



ELCHC Board of Directors Meeting Agenda Packet

Monday, October 13, 2025

6302 E. Dr. Martin Luther King Jr. Blvd., Suite 100

Tampa, FL 33619



ELCHC Board of Directors Meeting Agenda

Monday, October 13, 2025

I. WELCOME & INTRODUCTIONS

A. Patel

A. Roll call/Quorum Verification

B. Pledge of Allegiance

II. PUBLIC COMMENT I

A. Patel

Individuals wishing to address the Early Learning Coalition of Hillsborough County Board of Directors must complete a Public Comment Request Card and submit it to the official recorder prior to the noticed start time of the meeting. Said comments will be limited to three (3) minutes per individual on a first come, first serve basis, and only at such time as is identified on the official meeting agenda for public comment. All public comment in Public Comment I must pertain to an item on the approved agenda. Statements or remarks must be related only to the business of the Board. Statements or remarks are to be directed towards the Board and not to either a member of the staff or member of the public. Persons addressing the Board shall refrain from statements, remarks, or conduct that is uncivil, vulgar, profane or otherwise disruptive to the conducting of the Board's business.

III. CHAIRMAN'S REPORT

A. Mission Moment

B. Children's Summit 2025 Recap

IV. CONSENT AGENDA

A. Patel

The "consent agenda" is a single agenda item typically addressed first after convening the board meeting and establishing that a quorum is present. The consent agenda encompasses all the routine, pro forma and noncontroversial items that the Board needs to vote on.

A. Approval of the October 13, 2025 Board of Directors Meeting Agenda

B. Approval of the August 18, 2025 Board of Directors Draft Meeting Minutes - 4

V. LEGAL REPORT

P. Quin, Esq.

A. Legal Report - 9

VI. ACTION ITEM

A. Patel

A. Approval of CEO Merit Increase - 10

VII. DISCUSSION

A. Patel

VIII. COMMITTEE REPORTS

A. Patel

A. Executive Committee - 16

A. Patel

B. Governance Committee - 17

S. Robinson

C. Finance Committee - 18

J. Jenkins

D. Service Delivery and Efficiency Committee - 19

A. Jae

E. Development & Outreach Committee - 20

S. Robinson

F. Provider Review Hearing Committee - 21

J. Jenkins

G. Legislative Affairs Committee - 22

G. Casanova

IX. FINANCIAL REPORT

G. Meyer

- A. Budget to Actuals through August 30, 2025 - 23

X. CEO REPORT

F. Hicks

- A. Listening Sessions - 25
- B. Retreat News
- C. Wait List
- D. Children's Summit 2025 Recap

XI. SUPPLEMENTAL DOCUMENTS

XII. ANNOUNCEMENTS

A. Patel

- A. Day of Play is scheduled for December 6 from 10:00 am-12:00 noon at Jackson Springs Park & Community Center in Tampa.

- B. The next ELCHC Board of Directors Regular Meeting is scheduled for February 23, 2026 at 3:00 p.m.

XIII. PUBLIC COMMENT II

A. Patel

Individuals wishing to address the Early Learning Coalition of Hillsborough County Board of Directors must complete a Public Comment Request Card and submit it to the official recorder prior to the noticed start time of the meeting. Said comments will be limited to three (3) minutes per individual on a first come, first serve basis, and only at such time as is identified on the official meeting agenda for public comment. Statements or remarks must be related only to the business of the Board. Statements or remarks are to be directed towards the Board and not to either a member of the staff or member of the public. Persons addressing the Board shall refrain from statements, remarks, or conduct that is uncivil, vulgar, profane or otherwise disruptive to the conducting of the Board's business.

XIV. ADJOURNMENT

A. Patel



Monday, August 18, 2025, at 3:00 pm
6302 E. Martin Luther King Jr. Blvd., Suite 100
Tampa, FL 33619

MEETING ATTENDANCE

Facilitator: Aakash Patel, Chair

Board Members Present:

Rebecca Bacon, Dr. Daira Barakat, Dr. Larissa Baia, Tracye Brown, Commissioner Gwendolyn Myers, Beth Pasek, Dr. Shawn Robinson, Annette Eberhart, Kelley Flannery, Jonathan Ferro, Wynton Geary, Adam Giery, Keidrian Kunkel, Brian Mays, Aakash Patel, Felicia Thomas and Cameron Cassidy

Board Members Absent:

Gino Casanova, Bob Hyde, Amanda Jae, Dr. Jacquelyn Jenkins, Ashley Porch, Chantal Porte, Noelle Wostal, Alina Shaffer and Dr. Emily Hudkins-Shaffer

ELCHC Staff:

Dr. Fred Hicks, Nancy Will, Gary Meyer, Sabrina Ruiz, Abigail Perez, Casie Haines, Alison Fraga, Kelley Minney, Nichole Gonzalez, Miya Mayes, Amarita Rosado and Kiyana Scott

Other Attendees:

Attorney Paul Quin, Noemi Thompson and Alex Ochoa

CALL TO ORDER

Quorum Verification

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

Pledge of Allegiance

Chair Patel asked Felicia Thomas to lead the Pledge of Allegiance.

