

MINUTES

OPTIONS FOR YOUTH-SAN GABRIEL, INC. *A California Nonprofit Public Benefit Corporation*

BOARD OF DIRECTORS ADJOURNED REGULAR MEETING

January 24, 2025
10:00 A.M (PT)

Zoom Meeting Dial-In: 1-669-900-6833

Zoom Meeting ID: 822 0266 3440

Meeting Location: 215 S. Mission Drive, San Gabriel, CA 91776

Teleconference Location: 27056 Cherry Willow Drive, Santa Clarita, CA 91387
10121 Pounds Ave, Whittier, CA 90603

An adjourned regular meeting of the Board of Directors (“Board”) of Options For Youth-San Gabriel, Inc., a California nonprofit public benefit corporation (“OFY-SG” or the “School”), was held on January 24, 2025 at the meeting location and by teleconference according to the Agenda posted in accordance with the Ralph M. Brown Act and distributed to the Directors in compliance with the corporation’s Bylaws. Members of the public were provided the opportunity to observe the meeting and offer public comment using the dial-in information provided in the Agenda.

OPEN SESSION

1. Call to Order

The meeting was called to order at 10:25 A.M (PT) by Ms. Jodi Moreno, President of OFY-SG.

2. Welcome and Roll Call

The following Directors, constituting a quorum of the Board, were present at this meeting:

Ms. Jane Gothold, Chairperson and Board Member

Ms. Lilit Varuzhanyan, Secretary, Treasurer, and Board Member

Ms. Barbara Gondo, Board Member

The following individuals identified themselves as being present:

Jodi Moreno, President and Principal, OFY-SG

Sarai Acosta-Alonzo, Assistant Principal of Instructional Programs, OFY-SG

Brianna Marchand, Assistant Principal of Instructional Operations (“APIO”), OFL-BP

Evelyn Barrios, APIO, OFL-BP

Brooke Bern, Director of Instructional Programs, Propel, A Charter Management Group, Inc. (“Propel”)

Iris Contreras, Policy Specialist, Propel

Levik Mansourian, Corporate Controller, 9 Dot Education Solutions, LLC (“9 Dot”)

Alex Salazar, Divisional Controller, 9 Dot

Jenny Jedlinsky, Senior Director of Governance and Strategy, 9 Dot
Melissa Bauer, Board Relations Manager, 9 Dot
Susan Fischer, Board Relations Coordinator, 9 Dot
Arlene Reyes, Board Relations Coordinator, OFY-SG
Ileana Kiriakos, Superintendent Candidate, OFY-SG
Wade McMullen, Principal, CliftonLarsonAllen, LLP, CLA Glendora
Merrick Wadsworth, Legal Counsel for OFY-SG, Procopio, Cory, Hargreaves & Savitch LLP

3. Public Comment

Ms. Moreno stated members of the public may address the Board at regular meetings on agenda or non-agenda items that are within the subject matter jurisdiction of the Board, and at special meetings on agenda items only, by using the call-in information set forth above. Speakers may be called in the order that requests are received, or grouped by subject area. Members of the public were asked to limit comments to two (2) minutes with no more than 15 minutes per single topic so that as many people as possible may be heard. The total time for public comment may be limited at the discretion of the Board's presiding officer. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to School staff or calendar the issue for future discussion.

There were no comments made by members of the public.

4. Items for Information and/or Action

A. Consent Agenda

All items listed under Consent Agenda are considered by the Board to be routine and consistent with approved policies and practices of the School. The Board was asked to approve all of the Consent Agenda items by a single vote unless requested by a Board member to be discussed and considered for action separately.

A.1 Minutes of December 3, 2024

The Board received in their meeting materials the minutes of the December 3, 2024 Board meeting for the Board's review and approval.

A.2 OFY-SG Consent Log Including Principal's Time Off Requests, Credit Card Consent Log, and Additional Duties Timecards

The Board was provided in their meeting materials with the OFY-SG Consent Log Including Principal's Time Off Requests, Credit Card Consent Log, and Additional Duties Timecards for the Board's review and consideration for approval and/or ratification. This was reviewed and verified by Propel. Propel recommended approval of this item.

