

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY
December 3, 2020 Council Meeting – Immediately following Council Workshop
Agenda

Agenda Item:

Reference #:

1. Call to Order

- A. Invocation
- B. Pledge of Allegiance
- C. Presentations – N/A

2. Minutes

- A. October 22, 2020 Council Workshop

1

Recommendation: I recommend the Council approve the Minutes of the October 22, 2020 Council Workshop as presented.

- B. October 22, 2020 Council Meeting

2

Recommendation: I recommend the Council approve the Minutes of the October 22, 2020 Council Meeting as presented.

3. Public Comment – Agenda Items

4. Council Committees:

- **Finance Committee**
 - **Items for Approval:**
 - **October 22, 2020 Minutes**
 - **September 30, 2020 (Unaudited) Financial Statements**
 - **Items Discussed (no action required):**
 - **Quarterly and Annual Investment Report as of September 30, 2020**
 - **PFM Asset Management LLC Annual Review**
 - **Tentative Finance Committee Meeting Dates for 2021**
- **Human Resources Committee – N/A**

5. Consent Agenda

- 1. Additions, Deletions, Substitutions
- 2. Items to be pulled from Consent Agenda
- 3. Adoption of Consent Agenda and walk-in Warrants List

- A. Program – N/A

- B. Business

1. Warrants List

3

Recommendation: I recommend the Council approve the Warrants List, in accordance with the established budgets for each of the expensed items, as presented.

2. Resolution #20-034 Authorizing Agent/Broker of Record Services for Property, Casualty and Related Insurances

4

Recommendation: I recommend the Council approve Resolution #20-034 authorizing the Chief Executive Officer to enter into the necessary agreement(s) with Beacon Group, Inc. to serve as our agent/broker of record for CSC's property, casualty and related insurances for the period January 4, 2021-January 3, 2026, subject to the Council's annual budget and TRIM process.

C. Proclamations

1. Proclamation declaring the month of January 2021 as Mentoring Awareness Month

Recommendation: I recommend the Council approve this Proclamation to raise awareness and recognize January 2021 as Mentoring Awareness Month.

6. **Non Consent Agenda**

A. Business

1. Resolution #20-033 Authorizing Changes to the Council Bylaws 5

Recommendation: I recommend the Council approve Resolution #20-033 authorizing adoption of the revision of the Bylaws as proposed.

2. Addition of a Payback Provision to the Tuition Reimbursement Policy 6

Recommendation: The Human Resources Committee recommends the Council approve the addition of a payback provision to the current Tuition Reimbursement Policy of the Employee Handbook, consistent with the attached draft policy.

- B. For Informational Purposes Only – N/A

7. **Walk-In Items**

8. **Chief Executive Officer's Report**

9. **Legal Reports**

- A. Motion to Adopt 2021 Calendar of Council Meetings (in CEO Report)

Recommendation: I recommend the Council approve the 2021 Calendar of Council Meetings and Council Workshops as outlined in the CEO Report.

- B. Executive Order on Equity Trainings

- C. Reminder Concerning Gifts

- D. Reminder – Certificates of Compliance due January 29, 2021

10. **Public Comment – Non Agenda Items**

11. **Council Comments**

12. **Adjournment**

**AGENDA ITEM SUMMARY
December 3, 2020 Council Meeting**

AGENDA ITEM: **2A**

TITLE: **Minutes – October 22, 2020 Council Workshop**

RECOMMENDATION:

I recommend the Council approve the Minutes of the October 22, 2020 Council Workshop as presented.

MINUTES

	Meeting Title:	2020 CSC Council Workshop		
	Date:	10/22/2020	Time:	3:30 p.m.
	Location:	Microsoft Teams		
	Chair:	Thomas Bean	Scribe:	Elsa Sanchez-Vahamonde
Participants:	Council Members: Thomas Bean, Elisa Cramer, Kathleen Kroll, Melissa McKinlay, Debra Robinson, M.D., Jose Luis Rodriguez			
Excused: Donald Fennoy, II, Ed.D.; Vincent Goodman; Tom Weber				
Equity				
<p>A Power Point presentation focused on the history of racism and shared language was shared.</p> <p>Comments from Council Members:</p> <ul style="list-style-type: none"> • Dr. Robinson asked for clarification on the equity graphic. She recognized that she had not seen this slide before and that this is a new take on this slide. It is showing that the fence is lower for one. In this slide we have an equal visual field and we are calling it equality. Everybody is given the same thing but everybody doesn't have the same black/brown experiences. It was agreed that we will look back to where we got this graphic from and will share clarification. • Dr. Robinson encouraged everyone to get the book "Without Sanctuary". • Dr. Robinson asked to remember that Black history started long before enslavement. History of Africans in America should be acknowledged as a great African civilization that existed long before this country was discovered. • Chair Bean stated that none of these facts sit well. It is an unfortunate reality that we need to live and deal with. • Dr. Robinson asked everyone to think about the question ... are we repeating the cycle? • Chair Bean stated that it resonated with him how slavery started in this country and what it evolved to and how it became so blatantly targeted around race and how that continued post reconstruction. From federal laws and agencies that were intended to provide opportunities and explicitly carved out those opportunities to Black Americans. It shows complete injustice. • Elisa Cramer thanked staff for putting this together. She shared that these are difficult times and appreciated having information that she can share with others. She asked that we take a look at our own personal journeys and look at where we can continue to make improvement to the systems that we work in. She thanked Dr. Robinson for her courage in approaching these issues, too. • Jose Luis Rodriguez thanked everyone for the presentation and for their hard work on it. • Keith Oswald thanked everyone for sharing this presentation. We should be strategic about deconstructing practices across sectors and suggested that we share best practices on how others are doing it. Lisa Williams-Taylor stated that there is work that is being led by the Department of Children and Families focused on looking at racism within the child welfare system, as well as work that the School District is also doing. Typically we look at data and see disparities but we need to look at the "why" from an institutional lens. • Dr. Robinson thanked everyone and suggested that different entities can take different areas to offer a deep dive. Lisa Williams-Taylor shared that we have been working on planning additional workshops focused on equity for next year. In December we will be having a workshop on why it is important to lead with race. <p>Action items include:</p> <ul style="list-style-type: none"> • Equity graphic – source and talking points • Book – Without Sanctuary • Send recording of workshop and copy of Power Point to Council members • Post Power Point in website • Send Education Debt Article to Council members 				
The meeting was adjourned at 5:06 p.m.				

 Thomas Bean, Chair

 Lisa Williams-Taylor, Ph.D., Chief Executive Officer

**AGENDA ITEM SUMMARY
December 3, 2020 Council Meeting**

AGENDA ITEM: **2B**

TITLE: **Minutes – October 22, 2020 Council Meeting**

RECOMMENDATION:

I recommend the Council approve the Minutes of the October 22, 2020 Council Meeting as presented.

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY
October 22, 2020 Council Meeting – immediately following Council Workshop
Via Microsoft Teams/Teleconference
Open to the public at 2300 High Ridge Road, Boynton Beach FL 33246 and via telephone

MINUTES

Present:

Thomas Bean
Elisa Cramer
Kathleen Kroll
Melissa McKinlay
Debra Robinson, M.D.
Jose Luis Rodriguez, Esq.

Excused: Donald Fennoy II, Ed.D.; Vincent Goodman; Tom Weber

1. Call to Order

Chair Bean called the meeting to order at 5:06 pm and stated that this meeting is open to the public at both the Council's physical address and via telephone.

- A. Invocation - Moment of silence led by Chair Bean
- B. Presentations – N/A

2. Minutes

- A. September 24, 2020 Council Meeting and September 24, 2020 TRIM Hearing

A motion by McKinlay/Robinson to approve the Minutes of the September 24, 2020 Council Meeting and the September 24, 2020 TRIM hearing, as presented was approved by unanimous vote.

3. Public Comment – Agenda Items

- A. In person
- B. Phone

No public comments in person or by telephone.

4. Council Committees:

- **Finance Committee**
 - **Items for approval**
 - September 10, 2020 Minutes
 - August 31, 2020 Financial Statements
 - Budget Amendment for FY 2019-2020 increasing expenditures for capital assets by \$4,182 and decreasing expenditures for computer supplies by the same amount.

A motion by McKinlay/Rodriguez to approve the September 10, 2020 Minutes, August 31, 2020 Financial Statements and the Budget Amendment for FY 2019-2020 as presented was approved by unanimous vote.

- **Items for discussion**
 - Monthly Investment Report for the month of ending August 31, 2020
- **Human Resources Committee**
 - **Items for approval**
 - January 30, 2020 Personnel Committee Minutes
A motion by Rodriguez/Kroll to approve the Personnel Committee Minutes from January 30, 2020 as presented was approved by unanimous vote.
 - Resolution #20-032 authorizing the Group Insurance Plan renewal with Cigna effective January 1, 2021.
A motion by Rodriguez/Robinson to approve Resolution #20-032 as presented was approved by unanimous vote.
 - Changes to the Employee Handbook/Human Resources Policies to include the requirement that staff must have an unexpired Florida driver's license and the minimum automobile insurance required by Florida law for work related driving.
A motion by Kroll/Robinson to approve the changes to the Employee Handbook/Human Resources Policies as presented was approved by unanimous vote.
 - **Items for discussion**
 - Tuition Reimbursement Policy
The Committee reviewed the Tuition Reimbursement Policy, with draft changes, and recommended that the policy, with revisions, be presented to the Council at the December meeting.
 - Election of Officers
The Committee elected Thomas Bean as Chair and Jose Luis Rodriguez as Vice-Chair.

5. Consent Agenda

1. Additions, Deletions, Substitutions – N/A
2. Items to be pulled from Consent Agenda – N/A
3. Adoption of Consent Agenda and walk-in Warrants List

A motion by Robinson/Kroll to approve the Consent Agenda and approve the Walk-In Warrants list was approved by unanimous vote.

A. Program

1. Prime Time of Palm Beach County – Afterschool Program Development, STEAM, and Expanded Learning Opportunities Late Charge Fee – For informational purposes only; no action required.

B. Business

1. Warrants List – Approved by Consent

C. Proclamations

1. Proclamation Declaring the Month of November 2020 as Prematurity Awareness Month – Approved by Consent

6. Non Consent Agenda

A. Program – N/A

B. For Informational Purposes Only – N/A

7. Walk-In Items – N/A

8. Chief Executive Officer's Report

Lisa Williams-Taylor, CEO, highlighted items in the CEO Report.

9. Legal Reports

A. Draft 2021 Calendar of Council Meetings (in CEO Report)

The Calendar will come before the Council in December for final approval.

B. Voting Abstentions – Consideration of Change to Bylaws

Debra Gotlib informed the Council that the section of the Sunshine Law relating to voting abstention does not apply to special districts. However, if the Council members, as public officers, are interested in prohibiting abstentions, with statutory exceptions, it can be done so through a change to the Bylaws.

Several Council members expressed an interest in changing the Bylaws. Staff will present an agenda item at the next Council meeting that will propose changes to the Bylaws that would bar abstentions absent a conflict of interest, an ethical conflict for the juvenile judge or a statutory prohibition.

C. Important dates to remember:

- December 3, 2020: Council Workshop at 3:30 pm followed by a Council meeting which will be in-person per the latest Executive order.

10. Public Comment – Non Agenda Items

A. In person

B. Phone

No public comments in person or telephone.

11. Council Comments

No comments from Council members.

12. Adjournment

The meeting was adjourned at 5:25 pm.

Thomas Bean, Chair

Lisa Williams-Taylor, Ph.D., Chief Executive Officer

**AGENDA ITEM SUMMARY
December 3, 2020 Council Meeting**

AGENDA ITEM: 5B(1)

TITLE: Consent Agenda – Business
Warrants List

CSC STAFF: Debra Heim, Chief Financial Officer

RECOMMENDATION:

I recommend the Council approve the Warrants List, in accordance with the established budgets for each of the expensed items, as presented.

