

Inlet Grove Community High School  
Governing Board Meeting  
November 16<sup>th</sup>, 2021

Call to order was 12:06 PM

Determination of Quorum: Board Members present: Dr. Woodard, Chair, Lonnie Martens, Vice Chair, Clarence Williams, Secretary, Crystal Atkinsons, Treasurer. LaVoise Smith, Board Member Staff: Dr. Emma Banks, Guarn Sims, Tonya Lindsey-Latson, Emanuel Ridgeway, Lynn Barnes. Monica Banks, Mental Health Director joined the meeting.

Dr. Woodard welcomed everyone and asked the officers if there were any reports.

Dr. Woodard stated the Charter School Conference was very good. He also stated to the Board Members that they should create an email address specific to Inlet Grove. This is for your protection. If anything, ever came up your email may be looked into and opened to review. An Inlet Grove email address will keep professional and personal information from being scrutinized.

Mrs. Latson shared that the conference was very informative. They were able to gain a lot of information as it relates to the new standards that are rolling out next year. A lot of information was brought back to the teachers.

Mrs. Atkinson thought the Conference was very informative and told the Board members that she though all Board Members should attend the next conference.

Financial Report: Crystal Atkinson presented the financial reports for the month of October 2021. Mrs. Atkinson stated that her and Mr. Ridgeway would try to get the financials out to the Board Members prior to the meeting. She also let the Board know that a meeting would be established with Dr. Banks, Mr. Ridgeway and herself before the Board Meeting to discuss any problems and recommendations they have for the Board. All figures were current and up to date.

Mrs. Martens made a motion to accept the financials as presented through October 31, 2021. Motion was seconded by Mr. Williams. Motion carried and was approved.

Dr. Woodard thanked Mrs. Atkinson and Mr. Ridgeway for an excellent job.

Mr. Sims presented the COO report which was email to the Board prior to the meeting. Mr. Sims updated the Board on the new Staff at Inlet Grove. Kelley Dennard (Math Teacher), Edmond Baker (Hall Monitor), Richard Haynes (Mental Health Counselor), Deborah Powell-Skinner (Mental Health Administrative Assistant). Mrs. Skinner was employed 25 years with the Health Department and has fantastic administrative procedures. Gelissa Hernandez, another

administrative assistant who primarily works in the from office. Very well skilled, people's personality. Ahmad Basharat the front gate guard. Officer Ryan Strahan was transferred to Pahokee High School after being at Inlet Grove for years. The new resource officer is Officer Tracie Boggs.

Updates: Safer Watch is a panic alert system that's required by the State of Florida and was derived from the Alyssa Law. All public and charter schools were required to implement a mobile panic alert system. Most of the School District and Charter Schools selected Safer Watch system which was created by Motorola. The system allows you to notify 911 in a quicker fashion. Normally if there were an active shooter, someone would need to call 911. With the Safer Watch system, you would go to the app on your phone and push active shooter on campus which would route the call to either the police officer or fire station.

The Florida department of Education has implemented what they call a safety check, primarily targeting Charter Schools. Charter schools are randomly selected for teams to go out and check the level of security. The charter schools were given checklist of what they would be looking for.

Locked doors would be checked, staff parking lot, fencing, single entry points. All staff will be assigned parking spaces in the front and will receive parking permits to help secure the back of the campus much better. Through referendum dollars walk through metal detectors are being purchased.

Recently, wands for all student coming in through the front gate were used. Walkthrough scanners will be purchased to make sure no one is bringing anything on campus as they enter campus. The main hallway entering into the school will be beefed up with security over the Christmas break. Fencing and double doors will be added. Inlet already has one golf cart but another one will be purchased.

There is another ESSER11 grant that just recently was released. It's the ARP Grant (American Rescue Plan) and is addressing the continuous impact on COVID-19. The grant is for four billion dollars. Inlet's share of that is \$1,555,993.00. Of that 1.5 the State is requiring that you use 20% at a minimum to address specifically the learning loss. During the virtual year, kids' loss ground. Learning gaps were created. Inlet has decided to create an extended day or tutorial program beginning Spring 2022 and proceed until Fall 2024.

Summer 2022 through summer 2024 are also included in hopes that no less than 85% of the students participate. Tutorial time would be an hour and a half for the students. Bus transportation will be supplied, teachers will would work up to two hours. Looking to start January 10, 2022. Mondays and Tuesdays would be for all reading and English arts classes. Wednesday and Thursday all math, Friday's science, social studies, foreign language and career academies.

