



## CHILDREN'S TRUST REGULAR MEETING MINUTES

August 22, 2022 at 4:00 PM

CTAC, 802 NW 5th Ave, Gainesville, FL 32601

---

### Call to Order

**Chair Dr. Margarita Labarta called the meeting to order at 4:00 PM.**

### Roll Call

#### PRESENT

Chair Maggie Labarta  
Vice Chair Tina Certain  
Treasurer Lee Pinkoson  
Member Shane Andrew  
Member Karen Cole-Smith – attended virtually  
Member Ken Cornell  
Member Denise Ferrero  
Member Nancy Hardt – attended virtually  
Member Patricia Snyder  
Member Cheryl Twombly

### Agenda Review, Revision and Approval

Approval of the agenda also approves all of the items on the consent agenda.

Before approving the agenda, Chair Labarta added two items under the Chair's Report.

**Motion to approve the Agenda, as amended, made by Member Pinkoson, Seconded by Member Cornell.**

Motion was unanimously approved by voice vote.

### Consent Agenda

1. Board Attendance YTD
2. Programmatic Award and Expense Report
3. 8.8.22 Regular Board Meeting Minutes

### General Public Comments

Comments by Sherry Kitchens and Ashley Morgan-Daniel

## Chair's Report

Chair Labarta reported that Ms. Kiner's official start date as Executive Director will be October 3, 2022. She also brought attention to the trust-funded Business Leadership Institute's recent graduation, and how staff and participants made it a wonderful success.

Written comments by Christi Arrington and Kenneth Scoates were noted.

Chair Labarta reminded all present that a strategic plan is being created, which allocates funds for different CTAC priorities; noting that an unsolicited request for funding via a public comment(s) should not be the suggested method or regular practice.

She informed the board that revisions to the staff employee handbook were currently or shortly taking place and a discussion of benefits would be drafted and brought back as needed. Paid parental leave, brought forward by a public comment request, would be discussed with that process.

Courtney Wilson, attending in place of Trust Attorney Swain, mentioned that the BOCC discussed this issue in 2019, but was put on hold due to COVID. She confirmed that the City of Gainesville offers a policy to their employees (12 weeks paid), but the ACLD (Library District) does not. Vice Chair Certain confirmed that the SBAC (School Board) does not offer paid parental leave. Member Twombly mentioned that the State has unpaid FMLA but does have a program for employees to donate leave to each other, if both parties agree. Attorney Wilson confirmed that the County also has a program for sick leave donations, however recent tax implications for the person donating has shown to be a deterrent. Santa Fe College and the University of Florida offer a disability insurance plan, a sick leave pool, and UF offers 8 weeks of paid parental leave.

- Salary Increase Information (Kristy Goldwire and Nicole Odom)

At the previous meeting, the board requested for staff to bring back details of an 8% salary increase. AED Goldwire presented a one-pager chart of FY22 Salaries, including the three new positions starting in FY23, the Executive Director, the Director of Finance, and a Senior Fiscal person. An 8% increase would be an additional \$52,000 added to the current budget, exclusive of the three new staff. Member Pinkoson clarified that a 4% increase was already included in the calculations for the FY23, as previously presented. This request would add an additional 4% on top. AED Goldwire confirmed. The Board questioned the document for accuracy and requested that staff bring this item back to the next meeting with more clarification.

- Resolution 2022-09 – Budget Amendment for Summer Programming

At the March 14, 2022, board meeting, staff was directed to increase the maximum overall award amount for Summer Camp and Enrichment Services RFP 2022-03 from 1.1M to 2M, execute, and negotiate the contracts. Resolution 2022-09 approves the transfer of \$900,000 from the Fund Balance to the Grants and Aid category.

**Motion made by Member Cornell, Seconded by Vice Chair Certain to approve Resolution 2022-09 and have staff create a policy around managing lapsing dollars for future funding cycles.**

John S. Rollins and Alan Paulin spoke to the motion.

