

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY
COUNCIL MEETING
Thursday, October 23, 2014, 5:00 p.m.

MINUTES

1. Call to Order

Chair Langowski called the meeting to order at 5:00 p.m.

Present:

Thomas Bean
Vince Goodman
Kathleen Kroll
Greg Langowski
Thomas E. Lynch
Dennis Miles
Thomas P. Weber

Excused: E. Wayne Gent; Debra Robinson, M.D.; Shelley Vana

- A. Invocation – led by Vince Goodman
- B. Pledge of Allegiance – led by Chair Langowski
- C. Presentations

Chair Langowski introduced Judge Kathleen Kroll to the Council. He stated that Judge Kroll was a Circuit Court judge in the Fifteenth Judicial Circuit Court of Palm Beach County. He stated that Judge Kroll had taught for the School Board in adult education courses, in addition to Palm Beach State College and Florida Atlantic University. He stated that she had served as Assistant Dean in the Florida College of Advanced Judicial Studies, and is a faculty member at the Florida Judicial College. He stated that Judge Kroll had served as Chief Judge of the fifteen judicial circuit of Florida, and as the Administrative Judge in both County Court and Circuit Court. He stated that Judge Kroll was currently serving as Administrative Judge for the juvenile division.

Chair Langowski stated that Judge Kroll was currently serving on the Board of the Community Foundation of Palm Beach and Martin Counties, and had previously served on the Board of the Palm Beach Day Academy School, Mental Health Association, and the Red Cross. He welcomed Judge Kroll.

- 1. Triple P Presentation – Christina Hallyburton, Program Officer.

Christina Hallyburton, Program Officer introduced Barbara Hernandez, Chief Operating Officer at the Center for Family Services; Debbie Newell, Program Director at Parent Child Center; Allyson Joseph, Family Support Specialist with Accelerated Learning Solutions; Pablo Aleman, Triple P program parent; and Marily Alpizar and Christina Garcia, Triple P program mothers.

Ms. Hallyburton stated that Triple P is an evidence based program and multi-level system of parenting and family support. She stated that in addition to the two contracts where only Triple P services are provided, the Triple P program is also embedded in other contracts with CSC's entry agencies, the Healthy Beginnings Nurses, and all Bridges sites. She stated that it is part of CSC's Healthy Beginnings system and that it targets CSC's sentinel outcome of keeping children free from abuse and neglect, and works towards ensuring that children are ready for Kindergarten.

Ms. Hallyburton stated that all parents have questions about their child's development and behavior at some point, and Triple P offers advice and support for families. She stated that the program helps to normalize parenting concerns and lets parents know that it is ok to ask questions and seek help around parenting, and that it anticipates that they will have less parental stress and feel more confident and competent in their parenting. She stated that the parents learn strategies around helping their children, establish positive relationships with their children, encouraging desirable behaviors, teaching new skills and behaviors and managing misbehaviors in a positive manner and without the use of harsh punishment. She stated that there are multi levels of the system, one of which is the Triple P seminar series of three 90 minute seminars. She stated that the three-seminar series are presented in the community and to any organization who would like to host one, and that they can be presented in Spanish, English and Creole.

Barbara Hernandez, , Chief Operating Officer, Center for Family Services, thanked the Children's Services Council for funding such a vital community program for parents and expectant parents. She stated that at the Center for Family Services the Triple P program consists of two staff members who are Triple P practitioners, and herself. She stated that they offer the program in Level 3 (Primary Care) and Level 4 (Standard). She stated that they offer both programs with the parents in their home setting in the community, and are available to meet parents at a location and time convenient to them. She stated that the Triple P program makes it flexible for parents, and that personnel is available to meet parents during evening hours, ensuring that they are able to work with both parents engaging both moms and dads. She stated that they have also engaged grandparents because they understand the importance of grandparents in raising children. She stated that they offer services in English, Spanish and Creole and in FY 13/14 they had served 127 parents. As a credited practitioner herself, Ms. Hernandez stated that she has been implementing Triple P since 2009. She stated that the Council is getting return on its investment because many parents that have benefited from the program. She stated that it makes a difference in the families' lives, it aims to make parents more confident and competent by being able to manage their child's behavior.

