

IASCOE DIRECTORS MINUTES

Stoney Creek Inn

March 27, 2008

7:00 PM

Officers Present: President, Steve Kennedy; Vice President, Cindy Mensen and Secretary/Treasurer, Sue Beemer

Directors Present: Glenda VonArb, Jeff Davis, Cindy Pistek, Steve Abbas, Tammy Eibey, Debi Ostrander, Chris Grieder, Tom Lane, Dan Wells, Patsy Bence, Kelly Cain, Judy Dameron and Dee Ann Lehn.

Newly Elected Directors: Barb Gerzevske, Present – Tammy Pruin was absent

Alternate Director: Carma Reiss

Guests: Carole Dawson, Jeanine Diekhuis and Joni Birkhofer

President Steve Kennedy called the meeting to order at 7:00 P.M.

President Kennedy introduced all the directors.

SECRETARY AND TREASURER REPORT

Sue presented the minutes of the previous meeting and the financial report for the directors' review. Jeff moved and Dan seconded the minutes be approved as written and Dan moved and Judy seconded the financial report be accepted. Motion carried by all directors present.

COMMITTEE REPORTS

Benefits and Legislation – Steve Abbas and Jeff Davis had the report. Dan Root, Past NASCOE President will speak during the B&L Committee meeting tomorrow. Cindy Pistek, one of the MWA members of the NASCOE Reorganization Task Force, will give an overview of what this committee will be doing. Other speakers include Dee Ann Lehn, MWA Benefits Chairman; Tammy Eibey, National Publicity Chairman; Josh Katcher, from E J Brown and Associates and Mary Mike Taylor from JM Marketing.

Awards – Tom gave the report. This year we will have three Distinguished Service Awards. Steve Abbas is the Community Service Award winner and the MWA winner. Way to go Steve!!! Tracy Zimmerman is the winner of the Service to FSA/Agriculture Award and Dee Ann Lehn is the winner of the Service to IASCOE/NASCOE Award. There will be two Extra Mile Awards given to Michele Ronfeldt and Nelda Wolthuis. Sick leave awards will be as follows:

4 – 1000 hour

7 – 1500 hour

1 – 2000 hour

3 – 2500 hour

Scholarships – Cindy gave the scholarship report. We will be giving four \$300.00 scholarships this year. Jeff Davis, Cindy Mensen and Jeanine Diekhuis were the judges. They are as follows:

Jacob Zobrist, son of Leslie Zobrist, CED in Palo Alto County
Jessica DeBoer, daughter of Lorene DeBoer, PT in Lyon County
Alison Berg, daughter of Roger Berg, CED in Carroll County
Kristin Milbrandt, daughter of Lori Milbrandt, PT in Winneshiek County

Two of the above winners will attend breakfast Saturday morning.

Cindy will not be the Chairperson of the Scholarship Committee for the 2008-2009 membership year so the Directors would like to thank Cindy for all the work she has done on this committee the past few years.

Membership – Dan gave the membership report. For the 2008-2009 membership year, Glenda VonArb will assume the duties of membership chairperson. This is Dan's last directors meeting so we would like to take this opportunity to thank Dan for all the work and organization he has done as membership chairperson these past years. During the awards presentation, counties will be honored for 5-45 years of consecutive membership. There will be 20 honorary memberships presented. The new membership drive will start May 1st. Glenda has made a new landscape transmittal that will also include email addresses.

Publicity – Tammy gave report. Vicky Rechkemmer from Des Moines County is the MWA winner for the Best Human Interest Article. Tammy thinks she has a good chance to win at the National level also. The spring newsletter was out on the website the first part of March.

Programs – Jessica was absent but sent an email presentation. Submissions for the Negotiation and Consultation Process were taken in December and those resulting position papers will be presented by NASCOE to Management in April. Examples of Program Efficiency suggestions and responses are available on the NASCOE website by selecting "Programs" on the home page and then click "Programs Status-Issues/Solutions/Responses". You will see current suggestions and responses from management. Please forward to Jessica any recommendations or use the electronic form on the NASCOE website for any new suggestions you may have.

