

**Board of Directors  
Full Board Meeting  
Monday, March 23, 2020  
3:00 pm to 5:00 pm  
Only Via Phone  
Call In Number (712-775-7031)  
Access Code 585-387-685**

Agenda Item	Action
<b>I. CALL TO ORDER</b>	<b>(3:00 P.M TO 3:05 P.M.)</b>
A. Announcement and Introduction	
B. Approve January 27, 2020 Meeting Minutes	Pages 3-4 X
<b>II. REPORTS</b>	<b>(3:05 P.M. to 4:00 P.M.)</b>
A. Executive Director Report	Pages 5-9 X
B. Connections Report	Pages 10-12
C. Outreach Report	Pages 13-31
D. January 2020 Financial Report	Pages 32-40 X
E. IRS 990	Separate Attachment
<b>III. INITIATIVES</b>	<b>(4:15 p.m. to 4:55 p.m.)</b>
A. Update on Breakfast Forum	Pages 41
B. Update on WCI's Approach to COVID19	Discussion—Plan Attached
1. Pay Plan Addendum	Pages 42-46
C. Conversation about the Pandemic Impact on the Workforce	Open Discussion
<b>IV. ADJOURNMENT</b>	<b>(4:55 P.M. to 5:00 P.M.)</b>
A. Unfinished Business	
B. New Business	
C. Confirm Next Meeting Date—May 18, 2020	

**OFFICERS AND MEMBERS**

Anna Boland, Ingersoll-Rand	Chairperson
David Ring, Kwik Trip	Vice Chairperson
Kevin Zagrodnick, River Bank	Treasurer
Doug Billings, Empire	Director
Anne Hlavacka, UW – La Crosse	Director
Karen Long, Organic Valley/CROPP Cooperative	Director
Tim Vondrasek, Norwinn Company	Director
Neil Kamrowski, International Assoc. of Machinists and Aerospace Workers	Director
Dimitar Dzikov, Coulee Bank	Director
Nick Goins, Mid City Steel, Inc.	Director
Heather St. Clair, Petro Energy, LLC.	Director

**2019-2020 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
Monday, September 16, 2019	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Goins)
Monday, September 23, 2019	3:00 p.m.	Full Board
*Monday, October 21, 2019	Noon	Annual Meeting
Monday, January 27, 2020	3:00 p.m.	Full Board
Monday, March 23, 2020	3:00 p.m.	Full Board
Monday, May 11, 2020	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Vondrastek/ Dzikov/St.Clair)
Monday, May 18, 2020	3:00 p.m.	Full Board
Monday, June 22, 2020	3:00 p.m.	Full Board—If needed

**Board of Director's  
Full Board Meeting  
Monday, January 27, 2020  
3:00 p.m. to 5:00 pm**

**I. CALL TO ORDER (3:00 P.M TO 3:05 P.M.)**

A. Announcement and Introduction

*Ms. Boland called the meeting to order at 3:11pm a quorum was present.*

B. Approve September 23, 2019 Meeting Minutes Pages 3-4 X

*Motion made (Dzikov/ Ring) to accept the September 23, 2019 meeting minutes as presented. Motion carried unanimously.*

**II. REPORTS (3:05 P.M. to 4:00 P.M.)**

A. 2018-2019 Audit Report Attachment X

*Motion made (Dzikov/ Vondrasek) to accept the 2019 audit report as presented. Motion carried unanimously.*

B. Executive Director Report Pages 5-22 X

- 1. Connections Report Pages 23-26
- 2. Outreach Report Pages 26-36

*Ms. Pierce presented the Executive Director Reports. Discussion held.*

*Motion made (Hlavacka/ Ring) to accept the Executive Director reports as presented. Motion carried unanimously.*

C. Financial Reports

- 1. November 2019 Financials Pages 23-30 X
- 2. 2019-2020 Revised Budget Pages 31-33 X

*Ms. Pierce presented the Financial Reports. Discussion held.*

*Motion made (Goins/ Dzikov) to accept the Financial Reports to include the November 2019 Financials and the 2019- 2020 Revised Budget as presented. Motion carried unanimously.*

**III. INTERNAL PLANS (4:00 P.M. to 4:20 P.M.)**

A. Approve Unrestricted Cash Reserves Policy Pages 35-37 X

*Ms. Pierce presented the updated Unrestricted Cash Reserves Policy as suggested by the organizations Auditors. Discussion held.*

*Motion made (Dzikov/Ring) to approve the cash reserves policy and have it reviewed by WIPFLI. Motion carried unanimously.*

B. Approve Technical Changes to 2019-2020 Pay Plan Pages 38-41 X

*Ms. Pierce presented and reviewed technical changes to the 2019-2020 Pay Plan. Discussion held.*

*Motion made (Dzikov/ Ring) to send supporting documents through to the board through email for review, further discussion, and vote. Motion carried unanimously.*

*On January 29, 2020, the requested documents related to the proposed amendment to the 2019-2020 Pay Plan were emailed to the Board Members. On January 31, 2020, Ms. Pierce and Ms. Hlavacka began*

telephone discussions regarding specific questions related to the technical changes to the amended Pay Plan, and over the course of following two weeks, the questions were addressed, and the chart was updated.. On 2/11/20, Ms. Hlavacka electronically moved to approve the amended Pay Play with the updated chart with a date retroactive to February 1, 2020. The motion was electronically seconded by Mr. Goins. The amended 2019-2020 Pay Plan was approved unanimously.

**IV. ADJOURNMENT**

(4:20 P.M. to 4:25 P.M.)

- A. Unfinished Business  
*None*
- B. New Business  
*None*
- C. Confirm Next Meeting Date—March 23, 2020

Meeting adjourn at 4:40pm.

**V. TOUR OF EMPIRE SCREEN PRINT**

(4:25 P.M. to 5:00 P.M.)

Respectfully Submitted,

Ann Boland, Chair

**Attendance**

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Ann Boland, Ingersoll-Rand David Ring, Kwik Trip Doug Billings, Empire Tim Vondrasek, Norwinn Company Dimitar Dzikov, Coulee Bank Heather St. Clair, Petro Energy, LLC. Anne Hlavacka, UW- La Crosse	Teresa Pierce, WCI Kelly Norsten, WCI	Nick Goins, Mid City Steel, Inc Karen Long, Organic Valley Neil Kamrowski, International Assoc. of Machinists and Aerospace Workers Kevin Zagrodnick, River Bank