

**MINUTES OF THE BOARD OF DIRECTORS OF
SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.
July 19, 2021**

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 19, 2021

Time: 5:00 p.m.

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

President Bean called the meeting to order at 5:00 p.m., and noted that there was a quorum. He directed the secretary to call the roll.

Directors Present (via ZOOM conferencing):

Mr. Ron Bean, President
Dr. Barbara Radner, Vice-President
Dr. Blondean Y. Davis (In-person)
Dr. Vinni Hall
Dr. Barbara Meyer
Mr. Felix Simpkins

Directors Absent:

Mr. Kevin Murphy (Secretary)

Also Present:

Mr. Craig Englert, chief school business official
Mr. Robert Hall, attorney
Dimon Smith
Mr. Eric Lites
Mrs. Denise Faris, Board secretary

President Bean made the following statement:

Pursuant to the requirements of the Illinois Open Meetings Act, because Governor Pritzker's declaration remains in effect finding that all counties of the State of Illinois are a disaster area due to concerns relating to COVID-19, the meeting of the Board of Directors of Southland College Prep Charter School, Inc. this evening will be conducted with Board members attending the meeting via audio or video conference rather than being present in-person. Our Chief Executive Officer, Dr. Blondean Y. Davis, is physically present at our regular meeting place in our Board Room at 4601 Sauk Trail, Richton Park, Illinois.

I. Audience to Visitors

No one wished to address the Board at this time.

II. Motion made by Director Meyer and seconded by Director Hall to approve amendment of Southland's Corporate Bylaws.

Attorney Robert Hall discussed the amendment and referred to the information in the Directors' packets. He explained that the proposed revision is meant to provide flexibility regarding appointment of Board directors. The amendment provides for two sitting members from the District 162 Board of Education to be members of the Southland Board rather than the current three members, with Southland's Board of Directors to determine which two sitting members of the District 162 Board shall be appointed to Southland's Board.

Director Davis said that when a vacancy occurs on the Southland Board, she would be interested in the possibility of adding another university representative or a business community representative. Regarding appointing another university representative if a vacancy occurred in the future, President Bean said that he would rely upon Dr. Hall, Dr. Meyer and Dr. Radner to assist in identifying an individual to fill such a vacancy.

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

RESOLVED, the amendment of Southland's Corporate Bylaws was approved.

III. Motion made by Director Simpkins and seconded by Director Meyer to accept the budget for the 2021-2022 fiscal year.

Chief School Business Official Craig Englert discussed the budget and referred to the information in the Directors' packets. He said that the budget forecasts a surplus in the amount of \$400,000 for the coming year and noted this was a conservative estimate. Mr. Englert noted that there is an increase in revenue due to Evidence-Based Funding and an increase in the Per Capita Tuition rate for District 227. Specifically, the *per capita* tuition rate increased from \$20,562 per student for the 2020-2021 fiscal year to \$23,590 per student for the 2021-2022 fiscal year. Southland is projecting the 2021-2022 school year enrollment to be 580 versus 575 in the previous year.

In response to a question from Director Hall, Mr. Englert said the increase in the per capita tuition rate was based on District 227's 2020 fiscal year.

Mr. Englert said that the state transportation reimbursement is projected to decline \$21,000 due to decreased transportation costs in the 2020-2021 fiscal year, as these transportation costs are partially reimbursed to Southland by the state in 2021-2022.

Mr. Englert then noted that expenditures are projected to be \$2.07 million higher than in the prior year. Mr. Englert explained that the vast majority of such increases are due to resuming a full year of in-person instruction, with all students physically present in

school, as compared to hybrid and remote learning that occurred last school year.

Mr. Englert said that salaries are expected to increase \$776,998 over the prior year. Mr. Englert said that approximately \$200,000 of the increase is due to a 3.76 percent raise for all staff. Also, approximately \$155,000 is due to the hiring of two new teachers and a paraprofessional to accommodate smaller class sizes due to COVID-19 restrictions on distancing. Other increases are due to added staff members and additional budget amounts for athletic, extracurricular, and coaching stipends that were not in place during the 2020-2021 year because of the pandemic.

Mr. Englert noted other increases in costs of health benefits, purchased services, and supplies. Additionally, lease payments to District 162 for the lease of the 4601 Sauk Trail property are projected to increase by approximately \$130,000 annually due to additional security guards and a full year of rent on the new gymnasium.

Mr. Englert noted that the Illinois State Charter Commission was disbanded as of July 1, 2020, and all of its responsibilities were turned over to the Illinois State Board of Education, which has informed the charter schools that its annual fee in order to administer its compliance responsibilities during 2021-2022 will be equal to 2 percent of the per capita tuition revenue received by Southland. Because the per capita tuition revenue is projected to increase, the fee paid to the state for these services will also increase proportionately.

