

**MINUTES OF THE BOARD OF DIRECTORS OF  
SOUTHLAND COLLEGE PREP CHARTER SCHOOL, INC.  
May 16, 2022**

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 16, 2022

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

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

**Directors Present:**

Mr. Ronald Bean, President  
Mr. Kevin Murphy, Secretary  
Dr. Blondean Y. Davis  
Dr. Vinni Hall  
Mr. Felix Simpkins

**Directors Absent**

Dr. Barbara Meyer

**Also Present:**

Mr. Robert Hall, Attorney  
Mr. Craig Englert, Chief Financial Officer  
Mr. Robert Lane, Director of College Admissions and Academic Affairs  
Dr. Corey Levy, Director of Day-to-Day Operations  
Mrs. Deborah Duskey, Chief Officer of Pupil Support for Southland and District 162  
Mr. Tom O'Sullivan, Kickert  
Mr. John Knoelke, Kickert  
Mrs. Denise Faris, Board Secretary

**I. Audience to Visitors.**

No person attending the meeting wished to address the Board.

**II. Motion made by Director Hall and seconded by Director Murphy to approve schedule of meetings of Southland's Board of Directors during the 2022-2023 fiscal year.**

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

**RESOLVED, the schedule of meetings of Southland's Board of Directors during the 2022-2023 fiscal year was approved.**

**III. Motion made by Director Simpkins and seconded by Director Hall to approve Southland's School Calendar for the 2022-2023 fiscal year.**

Regarding the calendar, Dr. Davis noted that the feeder districts and Southland have aligned their calendars with District 227.

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

**RESOLVED, Southland's School Calendar for the 2022-2023 fiscal year was approved.**

**IV. Motion made by Director Murphy and seconded by Director Simpkins to approve the budget for the 2022-2023 fiscal year.**

Craig Englert, Chief Financial Officer, reviewed the budget and noted that it was in the Directors' packets. He said that normally the budget comes before the Board in July, but pursuant to requirements of the Illinois State Board of Education, budgets must now be approved by July 1 and Southland does not have a Board meeting in June.

Mr. Englert referred to the summary page and said the estimated revenue was \$15,986,000 with expenditures of \$15,870,000 and a projected surplus of \$116,000. Revenue is expected to increase \$1,170,929 over last year due to a 5.8 percent increase in the per capita tuition formula. The per capita tuition increased from \$23,590 per student in 2021-2022 to \$24,948 per student for the 2022-2023 fiscal year. Southland is projecting student enrollment to be 575 for the coming school year.

Another factor in the increased revenue is the return of many student fees that were eliminated due to the pandemic. Student fees will be reinstated for the 2022-2023 school year resulting in an estimated \$142,800 in student fee revenue. Additionally, the federal government's free food program is ending June 30, 2022, so Southland will need to charge fees for student meals this school year, with a projected revenue of \$44,550. The student transportation reimbursement from the state is projected to

increase more than \$51,000 due to increased transportation costs in the 2021-2022 fiscal year, which is partially reimbursed to Southland by the state in the 2022-2023 fiscal year.

Mr. Englert noted that the overall federal funding from the ESSER (School Emergency Relief) program is expected to increase a little more than \$250,000, which is mainly the result of reimbursements from the ARP (American Rescue Plan) ESSER grant, the last of the ESSER grant funding implemented and the largest allocation of the ESSER grants. Director Hall expressed concern over the ESSER funds. Dr. Davis responded that most of the funds were spent on remediation, though the seniors did well. She said Southland must concentrate resources on math and science and positions are being added; however, it is necessary to determine if the positions will be permanent because she does not believe that the money will be available in the future. Director Hall asked if any of the funds could be used for mental illness resources and Mr. Englert responded yes, the funding will be applied to emotional/social development.

Mr. Englert said half of Southland's expenditures are for salaries. Mr. Englert said that Southland was increasing salaries 5 percent across the board and increasing salaries for employees who earn a master's degree. There also are additional employment positions. Moreover, there is a 19 percent increase in benefits costs due to added positions; this is assuming a 7 percent increase in health insurance rates. Transportation costs also have increased 15 percent. Mr. Englert noted there were some decreases such as in supplies.

Mr. Englert said the Illinois State Board of Education fee for state approved charters is budgeted at two percent, although he noted that the State Board of Education could reduce this fee. Mr. Englert also noted that the budget includes a \$200,000 contingency to provide for any unexpected expenses.

