Early Learning Coalition of Broward County, Inc.
Board Meeting Agenda
November 9, 2026, at 9:30 AM
Zoom Meeting
Meeting ID: 867 0352 8056 Passcode: 534461
https://us06web.zoom.us/j/86703528056?pwd=yhoTIbiOqfJK1E9CrrwcxMKugYJYLI.1

Members are reminded of conflict-of-interest provisions. In declaring a conflict, please refrain from voting or discussion and declare the following information: 1) Your name and position on the Board, 2) The nature of the conflict, and 3) Who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting.

	Section	PAGE	
1.	Call to Order		Laurie Sallarulo, Chair
2.	Roll Call		Melody Martinez, Board Liaison
3.	Chair Report • Maria Hernandez last day was on 10/31/26 • Traci Schweitzer appointed to PRC Chair		Laurie Sallarulo, Chair
4.	CEO Report	**3**	Renee Jaffe, CEO
5.	Mission Moment – ELC Supporting Early Educators Profession Pathway		Amy Moore, VP of Family Services & Community Engagement
6.	**Consent Agenda** 1. Approve October 5, 2026, Meeting minutes 2. B272CA1- Approve revised Americans with Disabilities Act (ADA) Policy # HR-POL-002 3. B272CA2- Approve revised Equal Employment Opportunity Policy # HR-POL-003 4. B272CA3- Approve new Pregnant Workers Fairness Act (PWFA) Policy # HR-POL-004 5. B272CA4- Authorize Issuance of RFPs for Staff Development Training Consultants	**5** **18** **24** **28** **32**	Laurie Sallarulo, Chair
7.	**Governance Committee** 1. B272GOV1- Accept Retirement Plan Fiduciary Advisor Vendor Recommendation	**34**	Dawn Liberta, Committee Chair Christine Klima, CAO
8.	**Regular Business** 1. B272RB1- Authorize the Chair to Execute the City of Fort Lauderdale FY2027 Match Agreement 2. B271RB2- Ratify the City of Deerfield Beach 2027 Match Agreement	**35** **37**	Christine Klima, CAO
9.	**Finance Committee** 1. B272FIN1- Approve September 2026 Interim Financial Statements	**39**	Cindy Arenberg-Seltzer, Committee Chair Christine Klima, CAO
10.	**Audit Committee**		Renee Podolsky, Committee Chair Christine Klima, CAO
11.	**Program Review Committee** Update from Committee Chair		Traci Schweitzer, Committee Chair
12.	**Ad Hoc Fundraising** 1. B272FUND1- FY 25/26 Grant/Fundraising Overview, FY 26/27 Proposed Fundraising Plan, Establish FY 26/27 Funding Goals and Assignments	**47**	Michael Asseff, Committee Co-Chair Traci Schweitzer, Committee Co-Chair
13.	**Nominating Committee - No Updates** No Update		Dr. Amoy Reid, Committee Chair Renee Jaffe, CEO

14.	**Provider Representative Update – No Updates** No Update		Krystie Castillo, Rep. Faith-based Childcare Provider Amy Hauser, Provider Rep.
15.	**FYI Items** • FYI 1 ELC Contracts • FYI 2 September Cash Disbursements • FYI 3 FY27 Match Report • FYI 4 Board Engagement Opportunities • FYI 5 FY 26-27 Committee Membership • FYI 6 FY 26-27 Board Meeting Attendance • FYI 7 FY 26-27 Board Calendar	**51** **52** **53** **54** **55** **56** **57** **58**	
16.	**Unfinished Business** **New Business** **Matters from our Partners** **Public Comment**		
17.	**Board Meeting December 14, 2026, at 9:30 AM**		
18.	**Adjourn**		

Please Note: *The Agenda is subject to revisions and additions at the discretion of the Chair of the Coalition. Notification will be sent of any such revisions or additions.* ***Members of the Public:*** *Please sign up at the entry desk if attending in person, or send an email to Publiccommentssignup@elcbroward.org if you are attending virtually. Public comments regarding any agenda item must be submitted no later than five minutes after the Coalition meeting has been called to order.*

"As per §286.0105, Fla. Stat., Any person who decides to appeal any decision of the Board with respect to any matter considered at this meeting will need a record of the proceedings and, for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes testimony and evidence upon which the appeal is to be based."

CEO Report
Board- Nov 9, 2026

School Readiness (SR) Enrollment Update
In FY 27 the coalition continues to call children off the School Readiness (SR) waitlist utilizing a more gradual enrollment strategy.

As part of the strategy, we began calling approximately 100 children from the SR waitlist each week, allowing us to maintain a steady and manageable pace of growth while continuing to meet community needs. In late August, the Division of Early Learning (DEL) awarded ELC Broward with an additional $4.6 million in School Readiness funding from the revert and reappropriate pool (of statewide unspent SR funding from FY 26). This additional funding has allowed us to increase our weekly pool of new children from the waitlist from 100 to 225 children per week. As of November 4th, our waitlist was 724 children. Our wait time from initial application approval to being contacted is under one month.

VPK Enrollment Update
As of November 4, 2026, we have 11,575 children enrolled in VPK. This amount tracks with the VPK Estimating Conference's decreased number of Broward children enrolling in VPK. The Estimating Conference's school year estimate for the 2026-27 school year is 12,167. The number of children enrolled in VPK is expected to increase incrementally the rest of the program year. We'll keep the board updated throughout the school year.

Early Learning Landscape Analysis Research Project Update
The Broward Early Learning Landscape Analysis (ELLA) report was released and shared with the ELC Board on October 22nd. ELC staff have developed a communication plan to share report information and recommendations throughout the community, including presentations to the Broward Workshop, the Children's Services Council, and then at an ELC event for the community tentatively scheduled for February or March. The ELC's CEO will also be providing an overview during the CEO Report section of the November 9th Board meeting.

Kindness Counts
Building on the success of last year's launch, the Early Learning Coalition of Broward County expanded its Kindness Counts initiative, a countywide effort designed to promote kindness, empathy, and positive social emotional development among young children.

After a countywide vote on the kindness book, copies of the book were distributed to participating preschool programs. encouraging a countywide simultaneous reading event on November 5. To extend learning beyond the classroom, ELC Broward developed a kindness activity calendar that families and early learning centers used to encourage daily acts of kindness at home and at school.

We are having a field trip of a VPK classroom visit our office and participate in a read aloud with kindness specific activities. Programs will be sending their pictures to kindness@elcbroward.org. More details about Kindness Counts 2027 will be shared with members after the event. D

DEL IT and Fraud Risk Assessment
A couple of months ago, ELC Broward participated in DEL's statewide IT Security Risk Assessment. The assessment included an extensive review of our cybersecurity practices and controls based on the five NIST cybersecurity areas: Identify, Protect, Detect, Respond, and Recover. The process required significant staff time to complete the assessment, gather supporting documentation, and provide information on our existing IT security practices and controls.

The assessment provided an opportunity for us to take a closer look at our overall IT security environment and the controls we have in place to protect our systems and data. We are still awaiting the final results of the IT assessment.

DEL has now initiated a statewide Fraud Risk Assessment of School Readiness and VPK operations. This is another significant undertaking for the Coalition and requires extensive documentation and coordination across multiple departments. The review includes fraud risks, internal controls, program and financial processes, technology and data controls, and other supporting documentation.

The initial document request is only one part of the process. Additional walkthroughs, interviews, testing, and follow-up are expected as the assessment moves forward. With two significant assessments occurring within a short period of time, this has required a considerable amount of staff involvement and coordination across the organization. We will keep the Board updated as the process continues and share any recommendations that come out of these assessments.

Board Secretary Vacancy and Nomination Timeline

As previously announced at the October board meeting, our current Board Secretary, Ellie Schrot, will be retiring from the Board effective December 19th, creating an upcoming vacancy in the Secretary position. We are currently seeking nominations, including self-nominations, from Board members who may be interested in serving in this important leadership role.

Under the Coalition's Bylaws, the Board elects the Secretary from among the Coalition's members. Because the vacancy will occur more than 60 days before the June annual election, the Board must hold a special election at its next regularly scheduled Board meeting. The Nominating Committee will oversee the nomination process and will meet on **December 4, 2026 The nomination will go to the full board for approval on December 14.** Interested Board members, including those wishing to self-nominate, must submit their applications or nominations by **November 26, 2026** to mmartinez@elcbroward.org.

The newly elected Secretary will serve the remainder of the resigning Secretary's unexpired term. After completing that unexpired term, the replacement Secretary will be eligible to serve one additional consecutive full term.

Term limit: Under Section 4.2 of the Bylaws, the Secretary may serve no more than two (2) consecutive three-year terms, for a maximum of six (6) years.

Strategic Planning:

As previously reported, Jessica Rodriguez is the new chair of the Ad Hoc Strategic Planning Committee (SPC). Jessica is also the Co-Founder and Managing Partner of Cloud 9, a consulting firm that specializes in supporting and strengthening nonprofits through a variety of services, including Strategic Planning.

Through Jessica's generosity, Heather Davidson, a member of the Cloud 9 team, will serve as the Coalition's strategic consultant and will guide the development of the ELC Broward's nest Strategic Plan, which will take effect on July 1, 2027. These consulting services will be provided on a pro-bono basis.

The ELC's CEO and COO recently met with Heather and agreed that her strategic planning philosophy, process, and approach align well with the Coalition's needs and goals. Our first meeting will Heather will take place on November 9th where the timeline and next steps will be established.

ELC staff would like to extend our sincere appreciation to Jessica for her generosity, leadership, and ongoing commitment to supporting the ELC Broward.

Early Learning Coalition of Broward County, Inc.
Board Meeting Minutes
October 5, 2026, at 9:30 AM
Hybrid

Members in Attendance	Dawn Liberta; Michael Asseff(virtual); Cindy Arenberg-Seltzer; Ellie Schrot; Sharonda Bailey (virtual); Krystie Castillo (virtual); Jodi Davidson (virtual); Kirk Englehardt (virtual); Amy Hauser; Carol Hylton (virtual); Dr. Amoy Reid (virtual); Traci Schweitzer; Karen Taveras (virtual); Julie Winburn (virtual)
Members Absent (Excused)	Chair Laurie Sallarulo; Maria Hernandez; Renee Podolsky; Jessica Rodriguez; Rebecca Thompson; Megan Turetsky
Members Absent (Unexcused)	
Honorary Members	
Staff in Attendance	Renee Jaffe, CEO; Christine Klima, CAO; Hubert Cesar, COO; Allison Metsch, VP of Education; Amy Moore, VP of Family Services & Communication Engagement; Melody Martinez, Board Liaison; Lizbeth DelVecchio, Manager, Exec. Office & Board Operations; Ancel Pratt, Sr. Dir. of Communications; Alesia Davis, Dir. of Family Services; Ayme Hamoui, Dir. of Education Program Assessment; Andres Calero, Accountant Manager; Daniel Hollenbaugh, AP and Payroll Manager; Debbie Kay, Dir. of Development Supports; Gracy Haladjian, Dir. of Family & C.S.; Irene Ramos, Office Coordinator; Kiana Nieves, Accounting Specialist; Megan DeGraaf, Purchasing & Procurement Specialist; Michelle Perez, Dir. Of HR; Reinier Potts, Financial Analyst; Roy Persaud, Financial Analyst; Sandra Paul, Sr. Dir. of Provider Reimbursement; Joseph Fike, Jr. System Administrator
Others in Attendance	Julie Klahr, Legal Counsel

Item	Action/Discussion
Welcome & Call to Order	First Vice Chair Dawn Liberta called the meeting to order at 9:36 a.m. Roll was called, and a quorum was established. Chair Laurie Sallarulo arrived during the opening of the meeting.
Chair Report	First Vice Chair Dawn Liberta announced the appointments to the Strategic Plan Committee. Jessica Rodriguez will serve as Chair, and Dawn Liberta, Renee Podolsky, Traci Schweitzer, and Kirk Englehardt will serve as committee members. The Board recognized Zachary Talbot for his service and expressed its appreciation. At Cindy Arenberg-Seltzer's request, the Board observed a moment of silence in memory of Roy Rogers.
CEO Report	CEO Renee Jaffe reported that the Division of Early Learning (DEL) awarded the Coalition an additional $4.6 million for School Readiness. The additional funding enabled the Coalition to increase enrollment from the waitlist, with staff contacting 225 children each week. She also reported that DEL will likely engage in their first re-ob/de-ob exercise with amounts due in November for December allocations. Ms. Jaffe recognized Amy Hauser, Dawn Liberta, Julie Winburn, Megan Turetsky, Traci Schweitzer, Jessica Rodriguez, Renee Podolsky, Sharonda Bailey, and Laurie Sallarulo for achieving 100% attendance at Board meetings during FY 25/26. Ms. Jaffe also announced that Ellie Schrot will retire in December and reminded Board members that a Secretary will need to be selected.
Mission Moment – Back to School Fairs	Video shown

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Consent Agenda 1. Approve June 29, 2026, Meeting minutes 2. B271CA1- Approve Amendment 1 Children's Forum INCENTIVE$ Program Sub Recipient Agreement 3. B271CA2- Authorize Sole Source Award for AELC Membership Dues 4. B271CA3- Authorize FY27 ATT&T Cellular Service Purchase Order 5. B271CA4- Accept 2025 403B Retirement Plan Audit and IRS Form 5500 6. B271CA5- Approve Audit Engagement Letters for Citrin Cooperman Year 3 7. B271CA6- Adopt Required 403B Plan Document Restatement 8. B271CA7- Approve ELC 2026 Data Security & Systems Policy & Procedures 9. B271CA8- Approve Proposed AI Policy Changes 10. B271CA9- Approve Proposed Remote and Hybrid Work Policy	A **Motion** was made by Cindy Arenberg-Seltzer and **Seconded** by Ellie Schrot to move the Consent Agenda. The **Motion was unanimously approved. Motion Passed.**
Finance Committee 1. B271FIN1- FY 2026 Preliminary Financial Results (Unaudited)	**<u>FY 2026 Preliminary Financial Results (Unaudited)</u>** Chief Administrative Officer (CAO) Christine Klima presented a PowerPoint presentation and provided a detailed overview of the FY2026 Preliminary Financial Results. This was FYI only.
2. B271FIN2- Approve August 2026 Interim Financial Statements	**<u>August 2026 Interim Financial Statements</u>** The Finance Committee brought forth a **Motion** to Approve August 2026 Interim Financial Statements, Pending Approval of an Annual Audit Performed by a Qualified Independent Certified Public Accountant. The **Motion was unanimously approved. Motion Passed.** Cindy thanked the Finance team, Renee, and the enrollment team for all their hard work this year.
3. B271FIN3- Approve FY2027 Budget Amendment #1	**<u>FY 2027 Budget Amendment #1</u>** The Finance Committee brought forth a **Motion** to Approve FY2027 Budget Amendment #1. The **Motion was unanimously approved. Motion Passed.**

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4. B271FIN4- Approve the updated Purchasing Card Administrator & Authorized Caller List	**Purchasing Card ("PCard") Administrator and Authorized Caller List** ELC staff recommended approval of the following updated PCard Administrator and Authorized Caller List: 1. Administrator: Michelle Perez, Human Resources Director 2. Authorized Caller: Irene Ramos, Office Coordinator 3. Authorized Caller: Roy Persaud, Accountant 4. Authorized Caller: Andres Calero, Accountant Because this item required a Board resolution, Legal Counsel was asked to read the resolution. Legal Counsel Julie Klahr read the resolution as follows: This is a resolution of the Board of Directors of the Early Learning Coalition of Broward County, Inc., authorizing and designating specified corporate employees to fulfill the roles of administrator and authorized callers for the corporate purchasing and accounts issued to staff by the Bank of America, providing for conflicts, providing for severability, providing for an effective date. Administrator: Michelle Perez, Human Resources Director Authorized Caller: Irene Ramos, Office Coordinator Authorized Caller: Roy Persaud, Accountant Authorized Caller: Andres Calero, Accountant The Finance Committee brought forth a **Motion** to approve the updated Purchasing Card Administrator and Authorized Caller List. The motion was **Seconded** by Ellie Schrot and unanimously approved. **Motion Passed.**
Regular Business 1. B271RB1- Approve Draft Letter Terminating Related Party Lease Agreement with the School Board of Broward County for Rental Space at Gulf Stream Early Learning Center for Excellence effective November 30, 2026, Pending Execution of a New Agreement for Space at Broward Estates.	**School Board of Broward County Lease Agreement** A **Motion** was made by Cindy Arenberg-Seltzer and **Seconded** by Carol Hylton to Approve Draft Letter Terminating Related Party Lease Agreement with the School Board of Broward County for Rental Space at Gulf Stream Early Learning Center for Excellence effective November 30, 2026, Pending Execution of a New Agreement for Space at Broward Estates. The **Motion was unanimously approved. Motion Passed.** **Abstentions:** • Sharonda Bailey abstained as she works with the School Board of Broward County.
2. B266RB2- Approve Related Party 3-year Lease Agreement for space at Broward Estates Learning Center	**Related Party 3-year Lease Agreement for space at Broward Estates Learning Center** A **Motion** was made by Cindy Arenberg-Seltzer and **Seconded** by Traci Schweitzer to Approve Related Party 3-year Lease Agreement for space at Broward Estates Learning Center with Broward County Public Schools. The **Motion was unanimously approved. Motion Passed.** **Abstentions:** • Sharonda Bailey abstained as she works with the School Board of Broward County.

