

The Countryside Home Board of directors met for a regular meeting June 18, 2019 @ 4pm. Diana Schroeder, President called meeting to order. Members present: Diana Schroeder, Patti Spray, Mick Vogt. Paw Shae, absent. Also present: Al Brandt, Rick Schommer, Jenna Kennedy.

Schroeder declared meeting to be open, legal, properly posted and advertised. She welcomed visitors.

Vogt made a motion to approve consent Agenda including minutes, agenda, treasurers report and claims (including T-shirts for staff that Jenna had approved) Spray seconded motion. Motion carried Roll call Spray, Vogt Shae absent.

New Business: Speaker, Kathy Mock from Quality First Ins. Talks about property, liability, workers Comp Renewal. Need for flood, hail ins. After much discussion a decision was made to go with Nationwide on property/liability \$54,913.95 Annual premium and Argent/West Bend for WorkComp. \$79,309.00 annual prem. Motion made by Vogt Seconded by Spray Roll Call: Yeas 2 Nays 0 Shae Absent. Motion carried.

Old Business:

Handbook: Dept heads have made changes. Jenna has the handbook now. Motion made

by Vogt to table until next meeting. Seconded by Spray. Roll call: Yeas 2. Nays 0. Shae absent. Motion carried.

Lockdown Doors:

Anthony from Arkfeldt did walkthru with Dean. Boiler room door and Kitchen door to be replaced with commercial grade lock. Need to revisit with Anthony about 300 hall and front door unlocking after 15 seconds. Dean to charge others. Motion made by Vogt to table until next meeting. Seconded by Spray. Roll call: Yeas 2. Nays 0. Shae absent. Motion carried.

Mini Van: Diana called Neligh to see if van is still available. Board ok'd to buy for \$20,000 or less. Paul and Diana to get van and bring it here. Motion made by Vogt to buy van if they like it. Seconded by Spray. Roll Call: Yeas 2. Nays 0. Shae absent. Motion carried.

Nurses Concerns and Wages:

Randa spoke suggesting across the board base wage increase. Hoping to increase better applicants and number of applicants. Also to try to decrease agency use. Agency nurses, staff feels are not working out. Some just don't care, increase in falls, increase in wrong orders etc. Denise (another nurse resigned due to not getting enough support

Matt Jurgensen spoke about getting paid for picking up extra shifts. policy is 5.00 hr extra for picking up shifts. On 4-2 he was paid for ①. He had ④ total. Vogt made a motion to pay for other shifts Spray seconded. Roll call: Yeas ② Nays ① Shae absent.

Valerie Hightree brought to our attention bylaws and articles of incorp. found in box in the garage. She also questioned why jobs were not posted in house. This issue is addressed in the new handbook. She also asked if she could be on the board. Mayor Brandl suggested she write a letter to get considered.

Technology update: We now have the correct touchscreen computers.

Part time maintenance: Marc Pojar would like to return part time. Motion made by Spray seconded by Vogt to hire for 25-30 hrs w/kit. Motion carried. Roll call: 2 yeas ① Nays Shae absent.

Office Staff position: moved to executive session.

Resident Concerns: ①

Vogt motions to go into executive session. Spray seconded motion carried at 5:10 pm Roll call: Yeas 2 Nays ① Shae absent.

Back in regular session at 6pm.

Motion made by Vogt to increase starting wages  
Seconded by Spray Roll call Yeas @ Nays &  
Shae absent. Motion carried.

Motion to study other wage increases in Sept  
by Vogt Seconded Spray Roll call Yeas @ Nays &  
Shae absent Motion carried.

Motion made by Spray to approve evaluations  
Seconded by Vogt Roll call: Yeas 2 Nays & Shae  
absent. Motion carried. Evaluation forms were  
given to board to evaluate Jenna Kennedy.

Spray made a motion to adjourn Seconded by  
Vogt. Carried Yeas @ Nays & Shae absent

### Starting Wage Increases

RN - 23.50 to 25.00

LPN 18.50 to 20.00

MDS 24.50

CNA FT 14.00 to 15.00

PT 12.00 to 13.00

MA 14.25 + 75¢ to 16.25

Dietary to 11.00

Laundry to 11.00

housekeeping to 11.00

Shari 1.50 ↑ H.R. Office Mgr. Assist. Admin temp.