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

**RESOLVED, the budget for the 2022-2023 fiscal year was approved.**

**V. Motion made by Director Hall and seconded by Director Murphy to approve the policy regarding Attendance and Truancy.**

Dr. Davis noted that this policy and the others that follow were briefly discussed at the last meeting. Deborah Duskey reviewed the policies and Ms. Duskey distributed to the Board information regarding the provisions of the policies.

Ms. Duskey related that a pre-kindergarten through 12<sup>th</sup> grade curriculum was selected for the policy regarding Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors and this curriculum includes the topics that must be addressed pursuant to Illinois law; teachers and clinical staff will receive training regarding the curriculum and the requirements of the policy. Ms. Duskey noted that the policy will be added to the student handbook and training will take place during the summer. Ms. Duskey added that experts will be part of the training in order to provide guidance regarding the language to use with children regarding sexual abuse. Specifically, Advocate Hospital is helping Southland with trauma training and how to be proactive regarding these issues, as well as providing information regarding appropriate language that should be used. Employees will also receive training regarding how to report suspected sexual abuse.

Ms. Duskey next addressed the Policy regarding Employee Ethics, Conduct, and Conflict of Interest. Ms. Duskey noted that employees would receive training regarding the requirements of this policy and expected behaviors from staff, as well as prohibited behaviors.

Ms. Duskey then discussed the Policy regarding Attendance and Truancy. Ms. Duskey noted what the policy addresses reasons for excused absences, excessive absences and reasons for such excessive absences, as well as appropriate supports for students and families to foster attendance in school. Ms. Duskey said she was working with the PowerSchool tools that can track truant students.

President Bean said it was important that the Board and the school recognize the need to have these policies. He said there is a national environment in which this approach is not taken. He commended the staff for taking these steps.

In response to a question regarding truancy, Ms. Duskey said that members of the Social/Emotional Learning team visit students' homes to learn what supports are needed. Also, letters are sent to parents outlining what school personnel will talk about with the student and what the parents should talk about in order to encourage attendance.

Regarding the sexual abuse policy, Director Murphy said he was glad to see that Southland is preparing the students for the current world and how to be proactive.

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

**RESOLVED, the Policy regarding Attendance and Truancy was approved.**

- VI. Motion made by Director Simpkins and seconded by Director Murphy to approve the Policy regarding Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors.**

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

**RESOLVED, the Policy regarding Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors was approved.**

- VII. Motion made by Director Murphy and seconded by Director Davis to approve the revised Policy regarding Employee Ethics, Conduct and Conflict of Interest.**

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

**RESOLVED, the revised Policy regarding Employee Ethics, Conduct and Conflict of Interest was approved.**

- VIII. Motion made by Director Simpkins and seconded by Director Murphy to approve the purchase of Chromebooks.**

Dr. Davis said that Southland will collect the Chromebooks from the seniors, who want to purchase iPads to take to college; any graduate who would like to purchase an iPad for \$100 will be able to do so. Dr. Davis said that Southland would like to purchase 260 Chromebooks so that every child will have one.

Eric Lites, Assistant Director of Technology, related that Chromebooks align with Southland's curriculum and they are less expensive than iPads. Mr. Lites said the Chromebook is a Google product and it aligns with the school's Google platform.

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

**RESOLVED, the purchase of Chromebooks was approved.**

- IX. Motion made by Director Hall and seconded by Director Davis to approve the renewal of membership in the Illinois High School Association for the 2022-2023 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 2022-23 school term as required for such membership.**

Dr. Davis explained that this permits Southland's teams and students to participate in interscholastic activities and sports throughout the state.

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

**RESOLVED, the renewal of membership in the Illinois High School Association for the 2022-2023 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 2022-23 school term as required for such membership was approved.**

**X. Motion made by Director Hall and seconded by Director Simpkins to approve the 2022-2023 Consolidated District Plan for Southland.**

Mr. Englert stated that when a school district accepts title funding from the federal government, it is necessary to have a plan such as the one presented to the Board. The plan outlines the best uses for the funds.

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

**RESOLVED, the 2022-2023 Consolidated District Plan for Southland was approved.**

**XI. Motion made by Director Simpkins and seconded by Director Murphy to approve the student transportation contract for the 2022-2023 School Year.**

Mr. Englert reviewed that the transportation service was discussed at the previous Board meeting and the Board indicated its support to seek bids. He said that five carriers were approached and two responded.