Motion was unanimously approved by voice vote.

### **Committee Updates**

#### **4. Data Technical Advisory Committee Update (Bonnie Wagner)**

The DTAC has met monthly since March, discussing topics such as data collection, processes, what type of data we collect, data security policies, and how to share results with the community. The last DTAC meeting is this Thursday to review the full policy, have a final round of revisions, and then it will be brought back to the board for approval.

### **New Business**

#### **5. Recommendation to apply and accept a Pritzker Children's Initiative Mini Grant (Mia Jones)**

The board heard a presentation recommending the application and acceptance of a PCI mini grant for the purpose of the development and implementation of a Black, Indigenous, and People of Color (BIPOC) community doula alliance and training program.

**Motion made by Member Cornell, Seconded by Member Pinkoson to approve the application and acceptance of a PCI Mini Grant.**

Motion was unanimously approved by voice vote.

### **Board Member Comments**

Member Ferrero asked if there were a way to extend mental health services to students without removing them from the academic portion of their day. She also requested that written comments be included in the minutes if the speaker would like to submit them.

Vice Chair Certain questioned if offering a paid parental leave policy would seem excessive as the Trust is funded by tax dollars.

Member Cornell noted his experience with paid parental leave as the most valuable time he ever spent, with six weeks paid off in 1993. He noted the importance of taxpayer dollars but voiced 100% support for this policy and suggested the Trust could lead by example for the County and Library District. A paid parental leave policy would positively create change in root causes and outcomes for children in Alachua County.

Member Cornell also reminded all present to vote in tomorrow's election.

### **For Your Information**

Items in this section are for informational purposes only and do not require any action by the Trust.

**Next Meeting Dates**

Monday, September 12, 2022

Regular Board Meeting starts @ 4:00 PM

and FIRST TRIM HEARING starts @ 5:01 PM

Children's Trust of Alachua County, 802 NW 5th Ave, Gainesville, FL 32601

Monday, September 26, 2022

Regular Board Meeting starts @ 4:00 PM

and FINAL TRIM HEARING starts @ 5:01 PM

Children's Trust of Alachua County, 802 NW 5th Ave, Gainesville, FL 32601

**Adjournment**

**Chair Dr. Margarita Labarta adjourned the meeting at 5:10 PM.**

#### Submission information

Form: [Virtual Comment Card](#) <sup>[1]</sup>  
Submitted by Visitor (not verified)  
Tue, 08/02/2022 - 5:10pm  
98.190.216.110

**Name**

Russell Scoates

**Email**

russell@swdc.co

**Phone**

3523760917

**Address**

1214 NW 4th Street

**Representing**

Small World Daycare & Learning Center

**Meeting Date**

Mon, 08/08/2022

**Comments**

I would like to thank the CTAC staff and board for their great work finding the two candidates for the Executive Director position and selecting a locally raised, well qualified, new executive director.

As I tried to convey at the previous meeting, there was very little discussion about children under five years of age and how CTAC can have an enormous impact on them going forward. For this reason, I would urge the CTAC board to recognize the amount of time, effort and resources being put into children in public schools. Trying to help these children get back on track will never end if the source of these problems is not addressed.

Children in our area are suffering the unintentional consequences from COVID such as restrictions in socialization, increased trauma levels, behavioral and poverty issues, all of which cause a long-lasting negative impact. Unless resources are invested in helping resolve these issues before the children enter public school, it will be a never-ending cycle.

I am asking the CTAC board to recognize the need to ensure resources are being put toward preventative measures and not just remedial efforts for our community children.

**Source URL:** <https://www.childrenstrustofalachuacounty.us/node/5728/submission/754>

**Links**

[1] <https://www.childrenstrustofalachuacounty.us/bc-ct/webform/virtual-comment-card>

#### Submission information

Form: [Virtual Comment Card](#) <sup>[1]</sup>  
Submitted by Visitor (not verified)  
Tue, 08/16/2022 - 11:30am  
98.190.41.21

**Name**

Christi Arrington

**Email**

christi@girlsplace.net

**Phone**

(352) 373-4475

**Address**

2101 NW 39 Avenue, Gainesville, FL 32605

**Representing**

Girls Place, Inc.

