

PEACE, Inc.

EEO/Personnel Committee Minutes

November 6, 2025 (via teleconference)

MEMBERS ON CALL: Jason Wallace, Christopher Montgomery, Edward Perry, Michael LaFlair

MEMBERS ABSENT: Mitayah Donerlson

STAFF PRESENT: Carolyn Brown, Mandy King, Jamie Colucci

CALL TO ORDER:

Mr. Wallace called the meeting to order at 4:46pm, noting that a quorum was participating.

APPROVAL OF MINUTES:

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

NEW BUSINESS:

Ms. King reported that due to an unusual number of high-cost claims during the previous plan year, health insurance cost-saving measures are being explored, such as a return to being fully insured or an Individual Coverage Health Reimbursement Arrangement.

APPLICANT POOL REPORT:

Mr. Colucci reviewed the summary of recent recruitment activity. He reported that 14 positions are currently open, with 10 new hires and 8 new vacancies within the previous month.

OLD BUSINESS:

Ms. Brown thanked any Board members that have responded to the Board Retreat survey, and noted that she will resend the link to encourage more responses before finalizing plans.

NEW BUSINESS:

Mr. Wallace introduced the newest member of the Board of Directors, Michael LaFlair, who was participating in the meeting as part of his rotation before being assigned to a committee.

Ms. Brown reported that Congressman John Mannion visited the Eastwood center on November 4th.

Ms. Brown reported that all agency staff will be off with pay for all weekdays between the upcoming Christmas and New Year's holidays.

ADJOURNMENT: Mr. Wallace adjourned the meeting at 5:00pm.

October 2025: Resignations and Terminations

White Female	10/2/25	HS Family Worker	Resignation: Other opportunity
White Female	10/3/25	HS Teacher Aide	Resignation: Job abandonment
Black Female	10/9/25	FRC Family Support Assistant	Termination: Attendance
Black Female	10/10/25	HS Teacher Aide	Termination: Attendance
Black Female	10/15/25	HS Nutrition Aide	Termination: Performance
White Female	10/17/25	HS Teacher Assistant	Resignation: Other opportunity
Hispanic Female	10/27/25	FRC Workforce Advocate	Termination: Position eliminated
White Female	11/6/25	EHS Teacher Aide	Resignation: Other opportunity

PEACE, INC.
MEMORANDUM

TO: Head Start Policy Council / EEO Personnel Committee
FROM: Human Resources Department
SUBJECT: Open Positions
DATE: November 3, 2025

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

Home Visitor, Head Start / Early Head Start - Genesee (3)

UPK Teacher, Head Start - Merrick (2)

UPK Teacher Assistant, Head Start - Merrick (3)

Teacher Assistant, Head Start - Sumner

Teacher, Early Head Start - Sumner

Teacher Aide, Early Head Start - Sumner

Teacher Aide, Early Head Start - Merrick

Teacher Aide, Head Start - Roxboro

Insulation Crew Member, DEHS - Syracuse

October 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
Teacher	Merrick EHS		10	10		2	4					4	10
UPK Teacher Assistant*	Liverpool HS	1	14	15		3	2					10	15
Teacher Aide	Liverpool HS		1	1		1							1
Family Worker	James Street HS		2	2			2						2
Custodian	Lafayette HS	1	3	4		1				2		1	4
Family Support Assistant*	Eastside FRC	1		1			1						1
Administrative Assistant	DEHS	5	9	14		1					1	12	14
Furnace Technician*	DEHS	1		1		1							1
Insulation Crew Leader*	DEHS	1		1		1							1
Insulation Crew Member*	DEHS	6	1	7		2	2					3	7
TOTAL		16	40	56	0	12	11	0	0	2	1	30	56