

**MINUTES OF THE BOARD OF DIRECTORS OF
SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.
May 20, 2019**

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: May 20, 2019

Time: 6:30 p.m.

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

Directors Present:

Kevin Murphy, Secretary
Dr. Blondean Y. Davis
Dr. Vinni Hall
Dr. Barbara Meyer
Dr. Barbara Radner
Felix Simpkins

Directors Absent:

Ronald Bean, President

Also Present:

Robert Hall, attorney
Craig Englert, chief financial officer
Zack Zayed
Yvonne Williams
Robert Lane
Sheleah Blissett
Marvin Talley
Debbie Szczecina
Southland staff members
Denise Faris

Director Barbara Radner served as chair of the meeting. Director Davis introduced Felix Simpkins, who has joined the Southland Board of Directors pursuant to Southland's corporate by-laws, due to his recent election as president of the District 162 Board of Education.

I. Audience to Visitors

No person attending the meeting wished to address the Board.

II. Motion made by Director Hall and seconded by Director Davis to approve the schedule of meetings of Southland’s Board of Directors during the 2019-2020 fiscal year.

Robert Hall, attorney, explained that the Southland by-laws provide for a Board meeting to be held every other month on the third Monday of the month. He noted there was a conflict in January with the observance of Martin Luther King Jr.’s birthday. Therefore, the meeting will be held on the fourth Monday of the month, on January 27, 2020.

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

RESOLVED, the schedule of meetings of Southland’s Board of Directors during the 2019-2020 fiscal year was approved.

III. Motion made by Director Meyer and seconded by Director Murphy to approve the 2019-2020 Consolidated District Plan for Southland.

Director Davis explained that this plan is required by the “Every Student Succeeds” legislation, and that Southland must submit the plan each year. The plan includes data establishing that Southland is in compliance with required programming and is eligible for funds such as Title I funds. Dr. Davis noted that anyone interested in knowing more about the plan is welcome to contact her with questions and she would be happy to respond.

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

RESOLVED, the 2019-2020 Consolidated District Plan for Southland was approved.

IV. Motion made by Director Murphy and seconded by Director Meyer to approve the agreement with Matteson School District 162 to provide food service for Southland students during the 2019-2020 school year.

Craig Englert, chief financial officer, said this was an agreement that is addressed annually. It was approved at District 162’s most recent Board of Education meeting. The agreement provides that Southland pays District 162 the actual costs for the serving of breakfast, lunch and milk to Southland students. The cost is 1.7 percent higher for the 2019-2020 school year than it was for the 2018-2019 school year, Mr. Englert said, adding that there were some economies of scale by bidding this contract jointly with District 162. Dr. Davis noted that the Southland students are very health conscience in their eating habits and requested a salad bar. They also drink a lot of water.

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

RESOLVED, the agreement with Matteson School District 162 to provide food service for Southland students during the 2019-2020 school year was approved.

V. Motion made by Director Murphy and seconded by Director Simpkins to approve the following Personnel Matters:

- a. Approval of the promotion of Mr. Robert Lane to the at-will position of Director of College Admissions and Alumni Relations, pursuant to the terms of an employment agreement to be entered on behalf of the parties.
- b. Approval of at-will employment of Ms. Sheleah Blissett as an Administrator serving as Director of Special Education and Student Support, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- c. 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.
- d. Approval of part time, at-will employment of Ms. Cheryl Frazier as an administrator during the 2019-2020 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. Jaimie Goodley as a Special Education Administrator during the 2018- 2019 and 2019-2020 school years, pursuant to the terms of employment agreements to be entered on behalf of the Parties.
- f. Approval of employment of Dr. Bryan Hale as Southland's Director of Day-to-Day Operations during the 2019-2020 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. Ronald Jones as Coordinator of School and Student Safety during the 2019- 2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- h. Approval of part-time (.5), at will employment of Dr. David Rupert as a Southland administrator during the 2019-2020 school year, by

reimbursing Matteson School District No. 162 for fifty percent (50%) of this employee's salary.

