

OCS Public Board Meeting Minutes

Date August 19th, 2026

Location Odyssey Conference Room and Teleconference

Start Time: Public Meeting at 6:00pm Eastern Standard Time (live and via zoom, see invite below)

Attendance: Present: President Georgia Kollias (GK), Vice President Dimitri Dandolos (DD), Secretary Bridget Davis (BD), Treasurer Costas Fountzoulas (CF), Monica Loughman (ML), Vivian Giannakakis (VG), Tricia Fitzharris (TF), Ian Chambers (IC), Polyxeni Bakopoulou (PB), Joel Porter (JP)

Absent: Kristen Turner (KT)

Agenda

- Call to order
 - Time: 06:00 pm
 - Initials: GK
- Pledge of Allegiance
- Standard Order of Business
 - **Public Comments**
 - None
 - Georgia Kollias requests that Joel Porter acknowledge receipt of all public comments within two business days and shares with all fellow board members, so that board is aware of issues while they are looked into.
 - **Previous Minutes**
 - **Motion** to approve minutes as presented for the meeting on Jul 15, 2026
 - (JP) 1st and (CF) 2nd
 - Approved unanimously
 - **Head of School Report-** presented by Elias Pappas
 - School-wide Goal #1: Project updates and approvals, building 27 2nd floor completion, grand opening, first day opening
 - School-wide Goal #2: Beginning of the year PD, logistics, hiring, preparations of spaces, student scheduling
 - School-wide Goal #3: 2026-2027 Enrollment
 - School-wide Goal #4: School Action Plans
 - **Building-level Updates**
 - K-5 Updates: Our K–5 schools are fully staffed and welcomed new and returning staff during a week of professional development. We are excited to welcome new APs of Climate and Culture, Marques Brown and Ayshia Jackson. Kindergarten readiness efforts are underway, with 88% of incoming students completing DIAL testing. The

Back-to-School Bash has been rescheduled due to power outages on campus.

Families will have an opportunity to meet their teachers and prepare for a successful start to the school year at the rescheduled event.

- **Middle School:** Our Middle School is preparing to be fully staffed for the start of the year, with new hires in math, Greek, performing arts, art, and science. A new Dean of Climate and Culture has also joined the administrative team. Final preparations are underway for the Middle School's expansion into Building 22, including construction to separate the middle school and intermediate wings. Parent Orientation Nights are underway, with five meetings scheduled through August 26 and approximately 500 of our 700+ families currently signed up. The Yearbook Distribution Night on August 12 was also a great success, giving our 2026 8th graders an opportunity to reconnect one last time.
- **High School:** Our High School has welcomed several new staff members this year, including new hires to fill vacancies and support new positions, as well as a new Assistant Principal, Mr. Michael Richardson. Student schedules are complete and available for pickup at designated times. We are excited to welcome our freshmen to Camp Odyssey, August 26–28 at Camp Saginaw, during the first three days of school. Incoming students are also encouraged to attend a New Student Orientation, with the final NSO taking place during the rescheduled Back-to-School Bash. Families are reminded that all students have summer work to complete and should contact the High School office with any questions.
- **CIA:** The district is continuing to prepare staff and instructional programs for a successful start to the 2026–2027 school year. New Teacher Orientation was held on August 18, focusing on school procedures and operations, while building principals are beginning their professional development schedules on August 20 to support district initiatives and strengthen instructional practices. The Curriculum team is preparing for the transition to Amplify CKLA, 3rd Edition, and developing resources for the Amplify Desmos Math pilot, with the first training scheduled for August 25. The Assessment team is also collecting and analyzing DeSSA, iReady, and AP testing data while developing a testing coordinator manual.
- **Climate & Culture:** The district is strengthening support for students, families, and school communities through several key initiatives. We are working with the University of Delaware to establish an MTSS implementation partnership that will strengthen schoolwide intervention systems. Family communication and engagement are also expanding through RISE information sessions, collaborative feedback opportunities, and new programming planned for the 2026–2027 school year. In addition, work is underway to develop a districtwide Climate, Culture & Engagement Survey to help gather feedback and inform future priorities.
- **Transportation Report:** Transportation is actively interviewing and training prospective drivers to ensure adequate staffing for the upcoming school year. The back lot conversion project is also progressing well and is expected to be completed around October 1.
- **Special Education Report:** The district is providing targeted professional development to strengthen staff support for students. The PAA Institute, August 19–21, is supporting K–5 and

6–12 paraprofessionals in student engagement, instructional and behavior support, communication, collaboration, and professionalism. Autism 101, presented by the DDOE Autism Resources Group on August 20, will provide K–5 staff with practical strategies for communication, behavior, sensory regulation, and classroom support. Service providers are also participating in training on Facilitating Peer Social Engagement for Students with Autism, focusing on student strengths, peer connections, engagement strategies, and individualized support plans.

