



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
 Monday, April 25, 2022 at 5:30 p.m.  
 Main Building, Room 111 or  
Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	P	<b>Dr. David Garcia, Vice President</b>	P	<b>Betty Hum, Secretary/Treasurer</b>	P
<b>Dr. Javier Cárdenas, Past President</b>	P	<b>John Snider</b>	P	<b>Alexander Laing</b>	A
<b>Kevin Allen</b>	A	<b>Allison Otú</b>	P	<b>Karen Lugosi</b>	A
<b>Dr. Ed Finn</b>	P	<b>Dr. Heidi Jannenga</b>	P	<b>John O'Neal</b>	P
<b>Yetta Gibson</b>	P	<b>Dr. Hazem Hnaide</b>	A	Ricky Livoni, Honorary Academic Faculty	P
Jessica Elder, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A	Amalia Nevarez, Honorary Student	A
Amara Washington-Bess, Honorary Student	P	Leah Fregulia, Head of School/ CEO	P	Sara Maline Bohn, Principal	P
Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P	Drew Maxwell, Operations Director	P
Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A		

Agenda Items
<b>Call to the Public</b>
<b>Presentation</b> <ul style="list-style-type: none"> <li>• Avenir Consulting Partners               <ul style="list-style-type: none"> <li>○ Organizational Needs Assessment Discovery</li> </ul> </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> </ul> </li> <li>• Governance Committee               <ul style="list-style-type: none"> <li>○ 2022-2024 Officer Slate</li> <li>○ 2022-2023 Community and Employee Handbook Update</li> </ul> </li> <li>• Finance Committee               <ul style="list-style-type: none"> <li>○ Presentation of Compensation Framework</li> </ul> </li> <li>• Be SMART Campaign               <ul style="list-style-type: none"> <li>○ Follow-up to Presentation in February</li> </ul> </li> </ul>
<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>• Head of School Report</li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>• Approval of March 28, 2022 Board Meeting Minutes</li> <li>• Nomination and Approval of 2022-2024 Officers Slate (Vice President, Secretary/Treasurer)</li> </ul>
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.

### **Presentation**

Lori Howard and Sarah Gonzales from Avenir Consulting Partners provided a summary of the results of the discovery phase of their organizational needs assessment. Feedback was received through focus groups, individual interviews and surveys with 52 individuals in varying ASA stakeholder groups including faculty, students, families, administration and the Board. Recommendations and next steps were provided to address capacity and actions to improve structure and promote sustainability for the future.

### **Board Recognition**

Tony recognized Board Member Kevin Allen for using his contacts within his tax consultancy business to generate \$5,400 in tax credit donations for ASA.

### **Discussion Items**

#### *Resource Development Committee*

- Dr. Javier Cárdenas began by discussing the Board's fundraising goals noting that they are currently at \$134k of their \$150k Give + Get goal for the year which includes asking for Showcase sponsorships. New sponsorships have been yielded including the Phoenix Office of Arts and Culture as a presenting sponsor through Leah Fregulia's connections in the Phoenix community.
- Leslie Religioso gave an overview of the Showcase sponsorship and ticket sales to date and requested that the Board continue to ask their contacts for corporate sponsorships and ticket purchases.
- Javier discussed Faculty Appreciation Week, thanking the PFEC members Wendy Johnson and Liz Eels for taking the lead in securing lunch and gift donations for the week and Leslie asked the Board to take on one day of lunch sponsorship and service to thank the faculty for their hard work this year.
- Javier reminded the Board that an integral part of fundraising is gratitude and asked each member to accept a thank you note packet from Leslie in order to write notes to our donors.

#### *Governance Committee*

- Betty Hum reported that the Governance Committee is recommending Board Member Alexander Laing for Vice President and Board Member Heidi Jannenga as Secretary/Treasurer for the 2022-2024 term of the ASA Board of Directors. Tony noted that this slate of officers would be officially nominated and voted on in the Action Items portion of the meeting.
- Betty let the Board know that the 2022-2023 Community Handbook and Employee Handbook are under review by the Committee and both should be ready for Board approval in May. She thanked the members of Administration for the research and revisions that went into the new handbooks for the coming year.

#### *Finance Committee*

- John Snider let the Board know that the monthly financial reports are on the portal for their review and noted that we are still on track for revenues despite the lower-than-budgeted number of students for the 100<sup>th</sup> day of school and also noting expenses have been well-managed.
- The first draft of the 2022-2023 budget is under review with some adjustments to be made by staff over the next few weeks. We are hoping to have specifics on the State revenue from the Legislature, however it is unlikely that we will have the numbers by May but will hope for June so that a final ASA budget can be passed on our usual timeline.
- Leah prefaced Liz Shaw's overview of the new Faculty Compensation Framework with a note that the goal of the new framework was to enhance ASA's transparency, sustainability, and competitiveness in the marketplace, making the faculty a priority in the new budget. She commended Liz for all of her

work and leadership in developing the new plan. Liz then went through the methodology of developing the new faculty salary framework, the pay scales based on education and years of experience and explained the three phases of introducing the matrix in order to be able to pay for all of the increases. Leah let the Board know that the 2022-2023 draft budget that they will see next month will include the first two phases; all budgeting is based on Classroom Site Fund with no fundraising dollars included. The new matrix will bring ASA more in line with surrounding charter schools and school districts with the exception of Phoenix Union which pays higher than average.

#### *Be SMART Campaign*

Tony asked the members of the Board if anyone had any comment on the Be SMART program that was presented to them by Dr. Marie Thearle at the February meeting. As no one had any comments, Tony closed the Discussion Items.

#### **Consent Agenda**

Tony noted that the Head of School Report is available on the Board portal and the Leah highlighted the portion regarding the survey going out to the member of the Board from the Core Equity Team the following day and requested that the Board respond to it in a timely manner as it is an important piece of research for developing a new draft of ASA's Equity Statement.

#### **Action Items**

Voting Board Member Yetta Gibson left prior to the Action Item portion of the meeting.

#### *Approval of March 28, 2022 Board of Directors Meeting Minutes*

Betty Hum moved to approve the Board of Directors Meeting Minutes from March 28, 2022. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Otu, Finn, Jannenga and O'Neal voting in favor.]

#### *Nomination and Approval of 2022-2024 Officers Slate*

Javier Cárdenas nominated and made a motion to approve Alexander Laing as Vice President and Heidi Jannenga as Secretary/Treasurer of the ASA Board of Directors for the 2022-2024 term. The nominations and motion were seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Otu, Finn and O'Neal voting in favor. Jannenga abstained.]

#### **Adjournment**

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

The meeting adjourned at 6:42 p.m.

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Minutes reviewed and accepted on: June 27, 2022

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