- i. Approval of part-time, at-will employment of Mr. Homer Thomas as Southland's Athletic Director during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- j. Approval of part time (.5) employment of Ms. Yvonne Williams as Southland's Chief Special Education Officer during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- k. 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.
- l. Approval of at-will employment of Mr. Glen Abbott as a teacher during the 2019-2020 school year, 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 2019-2020 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 2019-2020 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 Mr. Hector Cardenas as a teacher during the 2019-2020 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. Gloria Chatman as a teacher during the 2019-2020 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 Mr. Brian Cheesman as a teacher during the 2019-2020 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 2019-2020 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 2019-2020 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. Danielle Epton as a teacher during the 2019-2020 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. Cecelia Escalante as a teacher during the 2019-2020 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 Ms. Marguerite A. Fechner as a teacher during the 2019-2020 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. Daniel Flaherty as a teacher during the 2019-2020 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 Ms. Elizabeth Formell as a teacher during the 2019-2020 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 Mr. Ahmed Gaghamin as a teacher during the 2019-2020 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. Donnica Gordon as a teacher during the 2019-2020 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 Ms. Millicent Griffin as a teacher during the 2019-2020 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 Ms. Sherry Grutzius as a teacher during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- cc. Approval of part time, at-will employment of Ms. Sherry Grutzius as Department Chair for English, Foreign Languages and History during the 2019-2020 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. Raymond Hayse as a teacher during the 2019-2020 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. Daniel Hogan as a teacher during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ff. Approval of part time, at-will employment of Mr. Daniel Hogan as a Grade Level Leader during the 2019-2020 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. Jamie Holowach as a teacher during the 2019-2020 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. Karen Hopkins as a teacher during the 2019-2020 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. Robyn Jackson as a teacher during the 2019-2020 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. Connor Johnson as a teacher during the 2019-2020 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. Colleen Kawaters as a teacher during the 2019-2020 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. James Kowalsky as a teacher during the 2019-2020 school year, 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 Mr. James Kowalsky as Department Chair Mathematics/Science during the 2019-2020 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. Alexandra Kumm as a teacher during the 2019-2020 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. Laura Lopez as a teacher during the 2019-2020 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. Bridget Lowery as a teacher during the 2019-2020 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. Aaron Melko as a teacher during the 2019-2020 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. Meghan Michals as a teacher during the 2019-2020 school year, 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 Ms. Meghan Michals as a Grade Level Leader during the 2019-2020 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. Lynsey Mitchell as a teacher during the 2019-2020 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 Mr. Joshua Napier as a co-teacher during the 2018-2019 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. Elizabeth Norman-Sojourner as a teacher during the 2019-2020 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 Ms. Anne Oiler as a teacher during the 2019-2020 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 Ms. Lynne Panozzo as a teacher during the 2019-2020 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 Mr. Steven Pellack as a teacher during the 2019-2020 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 Ms. Madeleine Francique Perez as a teacher during the 2019-2020 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 Mr. Arno Reichel as a teacher during the 2019-2020 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 Mr. Francis Rice as a teacher during the 2019-2020 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 Mr. Ricardo Serrano as a teacher during the 2019-2020 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. Andrea Stone as a teacher during the 2019-2020 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 Mr. Brian Wales as a teacher during the 2019-2020 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 Mr. Brian Wales as a Grade Level Leader during the 2019-2020 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 Mr. Matthew Watters as a teacher during the 2019-2020 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. Lauren Wells as a teacher during the 2019-2020 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. Christine White as a teacher during the 2019-2020 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 Mr. Kenneth Wilcoxon as a teacher during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- kkk. Approval of at-will employment of Mr. Alan Zayer as a teacher during the 2019-2020 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. Alesha Alexander as a paraprofessional during the 2019-2020 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 Ms. Cheryn Hayes-Thomas as a paraprofessional during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- nnn. Approval of at-will employment of Mr. Brandon Williams as a paraprofessional during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ooo. Approval of at-will employment of Ms. Katrina Bedore as a cook during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ppp. Approval of part-time (.5), at-will employment of Dr. Stirling Culp as chorus director during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- qqq. Approval of at-will employment of Ms. Yvonne Evans as a long-term substitute teacher during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- rrr. Approval of at-will employment of Ms. Monica Fountain as Director of Communications during the 2019-2020 school year,

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. Susan Friedericks as Lunchroom Coordinator during the 2019-2020 school year.
- ttt. Approval of at-will employment of Ms. Victoria Keller as Research Information Specialist during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- uuu. Approval of part-time (.5), at-will employment of Mr. Joseph Lawrence as Band Director during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- vvv. Approval of at-will employment of Ms. Jacki Plebanski as cafeteria manager during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- www. Approval of part-time, at-will employment of Ms. Debbie Szczecina in the Student Transportation Department during the 2019-2020 school year.
- xxx. Approval of at-will employment of Ms. Cutrice Stallings as a staff accountant during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- yyy. Approval of at-will employment of Ms. Jessica Washington as an Administrative Assistant during the 2019-2020 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- zzz. Approval of part time, at will employment of Homer Thomas to serve as Assistant Track Coach during the 2018-2019 school year.
- aaaa. Approval of part time, at will employment of Homer Thomas to serve as Assistant Indoor Track Coach during the 2018-2019 school year.
- bbbb. Approval of resignation of Ashley Davis, paraprofessional, effective May 1, 2019.
- cccc. Approval of resignation of Gail Bremner, teacher, effective June 30, 2019.

