

**MINUTES OF THE BOARD OF DIRECTORS OF  
SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.  
May 16, 2016**

The meeting of the Board of Directors of Southland College Prep Charter School, Inc. (the "Corporation") was held pursuant to notice as required by the Illinois Open Meetings Act, and said meeting was held as follows:

**Date:** May 16, 2016

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

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

**Directors Present:**

Ronald Bean, President  
Alicia Rodman McCray, Vice President  
Kevin Murphy, Secretary  
Dr. Deborah Bordelon, Assistant Secretary  
Dr. Blondean Y. Davis  
Dr. Vinni Hall  
Dr. Barbara Radner

**Also Present:**

Robert Hall, attorney  
Craig Englert  
Zack Zayed  
Robert Lane  
Keisha Kellogg (parent)

**I. Audience to Visitors**

No person attending addressed the Board of Directors.

**II. Motion made by Director Bordelon and seconded by Director Hall to approve the agreement for student transportation.**

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

**RESOLVED, that the agreement for student transportation is approved.**

- III. Motion made by Director Davis and seconded by Director Hall to approve renewal of membership in the Illinois High School Association for the 2016-2017 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 2016-2017 school term as required for such membership.**

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

**RESOLVED, that the renewal of membership in the Illinois High School Association for the 2016-2017 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 2016-2017 school term as required for such membership are approved.**

- IV. Motion made by Director Bordelon and seconded by Director Rodman McCray to approve the resolution adopting prevailing wage.**

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

**RESOLVED, that the resolution adopting prevailing wage is approved.**

- V. Motion made by Director Radner and seconded by Director Rodman McCray to approve the schedule of meetings of Southland's Board of Directors during the 2016-2017 fiscal year.**

President Bean noted that the Board's meeting in July, 2016 would occur on July 18, 2016, rather than on July 25, 2016 as indicated in the tentative schedule initially provided to the Board members.

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

**RESOLVED, that the schedule of meetings of Southland's Board of Directors during the 2016-2017 fiscal year is approved.**

- VI. Motion made by Director Murphy and seconded by Director Rodman McCray to approve the following personnel matters:**

- a. Approval of at-will employment of Mr. Ronald Anderson as Southland's college counselor during the 2016-2017 school year,

pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- b. Approval of a one-year extension of the employment of Mr. Craig Englert as Southland's Chief School Business Official, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- c. Approval of employment of Ms. Cheryl Frazier as Academic Advisor during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- d. Approval of employment of Dr. Bryan Hale as Southland's Director during the 2016-2017 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 Mr. Ronald Jones as Dean during the 2016-2017 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. Robert Lane as Administrative Assistant to Southland's Chief Executive Officer during the 2016-2017 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. Eugene Mason as Dean during the 2016-2017 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 Ms. Geneva M. Oatman as Director of Special Education during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- i. Approval of part-time (.5), at will employment of Mr. David Rupert as a Southland administrator during the 2016-2017 school year, by reimbursing Matteson School District No. 162 for fifty percent (50%) of this employee's salary.

- j. Approval of part-time, at-will employment of Mr. Homer Thomas as Southland's Athletic Director during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- k. Approval of part time (.5) employment of Ms. Yvonne Williams as Southland's Chief Special Education Officer during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- l. Approval of a one-year extension of the at-will employment of Mr. Zack Zayed as Business Manager, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- m. Approval of at-will employment of Ms. Heena Alavi as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- n. Approval of at-will employment of Ms. Erica Bartley as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- o. Approval of at-will employment of Ms. Laura Chapman as a School Nurse during Summer School sessions in June and July 2016, and during the 2016-2017 school year, pursuant to the terms of employment agreements to be entered on behalf of the Parties.
- p. Approval of at-will employment of Ms. Jamie Dauer as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- q. Approval of at-will employment of Ms. Melissa Dennis as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- r. Approval of at-will employment of Mr. Bryan Engnell as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- s. Approval of at-will employment of Ms. Cecelia Escalante as a teacher during the 2016-2017 school year, pursuant to the terms

of an employment agreement to be entered on behalf of the Parties.

