

PEACE, Inc.
EEO/Personnel Committee Minutes
September 4, 2025 (via teleconference)

MEMBERS ON CALL: Jason Wallace, Edward Perry

MEMBERS ABSENT: Christopher Montgomery

STAFF PRESENT: Carolyn Brown, Mandy King, Morgan Striggles, Tim Gonya

CALL TO ORDER:

Mr. Wallace called the meeting to order at 4:48pm, noting that a quorum was participating.

APPROVAL OF MINUTES:

A motion to approve the minutes of the June committee meeting was made by Mr. Perry, seconded by Mr. Wallace and approved unanimously.

NEW BUSINESS:

Ms. King discussed the Wage and Comparability Study being conducted by OneGroup. She reported that the HS/EHS report will be available within a week, and the report for non-HS/EHS positions will be available shortly after that.

Ms. King discussed the Leadership Pathways project. She reported that the second phase is underway, with leaders identifying staff with potential for advancement.

Ms. King reported that a Staff Appreciation Day will be held on September 26th, and invited Board members to attend.

APPLICANT POOL REPORT:

Mr. Gonya reviewed the summary of recent recruitment activity. He reported that 17 positions are currently open, with 12 new hires and 9 new vacancies within the previous month.

NEW BUSINESS:

Ms. Brown reported that a rooftop BBQ fundraising event will be held on September 18th from 5:30 to 7:30pm.

Ms. Brown reported that Foster Grandparent Program funds are being released by the Federal Office of Management and Budget by September 30th.

(continued)

OLD BUSINESS:

Mr. Wallace inquired about the outstanding fees owed to the agency by Vera House. Ms. Brown reported that some of those fees have been paid, but that the collaboration with Vera House ended due to key staffing changes in their organization.

Ms. King reported that a settlement was reached regarding past Call-A-Bus driver recordkeeping violations, whereby the agency will pay \$12,000 to the DMV.

ADJOURNMENT: The meeting adjourned at 5:03pm.

PEACE, INC.
MEMORANDUM

TO: Head Start Policy Council / EEO Personnel Committee
FROM: Human Resources Department
SUBJECT: Open Positions
DATE: August 28, 2025

The following is a list of all currently approved open positions within PEACE, Inc.:

Home Visitor, Head Start / Early Head Start - Genesee (2)

Teacher, Early Head Start - Merrick

UPK Teacher, Head Start - Liverpool

UPK Teacher, Head Start - Merrick (3)

UPK Teacher Assistant, Head Start - Merrick (3)

Teacher Assistant, Head Start - Liverpool

Teacher Aide, Head Start - Merrick

Teacher Aide, Head Start - Sumner

Teacher Aide, Head Start - Baldwinsville

Floating Teacher Aide, Head Start - Genesee

Insulation Crew Member, DEHS - Syracuse

Administrative Assistant, DEHS - Syracuse

August 2025: Hires

Position	Location	Male	Female	TOTAL	Hispanic (H)	White (W)	Black (B)	Pacific Is. (P)	Asian (A)	Native Amer. (N)	Multi-Racial (M)	Unknown (U)	TOTAL
Maternal Child Health Nurse	HS/EHS Home-Based		4	4		1						3	4
Dietitian	Sumner HS/EHS	2	2	4		1						3	4
Family Worker*	Sumner HS	1	9	10		3						7	10
Teacher	Sumner HS		5	5			2					3	5
Teacher Assistant	Sumner HS	1	10	11		1	2					8	11
Teacher Assistant	Baldwinsville/J-E HS	2	13	15		7	1					7	15
Teacher Aide*	Lafayette HS	1		1		1							1
Teacher Aide	Sumner HS	1	14	15		2	2					11	15
Floating Aide	Sumner HS	1	14	15		2	2					11	15
Teacher Aide*	Roxboro HS		11	11		3	1					7	11
Floating Aide	Roxboro HS		11	11		3	1					7	11
Custodian	Merrick HS/EHS	1		1			1						1
TOTAL		10	93	103	0	24	12	0	0	0	0	67	103

August 2025: Resignations and Terminations

Native Amer. Male	8/4/25	Custodian	Resignation: Job dissatisfaction
White Female	8/11/25	HS UPK Teacher	Resignation: Other opportunity
Black Female	8/11/25	HS Teacher Assistant	Resignation: Job abandonment
White Female	8/12/25	HS UPK Teacher	Resignation: Job abandonment
Black Male	8/15/25	DEHS Crew Member	Resignation: Other opportunity
White Female	8/18/25	HS Teacher Aide	Resignation: Other opportunity
White Female	8/19/25	HS Teacher Assistant	Resignation: Other opportunity
White Female	8/22/25	HS Floating Aide	Resignation: Other opportunity
White Male	8/26/25	DEHS Crew Member	Resignation: Other opportunity