

# INNOVATIVE

## ARTS ACADEMY

### Board Meeting Minutes for Wednesday, April 15, 2026 at 6PM

| Component                             | Agenda Items                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|---------------|-----------------------|-----------------|---------------------|---------|---------------------------------------|---------|---------------------------|--------|---------------------|-----------------|-------------------------------|---------|------------------------|----------|---|---|--------|-----|---|---|-----|-----------------|
| Opening Exercises                     | <ul style="list-style-type: none"><li>• Call to Order: 6:26 PM</li><li>• Notice of Meeting<ul style="list-style-type: none"><li>◦ Proper notice was published in <i>The Morning Call</i> on <b>Saturday, July 5, 2025</b></li></ul></li><li>• Flag Salute</li><li>• Roll Call</li></ul> <table><tr><th>Administrative Member</th><th>Attendance</th></tr><tr><td>David Rank, President</td><td>Present</td></tr><tr><td>Dan Schmidt, Member</td><td>Present</td></tr><tr><td>Robert Sirmans, Secretary / Treasurer</td><td>Present</td></tr><tr><td>Bob Susko, Vice President</td><td>Absent</td></tr><tr><td>Jason Nagle, Member</td><td>Present</td></tr><tr><td>Brian Taylor, General Counsel</td><td>Present</td></tr><tr><td>Tom Taylor, Accountant</td><td>By phone</td></tr></table> <p>Guests: Bob Spengler</p> | Administrative Member | Attendance    | David Rank, President | Present         | Dan Schmidt, Member | Present | Robert Sirmans, Secretary / Treasurer | Present | Bob Susko, Vice President | Absent | Jason Nagle, Member | Present         | Brian Taylor, General Counsel | Present | Tom Taylor, Accountant | By phone |   |   |        |     |   |   |     |                 |
| Administrative Member                 | Attendance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| David Rank, President                 | Present                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Dan Schmidt, Member                   | Present                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Robert Sirmans, Secretary / Treasurer | Present                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Bob Susko, Vice President             | Absent                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Jason Nagle, Member                   | Present                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Brian Taylor, General Counsel         | Present                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Tom Taylor, Accountant                | By phone                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Old Business                          | <p><b>Approval of board meeting minutes from March, 2026:</b></p> <ul style="list-style-type: none"><li>◦ Motion to approve: Jason Nagle</li><li>◦ Motion seconded by: Rob Sirmans<ul style="list-style-type: none"><li>■ <b><i>Unanimously approved.</i></b></li></ul></li></ul> <p><b>Approval of March, 2026 financials:</b></p> <ul style="list-style-type: none"><li>◦ Motion to approve: Dave Rank</li><li>◦ Motion seconded by: Rob Sirmans<ul style="list-style-type: none"><li>■ <b><i>Unanimously approved.</i></b></li></ul></li></ul>                                                                                                                                                                                                                                                                       |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Public Comment                        | <p><b>Members from the public are invited to comment on items <u>that are listed on this agenda.</u> Each member from the public will have up to two minutes to address the Board of Directors. The board may choose to hear public comment without providing an immediate response. The two-minute time allotment per public member may be shortened if comments are made about items that are not listed on the agenda for today’s meeting.</b></p>                                                                                                                                                                                                                                                                                                                                                                   |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Executive Session                     | Enter Executive Session to discuss pending legal matters and personnel matters at: 5:30 PM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Returned to Regular Session           | Returned to Regular Session at: 6:25 PM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                       |               |                       |                 |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| <a href="#">Enrollment Update</a>     | <table><tr><th>Date</th><th>PS Enrollment</th><th>Pending Enroll</th><th>Pending WD</th><th>Net Enroll</th><th>Sp.Ed.</th></tr><tr><td>Mar 30</td><td>498</td><td>1</td><td>4</td><td>495</td><td>104 (6 pending)</td></tr><tr><td>Apr 6</td><td>498</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Apr 13</td><td>499</td><td>1</td><td>4</td><td>496</td><td>103 (6 pending)</td></tr></table>                                                                                                                                                                                                                                                                                                                                                                                                              | Date                  | PS Enrollment | Pending Enroll        | Pending WD      | Net Enroll          | Sp.Ed.  | Mar 30                                | 498     | 1                         | 4      | 495                 | 104 (6 pending) | Apr 6                         | 498     | -                      | -        | - | - | Apr 13 | 499 | 1 | 4 | 496 | 103 (6 pending) |
| Date                                  | PS Enrollment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Pending Enroll        | Pending WD    | Net Enroll            | Sp.Ed.          |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Mar 30                                | 498                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1                     | 4             | 495                   | 104 (6 pending) |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Apr 6                                 | 498                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | -                     | -             | -                     | -               |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |
| Apr 13                                | 499                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1                     | 4             | 496                   | 103 (6 pending) |                     |         |                                       |         |                           |        |                     |                 |                               |         |                        |          |   |   |        |     |   |   |     |                 |

