

**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF
SOUTHLAND COLLEGE PREP CHARTER HIGH SCHOOL, INC.
October 19, 2020**

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: October 19, 2020
Time: 6:33 p.m.
Place: Matteson School District 162
4601 Sauk Trail
Richton Park, Illinois 60471

The meeting was streamed live via Southland's website.

President Bean called the meeting to order at 6:33 p.m., and noted that there was a quorum. He directed the secretary to call the roll.

Directors Present (via ZOOM conferencing):

Mr. Ronald Bean, President
Dr. Barbara Radner, Vice President
Mr. Kevin Murphy, Secretary
Dr. Blondean Y. Davis
Dr. Barbara Meyer
Mr. Felix Simpkins
Dr. Vinni Hall (arrived at 7:20 p.m., after the rollcall and the voting on all motions)

Directors Absent:

None

Also Present:

Mr. Craig Englert, chief financial officer
Dr. Corey Levy, director of day-to-day operations
Mr. Daniel Evans, director of technology
Mr. Robert Lane, director of college admissions and alumni relations
Mrs. Jessica Washington, board secretary

President Bean read the following statement:

Statement of Board President Ronald Bean that an In-person Meeting is Not Prudent or Practical.

Pursuant to the requirements of the Illinois Open Meetings Act, I have determined that an in-person meeting of the Southland College Prep Charter High School Board of Directors is not prudent or practical at this time in light of Governor Pritzker's September 18, 2020 Executive Order again declaring all counties of the State of Illinois as a disaster area, due to the continuing spread of COVID-19 and the ongoing health impacts that will continue to be felt by people across the State. Accordingly, the meeting of the Southland College Prep Charter High School Board of Directors this evening will be conducted with Board members attending the meeting via audio or video conference rather than being present in-person. Our Chief Executive Officer Dr. Blondean Y. Davis is physically present at our regular meeting place in our Board Room at 4601 Sauk Trail, Richton Park, Illinois.

Director Bean also noted that members of the board of directors must complete training mandated by Illinois law by December 31, 2020. Mr. Bean noted that the training consists of four one-hour webinars.

I. Audience to Visitors

No one wished to address the Board at this time.

II. Motion made by Director Radner, seconded by Director Meyer, to approve Policy 1:06: Title IX Uniform Grievance Procedure.

Director Davis stated that pursuant to federal government guidelines, all school districts must now adhere to new Title IX grievance procedures. She said that Policy 1:06 establishes a procedure for filing grievances under Title IX, which is applicable to staff, students and community members. She noted that Ms. Yvonne Williams, chief special education officer, will function as Southland's Title IX officer. Director Davis stated that Southland has had bullying and sexual harassment policies in place since its inception.

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

RESOLVED, Policy 1:06: Title IX Uniform Grievance Procedure was unanimously approved.

III. Motion made by Director Simpkins, seconded by Director Murphy, to approve Policy 1:07: Title IX Sexual Harassment Grievance Procedure.

Director Davis introduced Policy 1:07 as a companion to Policy 1:06. She noted that it specifically addresses sexual harassment and establishes a grievance procedure under Title IX for sexual harassment claims.

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

RESOLVED, Policy 1:07: Title IX Sexual Harassment Grievance Procedure was unanimously approved.

- IV. Motion made by Director Radner, seconded by Director Meyer, to approve the Amendment to the Student Transportation Contract with Kickert School Bus for the 2020–2021 School Year.**

Mr. Craig Englert stated that the amendment memorializes Southland’s payment obligations to Kickert School Bus under a variety of scenarios—daily in-person student attendance, hybrid student attendance, and remote student attendance. Mr. Englert stated that the goal of the amendment is to provide payment options that will help to keep Kickert available to Southland as the school’s transportation needs change during the pandemic.

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

RESOLVED, the Amendment to the Student Transportation Contract with Kickert School Bus for the 2020–2021 School Year was unanimously approved.

