



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

June 12, 2024 at 9:00 am via ZOOM Link Available on Website

This meeting will be held virtually

**AGENDA**

- |         |  |   |
|---------|--|---|
| 4:00 pm | <p><b>1. WELCOME/CALL TO ORDER</b></p> <p>1a. Establishment of Quorum</p> <p>1b. Public Comment</p> <p><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></p>   | <p><i>Chairman R.F. Muckle</i></p>  |
| 4:01 pm | <p><b>2. CONSENT AGENDA</b></p> <ul style="list-style-type: none"><li>• Approval of Minutes from May BOD Meeting</li><li>• Approval of the 2023-2024 Executive Director Evaluation</li><li>• Approval of the ISAAC Organizational Chart</li><li>• Acceptance of the Year-to-Date Profit/Loss Financial Report for May 2024</li></ul> <p><i>Possible Motion: Approve and accept all items on the consent agenda</i></p>   | <p><i>Chairman R.F. Muckle</i></p>  |
| 4:03 pm | <p><b>3. EXECUTIVE DIRECTOR REPORT</b></p> <p>3a. 4<sup>th</sup> Grade Expansion Plan</p> <p>3b. CSDE Report Update</p> <p>3c. Legislative Update</p> <p>3d. Grant Update</p> <p>3e. Hiring Update</p>   | <p><i>Dr. Spera</i></p>   |
| 4:15 pm | <p><b>4. SUBCOMMITTEE REPORTS</b></p> <p>4a. GOVERNANCE COMMITTEE</p> <ul style="list-style-type: none"><li>• Nomination of Teacher Rep, Shannon Lougee, and Parent Rep, Amanda Grundy</li></ul> <p><i>Possible Motion: To accept the nomination of Shannon Lougee and Amanda Grundy onto the Board of Directors</i></p> <p>4b. FINANCE COMMITTEE</p> <ul style="list-style-type: none"><li>• Bid Waiver for Construction Project Manager, Scott Donovan, Owner of G. Donovan Construction</li></ul> <p><i>Possible Motion: To Accept the Bid Waiver for Scott Donovan to act as the Construction Project Manager for the "Design and Build" of the new 1500 sq. ft. school construction project for the 4<sup>th</sup> and 5<sup>th</sup> grade classrooms along with the selection of all subcontractors as selected by the Executive Director and the Construction Project Manager</i></p> <p>4c. CURRICULUM COMMITTEE</p> <ul style="list-style-type: none"><li>• SBAC Score Review</li><li>• Corrective Action Plan for Academic Achievement and Suspension</li></ul> <p>4d. BUILDING COMMITTEE</p> <ul style="list-style-type: none"><li>• <i>Possible Motion: Re-establishment of a Building Committee to be a subcommittee of the Board of Directors</i></li><li>• <i>Subcommittee interest from Board of Directors</i></li></ul>  | <p><i>Vice-Chair M. Spellman</i></p> <p><i>Dr. David Brailey</i></p> <p><i>Chairman R.F. Muckle</i></p>               |
| 4:30 pm | <p><b>5. NEW BUSINESS</b></p> <p>5a. Oath of Office for New Board of Directors Member</p> <p>5b. Action in Response to Charter Renewal</p> <p><i>Possible Motion: Acquire the services of Shipman and Goodwin to conduct a needs assessment of human resources policies, procedures, and develop of improvement plan.</i></p> <p>5c. Election of Officers for 2024-2025</p> <p><i>Possible Motion: To Accept the Unopposed Ballot as approved in the May Meeting consisting of: Richard Muckle, Chairperson; Michael Spellman, Vice-Chairperson; Barbara Crouch, Secretary; Lee Muller, Treasurer</i></p> <p>5d. 2024 SBAC Score Report</p> <p>5e. Building Expansion of ISAAC</p> <p><i>Possible Motion: Grant the Executive Director, Dr. Spera, with the authority to engage in negotiations and sign a contract with an architect for the elementary building project and with Scott Donovan as the Project Manager for the Design and Build Project</i></p> <p><i>Possible Motion: Grant the Building Committee the authority to approve the financial amounts of all subcontractors and grant authority to the Executive Director to sign contracts associated with the Construction Expansion Project.</i></p> <p><i>Possible Motion: Grant the Executive Committee of the Board the authority to authorize the Executive Director authority to sign a mortgage agreement and/or contract associated with Dime Savings Bank and, if needed, additional services needed to secure a loan for the new construction project.</i></p> <p>5f. Reminder that there are scheduled meetings for July 2024 &amp; August 2024</p> | <p><i>Chairman R.F. Muckle</i></p> <p><i>Chairman R.F. Muckle</i></p> <p><i>Dr. Spera</i></p> <p><i>Dr. Spera</i></p> |
| 5:00 pm | <p><b>6. ADJOURN</b></p>   | <p><i>Chairman R.F. Muckle</i></p>  |



