



THE COMMUNITY AND CHILDREN'S RESOURCE BOARD
OF ST. CHARLES COUNTY
Board of Directors Meeting Minutes
September 22, 2025

Meeting Location: Youth in Need located at 1815 Boone's Lick Road, St. Charles. MO 63301

Meeting Called to Order: The meeting was called to order at 8:32 a.m.

Roll Call and Guests:

Present: Molly Dempsey, Ken Dobbins, Jon Cunningham (via Zoom), Robert Fruend, Jr., Vicky Huesemann, Larry Marty, Daniel Ploesser, Nancy Schneider, and Catherine Williams (via Zoom)

Staff: Melinda McAliney, Michelle McElfresh, Jeanne Spencer, and Anna Muhm

Absent: Taylor Carson

Guests: Robert Cornejo and Scott Myers (Boys & Girls Clubs of St. Charles County); Samara Mitchell (Community Council of St. Charles County); Cathi Bornhop and Brittney Moss (Community Living, Inc.); Brian Martin and Katrina McDonald-Fuller (Compass Health Network); Laura Nolan (Cornerstones of Care); Stacy Johns (Family Advocacy and Community Training); Cassie Esswein (FamilyForward); Andrew Berhorst (Foster & Adoptive Care Coalition); Kathy Thompson and Jasmine Wright (LINC St. Charles County); Courtney Knipp (Lutheran Family and Children's Services of Missouri); Andrew Loiterstein (NAMI St. Louis); Melinda Monroe and Jessica Page (Nurses for Newborns); Steve Bourne and Greg Dahl (Partners In-Kind); Kelly Broeker (Preferred Family Healthcare); Stephanie French and Kelly Wieser (PreventEd); Brittany Morgan (The Care Service); Freda Clemons (The Child Advocacy Center of Northeast MO); Amanda McCartney (The Sparrow's Nest); Nathan Harms (TREE House of Greater St. Louis); Heather Derix and Nicole Yingst (UMSL Center for Behavioral Health); Lori Kohrs (United Services for Children); and Robin Bell, Cara Merritt, and Erin Strohbehn (Youth In Need, Inc)

New Board Member: Chair Molly Dempsey introduced and swore in Vicky Huesemann as a Board Member. Vicky's term will expire on December 31, 2025.

Approval of the Minutes: A motion was made to approve the August 25, 2025, Board Minutes. (M.S.: Ploesser/Fruend, Jr.) - Motion passed unanimously.

Partner Spotlights:

- **Cornerstones of Care:** Laura Nolan, Clinical Manager, presented an overview of the services provided, including CCRB-funded programs, and impact data. She highlighted concerning trends in St. Charles County, including increased rates of depression, anxiety, suicidal ideation, and substance use. Additional challenges noted were changing needs at the Juvenile Justice Center, staffing, and referrals to the program.

- LINC St. Charles County:** Kathy Thompson, Executive Director, and Jasime Wright, Hope Learning Center Staff, presented an overview of the services provided, including CCRB-funded programs, and impact data. They highlighted concerning trends in St. Charles County, including increased rates of diagnosis of Autism Spectrum Disorder.
- Nurses for Newborns:** Melinda Monroe, CEO, presented an overview of the services provided, including CCRB-funded programs, and impact data. She highlighted concerning trends in St. Charles County, including decreased rates of immunization and the increased number of risk factors for child abuse for families upon intake. An additional challenge noted was staffing issues due to the shortage of nurses meeting their program's requirements. Their Visiting Nurse program contributed to increased rates of vaccination, screening for developmental delays, and accessing additional services for the sixty families served in St. Charles County in 2024.
- Youth In Need, Inc.:** Cara Merritt, Senior Director, Counseling, and Robin Bell, Director, Comprehensive Youth Housing, presented an overview of the services provided, including CCRB-funded programs, and impact data. They highlighted challenges with staffing. The Crisis Intervention program was recognized as a positive intervention, contributing to a reduction in the number of youths without stabilized housing.

Public Comment: No Public Comment.

Report of the Chair: No Report of the Chair.

Financial Report: Ken Dobbins, Treasurer, reported on the financial statement ending August 31, 2025. The following balances were reported:

General Fund	
Revenue	Actual
Actual tax revenues	\$ 976,659.35
Investment Income	\$ 73,576.24
Refund of Taxes	\$ -
Total Revenue	\$ 1,050,235.59
Expenses	Actual
Admin. & Acctg Exp.	\$ 63,858.08
Services Requests	\$ 651,070.30
Total Expenses	\$ 714,928.38
Transfer to ARPA Fund	\$ 1,185.00

Balance Sheet	
Total Current Assets	\$ 5,635,290.15
Fund Balance	\$ 4,978,170.89

ARPA Fund	
Revenue	Actual
ARPA Revenue	\$ -
Total ARPA Revenue	\$ -
Transfer from Gen. Fund	\$ 1,185.00
-	-
Expenses	Actual
Admin. & Acctg Exp.	\$ 1,185.00
Services Requests	\$ -
Total ARPA Expenses	\$ 1,185.00

A motion was made to approve the financial statements for the month of August 2025.
(M.S.: Freund, Jr./Schneider) – Motion passed unanimously.

A motion was made to approve a wire-transfer for \$716,113.38 for the month of August 2025.
(M.S.: Freund, Jr./Ploesser) – Motion passed unanimously.