Children's Services Council
Warrants List
December 03, 2020

PO Number	Vendor	Description	Total
PO-20-1257	Amazing Results Landscaping Inc	Landscaping - September 2020	\$2,500.00
PO-21-213	PC Solutions & Integration	Extreme Maintenance Support Renewal	\$13,573.01
PO-21-214	Ninjio	NINJIO Cyber Security Education	\$1,963.44
PO-21-215	Amazon.com	Office Supplies	\$330.15
PO-21-216	American Express - AECPC	M Cato - HRCI Recertification Fees	\$219.00
PO-21-217	Office Depot	Office Supplies	\$181.52
PO-21-218	Nurse Family Partnership	NFP Data Transmission Fees	\$668.00
PO-21-219	American Express - AECPC	J Bartosek - Registration Mayor's State of County Virtual Program 11/05/2020	\$5.00
PO-21-220	State of FL Department of Economic Opportunity	Annual Special District Fee	\$175.00
PO-21-221	Carrie Blanchard	HB Scholarship Mental Health Clinical Supervision of Delicia Parks	\$360.00
PO-21-222	American Eagle Licensing	Renewal of Sitefinity Professional Edition EveryParent.org	\$4,500.00
PO-21-223	Amazon.com	Wireless Bluetooth Speakerphones	\$180.00
PO-21-224	Amazon.com	Ring lights recording video	\$41.94
PO-21-225	Amazon.com	"You Can't Talk About That At Work" books Council Members	\$243.45
PO-21-226	MDH Graphic Services	Reprint of 1000 HealthySteps rack Card	\$142.00
PO-21-227	Triple P America	D Franklin - Teen Triple P Open Enrollment Zoom Training	\$2,520.00
PO-21-229	American Express - AECPC	L. Williams-Taylor Registration - Measurable Equity - Virtual Conference to Advance Social Justice 11/13/2020 & 11/17/2020	\$185.00
PO-21-230	Amazon.com	Battery Pack Replacements Emergency Exit Lights	\$524.50
PO-21-231	Matyk Media	Monthly Digital Media Strategy Development 11/02/2020 - 04/30/2021	\$15,000.00
PO-21-232	Matyk Media	Video editing, design & content repurposing	\$5,760.00
PO-21-233	American Express - AECPC	J Goodman - AEA membership Renewal FY 2021	\$134.00
PO-21-234	American Express - AECPC	Coffee machine 2nd floor - replacement	\$285.15
PO-21-235	South Florida PBS / WXEL	WXEL - South Florida PBS Air Time 10/01/2020 - 12/31/2020	\$15,300.00
PO-21-236	American Express - AECPC	Overcharge Error from CHAMBER OF COMMERCE OF PALM BEACHES - to be refunded	\$2,350.00
PO-21-237	American Express - AECPC	Google Cloud Platform, Firebase & APIs - Blanket PO FY 2021	\$10.00
PO-21-238	American Express - AECPC	Indoor environmental assessment	\$1,350.00
PO-21-239	American Express - AECPC	Additional Facebook/Instagram Advertising Blanket PO FY 2021	\$30,000.00
PO-21-240	Patricia Elder	HB Scholarship Mental Health	\$1,420.00
PO-21-241	Lucinda Colon	HB Scholarship Mental Health	\$1,301.34
PO-21-242	American Express - AECPC	New connection cords front desk iPads	\$84.63
PO-21-243	State of Florida Department of Health - PBC	Computer Replacement Initiative	\$37,620.00
PO-21-244	Healthy Start MomCare Network Inc	Well Family System Fees FY 2021	\$12,435.60
PO-21-245	Office Depot	Office Supplies	\$57.96
PO-21-246	American Express - AECPC	A Ronayne - Registration Social Fresh Virtual Conference 2020 12/08/2020 -12/10/2020	\$597.00
PO-21-247	Child First Inc	Program Fees FY 2021	\$238,200.00
PO-21-248	Amazon.com	Ethernet Cables Council Room Meetings	\$160.20
PO-21-249	Supa Jamz	Production of 2 radio spots SupaJamz	\$500.00
PO-21-250	Sustainable Performance Solutions	Bi-Annual recertification of building FWS Florida Water Star	\$1,670.00
PO-21-251	Amazon.com	Wrapping Supplies - Books and Baskets	\$94.14
PO-21-252	Community Calling Inc	Provision of Doula certification course testing up to 20 Black practitioners	\$15,500.00
PO-21-253	CDW Government	Zscaler Annual Maintenance Support	\$11,826.68
PO-21-254	Amazon.com	Audio cables mixer	\$295.96
PO-21-255	Amazon.com	Webcams	\$79.90
PO-21-256	American Express - AECPC	L Williams-Taylor - Leadership Florida Annual Dues	\$275.00
PO-21-257	American Express - AECPC	Annual Membership Renewal Project Management Institute	\$129.00
PO-21-258	Amazon.com	Cable Clips	\$7.86
PO-21-259	American Express - AECPC	S Tozzi - Membership Renewal FPHRA 2021	\$135.00
PO-21-260	American Express - AECPC	M LeWay - NIGP Dues	\$190.00
PO-21-261	Amazon.com	Plexiglass barriers Council Meeting	\$490.00
PO-21-262	Robertson Educational Resources	Consultation on qualitative research projects in how to leverage Software data analysis	\$5,000.00
PO-21-263	American Express - AECPC	D Manigat - Brazelton Touchpoints Site Membership Renewal	\$2,025.00
PO-21-264	American Express - AECPC	J Ackerman & A Esquivel - FMRA Membership Renewal 01/01/2021 - 12/31/2021	\$150.00

Children's Services Council
Warrants List
December 03, 2020

PO Number	Vendor	Description	Total
PO-21-265	American Express - AECPC	Florida Trend Annual Subscription Renewal	\$39.95
PO-21-266	Amazon.com	Extreme Pro SDXC UHS-I Memory Card	\$66.33
PO-21-267	Apple, Inc	Laptop - Communications	\$1,958.00
PO-21-268	American Express - AECPC	L. Williams-Taylor - 2020 Year-End Team Building Activity	\$1,717.00
PO-21-269	Junction International	Translation of radio scripts to Spanish Creole	\$250.00
PO-21-270	The Generator People	Emergency generator - oil change, parts, and supplies	\$876.69
PO-21-271	Optum Bank	Employer HSA Contributions FY 2021	\$253,500.00
PO-21-273	M&T Bank	2020 Retirement Health Savings Contributions	\$210,000.00
PO-21-274	American Express - AECPC	Baskets Book Donations Title I Schools	\$59.92
PO-21-275	Amazon.com	Office Supplies	\$1,408.42
PO-21-276	American Express - AECPC	M LeWay - SEFL NIGP Annual Dues 01/01/2021 - 12/31/2021	\$35.00
PO-21-278	Sugar Broadcasting LLC	Radio - WSWN, Belle Glade 01/01/2021 - 03/31/2021	\$8,700.00
PO-21-279	JC Radio Group Inc	WPOM - Radio Air Time, Creole 01/01/2021 - 03/31/2021	\$7,950.00
PO-21-280	Q-Braodcasting Corp Inc	WPSP - Radio Air Time 01/01/2021 - 03/31/2021	\$4,875.00
PO-21-281	Amazon.com	Cords & switch1 Video Conferencing & Wrap Basket Giveaways	\$49.60
PO-21-282	Palm Beach Radio Group LLC	WPBR - Radio Air Time - Creole 01/01/2021 - 03/31/2021	\$3,000.00
PO-21-283	Glades Media Company LLP	WLLY - Radio Air Time - Spanish 01/01/2021 - 03/31/2021	\$6,604.00
PO-21-284	Glades Media Company LLP	WWRF - Radio Air Time - Spanish 01/01/2021 - 03/31/2021	\$4,068.00
PO-21-285	Supa Jamz Inc	SupaJamz - Radio Air Time 01/01/2021 - 03/31/2021	\$3,375.00
PO-21-286	Kenya Madison	Kitty Lundan, Social Media Influencer - interviews, posts 01/01/2021 - 03/31/2021	\$1,500.00
PO-21-287	Junction International LLC	Translation Services - FY 2021	\$5,000.00
PO-21-288	Junction International LLC	Translation to Spanish & Creole - Plan of Safe Care Form; HB Entry Agencies Referral Form	\$782.93
PO-21-289	Life Insurance Company of North America	Basic Life/ADD/STD/LTD Ins 01/01/2021 - 09/30/2021 Blanket PO FY 2021	\$72,559.01
PO-21-290	CHLIC-Cigna	Medical/Dental/Vision 01/01/2021 - 09/30/2021 Blanket PO FY 2021	\$2,004,973.35

Strong Minds Allocation**Children's Services Council
December 2020**

<u>Warrant</u>	<u>Payable to</u>	<u>Description</u>	<u>Amount</u>
TR-296	3 STEPS LEARNING AND DEVELOPMENT CTR	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-246	A + KIDZ ACADEMY, INC.	Reimb Exp Oct 20 - Dec 20	\$4,593.60
TR-046	A BABY'S WORLD OWNED BY PB SCHOOLS, INC	Reimb Exp Oct 20 - Dec 20	\$3,340.80
TR-164	A FIRM FOUNDATION EARLY LEARNING CENTER, INC.	Reimb Exp Oct 20 - Dec 20	\$2,610.00
TR-276	A KID'S WORLD OF FUN AND LEARNING OWNED BY RMR ENTERPRISES, INC.	Reimb Exp Oct 20 - Dec 20	\$4,280.40
TR-310	A READING AND MATH ACADEMY MILITARY TRAI	Reimb Exp Oct 20 - Dec 20	\$10,022.40
TR-261	A READING AND MATH ACADEMY, INC.	Reimb Exp Oct 20 - Dec 20	\$5,742.00
TR-212	A STEP ABOVE EARLY LEARNING CENTER, INC.	Reimb Exp Oct 20 - Dec 20	\$3,758.40
TR-286	ABC 123 ALL EYES ON ME LEARNING FACILITY, INC.	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-216	ABC MONTESSORI ACADEMY OWNED BY MB EDU ENTERPRISES, INC.	Reimb Exp Oct 20 - Dec 20	\$9,396.00
TR-284	ABC MONTESSORI OWNED BY ABC CHILD CARE, INC.	Reimb Exp Oct 20 - Dec 20	\$7,308.00
TR-324	ABOVE AND BEYOND PRESCHOOL, LLC	Reimb Exp Oct 20 - Dec 20	\$8,734.80
TR-127	ACADEMY OF NORTH PALM BEACH OWNED BY ACADEMY OF NORTH PALM BEACH MONTESSORI, INC.	Reimb Exp Oct 20 - Dec 20	\$10,231.20
TR-146	ACHIEVEMENT CENTERS FOR CHILDREN AND FAMILIES OWNED BY COMMUNITY CHILD CARE CENTER OF DELR	Reimb Exp Oct 20 - Dec 20	\$12,214.80
TR-054	ALL ABOUT KIDS OWNED BY AAK-LW ONE LLC	Reimb Exp Oct 20 - Dec 20	\$19,627.20
TR-215	ALL ABOUT LEARNING CENTER, INC.	Reimb Exp Oct 20 - Dec 20	\$8,386.80
TR-001	AMANDA FAMILY CHILD CARE CENTER, INC	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-270	ANDREA FRITH D/B/A ANDREA'S LITTLE ANGELS FAMILY CHILD CARE, LLC	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-327	ASKA CHILD CARE CENTER, INC.	Reimb Exp Oct 20 - Dec 20	\$4,280.40
TR-320	ATKINS TENDER LOVING CARE	Reimb Exp Oct 20 - Dec 20	\$13,154.40
TR-069	ATKINS TENDER LOVING CARE, INC. (1133)	Reimb Exp Oct 20 - Dec 20	\$6,577.20
TR-080	ATKINS TENDER LOVING CARE, INC. (1144)	Reimb Exp Oct 20 - Dec 20	\$4,489.20
TR-003	AUNT TINA'S HOUSE	Reimb Exp Oct 20 - Dec 20	\$417.60
TR-263	BANKS CRE8TIVE ACADEMY, INC.	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-227	BENTLEY'S CHILD DEVELOPMENT CENTER INC.	Reimb Exp Oct 20 - Dec 20	\$2,192.40
TR-005	BERNICE BUTLER	Reimb Exp Oct 20 - Dec 20	\$1,670.40
TR-311	BRAVE LITTLE STARS	Reimb Exp Oct 20 - Dec 20	\$6,055.20
TR-172	BRIGHT BEGINNINGS DAYCARE	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-099	BRIGHT HORIZONS AT MILITARY TRAIL OWNED BY BRIGHT HORIZONS CHILDREN'S CENTERS, LLC	Reimb Exp Oct 20 - Dec 20	\$9,918.00
TR-236	BUILDING DREAMS PRESCHOOL, INC.	Reimb Exp Oct 20 - Dec 20	\$6,264.00
TR-027	CAROLYN MCCLENDON D/B/A NU KIDZ GENERATION	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-303	CATHY CURRY	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-306	CHILDREN OF THE FUTURE CHRISTIAN COLLEGE	Reimb Exp Oct 20 - Dec 20	\$5,637.60
TR-265	CHILDREN'S ACADEMY OF LAKE WORTH OWNED BY SCHAWN'S ACADEMY, INC.	Reimb Exp Oct 20 - Dec 20	\$8,560.80
TRP-039	CITRUS COVE ELEMENTARY PBCSD	Reimb Exp Oct 20 - Dec 20	\$4,976.40
TR-273	CORINE'S FAMILY CHILD CARE ACADEMY, INC.	Reimb Exp Oct 20 - Dec 20	\$1,670.40
TR-086	CREATIVE LEARNING EXPERIENCE OWNED BY NEW LEARNING ENTERPRISES, INC.	Reimb Exp Oct 20 - Dec 20	\$13,363.20
TR-134	CYNTHIA BEDFORD	Reimb Exp Oct 20 - Dec 20	\$1,252.80
TR-154	DELORES PENN DBA DELORES PENN FAMILY CHILD CARE HOME	Reimb Exp Oct 20 - Dec 20	\$522.00
TR-072	DEVOS-BLUM FAMILY YMCA OF BOYNTON BEACH OWNED BY YMCA OF SOUTH PALM BEACH COUNTY, INC.	Reimb Exp Oct 20 - Dec 20	\$6,020.40

