

Arizona School for the Arts
Board of Directors Meeting Minutes
Zoom Online Conference
July 27, 2020 – 5:30 p.m.

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<i>Present: (voting members in bold)</i>					
Anthony Dietz, President	P	Carlos Contreras, Vice President	P	David Garcia, Secretary/Treasurer	P
Javier Cárdenas, Past President	P	John Snider	P	Alexander Laing	P
Betty Hum	P	Marcia Mintz	P	Kevin Allen	P
Allison Otu	P	Karen Lugosi	P	Ed Finn	P
Heidi Jannenga, Pending Board Member	P	John O’Neal, Pending Board Member	P	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesus Lopez, Honorary Alumni Member	A	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	P	Jessica Wooley, Executive Assistant	P	Leslie Tan Religioso, Development & Marketing Director	P
Liz Clark, Vice Principal	P	Drew Maxwell, Operations Director	P	Liz Shaw, Business Director	P
Monica Anthony, Arts Director and Vice Principal of Student Services	P	Jamie Bledsoe, Office Administrator	P	Lisa Speck, ASA Academic Faculty	P
Carolyn Smith, Executive Assistant in Training	P				

Call to Order

Anthony Dietz, Board President, called the meeting to order at 5:32 pm.

Call to the Public

Anthony Dietz made a call to the public, no public members were present.

Discussion Items

Anthony Dietz began the meeting by introducing Leah Fregulia, Head of School and CEO, who presented an overview of the ASA COVID-19 Employment Policies SY 2020-2021 which are up for Board approval. Leah began by reviewing COVID-19 updates for schools, which came from Governor Ducey and Superintendent Hoffman during a July 23, 2020 press conference. Key updates highlighted by Leah included: a benchmark matrix for reopening schools (developed by Health and Human Services and available for local leaders by August 7, 2020), priority to fully fund distance learning and continuity of pay for teachers, requirement for schools to adopt a face mask policy, requirement of 180 days of school or equivalent instructional hours, required free onsite learning option, and additional \$370 million investment to insure budget stability. Leah clarified that an onsite learning option will be extended to students whose parents/guardians are essential workers. More details regarding the onsite accommodation plan will become available once the ASA student/family survey results are collected and there is a clear count of how many students are in need of the service.

After reviewing the COVID-19 updates, Leah gave an overview of the ASA COVID-19 Employment Policies SY 2020-2021, which were prepared by legal counsel Osborn Maledon and reviewed by the ASA COVID-19 Task Force and ASA Board legal team. The policies follow state and federal executive orders/law and are applicable from July - December 31, 2020 (subject to extension). Included in the ASA COVID-19 Employment Policies SY 2020-2021 are the Families First Coronavirus Response Act (FFCRA) Policy, FFCRA Request Form, COVID-19 Employee Health Self-Screening Policy, COVID-19 Employee Health Self-Screening Questionnaire, COVID-19

Teleworking Policy, COVID-19 Employee Social Distancing Policy, COVID-19 Employee Face Mask Policy, and COVID-19 Employee Policies Acknowledgement. Leah noted that the policies do not currently cover student/parent/vendor procedures for coming to campus, notification procedures for COVID-19 cases on campus, and guidance for when and how to reopen campus. Resources from the Boys and Girls Club of Arizona (provided by ASA Board member Marcia Mintz) are being used in conjunction with State guidance to develop these procedures.

John Snider inquired what the process will be to attain Board approval for the adoption of policy updates, as State laws and Executive orders are constantly changing. Leah requested that the Board approval of these policies be contingent upon allowing policy changes and updates from our Counsel to be implemented as state and federal guidelines require in real-time and to then be ratified by the Board at the next regular meeting.

Anthony Dietz then asked Leah Fregulia and David Garcia to present an overview of the Equity Commitments up for approval. To provide background for the proposed Equity Commitments, Leah explained that the priorities are informed by the current environment, including: COVID-19 pandemic, economic environment, Black Lives Matter movement, and student/family/faculty experiences with racism at ASA (including feedback received through social media in response to ASA's Equity statements). The six proposed ASA Commitments to Equity included: faculty/staff professional development and training, a comprehensive third party review of policies/procedures, review and revision of curriculum through an equity lens, an increase of faculty/staff diversity, maintain transparent communication, and include diverse student voices at all levels of organization (including the Board of Directors).

Leah then shared the action steps for the proposed Equity Commitments, which included: providing trainings for faculty and staff (2020-2023), engaging in outside evaluation of ASA policies/processes/procedures and recommending changes to make them more equitable (2020-2021), creating bilingual resources for all policies/procedures/communications/etc. (2020 and ongoing), diversifying arts programs to ensure they deliver a diverse curriculum grounded in the ASA mission and core values (2020-2023), revising the interview process to include questions related to ASA's commitments to equity (2020-2021), identifying and supporting strategic partnerships/collaborations to create more diversity among teaching candidates, creating an equity statement to be added to the employee handbook (May 2020), and identifying and supporting strategic partnerships/collaborations that will enhance a diverse educational experience for students (2020 and ongoing). Leah explained that a transparent communication framework will be created for all stakeholders about revised equity policies and procedures, including opportunities for discussion and feedback (August 2020 and ongoing). Additionally, pathways will be created for students to participate in conversations around policy, share their perspectives, offer insight, and have opportunities to discuss outcomes and concerns (establish in 2020-2021, then ongoing).

The Board of Directors agreed that they would vote to allow the Executive Committee to give final approval on any changes made to the language to provide further clarity. Additionally, Anthony Dietz discussed the need for the ASA Student and Parent Technology and Network Resource Expectations to be approved before the start of school. Because this item was not listed on the agenda, the Board of Directors agreed to allow the Executive Committee to review and give final approval at the next Executive Committee meeting.

Action Items

Approval of Minutes – June 22, 2020.

Javier Cárdenas moved to approve the Minutes – June 22, 2020. The motion was seconded by Marcia Mintz and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

Approval of Minutes – July 3, 2020.

Carlos Contreras moved to approve the Minutes – July 3, 2020. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

Approval of Minutes – July 16, 2020.

Carlos Contreras moved to approve the Minutes – July 16, 2020. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

Approval of ASA COVID-19 Employment Policies SY 2020-2021

Javier Cárdenas moved to approve the ASA COVID-19 Employment Policies SY 2020-2021 with permission for the school to update policies as required with guidance from legal counsel. The motion was seconded by Betty Hum and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

Approval of Equity Commitments

David Garcia moved to approve the Equity Commitments and action steps as discussed, with permission for the Executive Committee to approve the finalized language prior to sending out any correspondence on behalf of the Board of Directors. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

Javier Cárdenas made it a point to recognize that not all voices and perspectives are represented in the Executive Committee, to which Leah emphasized that all Executive Committee meetings are open to the public and anyone is welcome to attend and provide input.

Adjournment

Ed Finn made a motion to adjourn. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

The meeting adjourned at 7:02 p.m.

Minutes reviewed and accepted on this date August 24, 2020.



By: _____ Board Member.