

**MINUTES**  
**of the meeting of the**  
**BOARD OF DIRECTORS of SOMERSET ACADEMY OF LAS VEGAS**  
**November 2, 2017**

The Board of Directors of Somerset Academy of Nevada held a public meeting on November 2, 2017 at 6:00 p.m. at North Rainbow Blvd. Las Vegas, Nevada 89108.

**1. Call to order and roll call**

Board Chair John Bentham called the meeting to order at 6:05 p.m. with a quorum present. In attendance were Board members Sarah McClellan, Cody Noble, Carrie Boehlecke, and John Bentham.

Board members Will Harty and Travis Mizer were not present.

Also present were Principals Reggie Farmer, Sherry Pendleton, Jenni Martinez; Assistant Principals Michelle Lorig and Ruby Norland, Executive Director John Barlow, and Read by 3 Coach Megan Hoffman; as well as Academica representatives Trevor Goodsell, Ryan Reeves, and Crystal Thiriot.

**2. Public Comments and Discussion**

Ms. Jenni Sauter addressed the Board and stated the Losee Campus had participated in their first Farmers' Market and that the students had prepared a basket of garden goods for the Board; adding that \$450.00 was raised in donations and purchases.

**3. Approval of Minutes from the October 12, 2017 Board Meeting**

**Member Noble moved to approve the minutes from the October 12, 2017 Board meeting. Member Boehlecke seconded the motion, and the Board voted unanimously to approve.**

**7. Interview the Top Candidate for the Position of Principal for the Somerset Academy Aliante Campus**

Executive Director John Barlow addressed the Board and stated that Principal Reggie Farmer was the only principal that had a desire to transfer to the Aliante Campus; adding his recommendation of Principal Farmer and his desire that the Board consider him for that campus.

Member Bentham asked Principal Farmer why he would want to change campuses, to which Principal Reggie Farmer addressed the board and stated that there were two reasons: the Aliante campus was about eight miles from his home and he would be more available to his family and the school.

Member Bentham asked what he had learned from opening other campuses. Principal Farmer replied that the good thing was that he had the experience and the formula that would assist with the startup process of the new campus, in which it was a wash and repeat method that had worked for three other campuses.

Member Boehlecke asked what kind of programs and climate Principal Farmer would like to bring to the Aliante campus. Principal Farmer replied that the number one thing he would like to bring to the new campus would be relationships; adding that he needs people with the right mindset that were willing to build relationships with the students and their families. Discussion ensued in regards to the effects of Principal Farmer making the transition to Aliante campus, as well as the impact it would have on the Stephanie campus.

## **8. Selection of Top Candidate for the Position of Principal for the Somerset Academy Aliante Campus**

**Member Bentham moved to select Principal Farmer as the Principal of the Aliante campus. Member Boehlecke seconded the motion, and the Board voted unanimously to approve.**

## **9. Interview the Top Three Candidates for the Position of Principal for the Somerset Academy Stephanie Campus**

Board members asked each candidate identical interview questions in order to qualify the applicant for the position.

Dr. Eve Breier addressed the Board and stated that she had been in education for sixteen years; adding that she started out as a teacher and currently had her Doctorate in Educational Leadership. Dr. Breier further explained her background in detail as reflected on her résumé. In regards to the questions presented by the Board, Dr. Breyer stated that she had been Principal at a charter school for four years; adding that the reason she would like to work for Somerset Academy was because of the K-12 structure. Dr. Breier stated that when she was hiring teachers it was a priority that they have a heart for kids; adding that all other items were coachable. Discussion ensued in regards to homework, student achievement strategies, and the roles and responsibilities of the Principal's position.

Assistant Principal Michelle Lorig addressed the Board and stated that she had nineteen years of experience and detailed her background as reflected on her résumé. Dr. Lorig stated that the reason she wanted to work for this school as principal was because of the relationships she currently had in the school, further stating that loved the school and believed she would be able to carry on the culture and expectations that currently existed. Dr. Lorig stated that she had been successful in working across many grade levels and with different student abilities using her educational and professional experience. Dr. Lorig stated that, in terms of hiring staff, it was important to understand each applicant's educational philosophy and their dedication to student success. Discussion ensued in regards to homework, student achievement strategies, and the roles and responsibilities of the Principal's position.

Assistant Principal Ruby Norland addressed the Board and introduced herself, presenting her background as reflected on her résumé. Assistant Principal Norland stated that she had had success in her former position because she was always seeking to learn; adding that most of her success came from working with teachers and navigating the needs of each individual. Assistant Principal Norland stated that she had experience in interviewing and hiring teachers, and the first item she looks for in an applicant was whether or not they care about students; adding that their words have to line up with their actions and the qualities of who they are as an individual.



Discussion ensued in regards to homework, student achievement strategies and the roles and responsibilities of the Principal's position.

#### **10. Selection of Top Candidate for the Position of Principal for the Somerset Academy Stephanie Campus**

Member McClellan stated that all the candidates were wonderful and it would be a very difficult decision. Member Boehlecke concurred with member McClellan; adding that the goal was to make an easy transition with the best candidate. Member Bentham requested that all member state their selection for the Principal of the Somerset Academy Stephanie Campus. All members chose Ms. Norland to fill the principal position.

**Member Bentham moved to select Ms. Ruby Norland for the position of Principal for the Somerset Academy Stephanie Campus. Member Noble seconded the motion, and the Board voted unanimously to approve.**

#### **4. Discussion and Possible Approval of a Financial Solution for the Deficiency in Funding the Read by 3 Program**

Mr. Trevor Goodsell addressed the Board and directed them to page 12 of the support materials regarding the Read by 3 Program; adding that, as a State mandated program, it was expected that the school would receive the same amount in funding that was received the previous year. Mr. Goodsell stated that this did not happen and only two of five Somerset campuses received funding; adding that he had created three different budgets reflecting the grant funding changes and possible solutions.

