

# REGULAR BOARD MEETING MINUTES

Tuesday February 20, 2024

Bring about a vibrant community where people lead lives of greater independence and make meaningful contributions...

#### I. Call to Order

The meeting was called to order at 6:30 p.m. by Sharon Scruggs.

#### II. Roll Call

Present Absent Prior Notice

Pamela Barkley	X	
Bob Competti	X	Virtually (notified 1-23-24)
Jessica Roth	X	
Sharon Scruggs	X	
Derek Upp	X	
Matt Wideman	X	

## Staff Present:

David Uhl, Superintendent	Gaynor Pfeffer, Executive Assistant
Cindy Hillberry, Assistant	Beth Seifert, Chief Fiscal Officer
Superintendent	
Kyle Miller, Director of Provider and	David Baum, Director of Services and
Community Resources	Supports
Anne Mikan, Director of	Todd McCullough, Director of Operations
Communications and Outreach	

## III. Additions/Corrections to the Agenda

- There were no additions or corrections to the agenda.

## **IV.** Public Comment

Amy Schleich shared the Fairfield County Special Olympics' open house is scheduled for March 14<sup>th</sup> 5:30-7pm at United Brethren Church. A child in the Lancaster City Schools can participate on another Fairfield County Special Olympics team if Lancaster does not offer a particular sport. Children can

participate elsewhere if their current team does not offer a particular sport of interest; for example, Bocci Ball.

## V. Approval and Signing of Minutes

- Organizational Meeting Minutes—January 16, 2024

Moved by Pamela Barkley and seconded by Jessica Roth that the Fairfield County Board of Developmental Disabilities approves the January 16, 2024 organizational meeting minutes, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

- Regular Board Meeting Minutes—January 16, 2024

Moved by Matt Wideman and seconded by Pamela Barkley that the Fairfield County Board of Developmental Disabilities approves the January 16, 2024 regular board meeting minutes, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

## VI. Resolution 2024-02-01a: Ratification and Signing of Expenditures

Moved by Pamela Barkley and seconded by Jessica Roth that the Board accepts and approves Resolution 2024-02-01a, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

## **Resolution 2024-02-01b: Ratification and Signing of Expenditures**

Moved by Derek Upp and seconded by Matt Wideman that the Board accepts and approves Resolution 2024-02-01b, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti			Х
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

## Resolution 2024-02-02: Approval of Financial Statement

Moved by Matt Wideman and seconded by Pamela Barkley that the Board accepts and approves the January 2024 financial statements, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Elizabeth Burwell	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Matt Wideman	X		

Motion carried unanimously.

## **VII.** Committee Reports

## **A.** Finance Committee

No report.

## **B.** Human Resources Committee

No report.

## C. Operations Committee

No report.

#### D. Ethics Council

The Ethics Council met prior to the board meeting at 6:00pm to discuss a potential conflict of interest which was included in the board packet as Resolution #2024-02-03.

Sharon updated the full board regarding the Ethics Council discussion. An instructor at Forest Rose School requested approval to provide home instruction for a student through the Pickerington Local School District. Steve Postalakis, Legal Counsel reviewed the issue and determined this to be an outside employment issue as opposed to a direct services contract. It is the Ethics Council's recommendation to approve Resolution #2024-02-03.

## E. Financial Advisory Committee

No report.

## **VIII. President's Update**

Sharon Scruggs thanked everyone for their effort on the CARF review and for the opportunity and privilege to speak at and be interviewed for the past four CARF reviews. Sharon stated that the interview process sheds great insight into what others are doing, not just statewide but throughout the country. Sharon stated that she is excited to hear the final report, and again, good job to everyone who took part in the CARF process, and she looks forward to the many March activities.

Sharon also encouraged board members to attend and bring a friend to hear Amy Bockerstette and her family on Tuesday March 19<sup>th</sup>. She has an amazing story of success to share!

Sharon thanked David for his reports each week as they are helpful to the board and keeps them updated on what's going on.

## IX. Superintendent Update:

David stated that the CARF review was interesting as there are thousands of CARF accreditation standards, and we only had three things noted. We sent most everything ahead of time, so the reviewer had time to dive into it. The reviewer spoke highly of Sharon and her knowledge and support of the Board. Kyle and his gang have done a ton of work, and the reviewer's comments were very positive. Based on our exit conference, we should receive the longest accreditation term possible; three years. The few things that were mentioned are all being addressed this year or in our strategic planning process that we are

beginning to plan for the next three years. David stated that he is looking forward to the final report.

