

SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.
November 15, 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: November 15, 2021

Time: 6:30 p.m.

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

Directors Present:

Ronald Bean, President
Kevin Murphy, Secretary
Dr. Blondean Y. Davis
Dr. Vinni Hall
Dr. Barbara Meyer
Mr. Felix Simpkins (entered after Roll Call, 6:32 p.m.)

Directors Absent:

Dr. Barbara Radner

Also Present:

Mr. Robert Hall, Attorney
Mr. Craig Englert, Chief School Business Official
Mr. Chip Johnson
Mr. Robert Lane, Director of College Admissions
Mrs. Monica Fountain, Communications Director
Mr. Zack Zayed
John George, of RMS US, independent auditor
Mrs. Denise Faris, Board Secretary

I. Audience to Visitors

No one wished to address the Board at this time.

II. Motion made by Director Hall and seconded by Director Murphy to accept the resignation of Board member Dr. Barbara Radner.

President Bean related that Dr. Radner had tendered her resignation from the Board. Dr. Davis noted Dr. Radner's outstanding contributions to Southland as a member of the Board, including the training that Dr. Radner provided to Southland faculty members this summer in order to assist them to prepare to meet the needs of Southland students in light of the impact of the COVID-19 pandemic on their education. Dr.

Davis stated that Dr. Radner had facilitated a series of in-services for the administration and teachers. The structure that Southland and District 162 are following this year regarding instruction and the monitoring of student progress is based on Dr. Radner's input. Dr. Davis expressed her hope that Dr. Radner would be able to return to Southland's Board in the future, when she would be welcomed back as a member of the Board.

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

RESOLVED, the resignation of Dr. Barbara Radner was accepted.

III. Motion made by Director Murphy and seconded by Director Meyer to approve the revised Southland Anti-Bullying Policy.

Mr. Robert Hall, attorney, explained that the Anti-Bullying Policy must be reviewed by the Illinois State Board of Education every two years. He said the minor revisions that had been submitted to the Board were a result of the review by the Illinois State Board of Education this year.

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

RESOLVED, the revised Southland Anti-Bullying Policy was approved.

IV. Motion made by Director Simpkins and seconded by Director Murphy to accept the audit for the 2020-2021 fiscal year.

Mr. Craig Englert, Chief School Business Official, noted that the audit was in draft form in the directors' packets and John George, of RSM US, which conducted the independent audit, was present. Mr. Englert gave a brief overview and related that there was an increase in net assets of \$1.4 million, which was largely due to savings in the cost of student transportation because of remote instruction during the COVID-19 pandemic, as well as reductions in the cost of some supplies and ancillary salaries, such as coaching stipends, during the pandemic. Mr. Englert also noted that the \$200,000 contingency in the budget for unforeseen expenses was not used last year. Mr. Englert stated that the purchase of Chrome Books for all Southland students in order to support remote instruction during the pandemic exceeded the amount initially budgeted for such technology expenditures. Mr. Englert said that Southland had 150 days cash on hand at the end of the year.

Director Hall asked if provisions were made for an anticipated increase in transportation costs due to increases in fuel costs. Mr. Englert responded that there was not a fuel cost escalator in Southland's contract with its bus company. Additionally, the school is using fewer buses because there are fewer drivers and also fewer students are riding the bus this year.

Mr. George recapped the audit process. He said the process moved smoothly from its

beginning in summer to the closing field work in late September. He noted that the auditing team reviewed transactions and the payroll process. He said that the financial information that the Board received from its financial team required no adjustments based upon the review of the audit team. Mr. George said it was a clean audit and noted the cooperation from Southland's financial team, President Bean, and Dr. Davis throughout the audit process.

President Bean asked Mr. George if there were any matters he would like to bring to the Board outside of management's presence and Mr. George replied that there were no such matters. In response to a question from Dr. Davis, Mr. George said his firm does the auditing for many charter schools in Chicago and throughout the nation.

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

RESOLVED, the audit for the 2020-2021 fiscal year was accepted.

- V. Motion made by Director Hall and seconded by Director Davis to accept the compliance examination report for the 2020-2021 fiscal year.**

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

RESOLVED, the compliance examination report for the 2020-2021 fiscal year was accepted.

- VI. Motion made by Director Meyer and seconded by Director Simpkins to accept the tax return for the 2020-2021 fiscal year.**

President Bean pointed out that even though Southland is tax exempt, a return must be provided and it is a public document.