Strong Minds Allocation**Children's Services Council
December 2020**

<u>Warrant</u>	<u>Payable to</u>	<u>Description</u>	<u>Amount</u>
TR-228	EAGER TO LEARN CHILD CARE	Reimb Exp Oct 20 - Dec 20	\$522.00
TR-224	EAST COAST MIGRANT HEAD START (27N)	Reimb Exp Oct 20 - Dec 20	\$8,630.40
TR-112	EAST COAST MIGRANT HEAD START (DUDA)	Reimb Exp Oct 20 - Dec 20	\$6,577.20
TR-287	EASTER SEALS FLORIDA, INC.	Reimb Exp Oct 20 - Dec 20	\$3,340.80
TR-318	EDDIE MAE DILWORTH-MILLS	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-021	EDNA PERTILLA	Reimb Exp Oct 20 - Dec 20	\$696.00
TR-101	EMERGING MINDS MONTESSORI ACADEMY, INC.	Reimb Exp Oct 20 - Dec 20	\$4,210.80
TR-315	EPHESUS CHRISTIAN CHILD CARE CENTER OWNED BY SOUTHEASTERN CONFERENCE ASSOCIATION OF SEVEN	Reimb Exp Oct 20 - Dec 20	\$3,758.40
TR-055	ESSIE SNIPE	Reimb Exp Oct 20 - Dec 20	\$522.00
TR-058	FAITH LUTHERAN OWNED BY FAITH LUTHERAN CHURCH OF N	Reimb Exp Oct 20 - Dec 20	\$5,115.60
TR-057	FANNIE MAE TOT'S II DAYCARE CENTER OWNED BY FANNIE MAE TOT'S, INC.	Reimb Exp Oct 20 - Dec 20	\$1,879.20
TR-302	FIRST IMPRESSIONS ACADEMY OWNED BY FIRST IMPRESSIONS ACADEMY OF BOYNTON, INC.	Reimb Exp Oct 20 - Dec 20	\$9,256.80
TR-253	FIRST IMPRESSIONS CHILD CARE CENTER OWNED BY HATT	Reimb Exp Oct 20 - Dec 20	\$8,560.80
TR-056	FLORENCE FULLER CHILD DEVELOPMENT CENTER, INC.	Reimb Exp Oct 20 - Dec 20	\$15,103.20
TR-092	FLORENCE FULLER CHILD DEVELOPMENT CENTERS, INC	Reimb Exp Oct 20 - Dec 20	\$17,121.60
TR-235	FOR THE CHILDREN, INC.	Reimb Exp Oct 20 - Dec 20	\$2,923.20
TR-321	FUTURE KIDS OWNED BY FUTURE KIDS OF PALM BEACH, CORP.	Reimb Exp Oct 20 - Dec 20	\$12,632.40
TR-308	FUTURE STARS CHILDREN'S ACADEMY, INC.	Reimb Exp Oct 20 - Dec 20	\$4,489.20
TR-081	GARDEN OF THE SAHABA OWNED BY ISLAMIC CENTER OF BOCA RATON INC.	Reimb Exp Oct 20 - Dec 20	\$1,740.00
TR-317	GLOBAL LEARNING OF PALM SPRINGS, INC.	Reimb Exp Oct 20 - Dec 20	\$9,918.00
TR-017	GRANDMA SARAH & DAN'S DAY CARE	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-126	GRAY, EULA (EHS)	Reimb Exp Oct 20 - Dec 20	\$1,670.40
TR-257	GREAT EXPECTATIONS CHILDCARE CORP OWNED BY GREAT EXPECTATIONS CHILDCARE CORPORATION	Reimb Exp Oct 20 - Dec 20	\$9,396.00
TRP-038	H L JOHNSON ELEMENTARY (PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,568.00
TR-067	HANDS ON LEARNING CENTER	Reimb Exp Oct 20 - Dec 20	\$7,551.60
TR-225	HAVERHILL BAPTIST DAY SCHOOL, INC. OWNED BY HAVERH	Reimb Exp Oct 20 - Dec 20	\$5,011.20
TR-184	HEAVENLY UNIQUE DOVES DAYCARE, INC.	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-293	HILLTOP MISSIONARY BAPTIST CHURCH, INC. OWNED BY HILLTOP MISSIONARY BAPTIST CHURCH, INC.	Reimb Exp Oct 20 - Dec 20	\$2,296.80
TR-316	INTERNATIONAL KIDS ZONE	Reimb Exp Oct 20 - Dec 20	\$9,500.40
TR-165	JACKSON, LATONIA H. D/B/A THE JACKSON'S FAMILY DAY CARE	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-267	JANICE MORGAN	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-024	JAZMINA MARTINEZ	Reimb Exp Oct 20 - Dec 20	\$696.00
TR-309	JENNY'S LITTLE ANGELS CORP	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-049	JEWISH EARLY CHILDHOOD CENTER INC. OWNED BY EARLY CHILDHOOD CENTER OF GREATER BOYNTON INC.	Reimb Exp Oct 20 - Dec 20	\$5,707.20
TR-148	JO ANN CARSWELL	Reimb Exp Oct 20 - Dec 20	\$1,392.00
TR-192	KAREN SLATTERY EDUCATIONAL RESEARCH CENTER FOR CHI	Reimb Exp Oct 20 - Dec 20	\$9,152.40

Strong Minds Allocation**Children's Services Council
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<u>Warrant</u>	<u>Payable to</u>	<u>Description</u>	<u>Amount</u>
TR-028	KELISHA BUCHANAN D/B/A NEICYKELIS TENDER LOVIN CHI	Reimb Exp Oct 20 - Dec 20	\$1,670.40
TR-113	KIDDIE HAVEN PRESCHOOL, INC OWNED BY KIDDIE HAVEN PRESCHOOL, INC.	Reimb Exp Oct 20 - Dec 20	\$17,956.80
TR-260	KIDS "R" KREATIVE LEARNING CENTER INC. OWNED BY KIDS "R" KREATIVE LEARNING CENTER INC.	Reimb Exp Oct 20 - Dec 20	\$15,764.40
TR-278	KID'S COLLEGE PRESCHOOL, LLC	Reimb Exp Oct 20 - Dec 20	\$15,660.00
TR-301	KIDSTOWN LEARNING CENTER	Reimb Exp Oct 20 - Dec 20	\$11,379.60
TR-269	KIDZ EXPLORATION CENTER FOR EARLY DEVELOPMENT, INC.	Reimb Exp Oct 20 - Dec 20	\$8,352.00
TR-256	KIMBERLY HUBBARD D/B/A MUSTARD SEED LEARNING TREE	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-190	KINGS ACADEMY OF DELRAY BEACH OWNED BY NUNEZ-PIERR	Reimb Exp Oct 20 - Dec 20	\$3,236.40
TR-133	KINGSWOOD ACADEMY GREENACRES	Reimb Exp Oct 20 - Dec 20	\$13,676.40
TR-150	KINGSWOOD ACADEMY OWNED BY GLOBEX INVESTMENT GROUP II, LLC	Reimb Exp Oct 20 - Dec 20	\$12,632.40
TR-323	KLEVER KIDS LEARNING ACADEMY	Reimb Exp Oct 20 - Dec 20	\$1,252.80
TR-064	KREATIVE KIDS OF LAKE WORTH, INC.	Reimb Exp Oct 20 - Dec 20	\$5,428.80
TR-281	LACONIA BUTLER D/B/A BEAR NECESSITY DAYCARE	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-074	LAUREANA MELENDEZ	Reimb Exp Oct 20 - Dec 20	\$417.60
TR-264	LAWANDA D. THOMAS	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-251	LEARNING WONDERLAND PRESCHOOL	Reimb Exp Oct 20 - Dec 20	\$8,769.60
TR-077	LIL' KINGS & QUEENS ACADEMY II	Reimb Exp Oct 20 - Dec 20	\$3,236.40
TR-167	LIL' KINGS & QUEENS ACADEMY INC	Reimb Exp Oct 20 - Dec 20	\$1,252.80
TR-282	LISA DUPREE D/B/A LISA'S LIL' WONDERS CHILDCARE	Reimb Exp Oct 20 - Dec 20	\$1,252.80
TR-285	LITTLE ANGELS LEARNING CENTER OWNED BY NEW BEGINNING GLOBAL OUTREACH MINISTRIES INC.	Reimb Exp Oct 20 - Dec 20	\$2,088.00
TR-326	LITTLE BEGINNINGS ACADEMY LLC	Reimb Exp Oct 20 - Dec 20	\$5,428.80
TR-114	LITTLE CUB'Z LEARNING CENTER, LLC	Reimb Exp Oct 20 - Dec 20	\$3,654.00
TR-091	LITTLE DUDE RANCH ACADEMY, OWNED BY T.A.P. CARE INC.	Reimb Exp Oct 20 - Dec 20	\$14,616.00
TR-319	LITTLE MINDS AT WORK DAYCARE, INC.	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-042	LITTLE STEPS ACADEMY OWNED BY GROWTH & DEVELOPMENT CENTER, INC.	Reimb Exp Oct 20 - Dec 20	\$4,489.20
TR-053	LORRAINE ROUSE	Reimb Exp Oct 20 - Dec 20	\$417.60
TR-331	LO'S LITTLE LEARNERS, LLC	Reimb Exp Oct 20 - Dec 20	\$974.40
TR-090	LUCIANO MARTINEZ CDC OWNED BY HISPANIC HUMAN RESOURCES COUNCIL, INC.	Reimb Exp Oct 20 - Dec 20	\$13,676.40
TR-244	LUTHERAN SERVICES FLORIDA (27 NORTH)	Reimb Exp Oct 20 - Dec 20	\$11,414.40
TR-182	LUTHERAN SERVICES FLORIDA, INC. (3RD ST)	Reimb Exp Oct 20 - Dec 20	\$11,275.20
TR-196	LUTHERAN SERVICES FLORIDA, INC. (5TH ST)	Reimb Exp Oct 20 - Dec 20	\$6,994.80
TR-191	LUTHERAN SERVICES FLORIDA, INC. (INDIANTOWN RD)	Reimb Exp Oct 20 - Dec 20	\$6,472.80
TR-207	LUTHERAN SERVICES FLORIDA, INC. (MLK BLVD)	Reimb Exp Oct 20 - Dec 20	\$12,110.40
TR-280	LUTHERAN SERVICES FLORIDA, INC. (WINGFIELD ST)	Reimb Exp Oct 20 - Dec 20	\$6,786.00
TR-023	LYNORA FULMORE	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-102	MAGUELITA JEANTY	Reimb Exp Oct 20 - Dec 20	\$452.40
TR-011	MARTHA SMITH	Reimb Exp Oct 20 - Dec 20	\$1,252.80
TR-066	MARY ALICE FORTIN CHILD CARE FOUNDATION, INC. D/B/A FORTIN FAMILY DEVELOPMENT CENTER	Reimb Exp Oct 20 - Dec 20	\$4,489.20

