



# Arizona School for the Arts

## Board of Directors Minutes

Monday, February 22, 2021 at 5:30 p.m.

Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (voting Members in bold)					
Dr. Anthony (Tony) Dietz, President	P	Carlos Contreras, Vice President	P	Dr. David Garcia, Secretary/ Treasurer	P
Dr. Javier Cárdenas, Past President/RDC Chair	P	John Snider, FIC Chair	P	Alexander (Alex) Laing	P
Betty Hum, GC Chair	P	Marcia Mintz	P	Kevin Allen	P
Allison Otu	P	Karen Lugosi	P	Dr. Edward (Ed) Finn	P
Dr. Heidi Jannenga, TC Chair	P	John O'Neal	A	Richard (Ricky) Livoni, Honorary Academic Faculty	P
Aaron Thacker-Woodruff, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	P	Leah Fregulia, Head of School/ CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Clark, Vice Principal	P	Monica Anthony, Arts Director & VP of Student Services	P
Dr. Drew Maxwell, Operations Director	P	Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P
Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A	Yetta Gibson	A
Dr. Hazem Hnaide	P				

Agenda Items
<b>Annual Lottery</b>
<ul style="list-style-type: none"> <li>Explanation of New Process</li> </ul>
<b>Call to the Public</b>
<b>Mission Moment</b>
<ul style="list-style-type: none"> <li>Students Against Stigma</li> </ul>
<b>Board Recognition</b>
<b>Discussion Items</b>
<ul style="list-style-type: none"> <li>Resource Development Committee               <ul style="list-style-type: none"> <li>Development Dashboard</li> <li>Annual Parent/Family Meetings</li> <li>Showcase Sponsorships</li> </ul> </li> <li>Community Health Conditions               <ul style="list-style-type: none"> <li>Current Benchmarks</li> <li>CDC Guidelines</li> <li>Vaccination</li> </ul> </li> <li>Return to Campus Plan               <ul style="list-style-type: none"> <li>Review of Hybrid Model</li> <li>Timeline</li> <li>Mitigation</li> </ul> </li> <li>Governance Committee               <ul style="list-style-type: none"> <li>Nomination of New Members – Terms to begin July 1, 2021</li> </ul> </li> </ul>
<b>Reports</b>
<ul style="list-style-type: none"> <li>Finance Committee</li> <li>Technology Committee</li> </ul>

- Facilities Committee
- Strategic Planning Retreat – June 12, 2021

#### Action Items

- Approval of January 25, 2021 Board of Directors Meeting Minutes
- Approve Nominations of Two New Board Members
- Approval of 4<sup>th</sup> Quarter Plan for Instruction

The Board of Directors may vote to hold an executive session for the purpose of obtaining legal advice from the Board's attorney on any matter listed on the agenda pursuant to: ARS §38-431.03 (A)(3) Legal Advice

## Minutes

Board President Dr. Tony Dietz called the meeting to order at 5:31 p.m.

### Annual Lottery

Sara Maline Bohn explained since we are not physically together to do the typical drawing for the annual enrollment lottery, we would be using the Random feature in Excel. Sara cued Office Manager Jamie Bledsoe to run the program and the lottery was executed.

### Call to the Public

Tony made a call to the public for comment on the agenda items, reviewing the rules for public comment under Open Meeting law and requesting that those who wish to speak enter their name in Chat to be called upon. He then opened the floor for comments:

*Patrick Vance, Parent*, feels as though during a time of controversy, ASA is comparing itself to other public schools rather than the other private and charter schools it typically does. He would like the teachers to get back in the classroom now and the students back in the classroom as soon as possible. He believes that having the teachers back in their classrooms will build morale in their students and muscle memory in the teachers. Sitting at home on Zoom is no longer acceptable, teachers should be in the classroom teaching which will help keep everyone engaged; Scottsdale teachers are doing as such. With ASA faculty and staff being vaccinated, it is also time for students to get back on campus, most surrounding school systems are back to in-person learning and some have been since August.