The extended day tutorial will be \$450,000.00 for transportation for the spring, the summer and fall throughout will be 60 plus thousand.

Inlet is looking to upgrade the media center, particularly with the collection of books. Ms. Bell will be looking at how we can upgrade the media center. Inlet is looking to retrofit two computer labs with standalone computers. There are two labs that need fifty computers. All teacher desktop computers will be updated and purchase COVID sterilization equipment. AV in auditorium which falls under technology will be upgraded. So we're looking at all of our career academies across the board to see what needs they have now that we can utilize these grant funds to really help beef up the support in that area with culinary academy. It's essential that they have freezer and refrigeration, and we have some older freezers that the freezer doesn't work anymore.

Inlet Grove will be teaming up with Keiser University for February Professional Development Day.

We going to take all of our teachers and staff to Kaiser university and do a tour, learn some great information, but we're going to host our PDD activities there at Kaiser. I met with Lonnie and the Dean and the president of the campus. I was blown away at number one, how closely aligned Kaiser programs aligned with our programs. They are excited and looking forward to our staff coming on February 21. All Board Members are invited to come.

Dr. Banks is very steadfast about making sure that we have community involvement as a school, not only as the administrators doing community projects, but making sure that our school is represented out there particularly in the city of Riviera beach.

Thanksgiving lunch will be provided to the faculty and staff tomorrow. All Governing Board Members are invited to come.

Monica Banks: I'm just going to just talk really briefly about what we're trying to do here with our mental health program. Now that we have new people on board I'm really excited about it because you guys are aware a lot of things have changed since the students have come back on campus.

Having some new policies and procedures in place are really vital to our students' success academically, as well as mentally. As you can see here, of course, me, myself as a mental health director, Mr. Richard Haynes, who comes from, I believe it was Palm Beach Lakes High School. He's a mentor, and a licensed mental health counselor.

He used to be a co locator at their school, which we're really excited about him coming here because as soon as he came here, he was not afraid to get his feet wet. I could say the least. Mr. Sims mentioned Mrs. Skinner, she comes from the department of health with a lot of experience and was really willing to get right in as an administrative assistant with helping us out. I call the main focus and goal of our program Cain consciousness. I thought it was appropriate. We are the hurricanes. We're a Cane's and we are conscious, and it's all about really making sure that our students are aware of who we are here at the school and what

we're all about. It's basically really to collaborate with the internal and external partners to provide mental health support, to all Inlet Grove students, as well as staff.

Some of our internal focus is going to be the Inlet Grove Mental Health team, which consists of myself, Mr. Haynes, M R S S F, which is our Social Service Facilitator. Dr. Gira who works here at the school. And us just kind of collaborate about what the needs of our students because we're here and we see them every day and how to really serve them.

Then our external focuses are really going to be the outside agencies. We deal with JFK North Campus, South County, Multilingual Services, Lake Legacy, Behavioral Health, and Caring. These outside agencies along with Urban League are the ones that really help us provide additional resources for our students that they might need any outside resources.

We also want to focus on the staff. We know that not just only our students are suffering from COVID and different things, our staff also needs our support. So collaboratively. we've also tried to come up with a plan to try to have a facilitate and support our staff. We of course reached out to Mr. Schiller, our HR director telling him we also want to try to see what we can do for our staff to provide them some support as well. If they're going through some tough times. Again, we talked about the community agencies, organization, connections, possibly have an Advisory Board. I think that might be really helpful just to kind of collectively get you guys' input on some things you might see as well as the Governing Board.

You might see some things that we could maybe do. And definitely making sure that we're doing some things for tracking. My overall goal is to really made sure that we are assessable. So, one of my things I want to do is create a QR code. I don't know if you guys are familiar with a QR code.

Sometimes you see now with COVID going you just scan the little code. They'll pop up on your phone. So that you don't have menus. Now that little QR code could be something that I would like to place all around the school and make us have accessibility to all our students so that they can reach out.

They can say, Hey, I need to speak to a counselor. Or maybe another student might say, Hey Ms. Banks I think this student needs to see someone, and they can kind of just have unlimited assess ability to the mental health staff so that they know we're here and it's easy to get hold of somebody ASAP. I think that's pretty much it.

Any questions.

Dr. Woodard: Excellent. I just want like to make a comment. I think you're comprehensive in your approach and, and I like it. I love it.

Mr. Sims, I just I think I had one question about the emergency procedures, staff the back that have a situation, how do they alert that that person needs help?

