

**MINUTES OF THE BOARD OF DIRECTORS OF  
SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.  
May 15, 2017**

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 15, 2017

**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  
Dr. Deborah Bordelon, Assistant Secretary  
Dr. Blondean Y. Davis  
Dr. Vinni Hall  
Dr. Barbara Radner

**Directors Absent:**

Kevin Murphy, Secretary

**Also Present:**

Robert Hall, attorney  
Craig Englert, chief financial officer  
Zack Zayed  
Robert Lane  
Dr. Bryan Hale  
Richard Barry  
Monica Fountain  
Eric Lites  
Sherry Grutzius  
Andrea Kidd  
Geneva Oatman

**I. Audience to Visitors**

No person attending the meeting wished to address the Board.

**II. Motion made by Director Hall 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 6 YEAS, 0 NAYS:**

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

The Board entered Executive Session at 6:31 p.m.

The Board returned to Open Session at 7:32 p.m.

President Bean noted that the previous quorum was still present.

**III. Motion made by Director Bordelon and seconded by Director Rodman McCray to approve amendment of Southland's Corporate Bylaws.**

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

**RESOLVED, amendment to Southland's Corporate Bylaws was approved.**

**IV. Motion made by Director Bordelon and seconded by Director Radner to approve amendment to Southland's Wellness Policy.**

Dr. Davis noted that this is an annual process and the item appears on the agenda at this time of the year.

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

**RESOLVED, amendment to Southland's Wellness Policy was approved.**

**V. Motion made by Director Hall and seconded by Director Davis to approve renewal of the Transportation Contract with Kickert School Bus for the 2017-2018 School Year.**

It was noted that contract provides for a 2.1 percent increase. In response to a question from Director Hall, Craig Englert, Chief Financial Officer, said the number of children using the buses has not significantly changed. Dr. Davis added that about 97 percent of the students are transported on the buses.

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

**RESOLVED, renewal of the Transportation Contract with Kickert School Bus for the 2017-2018 School Year was approved.**

**VI. Motion made by Director Hall and seconded by Director Bordelon to approve the Prevailing Wage Resolution for 2017-2018.**

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

**RESOLVED, the Prevailing Wage Resolution for 2017-2018 was approved.**

**VII. Motion made by Director Radner and seconded by Director Hall to approve the following Personnel Matters:**

- a. Approval of at-will employment of Mr. Ronald Anderson as Southland's college counselor during the 2017-2018 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 at-will employment of Ms. Sherry Grutzius as Southland's Director of Instructional Support for English, Global Language and Humanities 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 employment of Dr. Bryan Hale as Southland's Director 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 part-time, at-will employment of Mr. Ronald Jones as Dean 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 Ms. Andrea Kidd as Southland's Director of Alumni Relations 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 Mr. Robert Lane as Administrative Assistant to Southland's Chief Executive Officer 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 part-time, at-will employment of Mr. Eugene Mason as Dean 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 part-time (.5), at will employment of Dr. David Rupert as a Southland administrator during the 2017-2018 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 2017-2018 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 2017-2018 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 2017-2018 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 2017-2018 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 Bohannon 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.
- p. Approval of at-will employment of Ms. Jessica Carter 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.
- q. Approval of at-will employment of Ms. Laura Chapman as a School Nurse during Summer School sessions in June and July 2017, and during the 2017-2018 school year, pursuant to the terms of employment agreements to be entered on behalf of the Parties.
- r. Approval of at-will employment of Ms. Melissa Dennis 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.

- s. Approval of at-will employment of Mr. Bryan Engnell 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.
- t. Approval of at-will employment of Ms. Cecelia Escalante 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.
- u. Approval of at-will employment of Ms. Marguerite A. Fechner 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.
- v. Approval of at-will employment of Mr. Jay Fillmore 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.
- w. Approval of at-will employment of Mr. Jay Fillmore as Grade Level Leader: Sophomore Level during the 2017-2018 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 2017-2018 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. Jamie Holowach 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.
- z. Approval of at will employment of Ms. Nicole Kaestner as a teacher during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered by the parties.
- aa. Approval of at-will employment of Ms. Colleen Kawaters 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.
- bb. Approval of at-will employment of Mr. Brian Keller 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.
- cc. Approval of at-will employment of Mr. James Kowalsky 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.
- dd. Approval of at-will employment of Mr. James Kowalsky as Department Chair: Mathematics/Science during the 2017-2018 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 Ms. Bridget Lowery 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.
- ff. Approval of at-will employment of Mr. Aaron Melko 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.
- gg. Approval of at-will employment of Ms. Meghan Michals 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.
- hh. Approval of at-will employment of Ms. Meghan Michals as Grade Level Leader: Senior Level during the 2017-2018 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. Kimberly Nelson 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.
- jj. Approval of at-will employment of Ms. Elizabeth Norman-Sojourner 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.
- kk. Approval of at-will employment of Ms. Anne Oiler 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.
- ll. Approval of at-will employment of Ms. Lynne Panozzo 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.
- mm. Approval of at-will employment of Mr. Steven Pellack 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.
- nn. Approval of at-will employment of Mr. Arno Reichel 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.
- oo. Approval of at-will employment of Mr. Francis Rice 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.

