

BOARD OF DIRECTORS MEETING

CareerSource Central Florida | 4/15/25

CareerSourceCentralFlorida.com



4/15/25 BOARD OF DIRECTORS MEETING DETAILS

Meeting Details

Meeting Agenda

Roll Call

Welcome

Public Comment

Consent Agenda

Information/
Discussion/
Action Items

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Adjournment

Appendix

What: CSCF Board of Directors Meeting

When: Tuesday, April 15, 2024

8:30 a.m. – 9:00 a.m.

Where: Orlando Science Center

777 E. Princeton St. Orlando, FL 32803

Parking Garage Address: 782 E. Princeton St., Orlando, FL 32803

or

Virtual Option via Zoom:

Link: https://careersourcecf.zoom.us/j/88113053797?pwd=qrPvH0H8tVXbg0iwmmRk5K47ucOQ6B.1

Dial In: 1 (929) 205-6099 / Meeting ID:881 1305 3797 / Passcode: 503972

4/15/25 BOARD OF DIRECTORS MEETING AGENDA

Meeting Details	Agenda Item #	Topic	Presenter	Action Item
Meeting Agenda	1.	Welcome - Pledge of Allegiance - Host Welcome	Richard Sweat	
Welcome	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
Roll Call	3.	Public Comment	Richard Sweat	
Public Comment	4.	Consent Agenda A. 2/27/25 Board Meeting Minutes	Richard Sweat	X
Information/ Discussion/ Action Items	5.	Information / Discussion / Action Items A. Action Items: 1) Facilities – Admin Lease Proposal (Finance) 2) FY 2025-2026 Health Insurance Plan Renewal Recommendation (Finance) B. Committee Reports: Deferred to 6/12/25 Board Meeting	Eric Ushkowitz Eric Ushkowitz	X
Other Business	6.	Other Business		
Adjournment	7.	Adjournment / Retreat Begins		

4/15/25 BOARD OF DIRECTORS MEETING AGENDA

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Upcoming Meetings:

Board	6/12/25	9:00 a.m. to	10:30 a.m.
Consortium	6/19/25	9:00 a.m. to	9:30 a.m.

Committee Meetings:

C	ommutee weetings.		
-	Community Engagement	5/12/25	10:30 a.m. to 12:00 p.m.
-	Governance	5/14/25	3:00 p.m. to 4:30 p.m.
-	Budget Workshop	5/22/25	10:00 a.m. to 12:00 p.m.
-	Rev. Diversity & New Mkts	5/28/25	3:00 p.m. to 4:30 p.m.
-	Executive	5/29/25	2:00 p.m. to 3:30 p.m.
-	Finance	6/4/25	2:30 p.m. to 4:00 p.m.

i pledge allegiance to the flag of the United States of America And to the Republic for which it stands, One nation, under God, indivisible, With liberty and justice for all



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ROLL CALL / ESTABLISHMENT OF QUORUM



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WELCOME



SPECIAL THANKS TO OUR HOST



Inspire Science Learning for Life!



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PUBLIC COMMENT



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CONSENT AGENDA

- 2/27/25 Board Minutes



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INFORMATION / DISCUSSION / ACTION ITEMS



ACTION ITEM: CSCF ADMIN OFFICE LEASE RENEWAL



Action Item

To: CareerSource Central Florida Board of Directors

From: Finance Committee

Subject: CareerSource Central Florida – Administrative Office Lease Renewal

Date: April 15, 2025

Purposed Action:

The Finance Committee seeks approval from the CareerSource Central Florida (CSCF) Board of Directors to renew the lease for the administrative office space located at 390 N Orange Avenue, Suite 700, Orlando, FL 32801. The renewal terms have been proposed by Southwest Value Partners (SWVP Orlando Office LLC), the current landlord.

Background/Summary of Terms:

- Tenant: Central Florida Regional Workforce Development Board, Inc.
- Landlord: SWVP Orlando Office LLC (Southwest Value Partners)
- Premises: Suite 700 7,026 rentable square feet (down from the current 11,792 rentable square feet). The early give-back will take effect on or before January 1, 2026, with <u>tenant</u> vacating a portion of Suite 700 as specified in Exhibit A.
- Rent Expense:
 - Current: 11,792 @ \$31 per sq/ft (\$365K)
 - Proposed: 7,026 @ \$34 per sq/ft (\$239K)
- Early Give-Back:
 - CSCF will vacate a portion of the suite by January 1, 2026.
 - CSCF will save approximately \$93K in base rent and additional rent for the final seven months of the lease term.
- Lease Term: 69 months, beginning January 1, 2026.
- Base Rent:
 - \$34.00 per rentable square foot (full-service gross)
 - Annual increases of 3% on each anniversary of the lease commencement date.
- Rent Concession: The first two months of the lease term (following the commencement date) will be rent-free.
- Tenant Improvement Allowance: Landlord will provide a tenant improvement allowance of \$5.00 per rentable square foot, totaling approximately \$35K.
- Operating Expenses:
 - The base year for operating expenses will reset to 2026 as of the lease commencement date, resulting in a projected savings of approximately \$9K.
- Parking:
 - Tenant will lease 40 unreserved parking spaces at \$125 per space, per month (below the \$150 market rate per space, per month)
 - Landlord will have the right to recapture up to 18 parking spaces, with 60 days' notice prior to exercising this right.

