



Early Learning Coalition of Broward County, Inc.

Governance Meeting Agenda

June 15, 2026, at 10:00 AM

**Zoom Meeting**

**Meeting ID: 851 5520 3010**

**Passcode: 920409**

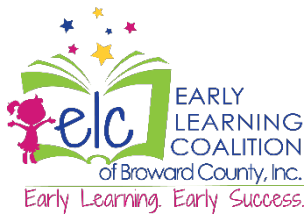
<https://us06web.zoom.us/j/85155203010?pwd=6eNLpSoMPVJ94AsCWesjGvUd8dnuch.1>

Members are reminded of conflict-of-interest provisions. In declaring a conflict, please refrain from voting or discussing 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.

		PAGE
1.	<b>Call to Order</b>	Dawn Liberta, Governance Committee Chair
2.	<b>Roll Call</b>	Melody Martinez, Board Liaison
3.	<b>Consent Agenda</b> 1. Approve January 29, 2026, meeting minutes	2 Dawn Liberta, Governance Committee Chair
4.	<b>Regular Business</b> 1. GOV264RB1- Approve Employee Benefits Policies for Plan Year 2026-2027 2. GOV264RB2- Proposed update to ELC time off policy 3. GOV264RB3- Approve Retroactive Amendments 1 through 3 to ELC's 403B Retirement Plan Document 4. GOV264RB4- Approve Risk Management Policies for Fiscal Year 2026-2027	3 Dawn Liberta, Governance Committee Chair Christine Klima, CAO 5 7 12
5.	<b>Old Business</b> <b>New Business</b> <b>Matters from the Committee</b> <b>Public Comment</b>	
6.	<b>Next ELC Governance Meeting: TBD</b>	
7.	<b>Adjourn</b>	

**Please Note:** 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 for public comments to be made on any particular agenda items 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."



**Early Learning Coalition of Broward County, Inc.**  
**Governance Meeting Minutes**  
**January 29, 2026, at 12:00 PM**  
**Zoom Meeting**

Members in Attendance	Chair Dawn Liberta; Michael Asseff; Kirk Englehardt; Carol Hylton;
Members Absent (Excused)	Renee Podolsky; Amoy Reid; Laurie Sallarulo
Members Absent (Unexcused)	
Staff in Attendance	Renee Jaffe, CEO; Christine Klima, CAO; Melody Martinez, Board Liaison & Executive Assistant; Lizbeth DelVecchio, EA & Special Projects Coordinator; Stephanie Landreville, Controller
Others in Attendance	Julie Klahr, Legal Counsel; Andrea Dewson, CSC

Item	Action/Discussion
Welcome & Call to Order	Chair Dawn Liberta called the meeting to order at 12:02 PM. The roll was called, and a quorum was established.
<b>Consent Agenda</b> 1. Approve November 10, 2025, meeting minutes	A <b>Motion</b> was made by Carol Hylton and <b>Seconded</b> by Kirk Englehardt to approve the Consent Agenda. The motion was <b>Unanimously Approved. Motion Passed.</b>
<b>Regular Committee</b>  1. GOV263RB1 – Approve Amendments to 403B Plan Adding SECURE Act 2.0 features	<p><b><u>Amendments to 403B Plan Adding SECURE Act 2.0</u></b></p> <p>CAO, Christine Klima, reported that staff worked with Corebridge to draft two Plan amendments: one to allow Roth employee deferrals for all participants, and a second to confirm that age-50 catch-up contributions include the higher limit for participants ages 60 through 63. Corebridge requires the changes to be adopted through separate amendments. Drafts are attached and pending legal review.</p> <p>A <b>Motion</b> was made by Kirk Englehardt and <b>Seconded</b> by Carol Hylton to:            Adopt Amendments to the Coalition’s Retirement Plan Document in Accordance with SECURE Act 2.0 of 2022 Final Regulations Issued by the IRS on September 15, 2025:</p> <ol style="list-style-type: none"> <li>1. Permit employees to elect to make salary deferrals to Roth accounts under the Plan Effective January 1, 2026, pending legal review</li> <li>2. Confirm that Age 50 catch-up contributions allowed under the Plan include optional higher contribution limits for participants attaining age 60,61,62 or 63 during the plan year effective January 1, 2026, pending legal review</li> </ol> <p>The motion was <b>Unanimously Approved. Motion Passed.</b></p> <p>Christine Klima, Chief Administrative Officer, reported that she received a phone call from the IRS advising her of the final step needed to complete the Voluntary Correction Program. She further shared that the clearance letter is expected within approximately six weeks and expressed satisfaction with the update.</p>
<b>Unfinished Business</b>	None
<b>New Business</b>	None
<b>Matters from the Chair</b>	None
<b>Public Comments</b>	None
<b>Next Meeting</b>	<b>TBD</b>
<b>Adjourn</b>	Meeting adjourned at 12:10 PM by Michael Asseff and Seconded by Kirk Englehardt

