



**Board of Directors Meeting \* December 10, 2020 – 8:30 a.m.  
Virtual meeting**

**Call to Order:** Chair Juliet Milam called the meeting to order at 8:37am. She asked Sue to take roll. Initially there were 11 members present. An additional member logged on, reaching a quorum.

**Attending were:**

Juliet Milam	Michelle Crocker	Wyndy Crozier
Bill Dillman	Dr. Michael Erny	Randy Fleming
Ron Garriga	Bill Imfeld	Rebecca Pazik
Nathan Sparks	Pam Tedesco	LaVonne Vasquez
Al Ward		

**CSOW staff members present:**

Therese Baker	Sue Berntsen	
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**Executive Director’s Incentive:** The Executive Committee met previously to discuss an incentive payment or salary increase for Executive Director Michele Burns. The \$10,000.00 incentive payment proposed is based on her 2019 – 20 performance review where input was asked from the Executive Committee and senior CSOW staff. Highlights include her strong presence in the community, partnerships with key stakeholders and her role during the COVID 19 pandemic. There was discussion about other staff being similarly rewarded. Staff were given incentives ranging up to 5% near the end of the program year based on performance reviews. A pay increase was discussed, but no staff received pay increases this year.

<i>A motion by Pam Tedesco, seconded by Nathan Sparks to approve the \$10,000 incentive payment to Michele Burns.</i>	<i>All Ayes.</i>
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**Adjournment:** Juliet thanked the Board members for their time and the meeting was adjourned at 8:44am.

**The next Board meeting is scheduled for February 3, 2021 at 9:00 a.m.**