

**AGENDA
REGULAR MEETING
BOARD OF DIRECTORS
California Virtual Academy at San Diego
June 22, 2026 | 2:15 P.M.**



Primary Location:

Zoom Meeting: <https://zoom.us/j/3446279195>

Conference call: (669) 900-9128 | **Meeting ID:** 344 627 9195

Alternate Locations:

18041 Starmont Lane, Huntington Beach CA 92649

957 Red Granite Rd, Chula Vista, CA 91913

3375 Camino del Rio South Suite 130, San Diego, CA 92108

9233 Balboa Ave, San Diego, CA 92123 *Corrected *

**INSTRUCTIONS FOR PRESENTATIONS TO
THE BOARD BY PARENTS AND CITIZENS**

The California Virtual Academy at San Diego (“School”) welcomes your participation at the School’s Board meetings. The purpose of a public meeting of the Board of Directors (“Board”) is to conduct the affairs of the School in public. We are pleased that you are in attendance and hope that you will visit these meetings often. Your participation assures us of continuing community interest in our School. To assist you in the ease of speaking/participating in our meetings, the following guidelines are provided.

1. Agendas are available to all audience members at the door to the meeting or by requesting the agenda from the California Virtual Academy Office (805-581-0202). You may also email jgorin@caliva.org.
2. “Requests to Speak” forms are available to all audience members who wish to speak on any agenda items or under the general category of “Oral Communications.” Speakers may also request to be placed on “Speakers List” by calling the California Virtual Academy Office (805-581-0202) or emailing jgorin@caliva.org seventy-two hours in advance of the meeting.
3. The “Oral Communications” portion is set-aside for members of the audience to raise issues that are not specifically on the agenda. However, due to public meeting laws, the Board can only listen to your issue, not respond or take action. These presentations are limited to three (3) minutes and total time allotted to non-agenda items will not exceed fifteen (15) minutes. The Board may give direction to staff to respond to your concern or you may be offered the option of returning with a citizen-requested item. In the event a member of the public speaks to the Board in a language other than English, their allowed public comment time will be doubled to allow time for translation of their comments.
4. With regard to items that are on the agenda, you may specify that agenda item on your blue request form and you will be given an opportunity to speak for up to five (5) minutes when the Board discusses that item.
5. Citizens may request that a topic related to school business be placed on a future agenda by submitting a written request at least seventy-two (72) hours in advance of any regular meeting. Once such an item is properly agendized and publicly noticed, the Board can respond, interact, and act upon the item.

California Virtual Academy at San Diego does not discriminate on the basis of age, race, creed, color, sex, national origin, religion, gender, physical or mental disability, ancestry or marital status, in any of its policies, procedures or practices.

In compliance with the Americans with Disabilities Act (ADA) and upon request, Charter School may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order to participate in Board meetings are invited to contact California Virtual Academy at San Diego office at (805) 581-0202.

I. PRELIMINARY

A. CALL TO ORDER

Meeting was called to order by the Board Chair at 2:18 P.M.

B. ROLL CALL

	Present	Absent
Mr. Jack Creedon (Board Chair)	<u> X </u>	<u> </u>
Dr. Ruben Garcia	<u> </u>	<u> X </u>
Dr. Shelly Hess	<u> X </u>	<u> </u>
Ms. Stephanie Green	<u> X </u>	<u> </u>

C. FLAG SALUTE

- Led by Amy Maxwell

II. COMMUNICATIONS

A. ORAL COMMUNICATIONS: Non-agenda items: no individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation.

- None

B. For Information: Director's Report

This is a presentation of information which has occurred since the previous Board meeting.

- None

C. For Information: Board/Staff Discussions

Board and staff discuss items of mutual interest.

- None

D. Approval of Previous Board Meeting Minutes

- N/A

III. CONSENT AGENDA ITEMS

All matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion in the form listed below. Unless specifically requested by a Board member for further discussion or removed from the agenda, there will be no discussion of these items prior to the Board votes on them. The director recommends approval of all consent agenda items.

- None

CLOSED SESSION

- **CONFERENCE WITH LEGAL COUNSEL—EXISTING LITIGATION**

(Paragraph (1) of subdivision (d) of Section 54956.9)

Name of case: (OAH: 2026060044)

- **CONFERENCE WITH LABOR NEGOTIATOR(S)**

Agency Designated Representative: Board Chair

Unrepresented Employee: Head of Schools

Report Out of Closed Session (Open Session)

Any reportable action taken during closed session will be reported in open session.

- The Board met in closed session. No reportable action was taken.

- The closed session was adjourned at 3:00 p.m., and the Board reconvened in Open Session immediately thereafter.

