



Interdistrict School for Arts and Communication
BOARD OF DIRECTORS

June 18, 2025 at 4:00 pm via ZOOM Link Available on Website

This meeting will be held virtually

AGENDA

- 4:00 pm **1. WELCOME/CALL TO ORDER** *Chairman R.F. Muckle*
- 1a. Establishment of Quorum
- 1b. Public Comment
- 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.*
- 4:01 pm **2. CONSENT AGENDA** *Chairman R.F. Muckle*
- Approval of the Minutes from May 2025 BOD Meeting
 - Approval of the Minutes from the June 7, 2025 Special BOD Meeting
 - Acceptance of the Year-to-Date Profit/Loss Financial Report for May 2025
 - Approval of the 2024-2025 Executive Director Evaluation
 - Approval of the ISAAC Organizational Chart
 - Approval for Payment to G. Donovan Construction for \$147,802.31
 - Approval of MOA with the ISAAC Education Association concerning Insurance Plan Change
- Possible Motion: Approve and accept all items on the consent agenda*
- 4:03 pm **3. EXECUTIVE DIRECTOR REPORT** *Dr. Spera*
- 3a. Enrollment Update
- 3b. CSDE Report Update
- 3c. Legislative Update
- 3d. Grant Update
- 3e. Hiring Update
- 4:15 pm **4. SUBCOMMITTEE REPORTS**
- 4a. FINANCE *Treasurer L. Muller*
- Finance Update - May Minutes
- 4b. GOVERNANCE *Vice-Chair M. Spellman*
- Election of Officer (New Business 5a)
- 4c. BUILDING COMMITTEE *Chairman R.F. Muckle*
- *New Building Ceremony: SAVE THE DATE – AUGUST 18, 2025 at 2 pm*
- 4:30 pm **5. NEW BUSINESS** *Chairman R.F. Muckle*
- 5a. Election of Officers for 2025-2026
- 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*
- 5b. 2025 SBAC Score Report & Accountability Index Score (unofficial) *Dr. Spera*
- 5c. Reminder that there is no meeting scheduled for July 2025 & August 2025
- 5:00 pm **6. ADJOURN** *Chairman R.F. Muckle*



Interdistrict School for Arts and Communication

BOARD OF DIRECTORS

May 21, 2025 at 4:00 pm via ZOOM

New London, CT

This meeting was held virtually

In Attendance: Richard Muckle, Dr. Nicholas J. Spera, Dr. Kevin Booker, Barbara Crouch, Dr. David Brailey, Amanda Grundy, Shannon Lougee, Erica Robb, Tanya Collins, Michael Spellman

MINUTES

- 4:00 pm **1. WELCOME/CALL TO ORDER** *Chairman R.F. Muckle*
- 1a. Establishment of Quorum – *quorum established*
- 1b. Public Comment – *no public comments*
- 4:01 pm **2. CONSENT AGENDA** *Chairman R.F. Muckle*
- Approval of Minutes from April BOD Meeting
 - Bid Waiver for Furniture – Ethan Allen
 - Acceptance of the Year-to-Date Profit/Loss Financial Report for May 2025 & Budget Line Transfer
 - Approval for Payment to G. Donovan Construction for \$192,478.69
- Motion: Approve and accept all items on the consent agenda*
- Motion: Approve and accept all items on the consent agenda*
- Moved: B. Crouch; 2nd: S. Lougee; 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
- Full enrollment for 2025-2026 SY*
- 3b. CSDE Report Update
- Recent visit to observe our human resource practices, visit was successful. Mrs. Collins, Mrs. Geary and Mrs. Alger will also be meeting with the subcommittee of the state board as part of the renewal process to go over our suspension rate, which has decreased.*
- 3c. Grant Update
- We will be looking to renew our 21CCLC grant this upcoming school year. We also applied for a debt repayment grant that is available for charter schools only.*
- 3d. Legislative Update
- We have been watching the Education Cost Sharing (ECS) bill which originally had a schedule for Charter schools to eventually get 100% funding in ECS dollars in 4 yrs. Recently when the bill went to appropriation the language regarding charters was removed. We've reached out to our senators, Senator Summers and Representative Nolan in hopes that they will be advocating for us.*
- 3e. Hiring Update
- We are adding 4 certified teachers to our building next year. We will be at a total of 60 employees.*
- 4:15 pm **4. SUBCOMMITTEE REPORTS**
- 4a. FINANCE *Dr. Spera*
- Finance Update - May Minutes
- The finance committee has approved today's budget overview and made a recommendation for that to be voted on.*



4b. SCHOOL BUILDING COMMITTEE

Dr. David Brailey

*Construction is coming to completion. Main entrance should be open by the end of the week.
We will have ribbon cutting for the building addition on August 18, 2025, at 2pm.*

4c. GOVERNANCE

Vice-Chair M. Spellman

- Annual Parent Representative
Amanda Grundy returns as parent representative
- Annual Teacher Representative
Shannon Lougee returns as teacher representative
- BOD Election Ballot
 - Elections at the June Meeting

Motion: To close nominations and to approve the election ballot of officers for 2025-26

Moved: B. Crouch; 2nd: K. Booker; 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 budget proposal presentation to the board.

Motion: Motion to accept budget for 2025-2026

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

Motion Carries by unanimous voice vote

5b. Parent Survey Data

Tanya Collins

Mrs. Collins shares the results of the parent survey in a presentation to the board. Results show over 90% parent satisfaction.

5c. Possible Executive Session

Motion: To move into an executive session to discuss a pending claim and invite Dr. Spera

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

Motion Carries by unanimous voice vote

5:00 pm

6. ADJOURN

Chairman R.F. 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

APPLICATION AND CERTIFICATE FOR PAYMENT

AIA DOCUMENT G 702

PAGE 1 OF 6

TO OWNER: ISAAC School
Dr. Nicholas J. Spera
190 Governor Winthrop Blvd
New London, CT 06320

FROM CONTRACTOR: G. Donovan Associates, Inc.
PO Box 50
North Franklin, CT 06254

PROJECT: ISAAC School Phase 2
ISAAC School
190 Governor Winthrop Blvd.
New London, CT 06320

VIA ARCHITECT:

APPLICATION NO.: GDA-00039

PERIOD TO: 6/17/2025

PROJECT NOS.: 24153

CONTRACT DATE: 10/21/2024

Distribution to:

☒ OWNER
☐ ARCHITECT
☒ CONTRACTOR

CONTRACT FOR:

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment as shown below, in connection with the Contract.
Continuation Sheet, AIA Document G 703, is attached.

1. ORIGINAL CONTRACT SUM \$ 1,547,538.00

2. Net change by Change Orders \$ (65,826.00)

3. CONTRACT SUM TO DATE (Line 1 +/- 2) \$ 1,481,712.00

4. TOTAL COMPLETED & STORED TO DATE \$ 1,481,712.00
(Column G on G 703)

5. RETAINAGE:

a. % of Completed Work
(Columns D + E on G 703)

b. % of Stored Material
(Column F on G 703)

Total Retainage (Line 5a + 5b or Total in Column I of G 703) \$ 0.00

6. TOTAL EARNED LESS RETAINAGE \$ 1,481,712.00
(Line 4 less Line 5 Total)

7. LESS PREVIOUS CERTIFICATES FOR PAYMENT
(Line 6 from prior Certificate) \$ 1,333,909.69

8. CURRENT PAYMENT DUE \$ 147,802.31

9. BALANCE TO FINISH, INCLUDING RETAINAGE
(Line 3 less Line 6) \$ 0.00

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner		
Total approved this Month		
TOTALS		
NET CHANGES by Change Order		

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and the belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR: G. Donovan Associates, Inc.

By:

Date:

State of: Connecticut

County of: New London

Subscribed and sworn to before

me this 17 day of June, 2025

Notary Public:

My Commission expires:

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED \$

(Attach explanation if amount certified differs from the amount applied for. Initial all figures on this Application and on the Continuation Sheet that are changed to conform to the amount certified.)

