

Senior Leadership

Mike Oz - Interim Executive Director

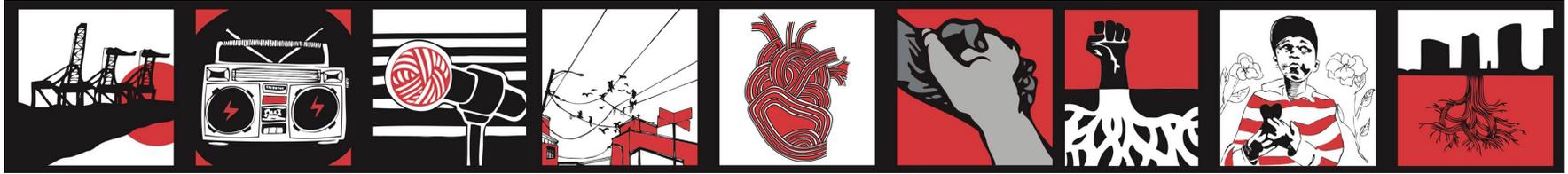
Katy Zaugg - Interim Principal

Dr. Sara Ordaz - Director of Special Education

Dr. Delores Thompson - Pathway Coordinator

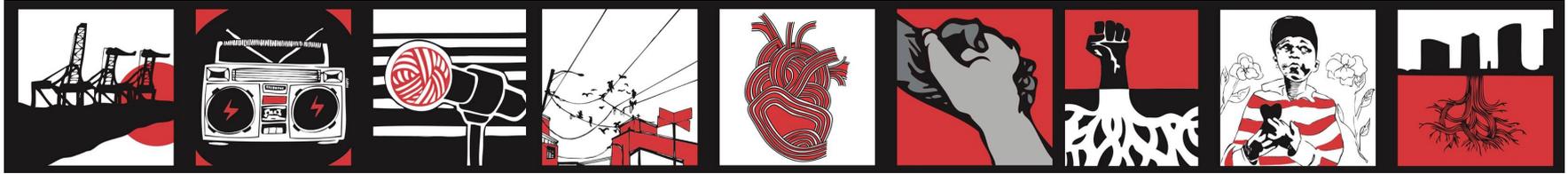
Kala Stepter - JEDI Coordinator

Steven Borg - Director of Advancement and Marketing



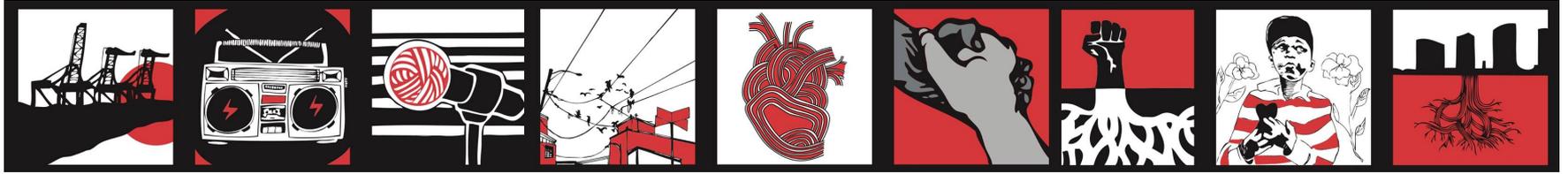
New School Leadership Rationale

- Represents critical areas of work at the school in thought-partnership
- New model that meets the moment for OSA
- Brings passion, expertise, diversity, and experience
- Aligns scope of work and collaboration in building a path forward
- Embraces that leadership is shared and doesn't reside in one leader
- Declares that we have talent internally to make OSA work vs. the traditional searching for solutions externally
- Recognizes the need for a new model that affirms our shared commitment to JEDI, student success, community engagement, and long-term sustainability