A.3 OFY-SG Health Insurance for Fiscal Year 2025-2026

The Board was provided in their meeting materials with the OFY-SG Health Insurance for Fiscal Year 2025-2026. The Board was asked to review and consider approval of the OFY-SG Health Insurance for Fiscal Year 2025-2026 to participate in the 9 Dot GIA Trust for the plan year. For Contract Terms, the plan year shall begin on March 1, 2025 and end on February 28, 2026. The fiscal impact was \$46,316.16 annual increase for medical benefit premiums, and \$0 for Guardian plan benefit premiums in the 2025-2026 plan year. OFY-SG was awarded the Arts, Music, and Instructional Materials ("AMIM") Grant, which can be

used to offset any employer cost increase in health care costs from June 2023 to June 2026. The Principal recommended the approval of this item. The proposed motion was to approve the OFY-SG Health Insurance for Fiscal Year 2025-2026.

Ms. Gothold moved to approve the OFY-SG Consent Agenda. Ms. Varuzhanyan seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

B. Information Item(s)

B.1 OFY-SG Charter Update

Ms. Acosta-Alonzo presented the OFY-SG Charter Update. The total enrollment for OFY-SG was one hundred eleven (111) students, including nineteen (19) Special Education (“SPED”) students and fourteen (14) English Learner (“EL”) students. The monthly progression rate for Month 4 ended at 91.57%, and the progression rate for Month 5 increased to 92.3%. For Academics, the School ended the Fall semester with great student progress, increased educational partner engagement, and various student connections. In October, OFY-SG partnered with the San Gabriel Regional Occupational Program (“ROP”) and offered two (2) additional virtual Career and Technical Education (“CTE”) courses in Business Management or Entrepreneurship and Health Careers. For Student Engagement and Activities, OFY-SG’s Associated Student Body (“ASB”) students attended a field trip which included a tour of Dodger Stadium and a visit to a local Mexican-American Heritage museum. The students were provided with a lesson on the history of the Chavez Ravine, addressing issues regarding displacement, and learning the importance of advocating for their community. In November, a group of students had the opportunity to attend a college tour at California State University, Northridge. The students provided positive feedback and were informed of their options for post-secondary education. OFY-SG’s Post-Secondary Counselor led a blood drive for all students and members of the community to participate in. Over fifteen (15) donations were received, and this event allowed students to earn community service hours toward graduation. The School also held a Winter Senior Social at the Hacienda Heights Community Center, which included food, activities, and student reflection of their time at OFY-SG. For Community Relations, OFY-SG students participated in the San Gabriel Turkey Trot event. The students provided community service by helping set up for the event, passing out water to participants, and cleaning up after the event. Additionally, the ASB students and Seniors volunteered at the Los Angeles Food Bank to create food boxes for families in need. Lastly, OFY-SG students had the opportunity to participate in a one-day golf tournament at Top Golf and a one-day bowling tournament. The School came in third place in the bowling tournament. Ms. Acosta-Alonzo asked the Board if there were any questions, to which there were none.

Ms. Barrios presented on the OFY-SG Charter Update for the Online Programs (“OP”). For Events, the OP hosted parents, guardians, and students at the Parent and Student Support Night. This event provided valuable insights and resources to support student achievement, explored strategies for completing six (6) or more units monthly, learned about the OP’s comprehensive support services, and received practical tips for academic success. Additionally, the OP students were invited to attend an end-of-semester party which provided an opportunity to connect with peers, staff, and student group facilitators. The facilitators hosted activity stations and shared information about the various groups available within the OP. The students explored new opportunities, played games, and enjoyed a fun, engaging environment with pizza and a dessert truck. For Trips, the OP students had the opportunity to tour the Jet Propulsion Laboratory (“JPL”) facilities where they learned about the National Aeronautics and Space Administration (“NASA”) and careers in Science, Technology, Engineering, and Mathematics (“STEM”). The students also toured the Von Karman Visitor Center, the Space Flight Operations Facility, and the Spacecraft Assembly Facility. For Staff Development, the OP staff came together to participate in the annual Adopt-a-Family initiative. The family that was adopted has faced significant challenges, including periods of housing instability, but they remained deeply committed to education. This initiative aimed to provide the family with a joyful and