*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.*

<b>ITEM/MEETING</b>	GOV264RB1 / Governance
<b>DATE:</b>	June 15, 2026
<b>SUBJECT:</b>	Employee Health Benefit Policy Renewals for Plan Year 2026-2027
<b>FOR ACTION:</b>	Yes
<b>RECOMMENDED ACTIONS:</b>	Approve Proposed FY27 Employee Health Benefit Insurance Policy Renewals and Coverage Levels as Presented
<b>FINANCIAL IMPACT:</b>	\$4,342,652 Florida Blue Medical <u>340,781 Lincoln Dental, Vision, Disability &amp; Group Term Life</u> \$4,683,433 Total Estimated Premiums (Approximately \$4,242,540 Employer Paid)
<b>AS RECOMMENDED BY</b>	Staff
<b>ELC STAFF LEAD</b>	C. Klima

**Background Information:**

In accordance with Fiscal Policies, staff prepares and presents proposed employee health benefit insurance policies and coverage levels annually for Board review. Brown & Brown provides brokerage and advisory services for these policies.

The coverage lines listed provide health and wellness insurance for ELC staff. The FY2026-27 Plan Year runs from August 1, 2026, to July 31, 2027. 91% of Coalition staff have elected to participate in health plans, and 100% are eligible for Disability and Life insurance. The Coalition pays 100% of employee coverage, 90% of dependent coverage, and 50% of spouse coverage for medical, dental, and vision premiums, and 100% of disability, accidental death & dismemberment, and group life premiums

**Current Status:**

After a comprehensive review of our health insurance options for FY27, management recommends continuing coverage with Florida Blue, despite the current out-of-network status of Broward Health and Memorial Healthcare System. This decision was made after careful consideration of employee feedback, cost stability, and overall program value.

ELC has maintained its Florida Blue plan since 2009, and employee satisfaction remains generally strong. When staff were surveyed specifically about the network limitations, responses were evenly split, with no clear majority in favor of changing carriers. This indicated that transitioning plans could create as much disruption as benefit.

The FY27 renewal with Florida Blue includes a 5.5% rate increase, which is considered moderate in the current market. A key factor in our decision is Florida Blue’s Blue Value System program, offered selectively to nonprofit organizations like ours. This program caps annual rate increases, protecting ELC from significant premium volatility, particularly important given our occasionally high claims experience. While alternative carriers presented competitively priced options in the short term, those proposals did not include comparable rate stabilization features. Transitioning away from Florida Blue would therefore expose the organization to greater long-term financial uncertainty.

In addition, we sought to minimize disruption to our overall compensation and benefits structure for FY27. Maintaining continuity in our health coverage supports administrative efficiency and provides stability for employees. It is also important to note that our ancillary benefits through Lincoln Financial—including dental, vision, disability, and group term life—will remain unchanged, as these rates were locked in for two years at the beginning of the prior plan year.

Finally, we remain hopeful that Broward Health and Memorial Healthcare System will rejoin the Florida Blue network in the future, which would resolve the current access concerns without requiring a carrier change.

Based on these considerations, continuing with Florida Blue represents the most balanced approach, aligning employee feedback, financial stewardship, and organizational stability.

Type of Policy	Carrier	Coverage	Term	Est. Premium
3 Medical HMO & PPO Plans	Florida Blue	Preventive 100% Deductible Range \$0-\$1,000 Max Out of Pocket \$2,500-\$3,500 Office Visit Co Pay \$15-\$45 Procedure Co Pay \$45-\$200	August 2026- July 2027	\$4,490,619*
Dental PPO	Lincoln	Preventive 100% Basic Procedures 90% Major Procedures 60%	August 2026- July 2027	\$138,581*
Vision VSP	Lincoln	Annual Exam \$10 Annual Lenses \$15 Frames Allowance \$130 +	August 2026- July 2027	\$22,856*
Short Term Disability Long Term Disability Accidental Death & Dismemberment Group Life	Lincoln	60% Pay up to 12 Weeks 60% Pay to Retirement Age \$100,000 Benefit \$100,000 Benefit	August 2026- July 2027	\$179,343

