

**MINUTES OF THE BOARD OF DIRECTORS OF  
SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.  
July 17, 2017**

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:** July 17, 2017

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

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

**Directors Present:**

Ronald Bean, President  
Alicia Rodman McCray, Vice President  
Dr. Blondean Y. Davis  
Dr. Vinni Hall  
Dr. Barbara Radner

**Directors Absent:**

Kevin Murphy, Secretary  
Dr. Deborah Bordelon, Assistant Secretary

**Also Present:**

Robert Hall, attorney  
Craig Englert, chief financial officer  
Zack Zayed  
Dr. Bryan Hale  
Monica Fountain  
Sherry Grutzius  
Yvonne Williams  
Linda Disney  
Denise Faris

**I. Audience to Visitors**

No person attending the meeting wished to address the Board.

**II. Motion made by Director Hall and seconded by Director Rodman McCray to approve the schedule of meetings of Southland's Board of Directors during the 2017-2018 fiscal year.**

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

**RESOLVED**, the schedule of meetings of Southland's Board of Directors during the 2017-2018 fiscal year was approved.

- III. Motion made by Director Radner and seconded by Director Davis to approve renewal of membership in the Illinois High School Association for the 2017-2018 school term, and to adopt and abide by the constitution, by-laws, terms and conditions, administrative procedures, guidelines, and policies of the Illinois High School Association for the 2017-2018 school term as required for such membership.**

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

**RESOLVED**, renewal of membership in the Illinois High School Association for the 2017-2018 school term, and to adopt and abide by the constitution, by-laws, terms and conditions, administrative procedures, guidelines, and policies of the Illinois High School Association for the 2017-2018 school term as required for such membership was approved.

- IV. Motion made by Director Radner and seconded by Director Davis to approve Lease Renewal Agreement between Southland and the Village of Richton Park.**

Dr. Davis thanked the Village of Richton Park for maintaining the cost of the leasing agreement. She said that when Southland and the Village originally entered into the agreement, the cost was \$250 per week, and the Village of Richton Park has maintained this cost over the years. Dr. Davis said that this agreement is a concrete example of the Village's support of Southland and that she considers there to be a true partnership between the two entities on behalf of the children who are educated at Southland in Richton Park.

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

**RESOLVED**, the Lease Renewal Agreement between Southland and the Village of Richton Park was approved.

- V. Motion made by Director Rodman McCray and seconded by Director Radner to approve the Southland Title I Plan, which must be submitted pursuant to the Every Student Succeeds Act (ESSA).**

Dr. Davis noted that a synopsis of the plan is available for Board members to view, and that there were no significant changes to the prior plan.

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

**RESOLVED, the Southland Title I Plan, pursuant to the requirements of the Every Student Succeeds Act (ESSA), was approved.**

**VI. Motion made by Director Radner and seconded by Director Hall to accept the budget for the 2017-2018 fiscal year.**

Craig Englert, chief financial officer, referred Board members' attention to his memorandum to the Board outlining details relating to the budget. Mr. Englert noted that the budget projects an operating surplus of \$40,505.00 on expenditures of \$10,645,915.

Mr. Englert also noted that Southland always receives exactly the same per pupil funding as the other public high schools in Rich Township High School District 227, which is currently \$18,696; this per pupil funding amount is determined by District 227's per pupil expenditures, with the State of Illinois providing this same amount for Southland's students. Mr. Englert also noted to the Board that, unlike the high schools operated by District 227, because Southland is a charter school, its budget includes required fees to the Illinois State Charter Commission in the amount of approximately \$243,000. Dr. Davis reiterated for the record that Southland receives the same amount of funds which District 227 spends per student, pursuant to applicable Illinois law and a calculation of this per pupil funding pursuant to the formula provided by the State of Illinois for all Illinois school districts.