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| Grade | Mar 30 | Apr 6 | Apr 13 |
|-------|--------|-------|--------|
| 6     | 54     | 54    | 54     |
| 7     | 59     | 59    | 59     |
| 8     | 79     | 79    | 80     |
| 9     | 93     | 93    | 93     |
| 10    | 78     | 78    | 78     |
| 11    | 67     | 67    | 67     |
| 12    | 68     | 68    | 68     |

### Chief Executive Officer Report

- **Marketing, Recruiting, and Branding**
  - Here is what has changed since the last Board Meeting:
    - Enrollment:
      - Open House Enrollment Event: May 7th from 4:30-6:30 P.M.
      - Re-Enrollment Rita's Contest Starting April 14th.(Marketing has created a flyer and will be sent to students/families/ posted on socials/website)
    - Marketing:
      - The Marketing Consultant, Sharon Tercha has commenced an evaluation of the IAACS Marketing and Communications program and met with marketing representatives and school leaders on Monday.
      - Marketing has reached out to Rita's for possible donations for the upcoming Rita's contest, as well as coupons to give to our faculty/staff.
      - Enrollment/Marketing met with Charter Connect to discuss goals related to the upcoming Enrollment Event to gain more visibility and more attendance from prospective families.
      - Marketing met with Mrs. Morris/Ms. Rank at the start of the week to go over enrollment initiatives, goals, etc. Marketing will continue to have regular meetings with Enrollment to ensure our enrollment initiatives/goals are being met.
      - Marketing is currently exploring possible advertising opportunities with WFMZ and SLUHN/LVHN (Jefferson Health)
      - Marketing created posts for upcoming testing and end-of-the-year events, early dismissals, etc., to be scheduled to post in advance
      - Marketing has also created a Boys Volleyball Game Schedule, a Game Day template, Score template for the upcoming season. These will be posted accordingly.
- **Curriculum and Academics**
  - Here is what has changed since the last Board meeting:
    - Master Schedule for next year is completed. Teacher changes have been made based on data to ensure most effective teachers are in most needed areas.
    - Mock testing was successful in ensuring students practiced all aspects of each test utilizing the online tools, expectations for testing days, and allowed teachers to see what additional practice was still needed.
    - PSSA testing begins on 4/20/26, and we are ready.