No wire transfer was needed for the ARPA account.

All CCRB invoices and bills paid were completed with 100% accuracy.

Melinda McAliney reported utilization for the month of August 2025 has historically been the lowest month. This is primarily because the CCRB funds a large percentage of school based programs, which are being provided over the summer. Monthly utilization rates showed a slight decline, with August 2025 at 54% compared to 55% in August 2024. Year-to-date utilization rates remained steady, with both August 2025 and August 2024 at 78%.

While the budget was based on a four percent (4%) annual increase in revenue, actual revenue for August 2025 reflected a six percent (6%) increase over the same period in 2024. Year-to-date revenue is still behind projections at 1.7%.

Report of Standing Committees:

- Executive: Molly Dempsey reported the Executive Committee met to prepare for today's meeting.
- Finance: Ken Dobbins reported the Finance Committee met to prepare for today's meeting, including review of Supplemental Funding Applications and Contract Agreement Extensions.
- Personnel: No report.
- Policies and Procedures: Larry Marty reported the Finance Policies are ready for review by the Board.

Report of Executive Director: Melinda McAliney reported:

- **New Funding Process:** A successful Funding Process Kick-off meeting and ice cream social was held with Partner Agencies, with 50 attendees. The funding portal for Group 1 Partner Agencies opened on September 1, 2025. Applications are due by October 1, 2025. Preparatory meetings have begun with Group 2 Partner Agencies for their 2026 Funding Application.
- **Supplemental Funding:** Staff vetted the thirteen (13) Supplemental Funding requests received and met with the Finance Committee to develop funding recommendations.
- **Administration:** Melinda McAliney began work on projected revenues for the next three years and their impact on available funds for Partner Agency awards. Melinda and Anna Muhm continue to review and update organizational policies. Melinda reviewed CCRB's staff benefits and benchmarked them against other government and nonprofit organizations. The Finance Committee used this data to develop 2026 staff benefit recommendations that will be presented today in New Business. Melinda and Taylor Carson finalized the school-based mental health services reports. Results will be presented at a future Board meeting and shared with Partner Agencies and school districts.

- **Community Engagement:** Staff engaged in a variety of community meetings and events.

Old Business:

- None.

New Business:

- **Board Subcommittee Meetings:** As outlined in the CCRB’s Funding Process Policy Funding Process, Hearings, and Funding Decisions – Policy FP2, renewal funding applications will be reviewed by designated subcommittees of the CCRB Board. The Board provided availability to the CCRB staff so subcommittees can be developed.
- **First Reading of Revisions to the Finance Policies:** The CCRB Finance Committee introduced proposed changes to CCRB’s Finance policies. This was the first reading of the motion. The revisions will be voted on at the next Board meeting.
- **Partner Agency Transfer of Funds Request – Saint Louis Counseling:** The CCRB Finance Committee recommended that the Board approve the transfer of funds between contracted programs for Saint Louis Counseling as presented in Appendix A.

A motion was made to approve the Transfer of Funds as presented in Appendix A. (M.S.: Dobbins/Marty) – Motion passed unanimously.

- **Supplemental Funding 2025:** The CCRB Finance Committee recommended that the Board approve the Supplemental Funding amounts as presented in Appendix B. This funding will not be added to the Partner Agency’s “base” funding for future funding consideration.

A motion was made to approve the Supplemental Funding 2025 as presented in Appendix B. (M.S.: Dobbins/Marty) – Motion passed.

A roll call vote was taken:

Dempsey	Yay	Freund, Jr.	Yay	Ploesser	Yay
Cunningham	Yay	Huesemann	Yay	Schneider	Yay
Dobbins	Yay	Marty	Yay	Williams	Yay

- **Partner Agency Contract Agreement Extensions:** The CCRB Finance Committee recommended that the Board extend all current Partner Agency Contract Agreements to June 30, 2026. The Finance Committee also recommended that the Board approve changes to Partner Agency program Unit Rates and Contract Agreement amounts as reflected in Appendix C. These amounts reflect both the Transfer of Funds and Supplemental Funding that were approved at today’s meeting.

A motion was made to approve the changes to the Partner Agency Contract Agreements, as presented in Appendix C. (M.S.: Dobbins/Fruend, Jr.) – Motion passed.

A roll call vote was taken:

Dempsey	Yay	Freund, Jr.	Yay	Ploesser	Yay
Cunningham	Yay	Hueseemann	Yay	Schneider	Yay
Dobbins	Yay	Marty	Yay	Williams	Yay

- **CCRB Employee Benefits:** The CCRB Finance Committee moved that the CCRB Board approve the recommended employee benefits as presented in Appendix D. Health and insurance (long-term disability, short-term disability, term life, and accidental death and dismemberment) would renew/begin December 1, 2025. Changes to other benefits would go into effect on January 1, 2026.

A motion was made to approve changes to the CCRB Employee Benefits as presented in Appendix D. (M.S.: Dobbins/Fruend, Jr.) – Motion passed.

A roll call vote was taken:

Dempsey	Yay	Freund, Jr.	Yay	Ploesser	Yay
Cunningham	Yay	Hueseemann	Abstain	Schneider	Yay
Dobbins	Yay	Marty	Yay	Williams	Yay

The Finance Committee moved that the CCRB hire AssuredPartners as our new benefits broker and approve the annual fee of \$1,500.00.