*Andrew Jacobs, Parent*, appreciates that the majority of ASA staff and faculty has embraced getting vaccinated as the priority status has allowed. Other schools are opening based on vaccination and it is unreasonable to keep everyone at home thinking people wearing masks can infect others also wearing masks and once the vaccine is in effect no one can reasonably make that argument. Neither student nor parents are thriving after a year of online learning; there is a lot more anxiety, depression and a lot more people thinking about suicide because of too much time in isolation and also because many are without agency or advocacy on their behalf. If the Board does not elect to send the students back to campus for the 4<sup>th</sup> Quarter, that will mean a total of eighteen months of online learning which would be devastating and unconscionable.

*Hannah Dempsey, 12<sup>th</sup> Grade Student*, requested that should the Board vote to go back to campus for the 4<sup>th</sup> Quarter, that the Senior class be allowed to return at the same time the fifth graders. She recognizes that it is important for the fifth graders to return first as they have never been to school on campus and will need to adjust, however the current timeline only allows the Seniors a handful of weeks on campus despite it being their final year at ASA. The underclass students will have more years of on campus learning, but this will be the Seniors final opportunity to spend time at ASA with some of the fewest weeks available to them.

*Stephanie Richard, Parent*, has a son who has been on campus - with an option to go online - at similarly-located All Saints' Episcopal Day School since August. Based on the screen time recommendations of the American Pediatric Association, she finds the piece of the ASA Hybrid plan where students will still be on their laptops while in the classroom hypocritical because it keeps children at their screen six to twelve hours a day including class, homework and projects. She is hoping the school would find another way to teach the online students such as a separate teacher.

*Jon Pitt, Parent*, feels the same as Stephanie Richards and hopes that ASA will provide another option for parents who feel that their students are not healthy and well with so much screen time. He would like to see separate teachers for online students so that on campus students would not need to be on their computers.

*Michelle Gantz, Parent*, thanked the Board and ASA Community for all the work they have done along the way during a challenging time. Believes that the time is now for teachers to be back in the classroom and present throughout the

entire school day. The decisions made at this meeting for next quarter and the communications for next year will have an impact on how families plan for next school year and would like to have some faith that there will be a true return to school no later than next Fall.

### **Mission Moment**

ASA Junior Olivia Pratt from the Board of Students Against Stigma made a presentation on the group's mission, goals and values regarding the de-stigmatization of mental health issues. The group prioritizes activism in the form of conversations that erase stigmas regarding mental health discussions. Olivia discussed SAS' work over the school year including Teen Suicide Prevention Week, bringing awareness to Jake's Law and raising over \$1,200 for the American Foundation for Suicide Prevention. They are also planning a Zoom meeting with all the Coalition Clubs to discuss stigmas in their various communities. Olivia was invited to present to the Health and Wellness Committee.

### **Board Recognition**

Tony recognized the ASA Operations Team who have been on the front lines ensuring the school remain ready and operational including, Head of School Leah Fregulia; Operations Director Dr. Drew Maxwell, Principal Sara Maline Bohn, Business Director Liz Shaw, Vice Principals Liz Clark and Monica Anthony, and Office Administrator Jamie Bledsoe. He also recognized the teachers for their incredible tax credit donation this year and Yetta Gibson for her Healing History presentation organized by the Black Student Union the previous Friday evening.

