



OLIVE GROVE CHARTER SCHOOLS, INC.
BOARD OF DIRECTORS
REGULAR MEETING MINUTES
Thursday, August 14, 2025, 4:00 pm (Pacific Time)

MINUTES

1. **CALL TO ORDER** Deb Willems called the meeting of the Olive Grove Charter Schools, Inc. Board of Directors to order at 4:03pm.

2. **ROLL CALL**

Deb Willems, Board Chair	present
Terry Dickinson	present
Hank Gallina	present
Jackie Heidt	present <i>arrived at 4:05</i>
Ivette Martinez	present

3. **APPROVAL OF AGENDA**

MOTION: Deb Willems moved to approve the agenda as presented.
SECONDED: Terry Dickinson
DISCUSSION: None
APPROVED by a vote of 4-0
Deb Willems (Y) Terry Dickinson (Y) Hank Gallina (Y) Ivette Martinez (Y)

4. **PUBLIC COMMENT**

None

5. **APPROVAL OF CONSENT AGENDA**

MOTION: Deb Willems moved to approve the consent agenda as presented, which included the minutes from the special Board meeting on July 3, 2025, the check registers for the months of May and June, and the revised OGCS, Inc. Employee Handbook.
SECONDED: Terry Dickinson
DISCUSSION: None
APPROVED by a vote of 5-0
Deb Willems (Y) Terry Dickinson (Y) Hank Gallina (Y) Jackie Heidt (Y) Ivette Martinez (Y)

6. **REPORTS/ TRAININGS/ PRESENTATIONS**
 - A. **Reports**
 - i. **Superintendent's Report**

Meg Rydman reported that we are one week into the new school year, and things are off to a good start. She updated the Board to let them know that the decision was made to go with the benefits structure that provides 100% coverage for the employee on a platinum PPO medical plan, along with dental and vision. In this scenario, dependent costs and ancillary benefits are covered by the employee, though the employees

may choose a less rich medical plan in order to cover some of their dependent costs for medical benefits. She reminded the Board that the net cost to the employer should remain approximately the same as the budgeted amount for this purpose, and that the goal is for there to be savings or no fiscal impact to the employee when compared to their out of pocket contribution under a capped per employee annual contribution. Ivette suggested that perhaps a comparison to other districts and schools would be beneficial so employees know how our benefits package compares.

As of August 14, enrollment is as follows:

Total: 415

TK-5: 47

6-12: 61

9-12: 307

English Learners: 34

Special education: 76

ii. Board Members' Reports

None

iii. Financial Report *through May*

Dennis Nguyen provided financial information through May 31, 2025. He reported actual expenses and revenue as of May 31 compared to the 2nd interim budget. He reviewed the financial health of the organization, the cash balance over time, and the balance sheet showing assets and liabilities.

B. Presentations

i. Charter Renewal Petitions

Meg Rydman presented an overview of the contents of the charter renewal petitions, as well as information about the upcoming timelines and a reminder about the performance tracks and specifically the renewal criteria for middle-performing schools.

C. Trainings

Ethics training was provided at the conclusion of the other agenda items.

7. ACTION ITEMS

A. Approval of 2024-25 retention stipends for all returning employees who have resumed their duties for 2025-26

MOTION: Deb Willems moved to approve 2024-25 retention stipends for all returning employees who have resumed their duties for 2025-26.

SECONDED: Jackie Heidt

DISCUSSION: Meg Rydman explained that the 2024-25 books are not officially closed yet, but based on an expected overall surplus in the 2024-25 fiscal year, in an effort to augment small increases to salary schedules and in an effort to reward employees for their persistence and dedication, a retention stipend is proposed for employees from the 2024-25 school year who have returned to work and resumed their duties for the 2025-26 school year. The total estimated fiscal impact is about \$200,000, which still leaves a substantial anticipated overall surplus. The Board determined that all returning employees who have resumed their duties, including the superintendent, will receive this stipend. The Board wishes to express their appreciation and gratitude to the staff.

APPROVED by a vote of 5-0

Deb Willems (Y) Terry Dickinson (Y) Hank Gallina (Y) Jackie Heidt (Y) Ivette Martinez (Y)

B. Approval of OGCS Certificated Management III: Instructional Support Salary Schedule, effective July 1, 2025 (retroactive)

MOTION: Deb Willems moved to approve OGCS Certificated Management III: Instructional Support Salary Schedule, effective retroactive to July 1, 2025.

SECONDED: Terry Dickinson

DISCUSSION: Meg Rydman explained that this action will create a salary schedule for a new position, Teaching & Learning Coordinator. The role has been filled by a teacher on special assignment for the last two years, and the decision was made to make it its own position with a salary schedule attached to it.

APPROVED by a vote of 5-0

Deb Willems (Y) Terry Dickinson (Y) Hank Gallina (Y) Jackie Heidt (Y) Ivette Martinez (Y)

C. Approval of Chromebook purchase

MOTION: Deb Willems moved to approve the Chromebook purchase.

SECONDED: Terry Dickinson

DISCUSSION: Meg Rydman explained that this action allows for the purchase of 50 devices and corresponding licenses to replace lost or damaged devices. The estimated fiscal impact is about \$18,000.

APPROVED by a vote of 5-0

Deb Willems (Y) Terry Dickinson (Y) Hank Gallina (Y) Jackie Heidt (Y) Ivette Martinez (Y)

D. Approval of Quotes for School Pathways Services for the period 7/1/2025-6/30/2026

- i. School Pathways Quote -Buellton
- ii. School Pathways Quote -Lompoc
- iii. School Pathways Quote -Orcutt/Santa Maria
- iv. School Pathways Quote -Santa Barbara

MOTION: Deb Willems moved to approve the quotes for School Pathways services for the period 7/1/2025-6/30/2026.

SECONDED: Jackie Heidt

DISCUSSION: Meg Rydman explained that this action renews the agreement with School Pathways for the schools' student information system. The estimated fiscal impact is about \$57,200.

APPROVED by a vote of 5-0

Deb Willems (Y) Terry Dickinson (Y) Hank Gallina (Y) Jackie Heidt (Y) Ivette Martinez (Y)

8. CLOSED SESSION

The Board entered closed session at 4:47pm.

- Confidential Student Enrollment Matter – Consideration of Admission of a Pupil Previously Expelled from Another School District or Charter School
Case No.: 030-0814

RETURN TO OPEN SESSION

The Board returned to open session at 5:18pm.

ROLL CALL

Deb Willems, Board Chair - present

Terry Dickinson - present

Hank Gallina - present

Jackie Heidt - present

Ivette Martinez - present

9. REPORT ACTION FROM CLOSED SESSION

The Board unanimously approved, with conditions, the admission of a pupil previously expelled from another school district or charter school.

10. DISCUSSION/INFORMATIONAL ITEMS

A. Board Business

None

B. New Business/Future Agenda Items

None

Ivette Martinez left the meeting at 5:20pm.

11. Ethics Training - Part 1 of 2

The Board participated in approximately the first half of the ethics training by watching a recording of the training provided by CSDC.

12. NEXT MEETING DATE

- September 11, 2025

13. ADJOURNMENT

The meeting was adjourned at 6:00pm.

Minutes submitted by Terry Dickinson, OGCS, Inc. Board Secretary

Terry Dickinson
