PATRON NEWSLETTER re
SPECIAL BOARD MEETING ON 10/23/26 re EMPLOYEE HANDBOOK
& how it relates to RON COCHRAN campaign letter

10/23/26 A Special Board Meeting was held on Friday, 23 October 2026.

I attended this 3 1/2 hr meeting about the new proposed Employee Handbook that had been being developed by HR Answers Laurie Grenya (who is the subcontractor for SDAO) —and Workgroup Members: DM Chris Schull and Office Manager April Spath as well as Board Member Committee Members: Yves Teirlynck & Jack Billings

—This review of the proposed new handbook was originally scheduled for the regular October Board Meeting. When it wasn't, I asked a board member why and was told that DM Schull, without going through the full board, asked to have it kicked down the road to the November meeting, and had canceled Laurie's scheduled October appearance. Apparently some board members were annoyed and thus scheduled this Special Board Meeting to avoid kicking the can furtherndown the road.

BACKGROUND ON EMPLOYEE HANDBOOK:

The previous handbook was updated in 2023. Apparently Legal Counsel and DM Schull updated it updated, yet much that was needed was either totally missing, outdated and/or not compliant with even some 2023 laws. When the proposal was made by Board Member Yves Tierlynck in March to hire HR Answers to update our handbook (because SDAO had recommended it because SDAO could only do limited revisions and would have referred us to HR Answers anyway) at a cost of $10,904 our Legal Counsel, Mark Reinecke, argued that he could do it cheaper. *This argument was ridiculous in that Reinecke had already charged TID in 2025 over $12,000 for responding to my concerns that arose precisely because we had no guidance in our inadequate 2023* handbook. And yet he was asking to be the one to update the one he updated in 2023. Our legal counsel Mark Reinecke's specialty is litigation, not Human Resources.

HIGHLIGHTS FROM THIS BOARD MEETING

This Employee Handbook is much more comprehensive and detailed than the previous 2023 handbook. (68 pages rather than the former 39) bringing us up to date on laws & Best Practices that were missing. The areas where we had some latitude to choose how to handle certain situations had the options outlined, and the board discussed which option they preferred. Of particular concern to me were the discussions on *a) working from home, b) getting advance approval to attend conferences, c) advance approval in writing for travel expenses, d) getting advance approval for any time off and turning in those requests in writing and well in advance and e) use of TID vehicles for personal use.* ***All of these questions had been the cause of TID doling out over $12K in 2025 to our legal counsel because of my concerns about these very issues as well as excessive traveling & travel expenses by DM Schull.*** A highlight of these additions to our handbook is the surprise and bewilderment when DM Schull became aware that these requirements applied to him as well as the DM is also an employee. Laurie of HR Answers emphasized that the Board is legally required to supervise the DM as he is directly accountable to the Board. In the 4 years I have attended board meetings DM Schull was never supervised by the previous 5 board members.

HOW THIS RELATES TO RON COCHRAN'S CAMPAIGN LETTER

—Ron says SDAO could have done it cheaper. **Not true** according to SDAO. And if it was true, why did Ron not see that it got done properly during his 18 year tenure? The $10,904 for the update was cheaper than the over $12K paid to Counsel and is minimal compared to the **$426K interest lost due to Ron ignoring his Fiduciary Responsibilities while on the Board. Ron also, without a vote by the Board, gave DM Schull $10K bonuses 2 years in row and a luxury truck used >50% for personal use.** Yet he complains that this new board spent $10K to bring Employee Handbook to be Best Practices & legal??
—*Ron says he resigned due to an ethics complaint against him*. **Not true. Ron resigned because of the recall against him. See attachments below and notice the congruent dates. The allegations of the Recall still stand.**
—Ron says he will make piping his #1 priority. **The piping will go on even without Ron.** But Ron will continue to ignore a Board Members Fiduciary Responsibility,(see the Internal Audit done December 2025 by then Board elect Yves Teirlynck) and ignore the Policy Manual not updated since 2017, ignore the mistakes that DM Schull makes in following Federal Guidelines in implementing & spending Federal dollars and risk the Feds demanding repayment millions for TID not following the law? The new board caught some of those mistakes this month and last month and required that Schull correct them before moving forward. So refreshing to have a Board that doesn't agree to whatever the DM shoves under their noses but makes sure it is accurate first.

See attachments:

3/31/26	Recall Petition on Ron Cochran
4/6/26	Agenda set date to have Recall Election on Ron Cochran
4/6/26	Minutes of Board Meeting when Ron Cochran handed in resignation
12/2025	Internal Audit (Review) avail on tidpatrons.com

Susie Hart, Patron for further documentation of everything I have claimed contact me: ECCL520@earthlink.net