- V. Motion made by Director Radner, seconded by Director Meyer, to approve the contract with BASE Child Care for services in the 2020–2021 school year.**

Director Davis stated that the majority—approximately 82 percent—of the instructional staff at Southland and District 162 is female. Dr. Davis said that the CARES Act allows staff members to take a partially paid 12-week leave to care for their children who are engaged in remote instruction. Dr. Davis reported that pursuant to the agreement with BASE, Southland and District 162 staff members will now have the option of having their children cared for by BASE staff during work hours. Dr. Davis noted that this will enable experienced instructional staff to remain in the classroom.

Mr. Englert reported that Southland will pay BASE \$285 per week to care for these children at Matteson School and Indiana School. Mr. Englert said that it is anticipated that a quarter of those participating in the BASE program will be the children of Southland staff members.

Director Radner remarked that this is a smart strategy to retain experienced staff.

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

RESOLVED, the contract with BASE Child Care for services in the 2020–2021 school year was unanimously approved.

- VI. Motion made by Director Simpkins, seconded by Director Meyer, to approve Items a. through g. under Personnel Matters.**

Approval of the at-will employment of Mr. Ryan Haes as a teacher during the 2020–2021 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

Approval of the at-will employment of Mr. Nicholas Holmes as a teacher during the 2020–2021 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

Approval of the at-will employment of Ms. Stefanie Springer as a teacher during the 2020–2021 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

Approval of the part-time, at-will employment of Ms. Alexandria Hill to serve as a teacher during the 2020-2021 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

Approval of the at-will employment of Ms. Geri Garmon to serve as a full-time substitute teacher during the first semester of the 2020-2021 school year, pursuant to a memorandum outlining the parties' agreement regarding this position.

Approval of the at-will employment of Mr. Max Gee to serve as a full-time substitute teacher during the first semester of the 2020-2021 school year, pursuant to a memorandum outlining the parties' agreement regarding this position.

Approval of the resignation of Mr. Jason Christian, teacher, effective October 13, 2020.

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

RESOLVED, Items a. through g. under Personnel Matters were unanimously approved.

VII. Motion made by Director Meyer, seconded by Director Radner, to approve the minutes of the Board of Directors' meeting on July 20, 2020.

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

RESOLVED, the minutes of the Board of Directors' meeting on July 20, 2020, were unanimously approved.

VIII. Financial Report

Director Bean asked Mr. Englert to present his financial report prior to Director Davis' CEO report.

Mr. Englert reported that Southland is on-track budget-wise. He noted that Southland has received additional revenue from several federal grants.

Director Radner asked about the status of 21st Century Grant programming. Director Davis responded that currently there are no afterschool activities in session; however, Saturday activities are in session on a limited basis. Director Davis noted that the Saturday activities comprise a combination of small-group, in-person band and dance classes and virtual programming.

Director Davis also noted that there have been other small group, in-person activities occurring on campus, including the National Honor Society induction (inductees were present while guests attended virtually) and ACT, SAT and PSAT testing. Dr. Davis said that the new gymnasium provides the space to conduct socially distant, in-person testing.

IX. Report from the Chief Executive Officer.

Thank You

Director Davis thanked Mr. Englert, Ms. Yvonne Williams, Ms. Deborah Duskey, special education director, and Dr. Doug Hamilton, associate superintendent, for their work in planning for the reopening of school and developing and enforcing COVID-19 protocols for Southland and District 162. Dr. Davis said that she would not have been able to do this work without them.

Director Davis also thanked Mr. Daniel Evans and his team for the technological support that they have provided to Southland students and their families during this time of remote instruction. Dr. Davis said there is not a day that goes by that she is not grateful for Mr. Evans' dedication. Director Davis stated that Mr. Evans has been particularly helpful in working with non-tech savvy parents and guardians.

Finally, Director Davis thanked Mr. Mark Walczak, director of buildings and grounds, for his oversight of the fieldhouse addition. Dr. Davis said that the facility is state of the art and has added value to the community. Director Davis announced that the new gymnasium will be the future site for graduation once it is safe to gather in-person again. She said Mr. Walczak is invaluable to the organization.

Discussion regarding the Hybrid Plan and class size.