supportive holiday season. The staff members were invited to contribute to this effort by voluntarily signing up to donate items for the family. Ms. Barrios shared that the family sent the staff a video to thank them for their support. The current Credit Attainment rate for the OP was 54.3%. The OP's average core course completion rates were as follows: 5.2 units in English, 4.9 units in math, 4.9 units in science, and 6.3 in social science. The total enrollment for the OP was one hundred thirty-three (133) students, which included twenty-nine (29) SPED students and seventeen (17) EL students. Ms. Barrios asked the Board if there were any questions.

Ms. Gondo asked if the OP's enrollment was growing. Ms. Barrios confirmed that the OP was growing, but did not have current enrollment data available at the time of the meeting.

B.2 OFY-SG Mid-Year Local Control and Accountability Plan ("LCAP") Update for Fiscal Year 2024-2025

Ms. Acosta-Alonzo presented the OFY-SG Mid-Year Local Control and Accountability Plan ("LCAP") Update for Fiscal Year 2024-2025. This update included mid-year outcome data which provided insight into the metrics identified in the 2024-2025 LCAP, and mid-year expenditure and implementation data which detailed the expenditures and progress in implementing actions as outlined within the 2024-2025 LCAP. Education Code Section 47606.5(e) specifies that charter schools must present a mid-year update of the LCAP and Local Control Funding Formula ("LCFF") Budget Overview for parents at a regularly scheduled meeting of the Governing Board by February 28th of each year. This report included all available outcome data related to the metrics and all available data on expenditures and implementation status for actions identified in the LCAP.

Ms. Acosta-Alonzo reviewed some highlights from the current data that were available. For Goal One, OFY-SG maintained high EL student reclassification rates. The School planned to focus on the SPED graduation rate through one-on-one support with teachers and meetings with Post-Secondary Counselors to determine their pace toward graduation. For Goal Two, OFY-SG core course completion rates were on track to meet the expected outcome due to supports such as tutoring, Direct Instruction courses, and the School's student engagement program. The student engagement program is an award system for students to earn awards or rewards for the work they complete. The focus for Goal Two was to initiate more conversations with students on their post-secondary education planning and to offer meetings, workshops, and cohorts to better prepare for their post-secondary education options. For Goal Three, the School was maintaining a 0% suspension rate and a secure and supportive school environment with a School Safety Coordinator present daily. The focus of Goal Three was to strengthen engagement with the School's educational partners, parents, and students through surveys and schoolwide events. Additionally, the School was focusing on its chronic absenteeism rates for middle school students through intentional teacher support and asynchronous tutoring support. Ms. Acosta-Alonzo asked the Board if there were any questions, to which there were none.

B.3 OFY-SG Financial Update

Mr. Salazar presented the OFY-SG Financial Update. The financial update was based on the October 2024 close and includes the Senate Bill ("SB740") report, the Detailed Income Statement, the Variance Analysis Report, the Balance Sheet, and the Cash Flow Forecast. On the SB740 report, the projected Second Principal Apportionment ("P2") Average Daily Attendance rate ("ADA") was 514.50. Based upon that ADA projection, the total revenue was \$8,635,702. Certificated Salaries and Benefits were \$3,759,893, or 43.54% of revenue. Instruction and Related Services, including Certificated Salaries and Benefits were \$6,964,805, or 80.65% of revenue. For the non-instructional expenses, Operations and Facilities was \$376,781 and Administration and Other Activities was \$531,212. The excess revenue, before the spending benchmarks

were considered, was \$762,905 or 8.83% excess revenue percentage on the year. The School has met and exceeded its Certificated spending benchmark by \$284,023. The School has met and exceeded its Instructional spending benchmark by \$91,557. The excess revenue remained at \$762,905 or 8.83% excess revenue percentage on the year.