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3. B271RB3- Ratify the CSC Renewal Agreement for Financially Assisted Childcare for the period October 1, 2026, through September 30, 2027.	**Children's Services Council (CSC) Financially Assisted Child Care Agreement Renewal** A **Motion** was made by Ellie Schrot and **Seconded** by Amy Hauser to Ratify the Children's Services Council (CSC) Financially Assisted Child Care Agreement Renewal for the period October 1, 2026, through September 30, 2027. The **Motion was unanimously approved. Motion Passed.** **Abstentions:** • Cindy Arenberg-Seltzer abstained as she is the CEO of the Children's Services Council (CSC)
4. B271RB4- Ratify the CSC Renewal Agreement for Vulnerable Populations Program for the period October 1, 2026, through September 30, 2027.	**Children's Services Council Vulnerable Populations Agreement Renewal** A **Motion** was made by Sharonda Bailey and **Seconded** by Ellie Schrot to Ratify the Children's Services Council Vulnerable Populations Program Agreement Renewal for the Period October 1, 2026, to September 30, 2027. The **Motion was unanimously approved. Motion Passed.** **Abstentions:** • Cindy Arenberg-Seltzer abstained as she is the CEO of the Children's Services Council (CSC)
5. B271RB5- Ratify the 2026-2027 Broward County Renewal for Subsidized Child Care	**Broward County Funding Renewal for Subsidized Child Care** A **Motion** was made by Ellie Schrot and **Seconded** by Cindy Arenberg-Seltzer to Ratify the 2026-2027 Broward County Renewal for Subsidized Child Care. The **Motion was unanimously approved. Motion Passed.** **Abstentions:** • Julie Winburn abstained as she is employed by Broward County.
6. B271RB6- Ratify the Executed Budget Increase Amendment 23-CP-CSA-3516-01 CA# 7 to the Broward County School Readiness Match Funding Agreement for October 1, 2025, to September 30, 2026, Contract Year.	**Broward County Budget Increase Amendment for Subsidized Child Care** A **Motion** was made by Carol Hylton and **Seconded** by Cindy Arenberg-Seltzer to Ratify the 2026-2027 Broward County Renewal for Subsidized Child Care. The **Motion was unanimously approved. Motion Passed.** **Abstentions:** • Julie Winburn abstained as she is employed by Broward County.
7. B271RB7- Ratify Board Chair's Signature on the City of Pompano Beach School Readiness Match Funding Agreement	**City of Pompano Beach School Readiness Match Funding Agreement** A **Motion** was made by Amy Hauser and **Seconded** by Cindy Arenberg-Seltzer to Ratify the Board Chair's signature on the City of Pompano Beach School Readiness Match Funding Agreement for the period October 1, 2026, to September 30, 2027, pending City of Pompano Beach Commission Approval. The **Motion was unanimously approved. Motion Passed.**
8. B271RB8- Authorize Staff to Release a Request for Proposals (RFP) for a Staffing Agency	Item will be brought at another time.

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Vendor to Provide High Quality Low Cost Substitute Teachers to Child Care Operators for Pilot Program, January to June 2027	
9. B271RB9- a. Recommend Approval of CEO Evaluation Results to the Full Board b. Recommend Adjusting the CEO Salary to the 2027 HHS Salary Cap, should Congress approve a salary cap increase, effective January 1, 2027, as applicable.	**CEO Performance Evaluation Results** CEO Renee Jaffe thanked board members for 100% response rate and for their comments. The CEO appreciates board members' time completing the evaluation and for the overwhelmingly positive and supportive feedback. The CEO Evaluation tool was sent out to all Board members on August 13, 2026. The Board member response rate was 100% with 20 responses. CEO's performance score based on board member scoring is 2.88 on a 3-point scale across 6 leadership domains, and in the Exceeds Expectations range. In September 2024, the Board agreed to discontinue the annual performance-based bonus of up to $10,000 and instead adjust the CEO's salary annually to the Federal Salary Cap. For calendar year 2026, the HHS Executive Level II salary cap is $228,000, effective January 1, 2026. CAO Christine Klima explained that the Coalition is required to follow the federal HHS Executive Level II salary cap. The 2026 cap is $228,000, which is the CEO's current salary. She noted that the federal proposal for 2027 would freeze civilian salaries; therefore, an increase to the salary cap is considered unlikely, pending congressional action expected in December. Ms. Klima also reported that staff received a 1% cost-of-living adjustment and additional merit increases, while any adjustment to the CEO's salary would require either an increase in the federal salary cap or additional eligible funding. CEO Renee Jaffe added that the salary cap affects the organization more broadly, including certain salary bands, and is not solely an issue related to the CEO position. She stated that staff anticipates presenting additional information to the Board in December regarding the salary cap's organizational impact. A **Motion** was made by Cindy Arenberg-Seltzer and **Seconded** by Ellie Schrot to Recommend Approval of CEO Evaluation Results to the Full Board. The **Motion was unanimously approved. Motion Passed.** A **Motion** was made by Cindy Arenberg-Seltzer and **Seconded** by Kirk Englehardt to Recommend Adjusting the CEO Salary to the 2027 HHS Salary Cap, should Congress approve a salary cap increase, effective January 1, 2027, as applicable. The **Motion was unanimously approved. Motion Passed.** Sharonda Bailey asked what the salary cap increase would be, and what is generally the average increase? Is it a percent or an amount? CAO Christine Klima explained that right now there isn't one on. It's not a done deal yet. It won't be done until the end of December. If it does change, that gives you the opportunity to make that change. Over the years the average increase is around 2%, but the highest was to 4, 4.5% over the last decade or so. So it's usually not a giant increase. Sharonda shared that Renee deserves it.

10. B271RB10- Review of Strategic Plan Year 4 Quarter 4 Results	**Strategic Plan Year 4 Quarter 4 Results** For Review Only. Hubert Cesar, COO, shared the results. Added that since our last meeting, in Exec we made a correction to the number in Goal 2, Objective 1; the correct number is 12,038.
Governance Committee 1. B271GOV1- Accept the recommended changes to the updated 5-year Strategic Plan.	**Updated 5 Year Strategic Plan** The Governance Committee brought forth a **Motion** to Accept the recommended changes to the updated 5-Year Strategic Plan. The **Motion was unanimously approved. Motion Passed**
2. B271GOV2- Authorize staff to issue Requests for Proposals (RFPs) for: a. A Section 3(21) Financial Advisor to serve as an independent advisor to the Board regarding the Coalition's 403 (b) Retirement Plan; and b. A bundled retirement plan service vendor to provide recordkeeping, administration, participant services, investment platform support, and related retirement plan services.	**403B Retirement Plan Governance Strengthening Procurement Plan** The Governance Committee brought forth the **Motion** to Authorize staff to issue Requests for Proposals (RFPs) for: • A Section 3(21) Financial Advisor to serve as an independent advisor to the Board regarding the Coalition's 403 (b) Retirement Plan; and The **Motion was unanimously approved. Motion Passed** The Governance Committee brought forth the **Motion** to Authorize staff to issue Requests for Proposals (RFPs) for: • A bundled retirement plan service vendor to provide recordkeeping, administration, participant services, investment platform support, and related retirement plan services. The **Motion was unanimously approved. Motion Passed**
Audit Committee Update from Committee Chairs	None
Program Review Committee Update from Committee Chairs	None
Ad Hoc Fundraising Update from Committee Chairs	The CEO shared that she met with the Chairs, and we will be having a meeting soon.
Nominating Committee Update from Committee Chairs	The CEO shared that we will need a Secretary; if any board members are interested, please reach out to her or Melody.
Program Review Committee Update from Committee Chairs	
Provider Representatives Update from Provider Representatives	Provider Representative Krystie Castillo requested clarification regarding an email indicating that the School Readiness match would no longer be available to new participants and would continue for only one additional year for currently enrolled teachers. She expressed concern about the impact on child care programs whose employees have children enrolled at their facilities. CEO Renee Jaffe explained that a provider match is available for child care program staff whose children qualify for School Readiness, with the provider and the ELC each covering half of the cost. Following discussion, Amy Moore agreed to follow up with Ms. Castillo.

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Old Business	None
New Business	None
Matters from the Chair	None
Matters from our Partners	None
Public Comments	None
Next Meeting	**November 9, 2026, at 9:30 AM**
Adjourn	Cindy Arenberg Seltzer made a motion to adjourn the meeting at 11:08 AM

These minutes contain the action items of the Board meeting of the Early Learning Coalition of Broward. They do not include all of 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 before approval at the next meeting.

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FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Bailey, Sharonda	ELC
MAILING ADDRESS	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
600 SE 3rd Avenue	☐ CITY ☑ COUNTY ☐ OTHER LOCAL AGENCY
CITY / COUNTY	NAME OF POLITICAL SUBDIVISION:
Fort Lauderdale, FL / Broward	Broward
DATE ON WHICH VOTE OCCURRED	MY POSITION IS:
10/05/26	☐ ELECTIVE ☑ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies equally to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing the reverse side and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which inures to his or her special private gain or loss. Each elected or appointed local officer also is prohibited from knowingly voting on a measure which inures to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent organization or subsidiary of a corporate principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you otherwise may participate in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on other side)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Sharonda Bailey, hereby disclose that on October 05, 20 26:

(a) A measure came or will come before my agency which (check one)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____;

___ inured to the special gain or loss of my relative, _____;

X inured to the special gain or loss of Early Childhood Education, by whom I am retained; or

___ inured to the special gain or loss of _____, which is the parent organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

B271RB1- Approve Draft Letter Terminating Related Party Lease Agreement with the School Board of Broward County for Rental Space at Gulf Stream Early Learning Center for Excellence effective November 30, 2026, Pending Execution of a New Agreement for Space at Broward Estates.

B271RB2- Approve Related Party 3-year Lease Agreement for space at Broward Estates Learning Center with Broward County Public Schools

I abstain from voting as I am Employee of Broward County Public Schools.

10/05/2026
Date Filed

Sharonda Bailey
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Arenberg Seltzer, Cindy	ELC
MAILING ADDRESS 6600 W Commercial BLVD	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ☐ CITY ☑ COUNTY ☐ OTHER LOCAL AGENCY
CITY: Lauderhill — COUNTY: Broward	NAME OF POLITICAL SUBDIVISION: Broward
DATE ON WHICH VOTE OCCURRED 10.05.26 - Board Meeting	MY POSITION IS: ☐ ELECTIVE ☑ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies equally to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing the reverse side and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which inures to his or her special private gain or loss. Each elected or appointed local officer also is prohibited from knowingly voting on a measure which inures to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent organization or subsidiary of a corporate principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you otherwise may participate in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on other side)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Cindy Arenberg-Seltzer, hereby disclose that on October 5, 20 26:

(a) A measure came or will come before my agency which (check one)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____;

___ inured to the special gain or loss of my relative, _____;

✓ inured to the special gain or loss of Children's Services Council of Broward County (CSC), by whom I am retained; or

___ inured to the special gain or loss of _____, which is the parent organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

(1) B271RB3/Board - Childrens Services Council (CSC) Financially Assisted Child Care Agreement Renewal. Ratify the Children's Services Council (CSC) Financially Assisted Child Care Agreement Renewal for the Period October 1, 2026, through September 30, 2027.

(2) B271RB4/Board - Ratify the Children's Services Council Vulnerable Populations Program Agreement Renewal for the Period October 1, 2026, to September 30, 2027.

I abstain from voting as I am the President and CEO of CSC.

Cindy Seltzer
Date Filed

10/5/26
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Winburn, Julie	Early Learning Coaltion
MAILING ADDRESS 1 N university Drive	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ☐ CITY ☑ COUNTY ☐ OTHER LOCAL AGENCY
CITY: Plantation — COUNTY: Broward	NAME OF POLITICAL SUBDIVISION: Broward County
DATE ON WHICH VOTE OCCURRED 10/5/26	MY POSITION IS: ☐ ELECTIVE ☑ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies equally to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing the reverse side and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which inures to his or her special private gain or loss. Each elected or appointed local officer also is prohibited from knowingly voting on a measure which inures to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent organization or subsidiary of a corporate principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you otherwise may participate in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on other side)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Julie Winburn, hereby disclose that on October 5, 20 26:

(a) A measure came or will come before my agency which (check one)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____;

___ inured to the special gain or loss of my relative, _____;

___ inured to the special gain or loss of _____, by whom I am retained; or

✔ inured to the special gain or loss of Broward County, which is the parent organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

B271RB5 Ratify the 2026-2027 Broward County Renewal for Subsidized Child Care

B271RB6 Ratify the Executed Budget Increase Amendment 23-CP-CSA-3516-01 CA# 7 to the Broward County School Readiness Match Funding Agreement for October 1, 2025, to September 30, 2026, Contract Year.

I abstain as I am employed by Broward County.

10-5-26
Date Filed

Julie Winburn
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

ITEM #/MEETING:	B272CA1 / Board
DATE:	November 9, 2026
SUBJECT:	Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy
FOR ACTION:	Yes
RECOMMENDED ACTION:	Approve proposed Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy # HR-POL-002
AS RECOMMENDED BY	Governance Committee / Nov 4, 2026
FINANCIAL IMPACT:	None
ELC STAFF LEAD	Hubert Cesar/Michelle Perez

Background:

ELC's Employee Handbook addresses disability protections in several sections. As part of the handbook revision process, legal counsel prepared a standalone Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy. The proposed policy builds on counsel's work by explaining how to request accommodation, how ELC evaluates requests, and the responsibilities of employees, applicants, and management throughout the process.

These additions ensure consistent handling of accommodation requests while allowing ELC to consider each individual's needs and the requirements of the position.

