



**Interdistrict School for Arts and Communication
SPECIAL MEETING OF THE BOARD OF DIRECTORS**

April 17, 2024 at 4:00 pm

New London, CT

This meeting will be held virtually via ZOOM Link Available on the Website

AGENDA

- | | | |
|---------|---|--|
| 4:00 pm | 1. WELCOME/CALL TO ORDER
1a. Establishment of Quorum
1b. Public Comment
<i>The Board of Directors welcomes public comment. Due to the nature of the virtual format of the meeting, all comments are to be submitted via email prior to noon on the day of the meeting. Comments may be made on almost any matter related to the operations of ISAAC and will be shared with the Board members in their packet. We shall not read or address any comments at this meeting. However, comments concerning individual students or staff members shall not be permitted.</i> | <i>Chairman R. Muckle</i> |
| 4:01 pm | 2. CONSENT AGENDA <ul style="list-style-type: none">● Approval for the February BOD Minutes● Approval for the March Special Meeting BOD Minutes● Acceptance of the Year-to-Date Profit/Loss Financial Report for March 2024● Acceptance of the Balance Sheet as of March 31, 2024 <i>Possible Motion: Approve and accept all items on the consent agenda</i> | <i>Chairman R. Muckle</i> |
| 4:03 pm | 3. EXECUTIVE DIRECTOR REPORT
3a. CSDE Report Update
3b. Grant Update
3c. Legislative Update
3d. Hiring Update
3e. Budget Process Update
3f. Recruitment Update | <i>Dr. Spera</i> |
| 4:15 pm | 4. SUBCOMMITTEE REPORTS
4a. FINANCE <ul style="list-style-type: none">● Finance Update – April Minutes | <i>Chairman R. Muckle</i> |
| 4:25 pm | 5. NEW BUSINESS
5a. Spring Culture & Climate Survey Results
5b. Results from a Doctoral Study featuring ISAAC
5c. Graduation – Monday, June 3, 2024 at Mitchell College | <i>Chairman R. Muckle</i>
<i>T. Collins, L. Lazarou, & M. Alger</i>
<i>Dr. David Brailey</i>
<i>Dr. Spera</i> |
| 4:45 pm | 6. ADJOURN | <i>Chairman R. Muckle</i> |



Interdistrict School for Arts and Communication

**Board of Directors Finance Committee
SPECIAL MEETING**

April 15, 2024 at 1:00 pm

New London, CT

AGENDA

- | | | |
|---------|---|--------------------------------|
| 1:00 pm | 1. WELCOME/CALL TO ORDER | <i>Finance Chair L. Muller</i> |
| 1:01 pm | 2. FINANCIAL REVIEW & BUDGET TIMELINE <ul style="list-style-type: none">• March 2024 Year-to-Date Profit/Loss & Balance Sheet• Budget timeline:<ul style="list-style-type: none">○ Distributed for review in advance of May BOD meeting;○ Discussions and questions addressed at meeting;○ Target budget approval June BOD meeting. | <i>E. Robb</i> |
| 1:10 pm | 3. GRANTS <ul style="list-style-type: none">• PEGPETIA education technology grant (\$62,688 requested, approx. \$20k received).• Miscellaneous other grants are in process. | <i>E. Robb/N. Spera</i> |
| 1:15 pm | 4. OTHER UPDATES <ul style="list-style-type: none">• Legislative• Charter Renewal• Student Enrollment for 24-25 | <i>N. Spera</i> |
| 1:25 pm | 5. ADJOURNMENT | <i>Finance Chair L. Muller</i> |



Interdistrict School for Arts and Communication
SPECIAL MEETING

April 15, 2024 at 1:00 pm
New London, CT

MINUTES

Attending: L. Muller, R. Muckle, N. Spera, E. Robb

- 1:01 pm **1. WELCOME/CALL TO ORDER** *Finance Chair L. Muller*
- 1:01 pm **2. FINANCIAL REVIEW** *E. Robb*
- Reviewed Year-to-date March 2024 Profit/Loss report. Discussed capital expenditures and Capital Reserve funds.
 - Budget for 24-25 will be distributed in advance of the May BOD meeting with any questions addressed and possible approval at that meeting.
- 1:05 pm **3. GRANTS** *E. Robb/N. Spera*
- Awarded approximately \$20,000 through PEGPETIA education technology grant.
 - Other grants are in process.
- 1:10 pm **4. OTHER UPDATES** *N. Spera*
- Legislative – Discussed progress of [SB No. 61](#) proposal to request that ISAAC “be included on the school building project priority list and considered for a grant commitment from the state.”
 - Charter Renewal – CSDE has not been in contact to clarify its continued delay. CSDE’s timeline, provided to Dr Spera in February, was not followed through the end of March.
 - Student Enrollment – ISAAC has had a very successful enrollment period, with a full 6th grade cohort, over 100 applicants on the waiting list, and higher numbers of students from outside New London. This broad level of interest attests to ISAAC’s continued progress academically and in the community.
- 1:25 pm **5. ADJOURNMENT** *Finance Chair L. Muller*