- t. Approval of at-will employment of Ms. Marguerite A. Fechner as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- u. Approval of at-will employment of Mr. Jay Fillmore as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- v. Approval of at-will employment of Mr. Francis Grabowski as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- w. Approval of at-will employment of Ms. Sherry Grutzius as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- x. Approval of at-will employment of Mr. Daniel Hogan as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- y. Approval of at will employment of Ms. Nicole Kaestner as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered by the parties.
- z. Approval of at-will employment of Ms. Colleen Kawaters as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- aa. Approval of at-will employment of Mr. Brian Keller as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- bb. Approval of at-will employment of Mr. Gerald Kisiel as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- cc. Approval of at-will employment of Mr. James Kowalsky as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- dd. Approval of at-will employment of Ms. Bridget Lowery as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ee. Approval of at-will employment of Mr. Aaron Melko as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ff. Approval of at-will employment of Ms. Meghan Michals as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- gg. Approval of at-will employment of Ms. Cheryl Novak as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- hh. Approval of at-will employment of Ms. Anne Oiler as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ii. Approval of at-will employment of Ms. Lynne Panozzo as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- jj. Approval of at-will employment of Mr. Steven Pellack as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- kk. Approval of at-will employment of Mr. Arno Reichel as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- ll. Approval of at-will employment of Mr. Frank Rice as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- mm. Approval of at-will employment of Mr. Kevin Ryan as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- nn. Approval of at-will employment of Ms. Laura Sanchez as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- oo. Approval of at-will employment of Ms. Erica Stotts as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- pp. Approval of at-will employment of Ms. Leticia Villasenor as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- qq. Approval of at-will employment of Mr. Brian Wales as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- rr. Approval of at-will employment of Ms. Merry Watson as a guidance counselor from May 9, 2016 through May 31, 2016 during the 2015-2016 school year, during Summer School sessions in June and July 2016, and during the 2016-2017 school year, pursuant to the terms of employment agreements to be entered on behalf of the Parties.
- ss. Approval of at-will employment of Ms. Lauren Wells as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- tt. Approval of at-will employment of Ms. Christine White as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- uu. Approval of at-will employment of Ms. Daphne White as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- vv. Approval of at-will employment of Mr. Kenneth Wilcoxon as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ww. Approval of at-will employment of Mr. Carlton Young as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- xx. Approval of at-will employment of Mr. Alan Zayer as a teacher during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- yy. Approval of part-time (.5), at-will employment of Dr. Stirling Culp as a chorus director during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- zz. Approval of part-time (.5), at-will employment of Mr. Joseph Lawrence as Band Director during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- aaa. Approval of at-will employment of Ms. Katrina Bedore as a cook during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- bbb. Approval of at-will employment of Ms. Noelle Folden as a staff accountant during the 2016-2017 school year, 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. Sue Friedericks as Lunch Coordinator during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.



- ddd. Approval of at-will employment of Ms. Karen Hopkins as a paraprofessional during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- eee. Approval of at-will employment of Ms. Jacki Plebanski as cafeteria manager during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- fff. Approval of at-will employment of Ms. Joyce Potts as Media Specialist during the 2016-2017 school year, 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. Debbie Szczecina to provide student transportation services during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- hhh. Approval of at-will employment of Ms. Jessica Washington as an Administrative Assistant during the 2016-2017 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- iii. Approval of part-time (.5), at will employment of Mr. Steven Yunker as Southland's Scheduler during the 2016-2017 school year, by reimbursing Matteson School District No. 162 for fifty percent (50%) of this employee's salary.
- jjj. Approval of resignation of Ms. Sarah Berkey, teacher, effective June 30, 2016.
- kkk. Approval of resignation of Ms. Carol Gockman, teacher, effective June 30, 2016.
- lll. Approval of resignation of Mr. Jason Perkins, teacher, effective May 27, 2016.

In connection with employment at Southland during the 2016-2017 school year, Dr. Davis related to the Board that there were three vacant positions: (1) a technology teacher at the sophomore level; (2) a global studies/social studies teacher at the senior level; and (3) an American history/civics teacher. Dr. Davis also noted that there is a potential .5

position for director of alumni relations which she anticipates will be brought to the Board for approval in the near future, as she perceives that there is a need for such a position.

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

**RESOLVED, that the personnel matters are approved.**

- VII. Motion made by Director Rodman McCray and seconded by Director Murphy to approve the minutes of the open session portion of meeting on March 21, 2016 and the executive session portion of the meeting on March 21, 2016, the declaration that the minutes of the executive portion of the March 21, 2016 meeting are closed, and the declaration that the minutes of executive session portions of prior meetings shall remain closed based upon a review of these minutes.**

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

**RESOLVED, that the Board approves the minutes of the open session portion of meeting on March 21, 2016 and the executive session portion of the meeting on March 21, 2016, the declaration that the minutes of the executive portion of the March 21, 2016 meeting are closed, and the declaration that the minutes of executive session portions of prior meetings shall remain closed based upon a review of these minutes.**

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

**Special Education Procedures**

Dr. Davis distributed to the Board proposed revisions to Southland's Special Education procedures, requesting that members review the proposed revisions and direct any questions or comments to Chief Special Education Officer Yvonne Williams, who would be available at the Board's next meeting to make a presentation regarding these matters if the Board desires such a presentation.

**Graduation**

Dr. Davis reviewed the plans and procedures for Southland's May 27, 2016 graduation ceremony to be held at Harris Theater in Chicago. Dr. Davis advised the Board members that Beyonce would be performing at Soldier Field the same night as the graduation exercises, which is expected to impact traffic.

Dr. Davis related that the graduation ceremony is based on the concept of generational love, stating her desire to ensure that the graduation provides a beautiful memory for the students and their families, as well as leaving no doubt that the students are embraced by a community that cares deeply about them. Director Radner commented that she thought

last year's graduation ceremony was stunning, and this year's graduation sounds even better.

**Finances**

Dr. Davis reported that the State of Illinois does not currently have an education budget for the 2016-2017 school year, which is required to provide a revenue stream for Southland. Dr. Davis observed that Southland has no independent taxing authority and relies entirely on the funds provided by the State of Illinois for its operation. Accordingly, Dr. Davis discussed the concern that Southland, like many other public schools in Illinois, will not be able to open on time in August if the state does not reach an agreement on the budget. Dr. Davis suggested that the Board would have to consider contingency plans if there is no approved state budget by July 1.


Director Hall noted her understanding that Governor Rauner had said it is possible that the legislature could come together to approve a budget by May 31.

**Assessments**

Dr. Davis advised the Board that Southland is awaiting the PARCC and ACT results, which will be provided to the Board members when they became available.

**IX. The meeting was adjourned at 7:05 p.m.**

Dated this 18<sup>th</sup> day of July 2016.

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