



EARLY LEARNING COALITION OF BREVARD COUNTY, INC.



MINUTES: Executive/Finance Committee Meeting
DATE/TIME: Monday, October 21, 2019 at 3:00 p.m.
LOCATION: Brevard Computer, 668 W. Eau Gallie Blvd, Melbourne, FL 32933
MEMBERS Alan Bergman, Mark Broms, Beth Mills, Jeffrey Harrison
PRESENT:
STAFF PRESENT: Laura Gambino, Jeannie Williams, Gina Sousa, Tina Snyder, Eneida Colon, Jodi Ammons
GUEST/PUBLIC: Louis Wilson (Ford Harrison LLP), Ian Golden(Housing and Human Services)
START TIME: October 21, 2019 at 3:03 p.m.

AGENDA ITEM	SUMMARY/DISCUSSION	ACTION/FOLLOW-UP
Policy Overview Grievance and Whistle Blower	<ul style="list-style-type: none"> • Alan Bergman goes on record saying that the whole policy was circumvented and he received no complaints prior to the October 15, 2019 Board meeting, • Part of the investigation is whether the policy was followed. • Alan Bergman states we have a copy of Laura’s response. • Do we have a Grievance Policy in place? • Laura Gambino read the ELC Grievance Policy Section 13 Item D. • Louis Wilson, State of Florida Board Certified Labor and Employment Attorney (Ford Harrison LLP) defines Whistle Blower Policy and states that after reading the complaints from two employees at the Annual Board Meeting, he does not feel they rise to Whistleblower. • Laura Gambino, Executive Director refutes all claims that she created a hostile environment in her 4 months of employment. These employee complaints are a direct response from an Independent Consultants’ findings that were presented to the Executive Committee on October 7, 2015. Now with an IG complaint that appears to come from a disgruntled employee or a former employee the agency is placed at risk. • Dr. Beth Mills assures Laura Gambino that one of her staff or former employees did not contact the Inspector General with the state of Florida regarding the banking authorization, she herself did. 	<p>Motion made by Jeff to allow Mark to offer senior staff operational support. Seconded by Beth. All in Favor.</p> <p>Motion made by Mark to procure employment consultant with formal investigation. Seconded by Beth. All in favor.</p>
Old Business	Titusville Office Update	Ongoing


Public comments	<ul style="list-style-type: none"> • Jodi Ammons, Staff member, Quality Assurance Coordinator, ELCBC stated that she would like to see this resolved quickly. • Ian Golden, Brevard County Housing and Human Services Director and ELC Board Member cautions the Board to review policy and states it is still Laura's agency to run. • Eneida Colon, CC&R Coordinator, ELCB states there is more to this than just the three here today. She would like to see interviews with other ELBC employees. • Gina Sousa, Director, Program Initiatives, ELBC, stated she would like the investigator to have no prior dealings with ELCBC. 	
Adjournment	The meeting was adjourned at 4:49 p.m.	Mark motioned for the adjournment of the Executive Finance Committee Meeting. Beth seconded the motion. The motion passed unanimously by all Board members.
Next Meeting	Monday, November 11, 2019 at 3:30 P.M.	

Respectfully Submitted,

 12/4/19
 Signature Date

Executive Coordinator

Approved

 12/4/19
 Signature Date

Executive Director