Mr. Sims: We are actually going to the next phase of the essential staff training, which includes a testing the system. So that's the part that we are going to learn and work out in the next phase.

As we go through this training component they will know how we alert, who needs to alert, and what situation you will not use the panic system. They're clear about that. There are certain situations you should not be using the panic alert. So that's the second phase of the essential staff who has access.

Ms. Smith: Mr. Sims, as I was listening to your report but maybe I missed this what the summer time frame and schedule for the summer program would look like.

Mr. Sims: The logistics of the summer has not been worked out yet. Partly because although transportation has the assurance that they will provide transportation, the timing we don't know yet. I'm waiting to get that essential information before we kind of avail how our summer days and times will look.

Mrs. Martens: The head of the psychology department at Kaiser wants to have a partnership with Inlet, wanting to send an intern from the psychology department. I was wondering if I could contact you after the meeting to give you her contact information.

Dr. Woodard: Asked if there were any comments regarding the reports.

Dr. Banks: Dr. Banks comp limited the staff attending the meeting and those that were not at the meeting on the great job they are doing.

Every Wednesday we are providing testing for the students and staff on campus. We're trying to make sure everyone is safe.

Charter schools in the State of Florida are the only ones to receive the ESSER Grant. The District schools did not receive this at all. We're making the most out of the Grant and save as well, and provide the services that we need to provide for the students.

Ms. Banks will be provided with a list of agencies from the Health Department. They want to partner with Inlet Grove.

I have been working with Mr. Sanches, whom the Superintendent sent out to visit and take a look at the school to see what our needs are and how we're going to be moving forward. He listened to what was said and he asked some questions which were answered. Mr. Sanches was given the specs that were designed by the career department. Mr. Sanches stated that we won't have the large classrooms that we currently have. Dr. Banks told Mr. Sanches that Inlet Grove wanted the same amount of money or whatever they did for South Tech. Mr. Sanches stated the District spent twelve million dollars on old South Tech. Mr. Sanches was informed

that Dr. Banks was informed by the old Superintendent and Wanda Paul and the current Superintendent that eighteen million plus.

Mr. Sanches clarified the twelve million was spent on the building itself. The remainder of the money was spent on furniture and other amenities.

Dr. Banks: It was a very good meeting and I see that the Superintendent is moving forward. Several Board Members have contacted Dr. Banks and are very impressed. The Superintendent has also said this is his priority. They will be back in a couple of weeks with a plan, and hopefully they can meet the Governing Board. Hopefully within two years we will see a building going up. It has to go through architecture.

Shawn Arnold has to be paid for the referendum work he's done. All Charter schools are paying a portion. The District owes us for two years back from the referendum money. When we get it, we can take the interest and do whatever we want to. The other money will be used for teacher salaries and we can just sit on that as long as we want to. The teachers at Inlet Grove are the highest paid teachers in the District. Dr. Banks has always said she wanted the teachers at Inlet to be the highest paid.

Ms. Barnes: We've applied for a grant from Kars4Kidz. This is a small grant program and it's dedicated to supporting educational initiatives in helping to impact the lives of children. It helps with youth development, mentorship, and education. The grant ranges from \$500.00 to \$2,000.00. Of course, I applied for the max, the \$2,000.00.

In applying for the grant, I made sure since tutoring is a necessity right now that I catered it to the tutoring program and after school reading and math. I also applied for the Aldi Smart Kidz grants which is in the amount of \$1,000.00 to \$5,000.00. I applied for the \$5,000.00 also for reading and math tutorial as well. The Kars 4Kidz Grant will be four months before we hear anything.

Dr. Banks: Dr. Banks applied for the Kellogg grant and is waiting to hear from that. The grant was for \$100,000.00.

Inlet Grove has started a garden. The goal is to raise organic vegetables. Mr. Sims built the boxes for the vegetables to be planted in. The food will be used for the culinary department. If we ever need to pay someone for the upkeep, we will be able to pay them from the ESSER grant. We're also planning to give food to Senior citizens in Riviera Beach that needs food. They will not be charged.

We are also doing a children's show which is a part of the TV Production program. This falls under the ESSER grant as well.

We have been having problems with students and dress code. Every year I sign a form stating there is a dress code at Inlet Grove. A problem arose with the company that was doing our

school shirts. The students were allowed to get the shirts the color for their academy and wear them.

They are able to do this until we get the school shirts. Some of the students feel they don't have to comply.