INTERDISTRICT SCHOOL FOR ARTS AND COMMUNICATION
Statement of Activities (Profit & Loss)
March 31 2024

as of Apr 14 2024

	Current Yr	Prior Yr	%	approved Oct 2023 REVISED BUDGET	%
	Mar 24	Mar 23	% Change	23-24 Full Year	% of Budget
TOTAL REVENUES	4,846,673	5,404,187	-10.3%	5,474,932	88.5%
SALARIES	2,532,553	2,288,994	10.6%	3,673,152	68.9%
FRINGE BENEFITS	418,152	385,665	8.4%	614,224	68.1%
TOTAL SALARIES + FRINGE BENEFITS	2,950,705	2,674,660	10.3%	4,287,376	68.8%
<i>Employee Costs as % of Revenue</i>	<i>60.9%</i>	<i>49.5%</i>		<i>78.3%</i>	
PROFESSIONAL SERVICES	70,820	114,518	-38.2%	149,085	47.5%
FACILITIES COSTS	150,889	213,138	-29.2%	204,142	73.9%
GENERAL OPERATING COSTS	76,494	69,188	10.6%	91,194	83.9%
SUPPLIES (incl Food Services)	232,753	207,624	12.1%	268,461	86.7%
TECHNOLOGY & CAPITAL EXPENSES	326,583	1,122,431	-70.9%	319,579	102.2%
OTHER EXPENSES (incl Student Activities)	31,040	19,968	55.4%	41,514	74.8%
UNANTICIPATED EXPENSE / CONTINGENCY	-	-	0.0%	25,000	0.0%
DEBT SERVICE (PRINCIPAL & INTEREST)	113,717	42,344	168.6%	154,001	73.8%
TOTAL EXPENDITURES	3,953,001	4,463,870	-11.4%	5,540,352	71.3%
NET ORDINARY INCOME (before Carryforward)	893,673	940,318			
OTHER INCOME: PRIOR YEAR CARRY-FORWARD	65,420	171,779		65,420	100.0%
OTHER: CAPITAL TRANSFER-IN / (OUT) to Gen Fund	-	-		-	0.0%
NET SURPLUS/(DEFICIT) excl Depr/Cap Assets	959,093	1,112,097		-	

Interdistrict School for Arts and Communication

Balance Sheet Prev Year Comparison

Accrual Basis

As of March 31, 2024

	Mar 31, 24	Mar 31, 23
ASSETS		
Current Assets		
Checking/Savings	2,058,014.56	1,574,013.94
Accounts Receivable	246,854.10	218,177.52
Other Current Assets	0.00	4,400.00
Total Current Assets	2,304,868.66	1,796,591.46
Fixed Assets	7,927,477.32	5,696,834.46
TOTAL ASSETS	10,232,345.98	7,493,425.92
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable	0.00	6,773.36
Other Current Liabilities	73,553.34	67,456.54
Total Current Liabilities	73,553.34	74,229.90
Long Term Liabilities	2,354,062.52	1,505,809.73
Total Liabilities	2,427,615.86	1,580,039.63
Equity	7,804,730.12	5,913,386.29
TOTAL LIABILITIES & EQUITY	10,232,345.98	7,493,425.92



**Interdistrict School for Arts and Communication
MEETING OF THE BOARD OF DIRECTORS**

February 28, 2024 at 4:00 pm

New London, CT

This meeting was held virtually via ZOOM

In Attendance: Shannon Lougee, Amy Geary, Richard Muckle, Erica Robb, Christina Schiano, Dr. Nicholas Spera, Kevin Booker, Elizabeth Bumgardner, Dr. Richard Sanders, Barbara Crouch, Dr. Larry Fenn, Tanya Collins