**Meeting Date**

Mon, 08/22/2022

**Comments**

I am incredibly grateful to the Trust for supporting us through the Business Leadership Institute (BLI). Initially, out of school programs were not considered for participation. Fortunately, our participation was reconsidered. Although the curriculum is specific to Early Childhood, each topic was relevant for us as a local, grassroots nonprofit. The relationships we formed and the leaders we met will impact us well beyond this year of growth. I am consistently re-evaluating how we do business as a result of BLI. I look forward to growing personally, professionally, and as an organization with the knowledge we have gained. I would be intrigued by an opportunity to gain accreditation with your support. Thank you to Mia and Kristy's leadership and your commitment to this community.

**Source URL:** <https://www.childrenstrustofalachuacounty.us/node/5728/submission/755>

**Links**

[1] <https://www.childrenstrustofalachuacounty.us/bc-ct/webform/virtual-comment-card>

Proposal and request for a policy of Paid Parental Leave to be added to the CTAC employee handbook and benefit package.

**Public Comment:**

Studies show that outcomes for children and their families that have access to a system of paid parental leave have direct positive effects on their mental health, physical health, in establishing supporting relationships, and even to children's reading levels. It also lowers the potential of falling into poverty, and affects the rate of early term births, due to the mother's stress during pregnancy. It is beneficial to the businesses that offer it with increased employee retention, attraction of new talent, it increases productivity and employee morale. It can also help reduce racial disparities in wage loss for minority populations.

In addition to 185 of the 193 United Nations, several US states, and the federal government, several Alachua County employers offer paid parental leave, an option for employees to access disability insurance, and/or a sick leave pool – the Trust does not currently offer any of these options.

The federal government has a well-defined and robust policy. Their model is a 12-week paid parental leave, only available to those who also meet the FMLA requirements of working at least 12 months and 1,250 hours for the employer. These would run concurrently. They also require a commitment to return to work for a specified period of time.

In order for a full-time employee of the Trust to remain in paid status while on FMLA leave (12 weeks) for the birth, placement, or adoption of a child – at their current rate of accrual – would need to work over 4.5 years to build that amount of sick leave. Adding their vacation accrual would reduce this to over 2.25 years (without using a single sick or vacation day for that duration).

This program would address the following goals and strategies:

Goal 1: All children are born healthy and remain healthy

- Strategy 1.1: Support maternal and child health
- Strategy 1.2: Support mental health and substance abuse prevention
- Strategy 1.3: Support physical health
- Strategy 1.4: Improve food security

Goal 2: All children can learn what they need to be successful

- Strategy 2.3: Support literacy and other academic supports

Goal 3: All children have nurturing and supportive caregivers and relationships

- Strategy 3.1: Support initiatives that connect families to resources
- Strategy 3.2: Improve family strengthening and supports



**CHILDREN'S TRUST**  
OF ALACHUA COUNTY

## CHILDREN'S TRUST MEETING MINUTES

August 22, 2022 at 4:00 PM

CTAC, 802 NW 5<sup>th</sup> Ave., Gainesville, FL 32601

---

### Signature Page

Approval of Meeting Minutes

#### CERTIFICATION:

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Regular Meeting of the Children's Trust of Alachua County, held on the 22nd day of August, 2022.

I further certify that the meeting was duly called and held and that a quorum was present.

CHILDREN'S TRUST OF ALACHUA COUNTY

By: Margarita Labarta

Dr. Margarita Labarta, Chair

CHILDREN'S TRUST OF ALACHUA COUNTY

By: Kristy Goldwire

Kristy Goldwire, Acting Secretary

Please provide your signature to confirm these minutes are a true representation of the CTAC meeting on August 22, 2022, as approved by the Board on September 12, 2022.