



# Arizona School for the Arts Board of Directors Meeting Minutes

Monday, July 12, 2021 at 10:00 a.m.

*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	A
Dr. Javier Cárdenas, Past President/RDC Chair	A	John Snider, FIC Chair	P	Alexander Laing	P
Betty Hum, GC Chair	P	Marcia Mintz	P	Kevin Allen	P
Allison Otu	A	Karen Lugosi	P	Dr. Ed Finn	P
Dr. Heidi Jannenga, TC Chair	A	John O'Neal	P	Yetta Gibson	P
Dr. Hazem Hnaide	A	Ricky Livoni, Honorary Academic Faculty	A	Jessica Elder, Honorary Arts Faculty	A
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	A	Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A

Agenda Items
<b>Call to the Public</b>
<b>Discussion Items</b>
<ul style="list-style-type: none"> <li>Fiscal Year 2021-2022 Expenditure Budget</li> </ul>
<b>Action Items</b>
<ul style="list-style-type: none"> <li>Approval of Fiscal Year 2021-2022 Expenditure Budget</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

Notes
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Board President Dr. Tony Dietz called the meeting to order at 10:01 a.m.

## Call to the Public

Tony welcomed the members of the public attending the meeting and asked that any wishing to speak regarding an agenda item come forward. As no member of the public came forward, Tony moved to the next agenda item.

## Discussion Item

Tony presented expenditure budget for the 2021-2022 fiscal year for adoption with no changes. Tony opened the floor to members of the Board with any questions regarding the budget; there were no questions.

**Action Item**

*Approval of Fiscal Year 2021-2022 Expenditure Budget*

Marcia Mintz moved to adopt the Fiscal Year 2021-2022 Expenditure Budget. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Snider, Laing, Hum, Mintz, Allen, Lugosi, Finn and O'Neal voting in favor.]

**Adjournment**

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

The meeting adjourned at 10:06 a.m.

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Minutes reviewed and accepted on: 08/30/2021

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



**Arizona School for the Arts**  
**Special Board of Directors Meeting Minutes**

Thursday, August 12, 2021 at 5:00 p.m.

Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (voting Members in bold)					
<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>A</b>	<b>John O'Neal</b>	<b>P</b>	Yetta Gibson	A
Dr. Hazem Hnaide	P	Ricky Livoni, Honorary Academic Faculty	P	Jessica Elder, Honorary Arts Faculty	P
Jesús López, Honorary Alumni	A	Amalia Nevarez, Honorary Student	P	Amara Washington-Bess, Honorary Student	P
Leah Fregulia, Head of School/CEO	P	Sara Maline Bohn, Principal	P	Elizabeth (Liz) Shaw, Business Director	A
Leslie Tan Religioso, Development & Marketing Director	A	Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A

Agenda Items
<b>Call to the Public</b>
<b>Discussion Items</b> <ul style="list-style-type: none"><li>The Board of Directors will consider the masking policy for ASA beginning August 17, 2021</li></ul>
<b>Action Items</b> <ul style="list-style-type: none"><li>Approval of ASA's Mask Policy beginning August 17, 2021</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
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Board President Dr. Tony Dietz called the meeting to order at 5:03 p.m.

**Call to the Public**

Tony made a call to the public for comment on the agenda item, reviewing the rules for public comment under Open Meeting law and requesting that those who wish to speak enter their name in Chat to be called upon. He then opened the floor for comments:

Amy Vynalek, Parent, has a child that cannot be vaccinated yet; he will be wearing a mask and she supports requiring the rest of the students being masked.

*Tehya Young, 12<sup>th</sup> Grade Student*, questioned why we are discussing this again. When school came back in hybrid mode last year, students still felt disconnected because of the masks and social distancing. She thinks wearing masks should be a personal choice.

*Cara Denby, Parent*, is an administrator/teacher at another school and has had to make this same decision at her school. Research shows that masks are effective, the CDC and the AAP recommend masks. She is a strong proponent of masks along with other protocols in a layered, protective approach.