MINUTES

4:00 pm	1. WELCOME/CALL TO ORDER 1a. Establishment of Quorum <i>Quorum Established</i> 1b. Public Comment – <i>no public comments</i>	<i>Chairman R. Muckle</i>
4:01 pm	2. CONSENT AGENDA • Approval for the January BOD Minutes • Acceptance of the Year-to-Date Profit/Loss Financial Report for January 2024 <i>Motion: Approve and accept all items on the consent agenda</i> <i>Moved: R. Sanders; 2nd: K. Booker; Discussion: none; In Favor: all; Opposed: none; Abstentions: None</i> <i>Motion Carries by unanimous voice vote</i>	<i>Chairman R. Muckle</i>
4:03 pm	3. EXECUTIVE DIRECTOR REPORT 3a. CSDE Report Update <i>CSDE is planning to do a couple more visits.</i> 3b. Grant Update <i>We've applied for a grant. We previously applied for this grant and received it.</i> 3c. Legislative Update <i>Bill 61 was introduced for ISAAC to be included in the school building project.</i> 3d. Hiring Update <i>Hired a substitute teacher to supervise our students receiving remote services from New London.</i> 3e. Budget Process Update <i>Currently working with teachers on their budgets for next year.</i>	<i>Dr. Spera</i>
4:15 pm	4. SUBCOMMITTEE REPORTS 4a. FINANCE • Finance Update – February Minutes <i>Discussion ensued.</i> <i>Motion: Board to authorize the Executive Director and Director of Finance to direct investments of funds that are not needed immediately for the operation of the school system in any manner permitted for school districts in the CT general statute.</i> <i>Moved: B. Crouch; 2nd: K. Booker; Discussion: none; In Favor: all; Opposed: none; Abstentions: None</i> <i>Motion Carries by unanimous voice vote</i> 4b. GOVERNANCE • Discussion and Possible Action Regarding Admissions Policy – <i>discussion ensued.</i> <i>Motion: Approve the changes to Policy 5001: Admissions Policy</i> <i>Moved: B. Crouch; 2nd: K. Booker; Discussion: none; In Favor: all; Opposed: none; Abstentions: None</i> <i>Motion Carries by unanimous voice vote</i>	<i>Treasurer L. Muller</i>
4:25 pm	5. NEW BUSINESS 5a. Update of New Educator Development and Performance Plan <i>Dr. Spera shares draft with the Board.</i> 5b. Creation of the ISAAC Educator Diversity Plan and Timeline <i>Conversation ensued.</i>	<i>Chairman R. Muckle</i> <i>Dr. Spera</i> <i>Dr. Spera</i>



4:45 pm

6. Adjourn

Chairman R. Muckle

Motion: to adjourn

Moved: B. Crouch; 2nd: K. Booker; Discussion: none; In Favor: all; Opposed: none; Abstentions: None

Motion Carries by unanimous voice vote

Interdistrict School for Arts and Communication Spring Survey Data



2023-2024

Student Survey

Respondents: 239

QUESTION	Fall '23	Spring '24
At ISAAC, I generally feel safe.	92.1%	93.3%
People who are like me feel accepted at ISAAC.	86.5%	83.7%
This school sets high standards for academic performance.	96.5%	95.8%
At ISAAC, I know who to go to if I need social or emotional help.	83.8%	84.9%
At ISAAC, my teachers provide feedback that supports my academic performance.	89.5%	87%
The school has a clear vision about the skills and knowledge I need to be successful.	95.6%	93.3%
I am taught to respect the views of others even when they disagree with me.	95.2%	88.7%
I feel comfortable going to at least one adult at ISAAC for academic or socio-emotional support.	93.9%	92.5%

Parent Survey

Respondents: 60

QUESTION	Fall '23	Spring '24
This school encourages me to be a partner in my child's education.	95.5%	95%
ISAAC sets high standards for my child's academic performance.	95.5%	95.5%
My child generally feels safe at ISAAC.	97.7%	93.3%
I know who to go to at ISAAC if my child needs academic help.	93.2%	88.3%
I know who to go to at ISAAC if my child needs social or emotional help.	86.4%	90%
The school has a clear vision of the life skills and knowledge that my child needs to be successful.	97.7%	95%
My child feels generally feels valued at ISAAC.	93.2%	93.3%
Teachers provide my child with useful and timely feedback on their performance.	93.2%	93.3%
If I had a concern with school safety, I would be comfortable notifying administration.	100%	96.7%
I often receive communication from the school whether in person, by phone, by email, or in some other way.	97.7%	98.3%