Mr. Englert said that Kickert's bid is \$340,623 for the year, with a cost of \$107.52 per one-way route per day. Positive Connections' cost was \$150 per one-way route per day, for a total of \$475,200 annually. This would represent a \$134,577 price premium over Kickert's proposal. Mr. Englert said the administration was recommending renewal with Kickert at the proposed price with a written plan outlining how Kickert intends to improve service.

Tom O'Sullivan, of Kickert, addressed the Board and noted that the pandemic was difficult on the transportation business. It was necessary to furlough many bus drivers, and many did not return. He said it has been challenging and he apologized, noting that this was the company's worst year due to lack of drivers and some managerial issues.

Mr. O'Sullivan said the starting salary for drivers is \$20 per hour, with some receiving \$23 or \$24 an hour. He said Kickert is incentivizing current employees to bring in other potential employees. He said lack of success in recruiting and retaining drivers is a big part of the problem regarding service. There also is a new safety officer overseeing training and compliance, Mr. O'Sullivan said.

In response to a question from Dr. Davis, Mr. O'Sullivan said Kickert has 170 vehicles; 135 are on the road, with 56 on the District 162 routes and nine on the Southland routes.

Dr. Davis said that taxpayers must be considered and the \$140,000 difference in the bids is sizable. She noted that District 162 has been with Kickert for 25 years and it is the District's and Southland's expectation that there will be an improvement in service. Dr. Davis said that communication is important. Dr. Davis said her recommendation is that the Board go with the lowest bidder, trusting that Kickert keeps its word that the level of service will be improved. Mr. O'Sullivan said that Kickert is working to replace 7 to 10 percent of its fleet. Director Simpkins said that the necessary improvements will be monitored.

Director Murphy asked if there were specific cell phones assigned to each bus and Mr. O'Sullivan responded no, but the buses have two-way radios. Director Murphy said that it should be possible to always contact a bus.

President Bean commented that he hoped Southland would not have to go back to operating its own bus fleet because such an operation brings challenges.

**Upon the motion duly made and seconded and carried by a voice vote of 5 YEAS and 0 NAYS (Director Davis and Director Hall voted YEA with reservation),**

**RESOLVED, the student transportation contract for the 2022-2023 School Year was approved.**

**XII. Motion made by Director Hall and seconded by Director Simpkins that the student photography contract with HR Imaging for the 2022-2023 School Year be approved.**

Dr. Davis said this company will replace the long-time photography company, which was not responsive. She said that an RFP was sent out and this company was chosen.

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

**RESOLVED, the student photography contract with HR Imaging for the 2022-2023 School Year was approved.**

**XIII. Motion made by Director Simpkins and seconded by Director Murphy to approve the following Personnel Matters, 12 a through 12 hhhh.**

President Bean asked if any contract should be removed from the omnibus motion. Dr. Dais said she would like to remove 12 a from the omnibus motion and consider it alone. Director Simpkins moved, seconded by Director Murphy to amend the motion to approve Personnel Matters 12 b through 12 hhhh.

- b. Approval of part-time (.50), at will employment of Dr. Carl Cogar as a Southland administrator during the 2022-2023 school year, by reimbursing Matteson School District No. 162 for fifty percent (50%) of this employee's salary.
- 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 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- e. Approval of a one-year extension of the employment of Mr. Robert Hall as Southland's General Counsel, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- f. Approval of at-will employment of Mr. Herald Chip Johnson, Jr. as an administrator during the 2022-2023 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 Dr. Corey Levy as an administrator during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.



