

# May Special Board Meeting - 2025 Minutes

Shanel Valley Academy  
5/31/2025 9:45 AMPDT  
@ Add Zoom Link

## **Attendance**

### **Present:**

Members: Leslie Barkley, Amy Frost, Bessie Glossenger, Melissa Kendall, Noshie Merlin, Melea Meyer

#### I. Land Acknowledgment and Moment of Silence

##### **In Solidarity**

We of this Academy, named after the Principal Local Indigenous Village of Shanél, acknowledge with honor the Shóqowa and Hopland People on whose traditional, ancestral, and unceded lands we work, educate and learn and whose historical and spiritual relationship with these lands continues to this day and beyond.

#### II. Call to Order

Meeting called to order at 9:45 AM

The purpose of today's meeting is to complete the Board and community partner portion of the Principal interview process.

##### **Vision & Mission**

*Shanèl Valley Academy is a culturally responsive, community school where all students are valued and supported. SVA students will be prepared to lead and successfully participate in our rapidly changing multicultural society, they will contribute to the community with creative solutions and a resilient, culturally competent and collaborative mindset.*

#### III. Roll Call

All members of the Board of Directors are present in person at SVA.

## **Attendance**

### **Present:**

Members: Leslie Barkley, Amy Frost, Bessie Glossenger, Melissa Kendall, Noshie Merlin, Melea Meyer

#### IV. Adoption of the Agenda

The agenda was adopted as written by unanimous vote.

##### **Motion:**

Motion to adopt the agenda as written

Motion moved by Bessie Glossenger and motion seconded by Leslie Barkley. Motion passed unanimously 5 yeas, 0 abstentions, 0 nays.

V. Public Comment Regarding Closed Session Items

No public comment

VI. Closed Session

The board entered into closed session to conduct Principal interviews at 9:55 am

A. Public Employee Appointment (Government Code § 54957)

Title: Principal

The Board will conduct interviews with two candidates for the position of Principal at Shanél Valley Academy.

VII. Introductory Items

The board conducted a comprehensive interview and recruitment process that included parents, staff, students, community partners.

A. Reconvene in Open Session

Reconvened in open session 5:40 pm

B. Report Out from Closed Session

No action taken.

VIII. Public Comment & Announcements on Non Agenda Items

*This portion of the meeting is reserved for persons wishing to address the Board on items not on the agenda. Although the Board of Directors may briefly respond to statements or questions, under state law, matters presented under this item cannot be discussed or acted upon by the Board at this time. Individual public comments are limited to 3 minutes. If an interpreter is needed for comments, they will be translated to English and the time limit shall be six (6) minutes. The Board reserves the right to mute or remove a member of the public if comments or actions disrupt the Board meeting.*

No public present at this time. No public comment.

IX. Review and Possible Approval - Public Employee Employment Compensation Study

President frost presented the Principal compensation study, where an analysis of compensation included principal salaries from local schools with similar composition, demographics and school type. Key Findings include:

- Base Salaries across the selected schools range from \$88,931 to \$158,196, with a median value near \$109,476.

- STRS Retirement Contributions, calculated at 19.1% of base salary, are a significant component of overall compensation and included in total estimates.

Additional Considerations for SVA:

- Compensation packages for schools with enrollments under 150 students typically cluster around \$105K–\$130K in total compensation, aligning with STRS requirements.

- Schools with higher compensation (e.g., Oak Manor) tend to have larger student bodies and more complex administrative responsibilities.

- STRS contributions are both a legal requirement and a substantial benefit that should be clearly accounted for when comparing total compensation.

Based on these findings the Board agreed that appropriate compensation for the 2025-26 principal position will be determined within the following range: 100,000 - 145,000 Annually  
Offer will be determined by years of experience and professional preparation.

 [SVA 2025 Principal Compensation Study.pdf](#)

X. Adjournment

Meeting adjourned at 5:40pm