ARCHITECT:

By:

Date:

This certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

CONTINUATION SHEET

AIA DOCUMENT G 703

PAGE 2 OF 6

AIA Document G 702, APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification, is attached. In tabulations below, amounts are stated to the nearest dollar. Use Column I on contracts where variable retainage for line items may apply.

APPLICATION NO.: GDA-00039

APPLICATION DATE: 6/13/2025

PERIOD TO: 6/17/2025

ARCHITECT'S PROJECT NO: 24153

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G TOTAL COMPLETED AND STORED TO DATE (D + E + F)		H BALANCE TO FINISH (C - G)	I RETAINAGE
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD			% (G / C)		
01	Pre-Construction Admin.	25,725.00	25,725.00			25,725.00	100.00		
02	Excavation Permit - N.L. DPW	3,446.00	3,446.00			3,446.00	100.00		
03	Building Permit	22,000.00	22,000.00			22,000.00	100.00		
04	Mobilization	5,000.00	5,000.00			5,000.00	100.00		
05	Superintendent	109,800.00	109,800.00			109,800.00	100.00		
06	Project Management	32,848.00	32,848.00			32,848.00	100.00		
07	Testing - By Owner								
08	Special Inspections - By Owner								
09	Temporary Protections - Site	9,600.00	9,600.00			9,600.00	100.00		
10	Site Facilities & Supports	7,945.00	7,945.00			7,945.00	100.00		
11									
12	Site Demolition	1,463.00	1,463.00			1,463.00	100.00		
13	Select Demolition	12,600.00	12,600.00			12,600.00	100.00		
14	Rmv. ISAAC Letters	1,700.00	1,700.00			1,700.00	100.00		
15	Reinstall ISAAC Letters	2,720.00		2,720.00		2,720.00	100.00		
16	Remove Exterior Brick Veneer	11,400.00		11,400.00		11,400.00	100.00		
17	Site Dumpsters & Disposals	17,160.00	17,160.00			17,160.00	100.00		
18	Site Drainage - Materials	21,789.00	21,789.00			21,789.00	100.00		
19	Labor Site Drainage	24,580.00	24,580.00			24,580.00	100.00		
20	Site Utilities Mat.	1,600.00	1,600.00			1,600.00	100.00		
21	Labor Site Utility	1,248.00	1,248.00			1,248.00	100.00		
22	Equipment EXCV./Bck.Fill	31,160.00	31,160.00			31,160.00	100.00		
23	Excavate Foundation	9,320.00	9,320.00			9,320.00	100.00		
24	Haul/Dispose Excavated Mat.s	23,640.00	23,640.00			23,640.00	100.00		
25	Ridgid Insul.- Fnd./S.O.G.-Mat	6,183.00	6,183.00			6,183.00	100.00		
26	Labor Ridgid Insul	4,992.00	4,992.00			4,992.00	100.00		
27	Backfill Materials-Import	8,300.00	8,300.00			8,300.00	100.00		
28	Labor Backfill	8,160.00	8,160.00			8,160.00	100.00		
	Cumulative Subtotals	404,379.00	390,259.00	14,120.00	0.00	404,379.00	100.00	0.00	0.00

G703-1992

CONTINUATION SHEET

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			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)		
29	S.O.G. Sub-Base Mat.'s	5,551.00	5,551.00			5,551.00	100.00		
30	Grade-Compact S.O.G.-Labor	7,024.00	7,024.00			7,024.00	100.00		
31	S.O.G. Mesh, Poly V.B., Tape	2,158.00	2,158.00			2,158.00	100.00		
32	Labor-S.O.G.-Mesh, Poly, Tape	2,814.00	2,814.00			2,814.00	100.00		
33	Sidewalk - Conc. Mat	5,747.00		5,747.00		5,747.00	100.00		
34	Sidewalk-Mesh / Dowels Mat	1,759.00	1,759.00			1,759.00	100.00		
35	Sidewalk Base Prep.-Lab	1,884.00	1,884.00			1,884.00	100.00		
36	Lab.-Sidewalk-Form, Pour, Fin.	9,325.00		9,325.00		9,325.00	100.00		
37	HCP Tactile Plate	295.00	295.00			295.00	100.00		
38	New Curbing -Mat	2,250.00		2,250.00		2,250.00	100.00		
39	Labor - Curbing	4,500.00		4,500.00		4,500.00	100.00		
40	Asphalt - Mat.'s	1,110.00		1,110.00		1,110.00	100.00		
41	Asphalt Patch / Match Lab	4,500.00		4,500.00		4,500.00	100.00		
42	Re-install Flag Pole	1,560.00	1,560.00			1,560.00	100.00		
43	Landscape Allowance	2,160.00		2,160.00		2,160.00	100.00		
44									
45	Rebar & Accessories	15,558.00	15,558.00			15,558.00	100.00		
46	Ready-Mix Concrete	24,212.00	24,212.00			24,212.00	100.00		
47	Footing Labor	10,578.00	10,578.00			10,578.00	100.00		
48	Conc. Wall Labor	17,950.00	17,950.00			17,950.00	100.00		
49	Labor - S.O.G.	4,688.00	4,688.00			4,688.00	100.00		
50	Labor - S.O.Decks	8,790.00	8,790.00			8,790.00	100.00		
51									
52	Masonry Mat.,Brick,Mortar,Ties	41,957.00	41,957.00			41,957.00	100.00		
53	Labor Veneer Brick	80,000.00	50,000.00	30,000.00		80,000.00	100.00		
54	Mineral Wool Insul & Vap.Barri	23,850.00	23,850.00			23,850.00	100.00		
55	Labor-Insul., Vapor Barrier	15,000.00	15,000.00			15,000.00	100.00		
56	Scaffold Equipment	10,000.00	10,000.00			10,000.00	100.00		
	Cumulative Subtotals	709,599.00	635,887.00	73,712.00	0.00	709,599.00	100.00	0.00	0.00

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PERIOD TO: 6/17/2025

ARCHITECT'S PROJECT NO: 24153

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G		H BALANCE TO FINISH (C - G)	I RETAINAGE
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)		
57	Labor Scaffold Up & Down	10,000.00	10,000.00			10,000.00	100.00		
58									
59									
60	Mat's-Bms.-Col's.-Deck.-Fasten	30,000.00	30,000.00			30,000.00	100.00		
61	Shop Fabrication	24,000.00	24,000.00			24,000.00	100.00		
62	Mat. Misc.Mtl's- Plate-Tees-Ang	20,000.00	20,000.00			20,000.00	100.00		
63	Anchor Bolts & Plates Material	10,000.00	10,000.00			10,000.00	100.00		
64	Labor to Erect Steel	50,000.00	50,000.00			50,000.00	100.00		
65	Crane - IN / Out	22,500.00	22,500.00			22,500.00	100.00		
66	Shop Drawings	10,000.00	10,000.00			10,000.00	100.00		
67									
68	Rough Carp. Materials	13,227.00	13,227.00			13,227.00	100.00		
69	Rough Carp. Labor	15,245.00	15,245.00			15,245.00	100.00		
70	Base Cabinets & PLAM Tops	3,066.00		3,066.00		3,066.00	100.00		
71	Labor Bases & Tops	1,220.00	1,220.00			1,220.00	100.00		
72									
73	PVC Roofing System Materials	33,145.00	33,145.00			33,145.00	100.00		
74	Labor PVC Roofing System	23,440.00	14,064.00	9,376.00		23,440.00	100.00		
75	Warranty	2,500.00	2,500.00			2,500.00	100.00		
76	Lift / Hoist Roofing Scope	4,800.00	4,800.00			4,800.00	100.00		
77	Caulking-Sealants Roofing	3,635.00	3,635.00			3,635.00	100.00		
78									
79	Aluminum Shop Drawings	2,000.00	2,000.00			2,000.00	100.00		
80	Aluminum Windows Materials	4,000.00	4,000.00			4,000.00	100.00		
81	Labor Alum Windows	2,000.00		2,000.00		2,000.00	100.00		
82	Remove Exist Window Wall	13,400.00	13,400.00			13,400.00	100.00		
83	Storage of Exist. Window Wall	510.00	510.00			510.00	100.00		
84	Reinstall Window Wall	12,980.00	12,980.00			12,980.00	100.00		
	Cumulative Subtotals	1,021,267.00	933,113.00	88,154.00	0.00	1,021,267.00	100.00	0.00	0.00

