



Arizona School for the Arts
Board of Directors Minutes
Monday, March 29, 2021 at 5:30 p.m.
Main Building, Rooms 111 and

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 Laing	P
Betty Hum, GC Chair	P	Marcia Mintz	P	Kevin Allen	P
Allison Otu	P	Karen Lugosi	P	Dr. Ed Finn	P
Dr. Heidi Jannenga, TC Chair	P	John O’Neal	P	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	P	Yetta Gibson	A
Dr. Hazem Hnaide	P	Leah Fregulia, Head of School/ CEO	P	Sara Maline Bohn, Principal	P
Elizabeth (Liz) Clark, Vice Principal	A	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				

Agenda Items
Call to the Public
Mission Moment
<ul style="list-style-type: none"> • Savanna Saunders, BSU – Announcing Healing Histories • Jessica Elder, Quarter 3 Virtual Choir Project
Board Recognition
Discussion Items
<ul style="list-style-type: none"> • Resource Development Committee <ul style="list-style-type: none"> ○ Development Dashboard • Governance Committee <ul style="list-style-type: none"> ○ Term extension for immediate past president and bylaws amendment • Health and Wellness Council <ul style="list-style-type: none"> ○ Community Health Conditions ○ School Benchmarks ○ Executive Order and Recommendations for Current Year • Factors and Considerations Planning Next School Year
Reports
<ul style="list-style-type: none"> • Committees and Flow of Information – Role of the Board Member • Association Compliance Workshops • Summary of Community Handbook revisions for approval in April
Workshop: Board Engagement and the Fundraising Role
Jerry Diaz, Founder and CEO, Geronimo Consulting and former Chief Development and Marketing Officer of Ronald McDonald House Charities of Central and Northern Arizona

Action Items

- Approval of February 22, 2021 Board of Directors Meeting Minutes
- Approval of School Year 2022-23 and School Year 2023-24 Year at a Glance Calendars
- Approval of School Year 2021-22 Club Fees
- Approval of 1-year extension for immediate Past President Dr. Javier Cárdenas, and intention to amend ASA Bylaws at April 26, 2021 meeting
- Approval of return to school plan with optional remote learning based upon School Benchmarks, per new guidelines from CDC, ADHS and Executive Order 2021-04
- Approval of School Year 2021-22 Opening Plan

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 5:33 p.m.

Call to the Public

Tony welcomed the members of the public attending the meeting and after a review of Open Meeting rules asked that any wishing to speak regarding an agenda item put their names in the Zoom Chat. As no member of the public came forward, Tony moved to the next agenda item.

Mission Moment

Twelfth grader and Black Student Union President Savanna Saunders introduced a speaker series sponsored by the BSU called "Healing Histories: Reconceptualizing Race". In an effort to celebrate black history beyond February, sessions will be held after the first one on February 19th, which featured Yetta Gibson, in March and April. Savanna said that the next meeting will be on March 30th featuring Board Member Allison Otu who will be discussing race in the medical community. Savanna encouraged the Board to attend as it will include a speech by Allison followed by a Q&A session and it is important to recognize the medical community, especially during the pandemic.

ASA Choir Teacher, Jessica Elder, shared a video created by the Mixed Ensemble for their Quarter 3 Virtual Choir Project, "You Will be Found" from *Dear Evan Hansen*. Students were also asked to submit a photograph of a place, time, thing, activity, or pet that makes them feel safe, happy, and found which became a slideshow to accompany the music. *Dear Evan Hansen* has themes of mental health and teen suicide so Jessica encouraged the students to connect with each other over various social media platforms and also invited ASA's Student Support Specialist, Amy Smith, to give Mixed Ensemble a presentation with tips on how to take care of themselves during this very usual year, look out for their peers, and ask for help when they need it.

Sara Maline Bohn showed the number of students on campus during the A and B days and those continuing in remote learning during the first week back beginning March 22nd as well as the number of students present during the lunch periods. Javier asked how many Seniors returned to campus; Sara said that she could get him an exact number, but since the Senior class was small this year with a total of about eighty students, they were offered the option to come back five days per week. Although Hybrid was chosen, by the end of the first week many Seniors were requesting that they come back daily. She then shared direct quotes from the students in 5th grade, Middle and High school and 12th grade regarding the first week back at school.

Board Recognition

Tony recognized the Mock Trial Team who practiced throughout Spring Break so they could come back and compete in the State competition, placing third and also receiving recognition for individual team members. He also thanked the Board members who spoke at the Annual Parent Meetings; over the course of four meetings, over 600 families attended and there was great feedback for each of the speakers. Finally, Tony recognized Dr. Drew Maxwell and the Operations Team and their hard work in preparing the campus for the students' return.

