

Approved

Kootenai Pets for Life

February 12, 2025 Special Meeting

At Flathead Valley Community College at 1:30pm

A. Attending were Linda Andreasen, Marge Sullivan, Bonnie Edmundson, Teanne Johnson, Edwina Smith, Deirdre Ruark, Leslie Ferguson, Randi Birdsell, Toni Crace, Tina Green, Mark Andreasen, Dee Shea and Bobbi McCanse (2:19pm arrival). Via Zoom were Dr. Hawkins, Katie Tingey, Strawberry Long and Megan Hall.

Volunteers: Sindy Filler

B. Housekeeping:

- a. All were advised that Robert's Rules of Order-Simplified were to be followed.
- b. Teanne will be timekeeper. Two minutes per person and 15 minutes total discussion time.
- c. Sindy is the moderator.

C. Shelter Attendant position:

- a. Review of job description.

Discussion on wording under Specifications. Report to Manager/Supervisor, then President, then committee and lastly the Board.

Discussion: are 35 hours necessary for the assistant? Maybe lessen the hours? We should review the job application the County has advertised for an Attendant.

Discussion: maybe offer Austin Topaz-LeHew some additional hours paid? Tina or Linda will discuss this with his mother.

Discussion: we should do a job site interview. The Shelter Manager should be present during the interview.

b. Creation of Employment Committee:

Discussion: do the Bylaws allow for the creation of a committee without adding an amendment? Yes, under Articles of Incorporation section 6 and KPFL Current Bylaws Article IX, Committees.

Discussion: do we need an employment committee? Isn't it the Boards' decision? The function of the committee should be to review the ads, select candidates to present to the Board, oversee the position, discipline and make an employment guidelines book for clarification of the position.

Discussion about how many are needed on the committee and who. The President should be a member of the committee.

Teanne volunteered for the position.

Vote: in favor 15, opposed 0. Motion carried

Motion by Edwina, 2nd by Marge for Leslie to be on the committee.

Discussion by Dee being concerned about Leslie having enough time to commit to the committee. If it becomes too much Leslie can resign.

Vote: in favor 15, opposed 0. Motion carried.

Motion by Deirdre, 2nd by Bonnie for Edwina to be on the committee.

Discussion: none.

Vote: in favor 15, opposed 0. Motion carried.

The new Employment Committee is:

Linda Andreason

Teanne Johnson
Leslie Ferguson
Edwina Smith

c. Employment Policy re: OT or Comp time:

Discussion: OT pay rate is time and a half vs. Comp time is extra hours worked at regular pay rate approved by the Supervisor.

Discussion: we should put a cap/limit on Comp time. Also, the Employment Committee should regulate a “use by” date/time frame.

Motion by Marge, 2nd by Dee to offer Comp time only to employees. Limits to be determined later.

Vote: in favor 16, opposed 0. Motion carried.

D. Communications

a. **Discussion:** people who are not supportive of KPFL are acting against Bylaws Article IV and Article IV, Section 3.

Discussion: Dee questioned how the new Board got elected? Was that legal by the Bylaws. Yes, Article VI, Section VI. Toni questioned why at that meeting with no explanation. We already had 5 Board members.

Discussion on how to proceed with disruptive behavior? Dee will be asked to leave if she disrupts again in this meeting.

Discussion why Dee is a member but has not been seen or active at KPFL. Response is she wanted to be part of the organization to help get rid of favoritism, change Bylaws and help in Spay/Neuter . She never got response.

Discussion why has Dee posted that KPFL has thieves stealing donated money?

Motion by Teanne, 2nd by Mark to remove Dee from KPFL membership citing Article IV, not being supportive of KPFL.

Vote: in favor 10 (including Dee), opposed 1, abstain 3. Motion carried.

Discussion regarding if anyone else feels KPFL steals or is unfair?

Toni responds she feels she wasn't involved in discussions and received no answers at the January meeting in the Ponderosa Room.

Discussion regarding horrendous personal attacks lately.

Discussion about new people entering organizations with change in mind. This can lead to conflict. Is this the basis for some new members conflict?

Toni and Dee left at 2:50pm. Dee commented upon leaving that KPFL should say goodbye to some donors including Gloria Beasley.

Discussion about being uncomfortable with Toni still on the Board.

Discussion: Dr. Hawkins feels that Toni is a threat to her. Toni has filed a complaint to the Board of Veterinary Medicine about Dr. Hawkins. Linda and Megan were under Dr. Hawkins permission to give rabies shots.

Discussion: how does reporting Dr. and Linda benefit KPFL. Both Toni and Juli reported it.

Motion by Teanne, 2nd by Bonnie to remove Toni from the Board and from KPFL membership under Bylaws Article IV.

Discussion: is this motion legal since she is not present? We have a Quorum and it's listed on the Agenda. Linda will send out Certified letters.

Vote: in favor 14, opposed 0, no abstain. Motion carried.

Motion by Teanne, 2nd by Bonnie to remove Juli from KPFL membership under Bylaws Article IV.

Discussion that Juli wrote to the Commissioners bad mouthing KPFL.

Discussion: Dr. Hawkins reports that Juli does not acknowledge her and had discouraged Katie from contacting Spay Montana saying they are political and she has to know the right people, so Juli will handle it.

Vote: in favor 14, opposed 0, abstain 0. Motion carried.

Motion by Teanne, 2nd by Bonnie to remove Heidi McBride from KPFL membership under Bylaws Article IV.

Discussion: Heidi published personal information of Katie's, also made false claims and had no right to send out to all of KPFL's membership.

Katie states she did not intend to commit fraud regarding taking the cat, she would have adopted.

Discussion: we do have an E-mail/Written Communication Policy which was adopted by the Board on 5/4/2020. We need to be sure it's being followed.

Vote: in favor 11, opposed 1. Motion carried.

Motion by Teanne, 2nd by Bonnie to remove Shelley Fisher from KPFL membership.

Discussion: none.

Vote: in favor 10, opposed 0, abstain 2. Motion carried.

Adjourn

1. **Next meeting:** Wednesday February 19, 2025 at 3:30pm at Flathead Valley Community College for our Monthly meeting.

2. Adjourn

Motion by Bonnie, 2nd by Teanne to adjourn at 3:25pm. Motion carried.