### **Discussion Items**

#### *Resource Development Committee*

- Dr. Javier Cárdenas shared the Development Dashboard highlighting the shortfall in arts fundraising despite the fact that arts education is still going on, albeit in socially distanced and online forms. Javier recognized that things are very different this year acknowledging the pain that many of our students and families are experiencing impacting not only the emotional health, but in some cases the financial health as well. Our approach needs to reflect the changes that are going on in our environment; the previous goal was to raise \$2,000 from every student family in an effort to raise the \$1M budget shortfall, the new goal is 100% participation in any amount of giving. Sometimes the giving cannot be financial, but time and effort in volunteering is recognized and appreciated. He also announced that Jerry Diaz will be providing fundraising training to the Board and asked that Board members with contacts for possible Showcase sponsorship reach out to them and connect them with Leslie Religioso to make an ask.
- Javier showed the dates for the Annual Parent Meetings and thanked the Board members who will be speaking at each one. The tone of the meetings will reflect the sentiments he just expressed.
- Javier briefly reviewed the sponsorship levels for Showcase and reminded the Board that there will be a fun prize for the Board member who makes the most sponsorship asks. Dr. David Garcia added that they have not yet determined the prize, but the goal is to keep it light and fun and encourage Board members to at least go out and make the ask. Allison Otu requested that Board members who are not comfortable making an ask themselves, to make an introduction to an RDC member who can take on the task. Javier added that any parents at the meeting who would like to talk about sponsorship opportunities should reach out to Leslie. Leslie said that any gift to the school in form of time, talent or treasure benefits the whole community, but most importantly our students and thanked everyone for their giving thus far.
- Tony thanked the Board for their contributions to date and noted they are closing in on the record combined Board donation set last year.

#### *Community Health Conditions*

- Tony shared the Community Health Benchmarks and the Arizona Department of Health Services Dashboard noting that Cases, Positivity and Hospitalizations are all trending in the right direction, moving towards a Moderate/Hybrid model though it is still indicating Virtual learning right now. Even though the numbers are two weeks behind, they are showing a rapid decline, including in the school's zip code. Tony reviewed the number trends at other Board decision points noting at those times a switch to Hybrid would have been too disruptive to new learning protocols or too risky given approaching holiday periods.
- Javier relayed that at their last meeting, the Health and Wellness Council primarily discussed the vaccination opportunity for teachers. Approximately 85% of teachers have been or will be vaccinated, but there are some teachers whose health conditions prevent them from getting the vaccine which will also prevent them from returning if the school reopens at this time. Considering the number of teachers who are taking the opportunity to be vaccinated, the decline in community spread and the new CDC guidelines, the HWC does recommend a return to on campus learning taking into account all necessary and recommended mitigation precautions. Javier also shared the Maricopa County Department of Health school guidance just released that day and highlighted the five key mitigation strategies. Dr. Ed Finn asked for clarification that it is 85% of ASA's teachers who will be

vaccinated; Leah confirmed that it is close to 90% of ASA staff and teachers. Carlos Contreras asked if they are only accounting for the first dose; Javier explained that by the time the 4<sup>th</sup> Quarter begins, most teachers will have received the second shot and had the two weeks after to ensure 95% immunity. Tony asked if Dr. Hazem Hnaide would be available at a later date to answer questions; Leah said he would be available again to the faculty at their Friday meeting and available to the wider ASA community at the Town Hall meeting on Thursday, February 25<sup>th</sup>.