*\*ELC pays approximately 94% of total premium for medical, dental and vision coverage on average.*

**Recommended Action from Staff:**

Approve Proposed FY27 Employee Health Benefit Insurance Policy Renewals and Coverage Levels as Presented

**Supporting Documentation:**

None

<b>ITEM/MEETING</b>	GOV264RB2 / Governance
<b>DATE:</b>	June 15, 2026
<b>SUBJECT:</b>	Update to Personal Time Off Policy
<b>FOR ACTION:</b>	Yes
<b>RECOMMENDED ACTIONS:</b>	Approve Update to Personal Time Off Policy for Eligible Staff Effective July 1, 2026
<b>FINANCIAL IMPACT:</b>	None
<b>AS RECOMMENDED BY</b>	Staff
<b>ELC STAFF LEAD</b>	C. Klima

**Background Information:**

As part of the FY27 budget planning process, the organization is undertaking a broader review of its staffing structure and overall compensation framework. This effort includes evaluating how best to align resources with operational needs while maintaining a competitive and sustainable employee value proposition. Given current fiscal constraints and anticipated structural limitations on salary growth in the coming fiscal year and beyond, staff have been exploring cost-effective strategies to enhance total compensation and support employee recruitment, retention, and engagement.

The organization currently offers the following time-off benefits to eligible employees on an annual basis:

- Holidays: 12 paid holidays
- Vacation Leave: 12 days for less than 5 years of service, 18 days for 5-10 years, and 20 days for 10+ years. 30 days maximum accrual. One year vesting period before being eligible for termination pay-out.
- Sick Leave: 10 days for all staff, up to 30 days maximum accrual. No termination pay-out.
- Personal Time-Off (PTO): 3 days. No termination pay-out.

**Current Status:**

Staff recommend a modest enhancement to the current Personal Time-Off (PTO) policy under Section 3-4 by increasing the annual allotment from three (3) days to five (5) days for eligible full-time employees, effective July 1, 2026

This proposed change reflects a strategic effort to strengthen the organization’s Total Rewards philosophy, which considers the full range of employee compensation—including salary, benefits, and work-life balance provisions. In the current economic and budget environment, salary growth is expected to be limited over the next several years. As a result, non-salary benefits such as paid time off become increasingly important tools for maintaining a competitive and attractive employment offering.

Enhancing PTO provides employees with greater flexibility to manage personal obligations, supports overall well-being, and reinforces the organization’s commitment to a supportive workplace culture. This adjustment is also consistent with broader market trends, where employers are leveraging time-off benefits to attract and retain talent in a constrained compensation environment.

The proposed increase is considered a low-cost, high-impact adjustment that can improve employee satisfaction, engagement, and retention without materially increasing long-term financial obligations. All other provisions of the PTO policy—including eligibility, usage requirements, non-accrual, and forfeiture at fiscal year-end—will remain unchanged.

Staff believe this targeted enhancement supports organizational priorities, helps the organization remain competitive as an employer, and responsibly manages financial constraints.

**Recommended Action from Staff:**

Approve Update to Personal Time Off Policy for Eligible Staff Effective July 1, 2026

**Supporting Documentation:**

- Policy with changes marked

## Proposed Revision to Personal Time-Off (PTO) Policy

### 3-4. Personal Time-Off (PTO)

PTO is a time-off policy for eligible full-time regular employees to use for personal business. Employees are allotted five(5) days for each fiscal year. This time must be used by the end of the fiscal year or it will be forfeited. New employees who start from January 1 until March 31 will be allotted two days. Employees who start from March 31 until May 31 will be allotted one day. Employees who start on or after June 1 will be allotted (3) days at the beginning of the current fiscal year that will be available to use in their bank by the first pay date in August. Requests will be reviewed based on such factors as business needs and staffing requirements. PTO is paid at your base pay rate at the time of the absence. In the event that accrued PTO is not used by the end of the fiscal year, employees will forfeit all unused PTO. Upon termination of employment, employees will not be paid for any unused PTO. PTO will not be approved as part of the two-week resignation period.

Two hours PTO is the least amount of time an employee can request.