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<u>Warrant</u>	<u>Payable to</u>	<u>Description</u>	<u>Amount</u>
TR-025	MARY DONALDSON	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-015	MARY FUNDERBURK	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-026	MARY L MORRIS FCC	Reimb Exp Oct 20 - Dec 20	\$556.80
TR-012	MARY SMITH	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-037	MERCY'S LITTLE ACHIEVERS FAMILY DAY CARE, LLC	Reimb Exp Oct 20 - Dec 20	\$696.00
TR-033	MONICA TURNER	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-291	MY FIRST STEPS PRESCHOOL OWNED BY EDUCATION DEVELOPMENT CENTER INC	Reimb Exp Oct 20 - Dec 20	\$13,780.80
TR-202	MY FIRST STEPS PRESCHOOL OWNED BY EDUCATION DEVELOPMENT CENTER INC.	Reimb Exp Oct 20 - Dec 20	\$6,820.80
TR-106	NEW PINES CHILD DEVELOPMENT CENTER OWNED BY HISPANIC HUMAN RESOURCES INC.	Reimb Exp Oct 20 - Dec 20	\$15,660.00
TR-060	NICHOLA GRIFFITHS BUTTS	Reimb Exp Oct 20 - Dec 20	\$1,531.20
TR-105	ORTHODOX ZION CHILD DEVELOPMENT CENTER	Reimb Exp Oct 20 - Dec 20	\$3,549.60
TR-065	PALM BEACH PRESCHOOL, OWNED BY PB SCHOOLS INC	Reimb Exp Oct 20 - Dec 20	\$10,648.80
TR-151	PARKER, SAMANTHA D/B/A PARKER'S LITTLE HELPING HANDS	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-222	PB SCHOOLS II, INC DBA LITTLE BLUE ACADEMY	Reimb Exp Oct 20 - Dec 20	\$6,472.80
TR-213	PETER PAN PRESCHOOL	Reimb Exp Oct 20 - Dec 20	\$9,709.20
TR-041	PINITOS LEARNING CENTER, INC OWNED BY VERMILLION ENTERPRISES, INC	Reimb Exp Oct 20 - Dec 20	\$6,820.80
TR-010	PLANET GENESIS LEARNING ZONE	Reimb Exp Oct 20 - Dec 20	\$1,392.00
TR-254	PLANET KIDS 2.0, INC	Reimb Exp Oct 20 - Dec 20	\$21,610.80
TR-198	PRECIOUS MOMENTS ENRICHMENT CENTER, OWNED BY LET THE LIGHT SHINE INC.	Reimb Exp Oct 20 - Dec 20	\$1,983.60
TR-117	PROCHILD EARLY LEARNING CENTER	Reimb Exp Oct 20 - Dec 20	\$8,769.60
TR-171	PUFFIN MONTESSORI SCHOOL, LLC	Reimb Exp Oct 20 - Dec 20	\$5,742.00
TR-266	R. J. HENDLEY CHRISTIAN COMMUNITY SCHOOL, A PRIVAT	Reimb Exp Oct 20 - Dec 20	\$1,044.00
TR-006	RAMONA FOBBS	Reimb Exp Oct 20 - Dec 20	\$1,670.40
TR-097	RCMA BELLE GLADE CHILD DEVELOPMENT CENTER	Reimb Exp Oct 20 - Dec 20	\$6,681.60
TR-145	RCMA FARMWORKER CDC	Reimb Exp Oct 20 - Dec 20	\$4,280.40
TR-004	REGINA BROWN	Reimb Exp Oct 20 - Dec 20	\$417.60
TR-137	ROBINSON TINY TOTS FCC, LLC	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-142	RUTH & EDWARD TAUBMAN EARLY CHILDHOOD CENTER, OWNED BY B'NAI TORAH CONGREGATION	Reimb Exp Oct 20 - Dec 20	\$12,945.60
TR-107	SAFE HAVEN COMMUNITY RESOURCE CENTER INC	Reimb Exp Oct 20 - Dec 20	\$2,505.60
TR-294	SANDOVAL, GUADALUPE	Reimb Exp Oct 20 - Dec 20	\$1,670.40
TR-030	SANDRA MATTHEWS	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-275	SHAY LOVE CHILD CARE	Reimb Exp Oct 20 - Dec 20	\$626.40
TR-007	SHIRLEY JACKSON- BARR	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-014	STEPHANIE FASHAW	Reimb Exp Oct 20 - Dec 20	\$556.80
TR-221	SUNCOAST CHRISTIAN ACADEMY	Reimb Exp Oct 20 - Dec 20	\$3,862.80
TR-312	SUNFLOWER LEARNING CENTER	Reimb Exp Oct 20 - Dec 20	\$9,500.40
TR-283	SUNLIGHT CHRISTIAN ACADEMY	Reimb Exp Oct 20 - Dec 20	\$3,758.40
TR-330	SURFSIDE ACADEMY OF PALM BEACH GARDENS, LLC	Reimb Exp Oct 20 - Dec 20	\$13,989.60
TR-241	T.C.B.TAKING CARE BABIES	Reimb Exp Oct 20 - Dec 20	\$313.20
TR-093	TEDDY BEAR DAY CARE, INC.	Reimb Exp Oct 20 - Dec 20	\$9,500.40
TR-223	TEMPLE TORAT EMET, INC.	Reimb Exp Oct 20 - Dec 20	\$8,560.80
TR-038	TENDER LOVE & CARE CHILD DEVELOPMENT CENTER,INC	Reimb Exp Oct 20 - Dec 20	\$8,352.00

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<u>Warrant</u>	<u>Payable to</u>	<u>Description</u>	<u>Amount</u>
TR-258	TERRICA GREENFIELD	Reimb Exp Oct 20 - Dec 20	\$1,044.00
TR-138	THE APPLESEED OWNED BY CHURCH OF ALL NATIONS ASSEMBLIES OF GOD, INC., OF THE CITY OF BOCA	Reimb Exp Oct 20 - Dec 20	\$8,212.80
TR-252	THE BATT SCHOOL	Reimb Exp Oct 20 - Dec 20	\$556.80
TR-322	THE GUATEMALAN-MAYA CENTER, INC (HIGHLAND)	Reimb Exp Oct 20 - Dec 20	\$2,088.00
TR-218	THE KINGS KIDS EARLY LEARNING CENTER, INC	Reimb Exp Oct 20 - Dec 20	\$14,094.00
TR-219	THE LEARNING PLACE PRESCHOOL INC.	Reimb Exp Oct 20 - Dec 20	\$4,489.20
TRP-012	THE SCHOOL BOARD OF PALM BEACH COUNTY (INDIAN PINES PBCSD)	Reimb Exp Oct 20 - Dec 20	\$4,176.00
TRP-018	THE SCHOOL BOARD OF PALM BEACH COUNTY (THE CONSERVATORY SCHOOL @ NORTH PALM BEACH PBCSD)	Reimb Exp Oct 20 - Dec 20	\$1,600.80
TRP-014	THE SCHOOL BOARD OF PALM BEACH COUNTY, FL (LIGHTHOUSE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$2,088.00
TRP-017	THE SCHOOL BOARD OF PALM BEACH COUNTY, FL (MANATEE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,950.80
TRP-006	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (ACREAGE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$4,593.60
TRP-032	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (BANYAN CREEK PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,150.40
TRP-037	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (BARTON PBCSD)	Reimb Exp Oct 20 - Dec 20	\$4,176.00
TRP-019	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (BELLE GLADE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,445.20
TRP-027	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (BENOIST FARMS PBCSD)	Reimb Exp Oct 20 - Dec 20	\$2,505.60
TRP-007	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (BERKSHIRE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$1,983.60
TRP-023	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (CHOLEE LAKE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$4,176.00
TRP-033	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (CORAL REEF PBCSD)	Reimb Exp Oct 20 - Dec 20	\$2,088.00
TRP-026	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (CORAL SUNSET PBCSD)	Reimb Exp Oct 20 - Dec 20	\$1,392.00
TRP-020	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (CRYSTAL LAKES PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,340.80
TRP-042	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (D D EISENHOWER ELEMENTARY PBCSD)	Reimb Exp Oct 20 - Dec 20	\$6,055.20
TRP-021	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (ELBRIDGE GALE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$6,020.40
TRP-008	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (EQUESTRIAN TRAILS PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,967.20
TRP-053	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (FREEDOM SHORES PBCSD)	Reimb Exp Oct 20 - Dec 20	\$1,879.20
TRP-009	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (GALAXY PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,862.80
TRP-043	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (GLADE VIEW PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,568.00
TRP-010	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (GREENACRES PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,950.80

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TRP-025	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (HIGHLAND PBCSD)	Reimb Exp Oct 20 - Dec 20	\$6,786.00
TRP-011	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (HOPE-CENTENNIAL PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,549.60
TRP-013	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (JOHN I. LEONARD HS ELA PBCSD)	Reimb Exp Oct 20 - Dec 20	\$1,670.40
TRP-034	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (K.E. CUNNINGHAM/CANAL PT. PBCSD)	Reimb Exp Oct 20 - Dec 20	\$1,566.00
TRP-040	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (LANTANA PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,967.20
TRP-022	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (LOXAHATCHEE GROVES PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,533.20
TRP-030	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (PAHOKEE ELEMENTARY PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,340.80
TRP-005	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (PALM BEACH GARDENS PBCSD)	Reimb Exp Oct 20 - Dec 20	\$4,002.00
TRP-036	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (PANTHER RUN PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,846.40
TRP-050	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (PINE GROVE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,846.40
TRP-049	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (PIONEER PARK PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,533.20
TRP-045	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (PLEASANT CITY PBCSD)	Reimb Exp Oct 20 - Dec 20	\$4,071.60
TRP-041	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (ROLLING GREEN PBCSD)	Reimb Exp Oct 20 - Dec 20	\$4,176.00
TRP-004	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (ROOSEVELT PBCSD)	Reimb Exp Oct 20 - Dec 20	\$2,088.00
TRP-003	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (SOUTH GRADE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$2,088.00
TRP-029	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (STARLIGHT COVE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$5,150.40
TRP-035	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (U B KINSEY PBCSD)	Reimb Exp Oct 20 - Dec 20	\$2,784.00
TRP-052	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (VILLAGE ACADEMY PBCSD)	Reimb Exp Oct 20 - Dec 20	\$20,984.40
TRP-002	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (WEST GATE PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,967.20
TRP-051	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (WEST RIVIERA PBCSD)	Reimb Exp Oct 20 - Dec 20	\$6,159.60
TRP-046	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (WESTWARD PBCSD)	Reimb Exp Oct 20 - Dec 20	\$3,340.80
TRP-001	THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA (WYNNEBROOK PBCSD)	Reimb Exp Oct 20 - Dec 20	\$2,784.00
TRP-048	THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA (ORCHARD VIEW PBCSD)	Reimb Exp Oct 20 - Dec 20	\$2,088.00
TR-139	THE UNION MISSIONARY BAPTIST CHURCH INC	Reimb Exp Oct 20 - Dec 20	\$6,264.00
TR-052	THE VINES ACADEMY, ONWED BY SMALL WORLD OF VALUES	Reimb Exp Oct 20 - Dec 20	\$3,549.60
TR-032	THOMPSONS FAMILY DAYCARE	Reimb Exp Oct 20 - Dec 20	\$626.40