The Finance Committee further moved that the CCRB establish a Health Reimbursement Arrangement Plan through AssuredPartners and approve the annual fee of \$1,200.00.

The Finance Committee further moved that the CCRB add Short-term Disability insurance for employees and pay 100 percent (100%) of the annual premium.

A roll call vote was taken:

Dempsey	Yay	Freund, Jr.	Yay	Ploesser	Abstain
Cunningham	Yay	Hueseemann	Abstain	Schneider	Yay
Dobbins	Yay	Marty	Yay	Williams	Yay

Announcements:

- Robert Cornejo from The Boys and Girls Club of St. Charles County, announced the hiring of Scott Myers as their new CEO.

Adjournment: A motion was made to adjourn the meeting at 10:06 a.m. (M.S.: Ploesser/Dobbins) – Motion passed.

APPENDIX A

PARTNER AGENCY TRANSFER OF FUNDS REQUEST

A motion was made to approve the following transfer of funds between contracted programs for Saint Louis Counseling:

- Transfer \$5,000.00 from the Outpatient Psychiatry Program to the School Partnership Program
- Transfer \$60,000.00 from the Counseling Program to the School Partnership Program

And to amend Saint Louis Counseling's Contract Agreement amounts be amended as follows:

- School Partnership Program - \$291,170.00
- Outpatient Psychiatry Program - \$32,425.50
- Counseling Program - \$104,841.40

APPENDIX B

SUPPLEMENTAL FUNDING 2025

A motion was made to approve the following Supplemental Funding amounts. This funding will not be added to the Partner Agency’s “base” funding for future funding consideration.

Agency	Program	Recommended Amount
CHADS Coalition for Mental Health	Family Support	\$ 10,500.00
CHADS Coalition for Mental Health	Social Emotional Wellbeing	\$ 15,750.00
Community Living	SOAR	\$ 13,168.82
Compass Health, Inc.	Partnership With Families (PWF)	\$ 134,450.00
Compass Health, Inc.	School-Based MHS	\$ 68,275.50
Foster Care Coalition of Greater St. Louis, Inc.	30 Days to Family	\$ 22,169.52
Foster Care Coalition of Greater St. Louis, Inc.	Family Works	\$ 13,085.55
LINC St. Charles County	Crisis Intervention	\$ 12,176.71
Our Lady’s Inn	Family Strengths	\$ 61,295.60
PreventEd	Prevention First	\$ 10,189.90
Saint Louis Counseling, Inc.	School Based Partnership	\$ 9,000.00
St. Louis Crisis Nursery	Respite Care	\$ 114,408.00
United Services in St. Charles County Inc.	Behavior Intervention Program	\$ 15,530.40
TOTAL		\$ 500,000.00



APPENDIX C

PARTNER AGENCY CONTRACT AGREEMENT EXTENSIONS

A motion was made to approve the following changes to Partner Agency Contract Agreements and to extend contracts from December 31, 2025 to June 20, 2026:

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
BETHANY CHRISTIAN SERVICES									
Safe Families for Children				Yes	\$ 35,863.20	\$ 8,965.80			\$ 44,829.00
Case Management	Yes	\$71.72	\$73.15						
Respite	Yes	\$89.66	\$91.45						
BIG BROTHERS BIG SISTERS OF EASTERN MISSOURI									
1:1 Mentoring				Yes	\$ 44,996.84	\$ 11,249.21			\$ 56,246.05
Mentoring	Yes	\$37.94	\$38.70						
Group Mentoring				Yes	\$ 88,396.00	\$ 22,099.00			\$ 110,495.00
Group Mentoring	Yes	\$40.18	\$40.98						
BOYS & GIRLS CLUB OF ST. CHARLES COUNTY									
Healthy Lifestyles				Yes	\$ 572,099.80	\$ 143,024.95			\$ 715,124.75
Case Management	Yes	\$12.36	\$12.61						
Center-Based	Yes	\$12.62	\$12.87						
CHADS COALITION FOR MENTAL HEALTH									
Family Support				Yes	\$ 258,898.85	\$ 60,952.76		\$ 10,500.00	\$ 330,351.61
Home-Based	Yes	\$120.46	\$122.87						
Signs of Suicide (SOS)				Yes	\$ 144,561.76	\$ 36,140.44			\$ 180,702.20
Prevention	Yes	\$109.48	\$111.67						
School-Based Support	Yes	\$84.80	\$86.50						
Social Emotional Wellbeing				Yes	\$ 546,682.50	\$ 133,147.17		\$ 15,750.00	\$ 695,579.67
Mentoring	Yes	\$110.13	\$112.33						
CHESTNUT HEALTH SYSTEMS INC.									
Project Access				No	\$ 99,529.55				\$ 99,529.55
Assessments	Yes	\$173.01	\$176.47						
Case Management	Yes	\$67.33	\$68.68						
Counseling	Yes	\$153.57	\$156.64						
Presentations	Yes	\$640.10	\$652.90						