President Bean commented that there was concern that the governor had not signed the bill that covered the funding of schools. He asked Dr. Davis if she would like the Board to grant her authority tonight to open schools if the governor vetoes the school funding legislation. Dr. Davis responded that she would rather have a Special Meeting regarding this matter if necessary and that, at such a meeting, she would present a plan for consideration by the Board. Dr. Davis noted that that Southland has to open for the benefit of its students, particularly the seniors, whose college acceptances would be impacted if their senior year of high school did not proceed as scheduled.

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

**RESOLVED, the budget for the 2017-2018 fiscal year, was accepted.**

**VII. Personnel Matters**

President Bean recommended that Item A under Personnel, regarding the employment of Linda Disney as Southland's Director of Special Education, be separated from the other personnel items, in order to facilitate discussion of this matter at the meeting. This was agreeable to the members of Southland's Board of Directors.

**Motion made by Director Rodman McCray and seconded by Director Hall to ratify the approval of at-will employment of Ms. Linda L. Disney as Southland's Director of Special Education effective June 1, 2017 through June 30, 2017 and during the**

**2017-2018 school year, pursuant to other terms of an employment agreement to be entered on behalf of Parties.**

Dr. Davis stated that this was the third time that she had presented Mrs. Disney for a promotion by the governing Board in District 162 and now Southland. Dr. Davis noted that Mrs. Disney began working in District 162 in 2002 as a school social worker and case manager; most recently, Mrs. Disney has served as District 162's Assistant Director of Special Education. Dr. Davis said that Mrs. Disney personifies the role of educator and consummate professional. Dr. Davis noted that Mrs. Disney is solely focused on the children and takes joy in their successes. Dr. Davis said that Mrs. Disney is also extremely aware of Southland's mission and dedicated to the achievement of Southland's goals for its students. Dr. Davis stated that it was without hesitation that she presented Mrs. Disney for promotion to the position of Southland's Director of Special Education.

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

**RESOLVED, the at-will employment of Mrs. Linda L. Disney as Southland's Director of Special Education effective June 1, 2017 through June 30, 2017 and during the 2017-2018 school year, pursuant to other terms of an employment agreement to be entered on behalf of Parties, was approved.**

Mrs. Disney thanked Dr. Davis and the Board, stating that she was honored to work with Southland's students and faculty. Mrs. Disney stated that she looked forward to participating in what makes Southland so special. President Bean welcomed Mrs. Disney to the Southland family.

**VIII. Motion made by Director Radner and seconded by Director Hall to approve Personnel items B. through VVV:**

- b. Approval of part time, at-will employment of Ms. Cheryl Frazier as an administrator during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- c. Approval of at-will employment of Mr. Brian Davis as a teacher during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- d. Approval of at-will employment of Ms. Arielle Fleming as a teacher during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- e. Approval of at-will employment of Ms. Elizabeth Formell as a teacher during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- f. Approval of at-will employment of Mr. Christopher Lopresti as a teacher during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- g. Approval of at-will employment of LaChe Pool as a teacher during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- h. Approval of at-will employment of Mr. Warren Rhodes as a teacher during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- i. Approval of at-will employment of Mr. Matthew Watters as a teacher during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- j. Approval of at-will employment of Mr. Dennis Pieper as a paraprofessional during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- k. Approval of assignment of teacher Jay Fillmore to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.
- l. Approval of assignment of paraprofessional Karen Hopkins to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.
- m. Approval of assignment of teacher Nicole Kaestner to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.
- n. Approval of assignment of teacher Brian Keller to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.
- o. Approval of assignment of teacher James Kowalsky to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.
- p. Approval of assignment of teacher Christopher J. Lopresti to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.
- q. Approval of assignment of teacher Bridget Lowery to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.