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<u>Warrant</u>	<u>Payable to</u>	<u>Description</u>	<u>Amount</u>
TR-089	TIME 2 WIN ACADEMY OWNED BY TIME 2 WIN COMMUNITY ORGANIZATION INC	Reimb Exp Oct 20 - Dec 20	\$3,340.80
TR-194	TINY KINGDOM ENTERPRISES, INC.	Reimb Exp Oct 20 - Dec 20	\$7,621.20
TR-128	TINY TIKES ACADEMY OF BOYNTON BEACH, INC.	Reimb Exp Oct 20 - Dec 20	\$7,830.00
TR-039	TINY TIKES ACADEMY WEST, OWNED BY DORMINEY HOLDINGS INC	Reimb Exp Oct 20 - Dec 20	\$4,628.40
TR-120	TORAH TOTS ACADEMY, INC	Reimb Exp Oct 20 - Dec 20	\$8,839.20
TR-130	TRACEY JOHNSON	Reimb Exp Oct 20 - Dec 20	\$1,670.40
TR-062	TREEHOUSE LEARNING CENTER, OWNED BY S & S FIRST STEP DAY CARE CENTER, INC.	Reimb Exp Oct 20 - Dec 20	\$14,302.80
TR-131	TRINITY CHRISTIAN ACADEMY, INC.	Reimb Exp Oct 20 - Dec 20	\$7,308.00
TR-328	TWIGGS PRESCHOOL	Reimb Exp Oct 20 - Dec 20	\$4,384.80
TR-262	UNIVERSITY LEARNING ACADEMY,LLC	Reimb Exp Oct 20 - Dec 20	\$6,786.00
TR-034	VIVENE SMITH	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-168	WEE CARE CHILD DEVELOPMENT CENTER OWNED BY WEE CARE INC.	Reimb Exp Oct 20 - Dec 20	\$6,542.40
TRP-047	WELLINGTON ELEMENTARY PBCSD	Reimb Exp Oct 20 - Dec 20	\$4,176.00
TR-268	WEST PALM BEACH JUNIOR ACADEMY	Reimb Exp Oct 20 - Dec 20	\$835.20
TR-118	YMCA OF SOUTH PALM BEACH COUNTY @ 901, OWNED BY YMCA OF SOUTH PALM BEACH COUNTY, INC	Reimb Exp Oct 20 - Dec 20	\$4,384.80
TR-206	YOUTHLAND CHRISTIAN ACADEMY (BB) / MOTHER HEN TOO	Reimb Exp Oct 20 - Dec 20	\$10,440.00
TR-205	YOUTHLAND CHRISTIAN ACADEMY (DB) / MOTHER HEN	Reimb Exp Oct 20 - Dec 20	\$7,308.00
TR-094	YWCA CHILD DEVELOPMENT CENTER, OWNED BY YOUNG WOMENS CHRISTIAN ASSOCIATION OF PALM BEACH	Reimb Exp Oct 20 - Dec 20	\$5,742.00
Total			\$1,170,498.00

AGENDA ITEM SUMMARY
December 3, 2020 Council Meeting

AGENDA ITEM: 5B(2)

TITLE: **Consent Agenda - Business**
Resolution # 20-034 Authorizing Agent/Broker of Record Services for Property, Casualty and Related Insurances

CSC STAFF: Debra Gotlib, General Counsel and Chief of Legislative Affairs

SUMMARY:

The Council's procurement procedures require that we competitively procure for insurance broker services every five years. The contract with our current broker, Beacon Group, Inc. expires as of January 3, 2021.

On August 25, 2020, CSC released an RFP for Broker of Record for Property, Casualty and Related Insurances. Four agencies submitted proposals. Each proposer responded to the same set of questions which were assigned a point value, based on a 100 point scale. The four person review team reviewed and scored the proposals individually and jointly. This was followed by a virtual interview of the two highest scoring brokers.

Additionally, as the Council was advised at our August meeting in the CEO Report, this was our "pilot" effort to procure with an equity lens. To that end, adjustments were made to the minimum requirements and a 10 point scoring preference was included. We expanded our advertising outreach to Hispanic and Black chambers of commerce, additional newspapers and local radio stations. No minority business enterprises submitted a proposal.

The review team completed its deliberations on October 28, 2020 and recommends that CSC enter into a 5 year agreement with The Beacon Group, Inc. effective January 4, 2021- January 3, 2026. The agreement will be commission-based. Commissions generally range between 10-20 percent per line of coverage.

FISCAL IMPACT:

The FY 20-21 budget, approved by the Council on September 24, 2020, included expenses of \$208,235 for non-benefit related insurance premiums.

RECOMMENDATION:

I recommend the Council approve Resolution # 20-034 authorizing the Chief Executive Officer to enter into the necessary agreements with Beacon Group, Inc. to serve as our agent/broker of record for CSC's property, casualty and related insurances for the period January 4, 2021-January 3, 2026, subject to the Council's annual budget and TRIM process.

RESOLUTION #20-034

RESOLUTION OF THE CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY AUTHORIZING AGENT/BROKER OF RECORD SERVICES FOR PROPERTY, CASUALTY AND RELATED INSURANCES

WHEREAS, The Council's procurement procedures require competitive procurement for insurance broker services every five years. The contract with our current broker expires as of January 3, 2021; and

WHEREAS, On August 25, 2020 CSC released an RFP for Broker of Record for Property, Casualty and Related Insurances and four agencies submitted proposals; and

WHEREAS, each proposer responded to the same set of questions which were assigned a point value, based on a 100 point scale; and

WHEREAS, the four person review team reviewed and scored the proposals individually and jointly and interviews with the two highest scoring agencies were conducted; and

WHEREAS, this RFP this was a "pilot" effort to procure with an equity lens that provided for adjustments to the minimum requirements, a ten point scoring preference and additional outreach to attract more response that did not result in the application of any minority business enterprises; and

WHEREAS, the review team completed its deliberations on October 28, 2020 and recommends that CSC enter into a five year agreement with The Beacon Group, Inc. effective January 4, 2021- January 3, 2026; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF THE CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY, that the Council authorizes the Chief Executive Officer to enter into the necessary agreement with Beacon Group, Inc. to serve as our agent/broker of record for CSC's property, casualty and related insurances for the period January 4, 2021 through January 3, 2026, subject to the Council's annual budget and TRIM process.

The foregoing Resolution was offered by Council Member _____ who moved its adoption. The motion was seconded by Council Member _____ and upon being put to a vote, the vote was as follows:

Thomas Bean
Elisa Cramer
Donald E. Fennoy, II Ed.D.
Vincent Goodman
Kathleen Kroll
Melissa McKinlay
Jose Luis Rodriguez, Esq.
Debra Robinson, M.D.
Thomas P. Weber

The Chairman thereupon declared the Resolution duly passed and adopted this 3rd day of December, 2020.

APPROVED AS TO FORM AND LEGAL
SUFFICIENCY

CHILDREN'S SERVICES COUNCIL
OF PALM BEACH COUNTY

BY: _____
Debra E. Gotlib
Attorney for Children's Services Council
of Palm Beach County

BY: _____
Thomas Bean, Chair

BY: _____
Lisa Williams-Taylor, Ph.D.
Chief Executive Officer

PROCLAMATION

Declaring the Month of January 2021 As Mentoring Awareness Month

WHEREAS, mentoring measurably improves the lives of individuals and families in Palm Beach County with strong impact on rates of school attendance, avoidance of substance abuse and reductions in violence; and

WHEREAS, youth engaged in an active mentoring relationship are 55 percent more likely to be enrolled in college, and 52 percent less likely to skip a day of school, according to the National Mentoring Partnership; and

WHEREAS, youth who are mentored are 46 percent less likely to start using drugs and 27 percent less likely to start drinking, according to the Partnership; and

WHEREAS, about 5,000 children are assigned to mentors in Palm Beach County through the United Way Mentor Center in the past fiscal year, including 1,767 children matched with mentors through 23 programs funded by Children’s Services Council; and

WHEREAS, the total number of children assigned to mentors through the Center is the highest in its history; and

WHEREAS, of the 1,767 matches in CSC-funded programs, 951 are girls and 695 are boys 9 are nonbinary and 10 are transgender with the rest unknown; and in addition, 1,020 of them are Black, 313 are white, 318 are other (including mixed races), with the rest unknown ; and

WHEREAS, The Mentor Center also serves as the anchor of the Palm Beach County Mentor Network, a professional group of 50 formal mentor programs – eight more than last year – working together to elevate mentoring in the community; and

WHEREAS, The Mentor Center is the only Florida affiliate of the National Mentoring Partnership and is one of just three nationally that awards grants and monitors subcontracts; and

WHEREAS, the National Mentoring Partnership also developed two virtual mentoring platforms used in Palm Beach County so mentoring continued throughout the pandemic, and online recruitment focused more on social media and targeted emails to bring mentors and mentees together at virtual recruitment events; and

WHEREAS, 831 children are on a “wait list” for a mentor in Palm Beach County, a 23 percent reduction in the list from last year, including 82 wait-listed for a CSC-funded mentoring program, which is also less than last year; and

WHEREAS, the wait list has been reduced by more than 1,200 youth since the mentoring programs transitioned in 2012 from Children’s Services Council to United Way;

NOW, THEREFORE, BE IT PROCLAIMED BY CHILDREN’S SERVICES COUNCIL OF PALM BEACH COUNTY, FLORIDA, assembled in regular session this 3rd day of December 2020, that the month of January 2021, in Palm Beach County, is hereby declared as:

January 2021 – Mentoring Awareness Month

The foregoing Resolution was offered by Council Member _____ who moved its adoption. The motion was seconded by Council Member _____.

The Chairman thereupon declared the Resolution duly passed and adopted this 3rd day of December 2020.

APPROVED AS TO FORM AND LEGAL
SUFFICIENCY

CHILDREN’S SERVICES COUNCIL
OF PALM BEACH COUNTY

BY: _____
Debra E. Gotlib
Attorney for Children’s Services Council
of Palm Beach County

BY: _____
Thomas Bean, Chair

BY: _____
Lisa Williams-Taylor, Ph.D.,
Chief Executive Officer

AGENDA ITEM SUMMARY
December 3, 2020 Council Meeting

AGENDA ITEM: 6A(1)

TITLE: **Non Consent Agenda - Business**
 Resolution # 20-033 Authorizing Changes to the Council Bylaws

CSC STAFF: Debra Gotlib, General Counsel and Chief of Legislative Affairs

SUMMARY:

At our meeting on October 22, 2020 Council members discussed a possible change to the Bylaws that would prohibit abstention from voting on any measure coming before the Council, with certain exceptions. While public officers of most governmental entities are prohibited by statute from abstaining from voting, special districts are not subject to the voting requirement section of the Florida Government in the Sunshine Law (FS 286.012)

After some discussion about the impact of this change and the Council's interest in transparency, as public officers, the Council requested that proposed Bylaws be presented to the Council for consideration.