Debbie Newell, Program Director at Parent Child Center, thanked the Council for funding the program and stated that it had been a great outreach to many families. She stated that they currently have twelve staff trained in Triple P, including herself, and that they had served over 800 families in FY 13/14 with a 90% successful completion rate. She stated that they offered the program in English, Creole, and Spanish, and that they offered it in both individual and group settings. She stated that they had also been trained in Stepping Stone,

which is adapted for children with special needs. She stated that she was trained with the first group in Palm Beach County, she was also a facilitator, and now dealing with her staff, she found it to be a phenomenal program because it provides a very brief intervention, however, when it is delivered with fidelity and followed through with consistency, very minor adjustments within the home makes phenomenal changes for these families.

Allyson Joseph, Family Support Specialist with Accelerated Learning Solutions, stated that in their high schools they had team parents, and the team parents needed to receive information not only about academic success, but also about parenting, and they had therefore partnered with Parent Child Center. She stated that Parent Child Center came into both schools and the students that were offered and had accepted a scholarship had increased attendance because they were able to attend school more often by utilizing the day care provided.

Pablo Aleman, Triple P program parent stated that he had 4 children of ages 21, 10, 9 and 7. He stated that he had suddenly found himself as a single, full time parent to the three younger children who had previously been raised by their mother in an unstructured environment. He stated that he had needed the Triple P program to provide the tools and education to help change all the years of chaos and turmoil, and the Triple P program had helped him deal with the bad behavior patterns, and had help teach his children the proper way to act, and teach them healthy habits. He stated that he was now able to deal with each child on a one-to-one basis, and help them become positive and respectful. He stated that constant tantrums had now become a thing of the past. He thanked the Council for funding the program, and thanked the practitioners and everyone who had touched his family's life.

Marily Alpizar, Triple P program mother stated that she had needed to learn parenting skills and how to discipline her child because her child had witnessed domestic violence (spousal abuse). She stated that she now felt more confident disciplining her children, and communication with the children had been improved. She stated that she had witnessed a rapid change in her children's behavior, and the family environment was much calmer and more communicative. She thanked the Council for continuing to fund the program.

Christina Garcia, Triple P program mother stated that she had had her children when she was 15 and 16. She stated that the Triple P program had helped her so much because it had never judged her, they had cared for her and taught her how to be a better parent. She stated that she had been given the tools and all the advice she needed, and for the first time she was not being judged. She stated that she would always be grateful for the program; she had learned how to communicate and how to be patient, and that every day was a new day. She stated that she had appreciated that her counselor had told her that being a parent did not come with a manual, and that everyone had to learn how to be a parent from somewhere. She stated that she had become a stronger person and a stronger parent. She thanked the Council for funding the program and stated that she really appreciated that the practitioners wanted to listen and help, and not be judgmental.

Christina Hallyburton recognized audience members Dr. Thomas Greer, CEO of Center for Family Services, and Pam Figoras, Vice-President at Parent Child Center.

Thomas Bean asked each program participant to share the one biggest thing from the program that had resonated for them and their family. Pablo Aleman stated that he felt he was now able to deal with things in a better light than in the past. He stated that the program had been able to help him add structure to his children's lives. Marily Alpizar stated that her daughter had been aggressive, and that the program had taught her how to give instructions to her daughter. She stated that her child was no longer aggressive because she (the mother) had learned how to ask her to do things in another way. She stated that she had thought that the effects of the program would be evident in two or three months, but from the very first session she had, she could see a change in her daughter's interaction with her, and her daughter was a changed person. Vince Goodman asked how old her daughter was, Ms. Alpizar stated that she was three. Christina Garcia stated that the program had brought her family unity, teamwork, and patience. She stated that they worked together and guided each other.