Director Davis stated that the teachers have embraced technology during this time of remote learning.

She reported that, to date, a Southland security officer, custodian and staff member have tested positive for COVID-19. She noted that the custodian, who was extremely ill at one point, has since recovered and returned to work. Director Davis stated that Southland staff members are exercising caution, wearing masks and maintaining social distance.

Director Davis reported that on November 2, Southland plans to begin its hybrid learning program, with each student who participates in the hybrid program having two days of in-person learning and three days of remote learning per week. Dr. Davis noted that families who do not wish to participate in the hybrid program will be able to continue with remote instruction five days per week. Dr. Davis presented a chart detailing the results of a survey conducted to determine parent/guardian preferences with regard to hybrid and remote learning options. Dr. Davis reported that 216 Southland families (38 percent) have elected to participate in the hybrid program. Dr. Davis stated that this translates to approximately 107 students in the building Monday through Thursday, with all students engaged in remote learning on Fridays. Dr. Davis noted that, as a result, class sizes will be small.

Director Davis explained that Southland's instructional staff will provide synchronous teaching, supporting both in-person and remote students simultaneously. Additionally, Dr. Davis said there will be no more than 20 to 24 students assigned to each bus. Director Davis reported that 357 students have opted to continue with remote programming five days per week.

Director Davis said students and staff will be required to wear masks and have their temperatures taken upon entering the school building on a daily basis. Dr. Davis noted that hand sanitizer is available in every room in the building and that students and staff are encouraged to remain socially distant and to wash their hands often. Dr. Davis remarked that Southland's goal is to keep the students safe while providing the best education possible.

Director Radner commented that she is glad to have a leader who is thinking things through. She said that, in hindsight, Director Davis' decisions related to the construction of the new fieldhouse are now helping to provide solutions during the pandemic.

Director Davis explained that Southland's ability to reopen on a hybrid basis is contingent on the region's positivity rate. Dr. Davis noted that if the positivity rate reaches or exceeds eight percent for three or more days, Southland will not be able to resume hybrid learning.

College Admissions Update

Mr. Robert Lane addressed the Board of Directors about Southland's college admissions process, to date. Mr. Lane said that the work of the college counseling and guidance department is guided by the "Stronger Together" theme introduced by Dr. Corey Levy at the beginning of the school year. He reported that Southland students have now been accepted into every Ivy League school. He noted that that this

achievement was a goal of the late Ron Anderson, former Southland college counselor, to get a Southland student accepted into Brown University, as Southland students had already been accepted into every other Ivy League University during Mr. Anderson's tenure. Mr. Lane reported that two Class of 2020 graduates, Tochi Ufomba and Malik Fountain, were accepted to Brown. Mr. Lane announced, "Mission accomplished, Mr. Anderson!"

Mr. Lane stated that 90 percent of Southland's 2019–2020 graduates are enrolled in college. He reported that Southland graduates have an 85 percent college persistence rate.

Mr. Lane reported that former Southland student Jocelyn Dorney, who attended Yale University as an undergraduate is now in graduate school at Yale. He also reported that Southland graduate Kennedy Furnace, who attended Marquette University and interned with Senator Dick Durbin's office and Hillary Clinton's campaign, is now applying to law school. Mr. Lane reported that former Southland student Joshua Metoyer was recently sworn in as a Bradley University police officer. Mr. Lane announced that former Southland student Imani Thornton graduated from Princeton University, earned a master's degree from UCLA and is now attending Columbia Law School. Finally, Mr. Lane reported that Southland graduate Evan Blocker, a recipient of the Ron Blackstone Scholarship, has recently been hired as a math teacher in Matteson School District 162.

Director Hall congratulated the college counseling team, remarking, "This is why we do it."


Dr. Davis thanked the Board of Directors for their continued support. She said we must fight on to provide the best educational opportunities for the children, despite the virus.

Director Bean thanked Director Davis and his fellow board members for their leadership.

X. Adjournment

President Bean adjourned the meeting at 7:29 p.m.

Dated this 16th day of November 2020.


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