Ms. Gondo asked if the excess revenue was anticipated to hold or decrease by the end of the year. Mr. Salazar indicated that the Accounting team just closed the month of December, so it was too early to tell. Mr. Salazar noted that, after the October reforecast, the School had a healthy excess revenue. The goal by the end of the year was to have an excess revenue rate between 3% and 5%.

Ms. Gondo asked at what point the Accounting team discusses with the School Leadership the spending of excess revenue. Mr. Salazar stated that both teams meet monthly to review the School's financials and also make recommendations.

Mr. Salazar reviewed the income statement, which is a line-by-line, month-by-month report of details which included the School's actuals from July through October 2024 with the budget from November 2024 to June 2025, rolled up into the SB740 report. Mr. Salazar reviewed the variance analysis report and indicated that the threshold of 1% of Year-to-Date expenses was \$33,866. He explained that 1% will be taken out of the year-to-date expenses as a threshold, and any variance that exceeds that threshold will be highlighted and explained. The Certificated Salaries and Wages line item was overbudget due to the budget being based on staffing assumptions from April 2024. Mr. Salazar noted that the salaries were reforecasted in October 2024, and Mr. Salazar noted the School was working to come in line with budget for rest of the year. For Consulting, the Career and Technical Education ("CTE") and Grant Services line item came in over budget due to an invoice that was received in August but budgeted and planned for later in the school year. For Tax Expenses, the Property Taxes line item was underbudget due to a property tax refund which was a savings for the School. For Materials, the Tech Materials line item was underbudget due to less spending than anticipated which was a savings for the School. For Marketing, the Marketing Materials line item was overbudget due to an OP swag purchase for students which was part of the OP's spending plan. Mr. Salazar also reviewed the balance sheet. As of October 2024, total assets were \$11,037,080; total liabilities were \$5,564,773; and total net assets were \$5,472,307. Mr. Salazar proceeded to review the cash forecast. As of October 2024, OFY-SG had \$2,177,633 cash in bank. The cash forecast was pushed out to June 30, 2025, and OFY-SG was projected to have \$1,869,021 cash in bank.

Ms. Gondo asked how the School can increase its three-month cash reserve while also meeting the School's spending benchmarks. Mr. Salazar indicated that the cash reserve is monitored over time to be fiscally sound. The School Leadership has to balance meeting the spending benchmarks while building the cash reserve at the same time. The three-month cash reserve is a benchmark for the School, but the School does have restricted funds that are included within its cash balance, which decreases the cash reserve.

B.4 OFY-SG First Interim Report

Mr. Salazar presented on the OFY-SG First Interim Report. According to the California Department of Education ("CDE") Interim Status page, which outlines the status of certifications of Interim Financial Reports for School Districts and County Offices of Education, Local Educational Agencies ("LEAs") are required to file two (2) reports during a fiscal year (interim reports) on the status of the LEA's financial health. The First Interim Report was due on December 15 for the period ending October 31. County Superintendents are to report to the Superintendent of Public Instruction and the State Controller the certification for all districts in their county within seventy-five (75) days after the close of the reporting period. The interim reports must include a certification of whether or not the LEA was able to meet its financial obligations. The certifications are classified as positive, qualified, or negative. In addition, the Superintendent of Public Instruction may reclassify the certification of any county office of education or

reclassify a certification based on an appeal of a school district in accordance with the above standards. As part of OFY-SG's Fiscal Policies and Procedures, as previously approved by the Board, the First Interim Report was included in the Reporting Requirements in Section 2, Accounting Procedures. Accounting procedures conform to Generally Accepted Accounting Principles ("GAAP") to ensure accuracy of information and compliance with external standards.

Mr. Salazar reviewed the items included in the First Interim Report, such as the Principal's certification, which is where Principal Jodi Moreno certified that the School had a positive cash balance, met its financial obligations, and was fiscally sound. The report also included the Projected ADA, the summary of unrestricted and restricted funds, a debt summary, and a cash forecast. The First Interim Report was based on the October 2024 close, with the information presented being very similar to the Financial Update in this meeting. Mr. Salazar asked the Board if there were any questions, to which there were none.

