

SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.
September 20, 2021

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

Date: September 20, 2021
Time: 6:30 p.m.
Place: Matteson School District 162
4601 Sauk Trail
Richton Park, IL 60471

**PUBLIC HEARING PURSUANT TO THE AMERICAN RESCUE PLAN ACT
ELEMENTARY AND SECONDARY SCHOOL EMERGENCY RELIEF REGARDING
DISTRICT 162'S PLAN FOR IN-PERSON INSTRUCTION**

As Southland is a grant recipient under the American Rescue Plan Act Elementary and Secondary School Emergency Relief, Southland's plan for the return to in-person instruction is posted on Southland's website and the Southland Board of Directors will conduct a public hearing in order to seek public comment regarding the plan for in-person instruction.

Directors Present:

Ronald Bean, President
Kevin Murphy, Secretary
Dr. Blondean Y. Davis
Dr. Vinni Hall
Dr. Barbara Meyer
Mr. Felix Simpkins

Directors Absent:

Dr. Barbara Radner

Also Present:

Mr. Robert Hall, Attorney
Mr. Craig Englert, Chief School Business Official
Dr. Corey Levy, Southland Director of Day-to-Day Operations
Mr. Eric Lites, Technology
Mr. Djimen Smith
Mrs. Denise Faris, Board Secretary

President Bean called the Public Hearing to order at 6:30 p.m., and noted that there was a quorum. He directed the secretary to call the roll.

Dr. Davis indicated that she had distributed copies of the plan for in-person instruction. President Bean asked if the Board members or any member of the public wished to address the plan. No one wished to address the plan.

Dr. Davis said that all students who are registered for school are in attendance, with the exception of one student whose parent has decided to home school the student until Covid-19 is no longer a concern and another student who is homeless and currently living in Indianapolis.

President Bean declared the Public Hearing closed at 6:42 p.m.

President Bean called the Regular Session of the Board of Directors to order at 6:43 p.m. and noted there was a quorum. He directed the secretary to call the roll.

Directors Present:

Ronald Bean, President
Kevin Murphy, Secretary
Dr. Blondean Y. Davis
Dr. Vinni Hall
Dr. Barbara Meyer
Mr. Felix Simpkins

Directors Absent:

Dr. Barbara Radner

Also Present:

Mr. Robert Hall, Attorney
Mr. Craig Englert, Chief School Business Official
Dr. Corey Levy, Southland Director of Day-to-Day Operations
Mr. Eric Lites, Technology
Mr. Djimen Smith
Mrs. Denise Faris, Board Secretary
Stephanie McGhee
Ryan McGhee
Spring Young
Rayne McGhee

I. Audience to Visitors

No one wished to address the Board at this time.

II. Motion made by Director Murphy and seconded by Director Simpkins to approve Policy 5:01, Identity Protection; Policy 5:02, Use of Credit and Procurement Cards; and Policy 5:03, Purchases and Contracts.

Craig Englert, chief school business official, discussed these policies. Mr. Englert explained they were updates of policies required in connection with federal grants. Mr. Englert said that Policy 5:01 limits access to social security numbers, Policy 5:02 details procedures and limitations regarding the use of school procurement and credit cards, and Policy 5:03 details specifics that should be in place to ensure that contracts are in compliance with applicable law. Mr. Englert said that Southland currently is doing what the policy updates address.

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

RESOLVED, Policy 5:01, Identity Protection; Policy 5:02, Use of Credit and Procurement Cards; and 5:03, Purchases and Contracts were approved.

III. Motion made by Director Meyer and seconded by Director Hall to approve contract with Academic Approach for the 2021-2022 school year.

Dr. Davis said that Academic Approach has worked with Southland for six years and the company does an excellent job. She noted that its representatives provide instruction in Southland's Master Classes for students and they will be involved in one-on-one tutoring sessions after school to help students strengthen their skills for the ACT and SAT exams which will occur in October. Academic Approach also conducted a "boot camp" this summer for teachers.

Dr. Davis said that recent college readiness testing taken following remote learning indicated that Southland's 9th, 10th, and 11th grade students met the college benchmarks for English/language arts, but not for math, as evidenced by the following math test scores:

- 9th grade, 376, benchmark 450
- 10th grade, 401, benchmark, 480
- 11th grade, 424, benchmark, 530

Dr. Davis said the goal is to eliminate the discrepancy between where the students are now and where they should be. Academic Approach will be very helpful in achieving this goal.

