



**APPROVED AT February 1, 2022 EXECUTIVE COMMITTEE MEETING**

Early Learning Coalition of Broward County, Inc.

**Executive Committee Meeting Minutes**

**December 7, 2021 – 1:30 pm**

Virtual Meeting

Members in Attendance	Chair, Laurie Salarullo; Dawn Liberta; Cindy Arenberg-Seltzer; Monica King; Khalil Zeinieh; Michael Asseff; Richard Campillo
Members Absent	Twan Russell;
Staff in Attendance	Renee Jaffe, CEO; Christine Klima, CAO; Hubert Cesar, CIO; Howard Bakalar, CPO; Judith Merritt, COO; Allison Metsch, Director of Education & Quality Initiatives; Stephanie Landreville, Controller; Elsy Silvestre, Contract Administrator; Sandra Paul, Keisha Dunn- Pettis, Lizbeth Juan, Executive Assistant; Melody Martinez, Board Liaison
Others in Attendance	Mary Rizzuti, Sara Schmidt, Cara Cerchione, Reinier Potts

Item	Action/Discussion
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	<p>CEO reported on the following topics:</p> <ul style="list-style-type: none"> <li>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.</li> <li>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 20<sup>th</sup>.</li> <li>DEL is preparing for the second round of educator disaster payments in January.</li> <li>Virtual Townhall on January 5<sup>th</sup>. Reps Woodson and Aloupis will be present, and we will be inviting providers.</li> <li>We are addressing a complaint received with Chancellor Mears regarding our racial equity training.</li> </ul>
<p><b>CONSENT AGENDA</b></p> <p>a. Approve November 2, 2021, Executive Committee meeting minutes</p>	<p>There was a <b>Motion</b> to approve Consent Agenda by Dawn Liberta and <b>Seconded</b> by Cindy Arenberg Seltzer. <b>Motion Passes. Unanimously approved.</b></p>

<p><b>REGULAR BUSINESS</b></p> <p>a. EXC223RB1 – Consultant Presentation of 2021 Salary Survey</p>	<p>Christine Klima, CAO shared the 2021 Salary Survey Results.</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• The current Executive Service Level II rate is \$199,300 and is projected to increase to \$203,000 on January 1.</li> </ul> <p>Mary Rizzuti from Compensation Resources (CR) presented the findings as presented in the PowerPoint.</p> <p>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 30<sup>th</sup> Percentile</p> <p>There was a <b>Motion</b> made by Monica King to Recommend to the Board to increase the CEO Salary to \$184K with the current bonus up to \$10,000. <b>Seconded</b> by Khalil Zeinieh.</p> <p>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</p> <p><b>Motion Passes. \$184K Base + Up to \$10,000 Bonus</b></p> <p>Nominating Committee Chair, Michael Asseff, thanked staff and the Audit committee for everything they do.</p>
<p><b>NEW BUSINESS</b></p>	<p>There was no discussion.</p>
<p><b>MATTERS FROM CHAIR</b></p>	<p>There was no discussion.</p>
<p><b>MATTERS FROM COMMITTEES</b></p>	<p>There was no discussion.</p>
<p><b>PUBLIC COMMENT</b></p>	<p>There was no comment.</p>
<p><b>NEXT MEETING DATE</b></p>	<p>February 1, 2022 @ 1:30PM</p>
<p><b>ADJOURN</b></p>	<p><b>A Motion</b> was made by Monica King to adjourn at 3:35 PM.</p>

*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.*