- r. Approval of assignment of teacher Aaron Melko to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.
- s. Approval of assignment of teacher Lynne Panozzo to provide services during the 2017 Summer Freshman Academy and payment of the agreed stipend for this service.
- t. Approval of assignment of teacher Bryan Engnell to provide services during Southland's 2017 Summer School Session I and payment of the agreed stipend for this service.
- u. Approval of assignment of teacher Cecilia Escalante to provide services during Southland's 2017 Summer School Session I and payment of the agreed stipend for this service.
- v. Approval of assignment of teacher Marguerite Fechner to provide services during Southland's 2017 Summer School Session I and payment of the agreed stipend for this service.
- w. Approval of assignment of teacher Arno Reichel to provide services during Southland's 2017 Summer School Session I and payment of the agreed stipend for this service.
- x. Approval of assignment of teacher Brian Wales to provide services during Southland's 2017 Summer School Session I and payment of the agreed stipend for this service.
- y. Approval of assignment of guidance counselor Merry Watson to provide services during Southland's 2017 Summer School Session I and payment of the agreed stipend for this service.
- z. Approval of assignment of teacher Christine White to provide services during Southland's 2017 Summer School Session I and payment of the agreed stipend for this service.
- aa. Approval of assignment of teacher Kenneth Wilcoxon to provide services during Southland's 2017 Summer School Session I and payment of the agreed stipend for this service.
- bb. Approval of assignment of teacher Erica Bartley to provide services during Southland's 2017 Summer School Session II and payment of the agreed stipend for this service.

- cc. Approval of assignment of teacher Bryan Engnell to provide services during Southland's 2017 Summer School Session II and payment of the agreed stipend for this service.
- dd. Approval of assignment of teacher Cecilia Escalante to provide services during Southland's 2017 Summer School Session II and payment of the agreed stipend for this service.
- ee. Approval of assignment of teacher Erin Evangelista to provide services during Southland's 2017 Summer School Session II and payment of the agreed stipend for this service.
- ff. Approval of assignment of teacher Meghan Michaels to provide services during Southland's 2017 Summer School Session II and payment of the agreed stipend for this service.
- gg. Approval of assignment of teacher Arno Reichel to provide services during Southland's 2017 Summer School Session II and payment of the agreed stipend for this service.
- hh. Approval of part time, at-will employment of Mr. Leroy Haynes to serve as a 2017-2018 cross-country coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- ii. Approval of part time, at-will employment of Mr. Steve Pellack to serve as a 2017-2018 boys golf coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- jj. Approval of part time, at-will employment of Ms. Danielle Van Vliet to serve as a 2017-2018 girls golf coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- kk. Approval of part time, at-will employment of Mr. Homer Thomas to serve as a 2017-2018 tennis coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- ll. Approval of part time, at-will employment of Ms. Melinda Bussie to serve as a 2017-2018 volleyball head coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- mm. Approval of part time, at-will employment of Ms. Michelle Bussie to serve as a 2017-2018 volleyball assistant coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

- nn. Approval of part time, at-will employment of Mr. Steven Mann to serve as a 2017-2018 girls bowling head coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- oo. Approval of part time, at-will employment of Ms. CoMikiya Baskin-Smith to serve as a 2017-2018 cheerleading coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- pp. Approval of part time, at-will employment of Mr. Enoch Benson to serve as a 2017-2018 boys indoor track head coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- qq. Approval of part time, at-will employment of Mr. Enoch Benson to serve as a 2017-2018 boys/girls head track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- rr. Approval of part time, at-will employment of Mr. Leroy Haynes to serve as a 2017-2018 assistant indoor track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- ss. Approval of part time, at-will employment of Mr. Ken Wilcoxon to serve as a 2017-2018 assistant indoor track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- tt. Approval of part time, at-will employment of Ms. Catresea Travis to serve as a 2017-2018 assistant indoor track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- uu. Approval of part time, at-will employment of Shauntenell Morgan to serve as a 2017-2018 assistant indoor track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- vv. Approval of part time, at-will employment of Mr. Leroy Haynes to serve as a 2017-2018 assistant track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.