Current Status

The proposed policy explains how employees and applicants may request an accommodation through Human Resources, a supervisor or manager, or the representative handling an employment application. It clarifies that requests do not require a written submission or specific terminology and provides examples of potential accommodations, including modified schedules, leave, assistive technology, equipment adjustments, and reassignment to a vacant position. This guidance helps individuals communicate their needs and helps management recognize accommodation requests.

The policy further describes the interactive process, including timely discussion of individual limitations and possible accommodations. It explains when ELC may request supporting documentation, what information is needed to evaluate the accommodation request, and the individual's responsibility to cooperate in the process and provide reasonably requested information. It also specifies that ELC will not request unrelated medical information. These provisions support consistent handling of requests while protecting medical privacy.

The policy explains that when more than one accommodation would be effective, ELC may choose which one to provide. It also clarifies that ELC is not required to eliminate essential job functions, lower uniformly applied performance standards, create a position, or displace another employee. This guidance supports accommodation decisions that address individual needs while preserving essential job requirements and operational responsibilities.

When a disability-related health or safety concern arises, the policy explains that ELC will evaluate the individual's circumstances using objective evidence and consider whether a reasonable accommodation could eliminate or sufficiently reduce the risk before making an employment decision. Medical confidentiality provisions are retained, and protections against retaliation are clarified for employees and applicants requesting or using accommodations, participating in the process, or reporting disability-related concerns.

Recommended Action from Governance Committee:

Approve proposed Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy # HR-POL-002

Supporting Documents

- Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy - With Markup
- Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy - No Markup

Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy

Early Learning Coalition of Broward County, Inc. ("ELC") is committed to the fair and equal employment of individuals with disabilities under the ADA, as amended, and other applicable federal, state, and local laws. It is the ELC's policy to provide reasonable accommodations to qualified individuals with disabilities unless doing so would impose an undue hardship on the organization. ELC prohibits any harassment of, or discriminatory treatment of, employees or applicants based on a disability or because an individual has requested or used a reasonable accommodation.

If ELC determines, based on an individualized assessment and objective evidence, that an individual may pose a direct threat to the health and safety of the individual or others, ELC will consider whether a reasonable accommodation would eliminate or sufficiently reduce the risk before making an employment decision.

In accordance with the ADA, reasonable accommodations will be provided to qualified individuals with disabilities to enable them to perform the essential functions of their jobs or to enjoy the equal benefits and privileges of employment. An employee or applicant with a disability may request a reasonable accommodation by contacting Human Resources, a supervisor, or manager, or, during the application process, the ELC representative handling the application. A request does not need to be made in writing or include specific terminology. The individual should explain the workplace adjustment or change needed and how it relates to a disability or medical condition.

Examples of reasonable accommodations may include modified work schedules, reassignment to a vacant position, assistive technology, modified equipment, and adjustments to workplace practices. The availability of any accommodation will depend on the individual's circumstances and the requirements of the position.

ELC will review each request and engage in a timely, good-faith interactive process with the employee or applicant to determine whether a reasonable accommodation can be provided and to identify other effective accommodations, when appropriate. If the disability or the need for accommodation is not obvious, ELC may request reasonable documentation sufficient to establish the existence of a disability, the relevant functional limitations, and the need for accommodation. ELC will not request medical information unrelated to the accommodation request. The employee or applicant is responsible for cooperating in the interactive process and timely providing reasonably requested information.

ELC retains the discretion to select among effective reasonable accommodations and is not required to provide the accommodation preferred by the employee or applicant when another effective accommodation is available. Under the ADA, ELC is not

required to eliminate an essential job function, lower uniformly applied performance or production standards, create a new position, displace another employee, or provide personal-use items.

All information obtained concerning the medical condition or history of an applicant or employee will be treated as confidential information, maintained in separate medical files, and disclosed only as permitted by law.

ELC prohibits retaliation against an employee or applicant for requesting or using a reasonable accommodation, participating in the interactive process, reporting disability discrimination or harassment, or otherwise exercising rights protected by the ADA or applicable law. Employees and applicants should use the procedures described in the Discrimination & Harassment Complaint Policy to report any harassment, discrimination, or retaliation they have experienced or witnessed. Violations of this policy may result in disciplinary action, up to and including termination of employment.

Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy

DRAFT PENDING APPROVAL

Presented to

Governance on 11/04/26

Board on 11/09/26

Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy

Early Learning Coalition of Broward County, Inc. ("ELC") is committed to the fair and equal employment of individuals with disabilities under the ADA, as amended, and other applicable federal, state, and local laws. It is the ELC's policy to provide reasonable accommodations to qualified individuals with disabilities unless doing so would impose an undue hardship on the organization. ELC prohibits any harassment of, or discriminatory treatment of, employees or applicants based on a disability or because an individual has requested or used a reasonable accommodation.

If ELC determines, based on an individualized assessment and objective evidence, that an individual may pose a direct threat to the health and safety of the individual or others, ELC will consider whether a reasonable accommodation would eliminate or sufficiently reduce the risk before making an employment decision.

In accordance with the ADA, reasonable accommodations will be provided to qualified individuals with disabilities to enable them to perform the essential functions of their jobs or to enjoy the equal benefits and privileges of employment. An employee or applicant with a disability may request a reasonable accommodation by contacting Human Resources, a supervisor, or manager, or, during the application process, the ELC representative handling the application. A request does not need to be made in writing or include specific terminology. The individual should explain the workplace adjustment or change needed and how it relates to a disability or medical condition.

Examples of reasonable accommodations may include modified work schedules, reassignment to a vacant position, assistive technology, modified equipment, and adjustments to workplace practices. The availability of any accommodation will depend on the individual's circumstances and the requirements of the position.

ELC will review each request and engage in a timely, good-faith interactive process with the employee or applicant to determine whether a reasonable accommodation can be provided and to identify other effective accommodations, when appropriate. If the disability or the need for accommodation is not obvious, ELC may request reasonable documentation sufficient to establish the existence of a disability, the relevant functional limitations, and the need for accommodation. ELC will not request medical information unrelated to the accommodation request. The employee or applicant is responsible for cooperating in the interactive process and timely providing reasonably requested information.

ELC retains the discretion to select among effective reasonable accommodations and is not required to provide the accommodation preferred by the employee or applicant when another effective accommodation is available. Under the ADA, ELC is not required to eliminate an essential job function, lower uniformly applied performance or production standards, create a new position, displace another employee, or provide personal-use items.

All information obtained concerning the medical condition or history of an applicant or employee will be treated as confidential information, maintained in separate medical files, and disclosed only as permitted by law.

ELC prohibits retaliation against an employee or applicant for requesting or using a reasonable accommodation, participating in the interactive process, reporting disability discrimination or

harassment, or otherwise exercising rights protected by the ADA or applicable law. Employees and applicants should use the procedures described in the Discrimination & Harassment Complaint Policy to report any harassment, discrimination, or retaliation they have experienced or witnessed. Violations of this policy may result in disciplinary action, up to and including termination of employment.

ITEM #/MEETING:	B272CA2 / Board
DATE:	November 9, 2026
SUBJECT:	Equal Employment Opportunity Policy
FOR ACTION:	Yes
RECOMMENDED ACTION:	Approve the revised Equal Employment Opportunity Policy #HR-POL-003
AS RECOMMENDED BY:	Governance Committee / Nov 4, 2026
FINANCIAL IMPACT:	None
ELC STAFF LEAD	Hubert Cesar/Michelle Perez

Background Information

Early Learning Coalition of Broward County's existing Equal Employment Opportunity Policy establishes its commitment to fair employment practices for employees and applicants. The proposed revisions support that commitment by providing guidance on employment decisions, workplace conduct, and reporting concerns.

The proposed policy identifies the employment practices covered by ELC's equal opportunity commitment and explains the responsibilities associated with maintaining a respectful workplace. This guidance supports consistent decisions based on job-related qualifications and legitimate business considerations and helps employees understand how to raise concerns.

Current Status

The proposed revisions expand and clarify the characteristics expressly identified in ELC's Equal Employment Opportunity Policy. Additions include sexual orientation, gender identity or expression, ancestry, citizenship status, and political affiliation. The policy also adds detail concerning religious dress and grooming practices, pregnancy and breastfeeding, mental and physical disabilities, military service, certain medical conditions, and vaccination or immunity status as protected by applicable law. These revisions provide employees and management with more specific guidance on the scope of ELC's nondiscrimination commitment.

The policy retains its application to all terms and conditions of employment and expressly adds recruiting, job assignments, and discipline to the examples provided. It also clarifies that employment decisions will be based on job-related qualifications and legitimate business considerations. These provisions support consistent decision-making throughout the employment relationship.

The revisions clarify how employees may raise questions or report conduct inconsistent with the policy. Employees are directed to contact Human Resources promptly or use another reporting channel identified in ELC's Anti-Harassment Policy. Explicit protections against retaliation are added for individuals who make good-faith reports, raise concerns, or participate in investigations or other protected proceedings. This guidance helps employees understand where to report concerns and reinforces support for their participation in the reporting process.

The policy retains ELC's commitment to treating individuals with respect and dignity and streamlines the language describing expectations for a professional workplace. The revised policy states that employees who violate it may face disciplinary action, up to and including termination of employment.

Recommended Action from Governance Committee:

Approve the revised Equal Employment Opportunity Policy #HR-POL-003

Supporting Documents

- Equal Employment Opportunity Policy - With Markup
- Equal Employment Opportunity Policy - No Markup

Equal Employment Opportunity Policy

Early Learning Coalition of Broward County, Inc. ("ELC") provides equal employment opportunities to all employees and applicants for employment without regard to race, color, creed, religion (including religious dress and grooming practices), national origin or ancestry, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), gender, sexual orientation, gender identity or expression, marital status, age, disability (mental or physical), genetic information, citizenship status, military or uniformed service member status (including membership in the Florida National Guard), veteran status, the presence of AIDS, AIDS-related conditions, or HIV, sickle-cell trait, vaccination or immunity status as protected by applicable law, political affiliation, or any other characteristic protected by applicable federal, state, or local laws and ordinances. The ELC prohibits unlawful discrimination and harassment based on any of these characteristics and prohibits retaliation against individuals who engage in activity protected by law or this policy.

This policy applies to all terms and conditions of employment, including but not limited to, recruiting, hiring, placement, job assignment, promotion, discipline, termination, layoff, recall, transfer, leave of absence, benefits, compensation, training and all other terms and conditions of employment. Employment decisions will be based on job-related qualifications and legitimate business considerations and will be administered in accordance with this policy.

ELC is committed to maintaining a professional work environment in which all individuals are treated with respect and dignity and are free from unlawful discrimination, harassment, bias, and prejudice.

Any employees with questions or concerns about equal employment opportunities or who believe that conduct inconsistent with this policy has occurred should promptly contact Human Resources or use one of the other reporting channels identified in ELC's Anti-Harassment Policy. ELC prohibits retaliation against anyone who makes a good-faith report, raises a concern, or participates in an investigation or other protected proceeding.

Violations of this policy may result in disciplinary action, up to and including termination of employment.

Equal Employment Opportunity Policy

DRAFT PENDING APPROVAL

Presented to

Governance on 11/04/26

Board on 11/09/26

Equal Employment Opportunity Policy

Early Learning Coalition of Broward County, Inc. ("ELC") provides equal employment opportunities to all employees and applicants for employment without regard to race, color, creed, religion (including religious dress and grooming practices), national origin or ancestry, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), gender, sexual orientation, gender identity or expression, marital status, age, disability (mental or physical), genetic information, citizenship status, military or uniformed service member status (including membership in the Florida National Guard), veteran status, the presence of AIDS, AIDS-related conditions, or HIV, sickle-cell trait, vaccination or immunity status as protected by applicable law, political affiliation, or any other characteristic protected by applicable federal, state, or local laws and ordinances. The ELC prohibits unlawful discrimination and harassment based on any of these characteristics and prohibits retaliation against individuals who engage in activity protected by law or this policy.

This policy applies to all terms and conditions of employment, including but not limited to, recruiting, hiring, placement, job assignment, promotion, discipline, termination, layoff, recall, transfer, leave of absence, benefits, compensation, training, and all other terms and conditions of employment. Employment decisions will be based on job-related qualifications and legitimate business considerations and will be administered in accordance with this policy.

ELC is committed to maintaining a professional work environment in which all individuals are treated with respect and dignity and are free from unlawful discrimination, harassment, bias, and prejudice.

Any employees with questions or concerns about equal employment opportunities or who believe that conduct inconsistent with this policy has occurred should promptly contact Human Resources or use one of the other reporting channels identified in ELC's Anti-Harassment Policy. ELC prohibits retaliation against anyone who makes a good-faith report, raises a concern, or participates in an investigation or other protected proceeding.

Violations of this policy may result in disciplinary action, up to and including termination of employment.

ITEM #/MEETING:	B272CA3 / Board
DATE:	November 9, 2026
SUBJECT:	Pregnant Workers Fairness Act (PWFA) Policy
FOR ACTION:	Yes
RECOMMENDED ACTION:	Approve NEW proposed Pregnant Workers Fairness Act (PWFA) Policy # HR-POL-004
AS RECOMMENDED BY:	Governance Committee / Nov 4, 2026
FINANCIAL IMPACT:	None
ELC STAFF LEAD	Hubert Cesar/Michelle Perez

Background Information

The Pregnant Workers Fairness Act (PWFA) is a federal law that took effect on June 27, 2023. It requires covered employers with 15 or more employees to provide reasonable accommodations to qualified employees and applicants with known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation would impose an undue hardship on the employer's operations.

The proposed policy provides employees and management with clear guidance for requesting and responding to pregnancy-related accommodations. It explains how requests will be evaluated and coordinated with ELC's accommodation, leave, telework, and lactation policies. This guidance supports consistent decisions while considering individual needs and ELC's operational requirements.

Current Status

The proposed policy addresses limitations related to pregnancy, childbirth, or related medical conditions, including limitations that may not qualify as disabilities under the ADA. Employees and applicants may request an accommodation through Human Resources, a supervisor or manager, or the representative handling an employment application. Requests do not require a written submission, a particular form, or specific terminology. Supervisors and managers must promptly notify Human Resources so requests can be coordinated and evaluated individually.

The policy describes a timely, good-faith interactive process in which ELC and the employee or applicant discuss the limitation and possible accommodations. Examples include additional breaks, schedule or duty modifications, equipment adjustments, telework, temporary reassignment, and leave. The policy also addresses temporarily suspending one or more essential job functions when the individual's inability to perform them is temporary, the individual could perform those functions in the near future, and the temporary inability can be reasonably accommodated.

The policy explains when ELC may request supporting documentation and limits requests to the minimum information needed to confirm the pregnancy-related limitation and the workplace adjustment needed. It identifies situations in which documentation will not be requested, such as requests for additional restroom breaks, access to drinking water, or pumping or nursing accommodations. These provisions help management respond to requests consistently while respecting employee privacy.

The policy supports continued work by explaining that ELC will not require leave when another effective reasonable accommodation would allow the employee to work without undue hardship. It also explains how accommodations will be coordinated with related ELC policies and addresses medical confidentiality and protections against discrimination, harassment, retaliation, and interference with protected rights.