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CONTINUATION SHEET

AIA DOCUMENT G 703

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APPLICATION DATE : 6/13/2025
PERIOD TO : 6/17/2025
ARCHITECT'S PROJECT NO : 24153

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G		H BALANCE TO FINISH (C - G)	I RETAINAGE
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)		
85	Lift for Windows & Window Wall	4,800.00	4,800.00			4,800.00	100.00		
86	Re-work Exist. Alum Entry	1,500.00	1,500.00			1,500.00	100.00		
87	Doors & Frames Material	6,000.00	6,000.00			6,000.00	100.00		
88	Door Hardware Materials	2,400.00	2,400.00			2,400.00	100.00		
89									
90	CFMF Engineered Struct. Drngs	7,500.00	7,500.00			7,500.00	100.00		
91	CFMF Materials	8,004.00	8,004.00			8,004.00	100.00		
92	Insulation Materials	10,600.00	10,600.00			10,600.00	100.00		
93	Exterior Sheathing Mat.	3,650.00	3,650.00			3,650.00	100.00		
94	Interior Drywall Materials	5,929.00	5,929.00			5,929.00	100.00		
95	Labor CFMF	26,400.00	26,400.00			26,400.00	100.00		
96	Labor Insulation	7,680.00	7,680.00			7,680.00	100.00		
97	Labor Ext. Sheathing	3,000.00	3,000.00			3,000.00	100.00		
98	Lift for Ext. Sheathing	4,800.00	4,800.00			4,800.00	100.00		
99	Labor Interior Drywall	18,000.00	18,000.00			18,000.00	100.00		
100	Labor - rework W.Wall Opening	4,070.00	4,070.00			4,070.00	100.00		
101	Acoustical Materials	4,623.00	4,623.00			4,623.00	100.00		
102	Acoustical Labor	8,275.00	8,275.00			8,275.00	100.00		
103	Flooring & Base Materials	3,600.00	3,600.00			3,600.00	100.00		
104	Flooring Labor	10,600.00	10,600.00			10,600.00	100.00		
105	Painting Materials	3,300.00	3,300.00			3,300.00	100.00		
106	Paint Labor	13,215.00	13,215.00			13,215.00	100.00		
107									
108	Soffits - for Blinds Mat	2,620.00	2,620.00			2,620.00	100.00		
109	Labor - Soffits / Pockets	3,000.00	3,000.00			3,000.00	100.00		
110	White Boards / Tack Boards	3,000.00		3,000.00		3,000.00	100.00		
111	Labor White / Tack Brds.	1,200.00	1,200.00			1,200.00	100.00		
112	Window Shades - New and Exist	5,020.00	5,020.00			5,020.00	100.00		
	Cumulative Subtotals	1,194,053.00	1,102,899.00	91,154.00	0.00	1,194,053.00	100.00	0.00	0.00

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CONTINUATION SHEET

AIA DOCUMENT G 703

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APPLICATION NO : GDA-00039

APPLICATION DATE: 6/13/2025

PERIOD TO: 6/17/2025

ARCHITECT'S PROJECT NO: 24153

[illegible]

G703-1992

INVOICE

71777

WALKER PRODUCTS, INC.
80 COMMERCE STREET
GLASTONBURY, CT 06033
(860) 659-3781 • FAX (860) 657-4809

G. Donovan Associates, Inc.
PO Box 50
No. Franklin, CT 06254

ISAAC
190 Governor Winthrop Blvd
New London, CT 06320
ATTN: Dr. Nicholas J. Spera
(860) 447-1003

INVOICE DATE	DATE SHIPPED	YOUR ORDER NO.	TERMS	SALESPERSON	SHIPPED VIA ..
05/01/25	05/01/25	24-153-16	Net 30		PPD
QUANTITY	DESCRIPTION			PRICE	AMOUNT
	WALKER HEADLINER BOARDS				
1	WR 44				
1	WR 4' x 3'				
2	WR 4' x 3'6"				
	1/2" AB - 1" map rail - C Blade - #6100H on 7/16" MDF & foil				\$975.00

24-153
ISAAC
to pay

THANK YOU

Change Request

To: Dr. Nick Spera
ISAAC SCHOOL
Ph: 860-227-0873

Number: 1
Date: 6/13/25
Job: 24-153 ISAAC SCHOOL PHASE 2
Phone:

Description: CREDIT AMOUNT FOR MONIES NOT USED ON PROJECT

We are pleased to offer the following specifications and pricing to make the following changes:
CREDIT AMOUNT FOR MONIES NOT USED IN PROJECT.

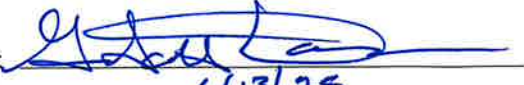
The total amount to provide this work is \$-65,826.00

The schedule will be None.

If you have any questions, please contact me at .

NOTE:
CREDIT FOR CONTRACT
VALUE NOT USED.


Submitted by: G. Donovan Associates, Inc.

Approved by: 
Date: 6/13/25

as of May 14, 2025

May 31, 2025

May 31, 2025				*includes 4th Gr * approved Nov 2024	
	Current Yr	Prior Yr	%	REVISED BUDGET	%
	May 25	May 24	% Change	24-25 Full Year	% of Budget
TOTAL REVENUES	6,380,786	5,244,308	21.7%	7,000,204	91.2%
SALARIES	3,521,744	3,124,028	12.7%	4,240,407	83.1%
FRINGE BENEFITS	15.9% 559,104	16.5% 515,951	8.4%	671,916	83.2%
TOTAL SALARIES + FRINGE BENEFITS	4,080,848	3,639,979	12.1%	4,912,323	83.1%
Employee Costs as % of Revenue	64.0%	69.4%		70.2%	
PROFESSIONAL SERVICES	182,370	79,474	129.5%	197,402 *	92.4%
FACILITIES COSTS	175,087	178,812	-2.1%	223,209	78.4%
GENERAL OPERATING COSTS	127,672	80,875	57.9%	151,760	84.1%
SUPPLIES (incl Food Services)	314,899	291,596	8.0%	420,293	74.9%
TECHNOLOGY & CAPITAL EXPENSES	975,867	374,055	160.9%	1,022,456	95.4%
OTHER EXPENSES (incl Student Activities)	24,054	22,935	4.9%	29,362	81.9%
UNANTICIPATED EXPENSE / CONTINGENCY	-	-	0.0%	- *	100.0%
DEBT SERVICE (PRINCIPAL & INTEREST)	181,077	140,771	28.6%	200,166	90.5%
TOTAL EXPENDITURES	6,061,874	4,808,497	26.1%	7,156,971	84.7%
NET ORDINARY INCOME (before Carryforward)	318,912	435,811			
OTHER INCOME: PRIOR YEAR CARRY-FORWARD	156,767	65,420		156,767	100.0%
OTHER: CAPITAL TRANSFER-IN / (OUT) to Gen Fund	-	-		-	0.0%
NET SURPLUS/(DEFICIT) excl Depr/Cap Assets	475,679	501,232		-	



ISAAC Executive Director End of Year Review

TO: ISAAC Board of Directors

FROM: Dr. Nicholas J. Spera

DATE: June 9, 2025

SUBJECT: End of Year Review

OVERVIEW

It is with great reflection, time, and hard work that I provide the Board of Directors with the final status and progress for the completion of my three major goals that were established with the Board of Directors this school year. Similarly, using the same format used at mid-year, I have created a quick reference qualitative summary that provides the Board with a snapshot regarding the completion found within each goal. For each of the bullet points listed within each subsection of goals 1, 2, and 3; they have been completed. For goal 3, I believe that I have completed these goals which are evident in of my practice and communication with the chairman of the board, the subcommittees of the board, and the board as a whole. Moreover, the behind-the-scenes work that is known intimately by the chairperson and in some cases, by the members of the Executive Committee, provides evidence of my work to achieve the essence of these goals. In summary, based on the progress and completion made on the measurable goals and the other goals that are consistent with the daily responsibilities and expectations for any superintendent/executive director, I am proud of my growth as a leader, as well as the work to achieve the goals set at the beginning of the school year. Moreover, I believe that I have maintained my exemplary performance rating from last year with the work I have completed this year.