**DRAFT**

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

May 15, 2024 at 4:00 pm via ZOOM

*New London, CT*

This meeting was held virtually

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

**MINUTES**

- 4:00 pm      **1. WELCOME/CALL TO ORDER**      *Chairman R.F. Muckle*  
1a. Establishment of Quorum – *quorum established*  
1b. Public Comment – *no public comment*
- 4:01 pm      **2. CONSENT AGENDA**      *Chairman R.F. Muckle*  
● Approval of Minutes from April Special BOD Meeting  
● Acceptance of the Year-to-Date Profit/Loss Financial Report for April 2024  
*Motion: Approve and accept all items on the consent agenda*  
*Moved: L. Muller; 2nd: D. Brailey; Discussion: none; In Favor: all; Opposed: none; Abstentions: None*  
*Motion Carries by unanimous voice vote*
- 4:03 pm      **3. EXECUTIVE DIRECTOR REPORT**      *Dr. Spera*  
3a. Lottery Update  
*We are now full.*  
3b. CSDE Report Update  
*Attorney Ritter wrote a letter to CSDE. We received notice on May 2<sup>nd</sup> that our charter renewal will be on June 5<sup>th</sup>. We have not yet received any communication on the length of our renewal.*  
3c. Grant Update  
*We plan on applying for a grant that would allow for charter schools to grow or add grades. This grant is for about 1.3 million and we must submit an intention to apply by May 31<sup>st</sup>.*  
3d. Legislative Update  
*ISAAC has been written in for 52 additional seats for 4<sup>th</sup> and 5<sup>th</sup> grade. The state legislation has agreed to fund the seats, next step is now for CSDE to approve. We anticipate being approved since the funding for the seats has already been approved.*  
*Construction budget was not included in legislation.*  
3e. Hiring Update  
*We anticipate the need to hire two 4<sup>th</sup> grade teachers and a special education teacher.*
- 4:15 pm      **4. SUBCOMMITTEE REPORTS**  
4a. FINANCE      *Treasurer L. Muller*  
● Finance Update - May Minutes  
*P&L accepted as part of the consent agenda.*  
*Of the current year capital expenditures amount \$80,385 will be taken out of the capital reserve to pay for the capital expense bill.*  
*The finance committee reviewed the Executive Director 2024-25 budget proposal and recommended the board approve the budget.*

#### 4b. GOVERNANCE

*Vice-Chair M. Spellman*

- Parent Representative Recruitment

*Amanda Grundy has expressed interest in being the parent representative and has been invited to attend the June meeting.*

- Annual Teacher Representative Interviews

*An email will be sent out to all teachers. Anyone interested can apply.*

- BOD Election Ballot

- Elections at the June Meeting

Richard Muckle – Chairman

Michael Spellman – Vice Chairman

Lee Muller - Treasurer

Barbara Crouch – Secretary

*No other nominations made*

*Motion: To close nominations and to approve the election ballot of officers for 2024-25*

*Moved: L. Muller; 2nd: B. Crouch; Discussion: none; In Favor: all; Opposed: none; Abstentions: None*

*Motion Carries by unanimous voice vote*

***Motion: To approve ballot for 2024-25***

*Moved: B. Crouch; 2nd: D. Brailey; Discussion: none; In Favor: all; Opposed: none; Abstentions: None*

*Motion Carries by unanimous voice vote*

4:30 pm

#### 5. NEW BUSINESS

*Chairman R.F. Muckle*

##### 5a. Executive Director Budget Overview

*Dr. Spera*

*Dr. Spera presents the ISAAC budget overview including budget proposal to the board.*

