

Time: 11:14

Call to Order: 11:14

Invocation and Pledge Noah / Alonzo

Conflict of interest:  Y or  N

Quorum:  Y or  N (need 7) Beavel  
Exe Com (2)

**Roll Call**

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Kristopher Brady          | <input type="checkbox"/> Mariah Harrington          | <input checked="" type="checkbox"/> Jennie Reed         |
| <input type="checkbox"/> Linda Butler              | <input type="checkbox"/> Economic Dev.              | <input checked="" type="checkbox"/> Perley Richardson P |
| <input type="checkbox"/> Dan Cavanah               | <input type="checkbox"/> Lester McKellum            | <input type="checkbox"/> Steve Russell                  |
| <input type="checkbox"/> Robert Coon               | <input type="checkbox"/> Christopher Mecusker       | <input type="checkbox"/> C. Todd Sampson                |
| <input type="checkbox"/> Grace Cooper              | <input checked="" type="checkbox"/> Arin Murphy     | <input type="checkbox"/> Austin Thomas                  |
| <input checked="" type="checkbox"/> Eugene Dukes P | <input checked="" type="checkbox"/> Alonzo Philmore | <input checked="" type="checkbox"/> Noah Walker         |
|  |   | <input type="checkbox"/> Angie White                    |

**Consortium**

- Sharon Langford       Mac Johns

**Guests/Staff**

Jeff G.		
Van B.		
Robert J.		
Guy		

Approval of:	Motion By	Second by	VOTE
Minutes <u>12/1/2022</u>	<u>Eugene</u>	<u>Perley</u>	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Motion # <u>112</u>	<u>Conset AP</u>	<u>PR</u>	<input type="checkbox"/> Y <input type="checkbox"/> N
Motion # <u>1</u>	<u>E Dukes</u>	<u>AP</u>	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Motion # <u>2</u>	<u>AP</u>	<u>PR</u>	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Motion # _____			<input type="checkbox"/> Y <input type="checkbox"/> N

**Discussion:**

Guy Morris: 2 matters Flu letters from Plaintiff law firm regarding Richardson Center. Their complaint letters designed to call if CSPC had insurance relevant to issue.

Request for insurance standard practice. There are no pending claims. Letter received from legal counsel re-insurance on this law firm to see if there is a claim.

*under supervision of [unclear] Richardson*

Preliminary

Nothing for board to be concerned about. Has  
Co plaintiff further investigates CSFC with ~~just~~ <sup>no</sup> ~~any~~ <sup>no</sup> ~~connection~~ <sup>connection</sup>.  
issues @ this time

Employee ~~not~~ <sup>not</sup> ~~about~~ <sup>about</sup> another ~~employee~~ <sup>employee</sup>  
left on good terms

CSFC did the right thing

- may be a claim
- explained the nature of claim
- Rec'd letter

Allegedly

- Student sent home to dress appropriately
- Washing car w/ issues w/ in wrong look

1 - HSH

2 - SHBP - moved to Sunday

HR investigation @ County with NO ...  
Cause of action + no sign of harassment

Mr Jones / Smith & employees on the matter  
Written notes document the facts  
We have the report. Not advised to  
show report.

Summary, the allegations are very  
serious.

Mr. Jones & Employees would attend  
allegations relate to attend conferences. Alcohol  
involved & make invitations to join him  
flirtation & touched her inappropriately &  
made unprofessional comments.

Mr Jones denies all

Other employees lay out in appropriate mgmt  
micro management, charge, rough talk creating  
toxic environments. They corroborated [redacted] story.  
[redacted] made known to others.

Employees noted how much nicer w/out Ron.  
Concerning allegations

broader context

By own time (no one ever raised allegations)

Inappropriate management not necessarily set.

Repeated

does not minimize

Inappropriate management  
Ronald Smith to prevent  
Exit Interview

In departure she requested an exit interview  
w/ ED + JB. raised complaints in nature of sexual  
harassment. She gave details. Jan requested @  
mtg.

CSFC asked for legal counsel.

- Allegations serious require investigation
- Accused presumption of innocence +  
due process.

dynamic is difficult w/ employee present.  
CSFC placed RS on Admin leave w/ pay.

G.M. asked to conduct investigation.

G.M. could not be investigator & counselor.

G.M. found an investigator for CSFC.

Reached out to Don Kennedy former invest  
w/ public defender office. Don is professional  
& know he could conduct the investigation

guidance - serious allegation

- Significant written requirement
- consistent & objective observation
- strict supervision
- do not recommend firing.  
or suspending.

due to not being brought to ED or HR

3 years no one saying anything

[redacted] did not want repercussions  
sworn to secrecy.

Exit interview:

Not usual

question - recommendation of hotline for  
APL to use.

too elaborate for CSFC.

additional training for staff.

if immediate supervisor hears but must  
be reported.

male + female have seen treatment of

Personnel Committee -



Need strict policies in place cannot micromanage

Van B  
Put up w alot when job on the line.

Angie W.  
Agreed safe guards in place, training online every year about harassment not just w/ employees but supervisor.

Supervisor should not appear to hold secrets memo + training.

Nick W.  
Need a system in place that works  
- training  
- system that works

Eugene Duker  
Ran issue w/ State firing.  
Not Personnel

A Philmore - now on

Eugene D.  
Not necessarily brought up SC. Yes or no (Was he set go) / Whistleblower

Immediately return for written reprimand

Comments back forth about fear of losing job

Bill.  
Asked to keep in loop

No risk of personal liability

to Board GN.

Eugene Asked  
If someone swears

Wanted it over & did not want to sue.

Statute of limitation - not a criminal defense

- Personnel Commit
- Carry Thompson
  - AJ
  - PR
  - AM
  - C
  - DC
  - NW
  - ED