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
CHILD CARE AWARE OF MISSOURI									
Protecting Children				Yes	\$ 77,653.40	\$ 38,826.70			\$ 116,480.10
Coaching - In-Person	Yes	\$561.75	\$572.99						
Coaching - Virtual	Yes	\$341.05	\$347.87						
Training - In-Person	Yes	\$672.00	\$685.44						
Training - Virtual	Yes	\$697.59	\$711.54						
COMMUNITY COUNCIL OF ST. CHARLES COUNTY									
Coordinated Entry				Yes	\$ 89,999.00	\$ 22,499.75			\$ 112,498.75
Coordinated Entry	Yes	\$69.23	\$70.61						
COMMUNITY LIVING, INC.									
SOAR				Yes	\$ 190,091.20	\$ 95,045.60		\$ 13,168.82	\$ 298,305.62
Center-Based	Yes	\$62.53	\$63.78						
Respite Center				Yes	\$ 188,455.68	\$ 47,113.92			\$ 235,569.60
Respite	Yes	\$51.66	\$52.69						
COMPASS HEALTH NETWORK									
Autism Support Services				Yes	\$ 205,928.00	\$ 51,482.00			\$ 257,410.00
Autism ABA Therapy	Yes	\$118.00	\$120.36						
Autism Assessments	Yes	\$133.90	\$136.58						
Autism Case Management	Yes	\$99.91	\$101.91						
Partnership with Families				Yes	\$ 1,687,956.21	\$ 421,989.05		\$ 134,450.00	\$ 2,244,395.26
PWF Care Coordination	Yes	\$120.65	\$123.06						
PWF Parent Partner	Yes	\$111.10	\$113.32						
PWF Psych Consult	Yes	\$240.00	\$244.80						
PWF Psychiatry	Yes	\$240.00	\$244.80						
PWF Respite	Yes	\$9.12	\$9.30						
PWF Wraparound	Yes	\$1.00	\$1.00						
PWF Parent Partner - Medical	No	\$45.71	\$45.71						No longer funded
PWF Urgent Care	No	\$414.00	\$414.00						No longer funded

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
COMPASS HEALTH NETWORK - continued									
Pinocchio				Yes	\$ 453,990.00	\$ 113,497.50			\$ 567,487.50
<i>Pinocchio-Group</i>	Yes	\$30.05	\$30.65						
<i>Pinocchio-Individual</i>	Yes	\$61.18	\$62.40						
School-Based MHS				Yes	\$ 2,151,216.44	\$ 492,117.88		\$ 68,275.50	\$ 2,711,609.82
<i>School-Based MHS</i>	Yes	\$110.35	\$112.56						
<i>School-Based MHS Therapy</i>	Yes	\$118.00	\$120.36						
<i>School-Based MHS - Medical</i>	No	\$55.71	\$55.71						<i>No longer funded</i>
Violence Prevention				Yes	\$ 460,413.20	\$ 115,103.30			\$ 575,516.50
<i>Prevention</i>	Yes	\$96.20	\$98.12						
CORNERSTONES OF CARE									
Functional Family Therapy				Yes	\$ 101,118.50	\$ 50,559.25			\$ 151,677.75
<i>Therapy - Family</i>	Yes	\$58.45	\$59.62						
On-site Mental Health				No	\$ 102,652.68				\$ 102,652.68
<i>Counseling</i>	Yes	\$57.22	\$58.36						
CRISIS AID INTERNATIONAL, INC.									
Children's Anti-Exploitation Partnership				Yes	\$ 49,999.12	\$ 24,999.56			\$ 74,998.68
<i>Community Outreach</i>	Yes	\$50.00	\$51.00						
<i>Crisis Interventions</i>	Yes	\$57.14	\$58.28						
<i>Presentations</i>	Yes	\$555.56	\$566.67						
ELEVENTH CIRCUIT COURT									
Therapeutic Supervised Visitation				Yes	\$ 151,580.00	\$ 37,895.00			\$ 189,475.00
<i>Therapeutic Supervised Visitation</i>	Yes	\$130.00	\$132.60						
EPWORTH CHILD AND FAMILY SERVICES									
Epworth Psychological Services				Yes	\$ 31,300.50	\$ 15,650.25			\$ 46,950.75
<i>Psychological Assessments</i>	Yes	\$178.86	\$182.44						
Family Support Network				Yes	\$ 34,949.60	\$ 17,474.80			\$ 52,424.40
<i>Counseling - Family</i>	Yes	\$124.82	\$127.32						

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
FAMILY ADVOCACY AND COMMUNITY TRAINING									
Educational Advocacy				Yes	\$ 375,991.68	\$ 93,997.92			\$ 469,989.60
<i>Educational Advocacy</i>	Yes	\$69.32	\$70.71						
Family Support				Yes	\$ 94,757.28	\$ 47,378.64			\$ 142,135.92
<i>Family Support</i>	Yes	\$69.88	\$71.28						
FAMILYFORWARD									
Counseling				Yes	\$ 485,500.00	\$ 121,375.00			\$ 606,875.00
<i>Counseling - Group</i>	Yes	\$20.00	\$20.40						
<i>Counseling - Individual</i>	Yes	\$150.00	\$153.00						
<i>Psychological Assessments</i>	Yes	\$175.00	\$178.50						
Occupational Therapy				Yes	\$ 121,800.00	\$ 30,450.00			\$ 152,250.00
<i>Group Therapy</i>	Yes	\$20.00	\$20.40						
<i>Occupational Therapy</i>	Yes	\$150.00	\$153.00						
<i>Presentations</i>	Yes	\$150.00	\$153.00						
Therapeutic Early Childhood Center				No	\$ 202,500.00				\$ 202,500.00
<i>Early Childhood</i>	Yes	\$210.00	\$214.20						
<i>Early Childhood Counseling</i>	Yes	\$150.00	\$153.00						
FOSTER & ADOPTIVE CARE COALITION									
30 Days to Family				Yes	\$ 193,314.12	\$ 44,554.02		\$ 22,169.52	\$ 260,037.66
<i>30 Days to Family</i>	Yes	\$148.02	\$150.98						
Educational Advocacy				Yes	\$ 33,413.55	\$ 7,684.13			\$ 41,097.68
<i>Educational Advocacy</i>	Yes	\$99.15	\$101.13						
Family Works				Yes	\$ 34,365.60	\$ 7,533.60		\$ 13,085.55	\$ 54,984.75
<i>Family Works</i>	Yes	\$103.20	\$105.26						
GATEWAY ALLIANCE AGAINST HUMAN TRAFFICKING									
Breaking the Chains				No	\$ 249,998.00				\$ 249,998.00
<i>Presentations</i>	Yes	\$357.14	\$364.28						

