



**Approved at February 14, 2022 Board Meeting**  
**Early Learning Coalition of Broward County, Inc.**  
**Board Meeting Minutes**  
**December 20, 2021 at 12:00 PM**  
 Virtual Meeting

Members in Attendance	Michael Asseff; Cindy Arenberg-Seltzer; Beverley Batson; Cara Cerchione; Amoy Reid; Renee Podolsky; Khalil Zeinieh; Richard Campillo; William Karp; Monica King; Laurie Sallarulo; Carol Hylton; Sharonda Bailey; Dawn Liberta; Zachary Talbot; Ellie Schrot; Laurie Rich Levinson
Members Absent	Twan Russell; Kristina West; Amoy Reid; Kirk Englehardt
Staff in Attendance	Renee Jaffe, CEO; Christine Klima, CAO; Hubert Cesar, CIO; Howard Bakalar, CPO; Judith Merritt, COO, Allison Metsch, Sr. Director of Education & Quality; Elsy Silvestre, Contract Administrator; Lizbeth Juan, Executive Assistant; Melody Martinez, Board Liaison; Reiner Potts, Financial Analyst; Keisha Dunn-Pettis, Senior Director of Family Services and Provider Relations; Stephanie Landreville, Controller
Others in Attendance	Jacob Jackson, General Counsel; Mary Rizzuti; kiddieridge; Heather Siskind; Layne Polakoff, BCPS; Debi Palmisano; Sara Schmidt, Compensation Resources; Cindy Brown; Diana L; Sandra Paul; Monica Mahecha; Rebeca Rosa; 321-426-0539; 561-308-0308; iPhone; iPhone (3)

Item	Action/Discussion
Welcome & Call to Order	Chair, Laurie Salarullo called the meeting to order at 12:02 PM. Roll was called and a quorum was established.
Chair Report	Chair, Laurie Salarullo asked what the process is if any, when a provider or a guest that is attending the meeting wants to speak. CEO said they can type any question they might have in the chat and one of our staff members will inform.
CEO Report	CEO welcomed everyone and summarized the CEO report

<p><b>Mission Moment – Workforce Initiative Above &amp; Beyond</b></p>	<p>Howard Bakalar, CPO, went over survey data collected from 581 providers through the CRRSSA Grant application process recently, noting that roughly 75 percent of Providers were reporting little to no turnover in their schools. Board Member William Karp added that this is not what Child Care Licensing was observing when out in the field. The feedback they are getting from providers is that people are not staying very long, and the number of new staff hired within the last 0-3 months is high.</p> <p>A <b>Motion</b> was made by Laurie Sallarulo to override policy and allow public comment at the end of each agenda item (in the absence of a virtual process). <b>Seconded</b> by William Karp. <b>Unanimously approved. Motion Passes</b></p> <p>Allison presented ELC’s workforce Initiative to support the Broward county childcare community.</p>
<p><b>Consent Agenda</b></p> <ol style="list-style-type: none"> <li>1. Approve November 15, 2021 Meeting minutes</li> <li>2. B222CA1 – Accept 2020 403B Audit Report and IRS Form 5500</li> </ol>	<p>A <b>Motion</b> was made by Monica King to proceed with the consent agenda. <b>Seconded</b> by Khalil Zeinieh. <b>Unanimously approved. Motion Passes.</b></p>
<p><b>Finance Committee</b></p> <ol style="list-style-type: none"> <li>1. B223FIN1 – Approve October Interim Financials</li> <li>2. B223FIN2 – Approve Budget Amendment #3</li> </ol>	<p><b>Approve October Interim Financials</b></p> <p>Christine Klima, CAO shared and presented the October 2021 interim financial statements.:</p> <p>A <b>Motion</b> was brought forth by Dawn Liberta and Seconded by Carol Hylton to approve October 2021 Interim Financial Statements, pending approval of an annual audit performed by a qualified independent certified public accountant. The <b>Motion was unanimously approved. Motion Passes.</b></p> <p><b>Approve FY 22 Budget Amendment #3</b></p> <p>The CAO reviewed the highlights of the FY21 Budget Amendment #3:</p> <p>Board member Cara Cerchione asked who was on the ad hoc workforce committee and how they were invited, because a lot of providers are messaging her that they weren’t aware of the ad hoc workforce committee and were unable to participate.</p> <p>Howard Bakalar, CPO reminded the members that the Ad Hoc Workforce committee was created by the Board Chair and with sunshined meetings are</p>

