



Mission Statement: Living Independently for Today & Tomorrow, Inc. is committed to empowering persons with disabilities to live freely and equally in Southeastern Montana through the provision of independent living services which reduce societal barriers.

**Meeting Board Meeting
1201 Grand Avenue #1
Billings, MT 59102**

**Date: November 4, 2021 (Thursday)
Time: 4:00pm -6:00pm
Telephone: (406) 259-5181**

**Agenda for the Meeting of LIFTT's Board of Directors
Scheduled for November 4, 2021, at 4:00 pm
This meeting will be held via ZOOM.**

The invitation & link to the ZOOM meeting is found on the second page of this Agenda.

- I. Call to order:**
- a. Check In/Quorum Chair
 - b. Approval previous meeting minutes Motion
 - c. Review and Approval of Agenda Motion
- II. Old Business:** Chair
- a. Discussion of old business
- III. New Business:**
- a. Presentation by Joel Peden, MTCIL Executive Director Motion
 "Why Should LIFTT Renew Its MTCIL Membership?"
 - b. Executive Director (ED) Report Summary Motion
 - c. 2019-2020 Final Audit Report Approval Motion
 - d. Approval of amendment of the Personnel Policy as follows Motion

In the United States, employers are not required to pay holidays to their employees. However, according to its personnel policy, LIFTT has chosen to provide compensation for the holidays enumerated below:

- New Year's Day (January 1)
- Martin Luther King Day (Third Monday in January)
- Presidents Day (Third Monday in February)
- Memorial Day (Last Monday in May)
- Independence Day (July 4)
- Labor Day (1st Monday in September)
- Columbus Day (Second Monday in October)
- Veteran's Day (November 11)
- Thanksgiving Day (Fourth Thursday in November)
- Christmas Day (December 25)

Holiday leave is a paid absence from work provided to employees for legal state holidays. To be eligible, you must be in a pay status on the day of the observed holiday.



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When one of the above holidays falls on a Saturday, LIFTT observes the holiday on the preceding Friday. When one of the above holidays falls on a Sunday, LIFTT celebrates the following Monday.

All eligible employees will receive holiday leave payments based on their regular schedule. Under no circumstances will employees receive pay for holidays observed on days they do not work **are not regularly scheduled to work.**

- e. Remote Work versus Outsourcing Motion
- f. Finance Director Summary/Finance Update Motion

IV. Other business:

- a. Other Businesses Chair

- V. Secretary/Treasurer's Report:** Paula

- VI. Public Comment:** Public

VII. Next Meetings:

Day of the week	Date	Time
1.- Thursday	January 6, 2022	4:00 pm
2.- Thursday	March 3, 2022	4:00 pm
3.- Thursday	May 5, 2022	4:00 pm
4.- Thursday	July 7, 2022	4:00 pm
5.- Thursday	September 1, 2022	4:00 pm
6.- Thursday	November 4, 2022	4:00 pm
7.- Thursday	January 5, 2023	4:00 pm
8.- Thursday	March 9, 2023	4:00 pm

- VIII. Adjournment:** Chair



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ZOOM INVITATION

Carlos Ramalho is inviting you to a scheduled Zoom meeting.

**Topic: ZOOM Meeting of the Board of Directors 11/4/2021 at 4:00 pm
Time: November 4, 2021, 04:00 pm Mountain Time (the US and Canada)**

Join Zoom Meeting

<https://us02web.zoom.us/j/84306047871?pwd=RTthKZ1JTeTIGOTVEYjBPZE83THB2Zz09>

Meeting ID: 843 0604 7871

Passcode: 552925

One tap mobile

+12532158782,,84306047871# US (Tacoma)

+13462487799,,84306047871# US (Houston)

Dial by your location

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

Meeting ID: 843 0604 7871

Find your local number: <https://us02web.zoom.us/j/84306047871?pwd=RTthKZ1JTeTIGOTVEYjBPZE83THB2Zz09>