

***Land Access and Opportunity Board: Onboarding Committee***  
**November 22nd, 2023, 9:30 – 10:30a.m.**

Meeting Facilitator: Natanya Vanderlaan

Attendee	Present
<b>Board</b>	<ul style="list-style-type: none"> <li>● Dan Coutu, VT Commission on Native American Affairs (VCNAA)</li> <li>● Samantha Langevin, Vermont RELEAF Collective</li> <li>● Susan Aranoff, Vermont DDC</li> </ul>
<b>Guests &amp; Public</b>	Francis

## Agenda

Meeting Convened by Facilitator, Natanya Vanderlaan @ 9:30 AM	
<b>1. Introductions &amp; Check-in</b>	<ul style="list-style-type: none"> <li>● Name, Nominating Organization, Check-in</li> </ul>
<b>2. Hiring Process Updates</b>	<ul style="list-style-type: none"> <li>● <b>Updates and timeline</b> <ul style="list-style-type: none"> <li>○ Reached out to Francis around availability at the VHCB Offices                             <ul style="list-style-type: none"> <li>■ T/Y, Francis - Updates around On-boarding Timelines &amp; Negotiations also any follow up on conflict of interest w Jean?</li> </ul> </li> <li>○ Reached out for mentoring support</li> <li>○ Draft Welcome Letter</li> <li>○ Orientation process document- Checklist</li> <li>○ <b>VHCB onboarding resources</b>  <a href="https://drive.google.com/drive/u/0/folders/1Lv7nhktdJBpfvLaHz0aOM1GHTG_nLBux">https://drive.google.com/drive/u/0/folders/1Lv7nhktdJBpfvLaHz0aOM1GHTG_nLBux</a> </li> </ul> </li> </ul>
<b>3. Hiring Process Updates/ Onboarding timeline</b>	<ul style="list-style-type: none"> <li>● Volunteer for Member Update: Susan</li> <li>● On-boarding Timelines &amp; Negotiations: 87,500?</li> </ul> <p><b>Dan</b> proposes - 89,000 We should go on the higher end. They are both powerhouses and we have to keep them happy if we want to keep them.</p> <p><b>Samantha</b> - 89,000 We are giving them a big job, it's another way we can show them our support</p> <p><b>Susan</b> - I like the 89,000 leaning towards 89,500 as they are really awesome.</p>

**Francis** - These positions are comparable to our housing director. Benefits do not withhold anything from the salary. There are no additional withholdings unless they want to invest in retirement plans.

**Samantha** - Do health benefits involve family plans? My feeling is there is a lot of important symbolism with equivalence to similar positions in VHCB. My feeling is start them both on 90 in combination with numbers they both requested. Also that this salary is in context of these other benefits.

**Dan** - I could support that. I think its important that we are fair here and messaging that we value them.

**Susan** - I can totally support that. Messaging that the LAOB is strongly supportive of them and confident in our choices in hiring. Also like the idea of sharing the process of how we got here - naming their negotiation advocacy.

- Ornella 1/29/23? (**Can we confirm a start date?**)
- Samantha - cleared her calendar the week of December 11th.
- Dan - Availability to meet with Jess and Natanya
- Francis - Being available the week of 12/8 -12/15
- Susan - how does that work with onboarding payroll?
- Francis - isn't something we can make work till someone is working 20+ hrs. So they are paid hourly until full time
- Samantha - It was similar with Releaf hires last year
- Dan - We did talk about it in the second interviews but only in general terms.

■ Other commitments

**Susan** - Totally comfortable with whatever the group decides, no desire to put any impediments between Ornella and the board. Kirsten didn't think the request all that reasonable.

**Dan** - Ornella is a co director - Jean would also need to be ok with this in addition to the board. There's also the question of does some of this fall under the LAOB purview. I Don't understand enough of the specifics to respond to that

**Samantha** - How does this apply with the legislative session. She has a couple of asks - Pay me as LAOB to do this, don't pay me or Pay org she is working for. This impacts Jean. I wonder if we should look at this on a case by case basis. We are creating a director level position - employees are more engaged if there passions are supported and accepted. Ornella is saying these are things I'm passionate about.

**Dan** - We don't know if Ornella is asking to be away full time or if this is something she's doing on a part time basis.

**Samantha** - (specifics around camp) when I think about those descriptions (first two weeks), I think about the work of the LAOB. People are going to come out of that camp wanting to do permaculture which involves access to land. I understand that more so than art based camps.

**Francis** - Going to relay to Ornella that we are still in conversation

	<p>This is a great time to be away from the legislature. Another counter offer could be we'd rather not pay for this time but we could offer an extra week or two of vacation.</p> <p>Samantha - Feel good about what you're proposing. Could you ask to Dans</p> <ul style="list-style-type: none"> <li>○ Jean: 1/8/23 <ul style="list-style-type: none"> <li>■ Conflict of interest and other commitments <ul style="list-style-type: none"> <li>Francis - as far as a hiring we don't see it as a conflict of interest</li> <li>It would be a conflict if there were any funding going to Releaf..</li> <li>It's ultimately up to the board however.</li> </ul> </li> </ul> </li> <li>● Samantha - Important to flag this for board discussion</li> <li>● I have a meeting with Jean later today - is it ok to talk through this.</li> </ul> <p>I just _____ end of meeting</p> <ul style="list-style-type: none"> <li>○ Hirees at Dec &amp; Jan board meetings? Invite them to sub-committees</li> <li>● Facilitation Team Availability <ul style="list-style-type: none"> <li>○ Previous 12/15</li> <li>○ Available for Board Meeting facilitation through 1/22 meeting</li> </ul> </li> <li>● Welcome letter - <a href="https://docs.google.com/document/d/1wttOpC0TTggndnmWHcH0o1fm6x7O9Cfs4jIt8Wk17BA/edit">https://docs.google.com/document/d/1wttOpC0TTggndnmWHcH0o1fm6x7O9Cfs4jIt8Wk17BA/edit</a></li> </ul>
<p><b>4. Process Check-in &amp; Next Steps</b></p>	<ul style="list-style-type: none"> <li>● <b>Next Steps</b> - Populate Detailed onboarding plan <ul style="list-style-type: none"> <li>○ Send updated timeline to Ornella &amp; Jean with next steps</li> </ul> </li> <li>● <b>Next Meetings</b> <ul style="list-style-type: none"> <li>○ 11/29, 12/6, 12/13, <del>12/20</del> then 1/10 and 1/17</li> </ul> </li> </ul>
<p><b>Meeting Adjourned at 10:30 AM</b></p>	