- pp. Approval of at-will employment of Ms. Leticia Villasenor 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.
- qq. Approval of at-will employment of Mr. Brian Wales 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.
- rr. Approval of at-will employment of Mr. Brian Wales as Grade Level Leader: Junior Level during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ss. Approval of at-will employment of Ms. Merry Watson as a guidance counselor during the 2017-2018 school year, pursuant to the terms of employment agreements to be entered on behalf of the Parties.
- tt. Approval of at-will employment of Ms. Lauren Wells 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.
- uu. Approval of at-will employment of Ms. Helen West 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.
- vv. Approval of at-will employment of Ms. Christine White 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.
- ww. Approval of at-will employment of Mr. Kenneth Wilcoxon 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.
- xx. Approval of at-will employment of Mr. Jeffrey Winefka 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.
- yy. Approval of at-will employment of Ms. Deshonda Wright 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.
- zz. Approval of at-will employment of Mr. Alan Zayer 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.
- aaa. Approval of part-time (.5), at-will employment of Dr. Stirling Culp as a chorus director during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- bbb. Approval of part-time (.5), at-will employment of Mr. Joseph Lawrence as Band Director during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ccc. Approval of at-will employment of Ms. Katrina Bedore as a cook during the 2017-2018 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 Mr. Adolphus Faggins 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.
- eee. Approval of at-will employment of Ms. Monica Fountain as Director of Communications during the 2017-2018 school year, 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. Sue Friedericks as Lunch Coordinator during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ggg. Approval of at-will employment of Ms. Karen Hopkins 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.
- hhh. Approval of at-will employment of Ms. Jacki Plebanski as cafeteria manager during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- iii. Approval of at-will employment of Ms. Joyce Potts as Media Specialist during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- jjj. Approval of at-will employment of Ms. Cutrice Stallings as a staff accountant during the 2016-2017 school year beginning April 3, 2017 and during the 2017-2018 school year, 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 Ms. Debbie Szczecina to provide student transportation services during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- lll. Approval of at-will employment of Ms. Jessica Washington as an Administrative Assistant during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.



- mmm. Approval of at-will employment of Mr. Brandon Williams 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.
- nnn. Approval of part-time (.5), at will employment of Mr. Steven Yunker as Southland's Scheduler during the 2017-2018 school year, by reimbursing Matteson School District No. 162 for fifty percent (50%) of this employee's salary.
- ooo. Approval of the nonrenewal of the employment of four Southland employees effective at the conclusion of the 2016-2017 school year, with the final date of employment occurring on May 30, 2017, pursuant to the recommendation of Southland's administration and communications that have occurred between Southland's administration and the employees. These include one paraprofessional and three teachers.
- ppp. Approval of resignation of Mr. Kevin G. Ryan, teacher, effective June 30, 2017.
- qqq. Approval of resignation of Mr. Carlton Young, teacher, effective March 31, 2017.

Dr. Davis requested that Item "C," which pertains to the promotion of Sherry Grutzius, be removed from this motion in order to be addressed separately.

President Bean said the motion would include Items "A" through "QQQ" and would exclude Item "C," which was agreeable to the members of the Board.

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

**RESOLVED, Personnel Matters A through QQQ, excluding C, were approved.**

- VIII. Motion made by Director Bordelon and seconded by Director Hall to approve the at-will employment of Ms. Sherry Grutzius as Southland's Director of Instructional Support for English, Global Language and Humanities during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.**

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

**RESOLVED, the at-will employment of Ms. Sherry Grutzius as Southland's Director of Instructional Support for English, Global Language and Humanities during the 2017-2018 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties was approved.**

Dr. Davis stated that she was aware when she met Ms. Grutzius that Ms. Grutzius believed in the school's mission and Ms. Grutzius has proven her dedication to this mission since then. Dr. Davis noted that she is enthusiastic about Ms. Grutzius moving into her new administrative position and that Ms. Grutzius has Dr. Davis' full support and confidence.

Ms. Grutzius read a statement in which she thanked the Board and Dr. Davis for this opportunity. Ms. Grutzius related that she did not start out in the classroom, but was a lawyer with the goal of saving the world. However, instead she was in a cubicle writing briefs and was not happy. As she explored other options, she applied for a teaching position, was accepted, and never looked back. She has been a teacher for 22 years, the last four at Southland. Ms. Grutzius said she tells her students, "I left law for you, and I couldn't be happier."

**IX. Motion made by Director Rodman McCray and seconded by Director Bordelon to approve the minutes of meeting on March 20, 2017.**

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


**RESOLVED, the minutes of meeting on March 20, 2017, were approved.**

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

Dr. Davis distributed to the Board the plans for Southland's May 27<sup>th</sup> graduation ceremony at Harris Theatre and reviewed procedures. Dr. Davis advised the Board that the commencement speaker is M. Lee Pelton, Ph.D., the 12<sup>th</sup> president of Emerson University in Boston.

**XI. President Bean adjourned the meeting at 7:52 p.m.**

Dated this 17th day of July 2017.

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