Tom Weber thanked everyone for coming and for sharing their stories. He stated that the Council did a very good job of metrics and statistics which helped determine whether or not a program was working, but when real-life stories were shared it was very rewarding.

Tana Ebbolle stated that CSC provides all Triple P training for staff, and provides all supplies for the program. She stated that the program would also be beneficial to families in the child welfare system so CSC has been partnering with Child Net, a community-based care agency. She stated that Child Net funded (in partnership with CSC) funded a portion of a position so that children who needed the program at a deeper level had access to it.

Judge Kathleen Kroll stated that she was one of the people who benefitted from the Triple P program, and that she heard the stories of need in her courtroom every day. She stated that there were different age group levels for the services. She stated that the program worked, and that it changed behavior, enabling the families to stay together.

Christina Hallyburton stated that there were seminars held regularly at the Bridges sites, and if anyone would like additional information about a seminar they could contact Elsa Sanchez, Senior Executive Assistant for a schedule of seminars.

D. Election of Vice Chair

Thomas Sheehan, Legal Counsel, stated that at the September 25, 2014 Council meeting he had mentioned that due to Judge Alvarez's retirement there was now an open position for Vice Chair. He stated that according to CSC's Bylaws nominations could be taken from the floor with a voice vote. He stated that, in addition to filling in for the Chair during Council meetings when the Chair was absent, the Vice Chair was also the Chair of the Program Review Committee and a member of the Personnel Committee. He stated that, typically,

although not required, the Vice Chair served in the same position for Prevention Partnerships for Children, Inc.

Vince Goodman stated that Judge Kroll was assuming Judge Alvarez's position and nominated Judge Kroll as Vice Chair. Judge Kroll apologized and stated that she was unable to take on the position and that she was honored to serve on the Council.

Tom Weber nominated Thomas Bean. Thomas Bean nominated Tom Weber. Mr. Sheehan asked for any additional nominations, there were none. Mr. Sheehan stated that nominations for Vice Chair were now closed. Upon being put to a vote Tom Weber was elected to the Vice Chair position by the majority. Mr. Weber thanked the Council.

2. Minutes

A. Minutes of September 25, 2014 Council Meeting

A motion by Goodman/Bean to approve the Minutes of the September 25, 2014 Council Meeting as presented was approved by unanimous vote.

B. Minutes of September 25, 2014 TRIM Public Hearing

A motion by Bean/Goodman to approve the Minutes of the September 25, 2014 TRIM Public Hearing as presented was approved by unanimous vote.

3. Individual Appearances – Agenda Items – N/A

4. Council Committees:

Program Review Committee

Chair Langowski stated that the Program Review Committee approved the PRC Consent Agenda including the Warrants List. He stated that there had been a System of Care Update on the Centering expansion program, Light Touch service, and Prenatal Plus follow-up.

A motion by Bean/Goodman to approve the PRC agenda in its entirety was approved by unanimous vote.

Finance Committee

Tom Lynch stated that the Finance Committee had not met during the month of October, but it would meet in November. He presented the walk-in Warrants list for approval.

A motion by Lynch/Weber to approve the walk-in Warrants list was approved by unanimous vote.

Personnel Committee

Chair Langowski stated that the Personnel Committee had met earlier that day to discuss renewal of the employee benefit package for 2015. Shay Tozzi, Human Resources Director, stated that CSC worked with the Gehring Group for insurance renewals. She stated that the employee benefit package included medical and dental insurance, life insurance, accidental death and dismemberment insurance, and short-term and long-term disability insurance. She stated that the current insurance carrier for 2014 was Cigna, and that staff was pleased with its services. She stated that they had felt it was important for CSC to go out to bid, and the Gehring Group had released an RFP for services.

