

Please be reminded pursuant to Section 3 of Article XIII of the Bylaws, no member of the Board shall cast a vote on any matter on which he or she has a conflict of interest as defined by federal or state law. Upon discovery of an actual or potential conflict of interest, the Board Member shall promptly disclose the actual or potential conflict of interest, promptly file a written statement of disqualification, shall withdraw from any further participation in the transaction involved, and shall abstain from voting on the matter. In the event of such disclosure or abstention, Article XII Section 3 shall govern the voting requirements on such matter.

Board Meeting Agenda

December 7, 2023 – 3.00 p.m.

Springhill Suites

16615 Crosspointe Run, Land O'Lakes, FL 34638

or [Join via Microsoft Teams](#)

Call to order Charles Gibbons, Chair

Public Comments

No requests from the public were received during the allotted time period published in the Public Notice on the CareerSource Pasco Hernando website.

Consent Agenda

There are no items for the Consent Agenda.

Action Items

1. Minutes from September 14, 2023, Board Meeting (Charles Gibbons) Page 3
2. Personnel Pay Range Adjustment (Jerome Salatino) Page 8
3. Organizational Chart Changes (Jerome Salatino) Page 15
4. Appointment of Permanent Designee Policy (Jerome Salatino)..... Page 21
5. Education and Industry Consortium Policy (Jerome Salatino) Page 25
6. Scholarship Fund (Jerome Salatino) Page 33
7. Special Projects and Scholarship Policy (Jerome Salatino) Page 34
8. Hernando County Schools (Jerome Salatino)..... Page 37
9. Pasco County Schools (Jerome Salatino) Page 39
10. Bay Area Manufacturers Association (Jerome Salatino)..... Page 41
11. North Tampa Bay Chamber (Jerome Salatino)..... Page 42
12. Bylaws Revision (Jerome Salatino) Page 43
13. Financial Policies and Procedures (Jennifer Rey) Page 55

Information Items

1. Audit Presentation (Moss, Krusick & Associates) Page 122
2. Minutes from October 19, 2023, Executive Committee Meeting (Charles Gibbons). Page 159
3. Letter Grades (Jerome Salatino) Page 162
4. Financial Reports (Jerome Salatino) Page 165
5. Regional Planning (Jerome Salatino) Page 171

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Board Chair Comments

CEO Comments

Adjournment

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