- ww. Approval of part time, at-will employment of Mr. Ken Wilcoxon to serve as a 2017-2018 assistant track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- xx. Approval of part time, at-will employment of Ms. Catresea Travis to serve as a 2017-2018 assistant track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- yy. Approval of part time, at-will employment of Shauntene Morgan to serve as a 2017-2018 assistant track coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- zz. Approval of part time, at-will employment of Ms. Cheryl Frazier to serve as a 2017-2018 Director of Forensics and Theater, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- aaa. Approval of part time, at-will employment of Ms. Sharon Turner-Wingba to serve as a 2017-2018 speech assistant coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- bbb. Approval of part time, at-will employment of Ms. Lauren Wells to serve as a 2017-2018 speech assistant coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- ccc. Approval of part time, at-will employment of Ms. Alesha Alexander to serve as a 2017-2018 speech assistant coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- ddd. Approval of part time, at-will employment of Mr. Darius Leaks to serve as a 2017-2018 speech assistant coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- eee. Approval of part time, at-will employment of Ms. Alesha Alexander to serve as a 2017-2018 group interpretation coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- fff. Approval of part time, at-will employment of Ms. Lauren Wells to serve as a 2017-2018 group interpretation coach, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

- ggg. Approval of part time, at-will employment of Ms. Alesha Alexander to serve as a 2017-2018 assistant play director, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- hhh. Approval of part time, at-will employment of Ms. Lauren Wells to serve as a 2017-2018 assistant play director, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- iii. Approval of part time, at-will employment of Mr. Aaron Melko to serve as moderator of the anime club, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- jjj. Approval of part time, at-will employment of Ms. Colleen Kawaters to serve as moderator of the art club, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- kkk. Approval of part time, at-will employment of Mr. Arno Reichel to serve as moderator of the chess club, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- III. Approval of part time, at-will employment of Ms. Jamie Holowach to serve as co-sponsor of the interact club, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- mmm. Approval of part time, at-will employment of Ms. Laura Bohanan to serve as co-sponsor of the interact club, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- nnn. Approval of part time, at-will employment of Mr. Eric Lites to serve as intermural athletics director, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- ooo. Approval of part time, at-will employment of Mr. Brian Wales to serve as moderator of the national honor society, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- ppp. Approval of part time, at-will employment of Mr. Jay Fillmore to serve as assistant moderator of the national honor society, pursuant to the terms of an employment agreement to be entered on behalf of the parties.

- qqq. Approval of part time, at-will employment of Mr. Jay Fillmore to serve as co-moderator of student council, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- rrr. Approval of part time, at-will employment of Mr. Eric Lites to serve as moderator of the technology club, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- sss. Approval of part time, at-will employment of Ms. Erica Bartley to serve as moderator of the yearbook, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- ttt. Approval of part time, at-will employment of Ms. Meghan Michaels to serve as moderator of the yoga club, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- uuu. Approval of part time, at-will employment of Mr. Dan Hogan to serve as co-moderator of model united nations, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- vvv. Approval of the termination of the employment of Employee A effective May 22, 2017.

**NAYS:**

**RESOLVED, Personnel Matters B through VVV were approved.**

- IX. Motion made by Director Rodman McCray and seconded by Director Hall to approve the minutes of the open session portion of meeting on May 15, 2017, executive session portion of the meeting on May 15, 2017 and declare them closed, and acknowledge review of minutes of executive session portions of prior meetings and declare that these minutes shall remain closed.**

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

**NAYS:**

**RESOLVED, the minutes of the open session portion of meeting on May 15, 2017, executive session portion of the meeting on May 15, 2017 and declare them closed, and acknowledge review of minutes of executive session portions of prior meetings and declare that these minutes shall remain closed were approved.**

- X. Report from the Chief Executive Officer**  
**Personnel**

Dr. Davis reported that there are two vacancies: a Special Education vacancy and an English teacher vacancy, for which there is a candidate, but the candidate has not signed the contract thus far.