Ms. Tozzi stated that the bids were reviewed by the internal health committee and the Gehring Group. She stated that current insurer, Cigna, had come in at an increase of 18.4%, and they had been able to negotiate a lower rate of increase at 10.4%. She stated that Cigna would also put \$10,000 towards a health and wellness fund for employees for 2015. She stated that by renewing with Cigna they would maintain the current provider, in addition to allowing staff to maintain all their current doctors. She stated that when all the various insurances were taken into consideration the combined renewal came in at 8.9%, below the budgeted amount of 15%. She stated that the Personnel Committee recommended moving forward with a renewal with Cigna. Chair Langowski stated that the Personnel Committee had unanimously voted to approve the recommendation. Tom Sheehan stated that the Personnel Committee was specifically recommending Resolution #14-034.

Tom Lynch asked whether CSC paid 100% of the employee's coverage, Ms. Tozzi stated that CSC paid 100% for the employee only. Mr. Lynch asked whether CSC paid any of the dependent coverage, Ms. Tozzi stated that CSC paid a portion of the dependent coverage. Mr. Lynch asked what percentage CSC paid for the dependent coverage. Ms. Tozzi stated that it was a high percentage, there were three options: employee plus spouse, employee plus children, or employee plus family, and it ranged from 89% to 92% paid by the Council. Mr. Lynch stated that he would vote against it because it was his belief that CSC should take care of the employees but the employees should take care of their own dependents. He stated that it was somewhat discriminatory because some employees may have multiple children and some may have no children. He stated that the employees with multiple children were receiving a better benefit than the other employees.

A motion by Bean/Goodman to approve Resolution #14-034 and the recommendation of the Personnel Committee to renew the employee benefit package with Cigna for 2015 at a rate increase of 10.4% over the 2014 rate, with Cigna providing \$10,000 to a health and wellness fund, was approved by majority vote. Council member Lynch opposed the motion.

Shay Tozzi stated that the Employee Handbook for 2015 was being presented for approval. She stated that there were no changes foreseen for 2015, although they would work together with the employment attorney to ensure that CSC was in compliance with all state and federal regulations.

A motion by Goodman/Bean to approve the Employee Handbook for 2015 was approved by unanimous vote.

5. Business/Consent Agenda

A. Consent Agenda Management

1. Additions, Deletions, Substitutions - None
2. Items to be Pulled for Discussion – There were no Agenda Items pulled for discussion purposes.
3. Adoption of the Consent Agenda, Walk-In Warrants

A motion by Goodman/Bean to approve the Consent Agenda and Walk-In Warrants List was approved by unanimous vote.

B. CSC Funded Programs – Current – N/A

C. CSC Funded Programs – Future – N/A

D. Planning & Development – N/A

E. Personnel – N/A

F. Financial

1. Warrants List – Approved by Consent

G. Administration

1. Resolution #14-033 – Authorizing Revisions to the Council's ByLaws – Approved by Consent

6. Business/Non Consent Items – N/A

7. Walk-In Items – N/A

8. Chief Executive Officer's Report

A. Communications Quarterly Update

John Barosek, Chief of Communications stated that he had distributed a copy of the fourth brief they had produced in 2014 entitled "Healthy Babies 2014 Palm Beach County – Before, During, and After Pregnancy: Factors Contributing to Birth Outcomes and Infant Mortality". He stated that it covered prenatal health factors and addressed issues such as preterm births, low birthweight, and infant mortality. He stated that they had Zip code breakdown and multi-year statistics in order to see the trends. He stated that racial and ethnic breakdown was also included. He stated that the brief also focused on the work of CSC and some of its funded

programs such as Community Voice, Bridges, and the Healthy Beginnings system. He stated that they had the report in both print and online. He stated that they had not printed as many as they had in the past in order to reduce printing costs. He stated that the report was being released via the Monday Morning Update and through social media. He stated that the report was also being released via various email lists, including the list created for the "Raising America" event. He stated that it was the first brief that Karen Deringer had presented as a contractor for CSC; Ms. Deringer had retired earlier in 2014 and had been a long-term employee of CSC.

Mr. Bartosek stated that the packet included a 2015 calendar. He stated that the calendar was focused on parenting and families. He stated that parenting tips and guidelines were included throughout the calendar. He invited Council members to take additional copies of the calendar for distribution.

