



## DEPARTMENT OF EDUCATION

Townsend Building  
401 Federal Street Suite 2  
Dover, Delaware 19901-3639  
DOE WEBSITE: <http://www.doe.k12.de.us>

Susan S. Bunting, Ed.D.  
Secretary of Education  
Voice: (302) 735-4000  
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July 22, 2019

*Via email attachment*

Mr. Josiah Wolcott  
President, Board of Directors  
Odyssey Charter School

Dear Mr. Wolcott:

Please be advised that, with the assent of the State Board of Education, the Department of Education determined that the criteria for remedial action under Title 14, Delaware Code, Section 516 have been satisfied and placed Odyssey Charter School on probation until June 30, 2020, subject to the following conditions:

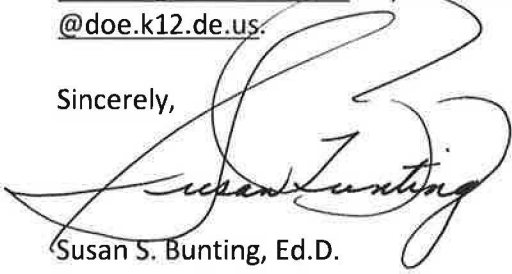
1. Odyssey's board shall act to revise its bylaws such that, effective January 1, 2020 or sooner:
  - a. The majority of members are not members of the AHEPA Family organizations. ("AHEPA family" is understood to include the following organizations: AHEPA, Daughters of Penelope, Maids of Athena, and Sons of Pericles), nor are they members of the immediate family of members of the AHEPA family organizations.
  - b. A nominating committee consisting of only the non-AHEPA Family board members nominates potential future non-AHEPA Family board members for the non-AHEPA Family board member vacancies and appoints them through a fair and transparent nomination/selection process.
  - c. The AHEPA Family may select its members in its own process that may or may not be open to the public and may or may not include individuals who are not members of AHEPA Family organizations, but AHEPA Family members must be appointed by the AHEPA Family in a manner that provides gender balance among AHEPA Family members.
  - d. Odyssey Charter School Board officer positions will be annually nominated from the floor; any Odyssey Charter School Board member will be eligible to be an officer, and each Board member has the equal right to nominate and vote for officers unless recused due to conflict of interest.
  - e. A process will be established to nominate and elect from the Board each year a Vice-President/President-Elect who serves one year and serves automatically as President the next.
  - f. The office of President will annually rotate between AHEPA Family and non-AHEPA Family.

- g. Committee members and committee chairs will be selected and approved by the Board in a fair and transparent process, and members/chairs will be reconfirmed at least annually by the board.
  - h. Any authority previously granted under current Article V (Contracts, Checks, Deposits and Funds) Section 1 (Contracts) will be revoked/nullified, and the reconstituted board may grant new authorization if needed.
  - i. The procedure to amend the Bylaws will contain a provision to introduce the amendment and vote on the amendment in two separate meetings of the board on different days at least 14 calendar days apart.
  - j. Proposed amendments will be publicized among the Odyssey Charter School Board, staff and families in writing at least seven days prior to introduction or voting.
  - k. Out-of-state travel funded fully or partially using Odyssey Charter School funds, whether directly paid by Odyssey Charter School or reimbursed with funds under Odyssey Charter School control, will be approved by the Board prior to travel.
  - l. As a result of the conflict of interest provisions, AHEPA Family members will be explicitly required to recuse themselves from matters directly impacting AHEPA Family organizations.
2. By June 30, 2020, Odyssey Charter School shall recover the following sums spent in a manner inconsistent with the charter:
    - \$1,597.59 for the AHEPA Conference in Atlantic City, NJ paid out of Odyssey Charter School funds
    - \$91,487.69 used to establish and operate the Ithaca corporation from Odyssey Charter funds
  3. Odyssey Charter School will undergo an investigatory audit with scope of work approved by the Delaware Department of Education and the Auditor of Accounts Office at Odyssey Charter School's expense with any findings to be repaid as recommended by the Auditor of Accounts. The firm must be independent of the auditing firm that does the annual audit of the school and the audit must be complete by January 1, 2020.
  4. Odyssey Charter School will develop a plan for how to improve communication and trust between the board and the Odyssey Charter School community, including staff and families by March 1, 2020.
  5. Odyssey Charter School will develop a plan to strengthen the capacity of its Citizens' Budget Oversight Committee and increase its access to information by January 1, 2020.
  6. Odyssey Charter School board representatives and DOE representatives will meet at least once a month to discuss and evaluate progress toward meeting these conditions with jointly written reports sent to the Secretary and State Board of Education.

Should the school not meet all of these conditions, the charter may be revoked on June 30, 2020.

All submissions should be sent to the Charter School Office using the email address [infocso@doe.k12.de.us](mailto:infocso@doe.k12.de.us). If you have any questions, please contact Leroy Travers at [Leroy.Travers@doe.k12.de.us](mailto:Leroy.Travers@doe.k12.de.us).

Sincerely,

A handwritten signature in black ink, appearing to read "Susan S. Bunting". The signature is fluid and cursive, with a large loop at the end.

Susan S. Bunting, Ed.D.  
Secretary of Education

Cc: Denise Parks, Head of School, Odyssey Charter School  
Riccardo Stoeckicht, Campus Operations Officer, Odyssey Charter School  
Chuck Longfellow, Associate Secretary, Operations Support, Delaware Department of Education  
Leroy Travers, Lead Education Associate, Charter School Office, Delaware Department of Education