Recommendation:

Based on the terms outlined above, the Finance Committee recommends that the CSCF Board approve the lease renewal agreement with Southwest Value Partners for the administrative office space. The proposed terms include a space give-back, resulting in an estimated savings of approximately \$100,000 in the first six months, along with a tenant improvement allowance of over \$35,000 and the landlord covering the cost of the space demising. The reduction in square footage will lead to annual savings of \$130,000 in rental expenses for CSCF.

Approved:

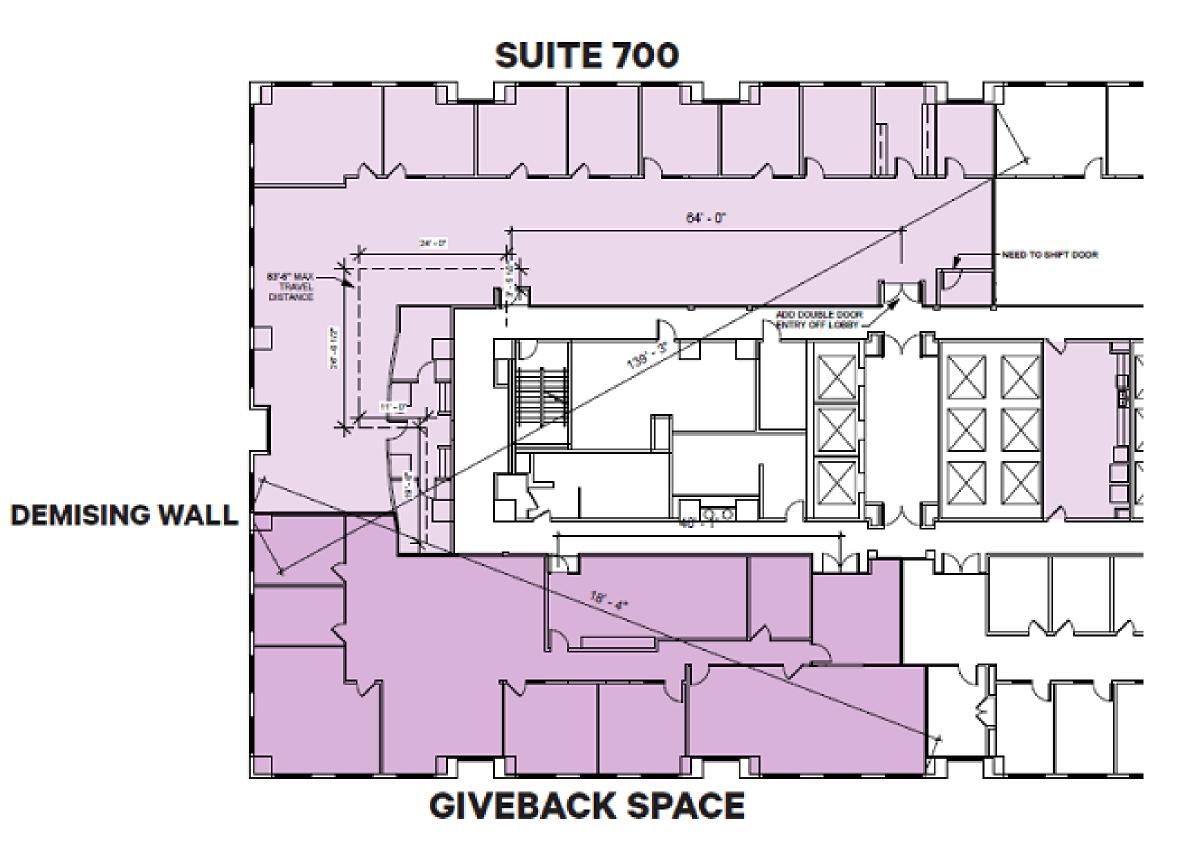
Finance Committee - 4/10/25

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Agenda Item 5A 1)



<u>EXHIBIT</u>





ACTION ITEM: CSCF HEALTHCARE BENEFITS RENEWAL PY 2025-2026



Action Item

To: CareerSource Central Florida Board of Directors

From: Finance Committee

Subject: CareerSource Central Florida – Employee Benefits

Date: April 15, 2025

Purposed Action:

The Finance Committee is seeking approval from the CareerSource Central Florida (CSCF) Board of Directors to transition CareerSource Central Florida's healthcare coverage from Florida Blue to UnitedHealthcare for the 2025/2026 plan year.

Background:

This memo provides a summary of the results from CareerSource Central Florida's recent healthcare benefits renewal and request for proposal (RFP) process for the 2025/2026 plan year. The benefits broker, Gehring Group, distributed an RFP to the market in February 2025, with all responses due by the end of March 2025. Below are the key details of the process and outcomes:

Current Enrollment and Premiums:

- o CareerSource Central Florida (CSCF) currently has 153 employees (85% of 180 total) participating in the health plan, with total annual premiums of \$3.1M.
- The loss ratio for Florida Blue (claims versus premiums) over the past 12 months is 88.5%.
- Several large claimants have contributed to the anticipated renewal increase, and some are expected to remain ongoing.