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|                     | <ul style="list-style-type: none"> <li>■ Quarterly monitoring of our school improvement plan will be held before the Board Meeting. I will be able to share status toward our goals at the meeting.</li> <li>■ Spring Showcase, to celebrate our students, is this Thursday at Scottish Rite in Allentown doors open at 5PM.</li> <li>■ Federal programs monitoring preparation is underway. Mock monitoring has begun with the consultant, and we are ensuring we have all necessary artifacts.</li> </ul> <ul style="list-style-type: none"> <li>● <b>Principals Report</b> <ul style="list-style-type: none"> <li>○ Here is what has changed since the last Board meeting:           <ul style="list-style-type: none"> <li>■ Nothing new to report at this time.</li> </ul> </li> </ul> </li> <li>● <b>Logistics / Operations / Technology</b> <ul style="list-style-type: none"> <li>○ Here is what has changed since the last Board meeting:           <ul style="list-style-type: none"> <li>■ Sentinel One Renewal</li> <li>■ Staff machines have arrived and beginning builds - refresh to follow.</li> </ul> </li> </ul> </li> <li>● <b>Athletics</b> <ul style="list-style-type: none"> <li>○ Here is what has changed since the last Board meeting:           <ul style="list-style-type: none"> <li>■ Boys Volleyball tryouts have occurred and roster has been selected               <ul style="list-style-type: none"> <li>● All 7 who tried out have made the team.</li> <li>● While gym renovation is underway, the team will be practicing on the outside courts at Catty Park.</li> <li>● First game scheduled for April 21, at Notre Dame of Green Pond.</li> </ul> </li> <li>■ Initial cross country meetings went well, and would like to offer both boys and girls teams at both the middle school and high school levels.</li> <li>■ Initial designs for varsity uniforms for all teams have been created.               <ul style="list-style-type: none"> <li>● Last year's uniforms will become JV uniforms.</li> <li>● Uniforms to be replaced on a 4-year cycle going forward.</li> </ul> </li> <li>■ Varsity schedules for next year are almost entirely complete.               <ul style="list-style-type: none"> <li>● Scheduling for the 2027-2028 school year has begun as well.</li> </ul> </li> </ul> </li> </ul> </li> </ul> |
| <b>New Business</b> | <ul style="list-style-type: none"> <li>● <b>Motion to approve the transfer of Ms. Lynn Fischer from the position of Director of Curriculum &amp; Instruction to the position of Interim Chief Administrative Officer (CAO), effective July 1, 2026 at an annual salary of \$140,000.00:</b> <ul style="list-style-type: none"> <li>○ Motion to approve: Dan Schmidt</li> <li>○ Motion seconded by: Jason Nagle           <ul style="list-style-type: none"> <li>■ <b><i>Unanimously approved.</i></b></li> </ul> </li> </ul> </li> <li>● <b>Motion to approve the transfer of Mr. Anthony Pidgeon from the position of Principal to the position of Chief Operating Officer (COO), effective July 1, 2026 at an annual salary of \$126,000.00:</b> <ul style="list-style-type: none"> <li>○ Motion to approve: Dan Schmidt</li> <li>○ Motion seconded by: Jason Nagle           <ul style="list-style-type: none"> <li>■ <b><i>Unanimously approved.</i></b></li> </ul> </li> </ul> </li> <li>● <b>Motion to approve the transfer of Ms. Emily Fulmer from the position of Instructional Coach to the position of Interim Director of Curriculum &amp; Instruction and Federal Programs Coordinator, effective July 1, 2026 at a stipend of \$18,000.00 in addition to her regular salary:</b> <ul style="list-style-type: none"> <li>○ Motion to approve: Dan Schmidt</li> <li>○ Motion seconded by: Jason Nagle           <ul style="list-style-type: none"> <li>■ <b><i>Unanimously approved.</i></b></li> </ul> </li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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- **Motion to approve Authorization for Administration to advertise for the position of Principal, effective July 1, 2026:**
  - Motion to approve: Dan Schmidt
  - Motion seconded by: Jason Nagle
    - ***Unanimously approved.***
- **Motion to approve the transfer of Mr. Ernest Batha to the position of Assistant Principal, effective immediately:**
  - Motion to approve: Dan Schmidt
  - Motion seconded by: Jason Nagle
    - ***Unanimously approved.***
- **Motion to approve the appointment of Mr. John Venus as Behavioral Interventionist, effective April 14, 2026 at an annual salary of \$50,000.00, prorated for the 2025-2026 School Year:**
  - Motion to approve: Dan Schmidt
  - Motion seconded by: Jason Nagle
    - ***Unanimously approved.***
- **Motion to approve the authorization for Administration to offer the addition of PIAA Cross Country Boys and Girls High School and Middle School Programs for the Fall, 2026 Season:**
  - Motion to approve: Dan Schmidt
  - Motion seconded by: Jason Nagle
    - ***Unanimously approved.***
- **Motion to approve Coaches, Fall 2026 Program:**
  - **Chad Martson, Head Girls JV Volleyball Coach at a stipend of \$5,000.00**
  - **Maureen McGinniss, Assistant Girls Volleyball Coach (MS) at a stipend of \$2,500.00**
  - **Caden Caracciolo, Head Girls & Boys Cross Country Coach at a stipend of \$5,000.00**
    - Motion to approve: Dan Schmidt
    - Motion seconded by: Jason Nagle
      - ***Unanimously approved.***
- **Motion to approve the SentinelOne agreement, effective July 1, 2026 – June 30, 2029:**
  - Motion to approve: Dan Schmidt
  - Motion seconded by: Jason Nagle
    - ***Unanimously approved.***
- **Motion to approve the Innovative Arts Academy 2026-2027 Academic Calendar:**
  - Motion to approve: Dan Schmidt
  - Motion seconded by: Jason Nagle
    - ***Unanimously approved.***
- **Motion to approve the Second Reading of Revisions to [Policy #2204 Attendance/Tuancy](#):**
  - Motion to approve: Dan Schmidt
  - Motion seconded by: Jason Nagle
    - ***Unanimously approved.***
- **Motion to approve the Second Reading of [Policy #7100 Revenue Collection](#):**
  - Motion to approve: Dan Schmidt
  - Motion seconded by: Jason Nagle
    - ***Unanimously approved.***