C. Action Item(s)

C.1 OFY-SG Audited Financials for Fiscal Year 2023-2024

Mr. McMullen of CliftonLarsonAllen LLP ("CLA"), the independent auditor, presented the OFY-SG Audited Financials for Fiscal Year 2023-2024. The Board Communications document was reviewed first, which was a required communication for each fiscal year. Mr. McMullen noted that no new Accounting Policies were implemented this fiscal year. For Uncorrected Misstatements, these were past entries that were considered to be immaterial, both individually and together, that did not require corrections. Mr. McMullen reviewed the independent auditor's report, including the opinion, which stated that the report was a clean, unmodified audit with no exceptions or findings. The financial statements were presented fairly in all material respects and in accordance with GAAP in the United States. There were no difficulties in communication between CLA and the management team during the audit. Mr. McMullen reviewed the Statement of Financial Position, which included the audited numbers as of June 30, 2024. Mr. McMullen reviewed the Statement of Activities, which indicated that most revenue was coming through government apportions and Net Assets without Donor Restrictions had a positive change by the end of the year. Mr. McMullen also reviewed the Statement of Functional Expenses and Statement of Cash Flows, which indicated that the School was in line with the industry benchmarks. The compliance area testing was completed with no findings or issues. Mr. McMullen noted that there were new areas to test due to the audit guide's annual changes. Mr. McMullen asked the Board if there were any questions, to which there were none.

Ms. Gothold moved to approve the OFY-SG Audited Financials for Fiscal Year 2023-2024. Ms. Gondo seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

C.2 OFY-SG School Accountability Report Card ("SARC") Report for Fiscal Year 2023-2024

Ms. Moreno presented the OFY-SG School Accountability Report Card ("SARC") Report for Fiscal Year 2023-2024. The Board was asked to review and consider approval of the OFY-SG School Accountability Report Card ("SARC") Report for Fiscal Year 2023-2024. In accordance with Education Code Section 35256, OFY-SG developed and implemented a SARC Report to report school conditions in Education Code Section 33126. By February 1st of each year, every school in California is required by state law to publish a SARC Report. The SARC Report provides various information which includes availability and quality of instructional materials, condition of school facilities, student achievement data, graduation rates, student engagement, and parental involvement. Under the LCFF, all LEAs are required to prepare an LCAP which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to

address state and local priorities. Additionally, data reported in an LCAP must be consistent with the data reported in the SARC Report. The Principal recommended the approval of this item. Ms. Moreno asked the Board if there were any questions, to which there were none.

Ms. Gondo moved to approve the OFY-SG School Accountability Report Card (“SARC”) Report for Fiscal Year 2023-2024. Ms. Gothold seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

C.3 OFY-SG Accrediting Commission for Schools (“ACS”) Western Association of Schools and Colleges (“WASC”) Mid Cycle Progress Report for Fiscal Year 2023-2024

Ms. Bern presented the OFY-SG Accrediting Commission for Schools (“ACS”) Western Association of Schools and Colleges (“WASC”) Mid-Cycle Progress Report for Fiscal Year 2023-2024. The Board was asked to review and consider approval of the OFY-SG Accrediting Commission for Schools (“ACS”) Western Association of Schools and Colleges (“WASC”) Mid Cycle Progress Report for Fiscal Year 2023-2024. Per the ACS WASC Policy, schools that receive a six-year status must prepare a progress report before the end of the year of the mid-cycle of their accreditation cycle. The progress report was a concise compilation of all progress noted since the previous full self-study. This report contained the following information: Student/Community Profile Data, Significant Changes and Developments, Ongoing School Improvement, Progress on Critical Areas for Follow-up/Schoolwide Action Plan, and Schoolwide Action Plan Refinements. There was no fiscal impact. The Principal recommended the approval of this item. Ms. Bern asked the Board if there were any questions, to which there were none.

Ms. Gondo moved to approve the OFY-SG Accrediting Commission for Schools (“ACS”) Western Association of Schools and Colleges (“WASC”) Mid Cycle Progress Report for Fiscal Year 2023-2024. Ms. Gothold seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

C.4 OFY-SG Dual Enrollment Articulation Agreement Between Pathways College, Inc. and Options For Youth-San Gabriel, Inc.