• Bid Results:

The RFP process produced the following top quotes:

- Florida Blue: 18% premium increase (+\$576K)
- UnitedHealthcare: 0% premium increase
- Aetna: 19% premium increase (+\$608K)
- Florida Blue countered with an 8.9% increase (+\$263K)
- Aetna Countered with a 12.8% increase (+\$406K)
- UnitedHealthcare offered a counterproposal with a 3.5% decrease in premiums (-\$110K) if CSCF opts to bundle health, dental, vision, life, and disability benefits.

Additional Considerations:

- UnitedHealthcare's renewal offer would maintain the current plan structure.
- A disruption analysis indicates a 93% network match, minimizing potential service interruptions.
- Staff will continue to review both employer and employee cost-sharing strategies to achieve further savings.

Recommendation:

Based on the bids received and the impact on both cost and plan structure, the Finance Committee recommends the CSCF Board approves transitioning from Florida Blue to UnitedHealthcare as the healthcare provider for CareerSource Central Florida employees. This change will result in net cost savings and maintain coverage continuity.

Approved:

Finance Committee - 4/10/25

Agenda Item 5A 2)



			CUR	RENT		
Schedule of Benefits	Florida Blue BlueCare HMO 46	Florida Blue - BlueC	options - PPO 05360	Florida Blue BlueCare HSA 124/125	Florid BlueOptions I	
Plan Year Deductible (PYD)	In Network	In Network	Out of Network	In Network	In Network	Out of Network
Individual Deductible	\$2,000	\$1,500	\$3,000	\$2,500	\$2,500	\$5,000
Family Deductible	\$2,000 / \$6,000	\$1,500/\$4,500	\$3,000 / \$9,000	\$5,000	\$5,000	\$10,000
Out of Pocket Maximum						
Single	\$5,000	\$5,300	\$8,000	\$5,000	\$5,000	\$10,000
Family Deductible (Ind/Fam)	\$5,000 / \$10,000	\$5,300 / \$10,600	\$8,000 / \$16,000	\$6,850 / \$10,000	\$6,850 / \$10,000	\$20,000 / \$20,000
Member Coinsurance	10%	20%	40%	10%	10%	40%
Non-Hospital Services						
Physician Office Visit Copay	535 Copay	\$25 Copay	40% after PYD	10% after PYD	10% after PVD	40% after PYD
Specialist Office Visit Copay	\$65 Copay	\$50 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD
Virtual Visit Copay (PCP/Specialist)	No Charge/\$65	No Charge/\$50	Not Covered	10% after PYD	10% after PYD	Not Covered
Preventive Services	No Charge	No Charge	40%	No Charge	No Charge	40%
Laboratory Services / X-Ray IDTC	No Charge/\$50 Copay	No Charge/\$50 Copay	40% after PYD	10% after PYD	No Charge after PYD/ 10% after PYD	40% after PYD
Advanced Imaging (MRI, PET, CT)	\$300 Copay	\$450 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD
Urgent Care Center	\$70 Copsy	\$55 Copay	\$55 Copay after PYD	10% after PYD	10% after PYD	10% after PYD
Hospital Services						
Inpatient Hospital Services	10% after PYD	20% after PYD	40% after PYD	10% after PYD	10% after PVD	40% after PYD
Outpatient Hospital Services/ASC	\$500 Copay / \$250 Copay	20% after PYD	40% after PYD	10% after PYD	10% after PYD	40% after PYD
Physician Services at Hospital/ASC	10% after PYD/\$65 Copay	20% after PVD	20% after INN PYD/40% after PYD	10% after PYD	10% after PVD	10% after INN PYD / 40% after PYD
Emergency Room (Per Visit)	\$300 Copay	20% after PVD	20% after INN PVD	10% after PVD	10% after PVD	10% after INN PYD
Mental Health/Substance Abuse						
Inpatient Hospital	No Charge	No Charge	40%	10% after PYD	10% after PYD	10% after INN PYD
Outpatient Services (OV/Other)	No Charge	No Charge	40%	10% after PYD	10% after PYD	40% after PYD
Prescription Drugs						
Generic Drugs	\$10	\$10		\$10 after PYD	\$10 after PYD	
Formulary Drugs	\$50	\$50		\$50 after PYD	\$50 after PYD	
Non-Formulary Drugs	\$80	\$80	50%	\$80 after PYD	\$80 after PYD	50% after INN PYD
Specialty Drugs	20%	20%		20% after PYD	20% after PYD	
Mail Order - 90 Day Supply	2.5x Retail Copay	2.5x Retail Copay		2.5x Retail after PYD	2.5x Retail after PYD	
Rates						
Employee Only 27 5 35 8	\$1,080.59	\$1,1	20.58	\$867.16	\$97	3.23
Employee + Spouse 10 7 6 5	\$2,463.76	\$2,5	54.93	\$1,977.12	52,2	18.98
Employee + Child(ren) 12 1 13 3	\$2,161.20	\$2,2	11.17	\$1,734.32	\$1,94	16.48
Employee + Family 13 1 5 2	\$3,457.91	\$3,585.87		\$2,774.91	\$3,114.35	
Monthly Premium 62 14 59 18 \$124,701		\$29,314		\$78,634	\$30,949	
Annual Premium 153	\$1,496,409	\$351	1,773	\$943,608	\$371,387	
\$ Increase/(Decrease)	N/A	N	/A	N/A	N/A	
% Increase/(Decrease)	N/A	N	/A	N/A	N	/A
Total Monthly Premium			\$263	3,598		
Total Annual Premium				· i3,177		
\$ Increase/(Decrease)				/A		