Recommended Action from Governance Committee:

Approve proposed Pregnant Workers Fairness Act (PWFA) Policy # HR-POL-004

Supporting Documents

Draft Pregnant Workers Fairness Act (PWFA) Policy

Pregnant Workers Fairness Act Policy

DRAFT PENDING APPROVAL

Presented to

Governance on 11/04/26

Board on 11/09/26

Pregnant Workers Fairness Act Policy

Early Learning Coalition of Broward County, Inc. ("ELC") complies with the Pregnant Workers Fairness Act ("PWFA") and all other applicable federal, state, and local laws concerning pregnancy accommodations. ELC will provide reasonable accommodations to qualified employees and applicants with known physical or mental limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless the accommodation would impose an undue hardship on ELC's operations. A limitation does not need to qualify as a disability under the Americans with Disabilities Act.

Related medical conditions may include, but are not limited to, breastfeeding or lactation, fertility or infertility treatments, miscarriage, stillbirth, termination of pregnancy, recovery from childbirth, and postpartum physical or mental health conditions.

Reasonable accommodations under this policy will be evaluated in accordance with ELC's Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy, subject to the distinct requirements of the PWFA. Depending on the circumstances, accommodations may include changes to work schedules or breaks; permission to sit or stand as needed; modifications to duties, equipment, policies, or work areas; lifting restrictions; light duty or temporary reassignment; telework; temporary suspension of one or more essential job functions; or paid or unpaid leave. This list provides examples only and does not guarantee any particular accommodation. Telework is not an automatic accommodation. If approved as a reasonable accommodation, the arrangement will be documented and administered in accordance with ELC's Remote and Hybrid Work Policy, as modified by the terms of the approved accommodation and applicable law.

ELC will evaluate each request individually and engage in a timely, good-faith interactive process with the employee or applicant to identify an effective reasonable accommodation. Under the PWFA, an employee or applicant may be qualified even if temporarily unable to perform one or more essential job functions, provided the inability is temporary, the individual could perform those functions in the near future, and the temporary inability can be reasonably accommodated. ELC may consider alternative accommodations when the accommodation initially requested cannot be provided or when another effective accommodation may be appropriate.

An employee or applicant may request an accommodation by notifying Human Resources, a supervisor or manager, or, during the application process, the ELC representative handling the application. The request does not need to be made in writing, submitted on a particular form, or include the words "reasonable accommodation" or "PWFA." The employee or applicant, or the individual's representative, must communicate the limitation and the need for an adjustment or change at work. Supervisors and managers who receive an accommodation request must promptly notify Human Resources.

ELC will request supporting documentation only when it is reasonable and permitted by law. When documentation is appropriate, ELC may request only the minimum information necessary to confirm the limitation, its relationship to pregnancy, childbirth, or a related medical condition, and the workplace adjustment or change needed.

ELC will not request documentation when doing so would be unreasonable or prohibited by law, including when the limitation and need for accommodation are obvious; ELC already has sufficient information; a pregnant employee requests permission to carry or drink water, take additional restroom breaks, sit or stand as needed, or take breaks to eat or drink; an employee requests an accommodation related to pumping or nursing; or the requested adjustment is ordinarily provided to other employees without documentation. ELC may accept an employee's self-confirmation when sufficient under applicable law. Employees and applicants are expected to cooperate in the interactive process and timely provide any information that ELC may lawfully request.

ELC will not require a qualified employee to take paid or unpaid leave when another effective reasonable accommodation would allow the employee to continue working without imposing an undue hardship. ELC also will not require an employee or applicant to accept an accommodation other than a reasonable accommodation arrived at through the interactive process or deny an employment opportunity because of the individual's need for a reasonable accommodation. Any leave provided as a reasonable accommodation will be administered in accordance with ELC's Family and Medical Leave Policy and other applicable leave policies and may run concurrently with other available leave when permitted by law.

Medical information obtained through the accommodation process will be maintained and disclosed in accordance with ELC's Americans with Disabilities Act (ADA) and Reasonable Accommodation Policy and applicable law.

ELC prohibits discrimination, harassment, retaliation, coercion, intimidation, threats, or interference against an employee or applicant for exercising, or assisting another individual in exercising, rights protected by the PWFA. Concerns should be reported promptly using the procedures described in ELC's Discrimination and Harassment Complaint Policy and Procedure.

Employees who need break time or a private space to express breast milk should also refer to ELC's Lactation Breaks Policy.

ITEM/MEETING:	B272CA4 / Board
DATE:	November 9, 2026
SUBJECT:	Staff Professional Development Training Consultants
FOR ACTION:	YES
RECOMMENDED ACTION:	Authorize staff to release Request for Proposals (RFP) as presented for: 1. Executive Coaching Consultants 2. Management Development Trainers
AS RECOMMENDED BY:	Executive Committee / October 27, 2026
FINANCIAL IMPACT:	1. $15,000 FY27 Executive Coaching 6 month Initial Period 2. $20,000 FY27 Manager Development Training 6 month Initial Period
ELC STAFF LEAD	C. Klima; H. Cesar

Background:

As part of a comprehensive workforce development strategy led by the Coalition's new Human Resources leadership, the Coalition is implementing initiatives designed to strengthen leadership capacity, enhance employee experience, and improve organizational effectiveness.

Effective leadership is critical to employee engagement, retention, performance, and organizational success. In recent years, the Coalition has experienced significant organizational growth and leadership transitions, including the expansion of the executive leadership team and the continued development of managers who play a vital role in supporting staff and advancing organizational goals.

These initiatives align with the Coalition's commitment to investing in its workforce, developing leadership capabilities at all levels of the organization, and fostering a positive, high-performing workplace culture.

Current Status:

1. **Executive Coaching: 6 month initial award with a 12 month renewal option; 18 months total**

   The Coalition recently completed an organizational restructuring that expanded the executive leadership team to include new Vice President positions in addition to the existing executive team. To support both new and existing executives as they assume increased strategic, operational, and people-management responsibilities, the Coalition seeks specialized executive coaching services focused on leadership effectiveness, organizational alignment, change management, executive presence, and team development.

2. **Manager Development Training: 6 month initial award with a 12 month renewal option; 18 months total**

   In addition, the Coalition has identified a need to strengthen supervisory and leadership competencies among managers. Many managers have advanced into leadership positions through internal promotion or entered management roles with limited formal leadership training. To address these needs, the Coalition seeks a manager development program that provides access to a variety of professional development opportunities through qualified training providers, utilizing both virtual and in-person delivery methods.

   Training topics may include:

   - Conflict resolution,
   - Communication skills,
   - Employee coaching,
   - Managing diverse personalities and work styles,
   - Conducting difficult workplace conversations.

   External training opportunities will be supplemented by a comprehensive internal manager development series focused on the consistent application of Coalition policies and procedures, employment law compliance, performance evaluation best practices, and other essential supervisory responsibilities.

3. **Estimated Costs by Period based on Open Source Cost Benchmarking**

Activity	FY27 Initial Award Jan-Jun 2027 (6 Months)	FY28 Renewal Option Jul-June 2028 (12 Months)	Total Estimated Cost All Procured Periods
Executive Coaching	$15,000	$30,000	$45,000
Manager Development Training	$20,000	$60,000	$80,000
Total	**$35,000**	**$90.000**	**$125,000**

Recommended Action from Executive Committee:

Authorize staff to release Request for Proposals (RFP) as presented for:

1. Executive Coaching Consultants
2. Management Development Trainers

Supporting Documents

None

ITEM/MEETING:	B272GOV1 / Board
DATE:	November 9, 2026
SUBJECT:	RFQ for ERISA Section 3(21) Fiduciary Advisor Services
FOR ACTION:	YES
RECOMMENDED ACTION:	**Accept proposed vendor selection recommendation and authorize staff to negotiate and execute an agreement for Retirement Plan Fiduciary Advisor Services, pending to legal review**
AS RECOMMENDED BY:	Governance Committee / Nov 4, 2026
FINANCIAL IMPACT:	TBD
ELC STAFF LEAD	C. Klima

Background:

The Governance Committee previously recommended, and the Board authorized, the issuance of a Request for Qualifications (RFQ) to procure an independent Section 3(21) Fiduciary Advisor to enhance oversight and governance of the Coalition's 403(b) Retirement Plan.

Five (5) Statements of Qualifications were received by October 23, 2026 submission deadline. An Evaluation Committee reviewed all written submissions and conducted interviews with each firm on October 27, 2026.

Current Status:

The Evaluation Committee completed its evaluation process and finalized its rankings on October 30, 2026. The Committee's top three ranked respondents are:

1. CAPFinancial Partners, LLC dba CAPTRUST Financial Advisors
2. Creative Planning HoldCo, LLC dba Creative Planning Institutional Advisors, LLC
3. Graystone Consulting Tampa, a business of Morgan Stanley Smith Barney LLC

The first-ranked respondent, CAPTRUST Financial Advisors, will provide a brief presentation regarding its qualifications, experience, and approach to serving as the Coalition's Section 3(21) Fiduciary Advisor. Governance Committee members will have an opportunity to ask questions and discuss the firm's qualifications prior to acting.

Copies of the top ranked firm’s qualifications submission will be distributed separately to Governance Committee members for review. Consistent with the procurement process, qualification package submissions and evaluation materials will remain confidential until final Board action.

Upon Board authorization, staff will negotiate and execute an agreement with the selected respondent in consultation with legal counsel. If an agreement cannot be reached with the top-ranked respondent, staff will enter negotiations with the second-ranked respondent and, if necessary, the third-ranked respondent until a mutually acceptable agreement is reached.

Recommended Action from Governance Committee:

Accept proposed vendor selection recommendation and authorize staff to negotiate and execute an agreement for Retirement Plan Fiduciary Advisor Services, pending to legal review

Supporting Documents

Top Ranked Respondent Submission Package Provided Separately

ITEM/MEETING	B272RB1 / Board
DATE:	November 9, 2026
SUBJECT:	City of Fort Lauderdale School Readiness Match Funding Agreement
FOR ACTION:	Yes
RECOMMENDED ACTION:	Authorize the Chair to Execute the City of Fort Lauderdale School Readiness Match Funding Agreement for the period October 1, 2026, to September 30, 2027, when it becomes available and pending legal review
AS RECOMMENDED BY:	Executive Committee / October 27, 2026
FINANCIAL IMPACT:	**$**100,000 FY2027 Revenue Budget
ELC STAFF LEAD	C. Klima

Background

Under specific appropriation in the Florida fiscal year 2026-2027 budget, all 31 Early Learning Coalitions throughout the state compete for funding from a $30 million statewide School Readiness Program match pool. Awards are based on the documented match commitments received from local government or private funders from each early learning coalition. For FY27, Broward was awarded approximately $5.9 million from this pool based on commitments from more than 20 County and Municipal funding sources.

The City of Fort Lauderdale has long served as the Early Learning Coalition's largest municipal contributor to the School Readiness Match program. It is home to more participating children than any other municipality, representing more than 3,200 (16%) of the more than 20,000 children served by the Coalition annually.

Current Status

On September 15, 2026, the City of Fort Lauderdale approved a $100,000 FY 2027 matching fund award for the Coalition. Notably, the Coalition was one of only a limited number of nonprofit organizations selected to receive continued funding this year, as concerns regarding potential reductions in property tax revenues resulting from proposed changes to Florida tax law prompted City staff to prioritize investments that leverage additional matching funds. The City has advised that the agreement will be issued shortly and will require a rapid turnaround for execution and return. Because this timeline may not align with upcoming Committee and Board meeting schedules, staff may need to initiate legal review and execute the agreement upon receipt to meet the City's deadline. The agreement term will be October 1, 2026, through September 30, 2027.

Recommend Action from Executive Committee:

Authorize the Board Chair to execute the City of Fort Lauderdale School Readiness Match Funding Agreement for the period October 1, 2026, to September 30, 2027, when it becomes available and pending legal review.

Supporting Documentation:

- Contract Fact Sheet

CONTRACT FACT SHEET

The information provided in this document identifies the major contract components including cost; scope of work; deliverables and goals. The document is being provided for ease of review but is not the approved contract. A copy of the full contract is available upon request.

CONTRACT NAME: City of Fort Lauderdale
FY 2027 Not for Profit Grant Participation Agreement

CONTRACT NUMBER: N/A Pending

POINT OF CONTACT: Charmaine M. Crawford
Senior Assistant to the Director
City of Fort Lauderdale, Office of Management and Budget
954-729-6993
CCrawford@fortlauderdale.gov

PROCUREMENT: Revenue Generating Contract

CONTRACT TYPE: Local Municipality Match Funding

BUDGET AMOUNT: $100,000

METHOD OF PAYMENT: Revenue generating contract for which the ELC is reimbursed for childcare expenses

PAYMENT SCHEDULE: Funds will be distributed on a reimbursement basis, usually within 30 days of invoicing.

TERM: October 1, 2026 through September 30, 2027

ANTICIPATED NUMBER OF PARTICIPANTS: 2,500children

SCOPE OF WORK: Funding will be used as a match to draw down federal funds for subsidized childcare services for children living in the City of Fort Lauderdale.

DELIVERABLES: Reimbursements to Child Care Providers for Services to School Readiness Income Eligible Children assigned to each funding source.

PERFORMANCE MEASURES: None specified

ITEM/MEETING:	B272RB2 / Board
DATE:	November 9, 2026
SUBJECT:	City of Deerfield Beach School Readiness Match Funding Agreement
FOR ACTION:	YES
RECOMMENDED ACTION:	Ratify the Board Chair's signature on the City of Deerfield Beach School Readiness Match Funding Agreement for the period October 1, 2026, to September 30, 2027
AS RECOMMENDED BY:	Executive Committee / October 27, 2026
FINANCIAL IMPACT:	$15,000 FY2027 Revenue Budget 5,000 FY2028 Revenue Budget $20,000 Total Revenue All Years
ELC STAFF LEAD	C. Klima

Background

Under specific appropriation in the Florida fiscal year 2026-2027 budget, all 31 Early Learning Coalitions throughout the state compete for funding from a $30 million statewide School Readiness Program match pool. Awards are based on the documented match commitments received from local government or private funders from each early learning coalition. For FY27, Broward was awarded approximately $6 million from this pool based on commitments from more than 20 County and Municipal funding sources.

For more than 10 years The City of Deerfield Beach has been strong municipal contributor to our School Readiness Program match. In FY26, approximately 715 Deerfield Beach-resident children received services.

Current Status

On September 15, 2026, the City of Deerfield Beach approved a $20,000 award for continued School Readiness Program match funding for fiscal year 2027. The award was an 8% increase over the prior year. On September 30, the City issued an Agreement for the award that had to be signed by the Coalition and returned by October 9, 2026. Since the Agreement had to be signed prior to the next available ELC Committee and Board meeting cycle, staff initiated the review and signature process to meet the City's deadline. The Agreement has been approved as to form by legal counsel, the Chair has signed it, and the Agreement has been submitted to the City for full execution. The Agreement term runs from October 1, 2026, through September 30, 2027.

Recommend Action from Executive Committee:

Ratify the Board Chair's signature on the City of Deerfield Beach School Readiness Match Funding Agreement for the period October 1, 2026, to September 30, 2027.

Supporting Documentation:

- Contract Fact Sheet

CONTRACT FACT SHEET

The information provided in this document identifies the major contract components including cost; scope of work; deliverables and goals. The document is being provided for ease of review but is not the approved contract. A copy of the full contract is available upon request.

CONTRACT NAME: City of Deerfield Beach
FY 2027 Not for Profit Grant Participation Agreement

CONTRACT NUMBER: N/A Pending

POINT OF CONTACT: Kelly Alvarez Vitale
President
Strategic Philanthropy, Inc.
561-985-2418
Kelly@StrategicPhilanthropyInc.com

PROCUREMENT: Revenue Generating Contract

CONTRACT TYPE: Local Municipality Match Funding

BUDGET AMOUNT: $20,000

METHOD OF PAYMENT: Revenue generating contract for which the ELC is reimbursed for childcare expenses

PAYMENT SCHEDULE: Funds will be distributed on a reimbursement basis, usually within 30 days of invoicing.