Mr. Goodsell directed the Board to page 17 of the support materials to further discuss the deficiency in funding by the Read by 3 Program. Mr. Goodsell stated that a Principals' meeting had been held to discuss ways to keep the Read by 3 teachers; adding that Executive Barlow had requested how financials would be affected if class sizes in grades 4 and 5 were increased. Mr. Goodsell stated that if all the seats were filled, the increase would work out to a break even.

Member Boehlecke asked which schools were in consideration for the increase in class size. Mr. Goodsell stated that each elementary campus was included, except Sky Pointe, which was already at 26 students per classroom. Discussion ensued in regards to the budget difference with and without class increase and various bond issuance items.

Member Bentham asked if there had been discussion regarding reallocation of funds at the State level. Mr. Ryan Reeves addressed the Board and stated that to his knowledge, the earliest the legislature could try to put more funding into this program would be in winter of 2019. Member Bentham asked who at the State level gave the indication that the funding would be the same as the previous year. Mr. Reeves replied that it was someone who worked under the Deputy Superintendent who oversaw the categorical funds specific to the Read by 3 grant; adding that this individual did not account for increased applications, which attributed to the deficiency.

Member Bentham asked the Principals to share their thoughts in regards to the classroom size increase. Principal Sherri Pendleton addressed the Board and stated that she was in favor of adding additional students to the classroom in this case, and believed that losing the onsite instructional coach would outweigh the disadvantage of adding a students. Principal Pendleton further added that she was also in favor of matriculating up to 30 students to help feed the 6<sup>th</sup> grade classes. Principals Martinez and Farmer agreed with Principal Pendleton's statement.

Member Boehlecke stated that it is in the students' best interest to fund the position and that she was not in favor of splitting coaches across campuses.

Ms. Megan Hoffman addressed the Board and stated that the best way to explain the need of this position was to look at the numbers; adding that students were becoming literate and functional readers because they had the additional resources to learn, and the relationship that was built between the student and the teachers. Member Bentham asked Ms. Hoffman how she would respond to handling two campuses. Ms. Hoffman replied that the students would not receive the same quality of service that they were currently receiving. Discussion ensued in regards to the impact of sharing coaches amongst multiple campuses.

Sky Pointe teacher Melanie Smith stated that the increase of class size in her classroom had not had a negative impact in regards to learning; however, it was worth noting that the classrooms were small and student supplies and curriculum were additional items to take into consideration. Discussion ensued in regards to classroom size increase and budget scenarios.

All Board members were in unanimous agreement to keep funding Read by 3 without increasing class sizes.

## **5. Possible Action to Approve a Revision of the Foundation Director's Salary**

Mr. Goodsell directed the Board to page 15 of the support materials and stated that a previous decision had been made where the Foundation would reimburse the school 50 percent of the Foundation Director's salary adding that with benefits totaled about \$ 9,000.00 per month; and that currently the Foundation could not reimburse the school because of insufficient funds. Member Bentham stated that at this time with all items discussed and considering the other items discussed, the school would not be able to fund the Foundation Director's salary. Member Noble and Boehlecke concurred with this statement.

Mr. Reeves stated a possible solution would be for the Foundation Director to add more Board members who would fundraise at least of \$5,000.00 per member to help fund the Foundation. Discussion ensued in regards to possible solutions whether or not the Board could operate without a Foundation Director. Mr. Reeves stated that there were other schools that ran Foundations without a Director; adding that they were very successful.

The Board further discussed the possibility of employing Mr. Hammond through the end of 2017 as an employee of Somerset Academy. Executive Director Barlow stated that he could provide opportunities within the school for that time period.

**Member Noble moved to approve employment of the Foundation Director to continue until December 31, 2017; and during that time he would report to Executive Director John Barlow. Member Bentham seconded the motion, and the Board voted unanimously to approve.**

## **6. Review and Approval of the Final Revised Budget for the 2017-2018 School Year**

**Member Bentham moved to accept the budget as presented with revisions discusses in agenda items #4 and #5 with the actions that had been taken by the Board. Member McClellan seconded the motion, and the Board voted unanimously to approve.**



**11. Review and Approval of the Revised Somerset Academy Special Education Policies and Procedures Manual**

Executive Director Barlow stated that the revisions had been made as voted on and approved by the Board; adding that the specific corrective action was to allow parents of a SPED student to review a report with a signature needed.

**Member Bentham moved to approve the revised Somerset Academy Special Education Policies and Procedures Manual. Member Boehlecke seconded the motion, and the Board voted unanimously to approve.**

**12. Executive Director Update**

Executive Director Barlow acknowledged the Principals and commended them on implementing the instruction presented by Ms. Jefferson; adding that the MAP and Read by 3 were accelerating student learning. Executive Director Barlow stated that the Principals would be introduced to better practices for transitions in regards to grade 5<sup>th</sup> to 6<sup>th</sup> and 8<sup>th</sup> to 9<sup>th</sup>.

**13. Member Comment**

Member Bentham thanked all individuals who attended the meeting.

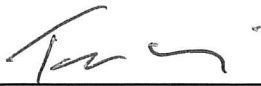
**14. Public Comments and Discussion**

No request for public comment

**15. Adjournment**

The meeting was adjourned at 10:54 p.m.

Approved on: 11-29-17



Treasurer of the Board of Directors  
Somerset Academy of Las Vegas