



Arizona School for the Arts
Governance Committee Meeting Minutes
 Wednesday, February 16, 2022 at 7:30 a.m.
Zoom: 864 6975 9102 Passcode: 508904

Attendance (Board Members in bold)					
Betty Hum, Secretary-Treasurer/ Governance Committee Chair	P	Dr. Anthony (Tony) Dietz, President	P	Dr. Javier Cárdenas, Past President	A
Karen Lugosi	P	John O'Neal	P	Ed Novak	A
Leah Fregulia, Head of School/ CEO	A				

Agenda Items
Policy Handbooks <ul style="list-style-type: none"> Status and Timeline for approval
HOS Evaluation and Timeline
Board Development <ul style="list-style-type: none"> Leadership/Officers slate Review of matrix and cultivation
The Governance Committee may 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

The meeting began at 7:30 a.m.

Policy Review

- Employee Handbook - being reorganized to include Code of Conduct, separate policy from procedures. Will be available for review by GC in April.
- Community Handbook will be revised to include provisions about abusive/hateful language, Dress Code. Betty Hum to send Leah Fregulia samples of other school Handbooks that include a Code of Conduct.
- Equity Statement - being developed by the Core Equity Team. They are looking at building models and using focus groups to better assure buy-in by various interest groups. GC should see the Equity Statement in April or May.

HOS Evaluation

- Task group for review process: John O'Neal, Karen Lugosi and Tony Dietz.
- HOS evaluation process on portal and Tony to send to John and Karen.
- Next steps: Leah to provide Tony with goals and job description update. Tony to set up meeting with John and Karen to decide how broad the evaluation process should be this year; last year there were no interviews.

Board Development

- Will have six Board Members rolling off by 2025. Need to develop a pipeline for Board Members who will be engaged not only with ASA but able to fundraise and have passion for arts education and experience in arts boards. Looking for diverse candidates with expertise in finance, the community/politics.

- The Committee discussed potential candidates for the Board of Directors; the topic will be discussed at full board meeting. Betty to talk to contacts about possible Board candidates with arts board background
- Officer pipeline: Javier Cárdenas reached out to fellow Board Members; Tony will speak with them about VP position.
- Related:
 - Look at new residents (WSJ article about people moving into PV) who have children or interest in the arts. Article in PV Independent (Betty to send information to Leah) or other publications about ASA or Showcase to peak interest for students and funding
 - Showcase - broaden reach, Board Members invite people.

The meeting ended at 8:15 a.m.