

**MINUTES OF MEETING
CORAL SPRINGS
IMPROVEMENT DISTRICT**

A workshop of the Board of Supervisors of the Coral Springs Improvement District was held Tuesday, January 13, 2026 at 10:30 a.m. at the District Offices, 10300 NW 11th Manor, Coral Springs, Florida.

Present and constituting a quorum were:

Mark Ritter	President
Ben Groenevelt	Vice President
Michael Kraus	Assistant Secretary
Robert Rafaneli	Assistant Secretary (Via Teams)

Also Present were:

David McIntosh	District Manager/Executive Director
Seth Behn	District Counsel
Jimmy Harness	Director of Human Resources
Sandra Demarco	District Clerk

The following is a summary of the discussions and actions taken.

FIRST ORDER OF BUSINESS

Call to Order

Mr. McIntosh called the meeting to order and called the roll. A quorum was established.

SECOND ORDER OF BUSINESS

Audience Comments

There being none, the next item followed.

THIRD ORDER OF BUSINESS

Review and Discussion of Executive Director and Board Responsibility

A revised draft of the Executive Director Policy was distributed and the following was discussed:

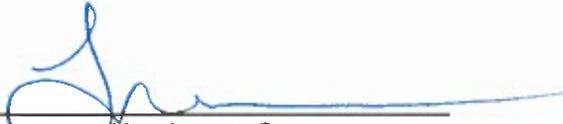
- Mr. Behn reviewed the revisions.
 - Indemnification language is included at the end of the primary policy portion, which is consistent with the Statute and the District's sovereign immunity. The Statute referenced is Section 768.28, Florida Statutes. It is similar to the indemnification for the Board.

- The insurance the District has with Egis already has director and executive coverage. They will need to talk with the insurance carrier to make sure his position is covered under the policy.
 - The severance policy only comes into effect if the Board terminates the Executive Director without cause. There is a provision that if issues are raised, the Executive Director is given time to correct them. The termination for cause requires four of the five Supervisors' votes. Exhibit A lists the Executive Director's duties and responsibilities.
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- Mr. Ritter asked if the evaluation document was going to be distributed to the Board at this workshop for them to fill out. Mr. Behn responded he has prepared it and sent it to Mr. McIntosh so he can see what it will look like. He will provide to the Board.
 - Discussion ensued regarding when the Executive Director evaluation will be done and expectations for the Executive Director's performance.
 - Mr. Behn suggested the Board appoint a Supervisor to handle salary negotiation when the policy is adopted.

FOURTH ORDER OF BUSINESS

Adjournment

There being no further discussions, the workshop was adjourned.



Secretary/Assistant Secretary



Mark Ritter
President