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

RESOLVED, the contract with Academic Approach for the 2021-2022 school year was approved.

IV. Motion made by Director Simpkins and seconded by Director Murphy to approve Personnel Matters.

Approval of at-will employment of Mr. Malik Bibbie as a teacher during the 2021-2022 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. Georgia Eldeib as a teacher during the 2021-2022 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. Jacquelyn Fuller as a school counselor during the 2021-2022 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. Gregory Harris as a teacher during the 2021-2022 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 Hodorowicz as a teacher during the 2021-2022 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. Justin Lebeda as a teacher during the 2021-2022 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. Jacqueline Miller as a media specialist during the 2021-2022 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. Alyssa Bravo as a cook during the 2021-2022 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. Darnell Watson as piano accompanist and voice coach during the 2021-2022 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. Heena Alavi to serve on Southland's Instructional Leadership Team during the 2021-2022 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 Cheesman to serve on Southland's Instructional Leadership Team during the 2021-2022 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. Sherry Grutzius to serve on Southland's Instructional Leadership Team during the 2021-2022 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. Nicholas Holmes to serve on Southland's Instructional Leadership Team during the 2021-2022 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. Ann Oiler to serve on Southland's Instructional Leadership Team during the 2021-2022 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. Lynn Panozzo to serve on Southland's Instructional Leadership Team during the 2021-2022 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. Kimberly Adamczyk to serve as Co-Faculty Sponsor of the Southland Student Council during the 2021-2022 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. Mark Anzilotti to serve as Girls' Volleyball Assistant Coach during the 2021-2022 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 Year Book Sponsor during the 2021-2022 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 Assistant National Honor Society Sponsor during the 2021-2022 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 Girls' Volleyball Head Coach during the 2021-2022 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 Cheesman to serve as Dungeons and Dragons Club Sponsor during the 2021-2022 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. Edward Davis IV to serve as Faculty Co-Sponsor of the Southland Model United Nations during the 2021-2022 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. Melissa Dennis to serve as Anime Club Co-Sponsor during the 2021-2022 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. Linda DeYoung to serve as Girls' Volleyball Assistant Coach during the 2021-2022 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. Jacob Goldman to serve as Faculty Co-Sponsor of the Southland Model United Nations during the 2021-2022 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. Donnica Gordon to serve as Faculty Sponsor for the Southland Model United Nations during the 2021-2022 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. Sherry Grutzius to serve as Faculty Sponsor for Southland Mock Trial during the 2021-2022 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. Genya Harley to serve as Co-Faculty Sponsor of the Southland Student Council during the 2021-2022 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 InterAct Club Co-Sponsor during the 2021-2022 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 InterAct Club Co-Sponsor during the 2021-2022 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. Bridget Lowery to serve as World Language Club Co-Sponsor during the 2021-2022 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. Ron Lynch to serve as Boys' Cross Country Head Coach during the 2021-2022 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 2021-2022 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 Anime Club Co-Sponsor during the 2021-2022 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 Michals to serve as AP Coach/Mentor during the 2021-2022 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. Ricardo Serrano to serve as World Language Club Co-Sponsor during the 2021-2022 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. Michael Steward to serve as Girls' Cross-Country Head Coach during the 2021-2022 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 Tennis Coach during the 2021-2022 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 Sponsor during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

Approval of the resignation of Ms. Madeleine Francique Perez, school counselor, effective September 1, 2021.

Acknowledgement of resignation of Ms. Lynsey Mitchel, teacher, without the notice required by the teacher's employment contract and Southland policy, effective August 2, 2021, with liquidated damages to be paid in the amount of 4% of the teacher's 2020-2021 contracted salary or the amount available to be withheld from the teacher's final 2020-2021 paycheck, whichever is less.

Dr. Davis said she was bringing Southland's coaches for fall sports to the Board; the school is moving forward carefully with athletic activities. Dr. Davis noted this is the volleyball season and students wear masks when they play. Golf, tennis, and cross country also are underway.

Dr. Davis also noted that Malik Bibbie was among the employment contracts. Dr. Davis said that Malik is a member of Southland's Class of 2015. Dr. Davis said that Malik is doing a wonderful job as a technology teacher and is serving as a role model for Southland's current students.

President Bean commented that he looked forward to more Southland alumni returning to teach at the school.

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

RESOLVED, the Personnel Matters were approved.