Mr. Englert noted that the administration recommends budgeting an additional \$200,000 in contingency to account for any unforeseen expenses in 2021-2022.

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

RESOLVED, the budget for the 2021-2022 fiscal year was accepted.

IV. Motion made by Director Meyer and seconded by Director Hall to approve contract with Alliant Insurance Services, Inc.

Mr. Englert explained that, several years ago, Southland contracted with Mesirow, which recently was purchased by Alliant so that a new contract is required to reflect the new entity. This is a three year agreement with an annual fee of \$2,000.

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

RESOLVED, the contract with Alliant Insurance Services, Inc. was approved.

V. Motion made by Director Hall and seconded by Director Simpkins to approve a contract with William Figel, Public Relations Consultant.

Dr. Davis said that Richard Barry, current public relations consultant, is retiring and

Mr. Figel is recommended to be his replacement. Dr. Davis noted that Yvonne Williams, Robert Hall, Craig Englert, and Deborah Duskey interviewed Mr. Figel and he was their unanimous choice. Dr. Davis said that Mr. Barry will work part-time and she is pleased that he will continue to work with Southland.

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

Resolved, the contract with William Figel, Public Relations Consultant, was approved.

VI. Motion made by Director Simpkins and seconded by Director Meyer to approve the following Personnel Matters:

- a. Approval of at-will employment of Mr. Herald Chip Johnson, Jr. as an administrator during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- b. Approval of at-will employment of Ms. Eman Assad as a teacher during the 2021-2022 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 Ms. Kathleen Connelly as a social worker during the 2021-2022 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 Mr. Ricky Davis as a teacher during the 2021-2022 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. Alexandria Hill as a teacher during the 2021-2022 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. Michael Steward as a teacher during the 2021-2022 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. Elliott Bell as a piano accompanist and voice coach during the 2021-2022 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. Bryan Engnell as a case manager during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

- i. Approval of part-time, at-will employment of Ms. Demika Oray as a Programming Specialist during the 2021-2022 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- j. Approval of part-time, at-will employment of Mr. Glenn Abbott as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- k. Approval of part-time, at-will employment of Ms. Kimberley Adamczyk as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- l. Approval of part-time, at-will employment of Mr. Dan Flaherty as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- m. Approval of part-time, at-will employment of Mr. Ahmed Gaghamin as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- n. Approval of part-time, at-will employment of Ms. Donnica Gordon as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- o. Approval of part-time, at-will employment of Mr. Connor Johnson as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- p. Approval of part-time, at-will employment of Ms. Anne Oiler as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- q. Approval of part-time, at-will employment of Mr. Ricardo Serrano as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- r. Approval of part-time, at-will employment of Ms. Kara Trojan as a 2021 Freshman Academy Session 1 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- s. Approval of part-time, at-will employment of Ms. Kimberley Adamczyk as a 2021 Freshman Academy Session 2 summer school teacher, pursuant

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

- t. Approval of part-time, at-will employment of Mr. Ahmed Gaghamin as a 2021 Freshman Academy Session 2 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- u. Approval of part-time, at-will employment of Ms. Donnica Gordon as a 2021 Freshman Academy Session 2 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- v. Approval of part-time, at-will employment of Mr. Nicholas Holmes as a 2021 Freshman Academy Session 2 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- w. Approval of part-time, at-will employment of Ms. Robyn Jackson as a 2021 Freshman Academy Session 2 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- x. Approval of part-time, at-will employment of Ms. Alexandra Kumm as a 2021 Freshman Academy Session 2 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- y. Approval of part-time, at-will employment of Ms. Kara Trojan as a 2021 Freshman Academy Session 2 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- z. Approval of part-time, at-will employment of Mr. Edward Davis as a 2021 Credit Recovery Session 1 morning summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- aa. Approval of part-time, at-will employment of Mr. Bryan Engnell as a 2021 Credit Recovery Session 1 morning summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- bb. Approval of part-time, at-will employment of Ms. Danielle Epon as a 2021 Credit Recovery Session 1 morning summer school teacher, 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. Robyn Jackson as a 2021 Credit Recovery Session 1 morning summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- dd. Approval of part-time, at-will employment of Mr. Arno Reichel as a 2021 Credit Recovery Session 1 morning summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ee. Approval of part-time, at-will employment of Ms. Kimberley Adamczyk as a 2021 Credit Recovery Session 1 afternoon summer school teacher, 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. Edward Davis as a 2021 Credit Recovery Session 1 afternoon summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- gg. Approval of part-time, at-will employment of Mr. Ahmed Gaghamin as a 2021 Credit Recovery Session 1 afternoon summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- hh. Approval of part-time, at-will employment of Ms. Donnica Gordon as a 2021 Credit Recovery Session 1 afternoon summer school teacher, 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 Ms. Robyn Jackson as a 2021 Credit Recovery Session 1 afternoon summer school teacher, 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. Kara Trojan as a 2021 Credit Recovery Session 1 afternoon summer school teacher, 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 Ms. Kimberley Adamczyk as a 2021 Credit Recovery Session 2 summer school teacher, 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. Henna Alavi as a 2021 Credit Recovery Session 2 summer school teacher, 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. Brian Cheesman as a 2021 Credit Recovery Session 2 summer school teacher, 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. Ahmed Gaghamin as a 2021 Credit Recovery Session 2 summer school teacher, 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. Donnica Gordon as a 2021 Credit Recovery Session 2 summer school teacher, 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. Arno Reichel as a 2021 Credit Recovery Session 2 summer school teacher, 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 Ms. Kara Trojan as a 2021 Credit Recovery Session 2 summer school teacher, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- rr. Approval of the resignation of Ms. Katrina Bedore, cook, effective July 12, 2021.
- ss. Approval of the resignation of Ms. Millicent Griffin, social worker/case manager, effective June 30, 2021.
- tt. Approval of the resignation of Ms. Robyn Jackson, teacher, effective July 15, 2021.
- uu. Approval of the resignation of Ms. Meghan Michals, teacher, effective June 21, 2021