ITEM/MEETING	GOV264RB3 / Governance
DATE:	June 15, 2026
SUBJECT:	Amendments to the 403B Plan Document to comply with IRS Compliance Statement requirements
FOR ACTION:	Yes
RECOMMENDED ACTION:	<p>Adopt retroactive amendment numbers 1, 2, and 3 to the Coalition’s 403B Retirement Plan Document in Accordance with a Compliance Statement Issued by the IRS on February 11, 2026:</p> <ol style="list-style-type: none"> <li>1. Amend Broward School Readiness Coalition Retirement Plan Document dated August 13, 2002, Section 6.01C as presented for the period September 1, 2002, through December 31, 2019</li> <li>2. Amend Broward School Readiness Coalition Retirement Plan Document dated August 13, 2002, Section 6.02 as presented for the period January 1, 2014, through September 30, 2017</li> <li>3. Further amend Broward School Readiness Coalition Retirement Plan Document dated August 13, 2002, Section 6.02, as presented for the period October 1, 2017, through December 31, 2019</li> </ol>
FINANCIAL IMPACT:	None
AS RECOMMENDED BY:	Staff
ELC STAFF LEAD:	C. Klima

**Background Information:**

In February 2021, the Board approved a plan presented by staff and ERISA legal counsel Tanya Bower to correct historical compliance problems that were found in staff reviews of the Coalition 403B Retirement Plan (the Plan) documents and operations starting in 2017. The corrective action steps included:

- Adopting a new plan document with updated language approved by the IRS (June 2021)
- Adjusting employer match contribution amounts and policies to bring the Plan into compliance with ERISA law requirements (June 2021 to February 2023)
- Applying to enter the Internal Revenue Service (IRS) Voluntary Correction Program (VCP) to formally confirm that all past plan mistakes are corrected. (March 2023).

On February 11, 2026, the IRS completed its review of our VCP application and agreed to accept our proposed corrective action plan in full for the following failures:

1. Failure to restate the Plan when the Coalition changed its legal name in 2006 and again in 2013, when new regulations required all Plans to be restated to be in compliance
2. Failure to follow the Plan rules for employer contribution eligibility under the Plan since 2002
3. Failure to follow the Plan rules for Employer contributions since 2014
4. Failure to pass required ACP tests for Employer contributions for plan years 2019 through 2022.

Corrective action steps for failures #1 and #4 (required Plan restatements and corrective distributions for failed ACP testing) were already completed by the time the application was initiated in 2023. Excise taxes totaling \$2,709 for untimely ACP testing corrective distributions related to failure #4 were paid on April 16, 2026, after the IRS confirmed the taxes could not be waived.

Failures #2 and #3 require us to adopt three retroactive Plan Amendments to align past Plan documents with the actual operational practices that were in place, going back as far as Plan inception. To remain in good standing with the Compliance Statement issued by the IRS, we have until July 10, 2026, to complete this final step.

**Current Status:**

Three draft retroactive amendments to the original Plan document dated August 17, 2002, are attached with redlined changes marked (for clarity during review only). Staff developed the amendments with the input and approval of the IRS and ERISA legal counsel. The amendments change the Plan rules retroactively to align with the actual operational practices of ELC staff during the periods indicated. The IRS agreed to allow the Coalition to make retroactive amendments because the operational failures were not deemed harmful to participants, and some were actually beneficial. The Plan documents were also restated as of January 1, 2020, with an IRS-approved adoption agreement, and the Plan has been in compliance with IRS standards ever since.

The three retroactive proposed amendments make changes to Plan rules as follows:

No.	Period Covered	Change	Reason
1	September 1, 2002- December 31, 2019	Eliminate 1 Year Service Requirement for Employer Contributions	Employer Contribution has been given to all participants upon hire since inception of the Plan, but the Plan was not updated to reflect this.
2	January 1, 2014- September 30, 2017	Change the uniform employer contribution rate from 7% to 5% and allow for a 2% dollar for dollar match.	Uniform employer contribution rate change and match were communicated to staff and put into practice at that time, but the Plan was not updated to reflect this.
3	October 1, 2017 - December 31, 2019	Change all employer contributions to match and create two participant classes based on date of hire	Reflects changes approved by the Board, communicated to staff, and put into practice after services were brought in house in 2017. Updates the original Plan document to reflect the 2017 implementation date of the change.

