



**Arizona School for the Arts**  
**Board of Directors Minutes**  
**Monday, April 26, 2021 at 5:30 p.m.**  
**Main Building, Room 111 or**

**Zoom Meeting: 892 9014 8734 Passcode: 262121**

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

<b>Agenda Items</b>
<b>Call to the Public</b>
<b>Mission Moment</b>
<ul style="list-style-type: none"> <li>• Performance - Dance Class Recording</li> </ul>
<b>Presentation</b>
Strategic Plan: Review of ASA Diversity and Inclusion Assessment, Dr. Linda Groomes Walton
<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>○ Showcase</li> </ul> </li> <li>• Health and Wellness Council</li> <li>• Governance Committee               <ul style="list-style-type: none"> <li>○ Equity Statement</li> </ul> </li> </ul>
<b>Reports</b>
<ul style="list-style-type: none"> <li>• Finance Committee               <ul style="list-style-type: none"> <li>○ ESSER II &amp; III</li> <li>○ ASA 990</li> </ul> </li> <li>• Facilities Committee</li> <li>• Summer School and Plan for Student Success</li> <li>• Strategic Plan</li> </ul>
<b>Action Items</b>

- Approval of March 29, 2021 Board of Directors Meeting Minutes
- Approval of SY 2021-22 Community Handbook Revisions
- Approval of ESSER II
- Approval of ASA 990

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.

### **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**

Tony introduced two videos filmed by SBAZ Instructor Gia Firicano showing short examples of the work being done by 5<sup>th</sup>-6<sup>th</sup> Grade Ballet Foundations and 7<sup>th</sup>-10<sup>th</sup> Grade Intermediate Ballet students.

### **Presentation**

Dr. Linda Groomes Walton with her associate, Melia Dunn, presented the results of her interviews with Board, Faculty, Student and Family focus groups as well as her assessment of ASA culture related to Diversity, Equity and Inclusion commitments and school policies. She gave examples of what the school was doing right as well as strategies for improvement and measurable goals.

Tony asked Dr. Walton about the school's communication regarding the work that the Board and staff are doing; what are preferred channels to use to get the message across? Dr. Walton recommended the annual report and the website as steady forms of communication, noting that there was nothing mentioned in the focus groups, but suggested that many of the students would be on social media. Dr. Javier Cárdenas noted that the Board will need to take all the feedback onboard and give constant demonstrations of ASA's aspirational goal.

Dr. Heidi Jannenga asked about the data showing a drop-off of BIPOC students at ASA between 8<sup>th</sup> and 9<sup>th</sup> grade positing that it is a transition time for most students at ASA where they decide to stay with the program offered here or go to a different high school and asking if there were studies in the past asking why this may be happening. Leah Fregulia said there was some data based on exit interviews that she will share during the Strategic Planning Retreat. Ms. Dunn noted that while it is a transition time for all students, young people with marginalized identities will have a different perception than their counterparts with privilege with regard to their place in the world and where they belong.

Tony asked what the Board could be doing to provide good DEI modeling; Dr. Walton said sharing the importance of what is happening at ASA among Board members' spheres of influence in order to recruit, having regular reporting at meetings regarding the work being done and raising funds directed towards this effort will help. Ms. Dunn suggested reviewing ASA's onboarding procedures to ensure that they are welcoming across cultures and looking at policies to make sure that the formalities do not create barriers to constructive and valued input.

Leah shared that Dr. Walton will be assisting with the Equity portion of the Strategic Plan and both Dr. Walton and Ms. Dunn will be assisting with the equity training for next year.

### **Board Recognition**

Tony recognized Kevin Allen for all the work he has done recruiting contributions in Tax Credits as well as Carlos Contreras for garnering a donation from Intel dedicated to Teacher Appreciation Week. He also thanked Betty Hum for securing a Showcase sponsorship.

### **Discussion Items**

#### *Resource Development Committee*

- Javier recognized the Board as a whole for achieving 100% giving to the Annual Fund. He then gave an update on the status of the family giving emphasizing that the goal is still 100% giving but realizing that some families cannot give due to the circumstances of this past year. Expressing gratitude is especially important in these

circumstances and the RDC continues to thank donors with a personal note or a phone call; Javier asked members of the Board not on the Committee to participate in writing notes or making calls.