*Conversation ensued*

*Motion: To approve FY 2024-2025*

*Moved: L. Muller; 2nd: K. Booker; Discussion: none; In Favor: all; Opposed: none; Abstentions: None*

*Motion Carries by unanimous voice vote*

5:00 pm

#### 6. ADJOURN

*Motion: To Adjourn*

*Moved: L. Muller; 2nd: K. Booker Discussion: none; In Favor: all; Opposed: none; Abstentions: None*

*Motion Carries by unanimous voice vote*



**Interdistrict School for Arts and Communication  
Special Meeting of the Board of Directors Curriculum Committee**

June 7, 2024 at 11:00 am

*New London, CT*

**MINUTES**

11:00 am	<b>1. WELCOME/CALL TO ORDER</b>	<i>Curriculum Chair Dr. Brailey</i>
11:02 am	<b>2. Review Plans for 4<sup>th</sup> &amp; 5<sup>th</sup> Grade Expansion</b> <ul style="list-style-type: none"><li>• Appointment of the Director of Elementary Education</li><li>• Plan for Recruitment of staff and students and Preparation for 4<sup>th</sup> grade</li></ul>	<i>Dr. Spera</i>
11:15 am	<b>3. Presentation and Review of SBAC Data</b>	<i>T. Collins</i>
11:35 am	<b>4. ADJOURNMENT</b>	<i>Curriculum Chair Dr. Brailey</i>



**Interdistrict School for Arts and Communication  
Special Meeting of the Board of Directors Curriculum Committee**

Juen 7, 2024 at 11:00 am

*New London, CT*

**MINUTES**

**Present:** Dr. Brailey, Dr. Spera, W. Linski, T. Collins, T. Regan

11:08 am      **1. WELCOME/CALL TO ORDER**      *Curriculum Chair Dr. Brailey*

11:12 am      **2. Review Plans for 4<sup>th</sup> & 5<sup>th</sup> Grade Expansion**      *Dr. Spera*

- Dr. Spera discussed the appointment Mercedes Alger as the Director of Elementary Education for the 4<sup>th</sup> and 5<sup>th</sup> grade expansion. The 4<sup>th</sup> grade will be added for the 2024-2025 school year based on the signing of the legislative bill by the Governor. Dr. Spera confirmed the seats with CSDE and the Charter Association.
- Dr. Spera discussed the plan for recruitment of staff and students and Preparation for 4<sup>th</sup> grade. Within 24 hours, the school has received 14 applications for 4<sup>th</sup> grade. Currently, ISAAC is promoting the 4<sup>th</sup> grade seats via its website, social media, and direct email to all ISAAC applicants.

11:30 am      **3. Presentation and Review of SBAC Data**      *T. Collins*

- Mrs. Collins presented historical increases in the SBAC and NGSS scores. The committee spoke about the irony that the state is requiring an action plan for academics even though the school is ranked in the top half of the state in the Accountability Index and scores in southeastern CT. Dr. Spera discussed the continuation of the Professional Development and the strategies listed within the Improvement Plan for the next several years. Dr. Brailey discussed that eventually, we will begin seeing more stable achievement numbers due to the school's success. The committee noted that scores may begin to dip and increase a few percentage points now that the school has achieved strong improvement and success.

12:05 pm      **4. ADJOURNMENT**      *Curriculum Chair Dr. Brailey*



**Interdistrict School for Arts and Communication  
Special Meeting of the Board of Directors Finance Committee**

June 10, 2024 at 9:00 am

*New London, CT*

**AGENDA**

- |         |   |                                |
|---------|---|--------------------------------|
| 9:00 am | <b>1. WELCOME/CALL TO ORDER</b>   | <i>Finance Chair L. Muller</i> |
| 9:02 am | <b>2. Year to Date Financial Review</b> <ul style="list-style-type: none"><li>• Report: Year-To-Date P/L for May 2024</li></ul>   | <i>N. Spera</i>                |
| 9:10 am | <b>3. Bid Waiver</b> <ul style="list-style-type: none"><li>• Bid Waiver for Construction Project Manager, Scott Donovan, Owner of G. Donovan Construction<br/><i>Possible Motion: To Accept the Bid Waiver for Scott Donovan to act as the Construction Project Manager for the "Design and Build" of the new 1500 sq. ft. school construction project for the 4<sup>th</sup> and 5<sup>th</sup> grade classrooms along with the selection of all subcontractors as selected by the Executive Director and the Construction Project Manager</i></li></ul> | <i>N. Spera</i>                |
| 9:25 am | <b>4. Grant &amp; Other Updates</b> <ul style="list-style-type: none"><li>• Filed initial grant application for CSP Grant for \$1.3 million for the expansion of seats for the 4<sup>th</sup> and 5<sup>th</sup> grades</li><li>• Increase in total tuition with more per-pupil seats 276 to 328</li></ul>  | <i>N. Spera</i>                |
| 9:30 am | <b>5. ADJOURNMENT</b>   | <i>Finance Chair L. Muller</i> |



