

MINUTES
OF THE MEETING OF THE
BOARD OF DIRECTORS OF SOMERSET ACADEMY OF LAS VEGAS
MAY 21, 2025

The Board of Directors of Somerset Academy of Las Vegas held a public meeting on May 21, 2025, at 4:00 p.m. via Zoom.

1. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 4:00 p.m. by Board Chair John Bentham. The following Board members were in attendance: John Bentham, LeNora Bredsguard, Travis Mizer, Matt Hurley, and Sarah McClellan.

Board Members Renee Fairless and Matt Morris were not in attendance.

Also present were the following principals: Jessica Scobell, Lee Esplin, Cesar Tiu, Kate Lackey, Mindi Palomeque, and David Fossett. Academica representative Gary McClain was also in attendance.

OPEN MEETING LAW PUBLIC COMMENT STATEMENT.

2. PUBLIC COMMENT

There was no public comment.

3. ACTION & DISCUSSION ITEMS

a. REVIEW AND APPROVAL OF YEAR END BONUSES

Mr. Gary McClain stated that the support materials included a financial overview, noting an anticipated year-end surplus of approximately \$3.5 million. In collaboration with the finance team, a \$2.2 million bonus pool was proposed. Of that amount, \$70,000 would be allocated to principals, with each receiving \$10,000. The remaining funds would be distributed to returning staff members using the same format as the previous year's bonus distribution plan.

Member Bentham noted that the proposal had been discussed during the Finance Committee meeting, and principals appreciated the flexibility to distribute funds to returning staff as they saw fit. Member McClellan asked for clarification since she had not attended the Finance Committee meeting. Mr. McClain confirmed that while the distribution format remained the same as last year, the total dollar amount had increased. He also explained that last year's principal bonuses were tied to evaluations, whereas this year's allocation was intended to utilize one-time funds from FY25 in anticipation of budget challenges in FY26 and FY27.

Member Mizer asked whether Mr. Goodsell had expressed support for this approach given the school's ongoing major projects. Mr. McClain and Member Bentham both confirmed that

Mr. Goodsell supported the plan and had determined the proposed bonus amount based on the financial outlook and project goals. Principal Lackey inquired about the timeline for submitting bonus information to the finance team. Mr. McClain responded that he would follow up with the principals to provide that information.

MEMBER MCCLELLAN MOVED TO APPROVE THE BONUS SYSTEM, AS PRESENTED. MEMBER BREDSGUARD SECONDED THE MOTION, AND THE MOTION PASSED UNANIMOUSLY.

4. MEMBER COMMENT

Member Bentham thanked the team and encouraged them to use the bonus funds to reward staff for their hard work. Principal Esplin expressed appreciation for the board's continued support of the schools. Member Bentham concluded by thanking the administrators for their efforts and wishing them well during the final days of the school year.

5. PUBLIC COMMENT

There was no public comment.

6. ADJOURN MEETING

THE MEETING ADJOURNED AT 4:07 P.M.

Approved on: July 21, 2025


Travis Mizer (Jul 22, 2025 09:01 PDT)

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