

**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF  
SOUTHLAND COLLEGE PREP CHARTER HIGH SCHOOL, INC.  
July 20, 2020**

The meeting of the Board of Directors of Southland College Prep Charter High 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:** July 20, 2020  
**Time:** 6:31 p.m.  
**Place:** Matteson School District 162  
4601 Sauk Trail  
Richton Park, Illinois 60471

The meeting was streamed live on Southland's website.

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 June 26, 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.

President Bean called the meeting to order at 6:31 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. Vinni Hall  
Dr. Barbara Meyer  
Mr. Felix Simpkins

**Directors Absent:**

None

**Also Present:**

Mr. Craig Englert, chief school business official

Mr. Robert Hall, attorney

Dr. Corey Levy, executive assistant to the CEO

Mr. Eric Lites, assistant director of technology

Mrs. Jessica Washington, Board secretary

**I. Audience to Visitors**

No one wished to address the Board at this time.

**II. Motion made by Director Meyer, seconded by Director Murphy, to approve the Resolution regarding COVID-19 Requirements.**

Director Davis read portions of the COVID-19 Requirements.

Director Davis said that Southland staff informed Freshman Academy students about the need to wear a face covering while in the building. Director Davis noted the importance of finding ways to put students at ease about the pandemic. Director Davis reported summer school students had perfect attendance. She noted that, in addition to Freshman Academy and summer school, band camp was in session as well. Director Davis said student safety must be balanced against the need to allow kids to be kids.

Director Davis explained that under new COVID-19 guidelines, the maximum capacity is now 50 people per space, including on buses. Director Davis said that Southland buses will be well under the 50-person limit with only one child assigned to a seat (except in the case of siblings, who may sit two to a seat).

Director Davis reported that 268 hand sanitizer stations have been installed in Southland and District 162 buildings. Additionally, Director Davis noted that there will be hand sanitizer in all classrooms. Director Davis also reported that all students and staff members will be subject to daily temperature checks upon entering the school building.

She noted that Southland would adjust its COVID-19 Requirements, as necessary, based on Governor Pritzker's future executive orders and the next phase of the state's reopening plan.

**Upon the motion duly made, seconded, and carried by a voice vote of 7 YEAS and 0 NAYS:**

**RESOLVED, the Resolution regarding COVID-19 Requirements was unanimously approved.**

**III. Motion made by Director Radner, seconded by Director Simpkins, to approve the budget for the 2020–2021 school year.**

Mr. Craig Englert, chief school business official, addressed the Board of Directors regarding the 2020–2021 budget. He provided the following overview:

Mr. Englert reported a \$273,000 budget surplus.

Mr. Englert reported a \$1.3 million (11 percent) revenue increase. He noted that this increase was driven, in part, by a per capita rate increase and an increase in the number of Southland students admitted. He noted that there was no significant change in federal revenue.

Mr. Englert reported \$1.5 million increase in budgeted expenditures. Encompassed in these expenditures are costs related to the increase in students, a projected seven percent increase in benefits, an increase in Southland’s lease payments to Matteson School District 162 and COVID-19-related expenses including technology purchases, sanitation supplies, and new custodial hires. Mr. Englert stated that the Illinois State Board of Education (ISBE) has now assumed oversight of charter schools. Mr. Englert noted that ISBE charges a servicing fee equivalent to two percent of per capita tuition revenue. He also noted that the administration was just informed by its insurance consultants that the health insurance rate increase was only going to be one percent, so the budget for employee health insurance is likely higher than the actual expenditures will be.

**Upon the motion duly made, seconded, and carried by a voice vote of 7 YEAS and 0 NAYS:**

**RESOLVED, the budget for the 2020–2021 school year was unanimously approved.**

**IV. Director Davis requested that Item a., under Personnel Matters, regarding the at-will employment of Dr. Corey Levy as director of day-to-day operations during the 2020–2021 school year, be considered under a separate motion. The Board granted her request.**

**Motion made by Director Simpkins, seconded by Director Radner, to approve Items b. through gg. under Personnel Matters.**