### *Return to Campus Plan*

- Leah reviewed the framework for decision making including CDC and health department guidelines, community health benchmarks, stakeholder input, faculty and student safety, mitigation strategies and viable learning plans.
- Honorary Faculty members Ricky Livoni and Aaron Thacker-Woodruff presented the results of a Faculty Forum that was held the previous Thursday evening in order to hear academic and arts faculty feedback about online teaching and feelings about returning to campus. Ricky said that, first and foremost, they trust and appreciate that the Board has been careful and considerate about the faculty's health and concerns throughout this entire process. Secondly, there is excitement among the teachers about the potential of seeing their students in person once more and even the Hybrid mode is very motivating and third there is a general anxiety over the operations of going back as well as the timing of a possible case spike after Spring Break. The teachers recognize how difficult this has been on their students, they see it in their work and motivation, but there is also worry about student safety and security and they have concerns that unsafe practices outside of school will be brought into the school. Aaron then relayed the specific concerns of the arts faculty. While there is a general excitement to getting back to doing what they do best, creating a performance experience and cultivating creativity, there is a concern in balance between safety in each art form and providing the social growth through the art form that the students are expecting.
- Leah gave a quick overview of the four learning plans each one dependent on community health benchmarks:
  - Red = Fully Digital/Online learning, no campus activity
  - Orange = Primarily Online learning with some small groups of students on campus (current scenario)
  - Yellow = Hybrid Learning, A/B Schedule with ½ students on campus at a time
  - Green = Fully on-campus learning
- Sara then reviewed the daily student schedules for Middle School and High School students in the Yellow/Hybrid learning mode explaining the A/B groups and the staggered lunchtimes to reduce student exposure.
- Sara went on to show the timeline of preparation for faculty and students returning to campus including technology and classroom checks as well as department meetings. The student rollout has been accelerated compared to the plan proposed in the late Fall to accommodate the shorter amount of time left in the school year. She then shared the next steps should the Board vote to return to campus after Spring Break.
- Drew went over the mitigation steps that are implemented should a student test positive for Covid-19 or have Covid-like symptoms for both online and in person instruction, including training and practice should the Board decide to move to in person learning. Carlos asked if there is notification to the entire school in the event of a positive case; Drew explained that they would only notify the parents of children with direct contact, but also work with the county to determine the most appropriate course of action. Javier added that there are health privacy issues at stake. Drew then gave an overview of the improvements made to campus while we have been in online mode including some to account for a return to campus and hybrid learning. Carlos asked if there has been an increase in the frequency of cleaning; Drew explained that it is more of an increase in the depth of cleaning, increasing the level of sanitation and integrating the CDC guidelines.
- Pursuant to Hannah Dempsey's earlier comment, John Snider asked if it would be possible to honor her request as it would mean a lot to many Seniors and their parents allowing for the amount of thought and work that went into the return to campus planning process.
- Tony asked for any more questions regarding the information that was just presented as he would like to move into discussion followed by the vote on the Approval of the 4<sup>th</sup> Quarter Plan for instruction to allow those whose main interest was that particular vote to leave the meeting if they did not wish to remain to the end.
  - Ed asked to hear the recommendation from the Administration. Leah said that after careful review of all the data including staff vaccinations and everything heard tonight, the Administration is confident in recommending returning to school in a Hybrid mode beginning March 22, 2021.
  - David asked for a more specific definition of the Hybrid mode because we are currently in Orange which is technically a form of a hybrid mode. Leah elaborated that Administration is recommending a Hybrid/Yellow mode which is 50% of the student body on campus on alternating days, four days per week. David clarified for the benefit of parents that their students return to campus two days per week; Leah affirmed that stating the plan they recommend is the plan shown earlier by Sara.

- Following up on John Snider's question, Alex Laing asked for a clarification on the current plan for Seniors return to campus. Leah explained that the current plan has Middle School returning on March 22<sup>nd</sup> and High School returning on March 29<sup>th</sup>; Leah said that the next day, Operations Team will take another look at the possibility of Seniors returning with the Middle School.
  - Ed then asked if, like the last return to campus vote, they Board was going to give the Head of School (HOS) the latitude to change instruction modes as community conditions allow, ie: moving to full on campus mode. Leah said that we would be looking at it every month as we always have, but we have committed to quarterly decisions to allow teachers and families time to prepare, it is difficult to pivot on short notice. But if there is an outbreak of any kind or a surge in community cases, it would go back to the Board to decide on a full shutdown. In the 4<sup>th</sup> quarter, moving toward Green would begin with arts and community building activities that can be done safely.
- Tony then asked for a motion:

*Approval of the 4<sup>th</sup> Quarter Plan for Instruction*

John Snider moved that based upon a review of current community health conditions; AZDHS, MCHD, CDC and AAP guidelines; faculty, staff, and parent input; and in the interest of optimal student learning, ASA implements the plans for operating in the YELLOW Learning Scenario – Hybrid learning -- for the 4<sup>th</sup> Quarter of school (March 22, 2021-June 3, 2021), and will remain in compliance with all requirements outlined in Executive Order 2020-5. The motion was seconded by Karen Lugosi. Tony asked if there was further discussion:

- Carlos asked if any language regarding extracurricular campus activities needed to be added to the motion; Tony answered that they are covered in the Yellow/Hybrid mode and Leah affirmed that.
- Heidi Jannenga asked if there was going to be any mention of Green mode as an option for the HOS to move toward should conditions allow; Tony explained that the options presented reflected current community conditions and that sort of change could be an option at the next Board meeting on March 29<sup>th</sup>, but if a Board Member wanted to make a motion for Green now, they certainly could, Leah concurred that it was a viable motion to make and could certainly be discussed. Ed said it was important to leave the door open to Green mode should the numbers improve, Yellow/Hybrid makes sense now. John Snider reminded the Board that Green mode would mean no social distancing as the size of our classrooms would not allow for it and at this time it would run counter to the new CDC and new Maricopa County guidelines, but perhaps if conditions change the Board could allow for the HOS to make that decision and bring that decision to the Board, but right now we should execute the plans that are in place. Tony commented that he did not think Leah would be prepared to go to Green mode without the approval of the Board; Leah agreed that stepping up or down between Red and Orange was a much easier decision at the Administration level, but a full opening of campus would require Board approval. Tony said it could be examined again at the next Board meeting or even an emergency Board meeting should it be required. Heidi then asked if there was some mode between Yellow and Green that the school could move toward, such as five days per week but using mitigation precautions. Tony said that the size of the school would not allow for proper social distancing with all students on campus five days a week. Leah commented that moving toward Green mode would be in extracurricular and community building activities and possibly performances at first.

Tony called for the vote and the motion passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

*Governance Committee*

As Chair of the Governance Committee, Betty Hum brought forward the nominations of Yetta Gibson and Dr. Hazem Hnaide to be Members of the Arizona School for the Arts Board of Directors each with terms to begin July 1, 2021.

**Reports**

*Finance Committee*

John Snider informed the Board that the usual monthly reports were available on the Board Portal and noted that the school still has a shortfall because of the way the state is funding this year as well as fundraising. The final student count came in at our budget level rather than our usual five to ten students above budget level. Hopefully we will see some of the funds come back before then end of the school year, but overall, the staff has done very well balancing income versus spending. Tony asked if we were behind including the Federal Covid funding; John explained that he was referring to State funding which we are receiving at 95% of our normal level as most schools in the state have been because we are in an online learning mode.

*Technology Committee*

- Heidi reported that the Technology Committee has been receiving reports about how the school is working toward reopening with improvements such as increasing the school's bandwidth and making sure that all devices are ready for any student who may need them.
- Drew then explained that students who wished to use their own devices would be able to and he has worked with our tech vendor, 365 Managed IT, to be certain the school's network would be able to handle it. Since school devices must be used for academic testing, Drew is also ensuring that all school Chromebooks are updated and ready to use for testing days.
- Heidi also noted that there will be charging stations available to students so they can charge their devices during the day.

#### *Facilities Committee*

Tony updated the Board that Drew is still working on the shade structures and aligning with committee members on design and with connections in the construction industry to get us favorable quotes for installation.

#### *Strategic Planning Retreat*

Leah told the Board that we have a tentative date set for the Strategic Planning meeting and asked that they save the date of Saturday, June 12, 2021 from 9:00 a.m. to 2:00 p.m. in the hopes that this will be conducive to everyone's schedule because we are looking for 100% participation.

#### **Action Items**

##### *Approval of January 25, 2021 Board of Directors Meeting Minutes*

Carlos Contreras moved to approve the Board of Directors Meeting Minutes from January 25, 2021. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

##### *Approval of Two New Board Members*

Betty Hum moved that Yetta Gibson and Dr. Hazem Hnaide be approved as new Members of the Board of Directors with terms beginning on July 1, 2021. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### **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, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

The meeting adjourned at 7:02 p.m.

---

Minutes reviewed and accepted on: March 29, 2021

Signed by:  \_\_\_\_\_, Board Member