Discussion Items

Resource Development Committee

- Committee Chair Dr. Javier Cárdenas began with an overview of the Annual Parent Meetings highlighting the shift in the traditional ask of \$2,000 per student per family, to 100% family participation this year. It is an important shift because it aligns with the expectation of the Board and with what is looked for in the grant

process. The goal was to create a better culture of giving based on the ability to give rather than a dollar amount. This month's Development Dashboard shows fundraising still running behind. Javier recognized the Development Team for creating a smooth meeting presentation and process. Leslie Religioso stated how pleased she was to see how much families wanted to support the school and give what they could.

- Javier then told the Board the Showcase sponsorship packets are ready and available on the Board Portal. We have our first sponsors, Tony's company Paxauris, as well as Polsinelli, the legal firm to which former Board President Ed Novak belongs. Javier reminded the Board about the fun "ask" contest.
- Allison Otu will be speaking at the Grade 5 New Parent Meeting on May 10th and Javier requested that another Board member volunteer to speak at the Grades 6-12 New Parent Meeting on May 13th; Carlos Contreras volunteered.
- Leslie shared the address for the Showcase page on the ASA website and let the Board members know that if they need a personalized letter to go with the packet for an ask, they can contact her.

Governance Committee

Tony explained that since Javier brings such value to the Board of Directors that he would like to extend Javier's term by one year, which is allowable according to the ASA Bylaws, but the Bylaws will also need to be amended to change the maximum number of Board members to sixteen for the next fiscal year.

Health and Wellness Council

- Javier said that the HWC met recently and has a few recommendations and notes for the Board:
 - The school will align its modes with Maricopa County and the CDC, noting that in Low and Moderate transmission levels, K-12 schools are to be open for full in-person instruction; currently we are in a Substantial level of transmission, with the numbers falling.
 - The CDC has recommended a 3-foot distance rather than 6-foot for school children, because while the distancing is important, masks play a bigger role in reducing transmission. The HWC wants to emphasize to the community the importance of diligent and proper use of masks. Lunch is the greatest risk time because students are without masks, while eating.
 - The HWC also wanted to stress that vaccinations, while not a requirement for our families, are an important factor in reducing risk and spread and helps our community as a whole.
 - The HWC is comfortable recommending a return to full in-person learning in the Fall and also for the balance of this school year should all conditions – including faculty and staff readiness as well as community transmission – permit. Even if the numbers increase, the data suggests that in-person learning is preferable and the more difficult decision would be to go fully remote.
- Dr. Hazem Hnaide seconded everything Javier said with an emphasis on vaccination as a way out of the rising numbers. He is now seeing patients in the hospital who are in the risk category that would be completely preventable should they have been vaccinated. As a community we must stress the importance of getting vaccinated to get back to some sort of normalcy in addition to masking and hand hygiene, particularly at lunchtime. Be optimistic but be careful.
- Dr. Ed Finn asked Javier the likelihood of the numbers dropping into the Moderate range; Javier responded that if he was asked a week ago, he would have been very confident, but we are currently seeing some disturbing trends. Tony noted that per the Governor's Executive Order, should the numbers reach a Moderate level, we have no choice but to return to full in-person instruction, but wondered what we should do if we continued along in a low Substantial range, knowing what we do about mitigation and vaccines, should we open to full in-person instruction; Javier reiterated that the HWC is comfortable saying yes, considering all conditions.
- Leah Fregulia gave a brief overview of Arizona Executive Order 2021-04, emphasizing that once transmission levels are in the Moderate or Low range, the decision-making process on whether to open is out of the Board's and school's hands. In-person, five days per week instruction with an online option is mandatory with as much physical distancing as possible. It also states that counties with Substantial transmission are *allowed* to use a Hybrid learning mode for High School students, but not required. We can choose to go fully in-person mode in the current Substantial transmission range.
- In the interests of the parents who were in attendance, Tony asked that the motions for the balance of this school year and Fall 2021 be moved forward on the agenda. He also asked Leah for the recommendation from school Administration. Leah recommended that for the rest of the 2020-21 school year that we move to full in-person five days per week instruction, with an online option, as soon as possible allowing about a week and a half for faculty and staff to prepare; the target date being April 12th. She said that the Administrative recommendation for Fall 2021 is the same – full in-person instruction but without an online option – barring any Executive Orders that may change the recommendation.