GOAL 1: Educational Leader Practice

1.1: Shared Vision, Mission and Goals — Leaders collaboratively develop, implement, and sustain the vision, mission, and goals to support high expectations for all students and staff.

1.2: Curriculum, Instruction and Assessment — Leaders develop a shared understanding of standards-based best practices in curriculum, instruction, and assessment.

1.3: Continuous Improvement — Leaders use assessments, data systems and accountability strategies to monitor and evaluate progress and close achievement gaps.

2.2: Professional Learning — 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.

This goal contains several examples of accomplishment that is led by the demands and requirements of from the results of the Charter Renewal and the established improvement plan. I am incredibly grateful for the hard work and collaboration that occurred within our central office staff, administrative team, members of the SDE staff, and the Board of Directors that allow us to accomplish the goals outlined in our action plan. In addition, all of the documents and data that the State Department of Education mandates continue to be completed promptly. Our Core Academic Coach/SRBI Coordinator, Lisa Lazarou, has taken on the task of ensuring the Professional Learning Community model is being completed with fidelity. As the major component of our PDEC plan, the PLC model serves as the catalyst towards continuous improvement for our district. The model includes a collaborative hands-on approach to curriculum revisions based on student assessment data. This school year marks the fourth full year of the master schedule that was created to maximize instruction, decrease class size, and maximize the number of certified teachers and staff to allow for student success. This class schedule has proven to be a positive achievement with increased academic achievement scores, and improved expectations coupled with low core course failures. The schedule also supports the addition of the elementary grades that were added. In addition, the new STEM elective offerings have been met with great success. This

includes the aquarium science program that has been expanded this year with a new course offering, Honors Marine Science. All of the elective courses are full and students are enjoying the opportunity to explore their interests in any of the STEAM offerings. In addition, the inclusion of providing a study hall for students allows for additional supports in academics and emotionality. Following the pandemic, we instituted an opportunity for students to talk to one another while pushing the rigor and practice of academics with homework. Given the low number of failures and high levels of honor roll success, this model is working as planned. The 4th grade expansion has been magnificent! Our Director of Elementary Education, Mercedes Alger, is the hardest-working and most talented educator I have ever witnessed. As I support her work with daily discussions, it is apparent that her role as an administrator in our building is a major win for years to come. Her promotion to Associate Principal will benefit us greatly and will strengthen She has been masterful in providing our 4th graders with the highest level of success imaginable. As we move to next year's expansion with 4th and 5th grade, I am hopeful that we can do much of the planning of curriculum and lessons during the summer months with the additional money from the grant.

Below is the table that lists all of the subsections within goal one.

GOAL ONE SUBSECTIONS	CURRENT STATUS
Discuss, draft, and present the 2024-2025 ISAAC district and school goals to the Board of Directors	COMPLETED
Create and submit the necessary documents in compliance with the Charter Renewal Visit	COMPLETED
Revise a School Improvement and Performance Plan that aligns to the school's Core Values, Beliefs about Learning, and Vision of the Graduate statement and the Teacher Evaluation System	COMPLETED
Lead ISAAC towards the expansion of 4 th and 5 th grades	ONGOING
Ensure the template for written curriculum is drafted in a consistent format for all courses in all departments throughout ISAAC	COMPLETED
Create professional development opportunities that enhance the development of curriculum and instruction.	COMPLETED
Cultivate a sense of urgency and commitment to improving the performance of all students through the development of SBAC and NGSS styled assessments by creating an action plan for the areas in need of improvement	CONTINUOUS
Guide and participate on the SRBI Team that includes systems for identifying, tracking, and providing supports that ensures that all students can succeed	COMPLETED
Ensure the system of Professional Learning Communities by discipline is established to allow teachers to develop curriculum, improve instruction, and create and discuss formative and summative assessments	COMPLETED
Design a master schedule that provides opportunities for teachers and students to be safe while having collaboration time to meet in Professional Learning Communities	COMPLETED

GOAL 2: Organizational Management Practice

2.1: Recruitment, Selection, and Retention — Recruits, selects, supports, and retains effective educators needed to implement the school or district's vision, mission, and goals.

2.3 Observation and Performance Evaluation — Ensures high-quality, standards-based instruction by building the capacity of educators to lead and improve teaching and learning.

3.1 Operational Management — Strategically aligns organizational systems and resources to support student achievement and school improvement.

3.2 Resource Management — Establishes a system for fiscal, educational and technology resources that operate in support of teaching and learning.

My work with Erica Robb as our Director of Finance continues to be vital to the success of our operations and fiscal management. Our special education billing methodology is in its fifth round of implementation. In addition, we are now in year four of the 5-year, \$850,000 CCLC afterschool grant along with a nearly \$300K enhancement grant that has brought on three new vans, a professional printer, and musical instruments. With the questions regarding future federal funding for programs like CCLC, we are beginning to look at how we can adjust the budget so that these important programs do not lose funding. This year we were successful in writing and receiving a \$730,494 federal grant from the Charter Association. The addition of this \$700k GSCT grant for our 4th and 5th grade expansion will prove to be beneficial as we continue to wait for deliveries of furniture and supplies. The addition of transportation for all 4th and 5th graders will be a new avenue for us at ISAAC. This could be a future goal for me next year if the Board so chooses. At the end of April 2025, we will receive our first audit that is a mandated aspect of the grant. This grant allows us to furnish the new 4th and 5th grade classrooms, provide curriculum development funds, and support the elective courses for 4th and 5th grade. Tanya Collins continues to excel in the Human Resources role. This continues to be impactful with the refinement of resources and systems that make more sense for a school our size. Her professionalism and follow-through are tremendous. In compliance with CSDE, her role as an evaluator of teachers was greatly lessened due to her role as an HR Director. Moreover, I am proud of our attention and continued focus on finding the best teachers and staff while targeting and recruiting minority applicants. Our hiring of experienced certified teachers continues to be an important step towards improving our student achievement in academics. In my 5 four years as Executive Director, I have hired 45 employees for which nearly a third are professionals of color or minority background. Our school leadership team of Tanya, Amy, Mercedes, and Tucker have been working closely with me as they develop systems that are effective, efficient, and sustainable. I am proud of the growth and willingness to collaborate and improve their practice through my mentoring. Especially as we realign our roles during the ongoing investigation, the school culture and climate has never wavered. Our Emergency Crisis & Emergency Plan continues to be refined to ensure the safety and security of our most precious assets at ISAAC. The promotion and new role and expectations of Bobby Harris as the Dean of Safety, Security, and Residency has been incredibly helpful and instrumental with the behaviors in the classroom as well as the school culture and climate. In addition, our newest hire of Derek Robertson as our Assistant Director of Safety has been instrumental to ensuring that teachers and students have the support they need. Our suspension rates for the school year continue to be reduced. Moreover, our decision to arm two safety personnel and partner with the New London Police Department has been a success. Our bond with NLPD has never been stronger along with the positive feedback from our parents. In addition, our e-rate continues to be beneficial as we are receiving 90% off of the costs of increased internet speed. Our facilities have greatly improved thanks to the talents and effort of Tino Rodriguez and the members of the maintenance service. We have easily saved well over \$200,000 in infrastructure improvements with our in-house work which has been completed at a fraction of the cost. Our in-house construction projects such as the main office redesign, bathroom remodel, creation of an SRBI Room and Dance/Theatre Room, 4th grade classrooms, mental health staff offices and the latest expansion of three additional classrooms have been instrumental in the operation and ability to meet the demands of our Strategic Plan. The construction project for the expansion of the 4th and 5th grades is ongoing and has been the major focus of my work due to the design and build method that was chosen. Based on the last building project, I am pleased with the progress of the project as we head into month six with an anticipated two to three months remaining in the project. My goal is to be able to receive a temporary certificate of occupancy at the end of