A press release went out last week regarding the \$890,000 that we were awarded of state funds to reinvest into Fairfield County. This money does not cost us, the county or taxpayer anything. Over the next several weeks, we will be working on firming up the projects designated for this money and the community organizations that we will be partnering with to work on these projects to further our mission. One area that we have designated some of the money into, that was also a CARF recommendation, is language accessibility. In the past, Fairfield County was a typical homogeneous speaking area. However, Pickerington now has over 65 different languages being spoken, and we have a desire and need to be able to diversify our forms and better lead people to interpreter services and address language barriers between staff and those we support.

Pam Barkley stated that they have a place they call when a situation arises when someone needs interpreter services, etc. Anne stated that she would reach out to Pam for more information.

David stated that 5 or 6 years ago we used to do about 65 things for DD Awareness month, but we have decided to scale back a little and focus on things that will forward our mission.

David reviewed the March calendar of events:

- David will be talking with the Commissioners on how their strategic plan aligns with our mission and how we can better partner together.
- Disability Day of Mourning Gathering— a gathering to remember people with disabilities throughout history who lost their lives at the hands of caregivers.
- Pickerington Library Events they are hosting these events without our involvement.
- Parent connection meetings.
- Leadership Team as Baristas at Art & Clay / Square 7 if you want a cup coffee made from someone from the leadership team, then join us on March 6<sup>th</sup>. The leadership team will be there to make coffee and talk about the connection between Fairfield DD and Art & Clay / Sq. 7.
- March 19 free family event at the Pickerington regional office Amy Bockerstette & Family. Childcare and respite will be offered.
- March 20<sup>th</sup> Celebration of Possibilities Amy will speak again, and Sam Adams will be the entertainer. Five awards will be given, along with dinner.

We are trying to streamline the event and take out some of the fluff and just focus on our mission and how we are moving it forward in the community.

- We plan to visit as many 3<sup>rd</sup> grade classes as they will allow us and read a book about belonging, connection and acceptance and then give the book to the class library.

## X. Leadership Team Report

Matt Wideman congratulated everyone on the Heart Safe accreditation.

Sharon asked David to talk about the collaboration of teams from the SSA department and Project SEARCH staff. David stated that the staff that were designated to Project SEARCH will be transitioning to assist the Individual Support Coordinators to focus on community needs and involvement. The current Employment ISCs will become traditional ISCs with a regular caseload to help with the tremendous amount of growth of people coming through Intake and Eligibility. This collaboration along with the new ISC positions that were in the 2024 budget will provide five more ISC positions which will serve more people and better meet the needs of difficult cases.

#### XI. New Business

#### A. Resolution 2024-02-03:

Conflict of Interest Review- Leslie Callihan

Moved by Matt Wideman and seconded by Jessica Roth that the Board accepts and approves Resolution #2024-02-03, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	Х		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

#### B. Resolution 2024-02-04:

Longevity Increases

Moved by Matt Wideman and seconded by Pamela Barkley that the Board accepts and approves Resolution #2024-02-04, as presented.

Yes	No	Abstain
X		
X		
X		
X		
X		
X		
	Yes X X X X X X X	Yes No X X X X X X X X X X X

Motion carried unanimously.

## C. Resolution 2024-02-05:

Revised Policy for Review and Approval

Moved by Pamela Barkley and seconded by Bob Competti that the Board accepts and approves Resolution #2024-02-05, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

## D. Resolution 2024-02-06:

Disposition of Unneeded and Obsolete Equipment

Moved by Matt Wideman and seconded by Pamela Barkley that the Board accepts and approves Resolution #2024-02-06, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

## **E.** Resolution 2024-02-07:

Program Calendars for Review and Approval

Moved by Derek Upp and seconded by Jessica Roth that the Board accepts and approves Resolution #2024-02-07, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

#### F. Resolution 2024-02-08:

Request to Solicit Bids- Lawn Care (all locations)

Moved by Matt Wideman and seconded by Jessica Roth that the Board accepts and approves Resolution #2024-02-08, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

## G. Resolution 2024-02-09:

Approval of the Revised Salary Schedule for Substitute Positions

Moved by Matt Wideman and seconded by Jessica Roth that the Board accepts and approves Resolution #2024-02-09, as presented.

Yes	No	Abstain
X		
X		
X		
X		
X		
X		
	Yes X X X X X X X	Yes No X X X X X X X X X X

Motion carried unanimously.

#### H. Resolution 2024-02-10:

Individual Support Coordinator Position Description-Level 2

Moved by Matt Wideman and seconded by Derek Upp that the Board accepts and approves Resolution #2024-02-10, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

## I. Resolution 2024-02-11:

Donation

Moved by Pamela Barkley and seconded by Derek Upp that the Board accepts and approves Resolution #2024-02-11, as presented.