- Betty asked Javier and Hazem what the HWC would recommend if there is a conflict between CDC guidelines and a state Executive Order; Javier said that an EO is not a public health statement, but a law that needs to be met regardless of public health statements. But he noted that the World Health Organization has been encouraging in-person instruction longer than the CDC, which tends to be more cautious.
- Tony then asked for motions on the return to school and School Year 2021-22 opening plans:

Approval of Return to School Plan

Ed Finn moved that based upon a review of current community health conditions; new ADHS and CDC guidelines and Executive Order 2021- 04; faculty, staff, and parent input; and in the interest of optimal student learning, during the 4th quarter of the 2020-2021 school year, ASA will weekly review community health conditions and return to full in person instruction, 5-days per week, with a remote learning option for the remainder of the year, as soon as possible. The motion was seconded by Marcia Mintz. Tony asked if there was further discussion:

- Javier asked that it be clarified that there will be online instruction for the families that wish it; Leah confirmed that there would be.

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, Jannenga and O'Neal voting in favor.]

Leah reiterated that the motion for Fall 2021 does not include an online option unless there is an Executive Order that would require it. The intention in to be fully in-person, five days per week.

- Carlos asked why we are looking at the Fall when conditions seem to be in flux; Leah explained that it is important to our faculty and families, particularly those who are waiting to enroll, to know what the school's intention is so that they can plan appropriately. Allison added that this is on par with what other schools are doing. Javier assured that if there should be a governmental agency that recommends remote learning, it can be added as needed.
- David was concerned that we are not working from clear guidelines as we had previously as to when we would consider going to remote learning; Leah stressed that we had to let parents know that if we were beginning school in an in-person mode, that online learning was not an option, but language could be added to the motion stating under what conditions there would be online instruction.

Approval of School Year 2021-22 Opening Plan

Javier Cárdenas moved that based upon the guidelines set forth by the CDC, ADHS and Executive Order 2021- 04, ASA will plan to open in Fall 2021 in full in-person mode, all students attend school on campus daily, with the option to return to Hybrid or Remote learning should there be a state mandate. An online learning option will be provided only if there is a state mandate requiring one. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

Workshop: Board Engagement and the Fundraising Role

Tony proposed bringing the workshop presentation forward on the agenda and presenting the reports afterwards out of respect for Jerry Diaz' time.

Jerry Diaz CFRE, Founder and CEO of Geronimo Consulting made a presentation to the Board stressing the intersection between their role as a Board member of a non-profit organization, ASA's strategic goals and fundraising. Jerry shared with the team:

- The lifecycle of a non-profit organization
- The importance of everyone in a non-profit organization being a fundraiser
- The ways to give and how each have been giving and in the form of Time, Treasure, Talent and Testimony

He then gave the Board members a homework assignment to think about their networks and categorize who they can get involved in ASA now and later. Tony and Leah proposed that Jerry come to a later meeting where the Board can perform "ask" exercises to become more comfortable speaking to potential donors.

Reports

Committees and Flow of Information

Tony reminded the Board that the work that the Committees do is confidential because they discuss issues and make recommendations to the Board, but the committees are not making decisions themselves. If committee discussions get out into the community, but the expectation is not met by the Board, it can create difficult situations for Administration.

Association Compliance Workshop

In response to Board member interest in compliance training opportunities Leah shared that the ASBCS is holding an Association Compliance Workshop May 18-20, 2021. She will share an agenda when it is made available.

Summary of Community Handbook Revisions

Tony noted that a summary of the School Year 2021-22 Community Handbook revisions is on the Board Portal for members to review prior to the approval at the April Board meeting.

Action Items

Voting members Marcia Mintz, Kevin Allen and Heidi Jannega left the meeting prior to the votes on the final Action Items.

Approval of February 22, 2021 Board of Directors Meeting Minutes

Carlos Contreras moved to approve the Board of Directors Meeting Minutes from February 22, 2021. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn, and O'Neal voting in favor.]

Approval of SY 2022-23 and SY 2023-24 Calendars

Allison Otu moved to approve the School Year 2022-23 and School Year 2023-24 At-a-Glance calendars. The motion was seconded by John O'Neal and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn and O'Neal voting in favor.]

Approval of SY 2021-22 Club Fees

Betty Hum moved to approve the School Year 2021-22 Club Fees. The motion was seconded by John O'Neal and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn and O'Neal voting in favor.]

Approval of Term Extension and Bylaw Revision

Betty Hum moved to approve a one-year extension to the term of Past President Javier Cárdenas and to amend the ASA Bylaws to increase the maximum number of Board members at the April 26th Board meeting. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Laing, Hum, Otu, Lugosi, Finn and O'Neal voting in favor.] [Cárdenas abstained and left the meeting prior to the vote.]

Adjournment

Ed Finn made a motion to adjourn. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Laing, Hum, Otu, Lugosi, Finn and O'Neal voting in favor.]

The meeting adjourned at 7:26 p.m.

Minutes reviewed and accepted on: March 29, 2021

Signed by: _____, Board Member