Mr. Englert said the directors' packets contain a draft of the return. While Southland is a not for profit corporation, an annual return must be filed. Mr. Englert said the return would have been due today, but Southland received an extension so that the Board could review the return prior to its filing. Mr. Englert noted that there is nothing out of the ordinary in the return.

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

RESOLVED, the tax return for the 2020-2021 fiscal year was accepted.

VII. Motion made by Director Murphy and seconded by Director Hall to approve the amended lease with Matteson School District 162.

Mr. Englert related that when the lease with District 162 was up for renewal, two law firms were retained, one to represent Southland and the other to represent District 162. These outside counsel recommended that the rental rate, the space utilized by Southland pursuant to the lease, and services shared by Southland and District 162 which were contemplated in the lease should be reviewed after one year by a committee formed for this purpose. Accordingly, a committee composed of Southland Board member Mr. Simpkins, District 162 Board member Mrs. Gordon, General Counsel Mr. Hall, and Mr. Englert met and reviewed the rental rate, square foot allocations, and shared services between the parties.

Regarding the lease rental rate, the committee reviewed the rental rate market for commercial office space leases in District 227's boundaries. It also reviewed school rental rates focusing on the Archdiocese of Chicago and Chicago Public Schools. Based on the analysis, the committee recommended lowering the rental rate included in the lease to \$15.70 per square foot.

Regarding space utilization, the amount of space rented by Southland was increased by 10,684 square feet following a review of Southland's current usage of the building. President Bean asked how the square footage was determined and Mr. Englert responded that architects supplied the square footage of every area of the building, and Southland's total usage was the sum of the square footage of each area utilized by Southland.

Shared services also were reviewed, as it continues to be more advantageous for Southland and District 162 to utilize certain shared services, with each entity paying for its portion of these services, rather than each entity hiring separate staff members to perform the same functions. The committee recommended that such shared services be included in a separate agreement, rather than in the lease, which will be presented to the Board for approval each year. This separate shared services agreement is on the agenda for consideration by Southland's Board at this evening's meeting.

Dr. Davis noted the growth of Southland since its founding and the use of such things as 24 hour security services. She said there are a number of people who work for both District 162 and Southland and students from both District 162 and Southland use the 4601 building. Dr. Davis noted the vaccination clinic that had been held on the previous Saturday at the facility, which was open to Southland and District 162

families. Dr. Davis said that a shared services agreement is a good thing and reflects how District 162 and Southland serve the community.

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

RESOLVED, the amended lease with Matteson School District 162 was approved.

- VIII. Motion made by Director Simpkins and seconded by Director Murphy to approve the shared services agreement with Matteson School District 162.**

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

RESOLVED, the shared services agreement with Matteson School District 162 was approved.

- IX. Motion made by Director Hall and seconded by Director Davis to approve the renewal of a line of credit with Wintrust Bank in the amount of \$1,000,000.00, with Southland's Chief Executive Officer hereby granted authority to sign the documents required for the renewal of the line of credit on behalf of Southland.**

Mr. Englert said that Southland has had an open line of credit with Wintrust for several years, which has never been used. Mr. Englert said it makes sense to renew this line of credit to be available in an emergency, as there is no cost for renewal of the line of credit. Mr. Englert added that it is not anticipated that there would be a need to use the line of credit any time soon.

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

RESOLVED, that the renewal of a line of credit with Wintrust Bank in the amount of \$1,000,000.00, with Southland's Chief Executive Officer hereby granted authority to sign the documents required for the renewal of the line of credit on behalf of Southland was approved.

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

Dr. Davis said that, for the past six years, Academic Approach has assisted in providing instruction to Southland students in an array of areas, including SAT and ACT test preparation, as well as instruction in master classes designed to assist students in achieving mastery of concepts regarding which they have had some difficulty, particularly in mathematics. Dr. Davis stated that the work of Academic Approach has been expanded for the current school year, in order to assist in achieving student gains following students' extended absence from physical presence in school during the COVID-19 pandemic. Dr. Davis commented that Academic Approach has always assisted Southland students in achieving the expected academic improvement. Dr. Davis noted that Academic Approach provides one-on-one tutoring for students after school and it is tutoring a hospitalized student. Dr. Davis reported that all students who participated in the program with Academic Approach last summer improved their ACT scores. Dr. Davis said she would return to the Board with an evaluation of Academic Approach at the end of the school year.