Dr. Davis commented that Southland is fully staffed for the coming year and she is grateful for this stability. She noted that the personnel matters include the promotion of Robert Lane to the position of Director of College Admissions and Alumni Relations, which she presents without reservation. Dr. Davis noted that Sherry Grutzius has requested that she be allowed to fill a teacher's position in the 2019-2020 school year, which would enable her to return to the classroom rather than retaining her current administrative position. Dr. Davis stated that Mrs. Grutzius has done a wonderful job as an administrator but she wants to be closer to the students. Dr. Davis said that Mrs. Grutzius also works well with the teachers and will serve as the department chair for English, Foreign Languages and History during the coming school year.

Director Meyer commented that being fully staffed for the coming school year before the end of this school year is quite a feat and is commendable.

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

RESOLVED, the Personnel Matters were approved.

VI. Motion made by Director Hall and seconded by Director Murphy to approve the minutes of the Board's meeting on March 18, 2019.

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

RESOLVED, the minutes of the Board's meeting on March 18, 2019 were approved.

VII. Report from the Chief Executive Officer.

Dr. Davis shared the videos from television channels five and seven newscasts regarding Southland's "All In" celebration due to the acceptance of every student in the Class of 2019 to a college or university, and the fact that the students in the Class of 2019 have earned \$54,205,500.00 in merit-based scholarships.

Class of 2019

Robert Lane shared information about the class in a fact sheet that he distributed to the Board members. He noted that the news clips were great and a wonderful punctuation to

the work of the young people in the Class of 2019. Mr. Lane said it was apparent that the students were well prepared for the rigors of college.

Mr. Lane gave an overview of the End of Year data for the 116 students in the Class of 2019:

- More than 2500 applications to colleges and universities
- More than 400 unique letters of recommendation written by faculty members
- More than 1200 college acceptances from more than 250 different colleges
- 80 percent of the students, committed before the end of the current school year to the colleges that they would attend
- More than \$50 million in scholarships earned by the Class of 2019

Among the scholarships:

- One national Pullman Foundation Scholarship winner
- Three national Pullman Foundation Scholarship finalists
- One Bill Gates Millennium Foundation Scholarship winner
- One National QuestBridge Match Scholarship winner
- Five National QuestBridge Match Scholarship finalists
- Two Google computer Science Summer Program participants
- Four Illinois State Scholars
- One Illinois Network of Charter Schools Senior of the Year
- 28 students with \$1 million or more in scholarships

Mr. Lane said that there are acceptances to 43 of the top 50 national and top 50 liberal arts colleges in the United States. He noted that there was an increase in enrollment in the state's public institutions. Mr. Lane said that he was pleased with the results that Southland students achieved at the University of Illinois at Urbana-Champaign (twelve students accepted), Illinois State University (eight students accepted), and Eastern Illinois University (nine students accepted) .

Mr. Lane said that Southland has seen that its graduates have a higher graduation rate from private schools than from public institutions. However, he is seeing a trend where more of the students are matriculating in four years from public institutions. He thanked Dr. Davis and the Board for their support and for the resources that are made available to the students.

Director Hall offered kudos to Mr. Lane, the staff, Dr. Davis, the students, and the parents for a stellar year.

Director Murphy congratulated Mr. Lane on the work that was accomplished this year and expressed the Board's gratitude to Mr. Lane for stepping up after the loss of Mr. Anderson and "not missing a beat."

Dr. Davis said that a team from Southland will attend the National Charter Convention in June. Mr. Lane will make a presentation regarding college admissions at Southland, and Dr. Davis will be involved in a panel with Andrew Broy, president of the Illinois Network of Charter Schools, and newspaper columnist John Fountain.

Dr. Davis distributed to the Board the final draft of Southland's Commencement program, and reviewed procedures for the graduation on May 25th. She noted that graduation expenses are covered for the students. Yvonne Williams reminded the Board members that they were invited to the Donor Room at Harris Theater prior to graduation ceremonies and designated staff would take them to their dressing rooms.

Dr. Davis related that Tuesday is Records Day. Dr. Davis noted that teachers have done a magnificent job and said, "It has been an excellent school year."

VIII. Motion made by Director Simpkins and seconded by Director Davis to approve the election of Board Officers as follows:

President: Ron Bean

Vice President: Dr. Barbara Radner

Secretary: Kevin Murphy


Assistant Secretary: Dr. Barbara Meyer

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

RESOLVED, the election of the Board Officers was approved.

IX. Vice President Radner adjourned the meeting at 7:30 p.m.

Dated this 15th day of July 2019.


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