**Recommended Action from Staff:**

Adopt retroactive amendment numbers 1, 2, and 3 to the Coalition’s 403B Retirement Plan Document in Accordance with a Compliance Statement Issued by the IRS on February 11, 2026:

1. Amend Broward School Readiness Coalition Retirement Plan Document dated August 13, 2002, Section 6.01C as presented for the period September 1, 2002, through December 31, 2019
2. Amend Broward School Readiness Coalition Retirement Plan Document dated August 13, 2002, Section 6.02 as presented for the period January 1, 2014, through September 30, 2017
3. Further amend Broward School Readiness Coalition Retirement Plan Document dated August 13, 2002, Section 6.02, as presented for the period October 1, 2017, through December 31, 2019

**Supporting Documentation:**

- Draft Amendment No. 1 to the Broward School Readiness Coalition Plan Document dated August 13, 2002
- Draft Amendment No. 2 to the Broward School Readiness Coalition Plan Document dated August 13, 2002
- Draft Amendment No. 3 to the Broward School Readiness Coalition Plan Document dated August 13, 2002

**PLAN AMENDMENT NO. 1 FOR  
BROWARD SCHOOL READINESS COALITION RETIREMENT PLAN  
As adopted August 13, 2002**

**(the "Plan")**

Effective immediately as of the adoption of this Amendment, the Plan is hereby amended as follows:

**1. Beginning with the inception of the Plan on September 1, 2002, through December 31, 2019, Section 6.01C. is hereby amended to read as follows:**

"C. Age and Service Requirements. An Employee in the eligible class shall be eligible for Employer Contributions upon attainment of age 21 and ~~the completion of 1 year of service when the Employee is credited with one hour of service.~~"

By executing this Amendment the Employer hereby adopts the provisions as set forth in this Amendment and the related Plan document. By signing this Amendment, the individual below represents that he/she has the authority to execute this Plan document on behalf of the Employer

Employer Name: Early Learning Coalition of Broward County, Inc. f/k/a Broward School Readiness Coalition, Inc.

Authorized Representative: Laurie, Sallarulo, Board Chair

\_\_\_\_\_  
Signature and Date

**PLAN AMENDMENT NO. 2 FOR  
BROWARD SCHOOL READINESS COALITION RETIREMENT PLAN  
As adopted August 13, 2002**

**(the "Plan")**

Effective immediately as of the adoption of this Amendment, the Plan is hereby amended as follows:

**1. For the period beginning January 1, 2014 through September 30, 2017, Section 6.02 is hereby amended as follows:**

~~"The Employer shall have discretion to vary the contribution rate from Plan Year to Plan Year pay a uniform contribution rate, which rate shall not be varied from year to year. The initial uniform rate shall be equal to 75 percent of the Compensation of each Employee who is eligible for Employer Contributions. Additionally, the Plan shall provide an Employer match for each dollar contributed by an Employee as an Employee contribution up to 2 percent of the Employee's compensation."~~

By executing this Amendment, the Employer hereby adopts the provisions as set forth in this Amendment and the related Plan document. By signing this Amendment, the individual below represents that he/she has the authority to execute this Plan document on behalf of the Employer

Employer Name: Early Learning Coalition of Broward County, Inc. f/k/a Broward School Readiness Coalition, Inc.

Authorized Representative: Laurie, Sallarulo, Board Chair

\_\_\_\_\_  
Signature and Date

**PLAN AMENDMENT NO. 3 FOR  
BROWARD SCHOOL READINESS COALITION RETIREMENT PLAN  
As adopted August 13, 2002 and Amended  
(the “Plan”)**

Effective immediately as of the adoption of this Amendment, the Plan is hereby amended as follows:

**1. Effective October 1, 2017 through December 31, 2019, Section 6.02 is hereby amended to replace the last two sentences of the section as follows:**

“Employer Contributions shall be made at a rate equal to a uniform percentage of the Compensation of each Employee who is eligible for Employer Contributions. The Employer shall pay a uniform contribution rate, which rate shall not be varied from year to year as follows: ~~The uniform rate shall be equal to 5 percent of the Compensation of each Employee who is eligible for Employer Contributions. Additionally, the Plan shall provide an Employer match for each dollar contributed by an Employee as an Employee contribution up to 2 percent of the Employee’s Compensation.:~~

Class 1: The Employer will provide for an Eligible Employee hired prior to October 1, 2017 to receive a dollar-for-dollar Employer matching Contribution for employee contributions up to 2% of Compensation. For employees that contribute 2% or more, the Employer shall provide an additional Employer matching contribution of 5% of Compensation. The total match received shall not exceed 7% of Compensation

Class 2: The Employer will provide for an Eligible Employee hired on or after October 1, 2017 to receive a dollar-for-dollar Employer matching Contribution for employee contributions up to 3% of Compensation.”