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

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

XI. Motion made by Director Hall and seconded by Director Murphy to approve the following Personnel Matters with the exception of Item P, which was removed from the list.

President Bean acknowledged that Mrs. Monica Fountain's leave of absence was among the Personnel items and related that she was accompanying her husband while he was involved in a fellowship at the University of Ghana. President Bean said it was a very prestigious honor and it was a pleasure to approve this item.

Dr. Davis asked that Item P, approval of part time at-will employment of Mr. Jason Christian to serve as Assistant Boys Basketball Coach be removed because he has indicated he will not be returning. Director Hall asked who would serve as the assistant basketball coach and Dr. Davis replied that she did not know at this time. Accordingly, the following personnel matters were presented to the Board for approval:

- a. Approval of at-will employment of Mr. Naeem Karriem 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 Mr. Arno Reichel to serve as Chess Club Faculty Sponsor 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 Ms. Cheryl Frazier to serve as a Head Speech Coach 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 Mr. Malik Bibbie to serve as a Head Speech 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. Stephanie Drozd to serve as an Assistant Speech 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. Jacob Goldman to serve as an Assistant Speech 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 Ms. Kara Trojan to serve as an Assistant Speech Coach 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 Ms. Deiarah Wright to serve as an Assistant Speech 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 Ms. Alexis Eiland to serve as an Assistant Virtual Speech 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. Armanti Reed to serve as an Assistant Virtual Speech 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. Nyah Ware to serve as an Assistant Virtual Speech 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. Bri'yon Watts Eiland to serve as an Assistant Virtual Speech Coach 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 part time, at-will employment of Ms. Christel Allen to serve as Head Boys Basketball Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- n. Approval of part time, at-will employment of Mr. Kevin Battles to serve as Assistant Boys Basketball Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- o. Approval of part time, at-will employment of Mr. Brian Cheesman to serve as Assistant Boys Basketball Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- p. Approval of part time, at-will employment of Ms. Celesta Warren to serve as Head Girls Basketball Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- q. Approval of part time, at-will employment of Mr. Eric Lites to serve as Assistant Girls Basketball Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- r. Approval of part time, at-will employment of Mr. Michael Steward to serve as Assistant Girls Basketball Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- s. Approval of part time, at-will employment of Ms. CoMakiya Baskin-Smith to serve as Co-Cheerleading Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- t. Approval of part time, at-will employment of Ms. Cheryn Thomas-Haynes to serve as Co-Cheerleading Coach during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- u. Approval of leave of absence of Ms. Monica Fountain, Director of Communications, from December 20, 2021 through August 22, 2022, with

approval of Ms. Fountain's providing services on a consulting basis at an agreed hourly rate during the period of the leave of absence.

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

RESOLVED, the Personnel Items were approved.

- X. Motion made by Director Davis and seconded by Director Simpkins to approve the minutes of the open session portion of the regular meeting on September 20, 2021; minutes of the executive session portion of the regular meeting on September 20, 2021 and declare that these minutes shall remain closed; the minutes of the open session portion of the special meeting on October 8, 2021; and the minutes of the executive session portion of the special meeting of October 8, 2021, and declare that these minutes shall remain closed.**

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

RESOLVED, the minutes of the open session portion of the regular meeting on September 20, 2021; the minutes of the executive session portion of the regular meeting on September 20, 2021 and declare that these minutes shall remain closed; the minutes of the open session portion of the special meeting on October 8, 2021; and the minutes of the executive session portion of the special meeting of October 8, 2021, and declare that these minutes shall remain closed were approved.

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

Enrollment

Dr. Davis reported that Southland had an enrollment of 576 students, with four students outside of the building for purposes of special education services.

Christmas Concerts

Dr. Davis said that some adjustments were made to the Christmas Concerts calendar and the concerts will be presented in a different manner this year so that people have an opportunity to attend more than one concert: December 6 will feature dance; December 7 will be the instrumental concert; and December 8 will be the choir concert. All concerts will be held at Governors State University and social distancing will be in place.

Graduation

Southland's graduation will be held on May 28, 2022 for the 116 graduates and their families, and Dr. Davis said she anticipates that it will be held at the Harris Theater. Dr. Davis said that each child will receive three tickets so that social distancing will be in place. There will not be a reception which would compromise social distancing.

