

**SPECIAL MEETING MINUTES  
LAWRENCEBURG CONSERVANCY DISTRICT  
BOARD OF DIRECTORS  
HELD AT 4:00 P.M. ON APRIL 18, 2022  
AT 225 EAST EADS PARKWAY, LAWRENCEBURG, INDIANA**

THE FOLLOWING DIRECTORS WERE PRESENT:

Mike Noel, Chairman	Jim Kittle
Dennis Richter, Vice-Chairman	Al Abdon
Greg McAdams	Mike McCabe
Randy Tyler	

THE FOLLOWING PERSONS WERE ALSO IN ATTENDANCE ON BEHALF OF THE DISTRICT:

Richard Butler, Attorney  
Chelsie Noel, Secretary  
Superintendent, Paul Seymour, was not present.

**Administrative Issues**

The meeting was called to order by Chairman Mike Noel.

The purpose of this meeting was to discuss next steps on a complaint made by an employee towards a director.

The Directors (and others) recited the Pledge of Allegiance.

Chairman Mike Noel announced that he was permanently removing himself from the personnel committee and had appointed Mike McCabe to the committee in his place. He also announced that he would not be participating in today's meeting and appointed Jim Kittle to lead the meeting. Noel left the building.

Jim Kittle opened the meeting by asking if anyone wanted to discuss the complaint made by an LCD employee against a director. Kittle said that he reached out to the insurance company upon LCD attorney, Richard Butler's recommendation. He said

the insurance company is now aware of the complaint but will not take any action in the form of an investigation, until an official claim is filed.

Director, Greg McAdams, said given there has been a complaint brought to their attention, he motioned to proceed with filing it with the insurance company to kick off the investigation. Mike McCabe seconded the motion. Dennis Richter said he would like to make a statement.

Richter proceeded to make a statement. He suggested that the board focus on conflict resolution rather than elevating it to an investigation. He noted four ways that he felt could successfully resolve the complaint.

1. An apology
2. Education for directors and employees
3. No contact between either party
4. Create LCD policy guidelines on appropriate ways to communicate with one another within the organization

McAdams commented on Richter's statement, saying some points are valid and likely may come into play long-term, but still feels an investigation is necessary.

Richter asked that it not be called an investigation, and instead be called "further inquiry." He also asked to see the full complaint. It was offered to him in a previous meeting but he refused it at that time.

Mike McCabe said he isn't sure of the difference between an investigation and further inquiry but regardless, felt an outside party needs to be involved to get to the bottom of the current complaint.

McAdams said their main goal is to protect the district. Feels an employment attorney is the only one who can advise on that. Secretary, Chelsie Noel, asked where protection is for the employee filing the complaint. McAdams confirmed that the employee is part of the district.

Richter asked if there have been any complaints other than this one because he isn't aware of any during his 26-year tenure. Director, Randy Tyler, answered that this was not an isolated incident and there are several incidents mentioned in the complaint. He feels an investigation is necessary.

Director, Al Abdon, stated his opinion that an investigation needs to occur. Agreed that some of Richter's points of resolution could and should be part of the process but still need to authorize the committee to move forward.

Richter noted that committee first should try to come up with a resolution instead of spending money to pursue investigation.

McAdams again noted that while he thinks LCD should definitely make some policy changes, etc. – an investigation still needs to happen and need to consult with employment attorney. Kittle mentioned that LCD has a personnel policy but can't expect it to ever cover every single do/don't or situation.

Abdon said that in speaking to attorney, Richard Butler, about his position – since McAbcor sold their property within the district and Abdon ran under their sponsorship for his current term, he is abstaining from any vote until this is resolved, which he is hoping should be worked out by Thursday evening's regular meeting. Butler should advise before then.

Kittle reiterated that he feels an investigation by a third party should be pursued, along with implementing some education. He noted in response to Richter's comment about saving the district's money, that resolving this complaint is more important than any amount of money.

McAdams revised his earlier motion to now say he moves to move forward with an investigation and gives the personnel committee the authority to interview and hire any entity or legal attorney that has expertise in this area, and that LCD will pay those costs. Mike McCabe seconded it. McCabe, Kittle, McAdams, and Tyler voted yes. Abdon and Richter abstained. Noel was not present.

There being no further business, Jim Kittle adjourned the meeting.