By executing this Amendment, the Employer hereby adopts the provisions as set forth in this Amendment and the related Plan document. By signing this Amendment, the individual below represents that he/she has the authority to execute this Plan document on behalf of the Employer

Employer Name: Early Learning Coalition of Broward County, Inc. f/k/a Broward School Readiness Coalition, Inc.

Authorized Representative: Laurie, Sallarulo, Board Chair

\_\_\_\_\_  
Signature and Date

<b>ITEM/MEETING</b>	GOV264RB4 / Governance
<b>DATE:</b>	June 15, 2026
<b>SUBJECT:</b>	Risk Management Policies for Fiscal Year 2026-2027
<b>FOR ACTION:</b>	Yes
<b>RECOMMENDED ACTIONS:</b>	Approve Proposed FY27 Risk Management Insurance Policy Renewals and Coverage Levels as Presented
<b>FINANCIAL IMPACT:</b>	None
<b>AS RECOMMENDED BY</b>	Staff
<b>ELC STAFF LEAD</b>	C. Klima

**Background Information:**

In accordance with Fiscal Policies, staff prepare and present proposed commercial insurance policies and coverage levels annually for Board review. AJ Gallagher provides brokerage and advisory services for these policies.

**Current Status:**

The coverage lines listed below comply with all funder contract requirements and support ELC’s current operational needs. AJ Gallagher marketed our FY27 renewal options across multiple policy lines and recommended maintaining our existing carriers for the coverages outlined below.

Coverage limits and deductibles remain unchanged from the prior year, except that property coverage increased by \$250,000 to \$750,000 for ELC equipment, and the property loss deductible decreased by \$1,500 to \$1,000. The estimated net premium cost reflects an approximate 15% decrease from the prior year, driven primarily by improving market conditions in property and nonprofit cyber insurance on a national level. All policies align with our fiscal year and are scheduled to renew effective July 1, 2026.