**Interdistrict School for Arts and Communication  
Special Meeting of the Board of Directors Finance Committee**

June 10, 2024 at 9:00 am

*New London, CT*

**MINUTES**

**ATTENDANCE:** L. Muller, R. Muckle, N. Spera

- |         |   |                                |
|---------|---|--------------------------------|
| 9:00 am | <b>1. WELCOME/CALL TO ORDER</b>   | <i>Finance Chair L. Muller</i> |
| 9:02 am | <b>2. Year to Date Financial Review</b>   | <i>N. Spera</i>                |
|         | <ul style="list-style-type: none"><li>• Dr. Spera discussed the Year-To-Date P/L for May 2024.</li></ul>  |                                |
| 9:10 am | <b>3. Bid Waiver</b>  | <i>N. Spera</i>                |
|         | <ul style="list-style-type: none"><li>• Dr. Spera discussed the proposed Bid Waiver for Construction Project Manager, Scott Donovan, Owner of G. Donovan Construction.<br/><b>MOTION MADE BY R. MUCKLE:</b> <i>To Accept the Bid Waiver for Scott Donovan to act as the Construction Project Manager for the "Design and Build" of the new 1500 sq. ft. school construction project for the 4<sup>th</sup> and 5<sup>th</sup> grade classrooms along with the selection of all subcontractors as selected by the Executive Director and the Construction Project Manager.</i> <b>SECOND: L. MULLER. ALL IN FAVOR. MOTION PASSES</b></li></ul> |                                |
| 9:25 am | <b>4. Grant &amp; Other Updates</b>   | <i>N. Spera</i>                |
|         | <ul style="list-style-type: none"><li>• Dr. Spera discussed that he successfully filed initial grant application for CSP Grant for \$1.3 million for the expansion of seats for the 4<sup>th</sup> and 5<sup>th</sup> grades. He discussed the incredible urgency to get started on projects in anticipation for August 2024 with 52 more students. The Lottery will be held on June 20, 2024. At this point, 16 4<sup>th</sup> graders have applied. A budget will need to be amended for the increase in total tuition dollars and positions hired with the addition of per-pupil seats going from 276 to 328.</li></ul>                    |                                |
| 9:30 am | <b>5. ADJOURNMENT</b>   | <i>Finance Chair L. Muller</i> |

## Spera, Nicholas

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**From:** Spera, Nicholas  
**Sent:** Wednesday, May 29, 2024 3:16 PM  
**To:** Canty, Felicia  
**Cc:** csp@ctcharters.org  
**Subject:** CSP Grant Notification Letter  
**Attachments:** ISAAC Notification Letter to the CSDE - GSCT Grant.pdf

Good Afternoon Felicia1

As per our conversation today, I am attaching our Notification Letter stating that ISAAC is applying for the \$1.3 million CSP Grant.

Thanks!

Nick



**Dr. Nicholas J. Spera**

*Executive Director*

190 Governor Winthrop Blvd

New London, CT 06320

860.447.1003

*Home of the Dragons*

### NON-DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

*Any form of discrimination or harassment on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, or gender identity or expression, or any other basis prohibited by state or federal law is prohibited, whether by students, employees or third parties subject to ISAAC's control. It is also the policy of the ISAAC Board of Directors to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, or gender identity or expression. ISAAC is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, alienage, ancestry, physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.*



[illegible]