Ms. Marchand presented the OFY-SG Dual Enrollment Articulation Agreement Between Pathways College, Inc. and Options For Youth-San Gabriel, Inc. The Board was asked to review and consider the OFY-SG Dual Enrollment Articulation Agreement Between Pathways College, Inc. and Options For Youth-San Gabriel, Inc. This agreement established a dual enrollment partnership, allowing high school students to take college-level courses through Pathways College while still earning high school credit. The agreement is critical in expanding college access, improving high school diploma attainment, and reducing the time and cost required for students to complete college degrees. The School has requested approval of this agreement for the upcoming academic year to ensure the continued availability of dual enrollment opportunities for OFY-SG students. The effective date of this agreement would be upon Board approval for one (1) year with an automatic renewal unless terminated. Either party may terminate upon sixty (60) days’ written notice. Pathways College shall provide course content, e-textbooks, instruction (both synchronous and asynchronous), assessments, student support, and academic advising. OFY-SG shall identify eligible students, manage enrollment, and communicate student progress. The cost of a scheduled five-week course, with a cohort of twenty-five (25) students, was \$1,875 per cohort. The cost of a scheduled ten-week course, with a cohort of twenty-five (25) students, was \$3,000 per cohort. The cost of additional students beyond the cohort limit was \$206 per student. This agreement applies to all centers under OFY-SG. For Fiscal Impact, the costs associated with this agreement are covered under the current budget allocated for dual enrollment programs, and no additional financial impact was expected. The Principal

recommended the approval of this item. Ms. Marchand asked the Board if there were any questions, to which there were none.

Ms. Gothold moved to approve the OFY-SG Dual Enrollment Articulation Agreement Between Pathways College, Inc. and Options For Youth-San Gabriel, Inc. Ms. Gondo seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

C.5 OFY-SG Distribution Agreement Between Soles4Souls, Inc. and Options For Youth-San Gabriel, Inc.

Ms. Barrios presented the OFY-SG Distribution Agreement Between Soles4Souls, Inc. and Options For Youth-San Gabriel, Inc. The Board was asked to review and consider approval of the OFY-SG Distribution Agreement Between Soles4Souls, Inc. and Options For Youth-San Gabriel, Inc. This agreement provides new shoes and socks to students experiencing homelessness throughout OFY-SG. Upon Board approval, Soles4Souls shall provide new pairs of shoes in Spring 2025 to eligible students experiencing homelessness in accordance with the McKinney-Vento Homeless Assistance Act guidelines. The shoes will be available in a range of sizes to accommodate all grade levels and students. OFY-SG shall not contact the original donors, and all communication will go through Soles4Souls. The partnership expectations included collecting survey responses and sharing impact stories. For Contract Terms, the distribution duration period shall begin January 27, 2025 and end on January 26, 2027. Any party can terminate the agreement with a thirty (30) days written notice, but any distributed products will still be properly allocated. There was no fiscal impact. The Principal recommended the approval of this item. Ms. Barrios asked the Board if there were any questions.

Ms. Jedlinsky asked Ms. Barrios to clarify and confirm that this contract would be governed under the State of California, to which Ms. Barrios confirmed.

Ms. Gondo moved to approve the OFY-SG Distribution Agreement Between Soles4Souls, Inc. and Options For Youth-San Gabriel, Inc. Ms. Gothold seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

C.6 OFY-SG Credit Enrichment Compensation Program for Fiscal Year 2025-2026: All Eligible Staff, Assistant Principal, and Principal

Ms. Jedlinsky noted that there was a clerical error on the agenda and the Board's meeting materials as to the title of this agenda item. The item's correct title was "OFY-SG Credit Enrichment Compensation Program for Fiscal Year 2025-2026: All Eligible Staff, Assistant Principal, and Principal".