- **IT Report:** The IT team is preparing for the new school year by completing new-hire setups and onboarding. Technology installations at the Immersion School—including clocks, phones, paging, digital signage, desktops, TVs, and projectors—are nearly complete. Infinite Campus opened on August 11, with invitations being sent to new families. The team is also hiring a new IT technician to fill a vacancy, while continuing to receive contract support from Alex Vouras as needed. Additional projects include implementing a new Front Door intercom system and transitioning Chromebook management from Infinite Campus to Securly to meet state-requested CIPA compliance requirements.
- **Facilities Report:** Construction in the Biology Labs in Building 20 is nearly complete. The floors are scheduled to be waxed, and a date is being coordinated to complete the electrical installation for all biology lab tables.
- **Human Resources:** The HR team is fully staffed and ready for FY27, having managed 159 staffing actions and welcomed 61 new academic hires and 23 operations hires. All vacancies have been filled, resulting in a 100% vacancy fill rate. New academic hires include 16 at Immersion, 6 at Lower School, 11 at Intermediate School, 13 at Middle School, and 16 at High School. New Hire Orientation was held August 17–18, followed by district professional development from August 19–25.
- **Food Services Report:** The department has been supporting summer camp and ESY while preparing for the upcoming school year. Equipment and preparation areas in the cafés are being updated to improve efficiency in meal delivery during the school day. The staff roster is also looking strong and is well positioned for the start of the new school year.
- **Fundraising and Development:** The school community is preparing for the new year with several events and initiatives underway. OCS welcomed more than 215 families to the second annual Resource Fair and began New Teacher Orientation for more than 100 new staff members. All staff return tomorrow, while the Back-to-School Bash has been postponed, with a new date to be announced. The first days of school are August 26–27, followed by the Immersion Orama celebration on September 9. OCS has also launched its new school website and continues its partnership with DelawareToday to support enrollment efforts. Grant funding remains strong, including over \$268,000 awarded through the Bridge to Practice grant and a \$1.8 million Consolidated Grant application submitted. Enrollment remains on track to meet the annual goal. Fall athletics are underway with a focus on student-athlete growth, goal setting, and time management, while PTO continues supporting families through uniform sales and other back-to-school initiatives.
- **Safety and Security:** Campus safety preparations continue for the 2026–2027 school year. The district is still working to hire the right candidate for the Constable position. A 10-foot security

fence has been installed between Buildings 26 and 27 to limit visitor access, with two additional matching fences planned along the sides of Building 27 once the playgrounds are completed.

- **Greek Program Report-** presented by Ioanna Lekkakou
 - The Greek Department is fully staffed and ready for the upcoming school year, with all teachers arriving from Greece now on campus and prepared to begin. Odyssey welcomed these new staff members warmly, demonstrating the spirit of **Filotimo** through its support and hospitality. The Immersion School successfully filled its openings and worked collaboratively to ensure a smooth transition. In August, all new Greek language teachers were invited to and participated in the DOE's Immersion Institute, providing valuable insight into the U.S. educational system and helping them better understand the instructional environment in which they will be working. The Greek Department also adapted and translated the new Amplify Desmos Math curriculum into Greek for K–5 students across programs. We are especially proud to report that Ellinomathia results reached a new high, with a 92.5% pass rate. The strength of our Greek language program and its leadership model is also gaining recognition beyond Delaware, with a Greek newspaper recently publishing an article highlighting OCS and the innovative program and leadership model we have built.
- **Financial Report-** presented by Debra Wishnow
 - Total Revenue
 - Budgeted: \$61,474,645
 - Collected: \$30,198,933 or 49.12%
 - Expenditures
 - Budgeted: \$50,653,067 (including contingency)
 - Expenses to date: \$4,077,758
 - Encumbrances: 1,193,533 represent 10.41%
 - **Motion** to approve the web report as presented 1st (IC) 2nd (JP)
 - Approved unanimously
 - Proposed Budget for FY27
 - **Motion** to approve 1st (IC) 2nd (DD)
 - Approved unanimously
- **Out of State Travel**
 - Georgia Kollias recommended that out of state travel is approved once at the beginning of the year based on budget breakdown of travel expenses, and then subsequently only when budget is exceeded or the breakdown of travel expenses as presented changes. The 2027 breakdown of out-of-state travel for voting will be submitted at the next board meeting for a vote. Safe out-of-state Travel during the year that meets school standards and is within their approved budget as submitted will be OK'd by Elias or a principal as designated by the CEO. This is to allow more time during meetings for the board to focus on governance. Travel currently makes up 0.007% of the OCS budget.
 - Longwood Gardens, Longwood, PA 9th-12th graders on 10/7
 - Reading Terminal Market in Philadelphia, PA 9th-12th graders on 11/18
 - **Motion** to approve OOS Travel as presented 1st (ML) and 2nd (CF)
 - Approved unanimously
- **Committee Reports**

- Finance Committee: A very well-attended board Finance committee met and discussed the proposed budget with its due diligence.
- CBOC: no report at this time
- PTO: working to identify new date for Back to School Bash, still selling uniforms, spirit wear and school supply kits
- **New Business**
 - Georgia Kollias planning with Kendall Massett for governance training to take place on October 5th, 2026 for board members to attend on campus
- **Good of the School**
 - The Marketing and Visibility Plan was presented as a follow-up to Ian Chambers' request, building on the goals established during the 2025–2026 school year to increase awareness, strengthen credibility, and expand OCS's message reach. For the 2026–2027 school year, the focus will shift toward converting that awareness into inquiries and applications and ultimately growing enrollment. This will be accomplished through an intentional, integrated approach that combines paid media, owned communication channels, and earned media. A strong emphasis will also be placed on authentic engagement and expanding OCS's social media presence, including opportunities to make students a central part of the school's storytelling. Success will be measured across awareness, engagement, consideration, and outcomes should start with new website visits/enquiries, applications, enrollment, Kindergarten growth, and High School growth. Moving forward, the plan is to continue what is working, strengthen areas that are underdeveloped, improve measurement, and strategically focus investments to launch a marketing and communications program that makes Odyssey more visible, compelling, and ultimately easier for families to choose.
- **Motion** to adjourn- (IC) 1st and (JP) 2nd
 - Approved unanimously
 - Meeting adjourned at 07:34 pm