

MINUTES
of the meeting of the
BOARD OF DIRECTORS of SOMERSET ACADEMY OF LAS VEGAS
March 7, 2013

The Board of Directors of Somerset Academy of Las Vegas held a public meeting on March 7, 2013 at 6:30 pm at 385 W. Centennial Parkway, North Las Vegas, Nevada.

1. Call to order, roll call

Board Chair Crystal Thiriot called the meeting to order at 6:42 pm. Present were board members, Eric Elison, Amy Malone, Cody Noble, Dana Dingee and Crystal Thiriot.

Board Member Scott Hammond was absent.

Also present was the Principal of the North Las Vegas Campus, Gayle Jefferson, Assistant Principal of the North Las Vegas Campus, Elaine Kelly, Principal of the Emerson Campus, Reggie Farmer, Assistant Principal of the Emerson Campus, Emeri Rodriguez, Principal of Oakey Campus, Bridget Phillips, Assistant Principal of the Oakey Campus Danielle Fahey and Academica Nevada Representatives Robert Howell, Ryan Reeves.

2. Public Comment

There was no public comment.

3. Approval of Minutes for the December 13, 2012 Meeting.

Mrs. Thiriot motioned to approve the December 13, 2012 minutes of the Somerset Academy Board of Directors meeting. Mr. Elison seconded the motion. The Board unanimously approved.

4. Principal Reports by Campus.

Principal Jefferson and Assistant Principal Kelly spoke to the Board about an assessment program called "Pathway to Proficiency". Principal Jefferson stated that the assessment assisted in identifying what strengths and weaknesses her students had. Principal Jefferson stated that the assessment would help her school prepare for the CRT testing. Mrs. Thiriot asked Principal Jefferson if the students that were struggling in reading were receiving "pull-out" instruction. Principal Jefferson stated that "pull-out" instruction was being used in the elementary and the middle school.

Assistant Principal Rodriguez reported to the board on how the Emerson teachers were preparing their students for the CRT's.

Principal Phillips reported to the board about the preparations that the Oakey campus was implementing to prepare for the CRT's. Assistant Principal Fahey stated that the school was

focusing on testing methods to ensure that the students feel comfortable when they take the CRT's.

5. Report on Facility Expansion and Development.

Mr. Reeves addressed the board regarding Facility Expansion and Development. Mr. Reeves stated with regards to the expansion of the North Las Vegas campus playground the property owners to the North of the school rejected Somerset's request to move their pickup lane onto the shared parking area. Mr. Reeves stated that he would go back to the Architects to receive new drawings to present to the Board. The Board expressed concerns about the amount of time it was taking to expand the playground. Mr. Reeves responded to the Boards' concerns stating that efforts were being made to come up with a plan that would maximize the amount of extra space the school would be able to receive at a minimal cost.

Mr. Reeves stated there were no for-seen facility changes needed at the Emerson Campus. Mr. Reeves advised the Board that money be put aside for construction of a new doorway at the Oakey campus for the following year.

Mrs. Thiriot asked Principal Phillips if the Oakey campus was moving forward with sodding the playground area. Principal Phillips stated that the Oakey campus would be getting their sod in the middle of May. Principal Phillips stated that she would like to keep the students off of the grass for 3 weeks to allow the grass to grow.

Mr. Howell addressed the board stating that he was searching daily for additional property for the North Las Vegas campus to house a middle and high school. Mr. Howell stated that he currently had not issued any Letters of Intent to any landowners due to not having found an appropriate site.

Mr. Howell reported that at the Sky Pointe site one of the slabs had been poured. Mr. Howell stated that receiving unspecified permits and approvals from the City of North Las Vegas had been a slower process than he had expected. Mr. Howell stated that as a consequence to these delays the constructing group would have to work more overtime thus making the project more expensive. Mr. Howell stated that the school would still be completed on time.

Mr. Howell stated that the student body at the Emerson campus had grown out of their currently facility. Mr. Howell stated that the facility owned by Oasis Baptist Church would be willing to lease a portion of their building to Somerset Academy. Mr. Howell stated that if the board gave approval of the site it would house 150 students, grades 5-7. Mr. Noble asked Mr. Howell what the distance was from the Emerson Campus to the proposed sight at Oasis Baptist Church. Mr. Howell stated that the site was roughly 3.5 miles away from the Emerson Campus.