Mr. Bartosek stated that the "Raising America" event was October 9, 2014 at the Scripps Research Institute in Jupiter. Photos from the event were displayed. He stated that Chair Langowski and Council member Thomas Bean had attended the event, in addition to retired Council member Judge Alvarez. He stated that Judge Kroll had also attended, although her position as a Council member had not been designated at the time. He stated that it was the first time CSC had partnered with Scripps on an event, and that Scripps had been good at setting things in motion resulting in a well-done, professional event. He stated that the turnout had been over 100 people, including a busload of Healthy Beginnings Coalition folks. He stated that it had been the first visit of the Healthy Beginnings folks to Scripps, and Scripps were very pleased with first-time visitors to the Institute. He stated that CSC's Chief Program Officer Dr. Lisa Williams and CSC's Healthy Beginnings System Director Tanya Palmer had been part of the panel.

Mr. Bartosek stated that the point of the event was to preview parts of the new PBS series on early childhood education and development and the way it impacted the future development of America. He stated that although the series was not focused specifically on Palm Beach County, it fit well with CSC's work. He stated that they had been connected to Scripps through a member of CSC's "Think Tank", a workgroup including outside consultants which CSC had convened twice-yearly for several years. Vicky Marchand (CSC's Think Tank member), from the Center for the Study of Social Policy in Washington, DC had connected with Scripps in California, and subsequently connected with Scripps in Jupiter. He stated that it was a 5 hour series, and the event was the first of three nationwide. He stated that three segments of the series had been shown with panel discussions after the first two segments, and an open forum after the third segment.

Mr. Bartosek stated that CSC had partnered with the Cultural Council of Palm Beach County for the first time. He stated that they had wanted to focus on September being infant mortality awareness month, and the artists from the Cultural Council had visited all 10 of the Bridges sites and had met with the directors and members. He stated that the artists had put together artwork, and the members had enjoyed it because it gave them the opportunity to talk about life issues through the lens of artwork, giving parents the opportunity to work with their

children. He stated that individual quilts were produced in three of the following sites: Boynton Beach, West Palm Beach, Northwood, and Riviera Beach. He stated that the families kept the individual quilts, and they had been able to use personal photographs within those quilts. He stated that they had constructed a community quilt in Riviera Beach, and had donated it to the Riviera Beach Public Library. He stated that they had created ceramic projects at Lake Park, Lake Worth West, and Highlands Bridges. He stated that at Highlands they had made 65 ceramic footprints which had been hung on the fence, and they represented the 65 deaths that had taken place in Palm Beach County in the past calendar year. He stated that each site they had undertaken a "grand opening" to present the work to the community. He stated that in Lake Worth they had produced watercolors and collages, and in Belle Glade and Pahokee they were writing plays to produce.

Mr. Bartosek stated that Phase Three of the Happily Ever After Begins with Reading campaign had begun. Pictures were displayed. He stated that it had begun in September 2013, with another round in May, 2014, with the third round beginning with the school year in 2014. He stated that the School District had been a great partner in this campaign and had helped deliver and distribute materials to the schools. He stated that they had produced bookmarks which had been distributed to municipal and county libraries, and had produced a treasure map identifying those 27 libraries. He stated that each child in grades pre-K through 5th grade in all public and charter schools had received a treasure map directing them to the libraries, the treasure map had included a coupon for a free bookmark, to be redeemed at the library. He stated that they had not yet had a report about the turnout.

Mr. Bartosek stated that they had been able to weave the Happily Ever After into the Growing Up Strong (30 minute TV presentations) on the local PBS station. He stated the first Growing Up Strong show had featured CSC's Shana Cooper, Public Information Officer; Kristin Calder, CEO of the Literacy Coalition; Paloma Prata from Home Safe, and Jen McQuown from the Mandel Public Library. He stated that subsequent shows included brain development, and child safety.

Mr. Bartosek stated that the last item in the written CEO report had been the 4th quarter media expenditures report. He stated that it included the 4th quarter and the year-to-date which was the final total for FY 13/14.

