

**MINUTES OF THE BOARD OF DIRECTORS OF  
SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.  
March 21, 2022**

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:** March 21, 2022

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

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

**Directors Present:**

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

**Directors Absent:**

Dr. Barbara Meyer

**Also Present:**

Mr. Robert Hall, Attorney  
Mr. Craig Englert, Chief Financial Officer  
Dr. Herald "Chip" Johnson, Executive Assistant to the Superintendent  
Mr. Robert Lane, Director of College Admissions and Alumni Relations  
Dr. Carl Cogar, Director of Fine Arts  
Mrs. Denise Faris, Board Secretary

**I. Audience to Visitors.**

No person attending the meeting wished to address the Board.

**II. Motion made by Director Murphy and seconded by Director Simpkins to approve the Resolution regarding local control to mitigate COVID-19.**

Director Davis commented that 42 percent of Southland's students are graduates of District 162 schools and it is important that Southland is aware of student health issues requiring consideration in connection with Southland's procedures relating to COVID-19. Dr. Davis related that among District 162 students the following health issues are present:

- 318 students have asthma.

- 10 students are diabetic and some require insulin (and there is a registered nurse at each school to supervise administration of necessary medications).
- 3 students are on dialysis
- 475 students have allergies, with peanut allergies being the most common among students.
- 16 students have seizure plans.
- 8 students have various diseases of the blood.
- 14 students have neurological issues.
- 9 students periodically have intense pain due to sickle cell anemia.

Dr. Davis noted that Southland has done everything it can to manage health concerns at Southland. Dr. Davis said that our parents have been extremely cooperative in connection with the COVID testing that was started at Southland in January 2022. Since that time, 3500 people have been tested for COVID twice a month at Southland and District 162. Dr. Davis shared that, due to the COVID testing, Southland and District 162 have been able to ensure that individuals who test positive for COVID-19 do not enter the school environment.

Dr. Davis stated that COVID testing is continuing. Results of the March 8 testing indicated that two staff members and six students were positive. Dr. Davis added that the COVID testing will continue bi-weekly, and Southland has purchased sufficient test kits to ensure that this testing can continue until the end of the school year.

Dr. Davis said that she is requesting that the Board re-affirm the processes that are in place at Southland regarding COVID-19, including masking of all individuals at Southland, as well as bi-weekly testing of all students, faculty and staff. Dr. Davis noted that it is anticipated that there will be a sunset date for the COVID protocols; Southland is moving toward mask optional days. Dr. Davis said that Southland will test attendees the day prior to prom and prom will be a mask optional activity.

Dr. Davis said that May 30 is the projected sunset date for the requirement of masks at Southland. It is anticipated that masks will be optional for summer school, with monitoring to continue. Dr. Davis said: "We will continue to do all that is possible to keep our children and staff safe." President Bean said the outlined approach to COVID-19 was reasonable.

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

**RESOLVED, the Resolution regarding local control to mitigate COVID-19 was approved.**

**III. Motion made by Director Hall and seconded by Director Murphy to approve Report regarding the use of grant funds received pursuant to the American Rescue Plan Act Elementary and Secondary School Emergency Relief (ESSER).**

Mr. Englert reported that Southland received \$955,397.00 in funds from this program, which was the third of three government stimulus programs. Mr. Englert explained that there must be a plan approved by the Board and published on the school's website indicating how the funds will be allocated. Mr. Englert directed the Board's attention to the materials provided to them, which include the plan that will be effective through September 2024. Mr. Englert presented a brief overview and said that funds would support Southland's academic program in several ways, including the hiring of additional substitute teachers and an academic support specialist, the purchase of additional technology, and the dedication of additional resources to address students' social and emotional needs.

President Bean asked if any member of the public would like to address the Board regarding the use of the funds. There were no requests to address the Board regarding this matter.

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

**RESOLVED, the Report regarding use of grant funds received pursuant to the American Rescue Plan Act Elementary and Secondary School Emergency Relief (ESSER) was approved.**

**IV. Approval of policies regarding Attendance and Truancy, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors, and revised policy regarding Employee Ethics, Conduct and Conflict of Interest.**

Dr. Davis said this was a first reading of each of the policies before the Board. She said she would like the Board to have the time to read the policies and she will return to the Board with administrative procedures.

Mr. Robert Hall, attorney, said the policies are the result of legislation. Regarding attendance and truancy, he said the policy lists reasons for excused absences. It provides that Southland will have an absenteeism and truancy program. Dr. Hall asked if there would be a designated truancy officer and Dr. Davis responded that the policy was proposed because the law now requires it. Dr. Davis said that Southland has a 97 percent daily attendance rate, has never had a truancy officer and does not perceive that there is a need for a truancy officer at Southland.

