

AGENDA # O.5
Scio Township Board of Trustees
Determine and Report on Board and Employee Relations

FOR MEETING DATE OF: March 10, 2026

PREPARED ON: March 2, 2026

PREPARED BY: John Reiser

SUBMITTED BY: Trustee

ITEM TYPE: Possible Action

BACKGROUND: Relationships among some Scio Township Board members and between some Board members and Township staff have become strained and are not improving. The discord has a deleterious effect on the working relationships among Board members and on the working conditions of Township staff. Past efforts at mediation have not been effective in improving the working and personal relationships of all Board members. An outside law firm or consulting firm, proficient in employee and board dynamics, should be hired to investigate the culture within Scio Township's organization, the working relationship between Scio's Board members, and the working relationship between the Board members and the Township staff. This would be accomplished through confidential interviews with all concerned parties. The scope of the work would include:

- Participation by Scio Township Board members would be mandatory;
- Participation by Scio Township staff would be encouraged, but voluntary;
- If requested, all responses will be anonymized, to the extent possible;
- Board members, employees, former employees, and contractors would also be able to provide written input to the consultant if desired;
 - o The consultant shall provide a written report that includes a summary of the dynamics, culture, and relationships among Board Members, and the dynamics and working relationship between the Board members and Township staff;
 - o Names and specific titles shall be anonymized in the report unless permitted by interviewee.
 - o The report shall include recommendations to the entire Board regarding how it could function more effectively and how to improve working relationships among the Board members and between the Board members and Township staff.

FISCAL IMPACT: \$20,000

RECOMMENDATION: Trustees John Reiser and David Read recommend approval

MODEL MOTION: To approve up to \$20,000 to hire an outside law firm or consultant to investigate and report on the working relationships among the Scio Township Board members and the Board members and Township staff, as set forth in the scope above.