- V. **Motion made by Director Meyer and seconded by Director Simpkins to approve minutes of meeting on July 19, 2021.**

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

RESOLVED, minutes of the meeting on July 19, 2021 were approved.

- VI. **Report from the Chief Executive Officer.**

Enrollment

Dr. Davis reported that Southland's enrollment is 579 in-house students and four special education students at a different facility. The school has an average daily attendance of 96 percent.

Dr. Davis reported that all Southland students and staff returned to school in masks, and parents and the community are very supportive. Dr. Davis said that she can feel a change in the community and staff from one year ago, when the COVID pandemic was causing extreme anxiety; now, the teachers are excited to have the students back at Southland. Dr. Davis said she believes that the community has decided it is time for children to be back in school, and Southland is proceeding cautiously to ensure that everything possible is being done to ensure a safe school environment.

COVID Testing

Dr. Davis related that the governor's mandate is that all staff must be vaccinated or they must submit to weekly testing. Dr. Davis noted that, in order to ensure that the required tests are administered by healthcare professionals, Southland has partnered with Emerge, a medical agency overseen by Dr. Richard Watson. Dr. Davis said that Emerge is at Southland every Wednesday and Southland and District 162 employees report each week to obtain the mandated COVID testing. Additionally, Dr. Watson administers vaccinations. Dr. Davis said that parents come to school to ask Dr. Watson questions. Dr. Davis said that Dr. Watson's presence gives Southland a sense of confidence that expert medical care and advice is available.

Apollo's Fire

Dr. Davis related that Apollo's Fire, an orchestra that plays classical and baroque music, has approached Southland and District 162 to propose developing a string instrument curriculum for Southland and District 162 students. Apollo's Fire will

work with Southland students and down to fourth grade in District 162 to teach students to play string instruments. The program will kick-off with a concert at 7 p.m., October 26, 2021. Dr. Davis said that Apollo's Fire is working with Mr. Englert to raise funds for the project. Dr. Davis noted that the schools have strong band programs, which will be enhanced by the sting group.

VII. Executive Session

Motion made by Director Murphy and seconded by Dr. Meyer that the Board go into executive session to consider information pursuant to the Illinois Open Meetings Act, potentially including the purchase or lease of real property for Southland's use, student discipline matters, the appointment, employment, compensation, discipline, performance or dismissal of specific employees or public officials, deliberations concerning salary schedules for one or more classes of employees, and or the sale or purchase of securities, investments or investment contracts.

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

RESOLVED, the motion to enter into executive session was approved.

The Board adjourned to Executive Session at 7:10 p.m.

The Board returned to Open Session at 7:55 p.m.

VIII. Motion made by Director Murphy and seconded by Director Hall that, recognizing the support of the family and the fact that Student A has expressed remorse for her misconduct, the Board is willing to modify its original intention to expel Student A for the remainder of the 2021-2022 school year and to approve the following resolution of this matter: I move that the Board of Directors vote to expel Student A from September 21, 2021, through December 31, 2021, the end of the first semester of the 2021-2022 school year, with Student A to identify community service in which Student A will participate for 30 hours each week from now through the end of December 2021, with Southland to approve the community service identified by the student and the student to provide proof of the completion of the 30 hours of community service each week. Student A must participate in credit recovery each Saturday beginning in the second semester of the 2021-2022 school year, as well as attending summer school this summer. Student A will work to raise her Grade Point Average to at least 3.0 and will meet with Dr. Levy each week in the second semester of the 2021-2022 school year so that Southland can monitor the student's progress in meeting this expectation.


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

RESOLVED, expulsion of Student A from September 21, 2021, through December 31, 2021, the end of the first semester of the 2021-2022 school year, with Student A to identify community service in which Student A will participate for 30 hours each week from now through the end of December 2021, with Southland to approve the community service identified by the student and the student to provide proof of the completion of the 30 hours of community service each week; Student A must participate in credit recovery each Saturday beginning in the second semester of the 2021-2022 school year, as well as attending summer school this summer; Student A will work to raise her Grade Point Average to at least 3.0 and will meet with Dr. Levy each week in the second semester of the 2021-2022 school year so that Southland can monitor the student's progress in meeting this expectation was approved.

President Bean commented that he hoped Student A would see this as an opportunity and take advantage of it.

IX. President Bean adjourned the meeting at 8 p.m.

Dated this 15th day of November 2021.


Secretary/Assistant Secretary
Southland College Prep Charter School, Inc.