



BOARD OF DIRECTORS

Vacaville Christian Schools
November 18, 2025

MINUTES (FINAL)

Board of Directors:	*(current term, end of current term)
Jeff Krulick - Chairman *(1st, 11/2028)	Charlie Meadows - Vice Chair * (1st, 10/2028)
Justin Kagin - Treasurer *(2nd, 5/2026)	Darelyn Pazdel - Secretary *(2nd, 7/2027)
John Biard, Member at Large *(2nd, 6/2028)	Lou Cabral - Member at Large *(2nd, 12/2026)
Dorace Lynch - Member at Large *(1st, 9/2028)	Jason Lane - Member at Large *(1st, 9/2026)
Chris Gray - Member at Large *(1st, 1/2027)	
Ben Davis - Board Member Ex-Officio, Head of School	

1. Opening Items

- a. Record Attendance - Jeff, Dorace, Jason, Ben, Lynda, Clinton, Debbie, Chris, John (video), Rosemary (video), Justin (video), Darelyn (video)
- b. Call Meeting to Order - 6:04pm
- c. Devotional - Jason Lane - Finishing Strong
- d. Open Forum - No guests

2. Old Business

- a. Approve Meeting Minutes from October 21st, 2025 meeting (attachment)
i. Motion to approve by Jason, 2nd by Jeff MSC U

3. New Business

- a. Board Development
 - i. Podcast Series - Training - Accountability Includes your Charter and Your Board's Performance
 - ii. November By-Law review - Term of Office, By-Law VI(C) reviewed
 - iii. Board Policy review - adding verbiage to Policy #500.21(2) allowing the Head of School the use of tuition remission
 - 1. Motion to approve by Chris, 2nd by Jason - policy update approved. MSC U*

- b. Head of School Report -
 - i. Updates on 2025-2026 Head of School Strategic Priorities
 - i. Donor development / fundraising "scoreboard" review
 1. Falcon Field Project Update
 - ii. **Review Fall Parent Survey Results**
- c. Additional Board Committee Reports
 - i. **Finance Committee Report***
 - 1. Board discussion - 2026-2027 tuition rates**
 - a. Board agreed to increase tuition rates for the 2026-27 school year as follows: 4.5% for Preschool, 4.5% for

Middle School, 4.5% for High School and 5% for Elementary

- b. Board agreed to increase the student Athletics fee per sport to \$300, and the family Athletics cap is increased to \$900.
 - i. Motion to approve by Jeff, 2nd by Chris - tuition rates & athletics fee increase approved. MSC U
- ii. Executive Committee Report
- iii. Athletics Committee Report

4. Board Follow Up Items

- a. N/A

***‘Most Important Thing’ Major Discussion Topic**

5. Upcoming Campus Events (Fall):

- a. Canned Food Drive (Nov. 17-21st)
- b. Thanksgiving Break (Nov. 24-28th)
- c. Staff Quarterly Meeting (Dec. 10th)
- d. Christmas Break (Dec. 22-Jan 5th)
- e. School Resumes (Jan. 6th)

6. Upcoming Board Meeting(s) - Key Discussion Items

- a. Board development / governance podcast series (cont.)
- b. Key FYSA updates for board of directors on upcoming plans and projects for 2024
- c. Review and approve audit report (December Finance / January Full Board)
- d. Review and approve next school year master school calendar (January)
- e. Review and approve annual 990 (January / February)
- f. Head of school evaluation (February - June)
- g. Continuous enrollment deadline (March)
- h. Review and approve 2026-2027 school year preliminary financial plan (March)
- i. Discussion / planning for board annual retreat in June (March / April)
- j. Board Officer Election (May)

7. Prayer and Adjourn Meeting

Next Meeting: Board/Admin Christmas Party

January Devotion: Dorace Lynch

1) Pastoral Discounts

Those employed as a pastor, associate pastor, or assistant pastor who are identified by either the Federal or State tax codes as such and are in possession of a valid Ministerial License are eligible for a pastoral discount of 50% annually toward the school tuition for their children enrolled at Vacaville Christian Schools. "Children" include the pastor's own natural children, legally adopted children, or children under legal guardianship. Stepchildren who reside in the pastor's household and who qualify as the pastor's dependents according to IRS income tax rules and regulations also qualify. Pastors are eligible to apply for financial aid assistance and may receive up to 80% in combined assistance for PreSchool through Grade 12 tuition.