Chair Patel asked that new Board of Directors member, Keidra Kunkel introduce herself to the Board. Ms. Kunkel shared that she is the new President and Chief Executive Officer of Tampa Bay CareerSource. Ms. Kunkel also shared with the board that she serves on the Early Learning Coalition of Pinellas County and is looking forward to serving on the Early Learning Coalition of Hillsborough County as well.

Chair Patel asked ELCHC Board members to introduce themselves to Ms. Kunkel, sharing how long they have served on the ELCHC Board of Directors and what they do for a career that led them to their position on the board.

There was board discussion on ELCHC polo shirts as well as name tags to be worn at the Children's Summit on September 18.

PUBLIC COMMENT I

No, public comment I.



CHAIRMAN'S REPORT

Mission Moment

Kelley Flannery shared she began learning about early education originally through the Florida Chamber and has been involved for about ten years. Ms. Flannery shared that she was always shocked that more people and groups were not having conversations about the importance of early education. Ms. Flannery also shared she has done work with MacDill Airforce Base and has heard about the struggle of military families with childcare. Ms. Flannery shared her five-year-old son finished Voluntary Pre-Kindergarten however, it took about two years for his placement at a learning center to open with his name being on a waitlist from the time he was several weeks old. Ms. Flannery stated she was excited to be working on the ELCHC Board of Directors.

Ms. Flannery also shared with the board that the South Tampa Chamber would be hosting an event with about 130 attendees on the topic of "What does it look like for the future of the workforce in Tampa Bay?" Ms. Flannery mentioned that Dr. Hicks would be speaking, and Chair Patel would be moderating the event.

Chair Patel asked for a motion to move to the Governance report.

Dr. Larissa Baia made a motion to skip ahead in the agenda to the Governance report. Commissioner Myers made a second motion. The motion was approved unanimously.

Dr. Shawn Robinson gave the report as outlined in the agenda packet.

Dr. Robinson spoke to the application of Mr. Cameron Cassidy and spoke to the Governance committee recommending the approval of Mr. Cassidy to the ELCHC Board of Directors.

Dr. Robinson made the motion to approve the recommendation of the Governance Committee to welcome Mr. Cameron Cassidy to the ELCHC Board of Directors for a four-year term. Kelley Flannery made a second. The motion passed unanimously.

Mr. Cassidy introduced himself to the ELCHC Board of Directors. Mr. Cassidy shared that he runs a wealth management-investment financial group in Tampa. Mr. Cassidy shared that he has a five-year-old child that just started kindergarten and understands the importance of early education. Ms. Cassidy shared that he was excited to be able to serve the community of Hillsborough in this capacity with helping to empower the next generation. Ms. Cassidy shared that he is from Tampa and wants to see it continue to grow and thrive.

Chair Patel welcomed Mr. Cassidy.

Chair Patel asked Mr. Cassidy if he would serve on the Finance Committee.

Chair Patel asked Ms. Kunkle to serve on the Legislative Committee.

Chair Patel spoke to the Children's Summit and introduced Dr. Hicks to give more details about elected officials who had confirmed their attendance.

Dr. Hicks gave an update on sponsorship tables that were still available. Dr. Hicks shared that traditional registration would be closed on Wednesday as the event cannot be oversold. Dr. Hicks shared that if anyone knew of anyone who would like to sponsor to please email him directly.

Commissioner Myers suggested that providers fill in at already paid tables.

Dr. Hicks shared that he would be sure to include providers to fill these tables.

Chair Patel spoke to the "Be the Ball" fundraising event at Top Golf. Dr. Hicks shared that Chair Patel sponsored a booth and thanked Chair Patel for his support as the ELCHC would be the benefactor of this event's proceeds.

CONSENT AGENDA

The following items were included under the Consent Agenda:

Approval of August 18, 2025, Board of Directors Meeting

Approval of the June 23, 2025, Annual Board of Directors Draft Meeting Minutes

Approve allocation of funds for Microsoft licensing and support (annual renewal)

Commissioner Myers made a motion to approve the Consent Agenda items A. through C. Dr. Shawn Robinson made a second. The motion carried unanimously.

Chair Patel went over the Chief Executive Officer evaluation. Chair Patel shared that 15 board members completed the evaluation and thanked the board for their participation.