Vote:	Yes	No	Abstain
Pamela Barkley	X		
Bob Competti	X		
Jessica Roth	X		
Sharon Scruggs	X		
Derek Upp	X		
Matt Wideman	X		

Motion carried unanimously.

#### J. Informational Items:

Resignations/Retirements/Terminations Changes to Position Descriptions

## **XII. Administrative Approvals**

- DODD Quarterly Individual Option invoices
- DODD Administrative Fees Invoice
- Changes to Position Descriptions

## XIII. Adjournment

Moved by Matt Wideman and seconded by Pamela Barkley that the Fairfield County Board of Developmental Disabilities adjourns the meeting.

The meeting was adjourned at 7:13 p.m.

Gaynor Pfeffer

Recording Secretary

Sharon Scruggs, President Fairfield County Board of Developmental Disabilities Matt Wideman, Secretary Fairfield County Board of Developmental Disabilities



February 20, 2024

IN THE MATTER OF RATIFICATION AND SIGNING OF EXPENDITURES FOR JANUARY 2024

**WHEREAS,** the Fairfield County Board of Developmental Disabilities has reviewed the January 2024 expenditures,

#### NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board accepts and approves the January 2024 expenditures except for check #5393164 and #5393165 to Innerphase Video Productions for the monthly sponsorship and Fairfield Today sponsorship.

Motion by: Pamela Barkley Seconded by: Jessica Roth

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-01a.



February 20, 2024

IN THE MATTER OF RATIFICATION AND SIGNING OF EXPENDITURES FOR JANUARY 2024

**WHEREAS,** the Fairfield County Board of Developmental Disabilities has reviewed the January 2024 expenditures, and

**WHEREAS,** the following expenditures to Innerphase Video Productions have been separated from Resolution #2024-02-01a:

- #5393164 (IVP)
- #5393165 (IVP)

#### **NOW THEREFORE,**

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board accepts and approves the above expenditures to Innerphase Video Productions, as presented.

Motion by: Derek Upp

Seconded by: Matt Wideman

YEAS: 5 NAYS: 0

ABSTENTIONS: 1

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-01b.



February 20, 2024

IN THE MATTER OF APPROVING THE FINANCIAL STATEMENTS FOR JANUARY 2024

**WHEREAS,** the Fairfield County Board of Developmental Disabilities has reviewed the January 2024 financial statements,

#### **NOW THEREFORE,**

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board accepts and approves the January 2024 financial statements as presented.

Motion by: Matt Wideman Seconded by: Pamela Barkley

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-02.



## February 20, 2024

#### IN THE MATTER OF AN ETHICS REVIEW

**WHEREAS,** Leslie Callahan, Instructor at Forest Rose School has requested to provide home instruction for a student through the Pickerington Local School District, and

**WHEREAS,** Steve Postalakis, Legal Counsel reviewed the issue and determined this to be an outside employment issue as opposed to a direct services contract issue, and

**WHEREAS,** Ms. Callahan understands that her position as Instructor at Forest Rose School is her primary job and the additional duties of providing home instruction cannot interfere, and

**WHEREAS,** if the home instruction does interfere with Ms. Callahan's primary position, the Board may terminate this agreement, and

**WHEREAS**, Pickerington Local School District fully understands Ms. Callahan or the Board has the right to terminate services at any time provided notice, and

**WHEREAS**, Ms. Callahan understands that while her work for the school district has been approved by the Board, it is separate and distinct from her employment with the Board.

#### **NOW THEREFORE,**

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board authorizes Leslie Callahan to provide home instruction to a student through the Pickerington Local School District as long as the above provisions hold true.

Motion by: Matt Wideman Seconded by: Jessica Roth

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-03.



February 20, 2024

#### IN THE MATTER OF LONGEVITY INCREASES

**WHEREAS:** the Fairfield County Board of DD desires to recognize non-union employees for service to the board at defined increments, and

**WHEREAS:** the non-union employees of the Fairfield County Board of Developmental Disabilities (hereinafter called "Board") would be recognized for permanent, consecutive service by receiving increases as noted in Policy No. HR-70, Longevity Increases,

#### NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

**Section 1:** Effective January 1, 2024, full-time and part-time, non-union employees will receive a 3% increase of base pay on their anniversary date during 2024 for the completion of permanent, consecutive service with Fairfield DD of five, ten, fifteen, twenty, twenty-five and thirty years of service.

**Section 2:** Effective January 1, 2024, non-union employees who would have been in close proximity to receiving a longevity increase under the previous policy will also receive a one-time increase of 3% on their anniversary in 2024.

**Section 3:** Longevity increases are effective in the pay period in which the employee's anniversary date falls unless the anniversary date has already passed during 2024. In such cases, the increase will be effective with the next possible payroll after Board approval but will not be retroactive.