Ms. Moreno presented the OFY-SG Credit Enrichment Compensation Program for Fiscal Year 2025-2026: All Eligible Staff, Assistant Principal, and Principal. The Board was asked to review and consider approval of the OFY-SG Credit Enrichment Compensation Program for Fiscal Year 2025-2026: All Eligible Staff, Assistant Principal, and Principal. To encourage continued employment and satisfy specific performance levels of employees, OFY-SG provided this plan for eligible employees to earn a Credit Enrichment based on multiple criteria set forth in the plan. The plan details the incentive metrics to be met by eligible employees in order to receive the Credit Enrichment compensation. Ms. Moreno noted that the metrics have not changed since last year. Ms. Moreno thanked Mr. Andy Tsai and his team for their work and support on this incentive. The fiscal impact was as budgeted by the School. The Principal recommended the approval of this item. Ms. Moreno asked the Board if there were any questions, to which there were none.

Ms. Gothold moved to approve the OFY-SG Credit Enrichment Compensation Program for Fiscal Year 2025-2026: All Eligible Staff, Assistant Principal, and Principal. Ms. Gondo seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

C.7 OFY-SG Year-Round Incentive Compensation Program for 2025-2026: All Eligible Staff, Assistant Principal, and Principal

Ms. Moreno presented the OFY-SG Year-Round Incentive Compensation Program for 2025-2026: All Eligible Staff, Assistant Principal, and Principal. The Board was asked to review and consider approval of the OFY-SG Year-Round Incentive Compensation Program for 2025-2026: All Eligible Staff, Assistant Principal, and Principal. The Board had adopted a discretionary School Year Incentive Program in order to recognize and reward exceptional performance, significant contributions, and substantial accomplishments by the staff during the applicable school year based on the School's goals and responsibilities. Incentive feedback group meetings were held to receive direct feedback from staff. Surveys were also sent out to the same group to receive more specific data on the staff's suggestions. All leaders were encouraged to include a variety of staff roles in the feedback to ensure different voices were heard. From the feedback summary, 88% of staff preferred tiered metrics over all-or-nothing thresholds and 83% of staff agreed that incentives should be paid out each semester rather than at the end of the school year. Additionally, the School Spotlight incentive was added for the Principal to set a unique goal for specific teams. Ms. Moreno asked the Board if there were any questions, to which there were none.

Ms. Gothold moved to approve the OFY-SG Year-Round Incentive Compensation Program for 2025-2026: All Eligible Staff, Assistant Principal, and Principal. Ms. Gondo seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

5. Announcement for Reason for Closed Session

Ms. Moreno announced the reason for closed session. The Board recessed into closed session.

CLOSED SESSION

6. PUBLIC EMPLOYEE APPOINTMENT (Gov. Code section 54957(b)(1).)
Position(s): Superintendent

OPEN SESSION

The Board adjourned closed session and reconvened to open session.

7. Public Report on Action Taken in Closed Session, if any

Ms. Moreno reported that no action was taken during closed session.

8. Items for Information and/or Action

C.8 OFY-SG Superintendent Employment

This agenda item was tabled.

C.9 OFY-SG Election of the Officer of the Corporation

Ms. Jedlinsky presented on the OFY-SG Election of the Officer of the Corporation for the President position. According to Article VI of OFY-SG's Bylaws, certain officer positions are required for the corporation, which are President, Secretary, and Treasurer. Any number of offices may be held by the same person except otherwise outlined in OFY-SG's Bylaws. As outlined by OFY-SG's Bylaws, Ms. Jodi Moreno has graciously held the position of President for the past six (6) years and at this time has indicated her intent to step down. Ms. Barbara Gondo has indicated her willingness to serve in the position of President.

Ms. Gothold moved to approve the OFY-SG Election of the Officer of the Corporation: President and to appoint Ms. Barbara Gondo as the President of OFY-SG, effective January 24, 2025. Ms. Varuzhanyan seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote.

9. Adjournment

There were no additional comments or questions prior to adjournment.

Ms. Gothold moved to adjourn. Ms. Gondo seconded. There was no further discussion from the Board. The motion passed unanimously by roll call vote. The meeting was adjourned at 12:20 P.M. (PT).



Ms. Lilit Varuzhanyan
Secretary, Options For Youth-San Gabriel, Inc.