

Zoom Link	https://salemacademy.zoom.us/join/4L5LpNpNRkSX4K_SCA_NvAw
Members Present	Eddie Aroko, Rick Winter
Members Absent	
SACS Staff	Stephanie Callahan, Krissy Sgambellone, Natalie Minaya
Recorder	Fallon Burke
Guests	
Start Time	8:08 am
End Time	9:00 am

- I. Eddie Aroko called the meeting to order at 8:08 a.m. The committee ratified the vote from February 27, 2025, to approve the minutes from the September committee meetings and unanimously approved the 2/27 minutes.
- II. Krissy Sgambellone and Stephanie Callahan provided an update on the immigration process for international teachers, outlining the steps Salem Academy has followed so far and the estimated costs at each stage. The total estimated cost for sponsorship, excluding tuition for continuing education, ranges from \$20,000 to \$40,000. Depending on the process and individual circumstances, visa sponsorship may require candidates to pursue additional educational opportunities, such as adjunct teaching or enrollment in a Master's program, with tuition costs estimated at \$16,000–\$18,000. The school currently offers tuition reimbursement at \$500 per semester for any employee.
- III. The committee discussed the need for a clear policy outlining the immigration process, including visa sponsorship and the permanent residency (green card) process. This policy should define financial responsibilities at each stage, specifying which costs are covered by the school and which are the responsibility of the employee. Rick Winter emphasized that policies should be equitable and accessible to all employees rather than benefiting only a few. The administration will draft a policy for Board approval, outlining sponsorship responsibilities and funding sources. Eddie Aroko highlighted the importance of applying an equity lens to ensure fairness.

IV. The meeting was adjourned at 9:00 am.

Documents Referenced in the Meeting

- Meeting Minutes 2/27/25
- Immigration Process Outline as of 2/28/25