

EXECUTIVE COMMITTEE MEETING MINUTES  
January 22, 2026

**Members In the Room:** Luis Collazo  
Susan Racher  
Paul Imbrone

**Members on Teams:** William Franklin

**Members Absent:** Maureen Dunleavy

**Staff in the Room:** Laura Naredo  
Nivia Dexter  
Vanessa Contreras

**Staff on Teams:** Stephen Zuckerman  
Dr. Tracy Rodriguez

**Guests in the Room:** None

**Guests on Teams:** Maria Alonso  
Rick Clements  
Victoria Mallette

**1.TOPIC:** President/CEO Compensation

**Discussion**

**& Decisions:**

- Luis Collazo called meeting called to order at 2:43 pm.
- Roll Call Taken – Quorum in the Room Determined.
- Luis turned the floor over to Laura to present her recommendations for Thriving Mind including her compensation package.
- Laura shares her vision for the organization. Her priorities will be to restore/reestablish trust, strengthen communication, and rebuild teamwork both internally and externally.
- Laura also shared a salary analysis for ME CEO compensation from across the State with the lowest range at \$220k and the highest at \$465k. The average being \$306,960. There was a brief conversation proposing Laura's salary at \$285,000.
- Compensation Package would stay the same. Standard benefits package, up to 384 hours PTO, 7% match for 403B Retirement package and car Allowance would stay as is.

- A motion was made by Luis Collazo to accept the salary recommendation at \$285,000 with standard compensation package outlined and was seconded by Paul Imbrone. The motion passed unanimously

**2. TOPIC: Next EC Meeting**

- Next EC Meeting Scheduled for February 18<sup>th</sup>, 2026, at 11:30 am.

**3. TOPIC: Adjournment**

- The meeting adjourned at 3:20 pm.
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Ver, 1.26.26,VC