Motion by: Matt Wideman Seconded by: Pamela Barkley

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-04.



February 20, 2024

IN THE MATTER OF POLICIES FOR REVIEW AND APPROVAL

WHEREAS, the following policy is scheduled for review:

- HR-70, Longevity Increases

and

WHEREAS, the administration is recommending revisions,

#### NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board adopts the above policiy as revised and as presented.

Motion by: Pamela Barkley Seconded by: Bob Competti

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-05.

**Board Secretary** 



February 20, 2024

## IN THE MATTER OF THE DISPOSITION OF UNEEDED AND OBSOLETE EQUIPMENT

**WHEREAS,** the Fairfield County Board of Developmental Disabilities has equipment that is not needed for public use, is no longer useful in operations, and is obsolete, and

WHEREAS, the obsolete assets have a value less than \$2,500.00, and

**WHEREAS**, Fairfield DD desires to salvage certain items with Ron Gillman (contractor used by the County), and

WHEREAS, Fairfield DD desires to recycle any items that meet recycling standards, and

WHEREAS, Fairfield DD will dispose of the remaining assets on premises,

#### **NOW THEREFORE,**

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

**Article 1:** That the Board designates the items on the attached list as no longer useful in operations and obsolete.

**Article 2:** That the Board permits the disposal and salvage of the items as indicated on the attached list.

Motion by: Matt Wideman Seconded by: Pamela Barkley

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-06.



February 20, 2024

IN THE MATTER OF APPROVING THE 2024-2025 PROGRAM CALENDARS

WHEREAS, the following 2024-2025 calendars are presented to the Board for approval:

- 12-Month Staff Calendar
- Forest Rose -- School Age Calendar

#### **NOW THEREFORE,**

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the 2024-2025 12-Month Staff and Forest Rose School Age calendars, as presented.

Motion by: Derek Upp Seconded by: Jessica Roth

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-07.



#### February 20, 2024

IN THE MATTER OF SOLICITING BIDS FOR LAWN CARE SERVICES AT ALL FAIRFIELD DD LOCATIONS

**WHEREAS,** March 2017 was the last time the Administration publicly requested quotes for lawn care services for all Fairfield DD locations, and

WHEREAS, our current one year contract for lawn cares services has expired, and

**WHEREAS**, the Administration is requesting the approval to solicit bids for lawn care services to ensure fair and competitive prices for the services,

#### **NOW THEREFORE,**

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the solicitation of bids for lawn care services at all Fairfield DD locations.

Motion by: Matt Wideman Seconded by: Jessica Roth

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-08.



## February 20, 2024

#### IN THE MATTER OF APPROVAL OF SUBSTITUTE RATE CHANGES

**WHEREAS**, the Fairfield County Board of Developmental Disabilities complies with federal and state minimum wage laws, and

WHEREAS, the substitute pay rates have not been updated since August 2017, and

**WHEREAS**, Administration is requesting to increase the pay rates for substitute positions effective February 26, 2024, as presented, and

WHEREAS, some of the positions listed no longer exist and will be removed from the list,

#### NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the hourly substitute rate increases effective February 26, 2024, as presented.

Motion by: Matt Wideman Seconded by: Jessica Roth

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-09.



February 20, 2024

#### IN THE MATTER OF ADDING A LEVEL TO A POSITION

**WHEREAS,** the Services and Supports department is one of the biggest departments within the agency with over 30 Individual Support Coordinators (ISCs) with different levels of expertise and experience, and

**WHEREAS**, the Administration wishes to create levels to the current position to compensate and provide an opportunity for advancement to those ISCs that go above the minimum qualifications and continually promote and support Fairfield DD's mission, vision and values, and

**WHEREAS**, this will not increase the number of ISCs but will add a line of advancement within the ISC position with a pay increase attached, and

**WHEREAS**, the Administration is requesting the approval of the Individual Support Coordinator 2 position as the first step in creating levels within the current position, and

WHEREAS, this was included in the 2024 budget,

#### **NOW THEREFORE,**

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the Individual Support Coordinator 2 position per the attached position description, as presented.

Motion by: Matt Wideman Seconded by: Derek Upp

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-10.



February 20, 2024

#### IN THE MATTER OF DONATIONS

**WHEREAS**, the Fairfield County Board of Developmental Disabilities received a donation of a GoTalk 4+ communication device from McKenzie Porter to be used in the Assistive Technology room,

#### NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board accepts the above donation of a GoTalk4+ communication device from McKenzie Porter.

Motion by: Pamela Barkley Seconded by: Derek Upp

YEAS: 6 NAYS: 0

ABSTENTIONS: 0

ADOPTED: February 20, 2024

I certify that this is a true and correct copy of Resolution #2024-02-11.