



Location: Zoom
Conference Line 319-527-9176 access code
717-974
Date: June 23, 2020
Time: 7:30 a.m.
Approved 7/10/2020

Executive Committee Meeting Minutes

Committee Members Present:

Beth Brant, Gubernatorial Appointee, Private Sector, Poly Inc., Chair
Bev Sandlin, Northwest Florida State College President's Appointee – via Zoom
Don Edwards, Private Sector, Renasant Bank, Vice-Chair – via Zoom
Louis Svehla, Walton County Commission Appointee – via Zoom

Committee Members Absent:

Michele Burns, CareerSource Okaloosa Walton
Robin Donlon, Private Sector, BBVA Compass Bank, Treasurer

Coalition Staff Present:

Renea Black, Executive Director
Alma Solano, Executive Assistant

Public Present:

Quorum:

- Quorum confirmed 7:35 a.m.

I. Call to order – Beth Brant, Chair

- Beth Brant, Chair called the meeting to order at 7:35 a.m.

II. Agenda*

- Beth requested a motion to approve the agenda as presented.

MOTION/RESULT:	APPROVE AGENDA AS PRESENTED (UNANIMOUS)
MOVER:	LOUIS SVEHLA
SECONDER:	DON EDWARDS

III. New Business

- Social Media Policy*
 - Renea presented to the Executive Committee the new Social Media policy provided by The Krizner Group. Joyce Chastain with The Krizner Group explained to the Executive Director that the policy came from the Department of Labor Relations and clearly



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outlines the expectations for the employee. Louis expressed concern with the policy, as it may impede the employee's freedom of speech. Beth stated that her company, Poly, Inc. has a similar policy.

Beth requested a motion to approve the Social Media Policy as presented.

MOTION/RESULT:	APPROVE THE SOCIAL MEDIA POLICY AS PRESENTED (TWO YES, ONE NAY)
MOVER:	BEV SANDLIN
SECONDER:	DON EDWARDS

- Employee Pay*
 - Renea noted that during the Executive Committee meeting on June 12, 2020, the Committee voted to approve a onetime incentive pay for all staff. Following discussions during a recent Association of Early Learning Coalition meeting, Renea noted the payment of incentives, although allowable, could be questioned in future audits. Conversations during the Association meeting focused on the recent media coverage of employee pay policies/practices of other state funded organizations. Renea requested the Executive Committee rescind the approved incentive pay based on this information. Renea noted that permanent merit based pay on performance reviews could be considered in the FY20-21 Fiscal Year budget. Louis commented that staff have been doing a great job and the pay increase is well deserved. Renea agreed and suggested that the board consider the amount of merit increase based on performance at the July 2020 Board meeting.

Beth requested a motion to rescind the prior action on Employee Incentive Pay

MOTION/RESULT:	RESCIND EMPLOYEE PAY (UNANIMOUS)
MOVER:	LOUIS SVEHLA
SECONDER:	BEV SANDLIN

I. Public Comment

- No comment.



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II. Adjournment – Beth Brant, Chair

- Beth adjourned the meeting at 8:28 a.m.

Respectfully Submitted,
Alma Solano
Executive Assistant

**Vote is required*

MISSION STATEMENT

Our mission is to support the success of every child and their family through quality education and care.