Paul Quin, ELCHC Board attorney, shared that 17 out of 25 board members filled out the evaluation. Mr. Quin shared that scale of 3.0 with 2.82 as the average score. Mr. Quin stated that the evaluations would be forwarded to the state as the next step in the process.

Finance Report

Chair Patel introduced Gary Meyer, Chief Financial Officer, to give the finance report.

Mr. Meyer highlighted the following:

- 5th budget led by Mr. Meyer
- 99% of the budget is based on the Notice of Award with 1% based on assumption however, Mr. Meyer feels comfortable moving forward with presenting the budget
- Serve 12,330 children down approximately 700 children less than this time last year
- Budget workshop was canceled however, today's presentation will serve as informational for the board of directors
- Waitlist ~4,500 children and planning on removing ~100 a week
- Local funding kicks in on October 1st
- VPK -funding very comparable to last year

Mr. Meyer shared how the ELCHC will balance the budget with a short fall of \$3.4 million dollars

- Change in medical insurance for ELCHC staff to a lower cost carrier
- Teacher continuous education program initiative was sunset in July 2025
- Shifting quality programs around while still investing in quality programs

- Currently, on 5th year of a 6th year agreement with the school district to provide inclusion services, it was cut short by a year saving over \$240,000.

Mr. Meyer spoke to pie charts included in the agenda packet to share the breakdown of the budget of the ELCHC. Mr. Meyer thanked the Children's Board of Hillsborough County for their continued support as well as the Baker-Mayfield Foundation. Mr. Meyer stated that the Children's Board of Hillsborough County funds of \$1 million are for slots for families 70% and below the state median income. Mr. Meyer also thanked Metro Ministries (Children's Board) funds of \$75,000 are for childcare slots for homeless children age 9 to 12 years old.

Mr. Meyer spoke to School Readiness highlighting the following:

- The bulk of funding goes to pay out child care providers at 81% of the budget
- Family & Provider Support is 7% of the budget at \$6.9 million dollars
- Quality receives 8% of the budget at \$7 million dollars
- Administrative budget cannot exceed 4% which equates to \$3.3 million dollars and 4% of the budget

Mr. Meyer spoke to Voluntary Pre-Kindergarten (VPK) highlighting the following:

- Administrative budget cannot exceed 5% of the budget which equates to \$1.7 million dollars
- Direct Services (Provider Payments) which is 95% of the budget or \$31.4 million dollars
- All Floridian families are qualified regardless of income

Mr. Meyer shared that the goal is to increase VPK enrollment moving forward for sustainability of the ELCHC.

Mr. Meyer ended his finance presentation sharing three pillars of strategy.

- Access is primarily our School Readiness (SR) program.
- Quality included our quality programs, provider professional development, CLASS (provider quality) assessments, provider quality differentials, and scholarships.
- Education is primarily Voluntary Pre-Kindergarten (VPK).

Chair Patel called for a motion to approve the budget as presented by Gary Meyer, Chief Financial Officer.

Keidra Kunkel made a motion to approve the budget as presented by Gary Meyer, Chief Financial Officer. Brian Mays made a second. The motion passed unanimously.

Commissioner Myers recognized Rebecca Bacon and the Children's Board of Hillsborough County for their support of \$800,000 for the Summer Boost Program.

Committee Reports

Chair Patel shared that the Service Delivery & Efficiency committee meeting did not meet since the last board meeting, however, they have a scheduled meeting on September 4.

Chair Patel called on Dr. Shawn Robinson to report on the Development & Outreach Committee.

Dr. Robinson gave an update on the progress of the Children's Summit including information about the guest speaker, Dan Wuori author of The Daycare Myth.

- 460 attendees
- Over \$90,000 raised to date
- Opportunities for additional fundraising the day of the event including a ride around the track that can be purchased to use at a later date.
- All board members to be on stage at 1:00 for a group photo

Provider Review Committee Report

Paul Quin, Esq shared the duties of the committee and the process of the hearings. Mr. Quin reviewed the memo included in the agenda packet.

Legislative Committee

Chair Patel reviewed dates for Hillsborough Day 2026 in January and stated at the next meeting on the 27th at 3:00 more details would be discussed.

Chair Patel called on Board Member Annette Eberhart to share her experience with Hillsborough Day 2025.

CEO REPORT

Dr. Hicks reported that President Trump's line-item holds coalitions level and if that continues to hold true at the state level then it would be the best outcome for coalitions. Dr. Hicks shared that he is hopeful that other Executive Directors would not want to ask for an increase as this ask may put coalitions further under the spotlight.

Dr. Hicks referred to Mr. Meyer's report of opening the waitlist as one of the most important highlights. Dr. Hicks shared he feels it is best for all coalitions to be on the same page with their request for the next fiscal year. Dr. Hicks stated if the goal of the state legislator is to reduce the budget another \$78 million dollars this next fiscal year it would be catastrophic.