One other change has been proposed to accommodate our move from paper to electronic record retention. Below is Article III E. - Minutes and Article IV A.- Voting and Quorum, with the proposed changes.

This change must be approved by a majority of the entire Council per Article IV of the Bylaws.

Article III. E. Minutes: Minutes of each meeting of the Council shall be accurately taken, preserved and provided to members at or before the next regular meeting.

1. Minutes, recording – The typed minutes of each meeting shall be reviewed, corrected if necessary, and approved at the next regular meeting; provided, that this action may be taken at an intervening emergency meeting if the board desires. The minutes shall be signed by the Secretary (or in the absence of the Secretary, one of the other officers) and Chief Executive Officer after approval and shall be retained as a permanent ~~kept as a public record in a permanent bound book in the Council's office.~~
2. Minutes, contents - The minutes shall show the vote of each member present on all matters on which the Council takes action. It shall be the duty of each member to see to it that both the matter and his/her vote thereon are properly recorded in the minutes. Unless otherwise shown by the minutes, it shall be presumed that the vote of each member present supported any action taken by the board.

Article IV. Voting and Quorum

- A. Each member shall have one vote which may only be exercised by the member not by proxy or by designee. Council members may not abstain from voting on any matter that comes before the Council unless 1) there is or appears to be a possible conflict of interest under Section 112 Florida Statutes (Florida Code of Ethics) 2) the juvenile judge determines that a matter coming before the Council may result in a conflict relating to his/her duties as a juvenile judge 3) or unless prohibited by statute. Members that abstain due to a conflict under Section 112 will comply with the disclosure provisions of Sections 112.

FISCAL IMPACT: None

RECOMMENDATION:

I recommend the Council approve Resolution # 20-033 authorizing adoption of the revision of the Bylaws as set forth above.

RESOLUTION #20-033

RESOLUTION OF THE CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY AUTHORIZING CHANGES TO THE COUNCIL BYLAWS

WHEREAS, public officers of most governmental entities are prohibited by statute (FS 286.012) from abstaining from voting, absent a conflict of interest under the Florida Code of Ethics or statutory prohibition, but special districts are not subject to Section 286.012 of the Florida Sunshine Laws; and

WHEREAS, our current Bylaws allow for Council members to abstain without a specific conflict of interest; and

WHEREAS, the Council requested that proposed Bylaws addressing abstentions from voting be presented to the Council for consideration; and

WHEREAS, the Council has moved from a paper record retention process to an electronic record retention process requiring an associated update to the Bylaws; and

WHEREAS, the below changes to the Bylaws are needed to address abstentions and electronic recordkeeping Council:

Article III. E. Minutes: Minutes of each meeting of the Council shall be accurately taken, preserved and provided to members at or before the next regular meeting.

1. Minutes, recording – The typed minutes of each meeting shall be reviewed, corrected if necessary, and approved at the next regular meeting; provided, that this action may be taken at an intervening emergency meeting if the board desires. The minutes shall be signed by the Secretary (or in the absence of the Secretary, one of the other officers) and Chief Executive Officer after approval and shall be retained as a permanent kept as a public record ~~in a permanent bound book in the Council's office.~~
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B.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF THE CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY, that the Council authorizes the adoption of the revision of the Bylaws as set forth above.

The foregoing Resolution was offered by Council Member _____ who moved its adoption. The motion was seconded by Council Member _____ and upon being put to a vote, the vote was as follows:

Thomas Bean
Elisa Cramer
Donald E. Fennoy, II Ed.D.
Vincent Goodman
Kathleen Kroll
Melissa McKinlay
Jose Luis Rodriguez, Esq.
Debra Robinson, M.D.
Thomas P. Weber

The Chairman thereupon declared the Resolution duly passed and adopted this 3rd day of December, 2020.

APPROVED AS TO FORM AND LEGAL
SUFFICIENCY

CHILDREN'S SERVICES COUNCIL
OF PALM BEACH COUNTY

BY: _____
Debra E. Gotlib
Attorney for Children's Services Council
of Palm Beach County

BY: _____
Thomas Bean, Chair

BY: _____
Lisa Williams-Taylor, Ph.D.
Chief Executive Officer

AGENDA ITEM SUMMARY
December 3, 2020 Council Meeting

AGENDA ITEM: 6A(2)

TITLE: **Non Consent Agenda - Business**
Addition of a Payback Provision to the Tuition Reimbursement Policy

CSC STAFF: Shay Tozzi, Director of Human Resources and Operations

SUMMARY:

On October 22, 2020 the Human Resources Committee considered a change to the Tuition Reimbursement Policy, a part of the CSC Employee Handbook that is reviewed by the Council annually.

At present, CSC does not require staff who receive tuition reimbursement to commit to future employment with CSC.

The Committee considered the below information and had discussions regarding a change to the policy to require staff to payback some portion of tuition reimbursement should they leave CSC employ with 1-2 years of the most recent year’s reimbursement.

As background for the Committee, CSC staff applied the Racial and Ethnic Equity Lens to the Tuition Reimbursement Policy and its usage. The table below outlines staff usage and demographics over the last five years:

Year	2016	2017	2018	2019	2020
Race/Ethnicity	1: Hispanic 2: Black 2: White	2: Hispanic 2: Black 2: White	2: Hispanic 1: Black	1: Hispanic 1: Black	1: Hispanic 2: Black

In researching the Tuition Reimbursement payback provision, staff have found that while some agencies have this policy, it is generally not enforced. Given our organizational size, we understand that we are unable to provide a career path for all positions, which may lead to staff leaving to further their careers. With that said, we support the practice of providing tuition reimbursement to staff members who have expressed interest in continuing their formal education and have not required staff to pay back tuition reimbursement upon leaving.

Based on the reasons outlined above, staff recommended that the policy should not be changed at this time.

The Human Resources Committee members considered the above in its discussion and its fiduciary duty as Council members and recommends that the Council approve a change consistent with the attached, which will institute a payback provision.

FISCAL IMPACT:
None

RECOMMENDATION:

The Human Resources Committee recommends the Council approve the addition of a payback provision to the current Tuition Reimbursement Policy of the Employee Handbook, consistent with the attached draft policy.

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY

Tuition Reimbursement Policy and Procedure

PURPOSE

To encourage employee professional and personal development by providing financial assistance for completion of educational courses related to the work of CSC.

SCOPE

Reimbursement of registration, tuition, books, and laboratory fees will be covered in accordance with the parameters below.

POLICY REFERENCE

CSC Employee Handbook/Personnel Policies - Section V

Employees requesting reimbursement will be informed of this procedure through the new employee orientation process and upon request. Full-time employees who have completed one (1) year of active service are eligible for this benefit. Additionally, part-time employees who have completed one (1) year of service are eligible to receive a pro-rated benefit based upon the number of hours worked. Employees should be aware that these benefits may be considered taxable income under IRS rules.

ADMINISTRATION/RESPONSIBILITY

The Tuition Reimbursement Committee is responsible for the administration of the Tuition Reimbursement program. Reimbursements will be the lesser of the actual tuition, books, and lab fees or a calendar year maximum of \$5,250 for full-time employees and pro-rated maximum will be determined for part-time employees based on hours worked. Reimbursement will be made for undergraduate courses with a passing grade of "C" and graduate courses with a grade of "B" or higher.

Non-degree and certification programs are subject to approval of the employee's immediate supervisor and are payable through Staff Development funds. The employee must submit a confirmation letter of completion for the course work noted below:

- Non-degree, vocational/technical education courses and programs.
- Professional certification directly related to the employee's position.

The Tuition Reimbursement Committee will be available for consultation on Tuition Reimbursement submissions. The Tuition Reimbursement Committee will consist of the Director of Human Resources and Operations, the Chief Operations Officer (COO), the Chief Financial Officer (CFO), and the Human Resources Technician.

PROCEDURE FOR TUITION REIMBURSEMENT

Prior to Course Enrollment

1. Employees should submit the Application for Tuition Reimbursement form in CSCIS Events/Travel Module. The electronic form will be forwarded to the employee's Supervisor and the Director of Human Resources and Operations for approval. **Electronic Tuition Reimbursement Application forms must be submitted in a timely manner to ensure proper review and approvals can be obtained prior to the beginning of the course.** Except in extenuating circumstances, applications should be submitted prior to the commencement of the course.
2. Tuition Reimbursement Application approvals/declinations will be communicated via automated email. When necessary, the Tuition Reimbursement Committee will review the request and forward to the CEO for final decision.

Steps to Complete the Request

1. **Employees must submit the electronic Tuition Reimbursement Request with the required paperwork within forty-five (45) days of the completion of the class/course.** After completion of the course, the employee will receive an automated email to complete the Tuition Reimbursement Request (Please contact Human Resources if an email has not been received).
2. Employees must save all the required documentation for submittal in a Box Folder marked with their name (Example: Betty Smith Tuition Reimbursement) ensuring that Tuition Reimbursement Committee has appropriate rights to the folder. Documents required for approval are:
 - a. A copy of the document from the appropriate educational institution indicating successful completion of the course(s) for which the employee is seeking reimbursement.
 - b. A receipt from the educational institution indicating the actual costs paid for tuition.
 - c. Any other receipts for books, lab fees etc.
3. Employee will then submit the request for final approval by clicking the Modify button on the existing request, attaching the above documentation and clicking Submit button.
4. The Tuition Reimbursement Committee will:
 - a. Review and approve the documentation received.
 - b. Create a Purchase Order for tuition reimbursement in the amount approved.
 - c. Submit the approved Tuition Reimbursement Request to Accounting for final processing.
5. Reimbursement will be processed by the Accounting Department through the normal payable process and procedure.

PROCEDURAL REQUIREMENTS/RESTRICTIONS

1. In order to be eligible for reimbursement, courses must be taken at an accredited college or university.
2. Reimbursements will be made for registration, tuition, books, and lab fees only. Fees for tools, supplies, travel, meals, lodging, or other education-related costs are not eligible expenses under this procedure.
3. Reimbursements will not exceed the stated maximum.
4. Reimbursements will be made only courses considered job related or related to a promotional or transfer opportunity at CSC.
5. Classes will not be taken during the employee's regularly assigned work hours and the hours spent in class will not be counted as "time worked". Where class hours begin within one (1) hour of the end of the employee's regular workday, the employee may use pre-approved vacation, personal, compensatory, or leave without pay to attend classes upon approval from the supervisor.
6. Leaves of absence will not be allowed for educational pursuits as defined in this policy.

PAYBACK PROVISIONS

1. *If the employee separates employment from the CSC within 12 months of receiving any reimbursement, the employee must pay back 100% of the last year of reimbursement.*
2. *If the employee separates employment with the CSC within 24 months of receiving any reimbursement, the employee must pay back 50% of the last year of reimbursement.*

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY

Tuition Reimbursement Agreement

CSC has agreed, on the terms set forth in this Agreement, to financially reimburse Employee for tuition for an approved educational program. In exchange for CSC's financial assistance, Employee agrees to reimburse CSC either through work (by remaining employed with CSC for a specific time period as set forth in this Agreement) or by repayment (if Employee leaves before completing the agreed-upon service to CSC as provided in this Agreement).

In consideration of payment of these expenses, you agree to the following:

If you separate employment with CSC after completion of the course and it is within 12 months of receiving any reimbursement, you must pay back 100% of monies received of the last year of reimbursement. If you separate employment with CSC after completion of the course and after completing one year (12 consecutive months) of active employment but prior to completing two years (24 consecutive months of active employment), you will refund 50% of the last year of reimbursement. For example, if you receive the maximum of \$5,250 for an educational course and work only 14 months after completion of the course, you will refund 50% of the \$5,250 or \$2,625.

