Attendance Report for March and April, which was included in the Board Packet that was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. MG explained the current software is tracking some things but not others. MAC is operating on a limited basis since the Governor's office lowered us back at high risk status. MG asked to add to the June agenda the mask mandate. MG does not want to enforce or have the staff ask for vaccination cards especially when OSHA is not accurate. MG does not want to involve the lawyers in regards to people's legal rights and what the pool's policy will be. MG explained there is a cap on sign-ups for classes. There is a problem with people signing up and not showing up for the class. If people sign-up and then call to cancel our staff can contact those on the waitlist. We do have some limited private lessons, but we are not able to do the group lessons due to a shortage in staffing. The swim team rentals are going well. The Molalla River High School swim team has 20 kids, which has been cut in half after COVID. The season this year is May and June. We will change the pool schedule mid-June for the summer. MG has a firm program with the school district and their summer school program. It is a six week program and is full.

Recess - Executive Session at 8:39 pm: The Executive Session is permitted by ORS 192.660(2)(i) a. Lead Person: Paula Beck b. Materials Supplied: Statement: "To review Aquatic Director contract." Board Meeting reconvened in public session 8:50 pm.

6. New Business

6.1 Aquatic Director Contract: PB added to the BOD agenda for this evening the review of the Aquatic Director's contract. MG told the BOD there are two documents, the one document with the red lines is from the lawyer with her suggested edits. PB pointed out there are no dates on the document. MG said it could be dated today or use the next BOD meeting date of June 22, 2021. The term starts July 1, 2021. PB read the contract out loud. The previous contract was for two years, this contract has an additional year. Salary increase is based on cost of living and merit. There was some discussion on the salary increase, which is 5% the first year and 3% the second and third years. Cost of living increase currently is 1.7%. CF asked how can we give a merit increase when the BOD has not been able to evaluate? NL clarified the salary shown on the contract are the correct figures. Medical insurance will increase from \$400 to \$600. MG asked for a minimum of six months in the termination clause, which is the standard. NL says the termination clause makes sense. He further added the school district's minimum is six months up to the end of the school year depending on the timing of the termination. RG feels six months is warranted. CF agrees.

PB pointed out the changes made to the contract are:

- Medical Insurance: There is an increase from \$400 to \$600 health insurance plan. NL says it makes perfect sense as it is more in line with the market. NL agrees. RG agrees. PB agrees. CF agrees.
- Compensation: The title has been changed from Aquatic Director to Executive Director. MG has grown into this role. RG, NL, CF and PB agree with the 5%, 3%, 3% salary increase for the next three years.

NL said the pay increase is modest compared to MG's growth. The BOD is acceptable to these points. RG thanked MG for her work with all that has been going on with COVID and the workforce

shortages. NL said McDonald's starting wages is \$18 per hour. PB asked MG to share with the BOD the staff pay increase. MG explained, as per the BOD's request, they are staying ahead of the required minimum wage. This month we gave the staff a \$1 raise and on July 1 they will receive an additional 5% increase. MG said she has been thanked by the staff for the raise. She told the staff the raise was from the BOD. MG is researching a lifeguard-in-training program. MAC would pay the person to go through the training because they will work shifts along side other lifeguards and learn on the job training as well as getting certified through the Red Cross class. MAC covers the cost of the lifeguard training. MG likes this model rather than giving someone a scholarship or having someone sign a contract to commit to work, because then we may have to take funds out of their paycheck. Plus, if the person is under age you have to get their parent or guardian's agreement. NL's concern after taking a Red Cross class is what if the person discovers they are not a good fit for lifeguarding. MG said that is part of the cost of business, some may move on.

PB is in agreement with the consensus for the new contract. RG, PB and MG will meet June 1 or June 8 to finalize the contract which will be presented at the June 22 Board Meeting for formal adoption.

7. Upcoming Meeting

7.1 Next month's Board Meeting will be June 22, 2021, 7:00 pm via Google Meet.

8. For the Good of the District - There was none.

9. Adjournment - NL moved to adjourn the meeting at 9:16 p.m. RG seconded. Motion carried, unanimously, 4-0.

RESPECTFULLY SUBMITTED:


Jenniffer Swink

Recording Secretary

Claire Ferlan

Board Secretary

Claire M. Ferlan