- Javier thanked Allison Otu, Carlos Contreras and Karen Lugosi for participating in the upcoming Annual New Family Meetings.
- Javier then reviewed the current sponsorship status for Showcase and requested that Board members continue to make sponsorship asks as part of their responsibility to the financial welfare of the school. This year has been especially challenging, but the fundraising gap is closing.
- Leslie recounted some resources the Development department has made available for the Board including:
  - Packets with notecards and lists of families to thank as part of the gratitude efforts.
  - A page on the ASA website highlighting the sponsorship and ticket packages.
  - Sharing emails that the Development department puts out and sharing and liking ASA social media posts; Min Skivington has created a social media guide to assist with social media postings.

#### *Health and Wellness Council*

- Javier noted that the HWC recommendation to have students return to campus have been successful largely due to mitigation efforts. There has been one positive case, but CDC and Maricopa County standards for contact tracing and communication have been followed and in all cases of close contact – one in class and six outside of class -- there has been no transmission. This can happen again, so we must remain diligent with mask wearing and proper social distancing especially at lunch.
- The HWC asked that all members of families who can get vaccinated do, even if their student is not yet eligible. If a family is vaccinated it reduces the risk of transmission to the child and the school by extension.
- The HWC will be visiting other health issues besides Covid such as late start, heat exposure and sleep.

#### *Governance Committee*

Committee Chair Betty Hum asked to table the discussion on the Equity Statement in light of the presentation by Dr. Walton. Leah explained that the Equity Statement for the Community Handbook as presented was reviewed by Dr. Walton and deemed a good starting point for the SY 2021-22 CHB, especially as we are not to make aspirational statements in a policy handbook. The possibility of forming an Ad Hoc DEI council was proposed by members of the Board. Betty requested that all this to be discussed further at the Governance Committee meeting on May 4<sup>th</sup> with Board approval of the Equity Statement at the May 24<sup>th</sup> meeting and as there is time enough before the Handbook needs to be published this plan was adopted and the discussion and subsequent motion were tabled until next month.

### **Reports**

#### *Finance Committee*

- Leah stated that the FIC met the previous Friday and as evinced in the monthly financial reports, the school is in a strong position; donations are up, operational expenses are carefully managed and additional Federal funding has been helpful.
- Committee Chair John Snider reviewed the purpose of the annual Form 990 as a basic tax filing for a nonprofit organization necessary to keep an organization's 501(c)(3) nonprofit status with the IRS.
- Leah then shared that ASA has been awarded funds under the Federal grant ESSER II and will be receiving an even larger amount under ESSER III in the future. She showed the Board how the funds will be designated for educational, staff, administrative and capital expenditures. All \$360,200.04 of ESSER II has been allocated for Covid-related expenses and will need to be spent by June 30<sup>th</sup>. The estimated \$720,400.00 from ESSER III is not yet fully allocated, but we have until 2024 to spend it.

#### *Facilities Committee*

Tony commended Leah for recognizing that the ESSER funds could be used to create a more permanent shade structure that has the option to be incorporated into the eventual master plan for performance space on campus. Leah presented the preliminary architectural renderings for the proposed shade structure over the current band shell.

#### *Summer School and Plan for Student Success*

Sara Maline Bohn reviewed the student focus during the pandemic and interventions employed by the faculty to keep students on track. For the students that still have a gap in skill or content knowledge, a Pathway to Success intensive addressing individual student needs has been developed for May 26<sup>th</sup>-June 4<sup>th</sup> in an effort to avoid summer school and give students a much-needed break following a difficult year. For those with a greater need, summer courses will be available based on the individual student. Marcia Mintz has made in-person tutoring available through Boys and Girls Club and there are online options available through ASU and Primavera.

*Strategic Plan*

Dr. David Garcia invited the Board to look at the Strategic Plan working document included in the meeting materials in advance of the Planning Retreat in June.

**Action Items**

*Approval of March 29, 2021 Board of Directors Meeting Minutes*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from March 29, 2021. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

*Approval of ESSER II*

Marcia Mintz moved to approve the ESSER II expenditures. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

*Approval of ASA 990*

Javier Cárdenas moved to approve the ASA 990. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal 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, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

The meeting adjourned at 7:11 p.m.

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Minutes reviewed and accepted on: May 24, 2021

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