



**BOARD REGULAR MEETING
MINUTES**

June 28, 2018

CareerSource Research Coast
584 University Blvd., Port St. Lucie, FL

- | | | |
|-----------------|--|---|
| Present: | Brandon Tucker
Michelle Akins
Sandy Akre
Barbara Clowdus
Rhiannon Forker
Linda Halpin | Miranda Hawker
Shonda Hunter
William Laughlin
Karlette Peck
Julie Zobec |
| Excused: | Pat McCoy
Steven Newman
Richard Reilly
Donna Rivett | Ann Rodriguez
Natalie Sanders
Joy Yates |
| Staff: | Migdalia Rosado | Loretta Toth |
| Others: | Brooke Flood
Ryleigh Flood | Marsha Powers
Kevin Powers |

I. CALL TO ORDER

The meeting was called to order by Chair, Brandon Tucker, at 1:32 p.m. Roll call was taken and a quorum was present.

II. ANNOUNCEMENTS AND ADDITIONS/DELETIONS TO AGENDA - None

III. ADOPTION OF AGENDA

***Motion** to adopt the agenda was made by Barbara Clowdus, seconded by Karlette Peck and passed unanimously.*

IV. CONSENT AGENDA

- A. Board Regular Meeting Minutes – May 24, 2018
- B. Crisis Communication Plan
- C. Coalition Anti-Fraud Plan
- D. Plan Amendment II – Implementation, H. – Provider Payment Rates – Okeechobee
- E. Committee Appointments
- F. Submission of United Way Okeechobee Funding Application

***Motion** to adopt the consent agenda was made by Barbara Clowdus, seconded by Shonda Hunter. Ms. Hawker questioned whether Items B and C would be available for review by the new CEO. Ms. Rosado explained that Item C is a requirement of OEL which is due by June 30th. Changes will be required once the new CEO is in office. Item B is a requirement of CSCMC, is their template, and is required by June 30th. Item B can also can be changed moving forward. Motion passed unanimously.*

Michelle Akins arrived at 1:37 p.m.

V. INTERIM CEO's REPORT

Ms. Rosado announced that today is her last board meeting and it has been her pleasure serving ELCIRMO for 12 years. Ms. Rosado further noted that she has agreed to stay and transition through July 20th.

ELCIRMO continues to enroll in Martin County. Enrollments for Okeechobee and Indian River have been suspended pending review of the number of children being served. EFS Modernization 3.0 will start July 2nd, with migration of the old/new systems taking place this weekend.

Ms. Peck questioned the online enrollment process. Ms. Rosado explained that all enrollments are required to be done through the online Family Portal. Kiosks are available in all offices and staff is available to assist parents in the process.

VI. NEW BUSINESS

A. Action Item 2017-18.12 – Retroactive Pay

Mr. Tucker explained the retroactive pay is a recommendation of the Executive Committee to compensate two staff members who have been performing dual roles. Due to the merger discussions, the vacant positions were never filled. Ms. Hawker indicated that the increases received by the individuals should be sufficient, and expressed a concern about setting a precedent, but Mr. Tucker felt the individuals were not adequately compensated.

Motion was made by Miranda Hawker to reject the retroactive pay. Motion was seconded by Sandy Akre. By a vote of 2 yeas (Ms. Hawker and Ms. Akre), 7 nays, and 2 abstentions (Ms. Forker and Ms. Zobec), motion failed.

The members further discussed the inequities in salaries between what the individuals received versus their counterpart and the length of time they performed the dual roles. An alternative compensation amount was recommended for ID #102.

Motion was made by Barbara Clowdus to recommend retroactive pay for ID #102 in the amount of \$16,800 and for ID #70 in the amount of \$6,425.66. Motion was seconded by Brandon Tucker. By a vote of 9 yeas and 2 nays (Ms. Hawker and Ms. Akre), motion passed.

Motion was made by Brandon Tucker that ID #102 should be paid at the new rate based on the retro pay scale for the remainder of employment, not to exceed 30 days. Motion was seconded by Barbara Clowdus. By a vote of 9 yeas and 2 nays (Ms. Hawker and Ms. Akre), motion passed.

B. Action Item 2017-18.13 – Staff Bonus

An 8% staff bonus was recommended by the Executive Committee. It is a one-time payout and not carried forward.

Motion was made by Sandy Akre to approve the 8% staff bonus for all eligible staff members. Motion was seconded by Michelle Akins. Motion passed with three opposed (Ms. Zobec, Ms. Peck and Ms. Hawker).

VII. OLD BUSINESS

A. Action Item 2017-18.06-2 – Slate of Officers for 2018-2019

There were no changes or additions to the slate of officers.

Motion was made by Sandy Akre to approve the slate of officers for 2018-2019 as presented. Motion was seconded by Karlette Peck and passed unanimously.

B. CEO Selection

Ms. Zobec explained the process undertaken by the Bylaws/Personnel Committee. Seven candidates were presented to the Executive Committee. Mr. Tucker commented that the

Executive Committee chose five of the seven candidates to be interviewed. After the interviews the Executive Committee, by a vote of 4-2, made the recommendation to offer the position to Marsha Powers. Ms. Zobec requested to acknowledge the five individuals that were interviewed: Brooke Flood, Juelie Perry, Zack Hackley, Pat Houston and Marsha Powers.

Motion was made by Barbara Clowdus to accept the Executive Committee's recommendation of Marsha Powers as the CEO. Motion was seconded by Miranda Hawker. Motion passed with 2 opposed (Ms. Zobec and Mr. Laughlin).

Mr. Tucker asked Ms. Powers if she accepted the offer. Ms. Powers confirmed her acceptance, indicating she was looking forward to working with everyone and thanked the members for the opportunity.

Mr. Tucker acknowledged Ms. Flood who was also present, noting that ELCIRMO is looking forward to working with her to continue doing great things in Indian River County. Ms. Flood thanked the members for the opportunity to interview and looking forward to continuing to serve children in Indian River County.

The Board discussed the parameters of Ms. Powers' employment agreement, which will be negotiated by Mr. Tucker and brought back to the board for approval. A draft agreement will be forwarded to all members for review. It was suggested an attorney be contacted regarding Ms. Powers serving in public office. The Level 2 background screening process will begin as soon as possible. A Special Board meeting has been scheduled for Tuesday, July 10, 2018 at 9:00 a.m. at the ELC Office. Teleconferencing will be available.

VIII. COMMITTEE REPORTS

A. Finance Committee Report – No report.

B. Bylaws Committee Report – No report.

C. Executive Committee Report – No report.

D. Program Committee Report – Ms. Clowdus reported on the efforts to enroll more children in the VPK program in Okeechobee. Four under-served areas have been identified, but the challenge is identifying the children. The Committee continues to work on this endeavor. In Indian River County, the Children's Services Advisory Council is recommending grant funding to ELCIRMO for a full-time literacy coach to work with low-performing classrooms.

IX. CHAIRMAN'S COMMENTS – The July 3rd Executive Committee meeting will be cancelled.

X. BOARD MEMBER COMMENTS – Ms. Zobec requested that the board be kept abreast of any staff members in key positions that resign.

XI. PUBLIC COMMENTS - None

XII. INFORMATION – The following item was included in the packet for information purposes only.

A. Board member vacancies – information available on website.

XIII. ADJOURNMENT - The meeting was adjourned at 3:03 p.m.

Respectfully submitted,

Approved 7/10/18

Brandon Tucker, Chair
BT:lt