Dr. Davis noted that Mr. Herald Chip Johnson Jr., Item A under Personnel, continues to be involved with Southland. He recently retired from Chicago and returned to Southland, she said. Dr. Davis said that this year will be a complex opening and Mr. Johnson will be a great help because he knows the school and has a strong relationship with the community and students.

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

RESOLVED, the Personnel Matters were approved.

- VII. Motion made by Director Hall and seconded by Director Meyer to approve the minutes of the Board of Directors meeting on May 17, 2021, 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 6 YEAS and 0 NAYS:

RESOLVED, the minutes of meeting on May 17, 2021, were approved and declared that minutes of executive session portions of prior meetings remain closed.

VIII. Report from the Chief Executive Officer

Dr. Davis reported the offerings of “A Southland Summer.” She noted that speech, art, band, dance, choir, and sports camps were offered during the summer. These sessions culminated with the Summer Showcase Performance that featured 145 students and admitted parents to view the presentation from the running track above the field house floor.

There also was an SAT Boot Camp that involved 67 rising juniors and 43 rising sophomores. Dr. Davis said that it was difficult to get a good grasp of where the rising sophomores stood academically because their freshman year opened remotely and then went into hybrid instruction. She thanked Dr. Matthew Pietrafetta, of Academic Approach, for working with the students during the summer months.

Dr. Davis related that 160 freshmen were in-house for Freshmen Academy during the summer, and they were a delightful group of young people. She noted that 65 percent of the students had not been physically present in a school for more than one year. In addition, 60 percent of the students have been vaccinated against COVID-19. She said that the Summer Showcase was wonderful and the students’ faces radiated joy and happiness. Dr. Davis added that a large percentage of students were in-house this summer, which enabled staff to determine whether there are student needs that must be addressed due to COVID-19 and the extended period when many students were not physically present in school. Dr. Davis thanked the Board for its support and reported that the Board had provided 250 pizzas for the camp attendees and ice cream sundaes to culminate the Summer Showcase.

Dr. Davis said that plans are in place for the physical return of our students for the 2021-2022 school year. Dr. Davis thanked Mr. Eric Lites, technology department, for creating a listing of Southland clubs and their sponsors.

Dr. Davis advised that COVID-19 vaccinations will be offered in the Southland building on July 28 by the office of Dr. Watson, who has given three in-services for staff and parents regarding COVID-19 and the vaccine. Mr. Richard Barry, public relations consultant, will lead a media blitz regarding the vaccination offering. Dr. Davis said that Southland is reaching out to everyone 12-years-old or older regarding

the availability of the COVID-19 vaccine, with both the Pfizer and Moderna vaccines to be available.

Dr. Davis reported that the Illinois State Board of Education has mandated that all schools in the state will open with in-person instruction of students. Pursuant to the State directive, Students are eligible for remote learning only if they are too young for the vaccine **and** it has been determined by the Department of Health that the student must quarantine due to COVID illness or exposure.

Dr. Davis clarified that home schooling has not occurred due to COVID-19, but rather Southland has provided remote and hybrid instruction for students who were not physically present in school each school day. Home schooling is something different, with parents providing instruction for their children, without the involvement of the school district.