Proposed Benefits with United Healthcare



EKR4-M (UHC EPO 2025) Rx Plan A16	EKRU-M (UHC POS 2025) Rx Plan A16		EKOA-M (UHC-EPO 2025- HSA) Rx Plan 570-HSA	EKOD-M (UHC POS 2025-HSA) Rx Plan 570-HSA		
In Network	In Network	Out of Network	In Network	In Network	Out of Network	
\$2,000	\$1,500	\$3,000	\$2,500	\$2,500	\$5,000	
\$2,000 / \$6,000	\$1,500/ \$4,500	\$3,000 / \$9,000	\$5,000	\$5,000	\$10,000	
		8				
\$5,000	\$5,300	\$8,000	\$5,000	\$5,000	\$10,000	
\$5,000 / \$10,000	\$5,300 / \$10,600	\$8,000 / \$16,000	\$5,000 / \$10,000	\$5,000 / \$10,000	\$10,000 / \$20,000	
10%	20%	40%	10%	10%	40%	
\$35 Copay	\$25 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD	
\$65 Copay	\$50 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD	
* No Charge	* No Charge		and the commence of the commen	1 0000000000000000000000000000000000000		
(DOD,Amwell,Teladoc)	(DOD,Amwell,Teladoc)	Not Covered	10% after PYD	10% after PYD	Not Covered	
No Charge	No Charge	40% after PYD	No Charge	No Charge	40% after PYD	
No Charge/\$50 Copay (\$750 Non DDP)	No Charge/\$50 Copay (\$750 Non DDP)	40% after PYD	10% after PYD (Ded+50% Non-DDP)	10% after PYD (Ded+50% Non-DDP)	40% after PYD	
\$300 Copay	\$450 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD	
(50% Non-DDP)	(50% Non-DDP)	40% after PTD	(Ded+50% Non-DDP)	(Ded+50% Non-DDP)	40% after PTD	
\$70 Copay	\$55 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD	
10% after PYD	20% after PYD	40% after PYD	10% after PYD	10% after PYD	40% after PYD	
\$250 Copay / \$250 Copay	20% after PYD	40% after PYD	10% after PYD	10% after PYD	40% after PYD	
10% after PYD	20% after PYD	20% after INN PYD/40% after PYD	10% after PYD	10% after PYD	10% after INN PYD / 40% after PYD	
\$300 Copay	20% after PYD	20% after INN PYD	10% after PYD	10% after PYD	10% after INN PYD	
No Charge	No Charge	40% after PYD	10% after PYD	10% after PYD	40% after PYD	
No Charge	No Charge	40% after PYD	10% after PYD	10% after PYD	40% after PYD	
\$10	\$10	Tier 1-3 Copay + any	\$10 after PYD	\$10 after PYD	Tier 1-3 Copay after PYD +	
\$50	\$50	amount over the allowed	\$35 after PYD	\$35 after PYD	any amount over the	
\$85	\$85	amount	\$70 after PYD	\$70 after PYD	allowed amount	
Tiers 1-3	Tiers 1-3	Tiers 1-3	Tiers 1-3	Tiers 1-3	Tiers 1-3	
2.5x Retail Copay	2.5x Retail Copay	Not Covered	2.5x Retail after PYD	2.5x Retail after PYD	Not Covered	
\$1,100.66	\$1.0	76.19	\$881.49	\$89	5.59	
\$2,509.50		53.71	\$2,009.79		41.94	
\$2,201.32			\$1,762.98	\$1,791.18		
\$3,522.11	\$2,152.38 \$3,443.81		\$2,820.77	\$1,791.18		
\$127,016		,153	\$79,933		,480	
\$1,524,193		7,837	\$959,202	\$341,757		
\$27,784		3,936	\$15,593	-\$29,630		
1.9%	1.9% -4.0% 1.7% -8.0%					
		\$269	3,582			
\$3,162,989						
	-\$188					
4	0.0%					

ALTERNATIVE #2

\$10,000 Wellness, \$50K Tech Funds. *Vitual Visit at PCP/Spec will be at PCP & Specialist copays



COMMITTEE REPORTS TO BE DEFERRED TO 6/12/25 BOARD MEETING



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OTHER BUSINESS



REMINDER: NEXT BOARD MEETING SCHEDULED FOR:

THURSDAY, JUNE 12, 2025

AT
UNIVERSAL ORLANDO



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ADJOURNMENT



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APPENDIX

- 2/27/24 BOARD MEETING MINUTES



DRAFT Board of Directors Meeting Thursday, February 27, 9:00 .m.