TERM: October 1, 2026 through September 30, 2027

ANTICIPATED NUMBER OF PARTICIPANTS: 700-750 children

SCOPE OF WORK: Funding will be used as a match to draw down federal funds for subsidized childcare services for children living in the City of Deerfield Beach.

DELIVERABLES: Reimbursements to Child Care Providers for Services to School Readiness Income Eligible Children assigned to each funding source.

PERFORMANCE MEASURES: None specified

ITEM/MEETING	B272FIN1 / Board
MEETING DATE:	November 9, 2026
SUBJECT	September 2026 Interim Financial Statements
FOR ACTION:	Yes
RECOMMENDED ACTION:	Approve September 2026 Interim Financial Statements, Pending Approval of an Annual Audit Performed by a Qualified Independent Certified Public Accountant
AS RECOMMENDED BY	Finance Committee / October 27, 2026
FINANCIAL IMPACT:	None
ELC STAFF LEAD	C. Klima

Background:

The Interim Financial Statements for the three-month period ending September 30, 2026, are attached for review. Financial highlights through September 2026 are as follows:

1. **School Readiness**

School Readiness expenditures totaled $26.5 million through September, representing approximately 26% of the annual budget after the first three months of the fiscal year, compared to a straight-line spending benchmark of 25%. Slot expenditures are on track with the Coalition's current gradual enrollment strategy that includes approximately $4.6 million in reverted and reappropriated funds allocated in September, as well as up to $4.5 million more in potential re-obligated funds that may become available from other coalitions during the year. The strategy aims to serve an average 15,200 children over the course of the year by calling 225 children from the waiting list each week. Waiting time for new applicants to be called is now less than 30 days. Staff will continue to monitor enrollment and expenditures to ensure full utilization of available funds.

School Readiness Rate Differential expenditures are approximately 7% above target for this time of year due to a Statewide funding shortfall. All Coalitions will need to use a portion of their School Readiness base funds to absorb the shortfall costs before the end of the fiscal year. We project that Broward's shortfall with be more than $3 million this year and we are taking that into account for our enrollment strategy. See School Readiness utilization projections for additional detail.

2. **VPK**

VPK expenditures are up to nearly $7 million year to date, representing 19% of the annual budget. Expenditures will continue to ramp as we progress through the school year in alignment with a normal seasonal spending pattern for the program. Funding is allocated by DEL to match the actual need for services each year.

3. **Vulnerable Populations Program**

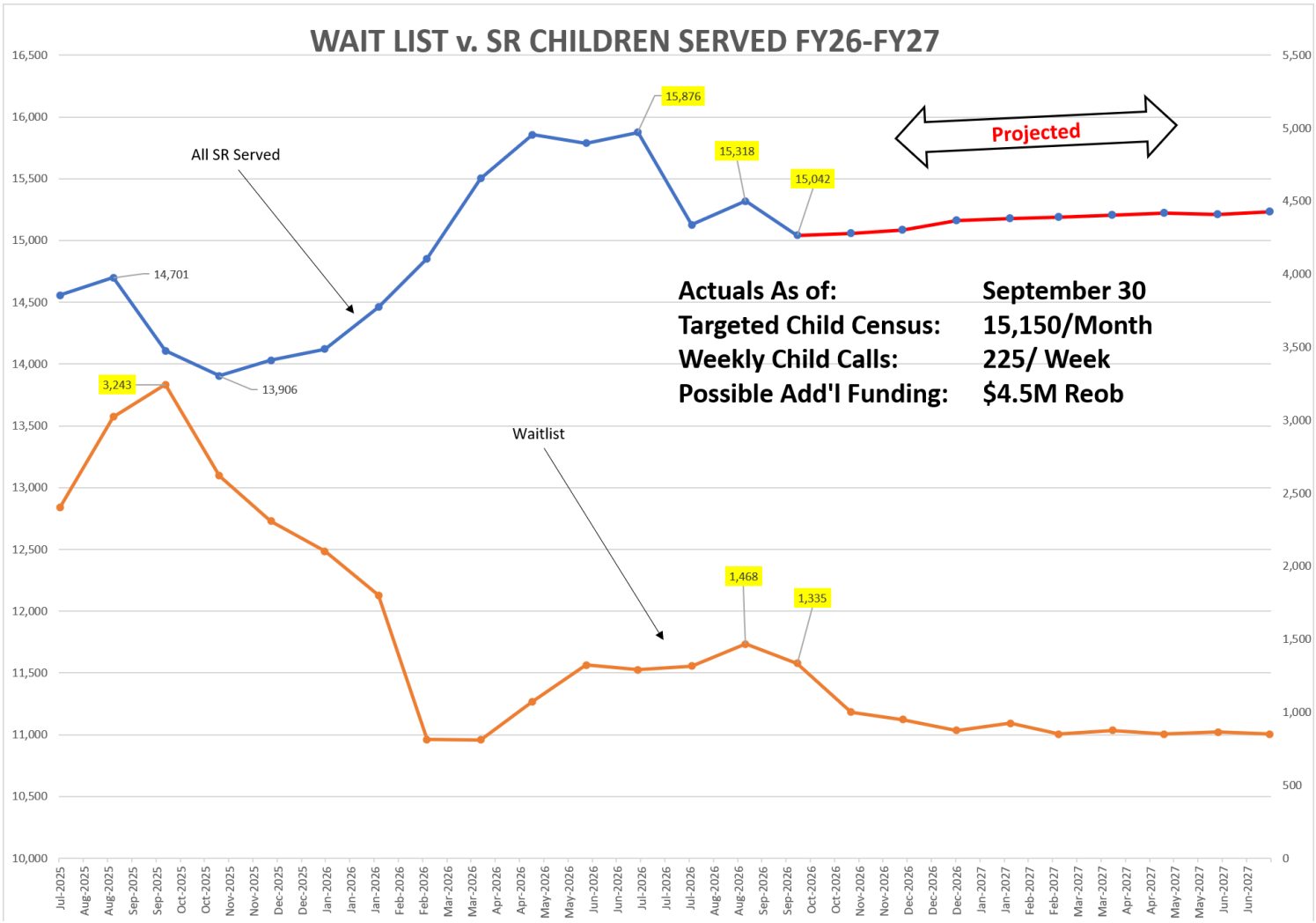
Vulnerable Populations expenditures are sharply lower than this time last year due to program changes implemented by the Children's Services Council during FY2026 that narrowed eligibility and directed families to alternative community resources. Approximately 425 children (65%) that were enrolled during the prior year have been transferred to the School Readiness Program or other services over the last 10 months and expenditures for Vulnerable Pop have decreased accordingly.

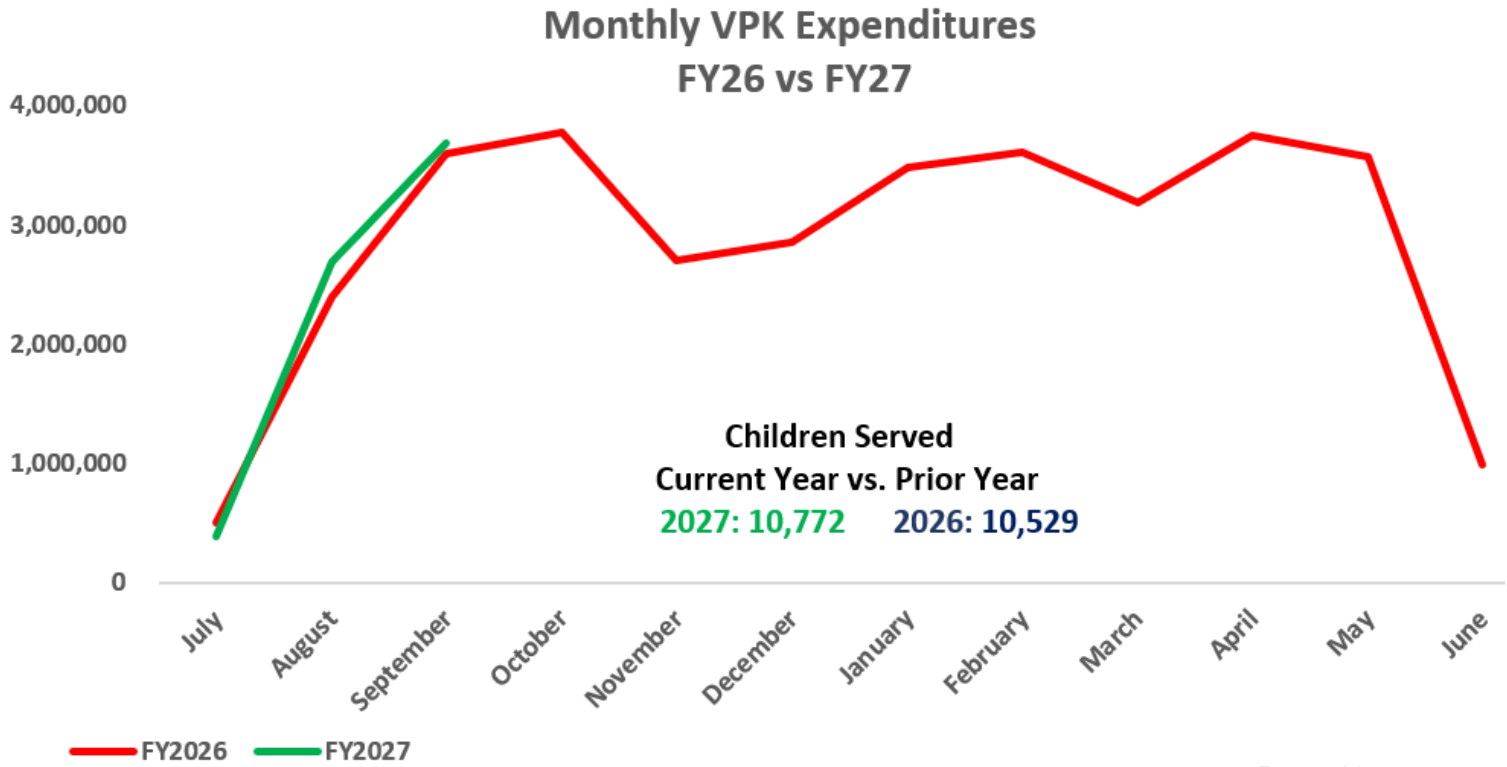
Recommended Action from Finance Committee:

Approve September 2026 Interim Financial Statements, Pending Approval of an Annual Audit Performed by a Qualified Independent Certified Public Accountant

Supporting Documents:

- SR & VPK Monthly Trend Data
- September 2026 Interim Financial Statements
- September 2026 Utilization Projection


WAIT LIST v. SR CHILDREN SERVED FY26-FY27
All SR Served
Waitlist
Projected
15,876
15,318
15,042
14,701
13,906
3,243
1,468
1,335
Actuals As of: September 30
Targeted Child Census: 15,150/Month
Weekly Child Calls: 225/ Week
Possible Add'l Funding: $4.5M Reob


Monthly VPK Expenditures
FY26 vs FY27
Children Served
Current Year vs. Prior Year
2027: 10,772
2026: 10,529
FY2026
FY2027



Early Learning Coalition of Broward County, Inc.

INTERIM FINANCIAL STATEMENTS
For The Three Months Ended September 30, 2026

Submitted to the Board of Directors
November 9, 2026
As Recommended by the Finance Committee
at the October 27, 2026 Meeting

Early Learning Coalition of Broward County, Inc.
Statement of Financial Position
As of September 30, 2026

	9/30/2026	9/30/2025
Assets:		
Cash	$ 1,655,173	$ 16,600,465
Grants Receivable	29,678,216	14,593,576
Accounts Receivable	1,352,057	1,319,476
Due From Providers	78,253	5,916
Prepaid Expense	620,309	676,453
Fixed Assets	5,148	9,925
Operating ROU Asset	700,009	921,462
Total Assets	**$ 34,089,164**	**$ 34,127,273**
Liabilities:		
Accounts Payable	$ 189,675	$ 123,597
Salary & Benefits Payable	518,697	516,012
Compensated Absences	744,795	693,696
Due to Providers	13,000,327	12,326,210
Due to Other Agencies	158,007	32,294
Deferred Revenue	17,989,299	18,694,476
Operating Lease Liability	810,192	1,052,262
Total Liabilities	**$ 33,410,992**	**$ 33,438,547**
Net Assets		
Unrestricted	$ 503,939	$ 500,838
Board Designated	174,233	187,888
Total Net Assets	678,172	688,726
Total Liabilities and Net Assets	**$ 34,089,164**	**$ 34,127,273**

Early Learning Coalition of Broward County, Inc.
Statement of Activities
For The Three Months Ended September 30, 2026

	Sep 2026 Actual	FY 2027 YTD Actual	FY 2026 YTD Actual
Revenue			
Recurring			
DEL School Readiness Base	$ 8,306,239	$ 26,449,548	$ 22,745,814
DEL School Readiness Match	506,612	1,516,543	1,918,320
DEL School Readiness Plus	24,101	76,664	74,206
DEL School Readiness Rate Differentials	1,403,881	4,337,762	3,789,142
DEL VPK Program Assessments	15,781	27,078	31,514
DEL Voluntary Pre-K	3,793,457	6,960,886	6,665,353
CSC School Readiness	255,773	1,250,102	1,721,782
CSC Vulnerable Populations	122,297	528,802	1,824,991
Broward County School Readiness	300,000	519,073	1,139,277
United Way & Cities School Readiness	11,375	46,312	43,032
Miscellaneous Income	22,151	79,609	80,823
Subtotal Recurring Revenue	**$ 14,761,668**	**$ 41,792,380**	**$ 40,034,252**
Total All Revenue	**$ 14,761,668**	**$ 41,792,380**	**$ 40,034,252**
Expenses			
Direct Services			
School Readiness (State & Local Funds)	$ 9,215,052	$ 29,176,290	$ 26,664,821
DEL Voluntary Pre-K	3,689,755	6,771,193	6,496,093
CSC Vulnerable Populations	110,079	457,465	1,609,667
Stipends and Grants to Providers	87,975	189,190	165,079
Subtotal Direct Services	**$ 13,102,860**	**$ 36,594,138**	**$ 34,935,660**
Program Support			
Eligibility, Customer Services & Providers	$ 742,713	$ 2,315,381	$ 2,403,620
Quality & Education	545,225	1,513,263	1,610,030
Subtotal Program Support	**$ 1,287,938**	**$ 3,828,644**	**$ 4,013,649**
Total Program (Direct + Support)	**$ 14,390,798**	**$ 40,422,782**	**$ 38,949,309**
Administration	386,413	1,223,338	1,227,077
Total Expenses	**$ 14,777,212**	**41,646,119**	**$ 40,176,386**
Change in net assets	**$ (15,543)**	**$ 146,260.53**	**$ (142,134)**
Net assets, beginning of year		531,912	830,860
Net assets, end of the period		**$ 678,172**	**$ 688,726**

Early Learning Coalition of Broward County, Inc.
Budget to Actual
For The Period Ending September 30, 2026