B. Employee Service Awards

Tana Ebbole stated that there had been several employees recognized for service awards: Beth Halleck for 20 years of service and Lisa Williams for 10 years. (Chair Langowski stated that Ms. Ebbole did not mention her own recognition of 25 years of service!)

C. CSC Receives CAFR for Second Year

Ms. Ebbole stated that CSC had received the "Certificate of Achievement for Excellence in Financial Reporting" for the second consecutive year which was a great honor. She congratulated Bill Cosgrove, Chief Financial Officer; and Jen Diehl, Controller.

D. Florida's Children's First to Honor Former Council Members Elaine Webb-Alvarez and Judge Ronald V. Alvarez

Ms. Ebbole stated that on October 29, 2014, Florida's Children's First would be honoring Judge Alvarez and his wife, Elaine Webb-Alvarez. She stated that if any Council members would be interested in attending she had the invitation with the details.

E. List of Council Meetings for 2015

Ms. Ebbole stated that the CEO Report contained the list of Council meetings for 2015 and asked Council members to mark their calendars accordingly.

9. Legal Reports

A. Motion to Adopt 2015 Calendar of Council Meetings (in CEO Report)

Tom Sheehan stated that the last page of the CEO Report was a list of meeting dates for 2015, which (with several exceptions) kept with the fourth Thursday of the month. He stated that there were no meetings in July or November, and, as a consequence, the meetings in August and December were earlier in the month. He stated that the September meeting dates were not yet listed because the dates would be tied in with the TRIM hearings, and, by statute, CSC must avoid the dates used by the County and the School District for their TRIM hearings. He stated that once the County's and the School District's dates became known, CSC would be publishing a notice with its September dates.

A motion by Goodman/Bean to adopt the 2015 calendar of Council meetings as presented was approved by unanimous vote.

B. Palm Beach Post Commentary by Jack Scott

Mr. Sheehan stated that there had been a commentary in the Palm Beach Post by Jack Scott which had run on Tuesday, October 21, 2014. He stated that it had addressed children and youth with disabilities, and that he had noted that the Broward CSC provided services for children up to age 21. He stated that the Broward CSC had a different statute from the CSC of Palm Beach County, and that he had personally reviewed the various statutes which defined 'youth' and 'children' as stopping at age 18.

C. Certificate of Compliance 2014/2015

Mr. Sheehan stated that the Certificate of Compliance for 2014/2015 would be soon distributed to Council members, and that he would be including the conflict of interest section from the Bylaws, in addition to a link to the Ethics Statute mentioned within the Bylaws. He asked that the Certificate of Compliance be returned no later than the January Council meeting. He stated that he had provided a set of instructions, but should Council members have questions to please call him.

D. Council Member Attendance at Council Meetings, FY 2014/2015

Mr. Sheehan stated that the current meeting was the first Council meeting of the new fiscal year. He stated that they appreciated the Council members' attendance and reiterated the importance of having a quorum at each Council meeting. He stated that there had been some issues with attendance in the past.

E. Three Council Member Terms to Expire November, 2014

Mr. Sheehan stated that there were three Council member terms due to expire November, 2014. He stated that if the Council members in question wished to be reappointed they needed to ensure they had filed an application with the Governor's office.


10. Individual Appearances – Non-Agenda Items – N/A

11. Council Comments

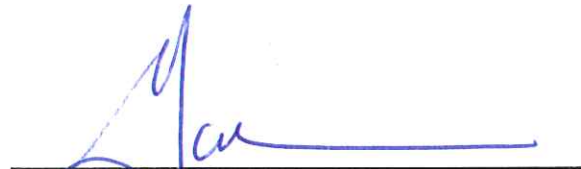
Vince Goodman introduced his brother George Goodman, and his brother's wife Kathy Goodman, who were visiting from Orlando.

12. Adjournment

The meeting was adjourned at 5:50 p.m.



Vincent Goodman, Secretary



Gaetana D. Ebole, Chief Executive Officer