Dr. Hicks shared it is important to meet with legislators at the local level which would be more impactful then waiting until Hillsborough Day 2026.

Dr. Hicks thanked the board of directors for their support.

Dr. Hicks shared the next listening session was scheduled for Wednesday. Dr. Hicks invited any interested board members to attend.

ANNOUNCEMENTS

PUBLIC COMMENT II

There was no Public Comment II.

ADJOURNMENT

Citing the time, Brian Mays made a motion to adjourn the meeting at 4:08 pm. Dr. Shawn Robinson made a second. The motion carried unanimously.

Read and approved by: _____

Bob Hyde, ELCHC Board of Directors Secretary *Date*

LEGAL REPORT

ITEM V.

ISSUE: Legal Report

NARRATIVE: Paul Quin, Esq. to give any legal updates pertaining to Florida Sunshine Law or questions pertaining to the Florida Sunshine Law. Mr. Quin will also present the results of the CEO evaluation to be submitted to the state.

ELCHC BOARD OF DIRECTORS MEETING-October 13, 2025

ACTION		ITEM VI.A.
ISSUE:	Chief Executive Officer (CEO) Performance Evaluation Process and Merit Increase Consideration	
FISCAL IMPACT:	\$225,700, annual	
FUNDING SOURCE:	School Readiness and Voluntary Prekindergarten	
RECOMMENDED ACTION (1):	The Executive Committee recommends that the full board approves a merit increase for Dr. Hicks, CEO, for the 2025 employment anniversary, effective November 14, 2025, with an annual salary of \$225,700, the maximum allowed by state law.	

NARRATIVE:
Dr. Fred Hicks, Early Learning Coalition of Hillsborough County CEO, would be eligible for a merit increase in recognition of his 2025 employment anniversary. In compliance with Rule 6M-9.120, Board members submitted the required Division of Early Learning (DEL) Annual Performance Evaluation form (DEL-SR 120) and submitted it to DEL by the due date, August 30, 2025. Dr. Hick's received an average evaluation score of 2.83 out of a possible 3.00. The Executive Committee recommends that the full board approve a merit increase for Dr. Hicks, for the 2025 employment anniversary, effective November 14, 2025, with an annual salary of \$225,700, the maximum allowed by state law.

The Performance Evaluation for Merit Consideration Memorandum is attached.

(1 attachment)



Memorandum

To: Members of the Board of Directors

From: Dr. Frederick L. Hicks

RE: Performance Evaluation for Merit Consideration

Date: October 13, 2025

+++++

Brief History

Under Rule 6M-9.120, the Chief Executive Officer (CEO) or Executive Director Evaluation process is prescribed. The Early Learning Coalition Board Chair or other delegated member(s) shall annually complete the Chief Executive Officer/Executive Director Annual Performance Evaluation, Form DEL-SR 120, August 2025, for the ELC’s CEO or executive director. The evaluation must be completed and submitted to DEL by August 30 of each year. This August the required evaluation was submitted on time to DEL.

Dr. Fred Hicks, CEO of the ELC of Hillsborough County, began employment at the ELCHC on November 14, 2022.

The Merit Consideration for 2025’s Employment Anniversary would be retroactively paid if approved.

The 2025 DEL Form DEL-SR 120 average score of 2.83 out of a possible 3.00 would typically translate to the Board’s consideration of a merit raise of 1.71% to an annual salary of \$225,700. This is the annual salary maximum capped by the State for a Level II CEO for 2025.

Performance Dimensions Section

Rate the five Performance Dimensions (pages 2-4) on known or observed behaviors of the Chief Executive Officer (CEO) during this review period. Please base your ratings on observations or interactions and identify strengths and areas for improvement.

Use this rating scale to select a rating for each of the 5 Performance Objectives. Include narrative comments to explain/support your ratings and any aspects of the CEO’s performance. This will help to provide better understanding and feedback.



Rating Scale Definitions for Performance Dimensions

The ratings are based on a scale of 1 to 3.

3 Exceeds Expectations: The CEO's level of performance on this performance dimension exceeded expectations. Performance exceeded expectations in essential areas of responsibility. Goals or projects were achieved to support this performance within this dimension.

2 Meets Expectations: The CEO's level of performance on this performance dimension met expectations. Performance met expectations to an acceptable extent on the essential areas of responsibility. Goals or projects were achieved to support this performance within this dimension.

1 Unsatisfactory: The CEO's level of performance fell significantly below the expectations for this performance dimension without any acceptable reason or justification. Performance failed to meet expectations on more than one essential area of responsibility, and less than acceptable progress was made toward achieving this dimension. Significant improvement is required.

N/O Not Observed: This rating option is available for use when there is not sufficient information to evaluate the level of performance.

