



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, May 23, 2022 at 5:30 p.m.
Main Building, Room 111 or

Zoom Meeting: 892 9014 8734 Passcode: 262121

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

Agenda Items
Call to the Public
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"> ◦ Presenting the FY23 Community Handbook Draft and Approving the FY23 Employee Handbook ◦ Student Code of Conduct ◦ Revised ASA Emergency Response Plan • Finance Committee <ul style="list-style-type: none"> ◦ 2022-2023 Budget Draft • Avenir Executive Summary – Plan Forward
Consent Agenda <ul style="list-style-type: none"> • Head of School Report
Action Items <ul style="list-style-type: none"> • Approval of April 25, 2022 Board Meeting Minutes • Approval of 2022-2023 Employee Handbook • Approval of 2022-2023 Emergency Response Plan
The Board of Directors will vote to hold an executive session for the purpose of discussing specific personnel matters pursuant to: ARS §38-431.03 (A)(1) Personnel
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 5:30 p.m. noting that there was not a quorum present at the outset of the meeting, but hoping other members would join in time for the Action Items.

Call to the Public

After checking the attendance in the room and on the Zoom call, Tony noted there were no members of the public attending the meeting and moved to the next agenda item.

Board Recognition

Tony recognized Honorary Student Board Member Amara Washington-Bess, thanking her for her service as a student on the Board and for continuing on next year as the Honorary Alumni Board Member. He then recognized Betty Hum for the work she has put into reviewing the revised 2022-2023 Community and Employee Handbooks.

Discussion Items

Resource Development Committee

- Tony reviewed the Development Dashboard highlighting the good position of fundraising due to the efforts of the Board and all of the great messaging and branding coming from the Development Department. The Showcase numbers have broken a record this year because of the work done on sponsorships.
- Leslie Religioso said that the Showcase sponsorships have totaled \$48,000, more than doubling last year's sales. Ticket sales are at \$34,000 and counting. Leslie and Min Skivington will be hosting scheduled ticket pick up times for students and families to alleviate lines at Will Call the night of the event.
- Leslie asked the Board to attend the pre-event reception being held to thank the sponsors and told them that all of the event schedules and guides are on the portal for their review. She also let them know that tickets will be on sale through the start of Showcase.

Governance Committee

- Tony reminded the Board that the 2022-2023 Community Handbook, Employee Handbook, Student Code of Conduct and the Emergency Response Plan are all on the portal for their review, explaining that the Employee Handbook and Emergency Response Plan were up for approval during the Action Items.

Finance Committee

- John Snider told the Board that the year-to-date financials look great and that the school is ahead of bottom-line targets, meeting all of the bond covenants and increasing cash flow, despite out of the ordinary expenses, due to excellent expense control.
- The Draft FY23 Budget on the portal has been reviewed twice by the Finance Committee and is in good stead except that we do not yet know what the State budget will be. Expectation is that it will be better than what is shown in the draft, because the draft numbers are conservative. If the Legislature does not vote on a budget by the time the Board votes for the ASA budget in June, we will need to amend the budget after we get the State numbers like we did last year. John reminded the Board that there will be a second vote in July ratifying the budget after it has been posted for public comment for ten days.
 - Tony asked if the lower registration numbers have been taken into account in the new budget and John affirmed that they have.
 - Heidi Jannenga asked if any teacher salary increases came from the State monies. John confirmed that all academics, including Administration overseeing academics, comes from State funding with the exception of a small amount from Federal funding and very occasionally from grants. Raises are reflective of what the Legislature deems necessary for inflation. The Arts budget is predominately funded from fundraising.
 - Leah Fregulia added that in the new Compensation Framework that was presented to the Board the prior month, it accounted for the State giving the standard 2% raise to all faculty

and staff, but ASA has allowed funding in the budget for 4% raises from increased Site Fund money. Heidi asked if there were any performance-based increases and Leah told her that there weren't presently, but it is an aspiration for the future. Ed Finn asked about the Results Based Funding and Leah explained that the bonus was given for performance of the school as a whole and distributed equally among faculty and staff.

Avenir Executive Summary – Plan Forward

Leah gave the Board an overview of the next steps for Administration and the ASA culture and climate following the Avenir Executive Summary. She summarized the major themes for improvement as well as the response plans for the remainder of the school year, the summer and ongoing through next fiscal year, reporting out on what has already been accomplished. She concluded with the different consultants who will be supporting the school in this work and their roles and areas of expertise.

Consent Agenda

Leah told the Board that a more detailed overview of the school's forward momentum following the Avenir Executive Summary is contained in her Head of School Report on the Board Portal.

Action Items

As there was still not a quorum of voting Board Members by the Action Item portion of the agenda, all votes were tabled until the June 27, 2022 meeting.

The meeting ended at 6:12 p.m.

Minutes reviewed and accepted on: June 27, 2022

Signed by:  _____, Board Member