



**CASCO BAY ISLAND TRANSIT DISTRICT**  
**MINUTES OF THE SPECIAL BOARD OF DIRECTORS MEETING OF**  
**November 16, 2023**  
 In Person/Video Conference/Phone

**Attendance**

**Webex                      In Person                      Phone                      Absent**

***Directors:***

Crowley (Pres)		X		
Wentworth (1 <sup>st</sup> VP)	X			
Donovan (2 <sup>nd</sup> VP)	X			
Hoffman (Treasurer)		X		
Luedke (Clerk)		X		
Cohen (Ast. Clk)		X (Late 7:52)		
Anderson	X			
Geary		X		
Lavanture				X
Murray			X	
Pizey		X		
Radis				X

***Staff:***

Berg		X		
C. Gildart		X		
Mavodones		X		
Pottle	X			
Bowie				
Bryand		X		
Bishop		X		
James				

***Public:***

L. Heineman				
N. Cooper				
P. Flynn				

***Guests:***


**1. Call to Order:**

- a. *The Board meeting was called to order at 7:45 AM by President Crowley*
- b. *It was noted that the meeting was being recorded.*
- c. *President Crowley asked Berg to do a roll call of who was attending the meeting, which he did.*

**2. Business**

- a. Consideration and action on naming an interim General Manager for Casco Bay Island Transit District
  - a) *President Crowley introduced the topic asking if the Board should go into Executive session stating that the conversation will be about what the Board and Personnel Committee have approved.*
  - b) *Luedke requested that Berg be present to answer any questions.*
  - c) *President Crowley opened the floor to the public. There were no public members in attendance*
  - d) *President Crowley opened the floor to the Directors with an introduction that Nick Mavodones has been asked to be the interim General Manager for four months minimum. If someone is named as General Manager before the four months is up Mavodone's compensation would remain at the interim GM level until the four months has transpired. If a new General Manager is named after the four months has transpired Mavodone's compensation would remain at the interim GM compensation for a month after the new GM joins to allow for a transition. Other items Mavodones asked for were to meet with the Board twice a month and be able to have access with the Board remotely or in person. Mavodones replied that he would be willing to do it in accordance with his memo to Dave.*
    - i) *Luedke was not aware of the terms that have been agreed to but is supportive of the choice*
    - ii) *Geary stated he was not present at the last Board meeting and asked the results of the vote. He also asked who is on the search committee*
      - (1) *President Crowley stated the search committee was morphed with the personnel committee. Any new committees will be created at the end of the month. The search committee to replace the GM will be taken up at the next Board meeting. This topic is only about hiring the interim. Geary stated he didn't know Mavodones had been selected. Crowley stated it was the general consensus of the Board and Counsel.*
  - iii) *Cohen thanked Nick*
  - iv) *Hoffman shared that the Personnel Committee had a thoughtful discussion about the interim GM and all felt comfortable with Mavodones. Quoting Crowley from a Personnel Committee meeting that it was important that it be someone who understands the Bay Lines in depth and will have the confidence of the public and staff and continuity of service. She is on board with the selection.*
  - v) *Donovan was also in favor and thanked Mavodones*
  - vi) *Wentworth was supportive and thanked Mavodones for Mavodones for stepping up to it*
  - vii) *Anderson was supportive of the selection*
  - viii) *Murray was supportive of the selection.*
  - ix) *President Crowley asked for a motion. Luedke did not know what the terms were and would like to know before he votes. It was decided to go into Executive session.*
  - x) *Hoffman moved that pursuant to MRSA 405(6)(A) to go into Executive session to discuss a personnel matter. Luedke seconded.*
  - xi) *Berg did a roll call vote. The motion passed (9-1; Donovan voted against)*
  - xii) *The recording was halted; the meeting locked down and staff left*
  - xiii) *The Board came out of executive session*
  - xiv) *Recording was started*
  - xv) *Berg, Mavodones, Gildart, and Bryand returned to the meeting*
  - xvi) *Hoffman moved to name Nick Mavodones as interim General Manager effective as of the end of the day 12/1/2023, on substantially the terms recommended by the Personnel Committee and discussed by the Board, with the final agreement to be drafted by the president and counsel and presented to the board for discussion and ratification at the November 28, 2023 meeting; Luedke seconded*
  - xvii) *President Crowley opened the floor to the public. There were no public members present*

- xviii) *President Crowley asked Berg to take a role call vote*
  - xix) *Berg took a roll call vote and the motion passed unanimously (10-0)*
- 9. Adjournment**
- A. *Wentworth moved to adjourn the meeting; Donovan seconded.*
    - a) *President Crowley asked Berg to take a role call vote*
    - b) *Berg took a roll call vote and the motion passed unanimously (10-0)*

Respectfully submitted by: *James M. Luedke*  
James M. Luedke (Jan 9, 2024 07:43 PST)  
James Luedke, Clerk