Strategic Objectives Section

Overall Process

Board Member responses for the Performance Dimensions section will be tallied and averaged. This information will be used by the Executive Committee to provide the CEO with performance feedback and to make compensation decisions. The decision on CEO compensation will necessarily involve not only performance, but budgetary and salary cap considerations. However, in general, the general guidelines will be used in providing feedback and determining compensation will be as shown below.

Merit Consideration Ranges

Score: 2.7-3.0	Exceptional Merit Increase Range	3-5%
Score: 2.4-2.69	Commendable Merit Increase Range	2.5-3.5%
Score: 2.0-2.39	Meets Expectations Merit Increase Range	0-2.5%
Score: 1.0-1.99	Below Expectations Merit Increase Range	0% PIP*

*Performance Improvement Plan

Note: The applicable CEO salary cap for 2025 is \$225,700



Early Learning Coalition of Hillsborough County (ELCHC)
Chief Executive Officer
Performance Appraisal Form
for Board Members

Date Filled Out _____

Performance Review Period _____

CEO's Name _____ Dr. Frederick Hicks _____

ELCHC BOD Member Name _____

1. Leadership

Definition: The CEO's ability to inspire, motivate, and guide individuals and teams towards achieving organizational goals. This includes demonstrating integrity, fostering a positive culture, and effectively communicating the vision and mission of the ELC of Hillsborough County with stakeholders, childcare providers, elected officials, and other stakeholders.

- Question: How effectively does the CEO demonstrate leadership in guiding the organization towards its goals? (Select one)
 - 1: Unsatisfactory
 - 2: Meets Expectations
 - 3: Exceeds Expectations
 - Not Observed

Additional Comment:

2. Strategic Planning

Definition: The CEO's capability to develop, communicate, and implement long-term strategies that align with ELCHC's mission and vision. This involves setting clear objectives, anticipating future challenges, and adapting to changing environments.

- Question: How effectively does the CEO develop and implement strategic plans that drive the organization forward? (Select one)
 - 1: Unsatisfactory



- 2: Meets Expectations
- 3: Exceeds Expectations
- Not Observed

- Additional Comment:

3. Board of Director Relations

Definition: The CEO's ability to maintain productive and transparent relationships with the board of directors. This includes ensuring effective governance, facilitating informed decision-making, and keeping the board well-informed about organizational performance and strategic issues.

- Question: How effectively does the CEO engage with the board of directors to ensure effective governance and decision-making? (Select one)
 - 1: Unsatisfactory
 - 2: Meets Expectations
 - 3: Exceeds Expectations
 - Not Observed

- Additional Comment:

4. Financial Management

Definition: The CEO's proficiency in managing the organization's financial resources. This encompasses budgeting, financial planning, risk management, and ensuring the financial sustainability and growth of the ELC.

- Question: How effectively does the CEO manage the organization's financial resources to ensure sustainability and growth? (Select one)
 - 1: Unsatisfactory
 - 2: Meets Expectations
 - 3: Exceeds Expectations



☐ Not Observed

• Additional Comment:

5. Operational Efficiency

Definition: The CEO's ability to optimize organizational processes and resources to achieve maximum efficiency and effectiveness. This includes streamlining operations, improving productivity, and ensuring that the ELC operates smoothly and efficiently.

• Question: How effectively does the CEO optimize organizational processes and resources to achieve maximum efficiency and effectiveness? (Select one)

- ☐ 1: Unsatisfactory
- ☐ 2: Meets Expectations
- ☐ 3: Exceeds Expectations
- ☐ Not Observed

• Additional Comment:

COMMITTEE REPORT

ITEM VIII.A.

ISSUE: Executive

NARRATIVE:

The Executive committee met on October 6, 2025, to review, approve and discuss the following agenda:

- Approve of the August 11, 2025 draft meeting minutes
 - Approve Amended October 13, 2025, Draft Board of Directors Meeting Agenda
 - Approve the recommendation of CEO Merit Increase to the maximum salary set by the state of \$225,700 to the full ELCHC Board of Directors for a vote at the next board meeting.
 - Committee Reports: Governance, Finance, Service Delivery & Efficiency, Development & Outreach, Provider Review Hearing, Legislative
 - CEO Report: Listening Sessions; Retreat News; Wait List; Education of Young Children Summit 2025 Recap
 - Announcements: Next, meeting of the ELCHC Executive Committee is scheduled for February 9, 2026; Day of Play is scheduled for Saturday, December 6 at Jackson Spring Park & Community Center from 10:00 am to 12:00 noon.
 - Adjournment
-
-

ELCHC EXECUTIVE COMMITTEE MEETING – October 13, 2025

COMMITTEE REPORTS

VIII.B.