March 2025 with full completion in May 2025. I continue to take on the management of the food service. The success of the program has been due to the staff and the partnership with US Foods that allows for us to serve a higher quality product to our students and staff every day. Moreover, the food service has been fiscally beneficial to the school. The state approved for us to install the generator using the surplus of dollars from the food service program. As we finalize a quote for this, this will provide insurance for our food assets. Below is the table that lists all the subsections of goal two:

GOAL TWO SUBSECTIONS	CURRENT STATUS
Establish and use effective methodologies for hiring, developing, and retaining staff	COMPLETED
Utilize multiple channels to identify the most effective leaders and teachers, and strategically place them into positions based on knowledge, experience, and the needs of our students and faculty (ex. SRBI, Bilingual Program, Advisory)	ONGOING
Mentor and support the school administrators including the new interim principal	ONGOING
Ensure the new comprehensive evaluation and accountability system is completed with fidelity	COMPLETED
Ensure the school is in compliance with all teachers holding the appropriate certifications necessary	COMPLETED
Provide opportunities for staff members to grow as leaders within the school for the purpose of retention of the professional staff	COMPLETED
Develop a system that allows for peer-to-peer observation through the PLC model and reflection of the practice on a monthly basis	COMPLETED
Evaluate teacher effectiveness according to the ISAAC Evaluation Plan that includes review of teacher SLOs and completed evaluations for all certified staff	COMPLETED
Revise and implement a crisis management plan that allows for systematic and appropriate decision making, communication, and resource allocations for crisis or emergency situations including student self-harm, school violence, DCF, and COVID-19 related scenarios.	COMPLETED
Deliver and ensure the comprehensive Emergency Crisis & Safety Plan that meets state and federal laws and best practices used in surrounding school districts	COMPLETED
Provide oversight of the facilities management system that ensures the delivery of all programs in a safe and healthy environment	COMPLETED
Recommend, facilitate, and oversee the infrastructure and facility upgrades with the appropriate vendors, staff members, and construction companies	ONGOING
Oversee the new building expansion project in collaboration with the building committee	COMPLETED
Collaborate with multiple stakeholders to develop a fiscally responsible overall budget that supports the improvement goals and operations of ISAAC	COMPLETED
Ensure that the Special Education Billing Methodology that was approved by SDE is being completed with fidelity along with the appropriate cycles for billing	COMPLETED
Certify that the use of grants including the 21CCLC and GSCT Grant allows ISAAC to remain at the forefront in its offerings, experiences, and future	COMPLETED
Oversee the Food Service Operations and its fiscal management in collaboration with staff	ACTIVELY ENGAGED

GOAL 3: Community and Board of Directors

4.1: Family, Community and Stakeholder Engagement — 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.

4.2: School Culture and Climate — Establishes a positive climate for student achievement, as well as high expectations for adult and student conduct.

4.3: Equitable and Ethical Practice — Maintains a focus on ethical decisions, cultural competencies, social justice, and inclusive practice for all members of the school/district community.

Throughout my tenure at ISAAC, I have been fortunate to have developed close relationships with several members of the Board of Directors. These relationships have grown greatly as I complete my fifth year at ISAAC. My personal growth has been in making sure that my communication with the board is transparent and succinct. I have been able to use feedback from members of the executive team and mentoring advice from local superintendents. Especially this year, several situations have arisen that have resulted in ensuring that my relationship with the teachers' union and the CEA remains transparent and honest. For some of these situations, I have worked closely with our board attorneys to ensure that we are responding and ensuring that accountability and response to situations are appropriate and legally advised. My relationship with the Chairman of the Board has developed into consistent conversations with updates and/or responses to unique situations. Throughout the school year, my attention has been focused on the new building expansion project, the addition of the 4th-grade students, and ensuring our lottery remains strong. I continue to be proud of our advisory curriculum that focuses on important social-emotional learning of our students in-person and at home with a lens on diversity, cultural competencies, and social justice. We have developed a partnership with the ADL that has been extremely beneficial for the organization and my continued leadership. Our leadership team's message remains consistent in living our core values and beliefs about learning with all interactions and communications with staff, students, families, and the community. This includes us keeping the priority on ensuring we are preparing all graduates of ISAAC with the necessary skills and achievements needed to be successful in high school. Our leadership team has focused on promoting a fun and inclusive learning and working environment while building a culture of accountability on student achievement. Although this task has been challenging in the past few years and most recent months with those resisting accountability for their actions and performance, I have noticed a tremendous shift in the culture and climate that has changed in year 5 with the addition of a positive staff who believes in our path towards success. What is most telling is how our positive school culture never changes inside the building when mis-led media publications or false social media posts infiltrate the community. My professional actions and high energy never change inside the building. Our recent survey results were extremely strong, as shared with the Board of Directors a few months ago. I am confident that even though our leadership team will change next year at ISAAC, our consistency in systems and measures for accountability in teacher and staff performance will benefit the school and more importantly, our students. I am fortunate to have the support of the board to continue the accomplishment of one of the most successful choice middle schools in the state. Below is the table that lists all the subsections of goal three:

GOAL THREE SUBSECTIONS	CURRENT STATUS
Keep board informed and updated on educational issues, needs and operations, and/or appropriate information about ISAAC	ONGOING
Build and maintain positive working relationships with board members, community partners, and other stakeholders	ONGOING
Revise and implement a comprehensive social-emotional curriculum that will be delivered to all students that is aligned to national standards	COMPLETED
Effectively anticipate and respond to challenges and conflicts and remain focused on the vision of high expectations when faced with adversity	ONGOING
Builds a culture of accountability and hard work by focusing our efforts on the student achievement	ONGOING
Ensure that student and staff health and safety remain a priority in the decision-making process	ONGOING
Maintain the highest standards of professional conduct by holding high expectations of self and others	ONGOING



ISAAC Executive Director Final Evaluation

2024-2025 School Year

June 2025 - Board of Directors Meeting

GOAL NUMBER	GOAL DESCRIPTION	SUMMATIVE RATING
GOAL 1: Educational Leader Practice	1.1: Shared Vision, Mission and Goals — Leaders collaboratively develop, implement, and sustain the vision, mission, and goals to support high expectations for all students and staff. 1.2: Curriculum, Instruction and Assessment — Leaders develop a shared understanding of standards-based best practices in curriculum, instruction, and assessment. 1.3: Continuous Improvement — Leaders use assessments, data systems and accountability strategies to monitor and evaluate progress and close achievement gaps. 2.2: Professional Learning — 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		
Areas of Commendation: • The creation and transparency of the 2024-2025 ISAAC district and school goals to the Board of Directors • The completion and submission of the Corrective Action Plan to CSDE • 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 • The leadership and ability to create, plan, and implement the new 4th grade offering while increasing the total school population to 328 • The implementation, professional development, and completion of a written curriculum for all courses in all departments throughout ISAAC • 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 • 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 • The success of the master schedule to include the 4th grade that provided teaching and learning to occur in a safe environment for all • The continuation of the formative assessment systems (IAB & AIMSWEB) that led to increased SBAC & NGSS scores • The increased SBAC scores in four of the seven grades/subjects (mathematics, ELA, science) • Maintain the ISAAC Accountability Index above the 2029 goal; years ahead of expectation • The leadership and expertise in supporting the instructional, curricular, and operational changes resulting in improved student and staff outcomes Areas of Growth for 2025-2026: • Lead the process for improvement based on the recommendations given from the CSDE in the Charter Renewal Report • Lead the inclusion of the 5th grade to join the full school design grade 4 through 8		

