

Thursday, July 14, 2022, at 3:00 pm
Hybrid Meeting
6302 E. Martin Luther King Jr. Blvd., Suite 100
Tampa, FL 33619

MEETING ATTENDANCE

Facilitator: Aakash Patel, Chair

Board Members Present:

Aakash Patel, Adam Giery*, Kelley Parris*, Commissioner Gwen Myers*, Dr. Shawn Robinson*, Dr. Jacquelyn Jenkins*, Dr. Daphne Fudge, Dr. Lise Fox*, Dianne Jacob*, Dustin Portillo, Cynthia Chipp*, Beth Pasek*, Tracye Brown*, Sheila Rios*, Michelle Zieziula*, Carl Harness*, Jodi Marshall*, Amanda Jae*, Dr. Stephie Holmquist Johnson

Board Members Absent:

Lee Bowers, Allison Nguyen, and Luke Buzard

ELCHC Staff:

Gordon Gillette, Kelley Minney, Alison Fraga, Helen Sovich, Gary Meyer, Kiyana Scott, Meena Saxon, Gwyneth Feldhake*, Diane Kollner*, Ally Provau*, Janet Welch*, Susan O' Carroll*, Abigail Perez*, Rayn Moses*, Renee Rudolph*, Sharon Hayes*, Marth Aguiar*, Nichole Gonzalez*, Shayna Urrabazo*, Lauren Morgan*, Jessica Sladky*, Ivelisse Valentin*, Kevin Smith*, Dominique Watson*, Ingrid Liliana*, Lissette Godwin*, Joseline Ramirez*, Megan Folts, and Hannah Goble

Other Attendees:

Willie R. Coachman, Dr. Demetria Waddell, Genet Stewart*, Kristy Sams*, Christy Lee*, Benettye Davis*, Patrick Folts*, Chris O'Donnell*, Blair Maxwell*, Lisa Brock*, Tammy Shamburger*, Michelle Guess*, Cam Walden*, Sherena Murdock*, James King*, Montavious Morgan*, Jenae King*, Constance Webb*

**Indicates attendance via Zoom meeting platform.*

CALL TO ORDER

Quorum Verification

Noting a quorum had been established, Chair Patel called the meeting to order at 3:02 pm.

The Board and those in attendance recited the Pledge of Allegiance.

PUBLIC COMMENT I

There was no Public Comment I.

ACTION ITEMS

There were no Action Items.

CEO REPORT



Frazier Carraway, Board Attorney, reported on the process of submitting a public comment to address the Board of Directors.

Gordon Gillette, CEO, provided a brief report on the termination of a former employee and highlighted the following:

- On June 22, 2022, Roshaun Gendrett was terminated from the Early Learning Coalition of Hillsborough County (ELCHC).
- Mr. Gendrett sent an email on June 28, 2022, to members of the Board of Directors, alleging racial discrimination.
- On June 28, 2022, the ELCHC informed the Board of Directors that an independent investigation would be conducted into the allegations.
- Phyllis Townzey, Attorney and board-certified specialist in labor and employee conducted the investigation and completed interviews of all parties. Due to a family health emergency, there has been a delay in the final investigation report.
- Mrs. Townzey asked for Mr. Gendrett to participate in the investigation, Mr. Gendrett declined and indicated that he would be pursuing the matter with the Equal Employment Opportunity Commission (EEOC).

Mr. Gillette reported that legal counsel advised that when the independent investigation report is final, it will not be made public as it may be subject to legal action and that the report is protected from disclosure under the Florida Sunshine Law until the completion of any legal action.

Mr. Gillette reported that the investigator, Mrs. Townzey, indicated that there is no basis to conclude that Mr. Gendrett was discriminated against again based on race by a supervisor, employee status review committee, or management and that his termination was based on legitimate non-discriminatory reasons.

Mr. Gillette reported that the ELCHC is convening the Core Values Committee to work on the next steps on continuous training on living and emphasizing the Core Values including Equity.

Mr. Carraway reported that traditionally, personnel matters are not handled by the Board of Directors.

There was further discussion on organizational culture, employee sensitivity training, Diversity, Equity, and Inclusion training, and racial discrimination.

Mr. Carraway reminded the Board of Directors that with the possible case with EEOC and legal proceedings, prematurely speaking on the investigation can affect the agency's ability to defend itself and the Board of Directors should be mindful of not delving into the specifics of the employee termination.

DISCUSSION ITEMS

A. Committee Meetings

Chair Patel reminded the Board of Directors of the scheduled committee meetings.

B. New ELCHC Website

Alison Fraga, Chief Development Officer reported that during the 2020-2022 Strategic Plan, the ELCHC was tasked with brand development. Mrs. Fraga stated that the previous version of the website was seven (7) years old and specifically outdated. Mrs. Fraga reported that in November of 2021 request for proposals was released to hire a website development company; Wingard was retained to assist with the redesign of the ELCHC website, with a total cost of \$21, 000.

C. Provider Site Visits

There was further discussion on provider site visits.

PUBLIC COMMENT II

Willie R. Coachman made a public comment regarding the relationship between the Board of Directors and ELCHC staff.

Montavious Morgan made a public comment on measuring how the ELCHC is performing with diversity.

Dr. Demetria Waddell made a public comment regarding the relationship between the childcare providers and ELCHC staff.

ADJOURNMENT

Citing no further business, Dr. Stephie Holmquist Johnson made a motion to adjourn the meeting at 4:36 pm. Dr. Fudge made a second. The motion carried unanimously.

Read and approved by: Stephanie Holmquist Jun 29, 2023
Dr. Stephie Holmquist Johnson, Secretary *Date*






7.14.2022 Board of Directors Special Meeting Minutes_Aproved

Final Audit Report

2023-06-29

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