Cindy Mensen moved to accept the committee reports and Cindy Pistek seconded the motion. Motion carried by all directors.

OLD BUSINESS

We need memorial names and pictures of past members for the National Convention. If anyone knows of an IASCOE member that has passed away, you need to get this information to Steve as soon as possible.

The 2008 National Convention will be held in Omaha Nebraska August 6, 7, 8 and 9. Steve Stark and Cindy Hall from Nebraska will be telling us about the agenda for the Convention. Registration was in the NASCOE newsletter and on the NASCOE website. Steve is hoping many IASCOE members will be able to attend the National Convention since it is so close this year.

NASCOETravel.com is a very good website for travel accommodations and easy to do online. Do not call the number after you make your arrangements online.

NEW BUSINESS

Employee Awards – We discussed PM – 2631. The presidents from the three employee organizations met with STO to discuss this. The money we get will be 75% ratings based (performance work plan) and 25% for other awards. Some of the awards will be cash awards, QSI awards, spot awards and extra effort awards. Time off awards will not be given to just everyone. The STO asked if the awards should be distributed as equal share awards or salary based. Steve recommended the awards should be shared equally and the other two presidents agreed. All the monies will be spent. An extra effort or spot award can be given at any time, not necessarily at the end of the year. There will be a memo coming out as far as guidelines for the awards. There will be no more group awards.

Fundraiser – Glenda has agreed to do the Trivia again next year. Last year the Trivia contest made \$480 for IASCOE. Glenda has registration forms that she will hand out Saturday during the convention. We discussed doing a cookbook for a fundraiser to help with the MWA Rally next year. Tammy Pruin has researched this project and sent handouts with Glenda because she was unable to attend the director's meeting. If we go with this company, we can type our recipes online. We could have a link to this website on our IASCOE website. Tammy would be willing to take charge of this project. Dan moved and Glenda seconded to move forward with this project and Tammy Pruin to be in charge. Motion passed with all directors present.

Review Plans for 2008 State Convention – Jeff Davis moved to donate \$50.00 to Emily Bailey, the singer of the national anthem. Judy Dameron seconded and motion passed by all directors present. We reviewed the agenda for the convention. We have 82 pre-registered. Dee will put a map of Stoney Creek at the front desk. Our Director's meeting will be at 10:00 A.M. Friday morning in the John Deere room. We will also have photos at this time.

Delegates – Steve Kennedy and Judy Dameron will be the MWA delegates and Cindy Pistek will be the alternate. For the National Convention, Steve Kennedy and Cindy Mensen will be the delegates and Chris Grieder will be the alternate.

2009 MWA Rally/State Convention – The Rally will be in Iowa next year. Steve has checked with Stoney Creek on the availability of this facility from late March through the first weekend in May excluding Easter weekend. Some possibilities are the Des Moines or Cedar Rapids areas. Cindy, Tammy, Jessica and Carma will talk to hotels in the Cedar Rapids area and Steve, Patsy, Chris and Kelly will be on the committee for the Des Moines area. Jeff Davis moved and Steve Abbas seconded to accept the above committee members. Motion passed by all Directors. The committee needs to present options to the Directors by May 15 so a decision can be made on the location. We will not have a June Director's meeting so we may use the conference call option to make any decisions needed.

Other Concerns – The Director's thanked Steve Abbas for his service on the board these past two years.

OTHER ITEMS

Upcoming conventions:

MWA Rally	Indianapolis, IN
Minnesota State Convention	July 17-18
Missouri State Convention	August 22-23
Michigan State Convention	May 2-3
Wisconsin State Convention	May 2-3
Ohio State Convention	To be Announced

ADJOURNMENT

Tom moved and Dan seconded the meeting be adjourned. Motion passed by all directors present. Meeting adjourned at 10:10 P.M.

Respectfully submitted
Sue Beemer
Secretary