	<p>open to the public. In addition, Cara Cerchione and Beverly Batson as provider representatives to the ELC Board are both members of this Committee. Cara attended the two workforce meetings, and was also in attendance at the subsequent program review committee, which was also sunshined and open to the public.</p> <p>Board member Laurie Rich-Levinson, noted she is on the Program Review Committee where we were invited and did attend the last Workforce workgroup meeting, and she fully supports allocating new funds for coaches for new hires at child care centers.</p> <p>A <b>Motion</b> was brought forth by the Finance Committee to approve FY2022 Budget Amendment #3. The <b>Motion was unanimously approved. Motion Passes.</b></p>
<p><b>Regular Business</b> 1. B223RB1 – Salary Survey</p>	<p>Sara Schmidt, Program Director from Compensation Resources (CR) presented results of their recent ELC salary survey to the members:</p> <p>Richard Campillo thanked the Consultants for their presentation and expressed his support for a motion to align the CEO compensation with ELC’s salary administration policies and bring it up to the 30<sup>th</sup> percentile of the 2022 scale.</p> <p>Michael Asseff stated that he would support that motion.</p> <p>The Chair asked whether we already had a motion on the table that was a recommendation from the Executive Committee. The CAO confirmed that we did. The Chair called for that motion to be considered first before discussing a new motion.</p> <p>A motion was brought forth from the Executive Committee to adjust the CEO Cash Compensation to \$194,100 total effective January 1, 2022 (184,100 annual base pay plus potential performance pay up to \$10,000). Monica King seconded.</p> <p>The Chair confirmed with staff that a quorum of the members was present and asked if there was any discussion.</p> <p>Richard Campillo noted that while there was a motion from the Executive Committee that he had further questions following the meeting, had followed up with the Consultants individually and asked them to provide clarifying background on ELC’s Salary Administration Polices. Specifically, he asked them to explain that while ELC’s policy is to set all salaries at or above the 30<sup>th</sup> percentile of each grade, one staff member is below that threshold: the CEO. And that is not in alignment with our policy. He added that he would propose a different motion correcting this issue if the Executive Committee motion failed.</p> <p>Michael Asseff noted that he had voted against the Executive Committee motion when it was made at the Committee meeting and had wanted to set</p>

the CEO salary at the HHS Salary Cap, which was only \$5,000 higher. He added that he had also followed up with questions about the policies and practices at other Coalitions, observing that of the 4 largest Coalitions in the State, Renee was the only female CEO and was underpaid by comparison. He felt her compensation should be aligned to salaries of the other Coalitions and raised to HHS Salary Cap for 2021, which was \$199,300, particularly since the additional amount needed was nominal. He added that this was a reasonable salary for an organization with budget of more than \$160 million.

Monica King stated that she agreed with everything Michael said, noting that it was she who made the motion from the Executive Committee. Monica King requested that the December 20, 2021, Meeting Minutes be amended as follows: from “she [Monica King] did not realize the salary recommended was not the HHS Salary Cap” to “she [Monica King] did not realize the salary recommended in her motion was not the 30th percentile rate recommended by the Consultants”. She added that Renee does a great job and deserves a good salary.

Michael Asseff echoed Monica’s remark about Renee and reminded the members that Renee’s evaluations all scored at that “exceeds expectations” level. In his opinion, an employee that exceeds expectations should receive a salary that reflects that.

Khalil Zeinieh stated that he was also planning to vote against the Executive Committee motion even though he had previously supported it because he was confused by the original presentation and found the update charts provided for the Board packet very compelling. He felt strongly that the CEO compensation should be set in alignment with ELC policy. He reminded the members that salary administration adjustments are strictly a matter of policy and separate from the performance evaluation process.

Laurie Sallarulo stated for the record that she too voted for the Executive Committee motion because the presentation at that meeting did not make clear that there were any staff that were not at the 30<sup>th</sup> percentile at the ELC. She added that she agreed with Khalil that all staff should be at the 30<sup>th</sup> percentile as a matter of policy.

The Chair called the vote on the Executive Committee motion. The motion failed unanimously

Richard Campillo made new motion to adjust the CEO Salary to the 30<sup>th</sup> Percentile effective January 1, 2022 in alignment with ELC Policy (\$197,899 total, base salary \$187,899 plus \$10,000 bonus). Monica King seconded.

Michael Asseff stated that he preferred to bring the amount up the HHS Salary Cap amount of \$199,300 to be alignment with other comparable Coalitions since the additional amount needed was so little.

Richard Campillo asked if he can amend his motion to change the amount.

	<p>Jacob Jackson, ELC General Counsel stated that since the motion had been seconded, it could not be amended.</p> <p>Laurie Sallarulo added that the motion currently being considered was in alignment with the 30<sup>th</sup> percentile that was the Board Approved Policy.</p> <p>The motion passed.</p> <p>Michael Asseff wanted to note for the record that he voted no on the motion because he strongly believes that Renee’s compensation should be brought all the way up to HHs Salary Cap of \$199,300.</p> <p>Laurie Sallarulo added that she felt that bringing the salary to the 30<sup>th</sup> percentile was the intent of the Salary Administration Policy when it was first approved by the Board.</p> <p>Board Chair Laurie Sallarulo, opened for discussion.</p>
Program Review Committee – Khalil Zeinieh	No Discussion.
Audit Committee- Richard Campillo	No Discussion.
Nominating Committee - Michael Asseff	No Discussion.
Governance Committee – Dawn Liberta	We are going to be requesting a Governance Meeting and sending out request for dates.
Provider Representative –  Cara Cerchione, Representative private for profit child care provider  Beverley Batson, Representative private faith based child care provider	No Discussion.
<b>UNFINISHED BUSINESS</b>	None
<b>NEW BUSINESS</b>	None
<b>MATTERS FROM CHAIR</b>	There was no discussion.

<b>MATTERS FROM COMMITTEES</b>	
<b>PUBLIC COMMENT</b>	There was no discussion.
<b>NEXT MEETING DATE</b>	February 14, 2022 at 12:00PM
<b>ADJOURN</b>	Dawn Liberta Motioned to Adjourn meeting at 2:20 PM

*These minutes contain the action items of the Board meeting of the Early Learning Coalition of Broward. They do not include all the Committee's discussions or comments on each matter or issue raised during the meeting. A tape recording of the meeting is held in the Coalition office. Corrections from the Committee will be taken prior to approval at the next meeting.*