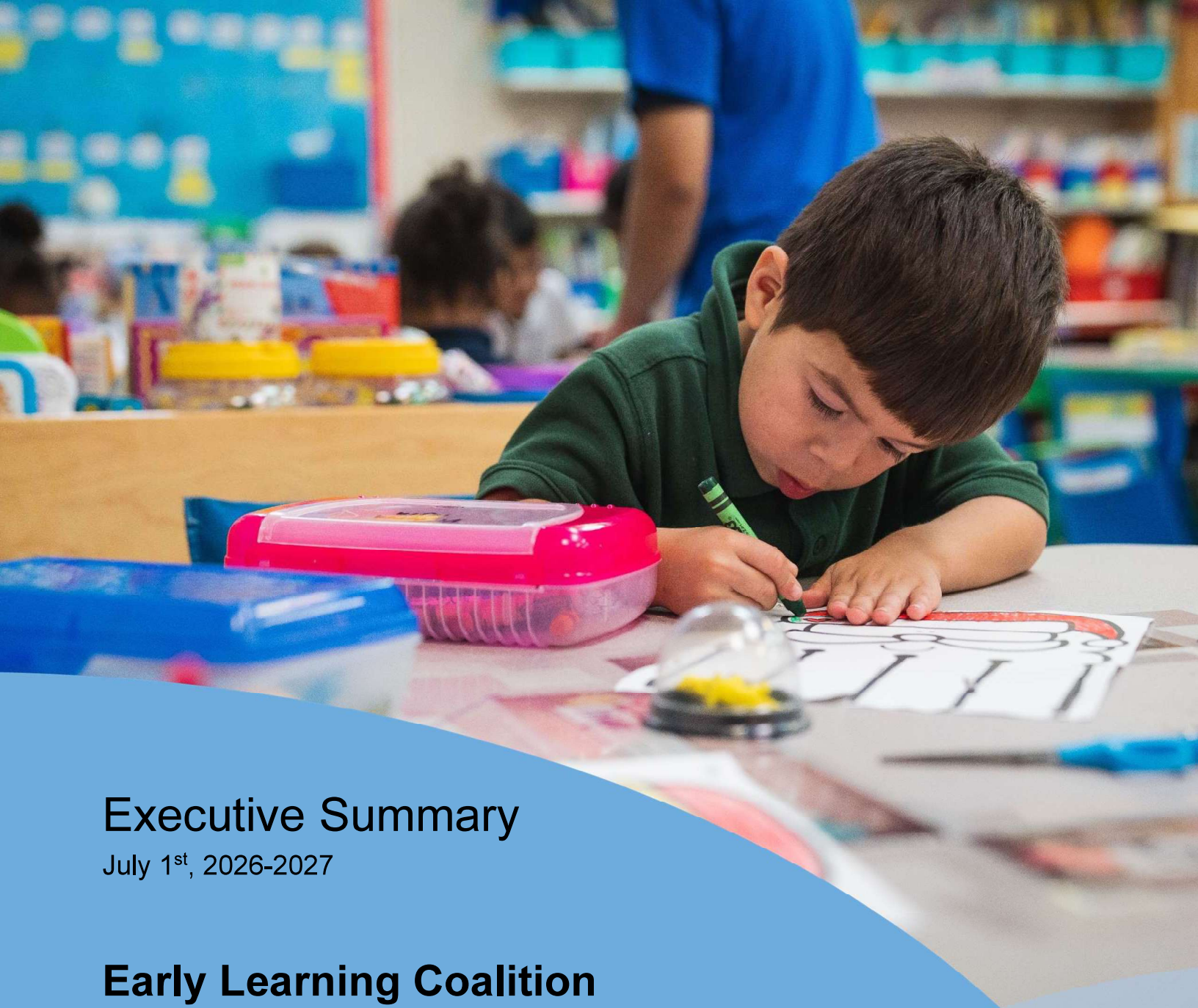
Type of Policy	Carrier	Coverage	Term	Premium
General Liability & Property	Charity First	\$1M General \$3M Aggregate \$1M Hired Auto \$2M Umbrella \$750K Property Value \$1M Professional Liability	July 2026- June 2027	\$20,675
Director’s & Officers, Employment Practices, Fiduciary & Financial Crime	Travelers	\$3M Total \$15K Per Incident Employment Practices Deductible 5K Per Incident Other Deductible	July 2026- June 2027	\$28,374
Cyber Coverage	Travelers	\$1M Breach \$1M Liability \$1M Cyber Crime \$1M Business Interruption	July 2026- June 2027	\$24,087
ERISA Fidelity Bond	Travelers	\$700K or 10% of 403B Balance whichever is higher	July 2026- June 2027	Included with D&O
Worker’s Compensation	Zenith	\$1M Per Incident	July 2026- June 2027	\$27,187
			<b>Total</b>	<b>\$100,323</b>

**Recommended Action from Staff:**

Approve Proposed FY27 Risk Management Insurance Policy Renewals and Coverage Levels as presented

**Supporting Documentation:**

AJ Gallagher Executive Summary of Renewals



# Executive Summary

July 1<sup>st</sup>, 2026-2027

## Early Learning Coalition of Broward County, Inc.

Arthur J Gallagher Risk Management Services, Inc.  
Jon Shirah | Senior Client Service Manager/Producer  
jon\_shirah@ajg.com | 727-796-6258



[ajg.com](http://ajg.com)

©2026 Arthur J. Gallagher & Co. All rights reserved.



