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Board of Directors
Full Board Meeting
2615 East Ave South, Large Conference Room
La Crosse, WI 54660
Meeting Agenda
Date: June 23, 2025
Time: 3:00 P.M. – 5:00 P.M.

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

A. Welcome and Introductions (if needed)	
B. Approve May 19, 2025, Meeting Minutes	*Pages 3–4*

II. PERSONNEL AND COMPENSATION FOLLOW UP	**(3:05 P.M. – 3:30 P.M.)**
A. Approve 2025-2026 Budget—Final	*Pages 5-8*
B. Recommendation 1—Approve Pay Plan	*Pages 9–25*
C. Recommendation 2—Approve Personnel Policy (additional update)	*Pages 26*

III. EXECUTIVE REPORTS	**(4:00 P.M. – 4:15 P.M.)**
A. Accept Executive Director Report	*Pages 27—29*
B. Accept Connections Report	*Pages 30—32*
C. Accept April, 2025 Financial Reports	*Pages* 33—42
D. Approve 2025-2026 Meeting Calendar	*Page 2*

IV. UPDATE ON Northwest Transition	**(3:30 P.M. – 4:00 P.M.)**
A. Power Point	

V. CLOSED SESSION (4:15 p.m. to 4:55 p.m.) *In accordance with the Section 1, Subchapter IV of Chapter 19.85 (1)(c) of the State Statute on open meetings, the Committee will enter into closed session to discuss personnel related topics.*

A. Executive Director Succession Planning Discussion	Under Separate Cover
B. Executive Director Evaluation Finalized	Under Separate Cover

VI. CONCLUSION (4:55 p.m. to 5:00 p.m.)

A. Unfinished Business
B. New Business
C. Confirm Next Meeting Date September 22, 2025

VII. ADJOURNMENT

2615 East Avenue South, Suite 103
La Crosse, WI 54601
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local 608-789-5620
fax 608-785-9939

OFFICERS AND MEMBERS	
Doug Billings—Gerrard-Hoeschler Realtors	Past Chairperson
Heather Gerken—The Insurance Center	Past Chairperson
Deb Scoville—Franciscan Sisters	Chairperson
Lyn Pletta—Great Lakes Cheese	Vice Chairperson
Ted Everson—Northwestern Mutual	Treasurer
Matt Bainter—Inland Packaging	Director
Mark Wemette—Traditional Trades	Director
Tou Yang—The Watkins Company	Director
Carolyn Colleen—Fierce Foundation	Director
Mary Rohrer—ORC	Director
Kaitlyn Fritsch—Organic Valley	Director

2024-2025 MEETING SCHEDULE

Date	Time	Meeting
Friday, August 23, 2024	10:00 a.m.	Executive Committee Meeting (Billings/Gerken/Scoville)
Monday, September 9, 2024	1:00 p.m.	Oversight Committee (*Billings/Bainter/Everson/Rohrer/Wemette/Yang)
Monday, September 23, 2024	3:00 p.m.	Full Board Meeting
Monday, October 21, 2024	11:00 am	Annual Meeting
Monday, January 27, 2025	3:00 p.m.	Full Board Meeting
Monday, March 24, 2025	3:00 p.m.	Full Board Meeting
Monday, May 12, 2025	1:00 p.m.	Personnel & Comp (*Gerken/Fritsch/Scoville/Pletta/Colleen)
Monday, May 19, 2025	3:00 p.m.	Full Board Meeting
Monday, June 23, 2025	3:00 p.m.	Full Board Meeting

2025-2026 PROPOSED MEETING SCHEDULE

Date	Time	Meeting
Monday, September 8, 2025	1:00 p.m.	Oversight Committee (*Billings/Bainter/Everson/Rohrer/Wemette/Yang)
Monday, September 22, 2025	3:00 p.m.	Full Board Meeting
Monday, October 20, 2025	11:00 am	Annual Meeting
Monday, January 26, 2026	3:00 p.m.	Full Board Meeting
Monday, March 23, 2026	3:00 p.m.	Full Board Meeting
Monday, May 11, 2026	1:00 p.m.	Personnel & Comp (*Gerken/Fritsch/Scoville/Pletta/Colleen)
Monday, May 18, 2026	3:00 p.m.	Full Board Meeting
Monday, June 22, 2026	3:00 p.m.	Full Board Meeting

Board of Directors
Full Board Meeting
Date: May 19, 2025
Time: 3:00 P.M. – 5:00 P.M.