## ISAAC Executive Director Final Evaluation

2023-2024 School Year

June 2024 - Board of Directors Meeting

GOAL NUMBER	GOAL DESCRIPTION	SUMMATIVE RATING
<b>GOAL 1: Educational Leader Practice</b>	<b>1.1: Shared Vision, Mission and Goals</b> — Leaders collaboratively develop, implement, and sustain the vision, mission, and goals to support high expectations for all students and staff. <b>1.2: Curriculum, Instruction and Assessment</b> — Leaders develop a shared understanding of standards-based best practices in curriculum, instruction, and assessment. <b>1.3: Continuous Improvement</b> — Leaders use assessments, data systems and accountability strategies to monitor and evaluate progress and close achievement gaps. <b>2.2: Professional Learning</b> — Establishes a collaborative professional learning system that is grounded in a vision of high-quality instruction and continuous improvement through the use of data to advance the school or district's vision, mission and goals.	Exemplary
DESCRIPTION OF RATING		
<b>Areas of Commendation:</b> <ul style="list-style-type: none"><li>• The creation and transparency of the 2023-2024 ISAAC district and school goals to the Board of Directors</li><li>• The completion and submission of the Charter Renewal Report to CSDE</li><li>• The continuation of a School Improvement and Performance Plan that aligns to the school's Core Values, Beliefs about Learning, and Vision of the Graduate statement, the Teacher Evaluation System, and the foundational elements</li><li>• The leadership and ability to create, draft, and implement the ISAAC 2029 Strategic Plan in collaboration with the Board of Directors</li><li>• The implementation, professional development, and completion of a written curriculum for all courses in all departments throughout ISAAC</li><li>• The continuation of an in-person SRBI Team that included systems for identifying, tracking, and providing support that ensures that all students can succeed with proper supports and services</li><li>• The success of the Professional Learning Communities format that encouraged the collaboration of teachers to develop curriculum, improve instruction, and create and discuss formative and summative assessments</li><li>• The success of the master schedule that provided teaching and learning to occur in a safe environment for all teachers and students</li><li>• The continuation of the formative assessment systems (IAB &amp; AIMSWEB) that led to increased SBAC &amp; NGSS scores</li><li>• The increased SBAC scores in six of the seven grades/subjects (mathematics, ELA, science)</li><li>• Increase of the ISAAC Accountability Index that was years beyond expectation</li><li>• The leadership and expertise in supporting the instructional, curricular, and operational changes resulting in improved student and staff outcomes</li></ul> <b>Areas of Growth for 2024-2025:</b> <ul style="list-style-type: none"><li>• Lead the process for improvement based on the recommendations given from the CSDE in the Charter Renewal Report</li></ul>		

<b>GOAL 2: Organizational Management Practice</b>	<b>2.1: Recruitment, Selection, and Retention</b> — Recruits, selects, supports, and retains effective educators needed to implement the school or district’s vision, mission, and goals. <b>2.3 Observation and Performance Evaluation</b> — Ensures high-quality, standards-based instruction by building the capacity of educators to lead and improve teaching and learning. <b>3.1 Operational Management</b> — Strategically aligns organizational systems and resources to support student achievement and school improvement. <b>3.2 Resource Management</b> — Establishes a system for fiscal, educational and technology resources that operate in support of teaching and learning.	Exemplary
<b>DESCRIPTION OF RATING</b>		
<p><b>Areas of Commendation:</b></p> <ul style="list-style-type: none"> <li>• The successful hiring of highly qualified, certified teachers and staff with an increase in minority hires</li> <li>• The implementation of the Board and SDE approved comprehensive evaluation and accountability system</li> <li>• The continued implementation of a crisis management plan that encourages a team response to crisis situations</li> <li>• The implementation and oversight of the facility that ensures the safety and well-being of all stakeholders</li> <li>• The successful completion and oversight of all internal construction projects</li> <li>• The oversight of the new construction project in collaboration with the Board of Directors, the Building Committee, and other stakeholders</li> <li>• The implementation and communication to all districts regarding the CSDE approved Special Education Billing Methodology</li> <li>• The innovative use of pandemic funds to provide a safe environment and to improve the infrastructure of the school for the future</li> <li>• The delivery of a transparent, organized, and effective Executive Director Budget Proposal</li> <li>• The commitment to long-term cost saving initiatives such as the delivery of electricity, E-rate costs, personnel, and facility costs</li> <li>• The continued work completed to maintain the 21<sup>st</sup> Century Community Learning Center Grant</li> <li>• The mentoring and support of the “inexperienced” administrative team</li> <li>• The accountability and oversight of all systems within the school including the food service operations</li> <li>• The advocacy, tenacity, and leadership throughout the legislative session</li> <li>• The success of developing a system that increased the frequency and formal exposure of mathematics and ELA to 6<sup>th</sup> graders</li> </ul> <p><b>Areas of Growth for 2024-2025:</b></p> <ul style="list-style-type: none"> <li>• Continue to seek funding from different sources available throughout the state, region, and country</li> <li>• Lead the oversight of a possible new construction project in collaboration with the Board of Directors, the Building Committee, and other appropriate stakeholders</li> <li>• Develop a plan to prepare and manage the possibility for new grades and seats for the 2024-2025 school year and beyond</li> </ul>		

