

**Special Board Meeting  
Tuesday, March 29, 2022  
109 Catamount Park, Middlebury with Zoom option  
4:30-6:30pm**

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**Board members attending:** Sarah McGowen Audet, Board President; David Roberts, Vice-President; Suzanne Aldana, Secretary; Joanne Scott, Treasurer. Members at large: Bill Cunningham; Marc Gwinn; Gary Margolis; Kerianne Severy.

**Staff attending:** Rachel Lee Cummings, Executive Director; Bill Claessens, CFO; Alexa Euler, HR Director; Jenn Staats, Executive Coordinator and recorder.

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Sarah Audet called the meeting to order at 4:31PM.

Gary Margolis made a motion to enter executive session to discuss a salaries and compensation proposal from agency leadership. Marc Gwinn seconded the motion. A vote was called and the motion was accepted. Executive session began at 4:32 PM.

Marc Gwinn moved to conclude the executive session; David Roberts seconded the motion, the vote was called, the motion was accepted, and the session concluded at 6:27PM.

David Roberts made a motion to approve the following resolution:

The CSAC Board of Directors authorizes the Management Team to provide a salary increase as presented on 3/29/22 in document titled and attached, "Staff Pay Proposal".

- Increase Direct Service Professionals base wage to \$18/hour
- Increase other 500 classification base wages to \$17/hour
- Increase existing rostered clinician base pay to \$26.10
- 3% minimum increase across all staffing
- With associated decompression increases

The Management Team will report back to the Board of Directors as outlined in today's presentation about progress on our stated commitments to success.

Marc Gwinn seconded the motion. The vote was called and the motion was accepted.

Kerianne Severy made a motion to adjourn, Gary Margolis seconded the motion. The vote was called and the motion was accepted. The meeting concluded at 6:29 PM.