Mr. Noble asked Mr. Reeves what the administrative situation would be in the scenario of having two separate sites for the Emerson Campus. Mr. Reeves stated that the administration

at the Emerson campus would stay the same. Mr. Reeves stated that the Principal and Assistant Principal would be shared by the two locations.

Mr. Reeves addressed the board on how the expansion of the Emerson Campus to two locations would affect the Somerset Budget. Mr. Noble stated that he would like a copy of the Somerset Budget that includes the addition of the new location. Mr. Howell stated that he would send Mr. Noble an adjusted budget.

6. Election of a Board Treasurer.

Mr. Noble asked Mr. Reeves to review the officer positions of the Somerset Board of Directors. Mr. Reeves stated that Amy Malone was Secretary, Scott Hammond was Vice Chair, and Crystal Thiriot was Board Chair. Mrs. Thiriot nominated Cody Noble to be Board Treasurer. Mrs. Malone seconded the nomination. The Board unanimously elected Cody Noble to be the Treasurer of the Board of Directors.

7. Nomination and Election of new member to Board of Directors.

Mr. Reeves spoke about the process that was taken by the board to find a new member of the Board of Directors. Mr. Reeves stated that a committee formed by the Board had chosen Brian Smith to be the newest member of the Somerset Board of Directors. Mr. Reeves stated that Mr. Smith was a parent of a Somerset student. Mr. Reeves also noted that Mr. Smith as a CFO had acquired skills in finance, accounting, and human resources that would benefit the Board.

Mr. Noble asked Mr. Smith why he was interested in joining the Somerset Board of Directors. Mr. Smith stated that Somerset Academy had helped his child grow as a student. Mr. Smith stated that he felt it was important for him to give back to the community and by participating on the Somerset Board he was accomplishing that.

Mr. Noble nominated Brian Smith as a member of the Somerset Board of Directors. The Board unanimously approved.

8. Approval of Proposed Enrollment Levels for the 2013-2014 School Year.

Mrs. Thiriot asked Mr. Reeves what the current enrollment was at each campus. Mr. Reeves reviewed with the Board what the current enrollments were at each campus. Mrs. Thiriot motioned to approve the proposed enrollment levels for the 2013-2014 school year. Mr. Elison seconded the motion. The Board unanimously approved.

9. Consideration of Lease of Property at 5220 East Russell Road, Las Vegas Nevada for possible extension of Emerson Campus.

Mr. Reeves stated that the base rent at the 5220 East Russell Road location would be \$102,025 for an 11-month lease with a maximum student body of 120. Mr. Reeves stated that the base rate included utilities. The lease states that for every additional student enrolled

above 120 an additional \$625 would be charged to the lease. Mr. Howell stated that the lease was favorable for the school especially if the school were to fill up the site with 150 students.

Mr. Noble stated that he would like to see a budget that included the costs associated with operating the new location. Mr. Howell stated that he would get Mr. Noble a budget that reflected the additional revenues and costs of expanding to the new location.

Mr. Noble stated that he was unsure about what alterations the school was able to apply to the building. Mr. Noble stated that the language in the lease seemed to prohibit the school from altering anything on the building. Principal Farmer stated that Assistant Principal Rodriguez and himself had walked through the site with the Landlord and the Landlord acknowledged that the school could decorate the building to have an educational atmosphere.

Mr. Dingee motioned to accept the lease of property at 5220 East Russell Road, Las Vegas Nevada with a condition that the Board Treasurer reviewed the Somerset's budgets with the inclusion of the new location before the Board Chair signs the lease. Mrs. Thiriot seconded the motion. The Board unanimously approved.

10. Discussion of Administrative Structure at new Campuses.

Mrs. Thiriot stated that the Board would table item #10 until the following board meeting.

11. Approval of Submission of Amendment to Charter to expand to High School Grades.

Mr. Reeves explained to the Board the process that Somerset Academy's application would go through for approval. Academica California representative David Calvo addressed the board by phone on the status of their application to expand to high school grades. Mr. Calvo explained the curriculum that was being included in the application. Mrs. Malone asked Mr. Calvo if the Board's vision of the implementation of college courses into the high school was being met. Mr. Calvo stated that in the current application Advanced Placement courses were being included. Mr. Calvo stated that Somerset Academy would have to receive permission from the state to approve students taking college courses that receive high school credit. Mr. Calvo stated that these types of classes would be included in the scope of curriculum for the high school. Mr. Calvo and Mr. Reeves also addressed how gifted or advanced students could receive credit through online courses.