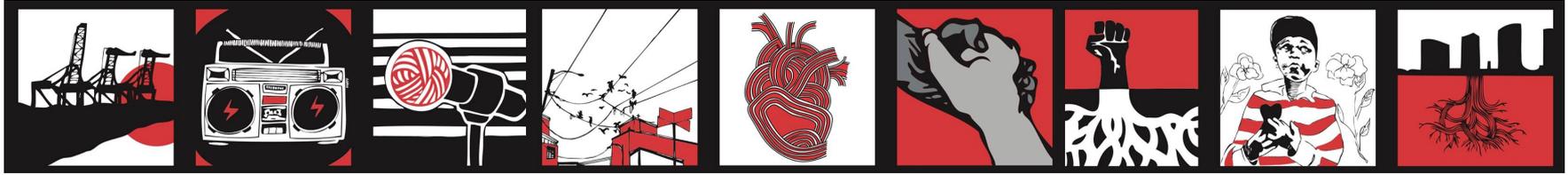
New School Leadership Objectives

- Work to redefine OSA and make it sustainable
- Address 2022 needs and beyond
- Determine the right organizational and leadership structure for OSA
- Build a process that gives voice to all stakeholders in planning and decision making
- Support innovation and Equity
- Reinforce systems of accountability
- Fiscal stewardship



New School Leadership Timeline

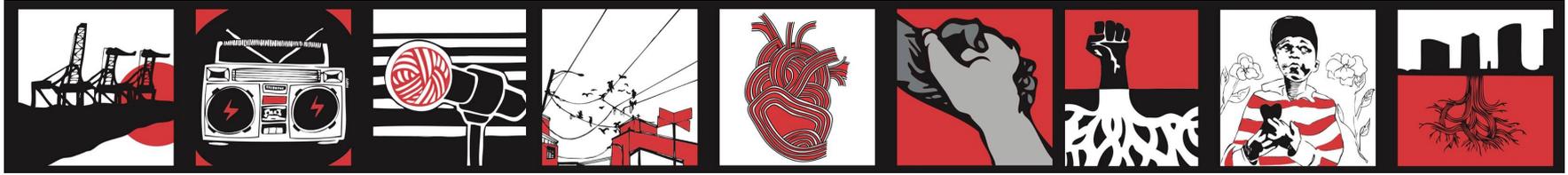
02/04/22 to end of 2022-23 Academic Year



Salary Ranges

OSA has a total population of approximately 800 students. Based on these facts, the study compared salary packages of similarly situated public school administrators.

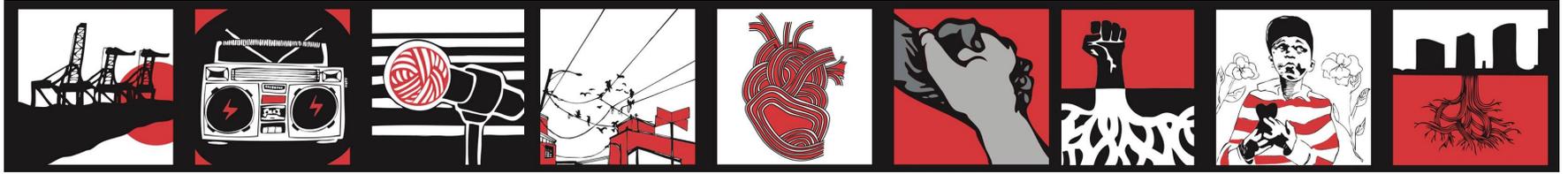
The five public schools surveyed in this summary have an average population of approximately 745 students. Of the public school administrators sampled, the average total compensation package (base salary plus other compensation) is approximately \$228,000. The average base salary is approximately \$192,000.



Appoint Interim Executive Director

The contract shall have a term of one year and twenty-one weeks beginning February 4, 2022 and ending on June 30, 2023 and provides the following:

1. A work schedule of 254 days annually, prorated to 105 days or 41.3% for the remainder of the 2021-22 school year;
2. A salary of \$175,000 annually, prorated to \$72,342.52 for the remainder of the 2021-22 school year;
3. Employer contributions for the State Teachers' Retirement Program.
4. Health Benefits Package as is provided for all OSA employees;
5. Sick Leave to accrue at the rate of nine (9) days annually, prorated to four (4) days for the remainder of the 2021-22 school year;
6. Vacation leave to accrue at the rate of thirteen (13) days annually, prorated to five (5) days for the remainder of the school year.



Discussion & Decision