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
KIDS UNDER TWENTY ONE									
Suicide Safety				Yes	\$ 172,690.00	\$ 43,172.50			\$ 215,862.50
<i>ASIST Training</i>	Yes	\$140.00	\$142.80						
<i>Prevention</i>	Yes	\$231.00	\$235.62						
LINC ST. CHARLES COUNTY									
Crisis Intervention				Yes	\$ 122,268.40	\$ 27,130.00		\$ 12,176.71	\$ 161,575.11
<i>Case Management</i>	No	\$17.00	\$17.00						
<i>Counseling</i>	No	\$60.00	\$60.00						
<i>Music Therapy</i>	No	\$80.00	\$80.00						
<i>Wraparound</i>	No	\$1.00	\$1.00						
LUTHERAN FAMILY AND CHILDREN'S SERVICES									
Mental Health Counseling				Yes	\$ 486,000.00	\$ 121,500.00			\$ 607,500.00
<i>Counseling</i>	Yes	\$108.00	\$110.16						
MEGAN MEIER FOUNDATION									
Counseling & Support Center				Yes	\$ 436,444.90	\$ 109,111.23			\$ 545,556.13
<i>Counseling - Group</i>	Yes	\$177.95	\$181.51						
<i>Counseling - Individual</i>	Yes	\$122.54	\$124.99						
School Attendance Initiative				Yes	\$ 12,970.00	\$ 6,485.00			\$ 19,455.00
<i>Case Management</i>	Yes	\$103.76	\$105.84						
NAMI ST. LOUIS									
Crisis Intervention Team				No	\$ 54,600.00				\$ 54,600.00
<i>CIT</i>	Yes	\$195.00	\$198.90						
Ending the Silence				No	\$ 50,000.00				\$ 50,000.00
<i>Prevention</i>	Yes	\$200.00	\$204.00						
Mental Health Presentations				No	\$ 7,200.00				\$ 7,200.00
<i>Presentations</i>	Yes	\$200.00	\$204.00						

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
NURSES FOR NEWBORNS									
Nurse Home Visitation				Yes	\$ 230,000.70	\$ 57,500.18			\$ 287,500.88
Case Management	Yes	\$170.42	\$173.83						
Home-Based	Yes	\$212.07	\$216.31						
OUR LADY'S INN									
Family Strengths				Yes	\$ 423,020.00	\$ 105,755.00		\$ 61,295.60	\$ 590,070.60
Services for Mothers and Child	Yes	\$211.51	\$215.74						
PARTNERS IN-KIND									
Psychological Evaluations				Yes	\$ 204,945.77	\$ 102,472.89			\$ 307,418.66
Case Management	Yes	\$82.97	\$84.63						
Psychological Assessments	Yes	\$163.08	\$166.34						
PREFERRED FAMILY HEALTHCARE									
Addiction is Real				No	\$ 24,075.00				\$ 24,075.00
Presentations	Yes	\$107.00	\$109.14						
O/P Substance Use Treatment				No	\$ 1,915,603.48				\$ 1,915,603.48
O/P Assessments	Yes	\$168.55	\$171.92						
O/P Counseling - Group	Yes	\$28.79	\$29.37						
O/P Counseling - Individual	Yes	\$111.56	\$113.79						
O/P Drug Tests	Yes	\$28.67	\$29.24						
O/P Family Therapy	Yes	\$147.20	\$150.14						
O/P Meds and Labs	Yes	\$1.00	\$1.00						
O/P Psychiatry	Yes	\$307.22	\$313.36						
Team of Concern				No	\$ 1,715,718.88				\$ 1,715,718.88
TOC Drug Tests	Yes	\$29.10	\$29.68						
TOC Individual Services	Yes	\$107.61	\$109.76						
TOC Intakes	Yes	\$158.45	\$161.62						
TOC Prevention	Yes	\$137.50	\$140.25						
TOC Psychiatry	Yes	\$268.23	\$273.59						
TOC School Based	Yes	\$107.61	\$109.76						

