

LANGUAGE & LITERACY ACADEMY FOR LEARNING, INC.

BOARD OF DIRECTORS

50 2nd St SE Winter Haven, FL 33880

Monday, July 27th, 2026 – 5:30 p.m.

Draft Board Meeting Minutes

Time: July 27th, 2026, 5:30 PM Eastern Time (US and Canada)

MISSION

Accelerate growth in language, literacy, and social skills for students with special needs while engaging parents as lifelong partners in education.

VISION

To create a nationally known infant, toddler, Pre-K, K-12 educational institution for students with disabilities that is noted for providing supports that address the child's health conditions (physical body functions & structures, hearing, vision, language, communication & speech, fine motor, visual perceptual, sensory), environmental factors (physical, social, and attitudinal environment in which children live and conduct their lives.

- Call to Order (Board Chair): **5:30 pm**
- Roll Call of Board Members (Dr. Callins): **Kimberly Persaud, Eddie Crockett, Zelda Abram, Paulette Napper, Markeishia Smith**
- Public Comment Period (Board Chair) (30 minutes maximum) **N/A**
 - The Board of Directors welcomes public comments. Each speaker shall sign -up to speak on the sign-in sheet at the entrance to the room. Speakers will be called in order as listed on the sign-in sheet. Speakers shall have no more than 3 minutes to speak. The public comment period will last up to 30 minutes. If the public comment period has ended and there are still individuals wishing to address the Board, there will be an additional public comment period at the end of the meeting to accommodate those individuals.
 - Process for public comments given the limitations of the time available and the purpose of this meeting, the Board will hear your comments, but will not engage in any back and forth with speakers. If questions are asked about specific school operations, School staff will be happy to research your question and get back to you.
- Consideration of the Board Minutes. (Board Chair) **Approved 5/5**
- Agenda Items:
 - Unfinished business item:
 - Lawsuit update/settlement**
 - **An update was provided on a lawsuit filed by a former mental health intern, Kenyatta Wilson, who alleged discrimination. The Florida Office of Civil Rights declined her claim, finding no discrimination. However, she is pursuing a civil lawsuit for \$200,000, which the insurance company is handling. Attorney Froman has discussed all legal implications regarding**

the lawsuit with Ms.Wilson. The board felt as though if LLAL moves forward with a settlement amount, that is sending a message of guilt and acceptance that anyone could get away with this. The reality of the lawsuit is that what Ms.Wilson is stating that occurred is false and we should not settle.

- **Mr.Crockett called for a motion for a zero dollar settlement offer/no pre-lawsuit. negotiation.**
 - **Zelda opposed the motion.**
 - **Vote: 4 members voted in favor**
 - **Attorney Froman will draft a letter of the settlement decision and send it to Dr. Callins. Dr.Callins will then inform the board.**

○ **New business:**

- **Mental Health Plan**
- **Employee Handbook**
- **Student & Parent Code of Conduct**
- **2026-2027 Budget**
- **Disclosure of Relatives**
- **By-laws review**
- **School Website**
- **Salary Schedule**
- **Food Service**
- **Governing Board Dates**
- **Emergency Contact Forms**
- **Transportation Provider**
- **Reading Plan**
- **Fee Schedule**
- **Organization Chart**
- **Charter School Assurances**
- **Emergency Contact Information**
- **Principal Evaluation**
- **No major revisions to the documents were required, with the exception of the mental health plan. A motion was made to approve**

the documents. **Vote: Unanimously approved with no opposition by unanimous consent.**

- The Board reviewed the CF Mental Health Plan. Funds will come directly to the school, rather than through the district. The funds will then be allocated accordingly. For example, we utilize the funds to purchase all training materials for our annual mental health training, conducted by Dr.Callins.

Budget approval

- Enrollment adjustment based on July student count resulted in approximately \$300,000.
- Approximately \$600,000 was deposited into the operating account from Grow Schools for reimbursed expenses.
- Ending surplus: approximately \$825,000.
- The budget assumes 350 students.
- Maintain debt service coverage at approximately 10% more than rent payment..
- Maintain adequate cash on hand.
- The bill has been passed that funding will now be taken from ESE students to private schools, resulting in reduced funding for approximately students rating at 4s and 5s, which are specifically those with the greatest needs.
- Motion on the floor to approve the budget and amended budget - 5/5.

Modulars

- New initiatives were discussed, including the introduction of eight new Career Ready Lab courses for 9th-12th graders, with modules covering hospitality, plumbing, engineering, food service, healthcare, transportation maintenance, facility maintenance, project management, and childcare. These modules will be hands-on and combined with online learning, with the goal of partnering with community businesses for internships. Summer renovations will include adding modulars for middle and high school students and expanding an area into an auditorium and cafeteria for performing arts.

Certification

- The LLAL has 100% certified teachers for the 26-27. Our paraprofessionals have become certified as well. There are about 3-4 individuals still attempting to pass the certification test.

Board member term renewal/updates

- Board member terms are 2 years.
- Board chair: Ms.Napper is stepping down from board chair and Mr.Crockett is now the board chair.
- Vice chair: Attorney Markeishia Smith will remain as the vice chair board position.
- Treasurer: Zelda will remain as the treasurer board position.

(Each month reconciliation will be sent and signed to Zelda as the board treasurer moving forward. Idalis will retrieve the reconciliation from George Miarecki and forward it to Zelda. Signatures are not required for our audit, but it is considered best practice to obtain signatures.

- Secretary: Ms.Persaud will remain as the secretary board position.
- The board also planned for attendance at the charter school governance conference in September, with registration for Ms. Napper, Ms. Persaud, and Ms.Abram.
- The board members discussed a fundraising event to take place during the holiday season.
- Idalis reach out to the Ritz theatre for availability for a Gospel Christmas showcase. Ms.Knapper will speak to Mr.Callins to discuss this event and plan using his expertise.

Singapore Trip: November 30 – December 6 (We would not want to book the fundraiser during this time.)

Gospel Christmas Showcase: December 11th or December 12th

Additional planning date noted: November 28

- FL Charter School Governance Conference 2026 - Sep 19, 2026 in Belle Isle, Florida
 - The conference begins at 08:30 AM and ends around 5pm.
 - Every board member is registered with the exception of Mr.Crockett.
-
- Additional Public Comment period for those who signed up at the start of the meeting but the 30 minutes for the public comments had expired (Board Chair). **N/A**

- Next board meeting date: **Monday October 26th, 2026**
- Adjournment: **7:40 pm**