VI. SCHEDULED FOR ACTION

A. **BUSINESS**

- None

B. **PERSONNEL**

1. **Board Approval of Compensation Comparability Study for Head of Schools Position**

Ayes: 3

Noes: 0

Abstentions: 0

APPROVED

Approved: Yes

Witnessed: _____

Jennifer Gorin, Board Secretary

Date: 6/22/2026

Name	Aye	No	Abstain	Absent	Moved	Second
Jack Creedon	X					
Ruben Garcia				X		
Shelly Hess	X				X	
Stephanie Green	X					X

2. **Board Chair: Required Oral Report Regarding Head of Schools Employment Agreement**

- Board Chair Jack Creedon provided the required oral report regarding the Head of School Employment Agreement.

3. **Board Approval of Head of Schools Employment Agreement**

Ayes: 3

Noes: 0

Abstentions: 0

APPROVED

Approved: Yes

Witnessed:


Jennifer Gorin, Board Secretary

Date: 6/22/2026

Name	Aye	No	Abstain	Absent	Moved	Second
Jack Creedon	X					X
Ruben Garcia				X		
Shelly Hess	X					
Stephanie Green	X				X	

C. **INSTRUCTION AND CURRICULUM**

- None

D. **PUPIL SERVICES**

- None

IV. **ITEMS SCHEDULED FOR INFORMATION**

- None

VII. **ADJOURNMENT**

The meeting was adjourned at 3:04 P.M.

**Governing Board of California Virtual Academies
Summary of Compensation and Benefits Survey Data for
Head of Schools**

June 2026

IRS rules require fair and reasonable compensation for nonprofit executives. In reviewing the reasonableness of compensation for nonprofit executives, the IRS considers “compensation” broadly and will look at the value of salary, as well as non-fixed compensation (incentive compensation/bonuses), and benefits.

Below is a summary of findings following review and comparison of a sampling of total compensation levels received by educational leaders in California. Compensation figures are from the State Controller’s Office or from the Internal Revenue Service (Form 990) for the 2024 and 2025 calendar or fiscal years (the most recent available). Student enrollment figures are from the California School Dashboard for the 2025 calendar year. The Head of Schools of California Virtual Academies oversees nonclassroom based charter schools in Fresno, Kern, Kings, Los Angeles, San Diego, San Joaquin, San Mateo, Sonoma, and Sutter Counties with a total population of approximately 20,163 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The eight charter schools surveyed in this summary have an average population of approximately 6,299 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$360,752. The average base salary is approximately \$311,924. The range of base salary is \$242,956 to \$449,853. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

The compensation information below is from the 2024 and 2025 calendar or fiscal years. As a result, conservatively adding 3% for each year to reach updated figures for the 2026-27 school year would provide an average total compensation of \$381,539, and an average base salary of \$329,949.

Green Dot Public Schools (Los Angeles County)	8,571 Students
CEO	
Total Compensation Package in 2024	\$427,014
Base Salary	\$335,299
Other Compensation (Benefits and Retirement)	\$91,715
Equitas Academy Charter (Los Angeles County)	2,150 Students
CEO	
Total Compensation Package in 2024	\$392,327
Base Salary	\$320,940
Other Compensation (Benefits and Retirement)	\$71,387
Kipp SoCal Public Schools (Los Angeles and San Diego Counties)	9,833 Students
CEO	
Total Compensation Package in 2024	\$356,029
Base Salary	\$340,303
Other Compensation (Benefits and Retirement)	\$15,726
Alliance College-Ready Public Schools (Los Angeles County)	12,272 Students

CEO	
Total Compensation Package in 2024	\$486,491
Base Salary	\$449,853
Other Compensation (Benefits and Retirement)	\$36,638
Sage Oak Charter School (Los Angeles, San Diego, and San Bernardino Counties)	4,903 Students
Superintendent	
Total Compensation Package in 2025	\$306,237
Base Salary	\$251,282
Other Compensation (Benefits and Retirement)	\$54,955
The Classical Academy (San Diego County)	2,917 Students
CEO	
Total Compensation Package in 2024	\$338,625
Base Salary	\$299,062
Other Compensation (Benefits and Retirement)	\$39,563
Magnolia Public Schools (Los Angeles, Orange, and San Diego Counties)	3,794 Students
CEO	
Total Compensation Package in 2024	\$274,357
Base Salary	\$255,694
Other Compensation (Benefits and Retirement)	\$18,663
iLead California Charters (Los Angeles County)	5,951 Students
Executive Director/CEO	
Total Compensation Package in 2024	\$304,938
Base Salary	\$242,956
Other Compensation (Benefits and Retirement)	\$61,982