Mrs. Thiriot motioned to approve the submission of an amendment to Somerset's charter to include high school grades and approve the submitted curriculum. Mr. Elison seconded the motion. The Board unanimously approved.

12. Approval of Formation of Non-Profit Entity for Benefit of Somerset Academy of Las Vegas, and the Formation of Advisory Council on Community Outreach, Fundraising and Development.

Mrs. Thiriot stated that she felt it would be beneficial to form an Advisory Council for fundraising and school development to further advance Somerset Academy. Mr. Reeves suggested to the Board that rather than forming an Advisory Council interested parties could form a 501 ©3. Mr. Reeves stated that if the Board were to form an Advisory Council the Advisory Council would be subject to "Open Meeting Law" requirements. Mr. Reeves stated that those requirements would include public notices, agendas, meeting minutes and other administrative tasks that could become burdensome to the members of the Board. Mr. Reeves stated that he would recommend the Board to form a 501 ©3 for the purpose of community outreach, fundraising and development for Somerset Academy. Mr. Reeves stated that according to state statute the no more than two Board members would be able to serve on the Board of the same 501 ©3.

Mr. Noble asked Mr. Reeves what the responsibility of the Board would be if they formed a 501 ©3. Mr. Reeves stated that if the Board decided to form a 501 ©3 they would be able to have some influence on the authorities and functions of the 501 ©3. Mr. Reeves stated that the Board would be able to dictate what the mission and goals of the 501 ©3 would be and also put some parameters on the responsibilities of the 501 ©3.

Mr. Noble mentioned that his concern with forming a 501 ©3 through the board would be that the formation of a 501 ©3 by the board could be considered by statute as the formation of an Advisory Council. Mr. Noble suggested that the Board table the agenda item until a definition of what an Advisory Council could be provided. Mr. Reeves stated that he would contact the schools legal council to get further information on how the Board should proceed. The Board elected to table agenda item 12 until further information was produced to the board regarding the formation of a 501 ©3.

13. Approval of Development and Implementation of Performance Based Teacher Compensation Plan.

Mr. Reeves stated to the Board that the Somerset Principals and himself had been working together to create an equitable teacher compensation plan. Principal Phillips stated that she felt a teacher compensation plan that was based upon teacher reviews and student growth was necessary. Principal Phillips stated that the evaluation methods that were being used in the Somerset schools would make for an easy transition with performance based teacher compensation due to the transparency shown by the principals to the teachers about their performance throughout the school year. Mr. Nobel asked Principal Phillips if their assessments/evaluations of the teacher were more subjective or objective. Principal Phillips stated that their evaluations were mostly subjective.

Mrs. Malone asked Mr. Reeves how teacher pay would reflect additional education. Mr. Reeves stated that the model that the principals and he had been considering would be based more upon teacher performance than education level. Mr. Reeves stated that currently every teacher was being reimbursed \$125 per credit of additional education that the Somerset teachers seek out.

Mr. Dingee noted that he would like to see student growth factored into the formula of teacher raises. Mr. Dingee also stated that he felt parent satisfaction was an important indicator for teachers to receive raises.

Mr. Reeves asked the board if the teacher compensation plan should be uniform from campus to campus or if the principal should be given the discretion on what method of teacher compensation should be used. Principal Farmer stated that each Somerset principal was currently using the same teacher evaluation model. Principal Farmer stated that a uniform teacher compensation plan would be easy to implement especially if teachers were to transfer from one Somerset campus to another. Mr. Noble stated that he felt a uniform teacher compensation plan would be the most beneficial model.

Mr. Reeves stated all of the indicators of teacher performance that the Board listed would be brought into consideration. Mr. Reeves stated that he would continue to work with the principals to get a final drafted copy in front of the Board.

14. Review of Current Year to Date Financial Reports.

Mr. Reeves reviewed the Somerset balance sheet and profit and loss statements. Mr. Elison requested that the review of the financial reports be done at the beginning of the meeting. Mr. Reeves confirmed that the following Board meeting agendas would be adjusted to review the financial reports at the beginning of the meetings.

15. Public Comment and Discussion.

There was no Public Comment.

16. Adjournment

Mrs. Thiriot motioned to adjourn the meeting at 9:20.

Approved on: 4/18/13

Board Crystal Thiriot
Chair ~~Secretary~~ of the Board of Directors
Somerset Academy of Las Vegas