- h. Approval of part-time (.20), at will employment of Mr. Eric Lites, Assistant Director of Technology, during the 2022-2023 school year, by reimbursing Matteson School District No. 162 for twenty percent (20%) of this employee's salary.
- i. Approval of part-time (.20), at will employment of Dr. David Rupert as a Southland administrator during the 2022-2023 school year, by reimbursing Matteson School District No. 162 for twenty percent (20%) of this employee's salary.
- j. Approval of part-time (.20), at will employment of Mr. Marvin Talley as a Southland administrator during the 2022-2023 school year, by reimbursing Matteson School District No. 162 for twenty percent (20%) of this employee's salary.
- k. Approval of part-time, at-will employment of Mr. Homer Thomas as Southland's Athletic Director during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- l. Approval of part-time (.20), at will employment of Dr. Robert Tomic as a Southland administrator during the 2022-2023 school year, by reimbursing Matteson School District No. 162 for twenty percent (20%) of this employee's salary.
- m. 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.
- n. Approval of at-will employment of Ms. Kimberly Adamczyk as a teacher during the 2022-2023 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. Heena Alavi as a teacher during the 2022-2023 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 Mr. Eman Assad as a teacher during the 2022-2023 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. David Baer as a teacher during the 2022-2023 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 Ms. Erica Bartley as a teacher during the 2022-2023 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. Malik Bibbie as a teacher during the 2022-2023 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. Gloria Chatman as a teacher during the 2022-2023 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. Brian Cheesman as a teacher during the 2022-2023 school year, pursuant to the terms of employment agreements to be entered on behalf of the Parties.
- v. Approval of at-will employment of Ms. Kathleen Connelly as a social worker during the 2022-2023 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 Dr. Edward Davis as a teacher during the 2022-2023 school year, pursuant to the terms of employment agreements to be entered on behalf of the Parties.
- x. Approval of at-will employment of Mr. Ricky Davis as a teacher during the 2022-2023 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. Melissa Dennis as a teacher during the 2022-2023 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. Stephanie Drozd as a teacher during the 2022-2023 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. Bryan Engnell as a teacher during the 2022-2023 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. Danielle Epton as a teacher during the 2022-2023 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 Ms. Cecelia Escalante as a teacher during the 2022-2023 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. Daniel Flaherty as a teacher during the 2022-2023 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. Jacquelin Fuller as social worker during the 2022-2023 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. Ahmed Gaghamin as a teacher during the 2022-2023 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 Mr. Max Gee as a cadre substitute teacher during the 2022-2023 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 Mr. Jacob Goldman as a teacher during the 2022-2023 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. Donnica Gordon as a teacher during the 2022-2023 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. Sherry Grutzius as a teacher during the 2022-2023 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. Ryan Haes as a teacher during the 2022-2023 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. Ron Harrigan as a teacher during the 2022-2023 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. Raymond Hodorowicz as a teacher during the 2022-2023 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. Nicholas Holmes as a teacher during the 2022-2023 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. Jamie Holowach as a teacher during the 2022-2023 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. Karen Hopkins as a teacher during the 2022-2023 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 Ms. Robyn Jackson as a teacher during the 2022-2023 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. Connor Johnson as a teacher during the 2022-2023 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. Colleen Kawaters as a teacher during the 2022-2023 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 Mr. James Kowalsky as a teacher during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- uu. Approval of part time, at-will employment of Mr. James Kowalsky as Department Chair Mathematics/Science during the 2022-2023 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. Alexandra Kumm as a teacher during the 2022-2023 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. Laura Lopez as a teacher during the 2022-2023 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. Bridget Lowery as a teacher during the 2022-2023 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. Jacqueline Miller as a research information specialist during the 2022-2023 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. Arlene Mojica-Alvarez as a teacher during the 2021-2022 school year beginning March 21, 2022, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- aaa. Approval of at-will employment of Ms. Arlene Mojica-Alvarez as a teacher during the 2022-2023 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. Elizabeth MyKrantz as a teacher during the 2022-2023 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. Anne Oiler as a teacher during the 2022-2023 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. Lynne Panozzo as a teacher during the 2022-2023 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. Arno Reichel as a teacher during the 2022-2023 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 Mr. Ricardo Serrano as a teacher during the 2022-2023 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. Jeffrey Shimanek as a teacher during the 2022-2023 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. Elizabeth Sojourner-Norman as a teacher during the 2022-2023 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 Mr. Michael Steward as a teacher during the 2022-2023 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. Andrea Stone as a guidance counselor during the 2022-2023 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 Ms. Kara Trojan as a teacher during the 2022-2023 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 Mr. Brian Wales as a teacher during the 2022-2023 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. Kenneth Wilcoxon as a teacher during the 2022-2023 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 Ms. Michelle Wilcoxson as a school nurse during the 2022-2023 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 Mr. Alan Zayer as a teacher during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.
- ppp. Approval of at-will employment of Ms. Degeneya Harley as a paraprofessional during the 2022-2023 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. Cheryn Hayes-Thomas as a paraprofessional during the 2022-2023 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. Kayla Scott as a paraprofessional during the 2022-2023 school year, pursuant to the

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

sss. Approval of at-will employment of Mr. Elliott Bell as a piano accompanist during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

ttt. Approval of at-will employment of Mr. Darnell Watson as a percussionist during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

uuu. Approval of at-will employment of Ms. Alyssa Bravo as a cook during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

vvv. Approval of part-time (.20), at will employment of Ms. Lorrie Clayton, student transportation, during the 2022-2023 school year, by reimbursing Matteson School District No. 162 for twenty percent (20%) of this employee's salary.