ISSUE:

Governance Committee Report

NARRATIVE:

The Governance Committee was scheduled to meet on Monday, September 22, however, due to lack of quorum the meeting was canceled.

ELCHC BOARD OF DIRECTORS MEETING – October 13, 2025

COMMITTEE REPORTS

VIII.C.

ISSUE: Finance Committee Report

NARRATIVE:
The Finance Committee did not meet during the last cycle of meetings as the coalition however, the Finance Committee does have a scheduled meeting on Wednesday, October 8 at 3:00 pm.

ELCHC BOARD OF DIRECTORS MEETING –October 13, 2025

COMMITTEE REPORTS

VIII.D.

ISSUE: Service Delivery & Efficiency Committee Report

NARRATIVE:

The Service Delivery & Efficiency committee met on September 4, 2025, to review, approve and discuss the following agenda:

- Approval of May 15, 2025, draft meeting minutes
- Discussion Items: Hillsborough Infant & Toddler Initiative presentation by Theon Salley; Listening Sessions Update from Dr. Fred Hicks
- CEO Report: Legislative Priorities; Budget Update 2025-2026
- Announcements: Next, committee meeting scheduled on January 22, 2026; Day of Play will be held on Saturday, December 6 from 10:00 am-12:00 noon at Jackson Springs Park and Community Center
- Adjournment

ELCHC BOARD OF DIRECTORS MEETING – October 13, 2025

COMMITTEE REPORTS

VIII.E.

ISSUE: Development & Outreach Committee Report

NARRATIVE:
The Development & Outreach Committee was scheduled to meet on Wednesday, September 10 however, the committee decided to cancel the meeting to allow ELCHC staff more time to prepare for the largest to date Children’s Summit that was held on September 18.

COMMITTEE REPORTS

VIII.F.

ISSUE: Provider Review Hearing Committee Report

NARRATIVE:

The Provider Review Hearing Committee met on Thursday, September 16, 2025, to hear the case of The Learning Center at Carrollwood vs ELCHC with the following outcome:

Modification of the ELCHC decision of the termination of contract for two years to the following:

- Two-year probation
- November 1, 2025 deadline to add additional mechanisms to prevent a child from leaving the property
- No repeated violations-Class 2
- No Class 1 violations
- No more than 10 (Class 3) violations
- A lost child drills that can overlap with fire drills.
- Review and approve the camera angles with additional camera views
- Doors that lead to the outside to be further secured to possibly include “reach over locks”; the gates to possibly have buttons installed at a level children cannot reach
- VPK or SR (2) Tier 2 Monitorings over the 2-year probationary period
- Casie Haines to complete random visit before the end of the calendar year, 2025

Currently, two hearings are being scheduled.

COMMITTEE REPORTS

VIII.G.

ISSUE: Legislative Committee Report

NARRATIVE:

The Legislative Committee met on Wednesday, August 27 to approve, review and discuss the following agenda:

- Approval of the March 6, 2025 draft committee meeting minutes
- Discussion Items: *Hillsborough Day 2026*- Scheduled for January 28 key take-away with a coordinated effort for contracted ELCHC Providers to attend; *List of Committees that are influential*; *Federal Level Funding Recommendation for School Readiness (SR)*; *Tallahassee Legislative Committee Review*
- Adjournment