<b>GOAL 3: Community and Board of Directors</b>	<b>4.1: Family, Community and Stakeholder Engagement</b> — Uses professional influence to promote the growth of all students by actively engaging and collaborating with families, community partners and other stakeholders to support the vision, mission and goals of the school and district. <b>4.2: School Culture and Climate</b> — Establishes a positive climate for student achievement, as well as high expectations for adult and student conduct. <b>4.3: Equitable and Ethical Practice</b> — Maintains a focus on ethical decisions, cultural competencies, social justice, and inclusive practice for all members of the school/district community.	Exemplary
<b>DESCRIPTION OF RATING</b>		
<p><b>Areas of Commendation:</b></p> <ul style="list-style-type: none"> <li>• The consistent communication to keep the board informed by providing advanced copies of agendas and documents, notifications as needed, and the concise and informative Executive Director Reports</li> <li>• The increased number of student applicants, especially out of district applicants which were increased by over 400%</li> <li>• The communication to families about important events and happenings through multiple channels and languages</li> <li>• The collaborative efforts with the Board Chair to improve the efficiency of monthly meetings with the addition of the consent agenda</li> <li>• The full transparency and honest communication with board members on significant financial, personnel, program, and logistical issues</li> <li>• The leadership in several Board initiatives including name changes, board training, and added missing policies according to state and federal law</li> <li>• The efforts to develop positive relationships with board members, community partners, and other stakeholders</li> <li>• The willingness to listen and adjust practices and decisions based on feedback from stakeholders</li> <li>• The professionalism and decision making exhibited in the response to challenges and conflicts that occurred throughout the school year</li> <li>• The focus on the vision of high expectations for all, including self, when faced with adversity</li> <li>• The hard work and commitment to the job and school that was consistently displayed on a daily basis</li> <li>• The countless hours spent on successfully advocating multiple needs for ISAAC with state and local legislators</li> <li>• The exemplary staff survey results that provide evidence of a positive culture and climate with 100% of the faculty agreeing that the culture and emotional climate of the school is positive and supportive, and admin is supportive and willing to make changes to support the culture and climate</li> <li>• The redesigned school website that is assessable and easy to navigate for the Board, staff, families, students, prospective families, and donors</li> </ul> <p><b>Areas of Growth for 2024-2025:</b></p> <ul style="list-style-type: none"> <li>• Continue to provide the Board of Directors with missing and updated policies to be in compliance with state and federal statutes and laws</li> <li>• If approved, recruit and attract high quality teachers and new families for the 4<sup>th</sup> and 5<sup>th</sup> grade seat expansion initiative over the next few years</li> <li>• Continue to seek the theme and name change of the school to add STEM/STEAM in the name of the school or naming it ISAAC Middle School</li> </ul>		

