

**MINUTES OF THE BOARD OF DIRECTORS OF  
SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.  
September 17, 2018**

The meeting of the Board of Directors of Southland College Prep Charter School, Inc. ("Southland" or the "Corporation") was held pursuant to notice as required by the Illinois Open Meetings Act, and said meeting was held as follows:

**Date:** September 17, 2018

**Time:** 6:30 p.m.

**Place:** Matteson School District 162  
4601 Sauk Trail  
Richton Park, IL 60471

**Directors Present:**

Ronald Bean, President  
Alicia Rodman McCray, Vice President  
Dr. Blondean Y. Davis  
Dr. Vinni Hall  
Dr. Barbara Meyer (seated after Roll Call)  
Dr. Barbara Radner

**Directors Absent:**

Kevin Murphy, Secretary

**Also Present:**

Robert Hall, attorney  
Craig Englert, chief financial officer  
Zack Zayed  
Dr. Bryan Hale  
Yvonne Williams  
Sheleah Blissett  
Robert Lane  
Sherry Grutzius  
Richard Barry  
Monica Fountain  
Southland staff members  
Denise Faris

- I. Motion made by Director Radner and seconded by Director Hall to elect Dr. Barbara B. Meyer as a member of Southland's Board of Directors.**

In nominating Dr. Meyer, Associate Dean of Grants, Graduate programs, Partnerships and International Opportunities, College of Education, Illinois State University, for election to the Southland Board, Director Radner noted that Dr. Meyer brings a wonderful background to Southland with substantial research, accomplishments, and publications to her credit. Dr. Radner said that of particular note is Dr. Meyer's involvement in the development of the National Center for Urban Education, which is funded by a \$10 million grant through the U.S. Department of Education. She added that Dr. Meyer's connection to Illinois State University also is important because the school is a Southland partner.

**Upon the motion duly made, seconded, and carried by a voice vote of 5 YEAS, 0 NAYS:**

**RESOLVED, the election of Dr. Barbara B. Meyer as a member of Southland's Board of Directors was approved.**

Dr. Meyer said it is an honor to be a part of the Southland family. She said that, as she visited Southland earlier in the day, she had the opportunity to meet teachers who were graduates of Illinois State University and to talk with students who would like to attend the school. Dr. Meyer said that this is a perfect collaboration and she looks forward to working with the Southland administration and staff. Dr. Meyer added that she would like to extend the partnership and collaboration through Southland's assistance with teacher development. She said it is important that the ISU teacher candidates have the opportunity to engage with Southland's administrators and staff members. Dr. Meyer also invited all persons present to attend ISU's homecoming on October 30.

Dr. Radner commented that she has had firsthand experience with teachers who are graduates of ISU and she knows they are highly sought after by the Chicago Public School system.

**II. Audience to Visitors**

No person attending the meeting wished to address the Board.

**III. Motion made by Director Hall and seconded by Dr. Davis to approve the Lease Renewal Agreement between Southland and the Village of Richton Park.**

**Upon the motion duly made, seconded, and carried by a voice vote of 6 YEAS, 0 NAYS:**

**RESOLVED, the Lease Renewal Agreement between Southland and the Village of Richton Park was approved.**

- IV. Motion made by Director Radner and seconded by Director Meyer to approve agreement with Matteson School District 162 to provide food service for Southland students during the 2018-2019 school year.**

President Bean explained that this agreement took effect at the start of the school year, pursuant to a poll of the Board members, and the public vote approving the agreement would ratify the agreement.

**Upon the motion duly made, seconded, and carried by a voice vote of 6 YEAS, 0 NAYS:**

**RESOLVED, agreement with Matteson School District 162 to provide food service for Southland students during the 2018-2019 school year was approved.**

- V. Motion made by Director Rodman McCray and seconded by Director Radner to accept the budget for the 2018-2019 fiscal year.**

Craig Englert, Chief Financial Officer, reviewed the budget and noted that each member has a copy of the budget in the Board meeting packets provided prior to the meeting. He said that the budget provides for a \$44,000 surplus in the 2018-2019 fiscal year. He said the General State Aid is based on a per capita tuition rate of \$18,998 per student, up from \$18,696 per student for the previous year, with an assumption of 540 students on average for the year.

Mr. Englert also noted that the 21<sup>st</sup> Century Grant adds \$110,000 in additional revenue for 2018-2019. The grant is shared with District 162 and totals \$250,000 between the two.

Mr. Englert explained that the Base Funding Minimum now includes funding that was previously provided through Categorical Reimbursement, which was eliminated with the new funding formula.

Regarding expenditures, Mr. Englert noted that there is a 2.75 percent increase in salaries due to new positions and there is a 3.1 percent increase in employee benefits. There is an increase in expenditures due to the initiatives implemented pursuant to the 21<sup>st</sup> Century grant, Mr. Englert said.

He also noted that there is an \$8,000 decrease in the Charter Commission fees due to the decrease in the assessment percentage by the Illinois State Charter Commission.