GOAL 2: Organizational Management Practice	2.1: Recruitment, Selection, and Retention — Recruits, selects, supports, and retains effective educators needed to implement the school or district’s vision, mission, and goals. 2.3 Observation and Performance Evaluation — Ensures high-quality, standards-based instruction by building the capacity of educators to lead and improve teaching and learning. 3.1 Operational Management — Strategically aligns organizational systems and resources to support student achievement and school improvement. 3.2 Resource Management — Establishes a system for fiscal, educational and technology resources that operate in support of teaching and learning.	Exemplary
DESCRIPTION OF RATING		
Areas of Commendation: • The successful hiring of highly qualified, certified teachers and staff with an increase in minority hires • The implementation of the Board and SDE approved comprehensive evaluation and accountability system • The continued implementation of a crisis management plan that encourages a team response to crisis situations • The implementation and oversight of the facility that ensures the safety and well-being of all stakeholders • The successful completion and oversight of all internal construction projects • The oversight of the new construction project in collaboration with the Board of Directors, the Building Committee, and other stakeholders • The implementation and communication to all districts regarding the CSDE approved Special Education Billing Methodology • The ability to seek grants to support the work within the building including the \$730,494 CSP Grant • The delivery of a transparent, organized, and effective Executive Director Budget Proposal • The commitment to long-term cost saving initiatives such as the delivery of electricity, E-rate costs, personnel, and facility costs • The continued work completed to maintain the 21st Century Community Learning Center Grant • The mentoring and support of an administrative team that was assigned to different roles during the school year • The accountability and oversight of all systems within the school including the food service operations • The advocacy, tenacity, and leadership throughout the legislative session • The success of adding an additional 52 students to the school Areas of Growth for 2025-2026: • Continue to seek funding from different sources available throughout the state, region, and country • Explore the possibility of providing transportation to students attending ISAAC		

GOAL 3: Community and Board of Directors	4.1: Family, Community and Stakeholder Engagement — 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. 4.2: School Culture and Climate — Establishes a positive climate for student achievement, as well as high expectations for adult and student conduct. 4.3: Equitable and Ethical Practice —Maintains a focus on ethical decisions, cultural competencies, social justice, and inclusive practice for all members of the school/district community.	Exemplary
DESCRIPTION OF RATING		
Areas of Commendation: • 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 • The increased number of student applicants, especially out-of-district applicants • The communication to families about important events and happenings through multiple channels and languages • The collaborative efforts with the Board Chair to improve the efficiency of monthly meetings with the addition of the consent agenda • The full transparency and honest communication with board members on significant financial, personnel, program, and logistical issues • The leadership in several Board initiatives, including board training, and added missing policies according to state and federal law • The efforts to develop positive relationships with board members, community partners, and other stakeholders • The willingness to listen and adjust practices and decisions based on feedback from stakeholders • The professionalism and decision-making exhibited in the response to challenges and conflicts that occurred throughout the school year • The focus on the vision of high expectations for all, including self, when faced with adversity • The hard work and commitment to the job and school that was consistently displayed daily • The countless hours spent successfully advocating multiple needs for ISAAC with state and local legislators • The exemplary 2025 spring staff survey results that provides evidence of a positive culture and climate with 97.6% of the faculty agreeing that the culture and emotional climate of the school is positive and supportive, and 100% of the faculty agreeing that the admin is supportive and willing to make changes to support the culture and climate • The redesigned school website that is it assessable and easy to navigate for the Board, staff, families, students, prospective families, and donors Areas of Growth for 2025-2026: • Continue to provide the Board of Directors with missing and updated policies to be in compliance with state and federal statutes and laws • Continue to request in-district and out-of-district mailing labels for the recruitment of students and families • Explore measures and legal avenues to ensure that ALL districts comply with state law in providing prospective student information to ISAAC		



Richard F. Muckle, Board Chairperson



Dr. Nicholas J. Spera, Executive Director

OUR IS^AAC FAMILY

IS^AAC BOARD OF DIRECTORS

ASSOC PRINCIPAL
Mercedes Alger

EXECUTIVE DIRECTOR
Dr. Nicholas J. Spera

PRINCIPAL/DIRECTOR OF HR
Tanya Collins

DIRECTOR OF SPED
Amy Geary

ELEM TEACHERS
Caroline Regan
Lauren Vigorito
Rebecca Conti

EXECUTIVE ASSISTANT
Jelredi Alvarez

DEAN OF HUM&ATHLETICS
Michael Presti

SCIENCE
Denise Florio
Xiaoxiao Cao
Amy Wilkes

EXECUTIVE ASSISTANT
Mildred Rivera

**STUDENT SUPPORTS
COORD/21CCLC**
Tucker Regan

PE/HEALTH
Jessica Harvey

DIR OF FINANCE
Erica Robb

ELA/HUMANITIES/SS
Nikki Litterio
Amy Taylor
Kevin Irvine

MATHEMATICS
Will Ferguson
Emily Hamady
Vanessa Kobyluck
Shannon Lougee

BILINGUAL COORD
Christina Schiano

SCHOOL COUNSELOR
Alida Lamaana Kendell

MUSIC
Chelsey Zimmerman

PAYROLL/PAYABLE ASST
Stephen Rogers

ART
Leena Faulkner

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

SPECIAL EDUCATION
Annaliisa Erickson
Peter Gonski
Jannine Moores
Kimberly Pesarik
Mary Polatschek
Olivia Pacheco
Ryleigh Gonyo
Emilee Gowrie

THEATRE/DANCE
Amanda Grundy

DIR. OF MAIN & FACILITIES
Celestino Rodriguez

DIRECTOR NURSING
Carrie Gregory

DEAN OF SECURITY SAFETY
Bobby Harris

STEM
Aaron Kane
Tiffany Devlin-Perry

CUSTODIAL STAFF
Daniel Arias
Lucilania Delacruz (PT)
Ana Mirambeaux (PT)

NURSING ASSISTANT
Kelley Suprenaut

ASST DIR SECUR & SAFETY
Derek Robertson

SRBI COORDINATOR
Lisa Lazarou

FOOD SERVICE COORD
Chandra Johnson

DIRECTOR OF IT
Brian Trost

EDU INTERVENTIONIST
Mike Kydd
Norm Harrison
Jerry Santiago

SCHOOL PSYCH
Amanda Giorno
Kathy Di Garbo

ELA/HUMANITIES/SS
Nicole Funk
Kendall Chrzanowski

OUTSOURCED PROGRAMS

FOOD SERV CONSULTANT
Tom O'Connor

MEDICAL ADVISOR
Vijay Sikand

DATA MANAGER
Jenni Barnes

SUBSTITUTES
Rob Bono
TBD

SPED SPECIALIST
TBA

SCHOOL BASED HEALTH CENTER
Mental Health & APRN Services for Students



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

June 4, 2025 at 9:00 am via ZOOM

New London, CT

*This meeting will be held virtually

AGENDA

- | | | |
|---------|---|-----------------------------|
| 9:00 am | 1. WELCOME/CALL TO ORDER | <i>Chairman R.F. Muckle</i> |
| 9:01 am | 2. Executive Session to Discuss a Confidential Student Matter | |
| | <ul style="list-style-type: none">• <i>Possible Motion: To move into Executive Session to discuss a student matter and invite Dr. Spera.</i>• <i>Possible Motion: To accept the written agreement between Dr. Spera and the student's family</i> | |
| 9:15 am | 3. ADJOURNMENT | <i>Chairman R.F. Muckle</i> |