Revenue:	FY27 Amendment #1	YTD Actual	Balance	% Budget Spent	Notes
Recurring					
DEL School Readiness Base	$ 100,571,045	$ 26,449,548	$ 74,121,497	26%	
DEL School Readiness Match	6,059,539	1,516,543	4,542,996	25%	
DEL School Readiness Plus	555,331	76,664	478,667	14%	Usage Matches Actual Need
DEL School Readiness Rate Differentials	13,690,444	4,337,762	9,352,682	32%	Addl SR Base Requested to Cover Shortfall
DEL VPK Program Assessments	322,722	27,078	295,644	8%	Activity Ramps Up with School Year
DEL Voluntary Pre-K	37,348,791	6,960,886	30,387,905	19%	Expenditures Ramp Up with School Year
CSC School Readiness	5,310,714	1,250,102	4,060,612	24%	
CSC Vulnerable Populations	3,900,138	528,802	3,371,336	14%	New Program Rules in Effect
Broward County School Readiness	3,167,729	519,073	2,648,656	16%	Timing Varies with Availability of Funds
United Way & Cities School Readiness	400,000	46,312	353,688	12%	Intermittent Revenue
Miscellaneous Income	400,000	79,609	320,391	20%	Intermittent Revenue
Total All Revenue	**$ 171,726,453.00**	**$ 41,792,380**	**$ 129,934,073**	**24%**	
Expense					
Child Care Slots and Incentives					
School Readiness (State & Local Funds)	$ 110,150,130	$ 29,176,290	$ 80,973,840	26%	
DEL Voluntary Pre-K	35,570,277	6,771,193	28,799,084	19%	Expenditures Ramp Up with School Year
CSC Vulnerable Populations	3,636,520	457,465	3,179,055	13%	New Program Rules in Effect
Stipends and Grants to Providers	600,250	189,190	411,060	32%	Intermittent Expenditures
Total Child Care Slots and Incentives	**$ 149,957,177**	**$ 36,594,138**	**$ 113,363,039**	**24%**	
Sub Recipient Expense					
Children's Forum	99,000	$ 19,468	79,532	20%	
Total Sub Recipient Expense	**$ 99,000**	**$ 19,468**	**$ 79,532**	**20%**	
ELC Operating Expense					
Salaries & Benefits	$ 19,210,351	$ 4,478,486	$ 14,731,865	23%	
Attorneys	126,500	16,464	110,036	13%	Intermittent Expenditures
Auditors	58,036	16,764	41,272	29%	Intermittent Expenditures
Consultants & Temps	228,000	34,585	193,415	15%	Intermittent Expenditures
Staff & Board Travel & Training	50,222	5,208	45,014	10%	Intermittent Expenditures
Insurance	82,317	18,577	63,740	23%	
Office Rent, Utilities & Maintenance	524,985	128,574	396,411	24%	
Office Machine & Storage Leases	4,806	1,011	3,795	21%	
Software Licenses	233,810	63,231	170,579	27%	
Internet, Email, Phones	116,016	29,883	86,133	26%	
Cell Phones	95,000	19,106	75,894	20%	
Sponsorships & Memberships	81,299	12,969	68,330	16%	Intermittent Expenditures
Books for Kids	225,000	93,934	131,066	42%	Intermittent Expenditures
Instructional Materials	107,275	36,232	71,043	34%	Intermittent Expenditures
Other Operating Costs	233,731	45,697	188,034	20%	Intermittent Expenditures
Computer Equipment & Software	25,000	6,794	18,206	27%	
Depreciation/Amortization	-	25,000	(25,000)	0%	FY24 ARPA Software Amortization
Unallocated (Budget Only)	267,928		267,928	0%	
Total ELC Operating Expense	**$ 21,670,276**	**$ 5,032,514**	**$ 16,637,762**	**23%**	
Total Operating & Sub-Recipient Expense	**$ 21,769,276**	**$ 5,051,982**	**$ 16,717,294**	**23%**	
Total Expense	**$ 171,726,453.00**	**$ 41,646,119**	**$ 130,080,334**	**24%**	

SCHOOL READINESS 2 YEAR UTILIZATION FY 2026 - 2027

Fiscal Year 2025-26

Actor Proj	Month	Days of Care	Children Served	Children Served +/-	Ave Cost Per	School Readiness	School Readiness Gold Seal/QPI	SR PLUS	Children's Services Council	Broward County	Local Funding	Total Slot Costs
A	Jul-25	23	14,558	-664	30.84	8,133,518	1,462,301	27,921	512,473	175,731	15,908	10,327,853
A	Aug-25	21	14,701	+143	26.32	6,063,629	1,158,956	22,364	512,493	353,425	15,752	8,126,619
A	Sep-25	22	14,107	-594	26.54	6,035,450	1,176,454	23,920	512,448	475,851	11,806	8,235,930
A	Oct-25	23	13,906	-201	26.94	7,056,589	1,297,267	28,404	50,000	173,846	11,844	8,617,950
A	Nov-25	20	14,031	+125	28.03	6,077,081	1,209,398	23,318	141,662	259,298	154,071	7,864,827
A	Dec-25	23	14,122	+91	28.05	7,293,540	1,376,444	26,003	141,662	222,222	50,303	9,110,174
A	Jan-26	22	14,461	+339	28.52	7,290,071	1,362,699	24,354	137,393	221,000	37,571	9,073,089
A	Feb-26	20	14,853	+392	28.52	6,781,370	1,272,860	22,821	141,357	233,874	19,808	8,472,091
A	Mar-26	22	15,502	+649	29.16	7,944,215	1,474,815	29,053	239,060	233,874	24,699	9,945,717
A	Apr-26	22	15,856	+354	29.20	8,166,236	1,507,002	29,761	233,425	235,041	15,446	10,186,911
A	May-26	21	15,789	-67	29.96	8,000,206	1,458,468	24,945	-	435,046	15,471	9,934,136
A	Jun-26	22	15,876	+87	30.29	8,458,642	1,538,404	27,697	-	439,977	116,466	10,581,185
Ave Enrollments (Baseline)			14,814	Proj Total		87,300,548	16,295,068	310,562	2,621,974	3,459,185	489,145	110,476,482
Incr to baseline FY26 vs FY25			(199)	Budget		90,351,620	13,478,748	310,562	2,621,974	3,459,185	489,145	110,711,234
Incr to baseline FY26 vs FY17			5,418	Surplus(Deficit		3,051,072	(2,816,320)	-	-	-	-	**234,752**
(FY17 Baseline= 9,396)				Provider Match		-	-		-	-		**652,541**
FY26 Current Avg Cost			$28.53	Surplus(Deficit		**$ 3,051,072**	**$ (2,816,320)**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 887,292**
Incr in Avg Cost vs FY17			$9.91									
(FY17 Baseline = $18.62)												

Fiscal Year 2026-27

Actor Proj	Month	Days of Care	Children Served	Children Served +/-	Ave Cost Per	School Readiness	School Readiness Gold Seal/QPI	SR PLUS	Children's Services Council	Broward County	Local Funding	Total Slot Costs
A	Jul-26	23	15,126	-750	32.00	8,993,621	1,607,030	27,680	392,929	94,564	17,469	11,133,293
A	Aug-26	21	15,318	+192	27.89	7,103,387	1,342,277	20,451	392,930	94,574	17,468	8,971,086
A	Sep-26	22	15,042	-276	28.06	7,347,289	1,410,094	22,632	230,219	265,017	11,375	9,286,625
P	Oct-26	22	15,057	+15	27.17	7,129,124	1,338,872	25,590	203,276	262,376	39,299	8,998,538
P	Nov-26	21	15,086	+29	27.99	7,029,390	1,309,258	22,438	203,276	262,386	39,299	8,866,047
P	Dec-26	23	15,161	+75	28.02	7,839,571	1,402,537	23,830	203,276	262,386	39,299	9,770,898
P	Jan-27	21	15,176	+15	28.27	7,186,068	1,298,277	19,956	203,276	262,386	39,299	9,009,263
P	Feb-27	20	15,191	+15	28.32	6,801,660	1,277,158	20,099	203,276	262,386	39,299	8,603,878
P	Mar-27	23	15,206	+15	28.79	8,070,214	1,467,577	25,120	203,276	262,386	39,299	10,067,872
P	Apr-27	22	15,221	+15	29.44	7,269,964	1,415,655	22,678	848,518	262,386	39,299	9,858,501
P	May-27	21	15,211	-10	30.06	7,084,930	1,345,612	21,414	848,518	262,386	39,299	9,602,158
P	Jun-27	22	15,232	+21	30.61	7,616,567	1,469,561	24,081	846,872	262,386	39,299	10,258,766
Ave Enrollments (Baseline)			15,169	Proj Total		$89,471,785	$16,683,908	$275,968	$4,779,642	$2,815,623	$400,000	$114,426,926
Incr to baseline FY27 vs FY26			355	Budget		87,936,856	13,690,444	275,968	4,779,642	2,815,623	400,000	109,898,533
Incr to baseline FY27 vs FY17			5,773	Surplus(Deficit		(1,534,929)	(2,993,464)	-	-	-	0	**(4,528,393)**
(FY17 Baseline= 9,396)				Provider Match		-	-		-	-		**670,000**
FY27 Current Avg Cost			$28.88	Surplus(Deficit		**$ (1,534,929)**	**$ (2,993,464)**	**$ -**	**$ -**	**$ -**	**$ 0**	**$ (3,858,393)**
Incr in Avg Cost vs FY17			$10.27									
(FY17 Baseline = $18.62)												

SCHOOL READINESS UTILIZATION CY 2026-2027
Children Services Council Vulnerable Population Contract

Contract Year 2025-26

Act or Proj	Month	Days of Care	Children Served	Children Served +/-	Ave Cost Per Day	Total Slot Costs	Net Billable
A	Oct-25	23	642	+20	39.94	589,706	589,706
A	Nov-25	20	626	-16	40.86	511,601	511,601
A	Dec-25	23	596	-30	40.61	556,694	556,694
A	Jan-26	22	565	-31	40.49	503,287	503,287
A	Feb-26	20	519	-46	39.54	410,416	410,416
A	Mar-26	22	424	-95	40.22	375,213	375,213
A	Apr-26	22	367	-57	40.15	324,192	324,192
A	May-26	21	303	-64	37.90	241,173	241,173
A	Jun-26	22	288	-15	39.26	248,726	248,726
A	Jul-26	23	257	-31	36.39	215,113	215,113
A	Aug-26	21	203	-54	31.07	132,472	132,472
A	Sep-26	22	131	-72	38.20	110,079	110,079
						Projected Total	$ 4,218,672
						FY26 CSC Contract Year Bud	$ **4,256,998**
						Surplus(Deficit)Contract Year	$ **4,108,593**

Contract Year 2026-27

Act or Proj	Month	Days of Care	Children Served	Children Served +/-	Ave Cost Per Day	Total Slot Costs	Net Billable
P	Oct-26	22	124	-7	40.22	109,709	109,709
P	Nov-26	21	118	-6	40.22	99,655	99,655
P	Dec-26	23	113	-5	40.22	104,521	104,521
P	Jan-27	21	108	-5	40.22	91,210	91,210
P	Feb-27	20	104	-4	40.22	83,649	83,649
P	Mar-27	23	100	-4	40.22	92,497	92,497
P	Apr-27	22	97	-3	40.22	85,821	85,821
P	May-27	21	94	-3	40.22	79,386	79,386
P	Jun-27	22	92	-2	40.22	81,397	81,397
P	Jul-27	22	91	-1	40.22	80,512	80,512
P	Aug-27	22	90	-1	40.22	79,628	79,628
P	Sep-27	22	89	-1	40.22	78,743	78,743
						Projected Total	$ 1,066,730
						FY27 CSC Contract Year Bud	$ **3,832,354**
						Surplus(Deficit)Contract Year	$ **2,765,624**

ITEM #/MEETING:	B272FUND1 / Board
MEETING DATE:	November 9, 2026
SUBJECT:	1. FY 25/26 Grant and Fundraising Overview 2. FY 26/27 Proposed Fundraising Plan 3. Establish FY 26/27 Funding Goals and Assignments
FOR ACTION:	No
RECOMMENDED ACTION:	Review/Discussion Only
AS RECOMMENDED BY:	Ad Hoc Fundraising Committee / October 26, 2026
FINANCIAL IMPACT:	None
ELC STAFF LEAD	R. Jaffe

Background

In FY22/23, ELC Broward launched the Ad Hoc Fundraising committee and developed the role of the committee/committee members, fundraising parameters and goals. Responsibilities of the committee at the time included:

- Establish an initial fundraising strategy, refine an initial fundraising target and develop an action plan.
    - The Committee would serve as the core planning committee for any initial major event hosted by the ELC
- The Committee will serve in this capacity for at least 12 months and then a decision can be made about disbanding the Committee or establishing a Standing Committee.
- The committee will help develop a plan for fundraising and set fundraising goals
- Help bring other board members to the table that could be beneficial
- Help develop plans to build a marketing donor kit that includes methods to recognize our donors

Since then, the Ad Hoc Fundraising committee has met 2-4 times per fiscal year to review and provide feedback on the Coalition's annual fundraising plan and assist with the planning of fundraising activities.

In FY 25/26 the annual fundraising plan resulted in 2 Give Back Nights (Chipotle and Double Good) that raised $1,195, a board retreat focused on the Board's role in fundraising, and the creation of ELC Broward Sponsorship and Individual Giving marketing materials.

Current Status:

At the October 26 Ad Hoc Fundraising meeting, committee members will discuss the following:

1. FY 25/26 Grant and Fundraising Overview
2. FY 26/27 Proposed Fundraising Plan
3. Establish FY 26/27 Funding Goals and Assignments

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1. **FY 25/26 Grants and Other Funds Secured Through Fundraising Overview**

Community partnerships, grants, fundraising efforts, and program income continued to provide valuable supplemental support for professional development, family engagement, and workforce initiatives.

During FY 25/26, the Coalition secured funding from organizations including the Henderson Foundation, PNC Bank, Children's Services Council, Florida Blue, and other community partners. These funds supported educator training, stipends, provider recognition activities, literacy initiatives, family engagement events, peer support services, and workforce development programs. Grant Funding, Program income, and miscellaneous revenues, **including $1,195 raised through fundraising activities and $3,158 from board member contributions**, totaled more than $457,000 during the fiscal year. The chart below provides more details about which donors provided funds and the purpose.

Grant Income for Programs FY 2026

Funder	Professional Development for Educators	Support to Families with Special Needs	Total
Children's Forum - Help Me Grow		$ 181,000	$ 181,000
AD Henderson Foundation - Peer Supports		130,133	130,133
University of Florida Lastinger Center FOTA	27,180		27,180
Total Grant Income for Programs	**$ 27,180**	**$ 311,133**	**$ 338,313**

Program Income FY 2026

Funder	Professional Development for Educators (Stipends, Food, Etc)	Provider Appreciation & CDA Graduation Events	Early Learning Landscape Study	Family Events Day in K & Outreach	Total
AD Henderson Foundation	$ 13,665			$ 328	$ 13,993
Broward Workshop (Community Fdn)			46,777		46,777
PNC (with AELC)	22,750	-		1,000	23,750
Kiwanis Baby Bookworms (Community Fdn)		-		5,000	5,000
Children's Services Council		-		15,000	15,000
CPR Participant Fees	4,810	-		-	4,810
Florida Blue		3,200		-	3,200
Total Program Income **	**$ 41,225**	**$ 3,200**	**$ 46,777**	**$ 21,328**	**$ 112,530**

***All program income 100% expended as of June 30, 2026*

Other Income FY 2026

Funder	211 & Top Workplace Award Events	Staff Appreciation Events	General Income	Total
Brown and Brown	$ -	$ 1,382		$ 1,382
211 Broward	1,000	-	-	1,000
Board Members	2,081	500	576	3,158
Fund Raisers	-		1,195	1,195
Total Other Income	**$ 3,081**	**$ 1,882**	**$ 1,771**	**$ 6,735**

** $1,199 Remaining ias of June 30, 2026*

2. ELC Broward's FY 26/27 Fundraising Plan:

The following plan was created to bring in additional non-DEL, non- local match funding to enhance or fund ELC programs, initiatives, special events, professional development, and purchase unrestricted or unallowable items, to strengthen the organization.