www. Approval of at-will employment of Ms. Kennedy Coleman as social media coordinator during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

xxx. Approval of at-will employment of Ms. Monica Fountain as Director of Communications during the 2022-2023 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. Jacki Plebanski as Food Service Director during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

zzz. Approval of at-will employment of Ms. Leah Rogers as a technology support assistant during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

aaaa. Approval of at-will employment of Ms. Tara Sconza as a staff accountant during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

bbbb. Approval of at-will employment of Ms. Cutrice Stallings as staff accountant during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

cccc. Approval of at-will employment of Ms. Jessica Washington as an Administrative Assistant during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the Parties.

dddd. Approval of resignation from at-will employment of Ms. Georgia Eldieb, effective May 31, 2022.

eeee. Approval of resignation from at-will employment of Mr. Aaron Melko, teacher, effective May 31, 2022.

ffff. Approval of resignation from at-will employment of Ms. Stefanie Springer, teacher, effective May 31, 2022.

gggg. Approval of resignation from at-will employment of Ms. Christine White, teacher, effective May 31, 2022.

hhhh. Approval of the nonrenewal of the employment of two Southland employees effective at the conclusion of the 2021-2022 school year, with the final date of employment occurring on May 31, 2022, pursuant to the recommendation of Southland's administration and communications that have occurred between Southland's administration and the employee.

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

**RESOLVED, Personnel Matters 12. b through 12. hhhh were approved.**

**XIV. Motion made by Director Simpkins and seconded by Director Murphy to approve Personnel Matter 12 a, the promotion and at-will employment of Mr. Robert Lane as Director of College Admissions and Academic Affairs during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties.**

Dr. Davis said that Southland has been successful, which is reflected in the SAT scores, but also in the schools that are seeking Southland's graduates. She noted that it was once only a dream that Southland graduates would enter such schools as those in the Ivy League, University of Chicago, and other top schools, and now it is a fact.

Dr. Davis noted that Southland students are self-directed. Dr. Davis noted that the students are happy, and they are treated like happy young people. Dr. Davis said that Southland students attended the Michael Jordan celebration where a Nicor employee heard the Southland choir and subsequently called to have them do a commercial.

Dr. Davis noted that she was recommending that the operational side of Southland be separated from the educational side. "We define ourselves by the quality of our education," noted Dr. Davis. Dr. Davis went on to say that Southland needed a person who only concentrates on the classroom. Dr. Davis remarked that freshmen

need organizational skills, for example. It also is necessary for someone to observe in the classroom, identify when a child begins to struggle and to address instructional needs. She said that she has developed an organization chart and it is necessary to expand the responsibilities of Robert Lane to Director of College Admissions and Academic Affairs. Dr. Davis asked the Board for permission to strengthen the academic side of Southland, which she believed Mr. Lane could do.

Mr. Lane thanked Dr. Davis and noted he was serious about two things: his family and his commitment to young people. He said that Dr. Davis shares this commitment, and she has created a unique school. He added that it was necessary to do an even better job publicizing that Southland has created a successful educational model that can be replicated.

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

**RESOLVED, Personnel Matter 12 a, the promotion and at-will employment of Mr. Robert Lane as Director of College Admissions and Academic Affairs during the 2022-2023 school year, pursuant to the terms of an employment agreement to be entered on behalf of the parties, was approved.**

- XV. Motion made by Director Murphy and seconded by Director Davis to approve minutes of meeting on March 21, 2022, and the minutes of executive session portion of regular meeting on March 21, 2022, and declare that the executive session minutes shall remain closed.**

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

**RESOLVED, minutes of meeting on March 21, 2022, and the minutes of executive session portion of regular meeting on March 21, 2022, and declare that the executive session minutes shall remain closed were approved.**

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


Dr. Davis said that she had given much of her report earlier in the meeting. Dr. Davis distributed preliminary copies of the Commencement Program. Dr. Davis stated that the in-person graduation ceremony will occur on Saturday, May 28, 2022, at the Harris Theater in Chicago. Dr. Davis said that Harris follows CDC requirements and attendees must be vaccinated and the audience will wear masks.



Dr. Davis also shared photos from the prom and noted that there have not been “super-spreaders” at Southland, which she attributed to COVID testing at Southland throughout the school year and prior to school events, with the full cooperation of students, families and staff. Dr. Davis reported that students and staff were tested May 15 and six staff members tested positive for COVID and 20 students tested positive.

**XVII. President Bean adjourned the meeting at 8:25 p.m.**

Dated this 18<sup>th</sup> day of July 2022.

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