**Richard F. Muckle, Board Chairperson**

**Dr. Nicholas J. Spera, Executive Director**

# ISAC BOARD OF DIRECTORS

**ASSOC PRINCIPAL & HR DIR**  
*Tanya Collins*

**EXECUTIVE DIRECTOR**  
*Dr. Nicholas J. Spera*

**DIRECTOR OF  
SPECIAL EDUCATION**  
*Amy Geary*

**PRINCIPAL & 21CCLC**  
*William Linski*

**MATHEMATICS**  
*Will Ferguson  
Emily Hamady  
Vanessa Kobyluck  
Shannon Lougee*

**EXECUTIVE ASSISTANT**  
*Jeiredi Alvarez*

**DEAN OF SECURITY SAFETY**  
*Bobby Harris*

**DIRECTOR OF ELEM**  
*Mercedes Alger*

**EXECUTIVE ASSISTANT**  
*Mildred Rivera*

**SRBI COORDINATOR**  
*Lisa Lazarou*

**SCIENCE**  
*Amanda Malinowsky  
Xiaoxiao Cao  
Mercedes Alger*

**DIR. OF MAIN & FACILITIES**  
*Celestino Rodriguez*

**DIRECTOR OF FINANCE**  
*Erica Robb*

**ELEM TEACHERS**  
*4<sup>TH</sup> TBA  
4<sup>TH</sup> TBA  
5<sup>TH</sup> TBA  
5<sup>TH</sup> TBA*

**STUDENT SUPPORTS  
COORD**  
*Tucker Regan*

**SCHOOL COUNSELOR**  
*Kathleen Machnik*

**ART**  
*Leena Faulkner*

**CUSTODIAL STAFF**  
*Daniel Arias  
Lucilania Delacruz  
Ferdinand Maron*

**PAYROLL/PAYABLE ASST**  
*Stephen Rogers*

**DIRECTOR OF IT**  
*Brian Trost*

**SPED: Reading Program**  
*Mary Gouveia*

**ELA/HUMANITIES**  
*Nicole Funk  
Nikki Litterio  
Amy Taylor  
TBD*

**MUSIC**  
*Chelsey Zimmerman*

**DATA MANAGER**  
*Jenni Barnes*

**DIRECTOR NURSING**  
*Carrie Gregory*

**SPECIAL EDUCATION**  
*Alison Cardoza  
Peter Gonski  
Jannine Moores  
Kimberly Pesarik*

**SOCIAL STUDIES**  
*Kevin Irvine  
Michael Presti*

**PE/HEALTH**  
*Jessica Harvey*

**FOOD SERVICE COORDINATOR**  
*Chandra Johnson  
CAFETERIA WORKER  
Evangeline Amar*

**NURSING ASSISTANT**  
*Kelley Suprenaut*

**STEM**  
*Kendall Chrzanowski  
Tiffany Devlin-Perry*

**THEATRE/DANCE**  
*Amanda Grundy*

## OUTSOURCED PROGRAMS

**EDU INTERVENTIONIST**  
*Mike Kydd  
Norm Harrison  
Jerry Santiago  
TBA*

**BUILDING SUBSTITUTE**  
*Michael Wall  
TBA*

**FOOD SERV CONSULTANT**  
*Tom O'Connor*

**MEDICAL ADVISOR**  
*Vijay Sikand*

**SCHOOL BASED HEALTH CENTER**  
*Mental Health & APRN Services for Students*

**SOCIAL WORKER**  
*Dean Avery*

**BILINGUAL/SPANISH**  
*Christina Schiano*

**BILINGUAL ASSISTANT**  
*Oscar Segura  
Alexis Perez-Canas*

**21CCLC PROGRAM**  
*Athletic Coaches  
Club Advisors  
21CCLC Staff  
Transportation*



# **ISAAC MIDDLE SCHOOL 2024 SBAC & NGSS PRELIMINARY DATA**

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**Dr. Nicholas J. Spera**  
**ISAAC Board of Directors**  
June 12, 2024

# IS<sup>A</sup>AC By the Numbers

## EIGHT YEAR SBAC TREND DATA

### ELA SBAC

**OF NOTE:**

**CURRENT 6<sup>TH</sup> GRADERS: 29% AT GOAL ENTERING ISAAC**

ELA	15-16	16-17	17-18	18-19	20-21	21-22	22-23	23-24	% +/-
6 <sup>TH</sup>	28.6%	36.8%	34.1%	23.3%	30%	32%	30.2%	45.3%	+ 53%
7 <sup>TH</sup>	31.8%	28.7%	26.4%	34.5%	29.3%	32.6%	37.5%	45.5%	+ 16%
8 <sup>th</sup>	37.3%	31.8%	28.6%	33.3%	36.4%	38.5%	42.4%	55.3%	+ 30%