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

June 4, 2025 at 9:00 am via ZOOM

New London, CT

**This meeting was be held virtually*

In Attendance: Richard Muckle, Dr. Nicholas J. Spera, Bill Buscetto, Amanda Grundy, Shannon Lougee, , Michael Spellman, Dr. Kevin Booker, Dr. David Brailey

MINUTES

9:00 am **1. WELCOME/CALL TO ORDER** *Chairman R.F. Muckle*

9:01 am **2. Executive Session to Discuss a Confidential Student Matter**

- *Motion: To move into Executive Session to discuss a student matter and invite Dr. Spera.
Moved: B. Buscetto; 2nd: S. Lougee; Discussion: none; In Favor: all; Opposed: none; Abstentions: none
Motion Carries by unanimous voice vote*
- *Motion: To accept the written agreement between Dr. Spera and the student's family
Moved: D. Brailey; 2nd: S. Lougee; Discussion: none; In Favor: all; Opposed: none; Abstentions: none
Motion Carries by unanimous voice vote*

9:15 am **3. ADJOURNMENT** *Chairman R.F. Muckle*

- *Motion: to adjourn
Moved: R. Muckle; 2nd: K. Booker; Discussion: none; In Favor: all; Opposed: none; Abstentions: none
Motion Carries by unanimous voice vote*

Memorandum Of Agreement

This Agreement is made by and between the Board of Directors for the Interdistrict School for Arts and Communication (hereinafter referred to as the “Board”) and the ISAAC Education Association (hereinafter referred to as the “Association”), both of which are sometimes hereinafter referred to as “the parties”. The parties hereby agree to the following:

In accordance with the Affordable Care Act (ACA), the Board must abide by rules and regulations governing the small group market, including those related to benefit coverage. These restrictions make it legally prohibitive for the Board to offer its employees the insurance coverage set forth in the parties 2025-2029 contract. As such, the parties have agreed to change from their current plan to the following plan, **2025-2026 Anthem Plan 8LA1**, effective July 1, 2025. The plan design features are as set forth below and in the attached exhibit, see **Exhibit A**. Nothing herein shall be construed a preventing either party from presenting insurance proposals during negotiations for a successor contract beyond the 2025-2029 contract. In addition,

ARTICLE 16 Insurance Benefits

- A. The School and eligible full-time teachers shall pay the following percentages toward the costs of the base health insurance plan provided to teacher by the School. Any teacher wishing to enroll in a different health insurance plan offered by the School shall pay the full additional costs for such plan. Premium contributions shall be paid through payroll deduction.

	2025-26	2026-27	2027-28	2028-29
Teachers	25%	26%	27%	28%
ISAAC	75%	74%	73%	72%

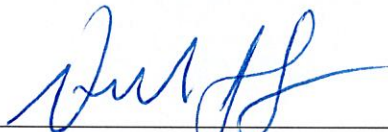
- B. The School shall provide full-time teachers with term life insurance coverage in the amount of forty thousand (\$40,000) dollars.
- C. Any full-time employee who is eligible for the health insurance coverage provided by the School in accordance with the provisions of this Agreement and who elects not to participate in such insurance coverage shall receive a payment of seven hundred fifty (\$750) dollars in lieu of such insurance.
- D. The Board shall have the right to self-insure for any of the insurance benefits described in this Article and/or to change administrators/carriers/plans for any of the insurance benefits, provided that the overall level of benefits, when considered as a whole, remains substantially comparable to the overall level of benefits in effect immediately preceding any such change.

- E. Participation in any of the insurance benefits provided under this Agreement shall be subject to the eligibility requirements of the carriers.
- F. High Deductible/Health Savings Account Plan – **Anthem Blue Cross HSA 8LA1 Option**
1. The sole insurance plan provided by the Board shall have a high deductible of \$2500/\$5000.
 2. A Health Savings Account shall be made available for any teacher enrolled in the plan. Any teacher hired with an effective date prior to or on the first day of the teacher work year who elects to enroll in the HDHP Plan shall receive full funding of the Board's portion of the HSA contribution, as set forth below. Teachers hired with an effective date after the first day of the teacher work year, or teachers who experience a qualifying event after open enrollment or the contract year will receive a pro-rata share of the Board's contribution to the HSA. The Board shall make the following contributions toward a qualified Health Savings Account:
 - a. In the 2025-2026 contract year, the Board shall contribute \$1,000 to the single deductible and \$2,000 to the two person/family deductible. The Board's contributions toward the HSA deductible shall be deposited into the employees' HSA accounts in two equal installments, specifically on or about October 1 and on or about April 1.
 - b. In the 2026-27 contract year, the Board shall contribute \$1,000 to the single deductible and \$2,000 to the two person/family deductible. The Board's contributions toward the HSA deductible shall be deposited into the employees' HSA accounts in two equal installments, specifically on or about October 1 and on or about April 1.
 - c. In the 2027-28 contract year, the Board shall contribute \$1,000 to the single deductible and \$2,000 to the two person/family deductible. The Board's contributions toward the HSA deductible shall be deposited into the employees' HSA accounts in two equal installments, specifically on or about October 1 and on or about April 1.
 - d. In the 2028-29 contract year, the Board shall contribute \$1,000 to the single deductible and \$2,000 to the two person/family deductible. The Board's contributions toward the HSA deductible shall be deposited into the employees' HSA accounts in two equal installments, specifically on or about October 1 and on or about April 1.
 - e. The parties acknowledge that the Board's contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for

actively employed teachers. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

- G. The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) §4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. Should any Federal statute or regulation pertaining to IRC §4980I be mandated to take effect during the term of this Agreement, triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations in accordance with the Teacher Negotiation Act. During such mid-term negotiations, the parties will reopen Insurance Article 15 (Insurance Benefits) for the purpose of addressing the impact of the excise tax. No other provision of the contract shall be reopened during such mid-term negotiations.
- H. The provisions set forth in this Agreement shall not establish a practice or precedent for any purpose.
- I. This Agreement shall have no effect on any other provision of the parties' collective bargaining agreement and all such other provisions shall remain in full force and effect.

Agreed to and approved by the undersigned, this 12th day of June 2025.


Dr. Nicholas J. Spera, Executive Director
Interdistrict School for Arts and Communication


Lisa Lazarou, President
ISAAC Education Association



ISAAC MIDDLE SCHOOL 2025 SBAC & NGSS PRELIMINARY DATA

Dr. Nicholas J. Spera
ISAAC Board of Directors
June 18, 2025

ISAAC By the Numbers

EIGHT YEAR SBAC TREND DATA

ELA SBAC

OF NOTE:

CURRENT 4TH GRADERS: 34% AT GOAL ENTERING ISAAC

CURRENT 6TH GRADERS: 33% AT GOAL ENTERING ISAAC

ELA	16-17	17-18	18-19	20-21	21-22	22-23	23-24	24-25
4 TH								44.4%
6 TH	36.8%	34.1%	23.3%	30%	32%	30.2%	45.3%	49.5%
7 TH	28.7%	26.4%	34.5%	29.3%	32.6%	37.5%	46.6%	52.6%
8 th	31.8%	28.6%	33.3%	36.4%	38.5%	42.4%	55.3%	42.6%

SCHOOL-WIDE ELA SBAC

ELA	16-17	17-18	18-19	20-21	21-22	22-23	23-24	24-25
ISAAC	32.4%	29.7%	30.2%	31.8%	34.4%	36.4%	48.3%	47.9%

ISAC By the Numbers

EIGHT YEAR SBAC TREND DATA

MATHEMATICS SBAC

OF NOTE:

CURRENT 4TH GRADERS: 35% AT GOAL ENTERING ISAAC

CURRENT 6TH GRADERS: 24% AT GOAL ENTERING ISAAC

MATH	16-17	17-18	18-19	20-21	21-22	22-23	23-24	24-25
4 TH								48.1%
6 TH	12.6%	10.2%	14.4%	5.4%	18.4%	20.4%	38.3%	34%
7 TH	8%	10.3%	9.5%	12%	15%	25.3%	21.6%	31.6%
8 th	13.6%	7.1%	7.4%	7%	5.5%	25%	32.9%	28.7%