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

A. Welcome and Introductions (if needed)
Chair Ms. Deb Scoville called the meeting to order at 3:02 p.m., a quorum was present.

B. Approve March 24, 2025, Meeting Minutes *Pages 3–4*
Motion: (Colleen/Pletta) to approve March 24, 2025, meeting minutes as presented. Motion carried anonymously.

II. PERSONNEL AND COMPENSATION COMMITTEE REPORT OUT (3:05 P.M. – 4:00 P.M.)

A. Accept 2024-2025 Metrics *Pages 5–10*
Motion: (Gerken/Pletta) to accept the 2024-2025 Metrics as presented. Motion carried anonymously.

B. Accept 2025-2026 Preliminary Budget *Pages 11-13*
Motion: (Gerken/Pletta) to accept the 2025-2026 Budget as presented. Motion carried anonymously.

C. Review and Approve Recommendations

1. Recommendation 1: 2024-2025 Pay Plan Incentive *Pages 14-15*
Motion: (Gerken/Colleen) to approve the 2024-2025 Pay Plan Incentive. Motion carried anonymously.
2. Recommendation 2: 2025-2026 Pay Pool Adjustments *Pages 16*
Motion: (Gerken/Pletta) to approve the 2025-2026 Pay Pool Adjustments. Motion carried anonymously.
3. Recommendation 3: 2025-2026 Pay Plan Changes *Pages 17-38*
Motion: (Pletta/Colleen) to approve the 2025-2026 Pay Plan Changes. Motion tabled with more information to be presented to the board for an approval vote later.
4. Recommendation 4: 2025-2026 Insurance Rates and Plan *Pages 39-44*
Motion: (Billings/Evenson) to approve the 2025-2026 Insurance Rates and Plan. Motion approved with recommendation to keep the HSA payment to eligible employees at the current level. Motion carried anonymously.
5. Recommendation 5: 2025-2027 Personnel Policy Changes *Pages 45-46*
Motion: (Gerken/Evenson) to approve the 2025-2027 Personnel Policy Changes. Motion carried anonymously.

III. EXECUTIVE REPORTS (4:00 P.M. – 4:15 P.M.)

A. Accept Financial Reports *Pages 47-57*
Motion: (Billings/Pletta) to accept the Financial Reports as presented. Motion carried anonymously.

B. Accept Executive Director Report *Pages 58 to 59*

C. Accept Connections Report *Pages 60 to 62*

Motion: (Bainter/Billings) to accept the Executive Director Report and the Connections Report as presented. Motion carried anonymously.

IV. CLOSED SESSION (4:15 p.m. to 4:55 p.m.) *In accordance with the Section 1, Subchapter IV of Chapter 19.85 (1)(c) of the State Statute on open meetings, the Committee will enter into closed session to discuss personnel related topics.*

Motion: (Gerken/Bainter) to go into closed session. Motion carried anonymously.

A. Executive Director Evaluation Under Separate Cover

B. Back into Open Session for any decisions

V. CONCLUSION (4:55 p.m. to 5:00 p.m.)
A. Unfinished Business
B. New Business
C. Confirmation of Next Meeting Date June 23, 2025

VI. ADJOURNMENT

Respectfully submitted,
Deb Scoville, Chair

ATTENDANCE
PRESENT:
Doug Billings
Heather Gerken
Deb Scoville
Lyn Pletta
Ted Everson
Matt Bainter
Carolyn Colleen

OTHERS PRESENT:
Teresa Pierce
Patricia Sobye
Wanda Palmer

NOT PRESENT:
Mark Wemette
Tou Yang
Mary Rohrer
Kaitlyn Fritsch