

## Carver Council on Aging

November 5, 2019

Present: Colleen Preston, Betty Sullivan, Donna Forand, Alan Germain, Savery Moore, Helen Marrone participating remotely, Town Administrator Michael Milanoski, COA Director Carole Julius

Chairman Colleen Preston called the meeting to order at 4:34pm

Motion, Donna Forand, to amend the Code of Conduct to include the members of the COA Board of Directors, 2<sup>nd</sup> Betty Sullivan

Helen Marrone joined the meeting in person at 4:45pm

Helen Marrone asked why the motion was necessary, Colleen Preston explained that it was prompted by an incident at the October COA Board of Directors meeting. Helen Marrone feels that a separate code should be created for the board members that addresses the issues of running a meeting rather than attending the COA. Donna Forand stated that following the policy/protocol of the Select Board would be more consistent. Savery Moore shared with the board that the RDA adopted the Select Board's Code of Conduct with some editing to make it appropriate. They also approved a social media code of conduct. Donna Forand has read through the Select Board's policy and thinks it would be appropriate to use their code and adapt it to work for the COA Board of Directors.

Donna Forand shared that she recently visited the COA and felt uncomfortable while there. Seniors in the building at the time talked about her behind her back and violated the Code of Conduct. She thinks that the board is made up of good people with diverse backgrounds and ideas and thinks that board members should be held to a standard that is at least as high as that expected at the COA.

Helen Marrone expressed concerns over the divisions of the town and hopes that the board can work as a team, that discussions can be heated and still respectful. Colleen Preston agreed with Helen Marrone about the overuse of the term bullying in general but feels that it's appropriate in this instance. She understands that disagreements can be respectful but felt that she had been personally attacked. She agrees that adopting a Code of Conduct for the board would be a good idea.

The Code of Conduct of the RDA was distributed. Michael Milanoski indicated that they spent several meetings discussing the policy before it was adopted. Alan Germain felt that the code of the RDA is covering legal matters that the COA Board of Directors doesn't encounter. He also expressed concern that the policy is too open to interpretation. He apologized to the board for his outburst at the October meeting.

Michael Milanoski expressed appreciation for the diversity of the board and said he does not condone outbursts or yelling but does expect that people can be passionate about an issue. He thinks the board has done a phenomenal job of adding activities and programs and recognizes that they can work together to do even more in the days to come. He suggested that the board have a separate code of conduct and can use the RDA and Select Board's policies to create one of their own. Helen Marrone said the code needs to be clear and not open to interpretation.

Colleen Preston suggested that the members of the board read the different codes and make suggestions to be discussed at the November 19<sup>th</sup> meeting. The Code of Conduct of the Carver Select

Board was also distributed to be considered. Savery Moore suggested that members focus on the Code of Conduct at this time and not the Social Media policy.

Helen Marrone made a motion to table the finalization of the Code of Conduct of the COA Board, Betty Sullivan seconded, approved unanimously

Motion to adjourn Donna Forand, 2<sup>nd</sup> Helen Marrone, meeting adjourned at 5:20 p.m.