EARLY LEARNING

COALITION OF HILLSBOROUGH COUNTY

Budget to Actual August 31, 2025									
	YTD	YTD	Difference		FY 25-26	FY 25-26	Difference		
	Actual	Adjusted Budget	YTD favorable /(unfavorable)	%	Forecast	Original Budget	YTD favorable /(unfavorable)	%	
Program Revenue									
School Readiness	13,106,336	16,343,342	(3,237,007)	-19.8%	86,769,215	90,006,222	(3,237,007)	-3.6%	
School Readiness Match - DEL	-	-	-	0.0%	1,329,678	1,329,678	-	0.0%	
School Readiness - Local Funders:									
Affordable Housing	-	-	-	0.0%	100,000	100,000	-	0.0%	
Children's Board HC	-	-	-	0.0%	1,000,000	1,000,000	-	0.0%	
City of Tampa	-	-	-	0.0%	100,000	100,000	-	0.0%	
Mayfield Foundation	-	-	-	0.0%	100,000	100,000	-	0.0%	
Metro Ministries (Children's Board)	11,789	11,031	758	6.9%	75,000	75,000	-	0.0%	
United Way (Quality Initiative)	1,870	-	1,870	100.0%	20,000	20,000	-	0.0%	
School Readiness - Local Funders	13,659	11,031	2,628	23.8%	1,395,000	1,395,000	-	0.0%	
Total School Readiness Revenue	13,119,994	16,354,373	(3,234,379)	-19.8%	89,493,893	92,730,900	(3,237,007)	-3.5%	
Other Local Funders:									
Conn Foundation	-	-	-	0.0%	30,000	30,000	-	0.0%	
Spurlino Foundation	8,808	-	8,808	100.0%	48,808	40,000	8,808	22.0%	
SR Program Income (IECP memberships)	25	2,570	(2,545)	-99.0%	17,455	20,000	(2,545)	-12.7%	
Misc. Donations	87,274	-	87,274	100.0%	187,274	100,000	87,274	87.3%	
Other Local Funders	96,107	2,570	93,537	3639.8%	283,537	190,000	93,537	49.2%	
Total School Readiness Revenue and Local Revenue	13,216,101	16,356,943	(3,140,841)	-19.2%	89,777,430	92,920,900	(3,143,469)	-3.4%	
Program Expenses									
School Readiness									
Direct Services	10,980,553	13,505,833	2,525,281	18.7%	72,518,522	75,050,778	2,532,256	3.4%	
School Readiness Match - DEL	-	-	-	0.0%	1,329,678	1,329,678	-	0.0%	
School Readiness - Local Funders	11,789	11,031	(758)	-6.9%	1,375,758	1,275,000	(100,758)	-7.9%	
General Contributions and Gifts	96,107	2,570	(93,537)	-3639.8%	303,537	210,000	(93,537)	-44.5%	
Total Direct Services	11,088,448	13,519,434	2,430,986	18.0%	75,527,495	77,865,456	2,337,960	3.0%	
Personnel	1,831,727	2,370,578	538,851	22.7%	11,788,156	12,327,007	538,851	4.4%	
Staff Development	110	1,252	1,142	-100.0%	32,821	33,963	1,142	3.4%	
Professional Services	38,681	114,010	75,329	66.1%	672,570	747,899	75,329	10.1%	
Occupancy	85,404	91,705	6,301	6.9%	543,929	550,230	6,301	1.1%	
Postage, Freight and Delivery	569	689	120	17.4%	6,077	6,197	120	1.9%	
Rentals	1,200	1,114	(85)	-7.7%	7,669	7,584	(85)	-1.1%	
Supplies	20,081	6,435	(13,646)	-212.1%	78,101	64,455	(13,646)	-21.2%	
Communications	2,434	5,572	3,137	56.3%	30,292	33,429	3,137	9.4%	
Insurance	1,072	15,652	14,580	93.2%	79,330	93,910	14,580	15.5%	
Tangible Personal Property	-	1,393	1,393	-100.0%	9,774	11,167	1,393	12.5%	
Quality	13,286	151,478	97,650	64.5%	572,787	710,979	97,650	13.7%	
Travel	972	10,586	9,615	90.8%	59,493	69,108	9,615	13.9%	
Other Operating	36,464	67,045	30,581	45.6%	368,935	399,516	30,581	7.7%	
Other Operating Expenses	200,273	466,931	(266,658)	-57.1%	2,461,779	2,728,437	(266,658)	-9.8%	
ELCHC Operating	2,032,000	2,837,509	272,193	9.6%	14,249,935	15,055,444	272,193	1.8%	
Total School Readiness & Other Expenses	13,120,448	16,356,943	2,703,179	16.5%	89,777,430	92,920,900	2,610,154	2.8%	
SR Change in Net Assets	95,653	-	95,653		-	-	-	0.0%	
GOALS									
< 5.00 %	School Readiness - Admin	3.0%	3.8%	-0.9%	-22.5%	3.4%	3.6%	-0.1%	-3.8%
> 4.00 %	School Readiness - Quality	7.0%	8.1%	-1.1%	-13.9%	7.4%	7.6%	-0.2%	-2.4%
< 22.00%	School Readiness - Non-Direct	17.1%	20.3%	-3.1%	-15.5%	18.2%	18.8%	-0.5%	-2.7%
> 78.00 %	School Readiness - Direct	82.9%	79.7%	3.1%	3.9%	81.8%	81.2%	0.5%	0.6%