MINUTES

MEMBERS PRESENT:

Richard Sweat, Andrew Albu, Sharon Arroyo, Joe Battista, Casey Ferguson, Wendy Ford, Tanisha Nunn Gary, John Gill, Kristin Gray, Mark Havard, Jeff Hayward, Shawn Hindle, Lindsey LeWinter, Nicole Martz, Catherine McManus, Snak Nakagawa, Sheri Olson, Gaby Ortigoni, Brinkley Ruffin, Amy Santorelli, Jonathan Schaefer, Trey Simpkins, Stella Siracuza, Michelle Sperzel, David Sprinkle, DeAnna Thomas, Eric Ushkowitz, Matt Walton,

Richard Watford, and Kristin Williams

MEMBERS ABSENT:

Wendy Brandon, Gui Cunha, Sean Donnelly, Molly Kostenbauder, Ben

Larry, Chris Pascal and Maria Vazquez

STAFF PRESENT:

Pam Nabors, Tadar Muhammad, Leo Alvarez, Dyana Burke, Steven Nguyen, Nilda Blanco, Gina Ronokarijo, Emily Kruszewski, Marcela DeFaria, Melanie Markes, Carla Sosa, Sean Masherella, Vince Bruno, Vanessa Nogueira, and

Kaz Kasal

GUESTS PRESENT:

Commissioner Lee Constantine, Seminole County; Commissioner Peggy Choudhry, Amanda Clavijo / Osceola County; Jay Galbraith, Gloria LeQuang / BRIDG; Tawny Olore / National Science Foundation; Jeremiah Swartz, Jayden G. / NeoCity Academy; Chris Carmody, Heather Ramos /

GrayRobinson

Agenda Item	Topic	Action Item / Follow Up Item
1	Melcome Mr. Sweat, Board Chair, called the meeting to order at 9:00 a.m. and welcomed attendees.	
	Roll Call / Establishment of Quorum: Ms. Kasal, Executive Board Coordinator, reported a quorum present.	
	Public Comment: None offered.	
	Mr. Sweat thanked Ms. Siracuza for providing the refreshments, and Osceola County for providing conference space and technical support for today's meeting.	
	Ms. Clavijo, Assistant County Manager, Osceola County, welcomed attendees and provided an overview of Osceola County and "Osceola Prosper." "Osceola Prosper," which is made possible by the Osceola County Commission, provides free tuition to high school graduates in Osceola County to	
	attend either Valencia College or Osceola Tech College through graduation.	

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AGENDA ITEM 4A



2	Spotlight Stone	
2	Viewed a video highlighting the "NeoCity Community STEM Day" event that occurred on 2/1/25 in Kissimmee. The event focused on engaging the local community with STEM-related activities and familiarization of the NeoCity site. Over 1,200 attended the event, which was way more than expected.	
3	Panel Discussion Ms. Blanco, Senior VP of Strategic Initiatives, facilitated and introduced the following panelists: > Amanda Clavijo, Assistant County Manager, Osceola County > Jay Galbraith, President, BRIDG > Tawny Olore / CEO, National Science Foundation Central Florida Semiconductor Engine > Jeremiah Swartz, Experiential Learning & Partnership Coordinator, Neo City Academy > Jayden G., Student, NeoCity Academy The Panel provided following highlights and discussion points: • Osceola County transformed its investment and infrastructure from raising cattle in this area to what is now called "NeoCity"- a semi-conductor ecosystem, creating high wage tech jobs and becoming a primary contractor with Departement of Defense. January 2024: Nation Science Foundation awarded Central Florida up to \$15M (over two years) as "Central Florida Semi-Conductor Innovation Engine" with a potential to receive up to \$160 over ten years. • Goal of Central Florida Semi-Conductor Engine, headquartered at NeoCity, is to drive economic growth in Florida and bolster national security. Currently, only 2% of semi-conductor industry of advanced manufacturing and packaging is done in United States. • Central Florida Semi-Conductor Engine's success is primarily due to all the strong partnerships that have formed to include CSCF as workforce development partner, lead by Ms. Blanco. Discussion points included below workforce challenges on: • Attracting youth, high school students to jobs in semi-conductor industry. • Keeping talent here in Central Florida vs. moving out of state.	
	 Matching skill-sets of individuals that could transition to semi- 	
	conductor industry.	
		Board of Directors Meeting

