CHEA Board Meeting Tuesday February 20th at 6pm at La Reunion.

**Agenda**

D&O Insurance Update

ARNL Update - Intern?

CDC Recommendations (UT Law School)

Community Board Rep Position

CHEA Board Rep Bios to NASCO

Maintenance at La Reunion

Sylvia Carroll Eviction Review

**In Attendance**

Indya Flanagan - Secretary of the Board

Gatlin Johnson - Treasurer of the Board

Barak Bullock - Chair of the Board

David Matuschak - Maintenance Coordinator at La Reunion

Richard - Steward at La Reunion

**Barak moves to approve the minutes from February 7th, Indya seconds. None opposed.**

Indya has La Reunion’s check for $758, didn’t know it was for La Reunion. Will bring it by.

**ARNL**

No progress on the ARNL project. Daniel sent us an email about intern exchange. Likes the idea of bringing on an intern but the deadline is March 1st. We would need help offering compensation, would come out of our line item for employee.

**Gatlin** would like us to make sure we know what the intern is going to do. Gatlin volunteers to do the intern application.

**David** thinks that if we talk about useful skills the intern will gain we will get better candidates.

**Barak** thinks that they have interns for hire and need a host. Under the compensation guidelines we would have to provide living wage, hourly rates, room and board, plus a living wage stipend for full time. For part time between 10 and 30 hours a week we can provide a living wage but not room and board. NASCO is also putting forward a grant to help pay for this intern, wouldn’t come completely out of CHEA’s budget.

**D&O Insurance**

**Indya** found the application we had filled out, Barak signed it at tonight’s meeting.

Barak notes that he will have to go the bank soon.

**CDC Recommendations**

Trip’s thing, he’s not here.

**Community Board Rep Position**

Ideas? Let’s reach out to alumni from the co ops. Indya to reach out to Gus Bova. Gatlin to reach out to Donny.

**CHEA Board Rep Bios**

Trip still needs to fill out his bio. [correction: he did send a bio directly to Daniel.]

**Maintenance at La Reunion**

David is here for the last time. We need to get everything organized. Richard is taking over for **David** as Maintenance Coordinator at La Reunion. He thinks Richard is in as good a position as anyone to pick up where David leaves off. Richard handing off Steward position. The main thing is to figure out how the Board can help at the administrative level. Not sure if Richard will stay maintenance coordinator for very long.

**Richard** has 3 officerships at La Reunion and has a lot on his place.

**Barak** thinks the CHEA Board needs to play a role in getting La Reunion maintenance organized.

**Richard** thinks the house should. There is someone at La Reunion who wants to be Steward.

**Barak** thinks it’s definitely La Reunion’s problem but it’s also CHEA’s problem.

**Richard** thinks that there will be a bit of turnover in March. A lot of these positions are a lot of data entry. Need help with spreadsheets etc.

**Indya** notes that if we get an intern they could help us with organizing La Reunion’s maintenance.

**Barak** interested in how the Board seamlessly continues the activities David has started after he leaves La Reunion.

**Richard** wants to change for the better by getting project tracking buttoned up. David has done a lot of work getting information together in spreadsheets.

**David** will make the documents on Google Drive more user-friendly. David will get things organized but won’t call contractors. Will compile a list of who’s who and who should be looking at what. Biggest contribution has been the routine maintenance schedule - get as many people as possible to go through that training so it’s not just the maintenance coordinator who knows how to do that. More people around who could jump in and perform that maintenance, mostly unskilled maintenance work like checking CO2 filters etc.

**Barak** has done several inspections, could possibly teach other people. Looking forward to action items to take when David leaves. Was interested in compiling welcome manual for all CHEA’s members, on the backburner. The fact that maintenance going through such an upheaval means it’s hard to know what labor will look like when structured around routine maintenance.

**David** thinks that the whole idea of maintenance coordinator is that they deal with contractors and list out things that need to happen. Not a contract coordinator needed so much as an HR person who makes sure maintenance labor happens.

Richard thinks maintenance will change and we don’t need to try to figure out how it will change.

**David** thinks we should go ahead with welcome manual for CHEA even if it’s not a perfect first version. Would be good for membership to know coming in to the co op what is expected etc.

**Barak** agrees that we should get started on a welcome manual but we need to get some agenda items out of the way first. Doesn’t think it’s possible in the short-term to create a good enough document. Thinks the maintenance problems and ARNL come first.