If any action is brought to enforce any provision of this agreement by CSC you agree to pay all costs associated with the action as well as any costs of litigation, including all reasonable attorney fees.

This Tuition Reimbursement Agreement creates no contract of employment between you and CSC. You may terminate your employment with CSC at any time with or without cause, and CSC may terminate your employment at any time with or without cause.

By signing this Agreement, you agree that any tuition reimbursement repayment you owe to CSC will be deducted from your final paycheck.

Employee Name: _____

Date: _____

Employee Signature: _____

Supervisor Name: _____

Date: _____

Director of Human Resources and Operations Name: _____

Director of Human Resources and Operations Signature: _____

Date: _____

Staff who are currently taking a course or have registered for, but not yet begun a course as of January 1, 2021 will not be subject to the payback provisions of this policy for that course. Staff who register for a course after January 1, 2021 are subject to the payback provisions.

CEO Report

December 3, 2020

Chief Executive Officer Report

Program Updates

COVID-19 Relief and Recovery Funding Update

Funding Update

As in past local disasters, the funders in Palm Beach County have coordinated their relief and recovery efforts during the COVID-19 pandemic. A group of local foundations, the United Way, and CSC released a joint application in March. The Palm Beach County Coronavirus (COVID-19) Relief and Recovery funding process received more than **550 applications** from local nonprofit organizations requesting in excess of \$29 million in assistance. Collectively, the local participating funders have provided over **\$7 million** to the nonprofits.

To date, CSC has provided over **\$860,000** in COVID-19 Relief and Recovery funds to **55 organizations** using the common application process coordinated with a group of local funders. The majority of CSC's funding (\$587,100) has gone to organizations to distribute **food and other essential supplies**. CSC also funded \$280,605 to organizations who revised and/or expanded their **services** to address a need created by the pandemic.

New Application

The funding application process has been paused and a revised application is likely to be released after the start of the new year. The funders are discussing what revisions are needed to the application. **CSC staff recommends that we keep the same priorities/limitations to our COVID-19 funding for this fiscal year.**

CSC's priorities were set based on feedback from Council members at our March 19th meeting and the areas CSC would consider funding through the Coronavirus (COVID-19) Relief & Recovery application process included: (1) Food (2) other basic needs (though not shelter); and (3) direct services to children and families. After discussion with members, there was not consensus to fund shelter, health care, technology, or reimbursement for lost revenue at this time. Staff also recommended prioritizing CSC funding to first go to CSC funded agencies, then Great Ideas Initiative Recipients (current and past), and lastly, other child/family serving nonprofit organizations.

CenteringPregnancy® Receives National Recognition

The Prenatal-to-3 Policy Impact Center at The University of Texas at Austin recently recognized group prenatal care as an effective practice. While group prenatal care may take different formats, one of the evidence-based models is CenteringPregnancy®. CenteringPregnancy® has been found to improve birth outcomes, supporting health parent-child interactions, and increasing prenatal behaviors that lead to positive life outcomes for children.

Since 2008, HMHB has been the only provider of CenteringPregnancy® in Palm Beach County and leads two of only six Centering programs in the State of Florida. Participants of the program are placed in groups of 8 to 12 women with similar gestational ages and meet throughout their pregnancy in a personal atmosphere

designed for learning and sharing – one that is impossible to replicate in a standard medical setting. With the onset of COVID-19, HMHB's Centering team quickly adjusted to social distancing standards and groups began meeting virtually to maintain the health and safety of the expecting moms and staff. Their dedication to ensuring women received a quality experience through the additional challenges faced was evident as the number of group prenatal sessions increased by 55% over the last fiscal year. Prenatal care is a successful strategy to improve maternal and child health outcomes.

Despite not having the in-person connection, the virtual groups were still beneficial. A recent participant said, "My experience in Healthy Mothers, Healthy Babies' Centering group has been wonderful. I have learned a lot about topics of great interest that were done in virtual sessions because of the COVID-19 pandemic, but although they were not in person they were still interesting. They offer tools so a pregnant woman can gain knowledge and techniques to care for the baby once he comes into the world. They reinforce the importance of breastfeeding not only for the baby but also for the mom to avoid certain diseases or malignant conditions. They did raffles of essential items and offered transportation! They offer exceptional follow-up during your gestation and also involve the husbands with surveys!! In summary, the attention is wonderful and I feel very happy to have been part of the group, which I recommend 100%."

Special Needs Update

Overview of Fiscal Years 2010-2011 through 2019-2020

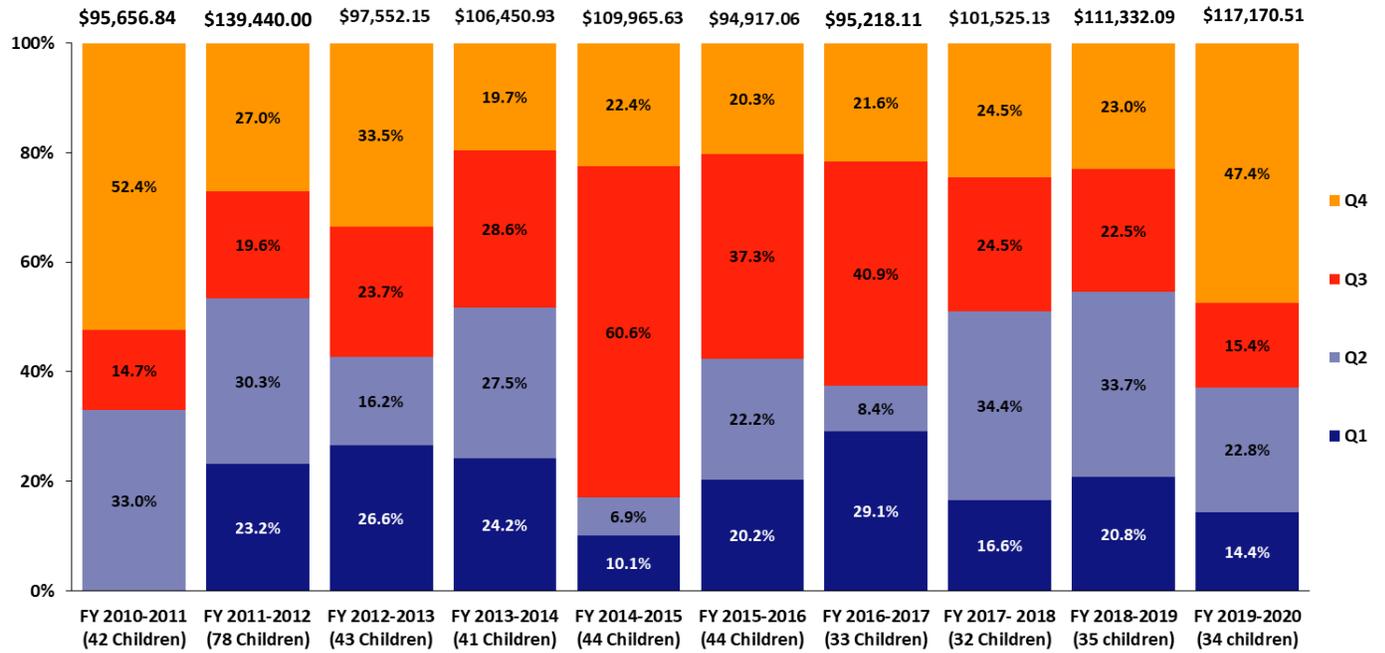
The Special Needs Equipment Fund (implemented through United Way with funds from CSC) purchases durable medical equipment for children birth to age 17 with special needs who reside in Palm Beach County. The Fund is designed to purchase equipment that will enhance safety, mobility, communication (speech or hearing), vision, and/or be medically necessary. This is a fund of last resort intended to fill gaps in the current service system for equipment purchases; as such, applications are only accepted for children in need whose families have no other means to obtain the equipment. All applications must include a letter from a licensed professional verifying that the equipment requested is necessary for the child's well-being.

Over the past ten years, the Fund has purchased equipment for 426 children. CSC's investment of \$1,069,228.63 over the past ten years has allowed the Fund to purchase 464 items for these children, meeting their greatest needs and significantly enhancing the quality of their lives.

Data collected over the past ten years has been analyzed for trends and can be observed in the following graphs. Key highlights depicted include:

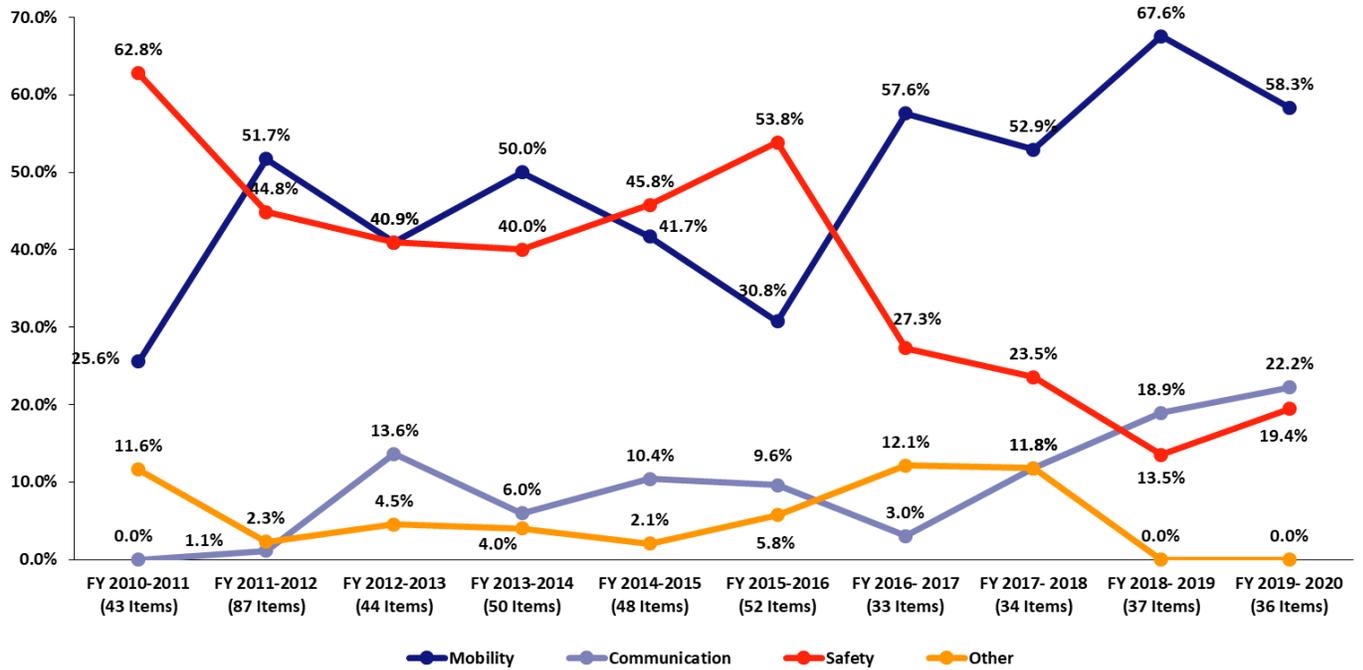
- Over the past ten years, on average, 48% of all equipment requested was for mobility. Requests for mobility equipment continue to exceed all other requests. In Fiscal Year 2019-2020, mobility accounted for 58.3% of items requested.
- Over the past ten years, 53% of all children served were under the age of 10, with 5-9 year olds representing 35%.