Approval of the at-will employment of Mr. Ron Harrigan as director of bands and related activities 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 Mr. Ron Harrigan as marching band director 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. Kimberly Adamczyk 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. Montgomery S. Carpenter 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. Leah Rogers as a technology support assistant 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. Kimberly Adamczyk as a 2020 Freshman Academy summer school teacher, 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 Mr. Brian Cheesman as a 2020 Freshman Academy summer school teacher, 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 Mr. Bryan Engnell as a 2020 Freshman Academy summer school teacher, 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 Mr. Daniel Flaherty as a 2020 Freshman Academy summer school teacher, 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. Madeleine Francique as a 2020 Freshman Academy summer school teacher, 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 Mr. Ahmed Gaghamin as a 2020 Freshman Academy summer school teacher, 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. Donnica Gordon as a 2020 Freshman Academy summer school teacher, 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 Dr. Robyn Jackson as a 2020 Freshman Academy summer school teacher, 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. Alexandra Kumm as a 2020 Freshman Academy summer school teacher, 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. Meghan Michals as a 2020 Freshman Academy summer school teacher, 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. Anne Oiler as a 2020 Freshman Academy summer school teacher, 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. Kara Trojan as a 2020 Freshman Academy summer school teacher, 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. Christine White as a 2020 Freshman Academy summer school teacher, 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. Ozzietta Ballentine as a 2020 summer school session 1 teacher, 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. Imani Bridges as a 2020 summer school morning session 1 teacher, 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. Imani Bridges as a 2020 summer school afternoon session 1 teacher, 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 Mr. Jason Christian as a 2020 summer school session 1 teacher, 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 Mr. Ricardo Serrano as a 2020 summer school session 1 teacher, 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. Kara Trojan as a 2020 summer school session 1 teacher, 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 Mr. Brian Wales as a 2020 summer school session 1 teacher, 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. Ozzietta Ballentine as a 2020 summer school session 2 teacher, 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. Imani Bridges as a 2020 summer school morning session 2 teacher, 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. Imani Bridges as a 2020 summer school afternoon session 2 teacher, 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 Mr. Jason Christian as a 2020 summer school session 2 teacher, 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 Mr. Ricardo Serrano as a 2020 summer school session 2 teacher, 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. Kara Trojan as a 2020 summer school session 2 teacher, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

Approval of the resignation of Dr. Bryan Hale, director of day-to-day operations, effective June 30, 2020.

Director Davis thanked Dr. Hale for his years of service. Director Davis remarked that Dr. Hale had done a “magnificent job serving Southland.” She noted that Dr. Hale has accepted a position with the U.S. Department of Education in Washington, D.C. but will continue to serve Southland, in the short-term, as a consultant.

Dr. Hale joined the meeting via Zoom at 7:00 p.m. He thanked the Board of Directors and Director Davis for the opportunity to serve Southland. Dr. Hale said that he would miss the Southland family and is pleased to be able to continue on as a consultant to assist with the transition. Dr. Hale thanked the Board of Directors and Director Davis for their continued trust in him.

**Upon the motion duly made, seconded, and carried by a voice vote of 7 YEAS and 0 NAYS:**

**RESOLVED, Items b. through gg. under Personnel Matters were unanimously approved.**

- V. Motion made by Director Hall, seconded by Director Murphy, to approve the at-will employment of Dr. Corey Levy as director of day-to-day operations during**

**the 2020–2021 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.**

Director Davis stated that Dr. Corey Levy has been with Southland for two years as the executive assistant to the CEO. Director Davis noted that prior to joining Southland, Dr. Levy had been a principal and assistant principal in Matteson School District 162. Director Davis remarked that she is impressed with Dr. Levy’s focus on children. She said that because Dr. Levy listens and responds well to their needs, the students trust him. Director Davis commented that Dr. Levy knows where Southland is going. Additionally, she noted that Dr. Levy has completed coursework at Harvard.

Dr. Levy thanked the Board of Directors and Director Davis for the opportunity to serve Southland in this new capacity. He acknowledged that nothing less than excellence is expected of Southland College Prep and that the school is a beacon of hope in the south suburbs. Dr. Levy said that he is honored to accept the position of director of day-to-day operations.

**Upon the motion duly made, seconded, and carried by a voice vote of 7 YEAS and 0 NAYS:**

**RESOLVED, the at-will employment of Dr. Corey Levy as director of day-to-day operations during the 2020–2021 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties was unanimously approved.**

**VI. Motion made by Director Davis, seconded by Director Radner, to approve the minutes of the Board of Directors’ meeting on May 18, 2020.**

**Motion made by Director Hall, seconded by Director Simpkins, to acknowledge review of minutes of the executive session portions of prior meetings, and declare that these minutes shall remain closed.**

**Upon the motions duly made, seconded, and carried by a voice vote of 7 YEAS and 0 NAYS:**

**RESOLVED, the minutes of the Board of Directors’ meeting on May 18, 2020, were unanimously approved.**

**RESOLVED, upon unanimous approval, minutes of the executive session portions of prior meetings were acknowledged, and the Board of Directors declared that these minutes shall remain closed.**

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

*Fieldhouse Addition*

Director Davis reported that construction on the fieldhouse addition is currently one to two weeks behind schedule due to the absence of several construction workers. She

noted that Mr. Mark Walczak, director of buildings and grounds, has stated that the construction crew will be able to overcome the delay.