### SCHOOL-WIDE ELA SBAC

MATH	15-16	16-17	17-18	18-19	20-21	21-22	22-23	23-24	% +/-
ISAAC	32.4%	32.4%	29.7%	30.2%	31.8%	34.4%	36.4%	48.1%	+ 34%



# ISAAC By the Numbers

## EIGHT YEAR SBAC TREND DATA

### MATHEMATICS SBAC

**OF NOTE:**

**CURRENT 6<sup>TH</sup> GRADERS: 16% AT GOAL ENTERING ISAAC**

MATH	15-16	16-17	17-18	18-19	20-21	21-22	22-23	23-24	% +/-
6 <sup>TH</sup>	4.4%	12.6%	10.2%	14.4%	5.4%	18.4%	20.4%	38.3%	+ 88%
7 <sup>TH</sup>	9.4%	8%	10.3%	9.5%	12%	15%	25.3%	21.6%	-14%
8 <sup>th</sup>	15.9%	13.6%	7.1%	7.4%	7%	5.5%	25%	32.9%	+ 32%

### SCHOOL-WIDE MATH SBAC

MATH	15-16	16-17	17-18	18-19	20-21	21-22	22-23	23-24	% +/-
ISAAC	9.7%	11.5%	9.3%	10.6%	8.2%	13%	23.4%	31%	+ 33%



# IS<sup>A</sup>AC By the Numbers

## FOUR YEAR NGSS TREND DATA

### SCIENCE NGSS

SCIENCE	18-19	21-22	22-23	23-24	% +/-
8 <sup>th</sup> Grade	25.9%	20.9%	33.3%	37.2%	+ 12%

## **BID WAIVER REQUEST**

WAIVER FOR: Contract for Construction Project Manager, Scott Donovan, Owner of G. Donovan Construction, for a Design and Build Service for a New 1500 sq. ft. Elementary Classroom Expansion along with Hiring of Subcontractors as Approved by the Executive Director and Construction Project Manager

DATE OF REQUEST: June 12, 2024

FISCAL YEAR OF PURCHASE OR SERVICES: FY25

FUNDING SOURCE: General Fund – Unanticipated Expenses and/or Capital Reserves  
Anticipated Third Mortgage/Construction Loan from Financial Vendor

SUPERVISOR OF PROJECT: Dr. Nicholas J. Spera

MATERIALS OR SERVICES TO BE PROVIDED:  
Project Manager for Design and Build of Expansion Project

RECOMMENDED VENDOR/CONTRACTOR: Scott Donovan, Owner of G. Donovan Construction

The Board of Directors and the Building Committee have strong relationships and trust with Scott Donovan. In addition, first-hand knowledge of the previous project allows for several cost-saving moves for ISAAC. Scott Donovan has relationships with previously contracted vendors, companies, and engineers, etc. that will serve to be financially valuable to ISAAC. The hiring of all subcontractors will be agreed upon by the Executive Director and the Construction Project Manager. All agreements will be discussed and documented with the Building Committee.

### **COST OF REQUEST:**

Exploratory quotes were requested before conversations with state legislators in the Fall 2023. As we reviewed the previous plan and reviewed the current assets available for this new project, it is anticipated that this new project will be under \$2 million. In addition, this new design is small (three 500 sq. ft. rooms) and uses existing materials from the last project such as the HVAC units, windows, steel beams, bricks, etc. The goal is to borrow a similar amount of money as the last project to complete the 1500 sq ft, three-story addition. Sub-contractors will be acquired by the Project Manager in collaboration with the Executive Director and/or the Building Committee. The Design and Build concept is to ensure that costs remain low and that previous knowledge of the subcontractors with the past project is financially rewarding to ISAAC.

### **BID WAIVER REQUEST RATIONALE:**

ISAAC's Purchasing Policy states that a waiver may be authorized if timing is a critical factor, and a formal bid process would not be in ISAAC's best interests. ISAAC needs this expansion to be fully usable by the start of the school year in August 2025. In addition, this project was just completed using several subcontractors with intimate knowledge of the recently installed and built structures of the recently completed STEAM expansion project. There are several areas of cost savings moves by using the same subcontractors to complete the work for this project. The new project is reusing windows from the first project and will be attached to the new steel beams in the last building project.

RECOMMENDED BY: ISAAC BOD FINANCE COMMITTEE

DATE: June 11, 2024