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
PREVENTED									
Prevention First				Yes	\$ 54,498.20	\$ 27,249.10		\$ 10,189.90	\$ 91,937.20
<i>Presentations</i>	Yes	\$116.28	\$118.61						
SAINT LOUIS COUNSELING									
Counseling				Yes	\$ 164,841.40	\$ 41,210.35	\$ (60,000.00)		\$ 146,051.75
<i>Counseling</i>	Yes	\$104.33	\$106.42						
Outpatient Psychiatry				Yes	\$ 37,425.50	\$ 9,356.38	\$ (5,000.00)		\$ 41,781.88
<i>Psychiatry</i>	Yes	\$220.15	\$224.55						
School Partnership Program				Yes	\$ 226,170.00	\$ 56,542.50	\$ 65,000.00	\$ 9,000.00	\$ 356,712.50
<i>Crisis Interventions</i>	Yes	\$75.39	\$76.90						
SSM HEALTH CARE ST. LOUIS									
Youth & Family Services				Yes	\$ 130,530.42	\$ 65,265.21			\$ 195,795.63
<i>Assessments</i>	No	\$185.89	\$185.89						
<i>Medication Administration</i>	No	\$60.95	\$60.95						
<i>Psychiatry</i>	No	\$199.37	\$199.37						
<i>Therapy - Group</i>	No	\$52.42	\$52.42						
ST. LOUIS CRISIS NURSERY									
Family Empowerment Program				Yes	\$ 253,612.80	\$ 63,403.20			\$ 317,016.00
<i>Home-Based</i>	Yes	\$41.44	\$42.27						
Healing Hearts Outreach				Yes	\$ 106,828.80	\$ 26,707.20			\$ 133,536.00
<i>Art Therapy</i>	Yes	\$55.64	\$56.75						
Respite				Yes	\$ 1,209,954.42	\$ 276,858.00		\$ 114,408.00	\$ 1,601,220.42
<i>Counseling</i>	Yes	\$51.65	\$52.68						
<i>Occupational Therapy</i>	Yes	\$74.38	\$75.87						
<i>Respite</i>	Yes	\$13.86	\$14.14						
THE CARE SERVICE									
Children and Family Development				Yes	\$ 448,921.60	\$ 112,230.40			\$ 561,152.00
<i>Home-Based</i>	Yes	\$93.01	\$94.87						
<i>Wraparound</i>	Yes	\$1.00	\$1.00						

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
THE CHILD ADVOCACY CENTER OF NORTHEAST MISSOURI									
Child Abuse Prevention				Yes	\$ 955,000.00	\$ 238,750.00			\$ 1,193,750.00
<i>Prevention</i>	No	\$250.00	\$250.00						
Forensic & Advocacy Services				Yes	\$ 830,118.00	\$ 207,529.50			\$ 1,037,647.50
<i>Advocacy</i>	No	\$256.00	\$256.00						
<i>Forensic Interviews</i>	No	\$261.00	\$261.00						
Mental Health Therapy				Yes	\$ 456,000.00	\$ 114,000.00			\$ 570,000.00
<i>Counseling</i>	No	\$200.00	\$200.00						
THE SPARROW'S NEST									
Childcare Cooperative				Yes	\$ 56,145.60	\$ 28,072.80			\$ 84,218.40
<i>Case Management</i>	Yes	\$50.65	\$51.66						
<i>Parent Education</i>	Yes	\$52.10	\$53.14						
TREE HOUSE OF GREATER ST. LOUIS									
Equine-Assisted Services				Yes	\$ 42,000.00	\$ 10,500.00			\$ 52,500.00
<i>Equine-Assisted Therapy</i>	Yes	\$200.00	\$204.00						
UMSL CENTER FOR BEHAVIORAL HEALTH									
Psychological Evaluations				Yes	\$ 218,232.96	\$ 109,116.48			\$ 327,349.44
<i>Care Coordination</i>	Yes	\$55.53	\$56.64						
<i>Psychological Assessments</i>	Yes	\$136.95	\$139.69						
UNITED SERVICES FOR CHILDREN									
Behavior Intervention Program				Yes	\$ 597,150.24	\$ 149,287.56		\$ 15,530.40	\$ 761,968.20
<i>Behavioral Services</i>	Yes	\$27.66	\$28.21						
<i>Social Work</i>	Yes	\$27.66	\$28.21						
<i>Specialized Classroom</i>	Yes	\$21.57	\$22.00						

Partner Agency Info	2% COLA Accept	2025 Unit Rate	2026 Unit Rate	Extended Funding Accept	2024-25 Contract Amount*	2026 Extended Funds**	Transfer of Funds Amount	Supplemental Recommended Amount	2024-25 Amended Contract Amount
YOUTH IN NEED									
Crisis Intervention				Yes	\$ 61,660.00	\$ 15,415.00			\$ 77,075.00
<i>Crisis Interventions</i>	Yes	\$65.00	\$66.30						
<i>Crisis Interventions Presenta</i>	Yes	\$300.00	\$306.00						
Emergency Shelter				No	\$ 465,900.00				\$ 465,900.00
<i>Shelter Case Management</i>	Yes	\$65.00	\$66.30						
<i>Shelter Counseling</i>	Yes	\$130.00	\$132.60						
<i>Shelter Counseling - Group</i>	Yes	\$25.00	\$25.50						
<i>Shelter Room & Board</i>	Yes	\$200.00	\$204.00						
Mental Health Counseling				Yes	\$ 2,136,700.00	\$ 534,175.00			\$ 2,670,875.00
<i>Counseling - Group</i>	Yes	\$35.00	\$35.70						
<i>Counseling - Individual</i>	Yes	\$130.00	\$132.60						
<i>Counseling - Student</i>	Yes	\$65.00	\$66.30						
Transitional Living Program				Yes	\$ 826,400.00	\$ 206,600.00			\$ 1,033,000.00
<i>Transitional Living</i>	Yes	\$175.00	\$178.50						
<i>Transitional Living - Maternity</i>	Yes	\$185.00	\$188.70						
Total Amount					\$ 24,693,599.33	\$ 5,178,202.65	\$ -	\$ 500,000.00	\$ 30,371,801.98

*2024-25 Contract Amount includes program's base contract and 2024 supplemental funds.