Percentage of Expenditures by Quarter, Fiscal Years 2010-2011 through 2019-2020



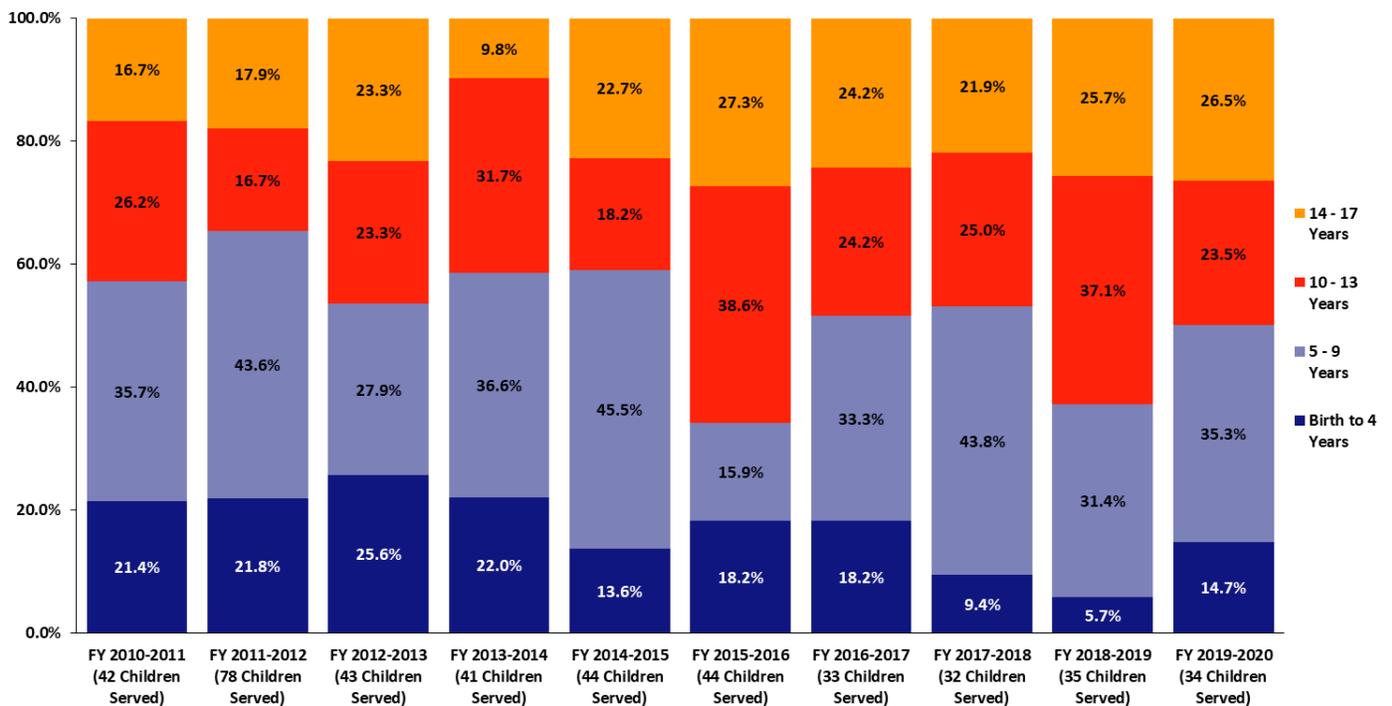
Quarters are defined as: Q1 = October - December; Q2 = January - March; Q3 = April - June; Q4 = July - September

Percentage of Equipment by Type, Fiscal Years 2010-2011 through 2019-2020



Mobility items include wheelchairs, strollers, gait trainers and walkers. Communication items include hearing aids, iPads and applications specific to communication. Safety items include transit brackets to secure wheelchairs, wandering bracelets, customized car seats, lifts for transferring, ramps, and SleepSafe beds. Other items include orthotic ears and cranial shaping helmet.

Percentage of Clients Served by Age, Fiscal Years 2010-2011 through 2019-2020



Fiscal Year 2019-2020 Client Stories

Joshua's Story

Joshua is a 14 year old boy diagnosed with Cerebral Palsy. He is verbal and requires use of a wheelchair for mobility. Joshua experienced an accelerated growth spurt that resulted in multiple surgeries to his lower body. After coming home from the hospital, it became evident that Joshua had severely outgrown his bed. Joshua was using a standard hospital bed, which was difficult (and dangerous) because his parents had to manually lift him into and out of the bed multiple times throughout the day. The Special Needs Equipment Fund provided the funding needed to purchase an adjustable High/Low bed for Joshua. This bed has enhanced mobility features that allow Joshua to raise himself to a standing position or lower himself to a seated or laying position independently, eliminating the need for his parents to lift him. Joshua was thrilled to receive his new bed, and experienced a level of freedom he previously had not known. And he did not stop there - with his newfound independence he asked his parents to help him create a "teenager" room. He picked out a new color of paint for the walls, and he and his family had a great time updating his space.

Yuli's Story

Yuli is a 13 year old girl diagnosed with spastic quadriplegia Cerebral Palsy. Yuli is completely dependent upon her mom - a single mother with another young child in the home - for mobility. Yuli's mom transfers her from her bed, wheelchair, bath chair, and stander multiple times throughout the day. Yuli's mom expressed increasing concern for Yuli's physical safety during these transfers because Yuli continues to grow in size and weight and mom has no help with these daily transfers. The Special Needs Equipment Fund was used to purchase a power operated lifter for the family. This was truly life changing as it enabled Yuli's mom to perform safer, faster, and more energy efficient transfers throughout the day. The Special Needs Equipment Fund was also used to purchase a manual wheelchair for Yuli. The power lifter and manual wheelchair have eliminated many of the barriers that prevented Yuli from being able to experience community outings. Yuli's mom is now able to transport her with ease, and they enjoy frequent trips to the park.

Amelia's Story

Amelia is a four year old girl diagnosed with a neurological disorder called SYNGAP 1. This disorder causes developmental delays in speech and motor skills such as sitting, standing, and walking. It also causes seizures. Amelia is non-verbal but attempts sounds and gestures. She is very active and loves spending time outside with her family. Amelia lacks the strength and coordination required to ride a standard bike, but the Special Needs Equipment Fund provided Amelia with a three-wheeled adaptive tricycle. Amelia is able to pedal and steer the tricycle with minimal assistance, but the tricycle comes equipped with enhanced safety features and a handle at the back to allow her caregivers to help with propelling the bike and steering when she needs it. Having her own tricycle significantly enhanced Amelia's quality of life. In addition to the critical health benefits that come with regular exercise, riding this tricycle is Amelia's favorite activity and her face lights up each time she is able to go on a bike ride with her family.

Equity Update

Core Team Update

The Core Team met for the first time and selected a chair and co-chair. Marsha Guthrie will be serving as the Core Team's Chair and Kim Maxwell will be their co-chair.

They will continue meeting regularly and will be working on prioritizing and ensuring action items in the Racial and Ethnic Equity Plan are completed.

Racial Equity Institute Trainings

We are currently negotiating with the Racial Equity Institute to bring several training sessions next year, including Latino Challenge and REI Trainings. There will be a Latino Challenge session that will be held locally on January 28 and 29. We are currently waiting for confirmation regarding the location and hours and will let the Council know all the details as soon as we have them available.

We Can't Talk About That At Work!

In our continuous journey towards racial and ethnic equity, CSC staff read the book "We Can't Talk About That At Work!" by Mary-Frances Winter. We gathered for discussions, shared our thoughts and asked provoking questions that prompted dialogue.

We are providing a book to each one of our Council members in our efforts to have them join us in our journey.

How to Talk to your Children About Race and Racism

Our Communications Team completed a project with Dr. Daniella Jones, psychologist at the county's Youth Services Department who leads the Implicit Bias training. They have developed a series of blogs for EveryParent on how to talk to children about race and racism. We have published 5 short blogs, an article with tips and an article with definitions, resources and a list of applicable books from the Palm Beach County Library System, adding up to several pieces of content for the EveryParent website and app. Here's the link to the library system's page: <https://protect-us.mimecast.com/s/GqiyC2kg2nsw6DBcXnDte>

Communications Update

Growth in "Healthy, Safe, Strong Stories" on CSCPBC.org website

The Healthy, Safe, Strong Stories section on our website continues to highlight how our funded programs have been unwavering in their mission to keep Palm Beach County's children healthy, safe and strong. There are now 18 HSS Stories, featuring such programs as the Palm Beach County Food Bank, Healthy Families Florida, Safe Kids Palm Beach County, BRIDGES and the Healthy Beginnings Nurses. Two of the most recent stories are touching accounts involving the Early Learning Coalition of Palm Beach County. One story is about a grandmother who is an essential worker who received an ELC scholarship so her granddaughter, whom she is raising, could remain in child care. The second story is about how ELC and CSC

helped a preschool stay open. The preschool’s director described her reaction when she got the e-mail from ELC that they would be paid based on enrollment and not attendance.

“I started crying,” said Sara Giannetti, director of Central Baptist Preschool in West Palm Beach. “I started crying and called the owner. I told him and he could not believe it. It was just such a blessing. It helped us tremendously. Every month, we would get an e-mail updating us. Every time we got those e-mails I was in tears.”

Agency-Program Poster Produced for FY 20-21



The traditional info-graphic highlighting our funded agencies and programs is updated for FY 2020-2021 following the Council’s budget approval in September. The graphic presentation showing the scope and breadth of our work is on the wall today in the Ebbale Room and displayed elsewhere in our building.

Staff Achievements

The Council congratulates staff members celebrating service anniversaries this quarter (September through December 2020):

NAME	YEARS OF SERVICE
Terri Kocenko	2
Erica LeBrun	2
Katherine Lembovski	3
Amy Pearson	3
Luciana Dias	4
Ruben Garcia	4
Anthony Kolens	4
Nehemie Noel	4
Enelda Panzarella	4
Melissa Rosslow	4
Amy Blechman	5
Patti Hahn	5
Alexandra Peralta	5
Yanela Vickers	5
Michelle Abarca	6
Jon Burstein	7
Jennifer Hardy	7
Lourdes Diaz	9

Carol Ramirez	9
Leah Shaw	9
Bonnie Wagner	10
Christine Walsh	12
Alex Esquivel	13
Melinda Cato	14
Tina Hallyburton	14
Adrienne Heritage	14
Lori Miller-Rososhansky	14
Scott Davey	16
Lisa Williams-Taylor	16
Audra Agramonte	17
Carmen Tran	17
Beth Halleck	26
Jeff Goodman	29

Other

CSC's Annual Angel Tree

As you may recall from other years, CSC staff takes pride in sponsoring an annual angel tree during the holiday season.

As we continue adapting to our current environment, we will be doing things differently this year.

We will be partnering with Legal Aid and the program Relative Caregiver Project. The Relative Caregiver Project ensures the safety and stability of children by providing legal services to relative caregivers with the goal of keeping the children out of the dependency system.

We will be fulfilling children's wishes through Amazon. Volunteers will be buying gifts/gift cards through Amazon and shipping these directly to the home of the Relative Caregiver.

If you are interested in joining this years' Angel Tree, please let Elsa know and we will coordinate your participation.

2021 Calendar of Council Meetings

Notice of Council Meetings – 2021

The Children’s Services Council of Palm Beach County holds public meetings the fourth Thursday of each month beginning at 4:30 pm with some exceptions as noted below:

Council Meeting 4:30 pm (or immediately following workshop where applicable)	Council Workshop 3:30 pm	Finance Committee Time varies – see below (where applicable)	Human Resources Committee Time varies – see below (where applicable)
January 28, 2021		4:00 pm	3:00 pm
February 18, 2021		3:45 pm	
March 25, 2021	3:30 pm	2:30 pm	
April 22, 2021		3:45 pm	
May 27, 2021		3:45 pm	
June 24, 2021	3:30 pm	2:45 pm	
NO MEETING IN JULY			
August 5, 2021		3:45 pm	
TBD			
TBD			
October 28, 2021	3:30 pm	3:00 pm	2:00 pm
NO MEETING IN NOVEMBER			
December 2, 2021		3:45 pm	

All meetings are held at the Council’s offices – Ebole Room, 2300 High Ridge Road, Boynton Beach