COVID-19 Protocol

Dr. Davis related that Southland's COVID plan was reviewed this month. Southland will continue with the Wednesday testing; booster shots have been administered; and students, staff and visitors will remain masked. The plan will again be reviewed at the end of January, Dr. Davis said.

Dr. Davis complimented the community on its adherence to Southland's mask procedures.

Dr. Davis said social distancing will continue to be emphasized as much as possible and hand sanitation will continue to be stressed.

Dr. Davis noted that 99 percent of Southland staff members are vaccinated, only one staff member is not, and 88 percent of the students are vaccinated. Dr. Davis said that masks and the high percentage of people vaccinated have kept Southland safe. Dr. Davis said there has not been an outbreak that can be traced back to the building.

Senior Class

Dr. Davis asked Mr. Robert Lane, Director of College Admissions and Alumni Relations, to give an update on the senior class. Mr. Lane said that Southland continued to host college presentations through the pandemic. There have been 45 presentations this year with several in person and others remote.

Mr. Lane said that the 116 seniors have submitted a total of 1,100 college applications as of November 1. Mr. Lane noted there has been a transition for the students returning to school; many current seniors were last physically present at Southland when they were sophomores, due to remote instruction during the pandemic, but the students and Southland have dealt with this reality, taking the necessary steps to ensure that our seniors will enroll in the colleges of their choice next year, Mr. Lane said.

Mr. Lane said:

- 82 percent of the students have already been accepted to four year institutions.

- Four students are Quest Bridge finalists; last year, three students were matched; December 1 is the notification date.
- Two students are Gates Foundation Scholar finalists; notification is December 15.

Mr. Lane noted that he has continued serving as Southland's emissary to colleges and universities in order to build relationships with institutions throughout the United States and in other countries. Mr. Lane noted that Illinois State University was the first university that had forged a strong relationship with Southland, thanks to the involvement of Illinois State University on Southland's Board, as well as the work of Ron Anderson, who was Southland's initial College Counselor and a proud alumnus of Illinois State University. Mr. Lane said that Southland welcomed the University of Dublin six weeks ago for a presentation and several students are interested in the school.

Mr. Lane shared that he had recently been contacted by Cal Polytechnic's president, who had become aware of Southland's accomplishments. Mr. Lane stated that Southland now has a formal commitment from the school for a full ride scholarship for a Southland student every year. Mr. Lane said that Cal Polytechnic has the number two engineering program in the United States. Mr. Lane added that Cal Polytechnic had learned about Southland via Southland's presence on social media.

Mr. Lane said that he was invited to visit the University of Oregon, thanks to the work of the Southland communications department in ensuring that Southland's story is well-publicized. Mr. Lane said that the university is rising in the rankings and it is not commonly accessed by Midwest students, but Illinois has a number of students attending the school. Mr. Lane presented a PowerPoint that gave an overview of his visit to the school.

Apollo's Fire

Dr. Davis related that Southland has begun a partnership with Apollo's Fire. Dr. Davis said that Jeanette Sorrel is the group's artistic director and Ms. Sorrel has personally been extremely involved in creating the partnership with Southland. Dr. Davis said that she believes Southland will attract grants to support the new string instrument program, but if it does not, Southland could afford to maintain the program. Dr. Davis noted that Southland had tried to attract instructors for a string instrument program in the past but had not been successful; now, due to the assistance of Apollo's Fire and its contacts, there are four teachers at Southland who can teach the cello. "I am determined to create a strong string instrument program for our students," Dr. Davis commented.

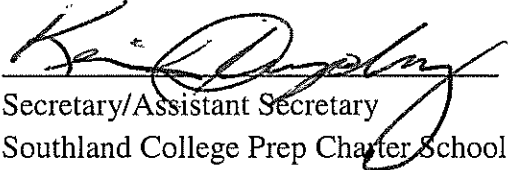
Teacher of the Year

Dr. Davis noted that two years ago Mr. James Kowalski was recognized as the Illinois Network of Charter Schools teacher of the year. Dr. Davis said there would be a surprise announcement later in the week.

Dr. Davis thanked the Board for its contributions to Southland.

XII. President Bean adjourned the Meeting at 7:55 p.m.

Dated this 24th day of January 2022.


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