Regarding Child Sexual Abuse, Mr. Hall said that the policy indicates that there will be an age-appropriate curriculum, training for personnel, as well as definitions of prohibited grooming behaviors and boundary violations.

Dr. Davis said these are complex issues and she would like Dr. Hall and Dr. Meyer to assist her in the development of evidence-based curriculum, along with Yvonne Williams. Dr. Davis said that, during the next two to three months, she wants to identify the materials that are needed, as well as the individuals who would address these subjects with the students. Director Murphy suggested that an app be developed on the Chromebooks so that students could click on it and access the handbook.

Regarding Employee Ethics, Mr. Hall said the policy outlines acceptable and unacceptable behavior and conduct. Dr. Davis noted that expectations regarding employee conduct are presented to Southland employees each year prior to the start of school.

- V. Motion was made by Director Murphy and seconded by Director Simpkins to approve the agreement with Matteson School District 162 to provide food service for Southland students during the 2022-2023 school year.**

Mr. Englert said that this agreement again authorizes District 162 to provide this food service to Southland at the cost paid by District 162, with no mark-up.

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

**RESOLVED, the agreement with Matteson School District 162 to provide food service for Southland students during the 2022-2023 school year was approved.**

- VI. Motion made by Director Davis and seconded by Director Murphy to approve the rejection of all bids received for the video room renovation at Southland College Prep Charter Hight School.**

Dr. Davis said the bids were too high and Southland will go out again for bids.

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

**RESOLVED, the rejection of all bids received for the video room renovation at Southland College Prep Charter High School was approved.**

- VII. Motion made by Director Hall and seconded by Director Murphy to approve Personnel Matters a through n:**

- a. Approval of part-time, at-will employment of Mr. Herbert Pitman to serve 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.

- b. Approval of part-time, at-will employment of Ms. Cheryl Frazier to serve as a Group Interpretation Director during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- c. Approval of part-time, at-will employment of Mr. Malik Bibbie to serve as a Group Interpretation Director during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- d. Approval of part-time, at-will employment of Ms. Tamiko Fefee to serve as an Assistant Track Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- e. Approval of part-time, at-will employment of Ms. Tamiko Fefee to serve as an Assistant Indoor Track Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- f. Approval of part-time, at-will employment of Mr. Edward McKinnie to serve as Boys Track Head Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- g. Approval of part-time, at-will employment of Mr. Edward McKinnie to serve as Indoor Track Coordinator during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- h. Approval of part-time, at-will employment of Mr. Michael Steward to serve as an Assistant Track Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- i. Approval of part-time, at-will employment of Mr. Homer Thomas to serve as an Assistant Track Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- j. Approval of part-time, at-will employment of Mr. Homer Thomas to serve as an Assistant Indoor Track Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- k. Approval of part-time, at-will employment of Ms. Catresea Travis to serve as Girls Track Head Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- l. Approval of part-time, at-will employment of Ms. Catresea Travis to serve as Girls Indoor Track Coordinator during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- m. Approval of the termination of the at-will employment of Hector Cardenas, teacher, effective January 27, 2022.
- n. Approval of the termination of the part-time, at-will employment of Alexandria Hill, teacher, effective February 24, 2022.

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

**RESOLVED, the Personnel Matters a through n were approved.**

**VIII. Motion made by Director Simpkins and seconded by Director Davis to approve minutes of the Board's meeting on January 24, 2022.**

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

**RESOLVED, the minutes of the Board's meeting January 24, 2022, were approved.**

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

**Lottery**

Dr. Davis reported there were 361 applications for the Southland lottery. The breakdown was:

District 159 – 88 application;

District 160 – 15 applications;

District 162 – 151 applications;

District 163 – 48 applications; and

Private schools – 59 applications.

Dr. Davis noted this was consistent with prior years. Dr. Davis went on to say that the current senior class has 116 students and usually a small number of students are accepted above the senior class number. Current students' siblings who submit applications are selected first for enrollment and then those student applicants drawn through the lottery are accepted for the remaining seats. This year 125 students were accepted and there is a waiting list of 10. Dr. Davis said that Southland has received letters from 115 additional families indicating that Southland is their first choice for their children.

Dr. Davis stated that the registration forms have been sent to the families of the students who have been accepted into the next freshmen class, and she has not been advised of anyone declining a seat.

Director Simpkins asked about the possibility of expansion so that more students could be accepted. Dr. Davis responded that more classrooms would be needed, and Southland would have to build such space.