EARLY LEARNING

COALITION OF HILLSBOROUGH COUNTY

Budget to Actual August 31, 2025								
	YTD Actual	YTD Adjusted Budget	Difference YTD favorable /(unfavorable)	%	FY 25-26 Forecast	FY 25-26 Original Budget	Difference YTD favorable /(unfavorable)	%
VPK Revenue								
Voluntary Pre-Kindergarten	2,284,600	2,542,929	(258,329)	-10.2%	31,830,629	32,239,302	(408,673)	-1.3%
Total VPK Revenue	2,284,600	1,742,929	541,671	31.1%	31,830,629	32,239,302	(408,673)	-1.3%
VPK Local Funders:								
Children's Board HC (Summer Boost)	565,501	800,000	234,499	29.3%	800,000	800,000	-	0.0%
Total VPK Local Funders	565,501	800,000	234,499	29.3%	800,000	800,000	-	0.0%
Total VPK Revenue And Local Revenue	2,850,101	2,542,929	307,172	12.1%	32,630,629	33,039,302	(408,673)	-1.2%
Voluntary Pre-Kindergarten								
Direct Services	2,061,859	2,205,270	143,410	6.5%	30,493,886	31,202,797	708,911	2.3%
Personnel	178,111	265,961	87,850	33.0%	1,295,148	1,382,998	87,850	6.4%
Staff Development	(115)	748	862	-100.0%	19,785	20,647	862	4.2%
Professional Services	10,218	22,941	12,723	55.5%	123,087	135,810	12,723	9.4%
Occupancy	15,579	17,207	1,628	9.5%	101,612	103,240	1,628	1.6%
Postage, Freight and Delivery	-	78	78	-100.0%	625	703	78	11.1%
Rentals	203	219	16	7.2%	1,400	1,416	16	1.1%
Supplies	78	732	655	89.4%	3,890	4,545	655	14.4%
Communications	482	1,095	613	56.0%	5,958	6,571	613	9.3%
Insurance	213	1,779	1,566	88.0%	9,108	10,674	1,566	14.7%
Tangible Personal Property	-	274	274	-100.0%	6,099	6,373	274	4.3%
Quality	415,501	12,029	(403,472)	-100.0%	477,633	74,161	(403,472)	-544.0%
Travel	198	1,014	816	80.5%	5,776	6,592	816	12.4%
Other Operating	17,430	13,583	(3,846)	-28.3%	86,621	82,775	(3,846)	-4.6%
Other Operating Expenses	459,786	71,698	(388,088)	-541.3%	841,595	453,507	(388,088)	-85.6%
ELCHC Operating	637,897	337,659	(300,238)	-88.9%	2,136,743	1,836,505	(300,238)	-16.3%
Total Voluntary Pre-Kindergarten	2,699,756	2,542,929	(156,828)	-6%	32,630,629	33,039,302	408,673	1%
VPK Change in Net Assets	150,344	-	(150,344)	100.0%	-	-	-	0.0%
GOALS								
< 5.00 % VPK - Admin	10.6%	12.6%	-2.0%	-16.1%	4.9%	5.03%	-0.2%	0.0%
Total Revenue	16,066,202	18,899,872	(2,833,670)	-15.0%	122,408,059	125,960,202	(3,552,143)	-2.8%
Total Expenses	15,820,205	18,899,872	(3,079,667)	-16.3%	122,408,059	125,960,202	(3,552,143)	-2.8%
Change in Net Assets	245,997	-	245,997		-	-	-	0.0%
ELCHC Expenditure Categories								
Personnel	2,009,838	2,636,539	(626,701)	-23.8%	13,083,303	13,710,005	(626,701)	-4.6%
Staff Development	(4)	2,000	(2,004)	-100.0%	52,606	54,610	(2,004)	-3.7%
Professional Services	48,899	136,952	(88,052)	-64.3%	795,657	883,709	(88,052)	-10.0%
Occupancy	100,983	108,912	(7,929)	-7.3%	645,541	653,470	(7,929)	-1.2%
Postage, Freight and Delivery	569	767	(198)	-25.8%	6,702	6,900	(198)	-2.9%
Rentals	1,403	1,333	70	5.2%	9,070	9,000	70	0.8%
Supplies	20,158	7,167	12,992	181.3%	81,992	69,000	12,992	18.8%
Communications	2,916	6,667	(3,751)	-56.3%	36,249	40,000	(3,751)	-9.4%
Insurance	1,285	17,431	(16,146)	-92.6%	88,438	104,584	(16,146)	-15.4%
Tangible Personal Property	-	1,667	(1,667)	-100.0%	15,873	17,540	(1,667)	-9.5%
Quality	428,787	163,507	265,281	162.2%	1,050,421	785,140	265,281	33.8%
Travel	1,170	11,600	(10,430)	-89.9%	65,270	75,700	(10,430)	-13.8%
Other Operating	53,894	80,628	(26,734)	-33.2%	455,557	482,291	(26,734)	-5.5%
Other Operating Expenses	660,059	538,629	121,430	22.5%	3,303,374	3,181,944	121,430	3.8%
Total ELCHC Operating Expenses	2,669,897	3,175,168	(505,271)	-15.9%	16,386,677	16,891,949	(505,271)	-3.0%

CEO REPORT

ITEM X.

ISSUE:

CEO Report

NARRATIVE: The following items will be discussed during the CEO Report:

- Listening Sessions
- Retreat News
- Wait List
- Education of Young Children Summit 2025 Recap