



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

October 15, 2025 at 4:00 pm via ZOOM Link Available on Website

New London, CT

This meeting will be held virtually

AGENDA

4:00 pm	1. WELCOME/CALL TO ORDER 1a. Establishment of Quorum 1b. Public Comment <i>The Board of Directors welcomes public comment. Due to the nature of the virtual format of the meeting, all comments are to be submitted via email prior to noon on the day of the meeting. Comments may be made on almost any matter related to the operations of ISAAC and will be shared with the Board members in their packet. We shall not read or address any comments at this meeting. However, comments concerning individual students or staff members shall not be permitted.</i>	<i>Vice-Chairman M. Spellman</i>
4:01 pm	2. CONSENT AGENDA • Approval for the September BOD Minutes • Acceptance of the Year-to-Date Profit/Loss Financial Report for September 2025 • Acceptance of the Balance Sheet through September 30, 2025 <i>Possible Motion: Approve and accept all items on the consent agenda</i>	<i>Vice-Chairman M. Spellman</i>
4:03 pm	3. EXECUTIVE DIRECTOR REPORT 3a. CSDE Report Update 3b. Grant Update 3c. Legislative Update 3d. Hiring Update 3e. ISAAC LIP DUB 2025	<i>Dr. Spera</i>
4:10 pm	4. SUBCOMMITTEE REPORTS 4a. FINANCE • Finance Update – October Minutes • Revised Budget for November 2024 BOD Meeting 4b. GOVERNANCE • Legislative Update	<i>Treasurer L. Muller</i> <i>Vice-Chairman Spellman</i>
4:15 pm	5. NEW BUSINESS 5a. 2025-2026 Board Goals <i>Possible Motion: Approve the 2025-26 ISAAC BOD Goals as presented</i> 5b. ISAAC School Climate Survey Data 5c. Board Training with Shipman and Goodwin	<i>Vice-Chairman M. Spellman</i> <i>Dr. Spera</i> <i>Tanya Collins</i> <i>Attorney Natalia Sieira Millan</i>
4:30 pm		
5:00 pm	6. Adjourn	<i>Vice-Chairman M. Spellman</i>



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

September 17, 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, Shannon Lougee, Erica Robb, Amanda Grundy, Michael Spellman, Elizabeth Bumgardner, Richard Sanders, Mercedes Alger

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

- Acceptance of Approval for the June 18, 2025 BOD Minutes
Motion: Approve and accept June 18, 2025 BOD Meeting Minutes
Moved: B. Crouch; 2nd: D. Brailey; Discussion: none; In Favor: all; Opposed: none; Abstentions: Sanders
Motion Carries by unanimous voice vote
- Acceptance of the Year-to-Date Profit/Loss Financial Report for June 2025
- Acceptance of the Year-to-Date Profit/Loss Financial Report for August 2025
- Acceptance of the Balance Sheet for June 30, 2025
Motion: Approve and accept all items on the consent agenda
Moved: B. Crouch; 2nd: E. Bumgardner; Discussion: none; In Favor: all; Opposed: none; Abstentions: none
Motion Carries by unanimous voice vote

4:03 pm

3. CONFLICT OF INTEREST STATEMENT

Dr. Spera

The Board shall not engage in acts that produce any real or perceived conflicts of interest among the Board or its employees. Connecticut General Statutes require that no Director of the charter school board or employee of the charter school board has a personal or financial interest in the assets, real or personal, of the school. This policy is intended to supplement this statute, as well as any applicable state and federal laws governing conflicts of interest applicable to charter schools. This policy does not override ISAAC's requirement to have teachers employed by ISAAC on its governing council. This policy shall be read annually at a Board meeting and shall be signed by each Director of the Board of Directors.

4:05 pm

4. EXECUTIVE DIRECTOR REPORT

Dr. Spera

- 4a. CSDE Report Update
We are at a 0% increase this year. We continue to be on our accountability plan led by Tanya Collins.
- 4b. Grant Updates
Waiting to find out if we are recipients of the charter grant that would be used to pay off some of our building loan. We are in the final year of our CCLC grant.
- 4c. Enrollment Update
We are at full enrollment with a waiting list of over 100 students.
- 4d. Hiring Update
We are fully hired; we will be fully staffed in January.
- 4e. 2025 Lip Dub& Social Media
We are one month away from filming our annual lip dub.

4:15 pm

5. SUBCOMMITTEE REPORTS

5a. FINANCE

Dr. Spera

● Finance Update - September Minutes

Annual audit coming up in November. Fiscally we are in great shape, we had a small surplus of a little over \$100,000 that we were able to move into the capital account. We are in discussions about future discussions of the fiscal aspect of transportation to be able to transport some out of district students.

4:20 pm

6. NEW BUSINESS

6a. Review of Executive Director Convocation

Dr. Spera

Dr. Spera shared his convocation presentation with The Board.

4:30 pm

7. ADJOURN

Chairman R.F. Muckle

Motion: To Adjourn

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

Motion Carries by unanimous voice vote



Interdistrict School for Arts and Communication

Board of Directors Finance Committee

October 14, 2025 at 1:00 pm

New London, CT

AGENDA

- | | | |
|---------|---|--------------------------------|
| 1:00 pm | 1. WELCOME/CALL TO ORDER | <i>Finance Chair L. Muller</i> |
| 1:00 pm | 2. FINANCIAL REVIEW <ul style="list-style-type: none">• September 30 2025 Profit/Loss and Balance Sheet | <i>E. Robb</i> |
| 1:07 pm | 3. GRANTS <ul style="list-style-type: none">• Award of State Charter Building Project/Debt Repayment grant is on hold until state bond hearing at end of October | <i>N. Spera</i> |
| 1:15 pm | 4. OTHER UPDATES | <i>N. Spera</i> |
| 1:20 pm | 5. ADJOURNMENT | <i>Finance Chair L. Muller</i> |



2025-26 DISTRICT GOALS

Dr. Nicholas J. Spera

October 15, 2025

ISAAC Board of Directors



ISAC By the Numbers

Dragon Nation Enrollment

YEAR	4 th	5 th	6 th	7 th	8 th	TOTAL
25-26	26	28	89	92	95	330

CATEGORY	#	%	Change
Special Education	68	20.8%	0%
English Language Learner	45	13.6%	↓ 2.9%
Free/Reduced Lunch	196	59.4%	↓ 4%
New London Students	208	62.6%	↓ 6.3%



ISAC By the Numbers

***NATIONAL RANK OF OUR STUDENTS ON
THE OLSAT (Otis Lennon School Ability Test)***

OLSAT BENCHMARK DATA

GRADE	BELOW 10%	BELOW 25%	BELOW 50%	50% to 74%	75% Higher
6 th : 2025	36%	21.3%	14.6%	18%	10.1%
6 th : 2024	25.7%	36.5%	17.6%	12.2%	8.1%

SUMMARY OF STATISTICS

28.1%

SCORING AT AVERAGE ABILITY OR HIGHER

20.3% IN 2024



ISAC By the Numbers

STATUS OF OUR 4TH GRADE STUDENTS IN ENGLISH LANGUAGE ARTS & MATHEMATICS

AIMS WEB BENCHMARK DATA

SUBJECT	WELL BELOW GRADE LEVEL	BELOW GRADE LEVEL	AT GRADE LEVEL	WELL ABOVE GRADE LEVEL
MATH	58%	31%	8%	4%
ELA	8%	62%	23%	8%

SUMMARY OF STATISTICS

MATHEMATICS: *12% AT OR ABOVE GRADE LEVEL (12%-2024)*

ELA: *31% AT OR ABOVE GRADE LEVEL (30%-2024)*



ISAC By the Numbers

STATUS OF OUR 6TH GRADE STUDENTS IN ENGLISH LANGUAGE ARTS & MATHEMATICS

AIMS WEB BENCHMARK DATA

SUBJECT	WELL BELOW GRADE LEVEL	BELOW GRADE LEVEL	AT GRADE LEVEL	WELL ABOVE GRADE LEVEL
MATH	38%	24%	20%	18%
ELA	36%	21%	36%	13%

SUMMARY OF STATISTICS

MATHEMATICS: 38% AT OR ABOVE GRADE LEVEL (8%: 2024)

ELA: 49% AT OR ABOVE GRADE LEVEL (19%: 2024)



ISAC By the Numbers

ENGLISH LANGUAGE ARTS & MATHEMATICS

SBAC SCORES BY GRADE – GOAL & ABOVE

ELA SBAC SCORES

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%

MATHEMATICS SCORES

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%

All ISAAC Stakeholders Working Towards Common Goal: **STUDENT SUCCESS!**

DISTRICT GOALS (3 total)

Executive Director and Board of Directors



SCHOOL GOALS (7 total)

Principal, Associate Principal, Director of Elem. & Director of Special Education



TEACHER GOALS *(According to CSDE Approved Eval Plan)*

All Certified Faculty Members at ISAAC



**School Improvement &
Performance Plan
2025-2026**

Dr. Nicholas Spera
Executive Director

Tanya Collins
Principal

Mercedes Alger
Associate Principal

Amy Geary
Director of Special Education

Michael Presti
Dean of Humanities

Tucker Regan
Student Supports Coordinator



Overarching District Goals for 2025-2026 School Year

District Goal 1: All Students Can Succeed

Students learn best when teachers and students adopt a growth mindset that embraces high expectations, meaningful feedback, and the ability to reflect on their own learning

Strategic Plan Goal #4: Effort Creates Ability & #5: Bring Your 'A' Game

District Goal 2: Safe and Nurturing Environment

Students learn best when teachers and students create an emotionally safe environment built upon clear expectations, which promote respectful and inclusive interactions, recognition of effort, opportunity for self-regulation, and the development of positive relationships.

Strategic Plan Goal #1: Safe Positive Environment & #3: Top Choice

District Goal 3: Professional Development & Evaluation

Students learn best when their teachers have the tools, skills, and knowledge to provide data driven instruction that is authentic, interactive, motivating, and leads to the application of knowledge and skills.

Strategic Plan Goal #2: Systems of Excellence & #6: If You Build It, They Will Come

District Goal 1: All Students Can Succeed

Students learn best when teachers and students adopt a growth mindset that embraces high expectations, meaningful feedback, and the ability to reflect on their own learning.

ISAAC 2029 BOD STRATEGIC GOALS #4 & #5



School Goal One:

To prepare all students with the competencies needed to demonstrate success in mathematics, reading, and writing.

School Goal Two:

To ensure that all graduates are high school ready upon graduation.

District Goal 2: Safe and Nurturing Environment

Students learn best when teachers and students create an emotionally safe environment built upon clear expectations, which promote respectful and inclusive interactions, recognition of effort, opportunity for self-regulation, and the development of positive relationships.

ISAAC 2029 BOD STRATEGIC GOALS #1 & #3



School Goal Three:

To provide a safe, respectful, and nurturing learning environment that supports the personal, academic, and high school goals of every student.

School Goal Four:

To ensure that the school and its parents have a collective understanding of a student's success through a system of periodic and reactive communication.

School Goal Five:

To establish clear school-wide expectations, classroom to classroom, that are known, understood, and respected by students, teachers, and families.

District Goal 3: Professional Development & Evaluation

Students learn best when their teachers have the tools, skills, and knowledge to provide data driven instruction that is authentic, interactive, motivating, and leads to the application of knowledge and skills.

ISAAC 2029 BOD STRATEGIC GOALS #2 & #6



School Goal Six:

To collaborate within ISAAC and outside of ISAAC with available resources that enhance the rigor and relevance of our instruction through professional learning communities.

School Goal Seven:

To support and grow our certified staff in all domains as prescribed through the evaluation process through effective feedback, accountability, and supervision.

ISAAC

THANK YOU!

Your continued support will help us to provide exceptional instruction and opportunities that supports our Core Values, Beliefs and our Vision of the ISAAC Graduate

Interdistrict School for Arts and Communication
Balance Sheet Prev Year Comparison
As of September 30, 2025

	Sep 30, 25	Sep 30, 24
ASSETS		
Current Assets		
Checking/Savings	2,311,599	2,280,729
Accounts Receivable	93,492	41,895
Total Current Assets	2,405,091	2,322,624
Fixed Assets		
050-00 · Fixed Assets	9,584,060	7,873,790
058 · Construction in Progress	0	11,913
Total Fixed Assets	9,584,060	7,885,703
TOTAL ASSETS	11,989,151	10,208,326
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable	15,991	34,551
Other Current Liabilities	133,976	73,334
Total Current Liabilities	149,966	107,886
Long Term Liabilities		
0625 · Capital Reserve (Per Pupil)	342,747	380,645
070 · Mortgage Payable	2,951,000	1,830,495
073 · Vehicle/Equipment Loan	22,931	27,992
Total Long Term Liabilities	3,316,679	2,239,133
Total Liabilities	3,466,645	2,347,018
Equity	8,522,505	7,861,308
TOTAL LIABILITIES & EQUITY	11,989,151	10,208,326

INTERDISTRICT SCHOOL FOR ARTS AND COMMUNICATION
Statement of Activities (Profit & Loss)
Sep 30, 2025

as of Oct 8, 2025

	Current Yr		Prior Yr		%	approved May 2025 BUDGET incl CapRsv	%
	Sep 25		Sep 24		% Change	25-26 Full Year	% of Budget
TOTAL REVENUES [CSP = \$116K]	2,444,559		2,262,346		8.1%	6,681,412	36.6%
SALARIES	807,151		739,976		9.1%	4,631,759	17.4%
FRINGE BENEFITS	16.7%	135,023	17.2%	127,164	6.2%	703,959	19.2%
TOTAL SALARIES + FRINGE BENEFITS	942,173		867,140		8.7%	5,335,718	17.7%
<i>Employee Costs as % of Revenue</i>	38.5%		38.3%			79.9%	
PROFESSIONAL SERVICES	12,328		22,843		-46.0%	181,282	6.8%
FACILITIES COSTS	51,124		41,443		23.4%	213,517	23.9%
GENERAL OPERATING COSTS incl insurance	43,371		29,919		45.0%	112,067	38.7%
SUPPLIES (incl Food Svc) [CSP]	124,026		70,205		76.7%	376,000	33.0%
TECHNOLOGY & CAPITAL EXPENSES [CSP]	232,343		331,850		-30.0%	259,269	89.6%
OTHER EXPENSES	10,205		12,923		-21.0%	31,039	32.9%
UNANTICIPATED EXPENSE / CONTINGENCY	-		-		0.0%	50,000	0.0%
DEBT SERVICE (PRINCIPAL & INTEREST)	59,146		42,982		37.6%	257,520	23.0%
TOTAL EXPENDITURES	1,474,716		1,419,305		3.9%	6,816,412	21.6%
NET ORDINARY INCOME (before Carryforward)	969,843		843,041			(135,000)	
OTHER INCOME: PRIOR YEAR CARRY-FORWARD	147,161		156,767			60,000	245.3%
OTHER: CAPITAL TRANSFER-IN / (OUT) to Gen Fund						75,000	0.0%
NET SURPLUS/(DEFICIT)	1,117,004		999,808			-	