Dr. Davis provided an overview of the CEO's Performance Goals for the 2021-2022 School year:

- **Goal 1: All students will return to full-time, in-person learning.**

A packet of the school's plans has been sent to students' homes; masks will be worn in the building. Dr. Davis noted that the Delta variant is present and she does not anticipate a time when there would be 100 percent vaccination compliance. Dr. Davis said that all teachers have had at least one COVID-19 vaccine shot; however, there is a small ancillary group that is not totally vaccinated. All students returning to Southland are eligible for the vaccine and, she noted, many universities are considering making the vaccines mandatory for students reporting to school.

The CDC recommends three-foot distancing. Dismissal and arrival procedures will be in place; temperatures will be checked. Dr. Davis noted that there was student compliance this summer with these requirements. Masks with slits are available for band and choir. Access to buildings will be limited, sneeze guards will be in place and hand sanitizers will be available. Dr. Davis complimented Deborah Duskey on monitoring teachers and students and maintaining an Excel sheet noting vaccinations.

Dr. Davis said the buildings and grounds are constantly cleaned and sanitized. Two hours have been added to the janitors' daily schedules and a sizable raise for the janitorial staff to \$15 per hour is in place to entice custodial workers to accept employment with us and to remain employed with us.

More teachers have been hired to facilitate smaller class sizes. The administration is in the process of looking at the lunch periods and creating an alternative lunchroom in the field house, which has a concession stand with a kitchen. Lunch is the only time when students are unmasked, Dr. Davis noted. Bottled water is available, water fountains are not in use. All students will

return to school with Chrome Books.

There will be mandatory staff training on proper hand-washing and proper wearing of masks. There will be protocols for students and staff who may have been exposed to COVID.

Director Hall commented that she appreciated the thoroughness of the plans. She said she was confident that the students would be safe.

- **Goal 2: School staff and administrators will provide a nurturing school climate to address the health, safety and social and emotional needs of students in an atmosphere of happiness and joy.**

Regarding the social and emotional well-being of students, Dr. Davis said that that staff has been increased who are listening and responding to students' needs.

- **Goal 3: School staff and administrators will provide a variety of instructional strategies to address the academic needs of students returning from remote and hybrid models of instruction.**

Dr. Pietrafetta of Academic Approach discussed instructional plans for the coming school year. Dr. Pietrafetta said it is important to organize the instructional and assessment program as effectively as possible to improve implementation. Dr. Pietrafetta said that with the guidance of Dr. Barbara Radner they were able to develop a best practice plan that all teachers will follow.

Dr. Pietrafetta said that the plan will be consistently followed; there will be formative assessments and an instructional response to the data provided by these assessments; and there will be observation and feedback by Southland administrators and Academic Approach personnel. Dr. Pietrafetta reviewed the instructional plan. Dr. Pietrafetta said that he has met with the instructional team and received their feedback. There also will be sessions with faculty members in August in order to ensure that they understand the plan.

Regarding the formative assessments, an Academic Approach representative will provide support for the assessments and grading. Dr. Pietrafetta noted that the planning data cycle will lay out the timing for the assessments and reassessments. Dr. Pietrafetta also reviewed the instructional cycles.

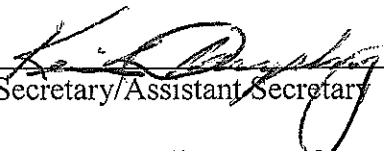
Dr. Davis said that everyone recognizes the need to develop an instructional plan that reinforces what students are learning as the school moves back into in-person learning. Dr. Davis noted that the plan will provide a feeling of returning to normalcy. Dr. Davis added that she believes that there will be levels of achievement that previously have not been seen.

Dr. Radner noted that the faculty will not be re-teaching in the same way concepts that students did not master the first time they were presented; rather, the faculty needs to revisit such material in a different way. Dr. Radner observed that teachers can assess every day and start the next day with more clarity. Dr. Radner commented that it is a tribute to Dr. Davis that she has made Dr. Pietrafetta a part of the team. Dr. Davis said there will be self-evaluation at the end of the year which will provide valuable information.

- **Goal 4: Considering information regarding student needs as well as input from our stakeholders, the District will develop a budget that addresses the fiscal needs of the District and most effectively utilizes the funding provided to the District by the Elementary and Secondary School Emergency Relief Fund (ESSER), including implementation of strategies that best address student safety and well-being, student emotional needs, and student educational needs by providing greater accessibility to learning and addressing learning loss which occurred during the global pandemic.**

IX. President Bean adjourned the meeting at 6:25 p.m.

Dated this 20th day of September 2021.


Secretary/Assistant Secretary

Southland College Prep Charter School, Inc.