Specifically, in the current year, the Charter Commission reduced its assessment to 2 percent of General State aid, down from the previous assessment of 2.5 percent. Southland's budget provides for \$11,369,995 in revenue and \$11,325,597 in expenditures.

Dr. Davis noted that the budget is based on a maximum enrollment of 540 students. Southland currently has a waiting list of 87 students. She said that Attorney Robert Hall will be requesting that the Charter Commission allow Southland to increase its enrollment by 20 students (to 560 students) next school year, and to 600 students thereafter. Dr. Davis stated that Southland has notified Rich Township District 227 that Southland intends to increase its enrollment to 600 and Rich Township is comfortable with this level of enrollment at Southland.

The enrollment of 600 would be accommodated with the completion of Phase II of construction of an addition to the building where Southland operates, which would include a gymnasium, locker rooms, fitness rooms, two classrooms, and a conference room. The current building would be designated for academic classrooms.

**Upon the motion duly made, seconded, and carried by a voice vote of 6 YEAS, 0 NAYS:**

**RESOLVED, the budget for the 2018-2019 fiscal year was accepted.**

Board members complimented Mr. Englert and his staff on the budget and for keeping the Board well informed about Southland's financial matters.

**VI. Motion made by Director Davis and seconded by Director Hall to approve the following Personnel Matters.**

- Approval of at-will employment of Ms. Cheryl Hyman as a college counselor during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of part-time, at will employment of Dr. Carl Cogar as a Southland administrator assigned to the position of Director of Fine Arts during the 2018-2019 school year, by providing a reimbursement to Matteson School District No. 162 in the amount of \$33,400.00 of this employee's salary and benefits.
- Approval of part-time, at will employment of Mr. Marvin Talley as a Southland administrator assigned to the position of Assistant to Southland's Chief Executive Officer during the 2018-2019 school year, by providing a reimbursement to Matteson School District No. 162 in the amount of \$65,000.00 of this employee's salary and benefits.

- Approval of part time, at-will employment of Mr. Cory Levy as an after school administrator during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of part time, at-will employment of Mr. Dan Hogan as a Grade Level Leader during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of part time, at-will employment of Ms. Helen West as a Grade Level Leader during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Mr. Glen Abbot as a teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Ms. Gail Bremner as a teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Mr. Hector Cardenas as a teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Ms. Danielle Epton as a teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Ms. Yvonne Evans as a long term substitute teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Ms. Donnica Gordon as a long term substitute teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Ms. Millicent Griffin as a social worker during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Mr. Raymond Hayse as a teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Ms. Jasara Hines as a teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- Approval of at-will employment of Ms. Karen Hopkins as a long term substitute teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Ms. Victoria Keller as a media specialist during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Ms. Rhonda McLeod as a teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of at-will employment of Mr. Ricardo Serrano as a teacher during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- Approval of part time, at-will employment of Mr. Aaron Melko to serve as moderator of the Anime Club during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Colleen Kawaters to serve as moderator of the Art Club during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Mr. Arno Reichel to serve as moderator of the Chess Club during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Jamie Holowach to serve as moderator of the InterAct Club during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Laura Lopez to serve as moderator of the InterAct Club during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Mr. Eric Lites to serve as Intramural Director during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Mr. Eric Lites to serve as moderator of the Technology Club during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

- Approval of part time, at-will employment of Mr. Brian Wales to serve as National Honor Society moderator during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Erica Bartley to serve as National Honor Society moderator during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Erica Bartley to serve as yearbook moderator during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Meghan Michaels to serve as yoga club moderator during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. DeShonda Wright to serve as Model United Nations moderator during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Mr. Daniel Hogan to serve as Model United Nations moderator during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Mr. Leroy Haynes to serve as Director of Boys and Girls Cross Country during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Lynne Panozzo to serve as Boys Golf Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Mr. Kenneth Wilcoxon to serve as Girls Golf Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Mr. Homer Thomas to serve as Head Tennis Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Mr. Lavell Meeky to serve as Assistant Tennis Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

- Approval of part time, at-will employment of Ms. Melinda Bussie to serve as Head Volleyball Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Michelle Bussie to serve as Assistant Volleyball Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Liberty Bussie to serve as Assistant Volleyball Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Cheryl Frazier to serve as Speech Director during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Alesha Alexander to serve as Assistant Speech Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Alesha Alexander to serve as Assistant Play Director during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of part time, at-will employment of Ms. Alesha Alexander to serve as Group Interpretation Coach during the 2018-2019 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- Approval of the resignation of Mr. Jay Filmoor, teacher, effective August 2, 2018.
- Approval of the resignation of Ms. Nicole Kaestner, teacher, effective July 30, 2018.
- Approval of the resignation of Ms. LaChe Pool, teacher, effective July 25, 2018.
- Approval of the resignation of Ms. Merry M. Watson, School Counselor/Case Manager, effective June 30, 2018.

Dr. Davis pointed out that the majority of the contracts are for sports and fine arts activities. She said most full time staff contracts were presented at an earlier meeting.