### **Enrollment**

Dr. Davis said that projected Southland enrollment is 530 students for the 2017-2018 school year.

### **Summer Camps**

Dr. Davis related that Southland is busy with summer camps for marching band, chorus and dance. She said that Southland has a full-time dance teacher and the program expanded last year to include tap and ballet.

Dr. Davis also noted that the marching band is very competitive. Southland has reached out so that the marching band also can participate in events outside of the south suburbs. It will perform on September 2 during half-time at Northwestern University and it has applied to participate in the Macy's parade and the Rose Bowl parade. A tape of the marching band is required with the Rose Bowl application and the band will be taped on Thursday.

Dr. Davis also discussed the fact that four freshmen girls play the violin and, as a result, there will therefore now be a string section included in Southland's musical performances.

### **Writing Program**

Dr. Davis reported that Sherry Grutzius and Meghan Michaels will present a report at the September meeting regarding the writing program that they will coordinate for students in sixth through eighth grades. Dr. Davis noted that Ms. Michaels' AP class has an 83 percent achievement record.

### **Ron Anderson**

Dr. Davis said that Ron Anderson, Southland college counselor, is contributing articles to U.S. News and World Report.

### **Directors' Input Sought**

Dr. Davis said she will distribute to Board members Southland's performance objectives for the year, and requests that the three Board members who are affiliated with universities look critically at Southland's curriculum to determine voids and/or areas that need strengthening. Dr. Davis asked that the three (Dr. Radner, Dr. Hall and Dr. Bordelon) assist in dissecting Southland's educational program so that the bar can be moved higher. "Your analysis will give Southland direction on how to move forward. We need an outside look," said Dr. Davis. "We need to look at what to do about the nucleus of students coming into Southland with sixth grade math and science skills." Dr. Radner and Dr. Hall said they would be happy to analyze Southland's data and make recommendations.

- X. Motion made by Director Rodman McCray and seconded by Director Radner 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 of 5 YEAS, 0 NAYS:**

**RESOLVED, the motion to go into Executive Session was approved.**

The Board entered executive session at 7:25 p.m.

The Board returned to open session at 7:45 p.m.

- XI. Motion by made by Director Hall and seconded by Director Davis that this Board of Directors, having considered the Hearing Officer's report relating to a hearing that occurred on June 26, 2017 regarding the recommendation of Southland's administration that conduct in which Student A engaged should result in Student A's expulsion from Southland, and having discussed this matter in executive session, adopt the findings of fact included in the Hearing Officer's report.**

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

**RESOLVED, the motion to adopt the findings of fact included in the Hearing Officer's report for Student A was approved.**

- XII. Motion made by Director Hall and seconded by Director Davis that this Board of Directors vote to expel Student A for the 2017-2018 school year, beginning immediately, through the last day of student attendance in the 2017-2018 school year which is scheduled to occur on May 25, 2018, with Student A to be provided books and assignments relating to the classes which Student A would be taking during the 2017-2018 school year, Student A to be allowed to take the final examinations for these classes, and Student A to be given credit for any passing grades earned on such examinations.**

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

**RESOLVED**, the motion to expel Student A for the 2017-2018 school year, beginning immediately, through the last day of student attendance in the 2017-2018 school year which is scheduled to occur on May 25, 2018, with Student A to be provided books and assignments relating to the classes which Student A would be taking during the 2017-2018 school year, Student A to be allowed to take the final examinations for these classes, and Student A to be given credit for any passing grades earned on such examinations was approved.

- XIII.** Motion made by Director Davis and seconded by Director Hall to approve the appointment of Director Radner as secretary pro tem.

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

**RESOLVED**, the appointment of Director Radner as secretary pro tem was approved.

- XIV.** President Bean adjourned the meeting at 7:47 p.m.

Dated this 18th day of September 2017.



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