Faculty Survey

Respondents: 41

QUESTION	Fall '23	Spring '24
The culture and emotional climate of the school is positive and supportive.	100%	92.7%
I feel like I am part of a school community.	100%	95.1%
I feel my contributions are valued and important.	100%	92.7%
I feel comfortable going to at least one member of the administrative team if I have a problem.	100%	95.1%
I generally feel respected by students.	100%	100%
I trust that another staff member will support me in time of need inside and outside of school.	100%	100%
I feel that at least one member of the administrative team is willing to make changes for the better of the school culture and climate.	100%	97.6%
I trust that at least one member of the administrative team will support me in time of need inside and outside of school.	97.1%	95.1%

Anonymous Faculty Survey Comments Spring '24

- *“Best year yet!”*
- *“Best team (family) and environment to work in.”*
- *“Cannot thank the administration enough for understanding the demands of the profession. Every time I need support, they are there for me. I love working at ISAAC!”*
- *“This is such a supportive and wonderful place to work!”*
- *“I’m very happy working here. I feel valued, supported, and part of a school community that is creating an amazing school for all students.”*
- *“I am continually amazed at how focused the admin team stays on ensuring that we can come in and do our jobs well. From clear protocols and support around student behavior, to ensuring that we are not taking too much work home, to making it easy to take a day off if it is needed, I have never felt so supported as a whole person. More so, the emphasis on laughing together and treating one another like family makes this a place I am happy to come to every day.”*
- *“I am thankful to be a part of our ISAAC family community.”*
- *“I feel that there is not a better place to work. The administration is so supportive, they care and it is visible. My colleagues are the same, there is such a family (we take care of each other) vibe here. I’m so happy to be a party of this school.”*
- *“I value the positive and honest feedback I receive as part of our team.”*
- *“I Love working at Isaac! Keep up the amazing work.”*



**Interdistrict School for Arts and Communication
SPECIAL MEETING OF THE BOARD OF DIRECTORS**

March 12, 2024 at 3:00 pm via ZOOM

New London, CT

*This meeting was held virtually

In Attendance: Dr. Larry Fenn, Shannon Lougee, Lee Muller, Amy Geary, Richard Muckle, Brian Trost, Christina Schiano, Dr. Nicholas Spera, Dr. Larry Fenn, Michael Spellman, Tanya Collins, William Linsky

MINUTES

- 3:00 pm **1. WELCOME/CALL TO ORDER** *Chairman R.F. Muckle*
- 3:01 pm **2. ISAAC Increasing Educator Diversity Plan** *Dr. Nicholas Spera*
Dr. Spera shares ISAAC's Increasing Educator Diversity Plan developed by the Increasing Educator Diversity Committee to the Board for approval.
Motion: Approve the ISAAC Increasing Educator Diversity Plan
Moved: L. Fenn; 2nd: M. Spellman; Discussion: none; In Favor: all; Opposed: none; Abstentions: None
Motion Carries by unanimous voice vote
- 3:15 pm **3. Requirements for Submitting Healthy Food Certification Statement for 2024-25**
- a. Participation in the Healthy Food Option**
Motion: Pursuant to C.G.S. Section 10-215f, the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2024, through June 30, 2025. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.
Moved: R. Muckle; 2nd: D. Brailey; Discussion: none; In Favor: all; Opposed: none; Abstentions: None
Motion Carries by unanimous voice vote
- b. Allowance of Food and Beverage Exemptions**
Motion: The board of education or governing authority will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held.
Moved: R. Muckle; 2nd: L. Muller; Discussion: none; In Favor: all; Opposed: none; Abstentions: None
Motion Carries by unanimous voice vote
- 3:20 pm **4. Executive Session to Discuss the Negotiations with the Collective Bargaining Unit**
- *Motion: Move to Executive Session to discuss the negotiations for the collective bargaining agreement and invite Dr. Spera to join.*
Moved: L. Muller; 2nd: M. Spellman; Discussion: none; In Favor: 7; Opposed: none; Abstentions: 2
Motion Carries
Motion: to amend current agenda to include discussion to cancel next week's meeting.
Moved: L. Muller; 2nd: C. Schiano; Discussion: none; In Favor: all; Opposed: none; Abstentions: None
Motion Carries

5. DISCUSSION TO CANCEL NEXT WEEK'S MEEETING *Added to agenda by unanimous vote*

Motion: to cancel next week's meeting.

Moved: R. Sanders; 2nd: B. Crouch; Discussion: none; In Favor: all; Opposed: none; Abstentions: None

Motion Carries

3:40 pm

6. ADJOURNMENT

Chairman R.F. Muckle

Motion: to adjourn

Moved: L. Muller; 2nd: R. Sanders; Discussion: none; In Favor: all; Opposed: none; Abstentions: None

Motion Carries by unanimous voice vote