**Upon the motion duly made, seconded, and carried by a voice vote of 6 YEAS, 0 NAYS:**

**RESOLVED, the Personnel Matters were approved.**

**VII. Motion made by Director Davis and seconded by Director Hall to approve the minutes of the May 21, 2018, Board of Directors meeting.**



Upon the motion duly made, seconded, and carried by a voice vote of 6 YEAS, 0 NAYS:

**RESOLVED**, the minutes of the May 21, 2018, Board of Directors meeting were approved.

**VIII. Report from the Chief Executive Officer.**

Dr. Davis discussed the opening of school and complimented the staff members who were gathered in the audience tonight. She said she appreciated and acknowledged all that they do for the students.

Dr. Davis thanked Richard Barry and Monica Fountain, director of communications, for their efforts in securing a second visit to Southland by Jon Hansen from JAM of WCIU-TV to showcase the students’ school spirit. During the visit, which was aired on television on September 11, the television station interviewed students and highlighted performances by students in Southland’s band, choir, dance, and speech programs. The show featured the new Performing Arts Center, which drew praise from Hansen of JAM.

Additionally, Southland student Savannah Taffe conducted an interview with Hansen and produced a video of the television show’s visit to Southland that was posted on Southland’s website. Dr. Davis said that Savannah’s video was a very powerful presentation.

Dr. Davis gave the end of the year report for the 2017-2018 school year and reviewed the SAT and ACT scores.

She noted that the juniors continue to increase the school’s SAT Composite Score:

2017	2018	Increase
1013	1039	+26

Dr. Davis related that students take the SAT in math and English language arts and the number of Southland juniors who Meet or Exceed the state standard continues to increase:

	Partially Meets	Approaching	Meets	Exceeds
<b>2017</b>	18%	49%	28%	5%
<b>2018</b>	22%	38%	29%	11%

**ACT Assessment**

Composite Spring ACT scores for Southland’s juniors also continue to increase:

2017	2018	Increase
19.4	20.2	+0.8

Dr. Davis noted that Southland's five years of senior classes have a 100 percent graduation rate. Southland's attendance rate is consistently high with a 96 percent rate in 2017 and 2018.

#### **Advanced Placement Courses**

Regarding AP courses, it was noted that success on an AP exam is defined as an exam score of three or higher. Southland students continue to increase their academic performance in AP courses:

Year	2017	2018
<b>Total AP students</b>	91	99
<b>Number of Exams</b>	136	150
<b>AP students with 3+ scores</b>	40	55
<b>Percent of total AP students with 3+ scores</b>	44%	55.6%

#### **Incoming freshmen**

The percent of Southland freshmen who are on track continues to increase:

2017	2018	Increase
85%	90%	5%

Dr. Davis said there are freshmen entering Southland who are equivalent to seventh and eighth graders. It is believed that this is due to the fact that many of them come from schools that have self-contained middle school classrooms rather than a departmentalized program. She said that Mrs. Sherry Grutzius led a team that worked with the incoming freshmen to bring the students up to the freshmen level. Additionally, following the Freshmen Academy, Ms. Meghan Michals is working with the students in a program that is uniquely designed for them. Ms. Michals also continues to work with the students to strengthen their skills so that they do not fall behind. Dr. Davis reminded the Board that the students must have completed 30 credits for graduation, while the township high schools require 19 credits for graduation.

#### **Blue Ribbon**

Dr. Davis announced that a goal this year is for Southland to be named a Blue Ribbon School.

**College Admittance**

Mr. Robert Lane, counselor, noted Mr. Ron Anderson’s absence but said his spirit and presence are still felt. He related that Ms. Cheryl Hyman has joined the counseling staff. He said that the college application process is in the early stages, but the students are talking about and writing their essays. “Our students write their way into schools,” said Mr. Lane.

He noted that 76 students have been accepted into Illinois State University. Other schools where students have been accepted include the University of Illinois and the University of Missouri. Mr. Lane said that 20 percent of the students have been accepted by multiple schools. He thanked the members of the English Department who guided the students as they wrote their college essays. Mr. Lane said that Southland will continue to expose students to colleges and universities through schools’ visitations to Southland or through site visits, such as this Thursday’s fifth annual visit to Notre Dame for Southland’s entire Junior Class.

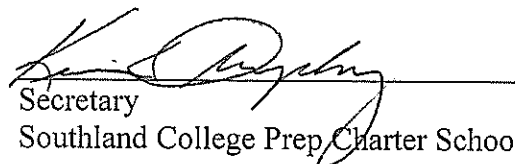
- IX. Motion made by Director Radner and seconded by Director Rodman McCray to nominate Director Hall as secretary *pro tem*.**

**Upon the motion duly made, seconded, and carried by a voice vote of 6 YEAS, 0 NAYS:**

**RESOLVED, Director Hall was approved as secretary *pro tem*.**

- X. President Bean adjourned the meeting at 7:30 p.m.**

Dated this 19th day of November 2018.

  
Secretary  
Southland College Prep Charter School, Inc.