**Transportation**

Dr. Davis related that Kickert has shown no improvement this year and it is seeking a sizable rate increase. Mr. Englert said that Kickert has proposed a 23 percent increase due to fuel costs, wages, increases in workman's compensation, and the updating of vehicles. Mr. Englert noted that Kickert is asking for an increase of \$130,000, despite the poor service provided to Southland this school year. Mr. Englert said that the administration's recommendation is to see what else is

available via the bid process, rather than agreeing to Kickert's current contract proposal, recognizing that bidding may result in higher costs for student transportation next year.

President Bean related that SPEED is having a similar problem and there was a recommendation to go out to bid, but he doubted that it would receive any bids. Mr. Englert said there might be other companies that would service Southland because of its size. Mr. Englert said that the administration has worked with Kickert this year to support Kickert in getting the service to where it should be, but the situation is not getting better. After discussion, the Board agreed to go out for bids.

### **Superintendents Commission for the Study of Demographics and Diversity**

Dr. Davis announced that the Commission is having its annual dinner on March 31 at the Tinley Park Holiday Inn. She asked Board members to let her know if they would like to attend.

### **School Activities**

Dr. Davis said that the Speech Team primarily is composed of freshmen and sophomores and Coach Cheryl Frazier has been working with them. The team will compete at the state level on Friday and Saturday at Oak Lawn High School. Dr. Davis noted that this is a convenient location for Southland supporters.

Southland's basketball players will play against one another on Friday in the Best of Southland Basketball Tournament. The girls' team will play at 3:30 p.m. and the boys' team will play in the evening. Both games will be at Southland. The cheerleaders and the marching band will perform.

Graduation is scheduled for May 28 at the Harris Theater.

Dr. Davis said the track season is going well and will continue through the season.

### **College Acceptances**

Robert Lane, Director of College Admissions and Alumni Relations, reported that as of January, 90 percent of the seniors were accepted into colleges and there were six college board scholars, \$15 million in scholarships awarded, and three Quest Bridge students.

By March, 99 percent of the class had been accepted into colleges, and scholarship awards had increased to \$30 million. Additional highlights include early acceptances made by University of Chicago and Johns Hopkins, as well as the acceptance of two Southland students to attend Vanderbilt. Mr. Lane said that Cal Poly awarded two full ride scholarships, each over \$200,000, to two Southland students. Notre Dame accepted two Southland students and awarded a full scholarship to one of these students. A second Southland student was accepted to UCLA out of 150,000 applicants. Other schools that have accepted Southland

seniors include Carlton College, Pomona College, Rhodes College, and University of Virginia.

#### Alumni News

Mr. Lane said that Southland graduate Jordan Lawton is in his third year at Morehouse College and in a dual engineering program at the University of Michigan. He will receive a degree from both schools. He also will have a paid internship at MIT this summer.

Southland graduate Morgan Brown was in Southland's inaugural class and attended Wharton School of Business. She is her own brand now and has a You Tube channel with one million followers.

#### **X. Executive Session**

**Motion made by Director Murphy and seconded by Director Hall that the Board move into Executive Session to consider pending, probable, or imminent litigation, information regarding a student discipline case and the appointment, employment, compensation, discipline, performance or dismissal of specific employees or public officials, or deliberations concerning salary schedules for one or more classes of employees or the sale or purchase of securities, investment, or investment contracts.**

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

**RESOLVED, the motion for the Board to enter Executive Session was approved.**

The Board entered Executive Session at 8:00 p.m.

The Board returned to Open Session at 8:38 p.m.

#### **XI. Motion made by Director Davis and seconded by Director Simpkins to reconvene in Open Session.**

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

**RESOLVED, the motion for the Board to reconvene in Open Session was approved.**

#### **XII. Motion made by Director Hall and seconded by Director Murphy that the Board approve a five percent raise to the salaries of existing Southland employees for the 2022-2023 fiscal year.**

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



**RESOLVED**, the motion that the Board approve a five percent raise for the salaries of existing Southland employees for the 2022-2023 fiscal was approved.

- XIII.** Motion made by Director Simpkins and seconded by Director Murphy to authorize Southland's administration to make adjustments of individual teacher salaries as deemed appropriate among Southland teachers who have earned Master's degrees.


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

**RESOLVED**, the motion to authorize Southland's administration to make adjustments of individual teacher salaries as deemed appropriate among Southland teachers who have earned Master's degrees was approved.

**XIV. Adjournment**

President Bean adjourned the meeting at 8:40 p.m.

Dated this 16<sup>th</sup> day of May 2022.

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