SCHOOL-WIDE MATH SBAC

MATH	16-17	17-18	18-19	20-21	21-22	22-23	23-24	24-25
ISAAC	11.5%	9.3%	10.6%	8.2%	13%	23.4%	31%	33%

IS^AAC By the Numbers

FIVE YEAR NGSS TREND DATA

SCIENCE NGSS

SCIENCE	18-19	21-22	22-23	23-24	24-25
8 th Grade	25.9%	20.9%	33.3%	37.2%	44.1%

ISAC By the Numbers

ACCOUNTABILITY INDEX PROJECTION

2024 RATINGS FOR SOUTHEASTERN CT MIDDLE SCHOOLS

#	DISTRICTS	ACCT. INDEX	MINORITY	FREE/REDUCED
1	East Lyme Middle School <i>East Lyme Public Schools</i>	77.3	29.9%	26.6%
2	Lyme-Old Lyme Middle School <i>Region 18</i>	75.6	14.3%	14%
3	ISAAC Middle School <i>Interdistrict School for Arts & Communication</i>	72.5	87.1%	71%
STATE AVERAGE		70.8	53.8%	44%
4	Clark Lane Middle School <i>Waterford Public Schools</i>	68.6	27%	29.9%
5	Stonington Middle School <i>Stonington Public Schools</i>	66.5	20.6%	25.1%
6	Ledyard Middle Schools <i>Ledyard Public Schools</i>	62.7	32%	33.2%
7	Leonard J. Tyl Middle School <i>Montville Public Schools</i>	62.5	42.8%	48.4%
8	Groton Middle School <i>Groton Public Schools</i>	58.5	54%	58.3%
9	Kelly STEAM Middle School <i>Norwich Public Schools</i>	54.5	75.4%	74.6%
10	New London Sci and Tech Middle <i>New London Public Schools</i>	47.6	81.8%	85.9%
11	Teachers' Memorial Middle School <i>Norwich Public Schools</i>	45.8	76.5%	80%
12	Bennie Dover Middle School <i>New London Public Schools</i>	45.1	95.2%	95.8%

ISAC By the Numbers

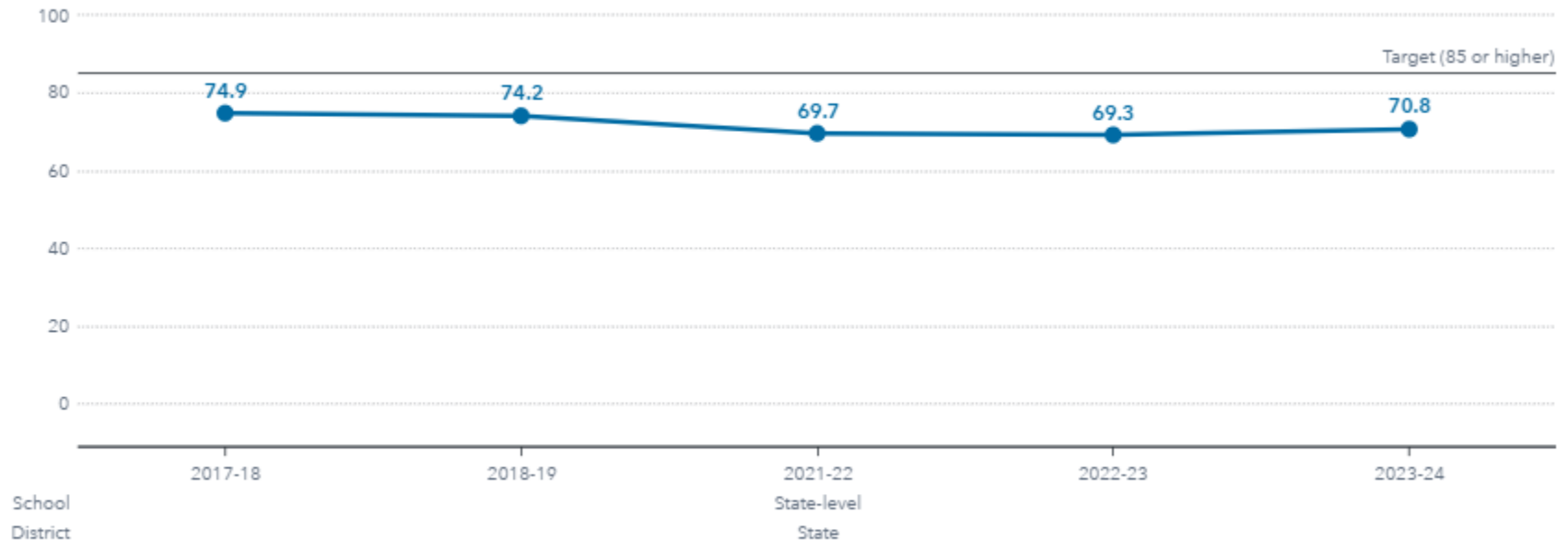
ACCOUNTABILITY INDEX PROJECTION

Indicator	Index/Rate 2025	Index/Rate 2024	Target	Points Earned 2025	Points Earned 2024	Max Points	% Points Earned 2025	% Points Earned 2024	2023 % Points Earned
1a. ELA Performance Index - All Students	64	64.4	75	42.7	42.9	50	85.4	85.8	85.2
1b. ELA Performance Index - High Needs Students	60	61.6	75	40	41.1	50	80	82.2	72.1
1c. Math Performance Index - All Students	58.6	58.5	75	39.1	39	50	78.2	78	79.6
1d. Math Performance Index - High Needs Students	54.7	55.5	75	36.5	37	50	73	74	65.2
1e. Science Performance Index - All Students	58.1	57.7	75	38.7	38.5	50	77.4	77	82.1
1f. Science Performance Index - High Needs Students	54.1	53.4	75	36.1	35.6	50	72.2	71.2	68.2
2a. ELA Academic Growth - All Students	63.40%	67.90%	100%	63.4	67.9	100	63.4	67.9	57.2
2b. ELA Academic Growth - High Needs Students	62.40%	69.90%	100%	62.4	69.9	100	62.4	69.9	52.5
2c. Math Academic Growth - All Students	69.70%	74.70%	100%	69.7	74.7	100	69.7	74.7	61.8
2d. Math Academic Growth - High Needs Students	70.40%	72.50%	100%	70.4	72.5	100	70.4	72.5	55.5
2e. Progress Toward English Proficiency - Literacy	76.70%	60.70%	100%	38.4	30.4	50	76.8	60.8	55.3
2f. Progress Toward English Proficiency - Oral	57.60%	66.00%	100%	28.8	33	50	57.6	66	56.1
4a. Chronic Absenteeism - All Students	14.40%	15.50%	<=5%	31.2	29	50	62.4	58	39.8
4b. Chronic Absenteeism - High Needs Students	13.50%	17.00%	<=5%	33	26	50	66	52	6
7. On-track to High School Graduation	94.00%	94.00%	94%	50	50	50	100	100	87.7
8. 4-year Graduation: All Students (2022 Cohort)			94%			.			94.6
9. 6-year Graduation: High Needs Students (2020 Cohort)			94%			.			91.1
10. Postsecondary Entrance (Graduating Class 2022)			75%			.			88.2
11. Physical Fitness (estimated participation rate = 100%)	58.10%	55.40%	75%	38.7	36.9	50	77.4	73.8	60.6
Accountability Index				719.1	724.4	1000	71.91	72.44	69.3

IS^AAC By the Numbers

ACCOUNTABILITY INDEX PROJECTION

Accountability Index²



¹ To view **district-level results**, you must select the **district name** from the District(s) List and **District-level** from the School(s) List.

² The overall Accountability Index is the percentage of total possible points earned on all available indicators

OUR IS^AAC FAMILY