**Gatlin** willing to put together a draft of welcome manual by the next meeting.

**Indya** thinks the wiki would serve the same purpose.

**Barak** thinks that different members have different styles, some prefer print.

**Richard** thinks it would be impossible to have a CHEA document, would want to have one for each house.

**David** thinks handing someone a manual is about as useful as telling someone to look at the wiki. Would like to see an actual orientation with someone walking them around and showing them everything.

**Barak** remembers that ICC did a good job of bringing on new members, sharing strategies etc. Discussion seems to have deviated from our maintenance topic.

**Richard** will share the documents with us and bring any ideas.

**Sylvia Carroll’s Eviction Review**

**Sylvia** reads her letter the board.

**Barak** asks if she was present at the membership review?

**Sylvia** was late but was there for the later part.

**Barak** asks what part of the membership review feels wrong?

**Sylvia** thinks the outcome was too harsh.

**Barak** thinks we need to proceed according to what resolution you are seeking. Do you want the Board to overturn your eviction?

**Sylvia**: yes

**Richard**: all house rules were followed, meeting procedures followed. Sylvia disagreed with the outcome but membership review was administered correctly.

**Barak**: what do you believe was omitted from the disussion?

**Sylvia**: alternative solutions could have been discussed rather than just eviction. Even though present at the latter half of the meeting no one asked her anything.

**Barak**: there was a vote for those in favor of a behavioral contract but no one voted in favor of that. If the minutes are correct, there was an alternative to eviction that was considered but was passed over.

**Sylvia**: thinks that the penalty was too harsh. Almost none of the regular members were in attendance. If you look at who attended, there weren’t that many people.

**Richard**: a quarter at least of the house appeared.

**Barak** thinks that Sylvia should have evidence of wrongdoing.

**Sylvia** thinks that not being allowed visitors is inappropriate.

**Barak**: seems like there was a lack of communication among you and roommate.

**Sylvia**: guests never talked to the roommate.

**Richard**: the final escalation to the member review came as a result of complaints of her roommate. Before the member review there were two reqeusts for mediation that went ignored. The first week that Richard became Steward sent an email to Sylvia requesting mediation with someone but nothing changed after the mediation.

**Sylvia** did attend mediation but it was a week before the member review.

There is no restriction on how soon a mediation can be

**Indya**: why didn’t La Reunion just switch her roommate?

**David**: was a roommate of Sylvia, moved out due to rotting food. New roommate had the same sorts of issues.

**Sylvia**: that’s not true, there was nothing wrong with the food.

**Richard**: two people came the same conclusion about the food issue without consulting each other.

**Gatlin**: helpful reminder that the Board not supposed to assess merits of any particular arguments, just make sure that we follow our own rules and external laws about member termination. Important to remember we aren’t reexamining worthiness of membership, making sure house did not misstep on policy.

**Barak**: are you able to provide proof that there was anything about your member review that was not adequate or conforming with La Reunion’s policy on member reviews?

**Sylvia**: not that familiar with house rules, but main complaint was that decision made unfairly without sufficiently considering alternatives.

**Gatlin**: alternatives could have been pursued but it seems like alternatives were attempted in the past via mediation etc. Sounds like it wasn’t the first time the issues were brought up.

**Sylvia**: felt the penalty was too severe and there could have been a different outcome that could have been tried first.

**Barak**: were you present for discussion of the behavioral contract?

**Sylvia**: no

**Richard**: when discussing the complaints themselves the person can be there. After that we ask the person to leave and decide on the 3 options.

**Cory**: option for the house to bring member back in for the vote of outcomes but not required.

**Sylvia**: according to the minutes, was there any reason why behavioral contract was rejected?

**Richard**: sentiment was that this issue would not improve, complaints were dismissed out of hand by Sylvia and a behavioral contract would result in membership termination anyway. (present at member review)

**David**: talked about the issues involved and whether they could be solved by behavioral contract, no one voted for it. (present at member review)

**Cory**: sentiment among people that complaints not taken seriously.

**Barak** moves to vote on whether CHEA Board should reverse La Reunion’s decision to terminate Sylvia Carrol’s membership. Gatlin seconds.

All in favor of reversing decision: 0

All opposed: 2

All abstaining: 1

**La Reunion’s decision to terminate Sylvia Carrol’s membership is not overturned by the CHEA Board.**

**Recap**

Indya to get check at Sasona and bring it to La Reunion.

Gatlin going to do application for NASCO intern.

Indya and Gatlin to reach out to ideas for community board rep.

Bank Visit: let’s see if we can do it at CHEA’s next meeting.

Meeting adjourned at 7:15pm.

**Agenda for Next Time**

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**Our next Board meeting will take place on Monday March 5th at 5pm at Sasona so we can go to the bank first and then have our normal CHEA meeting at 6pm.**