FY 26/27 Fundraising Plan:

- **Grant Opportunities:** The Education Department, headed by Allison Metsch, Vice President of Education, is responsible for securing at least 4 new program-related grant opportunities this fiscal year. Since the start of FY 26/27, she has submitted 4 proposals, including:
  - PNC Bank – Pending* (last year's PNC grant came through the AELC, not PNC directly)
  - Jim Moran Foundation - Pending
  - Chick-fil-A – Not Awarded
  - Leadership Broward – Not Awarded

  The committee will be updated on additional grant opportunities.

- **Corporate Giving Opportunities:** ELC staff will apply to the following corporate giving opportunities:
  - **Walmart Spark Good Round Up Micro Donations:** Allows eligible organizations to participate and receive donations from customers who round up their purchases when shopping.
  - **Raise Right Gift Card Fundraising -** Allows a company's supporters to purchase gift cards for purchases they would already be making. Participating nonprofits receive a percentage of each card sales. Quarterly checks for earnings are disbursed throughout the calendar year.

    Gift cards include:
    - Starbucks – 4.5%
    - Target- 2.5%
    - Walmart- 2.5%
    - Publix- 2.5%
    - Amazon- 1.25%

- **Give Back Nights:** Give back nights provide an opportunity for nonprofits to raise awareness about ELC's mission and services while also generating additional funds.

  - ELC will host three – four giveback nights between November 2026 and August 2027, with priority consideration given to the organizations below. Additional partnering options are included in the supporting documentation (see 3a. Give Back Night Listing FY 26/27). These events were strategically selected to maximize participation, community engagement, and fundraising potential. **(See Highlighted Options in Supporting Documentation)**

Organization Name	% Giveback	Status
Panda Express	28%	Proposed Q2 Fundraiser (Mid November)
Java Joe's	40%	Proposed Q2 (December Holiday Fundraiser)
Krispy Kreme	30-50%	Proposed Q3 (Valentine's Fundraiser)
Double Good Popcorn Fundraiser	50%	Proposed Q4 (April Fundraiser)

- **ELC Fundraising Event:** ELC staff are evaluating the feasibility of turning our State of Child event into a fundraising opportunity. This would require all event costs to be paid for through sponsorships, donations, and in kind giving. More details will be shared at the October 26th meeting.
- **ELC Broward Vendor Relationships:** ELC staff will solicit at least 5 ELC existing vendors to fund events and programming throughout the year.

3. **Establish FY 26/27 Funding Goals and Assignments (as needed):** The Fundraising Committee will establish the following fundraising goals and assignments:

   a. Develop 2-3 Fundraising/Friend raising Goals for FY 26/27
   b. Establish Committee members' assignments (and suggested assignments for the full board)
   c. Agree on required number of meetings for FY 26/27

Recommend Action from Ad Hoc Fundraising Committee:
Review/Discussion Only

Giveback Nights Percentages By Organization November 2026 to August 2027

(The first quarter of the fiscal year was spent on research and planning our fundraising activities for FY 26-27)

Organization Name	% Giveback	Noteable Information	Status
Panera Bread	20-25%	The fundraiser must generate between $100 and $150 in net sales (depending on the specific Broward location) to qualify for the donation payout	
California Pizza Kitchen	20%	CPK managers have historically been authorized to host nonprofit fundraising events returning 20%. Because the program is manager/location driven, confirm frequency and minimum with the specific restaurant before planning recurring events.	
Panda Express	28%	Online/Virtual (Virtual Community Fundraiser): Panda Express donates 28% of event sales for online orders or app orders using the unique fundraiser code	✓ Proposed Q2 Fundraiser (Mid November)
Anthony's Coal Fired Pizza	20%	Events can include dine-in and certain takeout/pickup orders. Third-party delivery generally does not count	
PDQ	20%	Requires 501(c) documentation and updated W-9. PDQ encourages organizations to participate in the restaurant during the event, including helping with activities such as serving tables/drive-thru.	
Menchie's	20% - (May Vary Location Dependent)	Because Menchie's is heavily franchise/location based, get the percentage and frequency directly from the store.	
Java Joe's	40%	Shipping & Order Minimum: **Small Order Fees: If you fall short of the item minimum, a flat shipping fee will be deducted from your total profit pool.** Direct-to-Home Costs: For the mobile app option, supporters paying for direct-to-home shipping must cover their own standard carrier shipping fees at checkout. Financials & Turnaround Fast Delivery: Once your final group order is compiled and submitted, products are typically roasted, packaged, and delivered to your group within 7 to 14 business days. Custom Labeling No Extra Fee: Private custom labeling (putting your school logo or team photo on the coffee bags) is included at no additional cost.	✓ Proposed Q2 (December Holiday Fundraiser)
Yogurtland	20%	Request at least 2 weeks in advance. W-9 required. In-store only—online orders do not count. Gift cards, coupons, rewards and discounts are excluded. Coordinator should arrive 15–20 minutes early.	
Cold Stone Creamery	20%	Because stores are individually operated, percentage, minimum and frequency should be confirmed with the specific store.	
Blaze Pizza	20%	Supports in-store and online fundraisers at participating locations. Online orders must be pickup/carryout; delivery orders don't count. Blaze provides promotional flyers.	
Krispy Kreme	30-50%	Not a restaurant giveback night. Three options: sell fresh doughnuts, collect orders first, or run an online fundraiser. Current fall 2026 promotion: buy 50 fundraising products and receive 10 additional products free, Sept. 23–Oct. 30, 2026	✓ Proposed Q3 (Valentine's Fundraiser)
Chipotle	25%	Can only host one every six months	
Shake Shack (select locations)	25%	Apply at least 2 weeks ahead; applications can take up to 10 business days. Dine-in, to-go and Shack App/Web pickup can count; third-party delivery does not. Returning organizations must resubmit tax information annually.	
Double Good Popcorn Fundraiser	50%	Can only have 1 campaign open at a time, but can host as often as we'd like.	✓ Proposed Q4 (April Fundraiser)
City Pop (Popcorn Fundraiser)	50%	Very similar to Double Good, Popcorn is slightly cheaper, but we can only sell individual bags.	

Contract List FY27

Contracting Party	Amount	Purpose	Type	Term	Status	Contract No.
Division of Early Learning	$151,545,637	*School Readiness, VPK*	Revenue	7/1/26-6/30/27	Active	EL097
University of Florida, Lastinger	$35,000	*Flamingo Online Training*	Revenue	08/1/26-06/30/27	Pending	
Children's Services Council	$4,773,314	*Vulnerable Populations*	Revenue	10/1/25-9/30/26	Active	23-2581
Children's Services Council	$4,385,915	*Vulnerable Populations*	Revenue	10/1/26-9/30/27	Pending	23-2581
Children's Services Council	$3,592,850	*Financially Assisted Child Care*	Revenue	10/1/25-9/30/26	Active	23-2580
Children's Services Council	$3,736,564	*Financially Assisted Child Care*	Revenue	10/1/26-9/30/27	Pending	23-2580
Broward County	$3,000,000	*SR Match & Special Needs*	Revenue	10/1/25-9/30/26	Active	23-CP-CSA-3516-01
Broward County	$3,500,000	*SR Match & Special Needs*	Revenue	10/1/26-9/30/27	Pending	
A.D. Henderson Foundation	$280,654	*Peer Support Specialists*	Revenue	7/1/26-6/30/28	Active	226014
A.D Henderson Foundation	$20,000	*Food and Training Support*	Revenue	7/1/26-6/30/27	Pending	
Children's Forum	TBD	*Help Me Grow*	Revenue	7/1/26-6/30/27	Pending	
United Way	$136,500	*SR Match Funds*	Revenue	7/1/26-6/30/27	Active	1718-04-06-01
City of Fort Lauderdale	$100,000	*SR Match Funds*	Revenue	10/1/25-9/30/26	Active	CAM 25-1004
City of Fort Lauderdale	$100,000	*SR Match Funds*	Revenue	10/1/26-9/30/27	Pending	
City of Pompano Beach	$15,000	*SR Match Funds*	Revenue	10/1/25-9/30/26	Active	-
City of Pompano Beach	$20,000	*SR Match Funds*	Revenue	10/1/26-9/30/27	Pending	-
City of Deerfield	$18,750	*SR Match Funds*	Revenue	10/1/25-9/30/26	Active	-
City of Deerfield	$20,000	*SR Match Funds*	Revenue	10/1/26-9/30/27	Pending	-
City of Hollywood	$15,000	*SR Match Funds*	Revenue	10/1/25-9/30/26	Active	-
City of Hollywood	TBD	*SR Match Funds*	Revenue	10/1/26-9/30/27	Pending	-
Crown Center	$4,877,208	*Office Lease & Maintenance*	Lease	7/16/18-2/16/28	Active	4852-0671-1913.3
Broward County School Board	$41,326	*Gulfstream Early Learning Ctr*	Lease	9/5/25-9/4/28	Active	
Broward County School Board	$41,326	*Broward Estates EL Ctr*	Lease	TBD	Pending	
Children's Forum	$450,000	*INCENTIVE$ Program*	Sub Recipient	7/1/26-6/30/27	Active	ELCB42
Scholastic, Inc	$1,075,000	*Bookworms Books*	Vendor	7/1/24-6/30/27+2	Active	ELCB27
UKG	$270,000	*Payroll Processing*	Vendor	7/25/25-12/31/31	Active	325445
Citrin Cooperman & Co, LLP	$258,661	*Auditors*	Vendor	10/16/24-10/15/29	Active	ELCB36
Citrin Cooperman Advisors, LLC	$31,775	Tax Advisors	Vendor	10/16/24-10/15/29	Active	ELCB35
Webauthor.com	$250,000	CCR&R Search Software	Vendor	5/01/24-9/30/26	Expired	ELCB7
Webauthor.com	$465,192	*CRM Software*	Vendor	7/1/24-6/30/28 +1	Active	ELCB24
Intermedia, Inc	$220,155	*Voice Over IP Services*	Vendor	9/16/24-9/15/27	Active	ELCB31
First Call for Help/211 Broward	$125,000	*Community Referral Services*	Vendor	7/1/26-6/30/27	Active	ELCB40
AT&T	$475,000	*Cell Phones and Hot Spots*	State Contract	7/1/22-6/30/27	Active	
Goren, Cherof, Doody & Ezrol,	500,000	*Legal Services*	Vendor	7/1/26-6/30/31	Active	ELCB44
Bryant, Miller, Olive,	$135,000	*Legal Services- Labor*	Vendor	7/1/26-6/30/31	Active	ELCB45
Klausner Group	$50,000	*Legal Services- ERISA*	Vendor	7/1/25-6/30/27	Active	ELCB3
Crown Castle	$62,480	*Internet Services*	Vendor	3/24/24-3/23/27	Active	
Toshiba	$35,000	*Copier and Printer Rental*	State Contract	12/1/25-11/30/30	Active	
CPR954	$75,000	*CPR and First Aid Training*	Vendor	8/15/24-6/30/27+2	Active	ELCB30
Causetech DBA Achieve	$10,447	*Website Hosting*	Vendor	7/1/24-6/30/27+2	Active	ELCB25
Vantiv Health	$51,156.25	*Appointment Software*	Vendor	7/1/24-6/30/27+	Active	ELCB26
Momentive	$9,105	*MIP Service Contract*	Vendor	6/20/26-6/19/27	Pending	
Comcast	$4,731	*Internet Services*	Vendor	7/1/26-6/30/27	Pending	
Corporate Trans/Language Link	$2,000	*Translation Services*	State Contract	7/1/26-6/30/27	Pending	
FL Dept of Law Enforcement	$1,500	*LiveScan Service*	Vendor	10/29/18-Ongoing	Active	
School Board of Broward County	$0	*Cooperation Agreement*	MOU	1/20/21-6/1/43	Active	
Brown & Brown	$0	*Information Sharing*	BAA	8/1/25-7/31/30	Active	
Child Abuse Prevention-CAPTA	$0	*Cooperation Agreement*	MOU	9/1/21-8/31/29	Active	
Seventeenth Circuit Court	$0	*Cooperation Agreement*	MOU	6/23/20-Ongoing	Active	
University of Florida	$0	*Data Sharing Agreement*	MOU	1/1/19-Ongoing	Active	
University of Florida	$0	*Data Sharing Agreement*	MOU	8/19/25-Ongoing	Active	
Language Environment Analysis LENA Grow	$0	*Cooperation Agreement*	MOU	08/25/26-6/30/27	Active	

FYI 2 – Cash Disbursements

In accordance with ELC Cash Disbursement Policy Approved September 12, 2019, cash disbursements issued by ELC in amounts greater than $1,000 and less than $35,000 are submitted to the ELC Board for review monthly.

Cash disbursement for September 2026

Vendor Name	Amount	Purpose
AT&T Mobility	6,378.00	September 2026 Cell phone and Data Charges
Business Card	5,184.68	Bank of America Ops Purchases C. Klima (No individual items > $1,000)
Citrin Cooperman & Company LLP	5,250.80	Audit of 2025 403B Financials Statement
Citrin Cooperman & Company LLP	3,667.65	Audit of 2025 403B Financials Statement
Citrin Cooperman Advisors LLC	2,596.00	Preparation of 2025 form 5500
Colonial Life & Accident Insurance Comp	11,426.52	August 2026 Employee Benefits
Colonial Life & Accident Insurance Comp	11,426.52	September 2026 Employee Benefits
David Fogel PC as Attorneys	7,000.00	Lien payment for Camp Wannado
Eldad Simovitch DBA CPR954 LLC	1,170.00	August 2026 CPR Training Services
Eldad Simovitch DBA CPR954 LLC	1,080.00	September 2026 CPR Training Services
FPL	1,421.30	August 2026 Services at Crown Center Ste 309
Goren, Cherof, Doody, & Ezrol, PA	4,500.00	August 2026 Legal Services Fees
Indeed	2,500.00	August 2026 Job Posting
Intermedia.net	2,248.10	September 2026 Efax
Intermedia.net	1,201.20	September 26 Microsoft Defender
Intermedia.net	6,569.21	September 26 VOIP Phone Services
Nonprofit Executive Alliance of Broward	1,000.00	FY 26-27 Annual Renewal for Broward County CEO's 5M and above
Scholastic Inc.	6,090.95	Children's Books
Teachstone Training LLC	2,460.00	Interaction, Measurement & Observer Trainer Recertification
Teachstone Training LLC	11,357.00	Pre-K Class Group Coaching MMCI Transition In-Person
The Lincoln National Life Insurance Comp	27,650.83	October 2026 Employee Benefits
The School Board of Broward County	1,147.27	September 2026 Gulfstream Lease (Utility & Custodial Fees)
United States Treasury - IRS	9,636.32	Levy Payment for School of Excellence
Western NRG, Inc.	2,141.01	Traditional Security Renewal for SonicWall TZ670 09/20/26-09

FY27 Match Fundraising Report

Funder	Status	Amount
Coconut Creek	Pending Response	25,886
Cooper City	No Funding Available	-
Coral Springs (Community Chest)	Pending Response	1,500
Dania Beach	Application Not Open Yet	10,000
Davie	No Funding Available	-
Deerfield Beach	Approved	20,000
Ft. Lauderdale	Approved	100,000
Hallandale Beach	Approved	16,355
Hollywood	Approved	21,000
Lauderdale Lakes	Pending Response	1,500
Lauderdale By The Sea	Approved	1,000
Lauderhill	Approved	5,200
Lighthouse Point	Pending Response	3,295
Margate	Application Pending	1,000
Miramar	Application Pending	5,000
North Lauderdale	Approved	15,000
Oakland Park	Application Pending	10,000
Parkland	Pending Response	3,000
Pembroke Park (Town)	Pending Response	2,353
Pembroke Pines	Approved	35,000
Plantation	Approved	21,900
Pompano Beach	Approved	20,000
Southwest Ranches	No Funding Available	-
Sunrise	Approved	30,000
Tamarac	No Funding Available	-
West Park	No Funding Available	-
Weston	Application Pending	6,648
Wilton Manors	Application Pending	3,589
		359,227
United Way	Committed as of July 1	136,500
Broward County	Committed as of July 1	3,500,000
CSC	Committed as of July 1	2,063,812
	Total SR Match	**6,059,539**

ELC of Broward County

FY 2026-2027 Board Engagement Calendar

July 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- PLAN

September 2026

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- PLAN

October 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- PLAN
- Childcare Site Visit- (NW)
- Lunch & Learn
- Community Engagement
- FLAEYC Conference 2026

November 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- PLAN (Cancelled)
- Kindness Counts
- Built to Thrive Conference

December 2026

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- PLAN
- Childcare Site Visit (South Central)
- ELC Winter Palooza
- NAECY Annual Conference

January 2027

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- PLAN
- Childcare Site Visit

February 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

- PLAN
- Childcare Site Visit
- Read for the Record

March 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- PLAN
- Childcare Site Visit
- Broward Days

April 2027

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- PLAN
- Childcare Site Visit
- Children's Week

May 2027

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- PLAN
- Childcare Aware Symposium

June 2027

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- PLAN
- Learners to Earners

To register for an upcoming engagement event, please reach out to Melody Martinez at Mmartinez@elcbroward.org, and we will follow up with a calendar invite.