All student out of dress code were put into the cafeteria and told they needed to return to school with their parents. No tights or sweatpants are allowed. They are told about the dress code when entering school. Two parents have called, and one came in and agreed with the policy and stated the school need structure.

Mr. Williams: My association goes back with the school several years and I've never known Inlet Grove to have an issue with a dress code the times I've interacted and had a student there. I'm curious as to what may have created that dynamic this time. Was the onboarding process different? Did we not have an orientation, were we in a rush just to get numbers?

Dr. Banks: I wasn't involved this year with the recruiting. When the school started there was a dress code and most of the people that work at Inlet now were students here. They can tell you I was a stickler with the cell phone policy. I didn't have a lot of problems. I think because of COVID we didn't dive into it like we should have. I have asked the students if they have read the handbook. Some said they haven't, so Mrs. Latson was asked to have the teachers go over the handbook with them.

Mr. Sims: Keeping in mind, more than half the population have been Inlet Grove students, so they know the expectation. The biggest issue that we still haven't recovered from was the tee shirt company. We deal with on company that manufactures our shirts with the emblem and correct color. They could not produce the shirts due to COVID.

We're already working with a company who can produce the shirts for next year.

Mr. Williams: I know the dress code issues, and social issues can spiral out of control and they take on a life of their own. So, thank you very much for that.

I encourage you send a memo out to the teachers to check the students for the proper appropriately dress code.

Mrs. Latson: Dr. Banks, Mr. Sims and Governing Board, as it relates to dress code, it is something that you constantly have to enforce. Yes, this is an everyday thing as it relates to dress code, they're children so we also must make sure that we're constantly reminding them and the teachers that our dress code is our policy. And that's just what we stick to. You will have those that sway at times. Well, we just have to make sure that we stay the course.

Mrs. Smith: Oh, no. Uh, what, what I will say since I had a lot of experience with this. Know what page and what line the dress code is addressed in your handbook. I knew that verbatim and I just, when they broke dress I would remind them you got a handbook at the beginning of

the year. You need to go to such and such a page as such and such a line bottom line done. That's how I use to deal with it. The area office backed me 100% because it was in my handbook.

Dr. Banks: The most effective way for me, and I've been doing this ever since I started the school.

When you break it the first time I give you a warning, and I tell you, before you come back tomorrow, your mother or father are your parent must come. If they say my pair get over at five o'clock and the parents say, well, I'll meet you at 5:30. I stay here. And that's what I did. And that's what I'm constantly doing.

And I do see a difference. Now, when the parents come in here first and the parents say, well, you know, I didn't know my child in jail, me this. And then they'll ask the student, why didn't you tell me that? And then some of them will say, well, I told you, and then the parents get upset with the child.

And from my understanding, we paid money to order uniforms for athletics. And there was a problem. So, when he left, apparently our athletic person here went through him to order uniforms and they didn't have them in a timely manner. And he said, I'll let you use some uniforms. Correct me Mr. Sims if I'm wrong in this, what he said, but the uniform he let us use were the uniforms that Inlet Grove had paid for and never received.

He had called me and I told him to call me back and I told him just what I'm saying. I asked what happened to what we paid for. After the game we can't use nothing after the game. And I said, why would you tell our Athletic Director you were going to have him at a certain time and you don't follow approve? I've told everyone at school do not order anything unless I approve it. I told him we want the items we paid for last year.

We also had a teacher using profanity. Mr. Latson will explain the course of action taken.

Mrs. Latson: We had an English teacher that stated to a student of some highly inappropriate statements. And we met with those students. We met with the student, the law officer, the teacher.

We were able to document the fact that the teacher did admit to certain comments, not to all but certain. So, in that event, we released the teacher, we contacted the parents and then the teacher in turn emailed the student, his other students that yes, see, never, uh, this particular student got me fired.

So, I informed that student that he emailed and other students. And when I met with the particular students and the periods, one, two, and three, that we don't always get fired. Sometimes it is something that we earn, and it is our responsibility to make sure that we're educating students, and it's their responsibility to make sure that they're owning their learning.

Now, if there was a situation that they needed to come and tell us, like the other young lady did I commend her because she was taking ownership of her own learning and it's our responsibility to make sure she gets it. So, he had to be released.

Dr. Woodard: One question you've mentioned earlier about the interest and our attorney is it your plan to use interest money to pay him.

Dr. Banks: No, we'll get our money plus interest on those two years. That's what he's trying for. If we get the interest money we can use it to pay him

Meeting adjourned: 1:27 PM



Dr. Charles Woodard

11/19/2021

Date