**Amount for 2026 is equal to 6 months of base contract.



APPENDIX D

CCRB EMPLOYEE BENEFITS

A motion was made approve the following changes to the CCRB Employee Benefits:

Health, Dental & Eye

Policy effective 12/1/2025

<i>Carrier: Anthem</i>
<i>CCRB cost: ~\$50,782 (assumes 10% increase) (3 employees, 1 dependent)</i> <ul style="list-style-type: none"> • Offset by \$3,814 employee contributions
Will be adding an additional dependent in 2026, which will further increase costs by ~\$5,261 in 2026 <ul style="list-style-type: none"> • Offset by \$2,104 employee contributions
<i>New: Add Health Reimbursement Arrangement Plan: \$1,200/year for Health Reimbursement Arrangement Plan (plan will be less in future years; initial year includes set up fees)</i>
<i>Plan: Traditional PPO Plan</i> Gold/Blue Access Choice 1000/20%/\$6,250 <ul style="list-style-type: none"> • Pay per person on plan; fee based on covered's age
<i>Renews: 12/1</i>
<i>Eligibility: Employees who work 30 or more hours/week</i>
<i>Coverage starts: first of the month after the employee begins work</i>
<i>CCRB only pays premium for dependent(s) without coverage through their employer</i>
<i>Premium - Employees: CCRB pays percentage of premium and annual health deductible. Amount is determined annually by the Board.</i> For 2026: <ul style="list-style-type: none"> • 100% of premium • 100% of annual health deductible (\$1,000) <ul style="list-style-type: none"> ○ Employees submit reimbursement request to 3rd party administrator
<i>Premium - Employee Dependents: CCRB pays percentage of premium and annual health deductible. Amount is determined annually by the Board.</i> For 2026: <ul style="list-style-type: none"> • 60% of premium • 60% of annual health deductible for family (\$1,800) <ul style="list-style-type: none"> ○ Employees submit reimbursement request to 3rd party administrator

Long-term Disability

Policy effective 12/1/2025

<i>Carrier:</i> Sun Life
<i>CCRB Cost:</i> \$1,413/year (4 employees)
<i>Renews:</i> 12/1
<i>Eligibility:</i> Employees who work 30 or more hours/week
<i>Coverage starts:</i> after 90 days (3 months) of employment
<i>Premium:</i> CCRB pays 100% of premium <ul style="list-style-type: none">• Premium based on employee age and income
<i>Benefit:</i> Pays 50% of monthly earnings, up to \$6,000/month
<i>Elimination period:</i> 180 days (25.7 weeks)
<i>Vacation/Sick:</i> Time does not accrue while on leave.
<i>Other:</i> Can not use accrued sick or vacation time while on Long-term Disability
Includes EAP program with following annual features: <ul style="list-style-type: none">• 3 phone counseling sessions• 1 legal consultation• Access to financial professionals• Access to HR professionals on workplace-related issues• Health risk assessments• Discount programs

Short-term Disability

Policy effective 12/1/2025

<i>Carrier:</i> Sun Life
<i>Cost to CCRB:</i> \$2,358/year (4 employees)
<i>Add:</i> 12/1
<i>Eligibility:</i> Employees who work 30 or more hours/week
<i>Coverage starts:</i> after 90 days (3 months) of employment
<i>Premium:</i> CCRB pays 100%
<i>Benefit:</i> Pays 66.67% of monthly earnings, up to \$1,500/week
<i>Elimination period:</i> 14 days
<i>Maximum benefit period:</i> 24 weeks (168 days) Note: for pregnancy, benefit period is typically 6-8 weeks, depending on type of birth (this includes 14 day elimination period)
<i>Vacation/Sick:</i> Time does not accrue while on leave.
<i>Other:</i> Can not use accrued sick or vacation time while on Short-term Disability

Term Life

Policy effective 12/1/2025

<i>Carrier:</i> Sun Life
<i>CCRB Cost:</i> \$602/year (4 employees)
<i>Renews:</i> 12/1
<i>Eligibility:</i> Employees who work 30 or more hours/week
<i>Coverage starts:</i> after 90 days (3 months) of employment
<i>Premium:</i> CCRB pays 100%; no option for employees to purchase additional coverage <ul style="list-style-type: none">• Premium based on employee age and income
<i>Benefit:</i> \$50,000

Accidental Death & Dismemberment

Policy effective 12/1/2025

<i>Carrier:</i> Sun Life
<i>CCRB cost:</i> \$58/year (4 employees)
<i>Renews:</i> 12/1
<i>Eligibility:</i> Employees who work 30 or more hours/week
<i>Coverage starts:</i> after 90 days (3 months) of employment
<i>Premium:</i> CCRB pays 100%; no option for employees to purchase additional coverage <ul style="list-style-type: none">• Premium based on employee age and income
<i>Benefit:</i> \$50,000