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	 Making sure training providers stay updated and aligned to 	
	current semi-conductor industry needs.	
	Board input:	
	 Need to attract engineers from out of state for the current 	
	jobs needing to fill now.	
	 Start awareness of semi-conductor industry and STEM 	
	careers with youth in middle schools, and even elementary	
	schools.	
	Panelist takeaways:	
	Mr. Galbraith: Osceola County is a catalyst in setting the	
	stage for the future.	
	Ms. Clavijo: parterships have taken us forward.	
	Ms. Olore: Florida has a bright future being a nation's tech bub due to etropa partnerships	
	 hub due to strong partnerships. Mr. Swartz: need your connections to help keep students in 	
	Florida.	
	Jayden: as Founder of FLIPS (Fostering Leaders, Innovators	
	and Pioneers in STEM) – continue to "ensure that every	
	student understands they belong in STEM, providing them	
	with opportunities to make it happen."	
4	Consent Agenda	
	 Mr. Sweat asked the Board if any item on consent agenda, as 	Mr. Sprinkle made a motion
	listed below (attachment), should be moved off for further	to approve all items on the
	discussion: - Draft Minutes of 12/11/24 Board Meeting	consent agenda. Mr. Albu seconded; motion passed
	Acceptance of 2CFR 200 Audit Report (Audit)	unanimously.
	- 403(b) Retirement Audit Results (Audit)	-
	 FY 2024 Florida Commerce Monitorinig (Audit) 	
	Retirement Plan Recommendation (Finance)	
	 Transfer Authority of WIOA Adults/DW Funding (Finance) Banking Services Recommendation (Executive) 	
5	Information / Discussion	
	Chair's Report:	
	Mr. Sweat noted the following:	
	 For those Board Members unable to attend annual training at 	
	12/11/24 CSCF Board Meeting, Ms. Kasal will be reach out to	
	coordinate an online training option to be completed prior to	
	6/30/25. - Board Source issue will be coming out this week.	
	- Doard Source issue will be coming out this week.	
		Board of Directors Meeting

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President's Report

- Ms. Nabors, President/CEO, provided highlights from the President's Report (attachment).
- Proposed Value Propostion Statement: "We deliver personalized career support and skill development to bridge success between people and business."
- CSCF's performance through 2nd quarter (7/1/24 thru 12/31/24).
- CSCF continues to receive A+ rating.
- Programs/Partnerships updates:
 - High School Career Express kicked off its spring program.
 - Gearing up for Summery Youth 2025.
 - Partnering with City of Altamonte Springs with Innovation Global Lab.
 - CFHLA 2nd annual event 2/6/25; Nilda presented on workforce outlook for hospitality & tourism.
 - Education & Industry Consortium ongoing innovation discussions.

Finance Report

 Mr. Alvarez, CFO, reviewed highlights on financials through 2nd quarter, 7/1/24 thru 12/31/24 (attachment).

Committee Reports

Executive

Mr. Sweat, Committee Chair, stated the Committee met on 12/5/24 and 2/20/25.

- On 12/5/24, reviewed various grants received and December Board Agenda.
- On 2/20/25:
 - Reviewed President's Report, Committee Reports, Board Agenda.
 - Provided feedback on proposed Value Proposition.
 - Committee approved, for Board's final approval under today's Consent Agenda, allowing staff to negotiate with highest-evaluated proposer, JP Morgan Chase Bank.



Committee also approved action memo for the 2025 Summer Youth program (attachment) and its contract renewals with vendors for Explore program and Engage program. As there are some CSCF Board Members who work for vendors as listed on memo, this action will need to be approved by twothirds vote of Board. A quorum has already been established. Mr. Hayward made a motion to approve renewing contracts with program provider vendors, as listed on memo under "Explore Program" chart with budget not to exceed \$455,000. Ms. Olson seconded, with Mr. Battista and Ms. Thomas abstaining, motion passed.

Mr. Hayward made a motion to approval renewing contracts with program provider vendors, as listed on memo under "Engage Program" chart with budget not to exceed \$653,000. Ms. Ford seconded, with Mr. Battista and Ms. Thomas abstaining, motion passed.

Audit

Mr. Walton, Audit Committee Chair, stated the Committee met jointly with the Finance Committee on 1/15/25. The Committee approved the below, which will be forwarded to Board's Consent Agenda for final approval:

- Acceptance of 2 CFR 200 Audit Report be performed by auditors Cherry Bekaert (clean audit, no findings on compliance, no significant deficiencies or materials weaknesses).
- Acceptance of 403(b) Retirement Plan Audit Report.
- Acceptance of Florida Commerce's financial monitoring results.

Career Services

Mr. Albu, Career Services Committee Chair, stated Career Services Committee met on 11/14/24 and 2/13/25.

At 11/14/24 meeting:

- Reviewed scorecard through 1st quarter vs. 1st quarter previous year.
- Reviewed Level Up Orange goal vs. actual.
- Discussed the challenges keeping the Temporary Assistance for Needy Families (TANF) participants engaged and understanding importance of gainful employment.
- Reviewed workforce operations updates.

Board of Directors Meeting February 27, 2025 Page 5



Received an update on Education & Industry Consortium.

At 2/13/25 meeting:

- Reviewed scorecard through 2nd quarter (7/1/24 thru 12/31/24.)
- Reviewed and provided input on proposed CSCF Value Proposition.
- Discussed: "How do we get larger companies to support and help with workforce issues?" and suggested ways CSCF can be more proactive and better engaged.
- Received legislative updates.
- Reviewed new "4-E" Service Delivery Model.
- Reviewed workforce operations and strategic initiatives updates.

Community Engagement

Mr. Sprinkle, Community Engagement Committee Chair, stated committee met on 11/21/24 and 2/12/25.

At 11/21/24 meeting:

- Received government affairs update.
- Reviewed updates on CSCF website refresh.
- Survey sent to Committee for their feedback on the development of the website.
- Reviewed importance of unified voice for CSCF messaging the resonates with customers.