2) Employee Discounts

The following staff members are eligible for a tuition discount for their dependent children who are qualified and accepted for admittance and who attend Vacaville Christian Schools Preschool – Grade 12:

- 1) Contracted K-12 teachers; 2) qualified preschool teachers (at least 12 ECE units) who are full-time (defined as 40 hr per week) and year round per their payroll policy; 3) regular, full time, year-round employees; 4) and full-time school-year employees;

"Children" includes the employees' own natural children and legally adopted children. Stepchildren who reside in the employee's household and who qualify as the employee's dependents according to IRS income tax rules and regulations also qualify. The tuition discount is 35% for full-time, school-year employees, 50% for part-time K-12 contracted teachers, 100% for full-time K-12 contracted teachers and preschool teachers (qualifications defined above), increased to 60% after their 5th year of service/ministry, and 50% for full-time year-round employees that are not contracted teachers or meet the preschool teacher qualifications above. The tuition discount only applies to tuition and does not include the fee for registration, testing or any other fees for which the employee is responsible.

Faculty under the tuition remission policy are allowed 5 total children for tuition remission. Additional children above 5 would be allowed tuition remission IF there is capacity / availability for the grade level considered, to be determined by the VCS administration annually on or before July 31st. Continued tuition remission for more than 5 children is not guaranteed, and is subject annually to capacity / availability.

The Head of School shall have the authority to extend additional staff tuition discounts, up to 100% tuition remission, when strategically important to do so, with the approval of the Chairman of the Board.

3) Board Members Discounts

Board Member Discounts have been eliminated as of August 2014. Existing Board members are “grandfathered” under the previous policy. Board members appointed after August 2014, in lieu of a Board tuition discount, are eligible to apply for financial aid as referenced in Policy 500.17.

Board Members choosing to receive the Board Tuition Discount under the grandfathered policy for their children enrolled at Vacaville Christian Schools will receive an IRS form 1099 for the tuition discount received. “Children” include the Board Member’s own natural children and legally adopted children. Stepchildren who reside in the Board Member’s household and who qualify as the Board Member’s dependents according to IRS income tax rules and regulations also qualify.

Board members complete the required H.I.S. hours through their service on the Board.

4) Multiple Child Discount

Vacaville Christian Schools offers multiple child discounts, as stated in the annual tuition fee schedule, for families that have multiple children enrolled at Vacaville Christian Schools. “Children” include the families’ own natural children and legally adopted children. Stepchildren who reside in the household and who qualify as the families’ dependents according to IRS income tax rules and regulations also qualify.

This discount would follow the children in the event of a divorce or death of one or both parents. In the event of the death of both parents, the legal guardian of the children would still be able to obtain the multiple child discount and could include the legal guardian’s natural or adopted children in the multiple child discount.

5) Grandparent Discount

Contracted K-12 teachers, regular, full-time, year-round employees and full-time school-year employees are eligible for an employee tuition discount for their grandchildren. This employee discount will be 50% of tuition only and will be limited to two (2) grandchildren per employee.

This grandparent discount will be increased to 60% after their 5th year of service/ministry.

6) Sustainable Program Discount

The school offers a variety of academic and extracurricular programs. Programs attract and develop students to become well-rounded adults. School leadership is challenged to provide teachers, coaches, instructors and students to learn, compete and perform. When a high school extracurricular program lacks enough participants to thrive, school leadership may provide financial assistance to sustain the program based on the requirements outlined below.

SMART AID will conduct a financial need analysis for each VCS family applying for tuition assistance. SMART AID is a third-party company that specializes in evaluating needs based on determining factors. VCS will review the assessment and work in partnership with the student's families to discreetly identify the level of assistance warranted. Sustainable financial aid will be based solely on the financial needs assessment of the family and will be provided to each family based on relative need. The maximum school-year tuition and fees discount shall not exceed 80% of annual tuition. Students selected to receive a sustainable program discount are expected to meet specific academic eligibility and behavior expectations outlined by school leadership. As long as eligibility requirements are met, the discount will continue for the student's tenure at school unless the student withdraws from the program(s).

7) Substitute Teacher Discounts

Vacaville Christian Schools offers a tuition discount program for qualifying K-12 substitute teachers who are also parents or legal guardians of enrolled VCS students. This program is designed to ensure consistent, high-quality classroom coverage while supporting invested members of the VCS community.

To be eligible for the substitute teacher tuition discount, the individual must:

- Be an active, approved K-12 substitute teacher for VCS.
- Complete required VCS substitute training, as scheduled by HR or divisional principals.
- Submit a formal application to HR requesting eligibility for the substitute tuition discount.
- Meet the minimum subbing threshold as outlined below.

Incentive Structure:

- Substitute teachers who complete **nine (9)** or more half-day or full-day K-12 substitute teaching commitments in a calendar month will be eligible for a **25% tuition discount** per enrolled child (up to 3 children) for the following month.

Additional Notes:

- Substitute teachers must remain in good standing and continue to meet training and performance expectations.
- This benefit applies only to K-12 substitute coverage; preschool subbing does not qualify.