

**MINUTES**  
**OF THE MEETING OF THE**  
**BOARD OF DIRECTORS OF SOMERSET ACADEMY OF LAS VEGAS**  
**JUNE 21, 2022**

The Board of Directors of Somerset Academy of Las Vegas held a public meeting on June 21, 2022 at 12:00 p.m. via Zoom webinar.

**1. CALL TO ORDER AND ROLL CALL**

Board Vice Chair Sarah McClellan called the meeting to order at 12:02 p.m. Board members Sarah McClellan, Will Harty, Cody Noble, John Bentham, and Renee Fairless were in attendance.

Members Travis Mizer and LeNora Bredsguard were not in attendance.

Also present were Principal Lee Esplin, Principal Cesar Tiu, Principal Jessica Scobell, Principal Shannon Manning, Principal Mindi Palomeque, Principal Kate Lackey, and Principal David Fossett; as well as Academica representatives Gary McClain, Ryan Reeves, Trevor Goodsell, Paul Ballou, and Marla Devitt.

**2. PUBLIC COMMENT**

Amanda O'Neil, Solomon O'Neil, Stefhanie Mahan, and Mayren Ramirez provided public comment supporting pay increases for returning teachers. Jai Marshall, with 1865 No Racism in Schools, provided public comment regarding a complaint received by the organization concerning an alleged racial incident.

**3. ACTION & DISCUSSION ITEMS**

**a. APPROVAL OF MINUTES FROM THE MAY 16, 2022 BOARD MEETING**

**MEMBER BENTHAM MOVED TO APPROVE THE MINUTES FROM THE MAY 16, 2022 BOARD MEETING. MEMBER NOBLE SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.**

**b. REVIEW AND POSSIBLE APPROVAL OF PROPOSED ENROLLMENT ADJUSTMENTS TO ADD STUDENTS TO CERTAIN GRADE LEVELS FOR THE 22-23 SCHOOL YEAR, IN ORDER TO SUPPORT PAY INCREASES FOR TEACHERS**

Mr. Trevor Goodsell addressed the Board and explained that CCSD had increased starting salaries from \$43,000 to \$50,000. He noted that CCSD was banking on mining money, which was not yet a set amount. Mr. Goodsell stated that in order to stay competitive, a solution was discussed with the principals; adding that Somerset was funded at 30% less than CCSD. All teacher salaries would be raised to \$48,000, using a combination of salary increase and bonus. Examples were provided in the support materials. Mr. Goodsell further explained that existing teachers making \$50,000 would receive a \$1000 raise, a \$1000 retention bonus, and a \$5000 additional bonus, bringing the total increase for the year to \$7000.

Principal Lee Esplin addressed the Board and stated that the number one goal of the principals was to look after the veteran teachers while being able to fill any vacancies. He noted that every campus would need to increase students to provide the increases and bonuses. Member McClellan agreed that

the system would need to be competitive. Member Noble noted that teacher compensation had been a very important issue for Somerset within the parameters set by the disadvantage in funding. He asked for clarification that the issue before the Board was the enrollment increase. Mr. Goodsell confirmed that the issue was an enrollment increase; noting that \$1.5 million was needed to meet the financial needs. Member Fairless stated that she understood both sides as a Board member and a charter school principal. She noted that, as long as Somerset remained true to the mission, they could increase student enrollment and responsibly raise salaries.

Member Harty asked how many additional students the Board was being asked to approve to overcome the \$1.5 million shortfall. Mr. Gary McClain addressed the Board and stated that the number was 185. Member Harty asked if the surplus money could be used to cover the shortfall. Mr. Goodsell explained that the system was required to maintain debt covenants for the bonds, which would preclude using the surplus; adding that they could not use one-time money on reoccurring expenses. Member Bentham emphasized the need to be more creative when raising revenue to take care of the teachers and staff. Discussion ensued regarding financial metrics and expected expenses in the coming years. Member Harty stated that he thought the Board could take a risk and not increase class sizes to cover the shortfall. Member Fairless noted that the Board needed to consider how to sustain raises responsibly.

Member Bentham clarified that the proposed action would allow each principal to determine where the students would be added. Member McClellan stated that, during the principal evaluation meetings, each principal expressed support for the proposal. Member Harty stated that a no vote did not mean he was not in support of teacher salary increases.

**MEMBER FAIRLESS MOVED TO INCREASE CLASS SIZE NUMBERS, TO BE DETERMINED BY EACH PRINCIPAL AT EACH CAMPUS, IN ORDER TO SUPPORT TEACHER RAISES. MEMBER MCCLELLAN SECONDED THE MOTION.**

Member Noble clarified that the class size increase was for one year; adding that he would like class size brought to the Board annually. Member McClellan directed Mr. McClain to ensure that the class size discussion was brought to the Board annually.

**THE BOARD VOTED 4 TO 1 TO APPROVE THE MOTION, WITH MEMBER HARTY IN OPPOSITION.**

**c. REVIEW AND APPROVAL OF BONUS FOR LEAD PRINCIPAL**

Mr. McClain stated Principal Esplin was appointed lead principal in September 2020, almost two years ago. The regular approved stipend was \$5000. Member Bentham stated that Principal Esplin had worked hard for the system since his appointment. Member Harty asked what Academica recommended as the stipend. Mr. McClain stated that the proposed bonus was for work above and beyond during the previous two years. Mr. Goodsell stated that other systems provided \$10,000 for the lead principal bonus. Member McClellan stated that \$10,000 was a reasonable amount for the two-year period; adding that the Board could discuss increasing the regular stipend at a future time.

**MEMBER MCCLELLAN MOVED TO APPROVE A BONUS IN THE AMOUNT OF \$10,000 IN RECOGNITION OF SERVICE FROM SEPTEMBER 2020 THROUGH JUNE 2022. MEMBER NOBLE SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.**

**5. ANNOUNCEMENTS AND NOTIFICATIONS**

There were no announcements.

**6. MEMBER COMMENT**

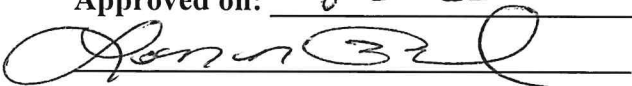
The Board members thanked the teachers and principals for their work. Member McClellan also thanked the members of the public who attended and provided comments.

**7. PUBLIC COMMENT**

There was no public comment.

**8. ADJOURN MEETING**

**THE MEETING ADJOURNED AT 1:05 P.M.**

Approved on: 8-22-22  


**Secretary of the Board of Directors  
Somerset Academy of Las Vegas**