Monthly PLAN Meetings (3rd Wed of Every Month)

1. *Aug. 19, 2026 | ELC Training Room | 10:00 – 11:30 AM*
2. Sep. 16, 2026 | ELC Training Room | 10:00 – 11:30 AM
3. Oct. 21, 2026 | ELC Training Room | 10:00 – 11:30 AM
4. Nov. 18, 2026 | ELC Training Room | 10:00 – 11:30 AM
5. Dec. 16, 2026 | ELC Training Room | 10:00 – 11:30 AM
6. Jan. 20, 2027 | ELC Training Room | 10:00 – 11:30 AM
7. Feb. 17, 2027 | ELC Training Room | 10:00 – 11:30 AM
8. Mar. 17, 2027 | ELC Training Room | 10:00 – 11:30 AM
9. Apr. 21, 2027 | ELC Training Room | 10:00 – 11:30 AM
10. May 19, 2027 | ELC Training Room | 10:00 – 11:30 AM
11. Jun. 16, 2027 | ELC Training Room | 10:00 – 11:30 AM

Child Care Site Visits

Please hold these dates as they have been set aside for provider site visits. The provider site visits are designed to provide a variety of opportunities for the Board. To RSVP, please contact Melody Martinez at Mmartinez@elcbroward.org.

1. Oct. 20, 2026 | Seton Ridge Academy| Coral Springs, FL | 9:30 – 11:00 AM
2. Dec. 3, 2026 | Davie Academy| Davie, FL| 9:30 – 11:00 AM
3. Jan. 12, 2026 | TBA | 9:30 – 11:00 AM
4. Feb. 23, 2027 | TBA | 9:30 – 11:00 AM
5. Mar. 10, 2027 | TBA | 9:30 – 11:00 AM
6. Apr. 14, 2027 | TBA | 9:30 – 11:00 AM

ELC & Other Community Events

1. Lunch and Learn (Pass the Baton) | Oct. 5, 2026 | ELC Training Room | 12:00 – 1:00 PM
2. Kindness Counts Reading Event – Nov. 5, 2026 | ELC Training Room | 10:30 AM – 12:30 PM
3. Winter Palooza – Dec. 10, 2026 | IT Parker Community Center, Dania Beach| 12:00 – 2:00 PM
4. Read for the Record – Feb. 2027 | TBA
5. State of Childcare – TBA
6. A Day in K | TBA | Museum of Discovery Science

Professional Development Conferences

If you would like to attend a conference or need assistance organizing accommodations, please contact Melody Martinez at Mmartinez@elcbroward.org.

1. FLAEYC Annual Conference 2026 | Oct. 16-18, 2026 | Jacksonville, FL
2. Built To Thrive | Nov. 9 – 10, 2026 | Orlando, FL
3. NAEYC Annual Conference 2026 | Dec. 5-8, 2026 | Washington, D.C.
4. Broward Days | Mar. 23-24, 2027 | Tallahassee, FL
5. Childcare Aware 2026 Symposium | May 3-6, 2027 | Arlington, VA
6. Children's Week | Apr. 19 – 23, 2027 | Tallahassee, FL
7. Learners to Earners 2027 | June 22, 2027 | Tampa, FL

ELC of Broward County — Committee Members 2026-2027

COMMITTEE		Member Name	Seat	By Laws
EXECUTIVE *4 needed for a Quorum*		*Members consist of the Chair, First Vice-Chair, Second Vice-Chair, Secretary, Treasurer, Immediate Past Chair (if applicable) and each of the chairs of the Standing Committees)*		
Officer	1	**Laurie Sallarulo**	**Chair**	effective 04/2014 - Governor appointment
Officer	2	Dawn Liberta	**First Vice Chair/Governance**	effective July 2024 - July 2027 (3 year term)
Officer	3	Michael Asseff	**Second Vice Chair**	effective July 2024 - July 2027 (3 year term)
Officer	4	Ellie Schrot	**Secretary**	effective May 2025 (3 year term)-Ellie appointed 5.12.25
Officer	5	Cindy Arenberg Seltzer	**Treasurer/Finance Chair**	effective July 2024 (3 year term)
	6	Amoy Reid	**Nominating Com. Chair**	effective July 2024 (3 year term)
	7	Renee Podolsky	**Audit Com. Chair**	effective July 2024 (3 year term)
FINANCE *5 needed for a Quorum*		*Members appointed by the Chair. Reports directly to the Board and shall consist of at least (5) five Members EXCLUDING CHAIR. No Term Limits*		
	1	**Cindy Arenberg Seltzer**	**Chair**	effective 07/01/24
	2	Michael Asseff	Member (Officer)	effective 12/15/25
	3	Dawn Liberta	Member (Officer)	effective 02/12/24
	4	Renee Podolsky	Member	
	5	Amoy Reid	Member	effective 05/12/25
	6	Laurie Sallarulo	Member (Board Chair)	
	7	Ellie Schrot	Member (Officer)	effective 12/15/25
PROGRAM REVIEW *4 needed for a Quorum*		*Members appointed by the Chair. Ad Hoc members with particular expertise may be appointed to assist in the given particular area of program . Reports directly to the Board and shall consist of at least (3) members EXCLUDING CHAIR. No Term Limits*		
	1	**Traci Schweitzer**	**Chair**	effective 11/09/26
	2	Cindy Arenberg-Seltzer	Member (Officer)	effective 07/01/22
	3	Krystie Castillo	Member	effective 02/12/24
	4	Amy Hauser	Member	effective 02/10/25
	5	Dawn Liberta	Member (Officer)	effective 02/12/24
	6	Renee Podolsky	Member	effective 05/10/23
	7	Ellie Schrot	Member (Officer)	effective 06/14/23
AUDIT *4 needed for a Quorum*		*Members elected by Board. Consists of at least (5) five Members including Chair. Ad Hoc Members may be appointed to assist in accounting or financial management experience. No more than (1) one Member of the Finance Committee shall be a Member of the Audit Committee and in no event shall the chair of the Finance Committee be a Member of the Audit Committee. No Term Limits*		
	1	**Renee Podolsky**	**Chair**	effective July 2024 (3 year term)
	2	Michael Asseff	Member (Officer)	effective 02/12/24
	3	Sharonda Bailey	Member	effective 05/12/25
	4	Ellie Schrot	Member (Officer)	effective September 2024
	5	Traci Schweitzer	Member	effective 02/12/24
	6	Karen Taveras	Member	effective 09/09/25
GOVERNANCE *4 needed for a Quorum*		*Members Elected by Board. Consists of at least (5) five Members, EXCLUDING CHAIR. First Vice Chair shall serve as chair of the Governance Committee. No Term Limits*		
	1	**Dawn Liberta**	**Chair**	effective July 2024 (3 year term)
	2	Michael Asseff	Member (Officer)	effective 06/2020
	3	Kirk Englehardt	Member	effective 09/13/21
	4	Carol Hylton	Member	effective 02/2021
	5	Laurie Sallarulo	Member (Board Chair)	effective 09/15/22
	6	Renee Podolsky	Member	effective 10/06/22
	7	Amoy Reid	Member	effective 10/06/22
NOMINATING *4 needed for a Quorum*		*Members Elected by Board. Consists of at least (3) three Members who are not Officers of the Coalition . No Term Limits*		
	1	**Amoy Reid**	**Chair**	effective July 2024 (3 year term)
	2	Michael Asseff	Member (Officer)	effective 7/1/24
	3	Sharonda Bailey	Member	effective 04/27/22
	4	Krystie Castillo	Member	effective 05/12/25
	5	Traci Schweitzer	Memebr	effective 05/12/25
	6	Julie Winburn	Member	effective 05/2022
AD HOC FUNDRAISING *5 needed for a Quorum*	1	**Michael Asseff**	**Co-Chair (Officer)**	Co-Chair effective 06/14/23
	2	**Traci Schweitzer**	**Co-Chair**	Co-Chair effective 03/11/24
Re-established 8/2022	3	Krystie Castillo	Member	effective 02/12/24
Reports to Executive Comm	4	Kirk Englehardt	Member	effective 09/20/22
	5	Dawn Liberta	Member (Officer)	effective 02/12/24
	6	Amoy Reid	Member	effective 08/10/22
	7	Jessica Rodriguez	Member	effective 09/09/25
	8	Megan Turetsky	Member	effective 11/10/25
	*	Beverly Batson (Honorary)	Non-Voting Member/ No Quorum	effective 12/16/24
AD HOC STRAT PLAN *3 needed for a Quorum*	1	**Jessica Rodriguez**	**Chair**	effective 11/09/26
	2	Dawn Liberta	Member (Officer)	effective 06/29/2026
Re-established 6/2026	3	Renee Podolsky	Member	effective 06/29/2026
Reports to Executive Comm	4	(Vacant)	Member	
	5	(Vacant)	Member	

Early Learning Coalition of Broward County
Board Attendance Chart FY 26-27

QUORUM # NEEDED: 11

	Board Members	Seat	Date commenced on Board	1st 'Oct 5	2nd 'Nov 9	3rd 'Dec 14	4th 'Feb 8	5th 'Mar 8	6th 'May 10	7th Jun 28	TOTAL FY ABSENCES
1	**Laurie Sallarulo**	**Chair**	4.2014	ABS							1
2	Dawn Liberta	First Vice Chair	10.16.23	X							0
3	Michael Asseff	Second Vice Chair	5.7.2013	V							0
4	Cindy Arenberg Seltzer	Treasurer	01/01/00	X							0
5	Ellie Schrot	Secretary	6.2014	X							0
6	Sharonda Bailey	Member	10.1.21	V							0
7	Krystie Castillo	Member	10.16.23	V							0
8	Jodi Davidson	Member	09.04.25	V							0
9	Kirk J. Englehardt	Member	4.2021	V							0
10	Amy Hauser	Member	12.16.24	X							0
11	Maria Hernandez	Member	11.14.22	ABS							1
12	Carol Hylton	Member	9.2020	V							0
13	Renee Podolsky	Member	6.2014	ABS							1
14	Dr. Amoy Reid	Member	9.2019	V							0
15	Jessica Rodriguez	Member	6/23/2025	ABS							1
16	Traci Schweitzer	Member	10.16.23	X							0
17	Karen Taveras	Member	6/23/2025	V							0
18	Rebecca Thompson	Member		ABS							1
19	Megan Savitski	Member	09.15.25	ABS							1
20	Julie Winburn	Member	4.1.22	V							0
	VACANT - Gub. Private Sector										
	VACANT - Private Sector										

	Honorary Board Members	Start Date	Last Date	1st 'Oct 5	2nd 'Nov 9	3rd 'Dec 14	4th 'Feb 8	5th 'Mar 8	6th 'May 10	7th Jun 28	TOTAL FY ABSENCES
1	Beverly Batson	06/17/24									

	Members who left During FY 26-27 Term	Seat	1st Term Started	Last Date	1st 'Oct 5	2nd 'Nov 9	3rd 'Dec 14	4th 'Feb 8	5th 'Mar 8	6th 'May 10	7th Jun 28	TOTAL FY ABSENCES
1												
2												
3												
	V= Virtual Meeting											
	X= Present at meeting											
	ABS= Absent from Meeting											
	P= phone attendance											
	FM= First Meeting											
	LM= Last Meeting											
	Shaded areas - no meeting scheduled											

O:\Board - Documents\Board-Meetings\Board\FY 26-27

ELC of Broward County

FY 2026-2027 Board/Committee Meetings Calendar

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2027						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Finance/ Exec
Tue. at 1:30 pm

1. Sep 29, 26
2. Oct 27, 26
3. Dec 8, 26
4. Feb 2, 27
5. Mar 2, 27
6. May 4, 27
7. Jun 22, 27

Board
Mon. at 9:30 am

1. Oct 5, 26
2. Nov 9, 26
3. Dec 14, 26
4. Feb 8, 27
5. Mar 8, 27
6. May 10, 27
7. Jun 28, 27

Governance
(No Set Date/Time)

1. Sep 24, 26 at 11 am
2. Nov 4, 26 at 10 am
3. Dec 7, 26 at 11:30 am

Nominating
(No Set Date/Time)

1. Dec 4, 26 at 10 am

Audit
(No Set Date/Time)

1. Sep 17, 26 at 12:30 pm
2. Mar 1, 27 at 11:30 am

Program Review
(No Set Date/Time)

1. Sep 22, 26 at 1 pm

Ad-Hoc Fundraising
(No Set Date/Time)

1. Oct 26, 26 at 11 am
2. Dec 7, 26 at 10 am

ELC offices closed for holidays on:
July 3 Independence (Observance); Sep 7 Labor; Oct 12 Columbus/Indigenous; Nov 11 Veterans; Nov 26 Thanksgiving; Nov 27 Day after Thanksgiving; Dec 25 Christmas;
Jan 1 New Year's Day; Jan 18 MLK; Feb 15 President; Mar 26 Spring Holiday; May 31 Memorial;
Federal Holidays:
Oct 13 Colombus; Jun 18 Juneteenth (Observance)
Holidays:
Sep 11-13 Rosh Hashanah; Sep 20-21 Yom Kippur; Feb 10 Ash Wed; Mar 22-26 Spring Break; Mar 26 Good Friday
Broward Public Schools:
First Day of School: August 10, 2026,
Last Day of School: May 28, 2027