## Executive Committee Meeting Minutes

**December 7, 2021 – 1:30 pm**  
**Virtual Meeting**

<table>
<thead>
<tr>
<th>Members in Attendance</th>
<th>Chair, Laurie Salarullo; Dawn Liberta; Cindy Arenberg-Seltzer; Monica King; Khalil Zeinieh; Michael Asseff; Richard Campillo</th>
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</thead>
<tbody>
<tr>
<td>Members Absent</td>
<td>Twan Russell;</td>
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<tr>
<td>Staff in Attendance</td>
<td>Renee Jaffe, CEO; Christine Klima, CAO; Hubert Cesar, CIO; Howard Bakalar, CPO; Judith Merritt, COO; Allison Metsch, Director of Education &amp; Quality Initiatives; Stephanie Landreville, Controller; Elsy Silvestre, Contract Administrator; Sandra Paul, Keisha Dunn-Pettis, Lizbeth Juan, Executive Assistant; Melody Martinez, Board Liaison</td>
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<tr>
<td>Others in Attendance</td>
<td>Mary Rizzuti, Sara Schmidt, Cara Cerchione, Reinier Potts</td>
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### Item | Action/Discussion
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Welcome & Call to Order | Laurie Sallarulo as Chair and called the meeting to order at 2:23 PM. Roll was called, and a quorum was established.
Chair Report | Nothing to report.
CEO Report | CEO reported on the following topics:
- We received 589 applications as of yesterday for the CRRSA provider grants. We’ve paid out about 550 of those and we have 10 pending.
- We had a workforce workgroup meeting to plan on how to use CRRSA dollars. We will provide a plan at the upcoming Board Meeting on December 20th.
- DEL is preparing for the second round of educator disaster payments in January.
- Virtual Townhall on January 5th. Reps Woodson and Aloupis will be present, and we will be inviting providers.
- We are addressing a complaint received with Chancellor Mears regarding our racial equity training.

### CONSENT AGENDA

1. Approve November 2, 2021, Executive Committee meeting minutes  
   There was a **Motion** to approve Consent Agenda by Dawn Liberta and **Seconded** by Cindy Arenberg Seltzer. **Motion Passes. Unanimously approved.**
REGULAR BUSINESS

a. EXC223RB1 – Consultant Presentation of 2021 Salary Survey

Christine Klima, CAO shared the 2021 Salary Survey Results.

- The CEO’s compensation (base + bonus) has remained un-adjusted since the 2018 survey. It is the only ELC salary that has not kept pace with shifts in the marketplace and is now significantly below the market range falling from the 25th percentile in 2018 down to the 16th percentile with the 2022 market range updates.
- The current Executive Service Level II rate is $199,300 and is projected to increase to $203,000 on January 1.

Mary Rizzuti from Compensation Resources (CR) presented the findings as presented in the PowerPoint.

Chair, Laurie Sallarulo wants to get the current salary levels of the CEO’s for both peer groups and asked why if no one is below the minimum we are only looking to recommend that one position (CEO) increase. Christine Klima explained that the CEO is the only position that is far below the 30th Percentile.

There was a Motion made by Monica King to Recommend to the Board to increase the CEO Salary to $184K with the current bonus up to $10,000. Seconded by Khalil Zeinieh.

Roll Call to Vote:
Lauri Sallarullo- Yes
Dawn Liberta- Yes
Monica King- Yes
Khalil Zeinieh- Yes
Michael Asseff- No
Richard Campillo- No
Cindy Arenberg Seltzer- Signed Off

Motion Passes. $184K Base + Up to $10,000 Bonus

Nominating Committee Chair, Michael Asseff, thanked staff and the Audit committee for everything they do.

NEW BUSINESS

There was no discussion.

MATTERS FROM CHAIR

There was no discussion.

MATTERS FROM COMMITTEES

There was no discussion.

PUBLIC COMMENT

There was no comment.

NEXT MEETING DATE

February 1, 2022 @ 1:30PM

ADJOURN

A Motion was made by Monica King to adjourn at 3:35 PM.

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