Retirement

Policy effective immediately; no changes to policy

<i>Plan administrator:</i> Security Benefit
<i>401a Plan:</i> CCRB contributes 6% of employee salary
<i>457b Plan:</i> Employees can contribute pre-or post-tax
<i>Eligibility:</i> Employees who work 30 or more hours/week; part-time employees hired before 1.1.2024 <ul style="list-style-type: none">• 401a – after 6 months of employment• 457b – immediately after start date

Vacation

Policy effective 1/1/2026

<p><i>Employees who work 30 or more hours/week:</i></p> <p>0-4 years: 120 hours (15 days) 5 – 9 years: 160 hours (20 days) 10-14 years: 200 hours (25 days) 15+ years: 240 hours (30 days)</p> <p>Change in hours occurs on work anniversary.</p> <p>Allow staff with more vacation hours currently to keep these hours, until they hit the next band.</p>
<p><i>Part-time employees:</i> accrue vacation leave at the same rate as full-time employees, multiplied by a percentage of the time they work compared to a standard work week.</p>
<p><i>Accrue:</i> Accrue vacation each pay period.</p> <ul style="list-style-type: none">Hours do not accrue while on unpaid leave, long-term disability, short-term disability, or worker's comp. <p>In 2026 only, advance up to 80 hours/10 days of vacation time to recognize the change in policy.</p> <ul style="list-style-type: none">Thereafter, advance up to 20 hours/2.5 days.
<p><i>Rollover:</i> up to 80 hours annually.</p>
<p><i>Executive Director:</i> The Board may choose to provide additional vacation leave benefits to the Executive Director.</p>
<p><i>Introductory employees:</i> accrue vacation leave during their introductory period (90 days) but are not eligible to utilize this benefit until the successful completion of the introductory period, unless previously negotiated at the time of hiring.</p>
<p><i>Pay out on separation:</i> Pay out unused vacation time at separation.</p> <ul style="list-style-type: none">Any introductory employee who accrues vacation leave during their introductory period but does not receive a satisfactory evaluation resulting in termination, shall not be eligible to be compensated upon termination for any accrued vacation leave. This benefit is forfeited.

Sick Leave

Policy effective 1/1/2026

<p><i>Employees who work 30 or more hours/week:</i> 80 hours (10 days) per year</p>
<p><i>Accrue:</i> 3.33 hours/payroll</p>
<p><i>Part-time employees:</i> percentage of full-time sick leave commensurate with weekly hours.</p>
<p><i>Rollover:</i> May accrue sick leave to a maximum of 720 hours (90 days).</p>
<p><i>Usage:</i> May use paid sick leave to care for oneself. May use up to forty-eight (48) hours of leave annually to care for the employee's child, parent, spouse, domestic partner, or other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.</p>
<p><i>Introductory employees:</i> Introductory employees are not eligible for sick leave pay, although sick leave accrues from the first month of employment.</p>

Leaves of Absence

Policies effective 1/1/2026

<p><i>Court</i> - Full-time and part-time employees with benefits subpoenaed as a witness in a civil or criminal case or selected to serve on a jury shall be granted paid leave during their absence.</p> <ul style="list-style-type: none">• No limit to length of time out of office with salary.
<p><i>Military</i> - will comply with the eligibility requirements as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).</p>
<p><i>Family & Medical Leave Act (FMLA)</i> – 12 weeks unpaid leave during any 12-month period for employees who have worked at least 1,250 hours in the prior 12 months.</p> <ul style="list-style-type: none">• Can use for: birth of a newborn child, adoption, or foster care; care for employee’s own diagnosed serious health condition; care for employee’s spouse, child, or parent with a serious health condition; or “qualifying exigency” from the employee’s spouse, child, or parent on active duty• Up to 26 weeks of leave for an employee who is the spouse, child, parent, or next of kin of a “covered service member” with a serious injury/illness sustained while on active duty to care for such covered service member• Must exhaust sick & vacation time first (in that order)<ul style="list-style-type: none">○ Can use Short-term Disability after 2-week elimination period, if qualify○ Remainder of leave after sick, vacation, and STD has been exhausted is unpaid• Position guaranteed upon return• Benefits continue while on leave; employee must write check to cover their portion of dependent health/dental/eye (if applicable)• Vacation & sick time do not accrue while on leave
<p><i>Funeral</i> – for full- and part-time employees: 5 days for immediate family member (spouse or domestic partner, child, parents, mother- and father-in-law, siblings, step-parents, stepchildren and step-siblings); 3 days for extended family member (aunt, uncle, grandparents or grandparents-in-law, grandchildren, brother- and sister-in-law and daughter- or son-in law)</p> <ul style="list-style-type: none">• Executive Director can grant 30-day unpaid leave of absence upon request
<p><i>Occupational Injury</i> - (<i>worker’s comp; no changes to policy</i>) – The Missouri State Worker’s Compensation Act covers employees injured on the job. This law provides specific benefits including payment of approved medical expenses and partial payment for loss of wages. Payment for lost time commences after three (3) regularly scheduled full days off from work. The first three (3) full workdays off are covered by the CCRB, but if the employee is unable to return due to injury for more than fourteen (14) calendar days, whether consecutive or non-consecutive, after the date of the injury, the CCRB’s Worker’s Compensation program then covers partial loss of wages for the first three (3) days. The CCRB will undertake no adjustments to any leave balances or recoupment of this money.</p>
<p>Note: CCRB carries worker’s comp insurance</p>
<p><i>Education</i> – CCRB pays for all training required of an employee for performance of job duties. Time spent in training is considered hours worked.</p>