**Willard Community Center Board of Directors Executive Meeting held August 24, 2015**

From August 24, 2015 board minutes - Ms. Knudson requested the board go into executive session at this time, 4:55. Ms. Soderling was asked to stay as part of the executive session to provide an update regarding a personnel matter.  The issue included a failure to adhere to policy which ultimately resulted in termination of the employee.  The employee has requested additional information regarding the circumstances surrounding the termination.  Ms. Soderling is working with the former employee on any avenues available for appealing the decision to terminate which may result in communication to the Board per our policy in the employee handbook. Ms. Knudson made the motion for the board to come out of executive session at 5:36 pm. Mr. Pomeroy seconded the motion. All approved.

While in session the following was discussed. - Janelle Soderling informed the board about the situation with Brianna Pickett and how it was handled. The board feels that we need to have a lawyer available to give us legal counsel when issues arise. Mr. Wheeler told the board that larger law firms should be able to donate some time to help with this. Members of the board were not comfortable with the firing of employees before actual charges are made. We need to have a policy in place to always contact an attorney about future issues. Ms. Soderling is to review other agencies policies to see how they handle similar situations. We need some kind of informal guidance as to whether we should suspend or terminate an employee. The board thought that we should suspend upon further notice which would give us time to contact a lawyer and the board of directors. This would be on a case by case basis.