Ina A. Colen Academy
On Top of the World Communities
Cypress Hall
8413 SW 80th Street
Ocala, FL 34481

Tuesday, July 21st, 2026 - 6:00 pm

VISION

Ina A. Colen Academy will educate the hearts and minds of students and families in an environment where everyone belongs, works together, and thrives.

MISSION

To cultivate passionate learners in an inclusive school community in which individuality and diversity are valued and students develop understanding and empathy for others through collaboration and active learning.

ATTENDEES: Vanessa Baxley, Robert Colen, Harvey Taub, Sukhbir Nijher, RoseAnn Fricks, Lilian Hutchinson, Danielle Libera, Michael Vazquez, Autumn Barfield (online), Brenda Maynard (online), Rebecca Rogers, Jim Walkup
ABSENT: Janet Behnke

1. Call to Order - 6:00 pm
2. Establish a quorum - meeting properly noticed on iacafl.org
3. Public Comment- Public comment is limited to 3 minutes. NONE

4. Consent Agenda
   a. Meeting Minutes – May 2026
   b. FY27 Board Governance Calendar
   c. (2) Policy updates

Motion to approve the consent agenda - Robert Colen - Motion to approve RoseAnn Fricks - 2nd Motion carries

5. Committee Reports
   a. Facilities Update – Mike Vazquez - general repair, cleaning, and maintenance of facility is underway; inspections have been completed; deep cleaning is scheduled; FF & E to arrive 8/3 for 2026-27 school year
   b. Principal's Report – Vanessa Baxley - School Grade A; discussed staffing plan; after care enrollment is filled; no 3rd grade retentions due to early intervention last year; newsletter review (to be emailed to BOD monthly); full school activities calendar to be shared with BOD; confirm BOD emails to ensure delivery; DL to send employee picnic invite to BOD
   c. Financials – Tabitha Jones (FINANCIAL DOCS folder)
      i. June 2026 financials including Capital Outlay Plan - reviewed fund balances and days in cash
      ii. Final Budget Actuals adoption for 2025-26

Motion to adopt the FY26 YTD actuals as the final budget. RoseAnn Fricks - Motion to approve Sukhbir Nijher - 2nd Motion carries

6. New Business
   a. HR items - Lilian Hutchinson
      i. Employment Agreements Language 2026-27 - strengthened the works for hire language; HT suggested one-page summary for employees to be given at contract signing
      ii. 2026-27 Employee Handbook amendments - introduced new PTO donation program with parameters

Motion to approve the 2026-27 Employee Handbook. Robert Colen motion to approve Sukhbir Nijher 2nd Motion carries

   b. 2026-27 Budget Presentation- Tabitha Jones, Vanessa Baxley, Autumn Barfield, Lilian Hutchinson - reviewed proposed budget for 602 students; discussed loan options for potential deficit; VB and team to revisit expenses for possible reductions; will be approved at a special-called meeting prior to August 30th

7. Roundtable Discussion (5 min.) NONE
8. Adjourn 6:43 pm – Next Meeting **, October 20th, 2026, 6:00 pm**

These minutes were adopted by the Board of Managers at a publicly noticed meeting on Tuesday, October 20th, 2026.

Board Secretary

Robert Colon

Printed Name

10/20/26

Date