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|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                | <ul style="list-style-type: none"> <li>• Motion to approve the <b>First Reading</b> of <a href="#">Policy #2246 Wellness</a>: <ul style="list-style-type: none"> <li>○ Motion to approve: Dan Schmidt</li> <li>○ Motion seconded by: Jason Nagle <ul style="list-style-type: none"> <li>■ <b><i>Unanimously approved.</i></b></li> </ul> </li> </ul> </li> <li>• Motion to approve the <b>First Reading</b> of <a href="#">Policy #2035 Student Rights and Surveys</a>: <ul style="list-style-type: none"> <li>○ Motion to approve: Dan Schmidt</li> <li>○ Motion seconded by: Jason Nagle <ul style="list-style-type: none"> <li>■ <b><i>Unanimously approved.</i></b></li> </ul> </li> </ul> </li> <li>• Motion to approve the <b>First Reading</b> of <a href="#">Policy #1005.1 Exemption from Instruction</a>: <ul style="list-style-type: none"> <li>○ Motion to approve: Dan Schmidt</li> <li>○ Motion seconded by: Jason Nagle <ul style="list-style-type: none"> <li>■ <b><i>Unanimously approved.</i></b></li> </ul> </li> </ul> </li> <li>• Motion to approve the <b>First Reading</b> of <a href="#">Policy #1005 Review of Instructional Materials by Parents/Guardians and Students</a>: <ul style="list-style-type: none"> <li>○ Motion to approve: Dan Schmidt</li> <li>○ Motion seconded by: Jason Nagle <ul style="list-style-type: none"> <li>■ <b><i>Unanimously approved.</i></b></li> </ul> </li> </ul> </li> </ul> |
| Public Comment | <p>Members from the public are invited to comment on <b>non-agenda</b> items. Each member from the public will have up to two minutes to address the Board of Directors. The board may choose to hear public comment without providing an immediate response. The two-minute time allotment per public member may be shortened if comments are made about items that are not listed on the agenda for today's meeting.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Next Meeting   | <ul style="list-style-type: none"> <li>• <b>Wednesday, May 20, 2026, at 6:00 pm. (Executive Session: 5:30 PM)</b></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Adjourn        | <ul style="list-style-type: none"> <li>• <b>Approval to adjourn board meeting:</b> <ul style="list-style-type: none"> <li>○ Motion to adjourn: Dan Schmidt</li> <li>○ Motion seconded by: Rob Sirmans <ul style="list-style-type: none"> <li>■ <b><i>Unanimously approved.</i></b></li> </ul> </li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |