

**1. Call to Order:** Rick Gano called the meeting to order at 7:00pm.

1.1 Roll Call:

Board of Directors (BOD):

Rick Gano, Board President Chair (RG)

Paula Beck, Board Vice-President Chair (PB)

Hendy Appleton, Board Treasurer and Secretary (HA) On Zoom

Neal Lucht, Board Member (NL)

Staff:

Melissa Georgesen, Executive Director (MG)

Jayne Logan, Recording Secretary (JL)

Absent:

Claire Ferlan, Board Member (CF)

Guest:

Greg McKenzie (GM) Next Up Leadership via Zoom

**Executive Session at 7:09 pm:** The Executive session is permitted by ORS 192.660(2)(i) a. Lead person Rick Gano b. Materials Supplied: Statement: To go over the Executive Directors review "Budget Meeting convened in public session 7:28p.m.

**2. Executive Director Review:**

3.1 Greg joins us on Zoom Pursuant to ORS 192.660(2)(i)

Going over the Executive Director review Evaluation cycle is complete. This is the second time you have used the 360-review format. This includes a survey of 40 staff and 5 Board Members. The board has been e-mailed a summary of the statistics and comments. As before the scores were very good to excellent in core competencies. A notable difference is that this year we only had 4 out of 5 board members complete the review, whereas last year we had all 5 complete the review. When you compare the two years you must consider the lower amount of participation in the evaluations this year. When you take that into account, they are great numbers.

Greg questions what we would you like to do moving forward, this is the 2<sup>nd</sup> time this model was used. The board needs to decide if they want to continue with this model in the future for the Executive Director review. The other question they need to discuss is what you want to do with this information? Do you make this part of Melissa's personnel file? Greg questions how committed they are as a board in completing this review yearly, as it seems each year it is a struggle to get completed.

Rick is comfortable with how we did it this year and asks if there are other rating systems, we can use besides just the 1-5. Greg answers that there is other rating scales, you can use percentages or a 1-10 sliding scale. He does recommend keeping the core competencies because the board worked so hard on them, and they are tailored to the position of Executive Director.

Neal likes the review the way it is the descriptors are good and he hopes to use the format again in the future so that we have consistency. It will allow us to see if there are changes in the future and is not concerned with the high ratings.

Greg shares most clients are not completely satisfied with the rating scale but he is happy with the current one and it is very unique. Neal asks Melissa if the format and review meets her needs. Melissa is not happy with the current format and with the lack of input of her numbers look as if they are down compared to last year. It doesn't accurately depict her work quality. She would like to have 5 scores so she can see where she can improve. She questions if maybe allowing 2 months to complete the review would help. Paula disagrees and wonders if maybe not allowing so much time would help. Paula also states that she believes that Melissa's scores are good and that she does deserve her contract raise. Melissa states her concern is that if she approached the board in the summer for a raise according to this review, she doesn't warrant one with the lower score and the board can fall back on these scores in the future.

Rick states he is happy with Melissas review and is disappointed that Melissa doesn't feel like she has done a great job. He loves the work she is doing at the pool and would be scared if she left.

Melissa states that in one area of her review she was given a 3 by Neal with no comments as to why or what can be improved. The only other comment she received was about an active shooter policy. Paula states that the question on the review was a fair one since we don't currently have one in place.

Greg will check in with the board in the fall and early winter to see what the board would do in the future. Greg recommends creating a narrative to go along with this for Melissas Personnel file.

**Regular board meeting reconvened at 8:53 following the budget committee.**

**4. New Business**

4.1 No New Business

**5. Old Business:**

5.1 No Old Business

**6. Committee Reports and Updates**

6.1 MAD Tasks: Tax Survey is now live on our website.

**7. Upcoming Meeting**

7.1 Next Board Meeting, June 27, 7:00 pm and will be the budget meeting as well .

**8. For the Good of the District - None**

**9. Adjournment** - PB moved to adjourn the meeting at 8:55 p.m. NL seconded. Motion carried, unanimously, 4-0.

RESPECTFULLY SUBMITTED:

Jayne Logan  
Recording Secretary

Hendy Appleton  
Board Secretary & Treasurer