At 2/12/25 meeting:

- Received government affairs update.
- Reviewed and provided input on proposed CSCF Value Proposition.
- Reviewed strategies and goals on CSCF's "Unified and Integrated Communications Plan."
- Reviewed "Highlights & Horizons" internal monthly communication to staff.
- Reminded Committee to take survey on website refresh.

Facilities Ad Hoc

Mr. Walton, Facilities Ad Hoc Committee Chair, stated Committee will meet on 3/7/25.

Finance Committee

Mr. Ushkowitz, Finance Committee Chair, reported the Committee met jointly with the Audit Committee on 1/15/25. The Committee reviewed update on CSCF's Retirement Plan and financials through 2nd quarter (7/1/24 thru 12/31/24). The Committee also approved the below, which will be forwarded to

Board of Directors Meeting February 27, 2025 Page 6



	Board's Consent Agenda for final approval: - Retirement Plan Recommendation – ability to set performance and company-wide goals in Top Hat Plan. - Transfer of Authority of WIOA Adult/DW Funding. Governance	
	 Ms. Olson, Governance Committee Chair, stated Committee met on 2/5/25 and: Reviewed and approved proposed revisions to the Bylaws (attachment) be forwarded to Board for final approval. Two-thirds of Board need to approve, a quorum having been established. Board Demographics: from historical to current, all categories are moving in the right direction. Board Engagement results through 2nd Quarter: Participation: 56% on track toward annual goal of 24 hours, Demonstration: 100% have engaged in at least one activity; Contribute: 47% through 12/31/24; however it is now 57% to date. Received Enterprise Risk update. Ms. DeFaria, "Thank You" to those Board Members who have Contributed thus far this program year. 	Mr. Hayward made a motion to approve the proposed revisions to the Bylaws, as presented. Ms. Ortigoni seconded; motion passed.
	 Revenue Diversity and New Markets Mr. Gill, Revenue Diversity and New Markets Committee Chair, stated the Committee met on 1/29/25 and reviewed: Mid-Year results (7/1/24 thru 12/31/24) – currently at 84% of annual goal of \$6M. Committee advised CSCF to make sure board understands annual contribution goal is by CSCF PY vs. calendar year. Reviewed Development Plan to strategically diversify revenue and ensure long-term financial stability via three buckets: 1) public funding; 2) private funding and 3) revenue-generating. Reviewed strategic investment policy update. 	
6	Insight State Legislative Update: Mr. Chris Carmody, GrayRobinson, provided a legislative update entitled "2025 Legislative Session Preview" (attachment).	
7	Other Business Next Board Meeting, which includes Board Retreat, is scheduled on 4/15/25 at Orlando Science Center.	



8 Adjournment
Meeting adjourned at 10:46 a.m.

Respectfully submitted,

Kaz Kasal Executive Board Coordinator



FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Battista, Joseph				N, AUTHORITY, OR COMMITTEE / Board of Directors
MAILING ADDRESS P.O. Box 3028		WHICH I SERVE I	SAUNIT OF:	THORITY OR COMMITTEE ON
City	COUNTY	NAME OF POLITIC	CAL SUBDIVISION:	DOTHER LOCAL AGENCY
Orlando DATE ON WHICH VOTE OCCURRED	Orange	_		
2/27/2025		MY POSITION IS:	□ ELECTIVE	M APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143. FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

.

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

.

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the
minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)



APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the
 meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the
 agency, and the form must be read publicly at the next meeting after the form is filed.

	DISCLOSURE OF LOCAL OFFICER'S INTEREST	
Joseph Battista	, hereby disclose that on February 27, 20	<u>25</u> :
(a) A measure came or will come	e before my agency which (check one or more)	
Inured to my special priva	ate gain or loss;	
inured to the special gain	or loss of my business associate,	:
	or loss of my relative.	:
inured to the special gain	or loss of Valencia College	, by
whom I am retained; or		
inured to the special gain	or loss of	, which
is the parent subsidiary, o	or sibling organization or subsidiary of a principal which has retained me.	
(b) The measure before my ager	ncy and the nature of my conflicting interest in the measure is as follows:	
 a)]. As Vice President f 	oted to approve "2025 Summer Youth Contracts" for Explore Program [Agenda Item 5D for Global, Professional, and Continuing Education of Valencia College, I would not employer, Valencia College, could benefit.	
<u> </u>	tion would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public imply with the disclosure requirements of this section by disclosing the nature of the interest in such ice of the conflict.	
02/27/2025 Date Filed	Signifure / 2 Postluta	

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.



FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MICCLE NAME Thomas, DeAnna		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Board of Directors
MAILING ACCRESS 2001 Kurt Street		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
Eustis	Lake	MAINE OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED 2/27/25		MY POSITION IS: D. ELECTIVE OF APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form:

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163,356 or 163,357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112,3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction,

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

 You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

PAGE 1

CE FORM 68 - EFF, 11(2013 Adopted by reference in Rule 34-7,010(1)(f), F.A.C.: Meeting Packet Page 34



Career Source CENTRAL FLORIDA

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

C	ISCLOSURE OF LOCAL OFFICER	R'S INTEREST	
DeAnna Thomas	, hereby disclose that on Febr	ruary 27	20 25
(a) A measure came or will come bet	ore my agency which (check one or more)		
inured to my special private g	ain or loss;		
inured to the special gain or k	es of my business associate,		
	es of my relative.		
inured to the special gain or k	sa of Lake Technical College		, by
whom I am retained; or			
inured to the special gain or k	es of		, which
is the parent subsidiary, or sib	ling organization or subsidiary of a principal wh	nich has retained me.	
(b) The measure before my agency a	and the nature of my conflicting interest in the m	neasure is as follows:	
	to approve "2025 Summer Youth Contract of Lake Technical College, I would not ben eft.		ō
	would violate confidentiality or privilege pursuar with the disclosure requirements of this section f the conflict.		
De Caro Sa.	he.∮	2 2/27/28 sture	

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

PAGE 2

CE FORM 8B - EFF. 11/2013 Adopted by reference in Rule 34-7,010(1)(b, F.A.C. Meeting Packet Page 35



FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE N. Battista, Joseph	AME			N, AUTHORITY, OR COMMITTEE / Board of Directors	
P.O. Box 3028		THE BOARD, O WHICH I SERV		THORITY OR COMMITTEE ON	
orry Orlando	ODUNTY	NAME OF POLI	TICAL SUBDIVISION:	2 OTHER LOCAL AGENCY	\dashv
DATE ON WHICH VOTE OCCURRED 2/27/2025	Galige	MY POSITION I	ELECTIVE	IZÍ APPOINTIVE	

WHO MUST FILE FORM 8B

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.

ELECTED OFFICERS:

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PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

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APPOINTED OFFICERS:

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minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)



APPOINTED OFFICERS (continued)

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- The form must be read publicly at the next meeting after the form is filed.

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 agency, and the form must be read publicly at the next meeting after the form is filed.

	DISCLOSURE OF LOCAL	OFFICER'S INTEREST	
I. Joseph Battista	, hereby disclose t	that on_February 27	20 25 :
(a) A measure came or will come to	before my agency which (check one o	r more)	
inured to my special private	gain or loss;		
inured to the special gain o	r loss of my business associate,		;
inured to the special gain o	r loss of Valencia College		, by
whom I am retained; or			
inured to the special gain o	r loss of		, which
is the parent subsidiary, or	sibling organization or subsidiary of a	principal which has retained me.	
(b) The measure before my agenc	y and the nature of my conflicting inte	erest in the measure is as follows:	
 a)]. As Vice President fo 	ed to approve "2025 Summer You r Global, Professional, and Contr employer, Valencia College, could I	ith Contracts" for Engage Program nuing Education of Valencia College benefit.	[Agenda Item 5D e, I would not
<u> </u>	ply with the disclosure requirements of	lege pursuant to law or rules governing of this section by disclosing the nature of	of the Interest in such a way
02/27/2025		1. 12 Post	ta
Date Filed		Signature / 2 Potter	

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.



FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—PIRST NAME—MIDDLE HAME. Thomas, DeAnna MAUNG ADDRESS 2001 Kurt Street		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Board of Directors		
		THE BOARD, COUNCIL, DOMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:		
CITY Eustis	Lake	NAME OF FOLIT	CAL SUBDIVISION:	OF OTHER LOGAL AGENCY
DATE ON WHICH VOTE OCCURRED 2/27/25		MY POSITION IS: D. ELECTIVE OF APPOINTIVE		

WHO MUST FILE FORM 8B

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For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

ELECTED OFFICERS:

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 You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

PAGE 1

CE FORM 88 - EFF, 11(201)
Adopted by reference in Rule 34-7,010(1)(5, F.A.C.

Meeting Packet Page 38



CareerSource

CareerSource CENTRAL FLORIDA

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

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	DISCLOSURE OF LOCAL OFFICER'S INTEREST		
DeAnna Thomas	, hereby disclose that on February 27	20 25	
(a) A measure came or will com	e before my agency which (check one or more)		
Inured to my special privi	ate gain or loss;		
inured to the special gain	n or loss of my business associate,		- 8
inured to the special gain	n or loss of my relative,		
inured to the special gain	n or loss of Lake Technical College		, by
whom I am retained; or			
inured to the special gain	n or loss of	wt	hlich
	or sibling organization or subsidiary of a principal which has retained me.		
(b) The measure before my age	ency and the nature of my conflicting interest in the measure is as follows:		
The Board of Directors w 1) a)]. As Executive Directors Technical College, could	oted to approve "2025 Summer Youth Contracts" for Engage Program. [Agenda Item otor of Lake Technical College, I would not benefit personally but my employer, Lake benefit.	5D	
Til .			
If disclosure of specific informal who is also an attorney, may co as to provide the public with not	tion would violate confidentiality or privilege pursuant to law or rules governing attorneys, a paying with the disclosure requirements of this section by disclosing the nature of the interest in lice of the conflict.	ublic offi such a	icar, way
Dean Jo	Lower 2/21/28		_

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

CE FORM 8B - EFF, 11/2013 Adopted by reference in Rule 36-7,010(1)(f), F.A.C.

PAGE 2

RETURN TO AGENDA