### Gallagher

Insurance | Risk Management | Consulting



# Insurance Premiums

## Insurance Renewal Premium Summary

	Expiring Program		Charity First Renewal Program	
	2024-2025		2025-2026	% Change
<b>Package Policies</b>				
<b>Property</b>	Lloyds		\$1,000 AOP / 5% Wind/Hail	
Deductible	\$2,500 AOP / 5% Wind/Hail		ELCB's Own Limit	
Shared / Separate	ELCB's Own Limit		ELCB's Own Limit	
Total Property Value	\$	500,000.00	\$	750,000.00 50.00%
Avg Rate per \$100 Value	\$	2.07	\$	0.67 -67.71%
<b>Premium</b>	\$	<b>10,372.76</b>	\$	<b>5,023.78 -51.57%</b>
<b>General Liability / Pro. Liab. / SAM / HNOA</b>	CharityFirst		CharityFirst	
Limit of Liability	\$1MM / \$3MM		\$1MM / \$3MM	
Total Square Footage	15,522		15,522 0.00%	
Rate	\$	716.60	\$	804.25 12.23%
<b>Premium</b>	\$	<b>11,123.13</b>	\$	<b>12,483.60 12.23%</b>
<b>Workers Compensation</b>	Zenith		Zenith	
Total Payroll	\$	13,741,960.00	\$	13,741,960.00 0.00%
Avg Rate per \$100 of Payroll	\$	0.22	\$	0.20 -9.35%
<b>Premium</b>	\$	<b>29,992.00</b>	\$	<b>27,187.00 -9.35%</b>
<b>X MOD</b>	<b>.74 / .72</b>		\$	<b>0.76</b>
<b>Primary Umbrella</b>	FIT		Charity First	
Limit of Liability	\$	2,000,000.00	\$	2,000,000.00
Underlying Premium	\$	11,123.13	\$	12,483.60 12.23%
Avg Rate per \$1k of Premium	\$	269.95	\$	253.72 -6.01%
<b>Premium</b>	\$	<b>3,002.73</b>	\$	<b>3,167.36 5.48%</b>
<b>PACKAGE TOTALS</b>	\$	<b>54,490.62</b>	\$	<b>47,861.74 -12.17%</b>

Management Lines Policies					
<b>Directors &amp; Officers</b>		Travelers		Travelers	
Limit of Liability	\$ 3,000,000	\$ 3,000,000		\$ 3,000,000	
Shared / Separate	Separate	Separate		Separate	
Deductible D&O / EPL	\$ 10,000.00	\$ 10,000.00		\$ 10,000.00	
Annual Revenue	\$ 187,835,671.00	\$ 174,935,385.00	-6.87%	\$ 174,935,385.00	-6.87%
<b>Premium</b>	<b>\$ 4,524.00</b>	<b>\$ 3,877.00</b>	<b>-14.30%</b>	<b>\$ 3,877.00</b>	<b>-14.30%</b>
<b>Employment Practices</b>		Travelers		Travelers	
Limit of Liability	\$ 1,000,000.00	\$ 1,000,000.00		\$ 1,000,000.00	
Shared / Separate	Separate	Separate		Separate	
Retention	\$ 15,000.00	\$ 15,000.00		\$ 15,000.00	
No. of Employees	219	219	0.00%	219	0.00%
<b>Premium</b>	<b>\$ 22,082.00</b>	<b>\$ 21,515.00</b>	<b>-2.57%</b>	<b>\$ 21,515.00</b>	<b>-2.57%</b>
<b>Fiduciary</b>		Travelers		Travelers	
Limit of Liability	\$ 1,000,000.00	\$ 1,000,000.00		\$ 1,000,000.00	
Shared / Separate	Separate	Separate		Separate	
Retention	\$ 0	\$ 0		\$ 0	
<b>Premium</b>	<b>\$ 1,014.00</b>	<b>\$ 1,017.00</b>	<b>0.30%</b>	<b>\$ 1,017.00</b>	<b>0.30%</b>
<b>Cyber Liability</b>		Travelers		Travelers	
Limit of Liability	\$ 1,000,000.00	\$ 1,000,000.00		\$ 1,000,000.00	
Retention	5,000	5,000		5,000	
Annual Revenue	\$ 187,835,671.00	\$ 174,935,385.00	-6.87%	\$ 174,935,385.00	-6.87%
<b>Premium</b>	<b>\$ 33,808.74</b>	<b>\$ 24,087.00</b>	<b>-28.76%</b>	<b>\$ 24,087.00</b>	<b>-28.76%</b>
<b>Crime</b>		Travelers		Travelers	
Limit of Liability	\$ 700,000	\$ 700,000		\$ 700,000	
<b>Premium</b>	<b>\$ 2,128.00</b>	<b>\$ 1,965.00</b>	<b>-7.66%</b>	<b>\$ 1,965.00</b>	<b>-7.66%</b>
<b>MLP TOTALS</b>		<b>\$ 63,556.74</b>		<b>\$ 52,461.00</b>	<b>-17.46%</b>
<b>TOTAL ESTIMATED COST</b>		<b>\$ 118,047.36</b>		<b>\$ 100,322.74</b>	<b>-15.01%</b>

2025-26 MLP Premiums are estimated annualized premium and all MLP premium do not include the FIGA Surcharge

Coverage Options	Total Premium
Increase Crime Limit to \$900,000	\$2,538.00
Increase Crime Limit to \$1,000,000	\$2,636.00