### *Reopening*

Director Davis reported that Southland is working in partnership with districts 162, 159, 160 and 163 with regard to reopening the schools in their respective districts. Dr. Davis said that all these districts plan to offer families the choice of remote learning or a hybrid program allowing for in-person instruction two days per week and remote learning for the remaining three days. Director Davis said that the districts will be following the same A/B day schedule, which will ease the burden on families with students attending schools in two different districts. Director Davis thanked the three superintendents of the neighboring districts for their willingness to partner with Southland. Director Davis noted that Superintendent Johnnie Thomas of Rich Township District 227 is currently exploring the possibility of his district joining the partnership.

Director Davis stated that Southland will release its reopening plan soon. Director Davis noted that she has recorded two videos about Southland's reopening, which have been well received by Southland parents/guardians. Director Davis said that she is planning to record a third video. Director Davis stated that Southland's administration will continue to communicate updates to parents/guardians via videos, mailings and the school's website.

Director Davis noted that parents/guardians will be able to opt out of the hybrid instructional program and, instead, have their students receive instruction in a fully remote format. She said that Southland will provide Chromebooks and iPads to every student. She said that Southland has hired new tech staff in order to better support the enhanced technology needs of students and staff. She noted that the two new tech hires are both Southland graduates.

Director Davis provided an overview of Southland's reopening plan:

- All staff and students will be required to wear a face covering and to adhere to social distancing guidelines.
- Special education students would have the option of four days of in-person instruction and one day of remote learning.
- Teachers will provide simultaneous in-person and remote instruction using Google Classroom/Google Meet.
- Joint school projects will no longer be permitted. Director Davis said that Southland will rely solely on a direct instructional approach.
- Teachers will assess and evaluate students to determine their level of regression resulting from the school closure from mid-March through the end of May.
- No visitors or volunteers will be allowed in the school building.
- There will be restrictions on access to printers, copiers and computers.
- Two additional custodians will be hired to assist with cleaning and sanitation.



- Cadre substitutes will be hired to cover classes for absent teachers. Mrs. Yvonne Williams, chief special education officer, will oversee this program. Southland will not use outside substitute teachers.
- Water fountains will be turned off. The fieldhouse addition has water bottle filling stations. Southland may expand use of these bottle filling stations throughout the school.
- Students and staff will not be able to check out books from the media center.
- The soup and salad bar in the cafeteria have been closed. Cafeteria staff will serve only pre-cooked food in covered containers.
- All after school activities and field trips have been discontinued.

Director Davis asked the Board of Directors for their comments on the proposed reopening plan.

Director Hall asked whether there was any data on the spread of COVID-19 in the community Southland serves. Director Davis responded that the administration has some data produced by the Centers for Disease Control (CDC). However, Director Davis said that she does not have any additional data since Governor Pritzker's separation of the south suburban region from Chicago for the purpose of COVID-19 spread analysis.

Director Hall praised the Southland administration for its hard work. She said it is incredible. Director Davis responded that this is the most complicated opening she has ever experienced.

Director Davis said that she is awaiting feedback from Southland parents/guardians with regard to their preference for hybrid versus remote-only programming. In the meantime, she said, the Southland administration is cautiously moving forward with its reopening plans.

Director Bean stated that he has confidence in Director Davis' leadership and the staff's commitment.

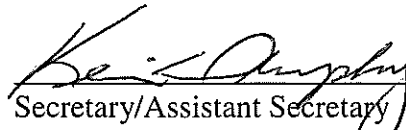
Director Radner asked whether there are plans to give students, particularly incoming freshmen, a special Southland welcome. Director Davis responded that the administration is in the process of planning something special.

Director Davis acknowledged that today is Director Meyer's birthday. She and the other Board members wished her a happy birthday.

## **VIII. Adjournment**

**President Bean adjourned the meeting at 7:31 p.m.**

Dated this 19<sup>th</sup> day of October 2020.

A handwritten signature in black ink, appearing to read "Keith Anthony", is written over a horizontal line.

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