*Andrew Jacobs, Parent*, CDC shows that masks are scientifically proven to reduce spread. Urges the Board to require masks, especially since it will help keep school open, and also urges the Board to join any litigation to be able to keep requiring masks past September 29<sup>th</sup>.

*Ramon Islas, Parent*, believes that masks only protect ourselves not others. There are too many contradictory reports. He believes we need to do more, especially since we don't know how the kids are handling the masks throughout the day. He thinks wearing a mask should be a personal decision, not imposed on him.

*Gina Montion, Parent*, is a pediatrician in Phoenix for over twenty years. With masking and social distancing, this is the first time in twenty years she has not gotten sick. Studies can be confusing, but she is proof that masking works. Cold and flu season was skipped this year, but the RSV and rhinovirus that usually appears in Fall and Winter is happening now and she attributes that to Arizona opening up. Kids can build up their immunity to common illnesses after COVID is under control. Mask discussions are part of her well check now.

*Lucero Beebe Giudice, Parent*, is a teacher at a Title 1 school and she believes the mask is an important item we can use to take care of ourselves and each other. If we are in this together, we must protect our most vulnerable, including those at home.

*Michelle Hoxie, Parent*, is immunocompromised and strongly supports a mask mandate, not only for herself but for immunocompromised students at the school who deserve to go to school in a safe environment. For those who feel restricted by the masks, she encourages parent to help their kids cope with change because those techniques are important to keeping them safe as well.

*Eric Rossell, Parent*, read H.B. 2898 and discovered that the law is meant to be retroactive to June 30<sup>th</sup> and does not think this is a discussion on whether masks are appropriate or effective or not, but whether we should follow that law which is a personal decision and we should not be dragging the children into a political agenda.

*Amy Felix, Parent*, supports the Board mandating masks. She had had to be at work throughout the pandemic and masks have worked for her. She has a child who is at risk to go to the hospital with a simple flu and even though her daughter is vaccinated, the Delta variant is frightening for them.

*Melinda Iyer, Parent*, COVID case rates have doubled in Arizona in the past two weeks, multiple schools are reporting outbreaks. Science is clear: the most effective mitigation strategy is vaccination, the second most effective is universal masking. She supports the Board mandating masks to keep the community safe.

*Destyn Moreno, Parent*, she and her husband are essential workers and neither have worn a mask throughout the pandemic. Arizona S.B. 1824 does not preclude parents from making essential health decisions for their child and prohibits discrimination based on vaccine status. We need to think about what it is going to do to kids socio-emotionally to go against the law.

*Michelle Khazai, Parent*, supports the Board mandating masks in line with many other Arizona school districts. *Thomas Field, Parent*, opposes requiring all members of the community to wear masks, particularly cloth masks. Thinks that a targeted approach of N95 masks for vulnerable people would be more effective. Suspects that the Board will go with the medical recommendations, but does not think the school should go against the law. The school where he teaches is mask optional and he thinks ASA should be as well.

*Ajai Iyer, 12<sup>th</sup> Grade Student*, has a grandparent with a chronic respiratory illness and feels that being at school with unmasked students is a threat to his health. Those who complain about the negative psychological effects of wearing a mask are not recognizing the negative effects of bringing illness home. The school already has a dress code that everyone follows without an issue and a mask requirement should be no different to keep our community and families safe.

*Gloria Martins, Parent*, supports a mask requirement, it is fundamental. Recommendations from the CDC should be followed; law or no law, we will have the support of other school districts. We should be safe and not endanger someone else just because masks can be uncomfortable.

*Jason Kron, Parent*, is extremely pro-mask. There is an immunocompromised person in their household. Being uncomfortable wearing a mask pales in comparison to being ill. It is misleading to paint ASA as vigilantes if the Board decides to go against the law as other school districts are doing. We are not telling kids that it is okay to break the law, we are telling them it is important to doing everything we can to keep those around them safe.

*Brenda Foley, Parent*, supports universal masking. Her brother got sick with COVID and is still suffering the aftereffects since December. This is not something to take lightly.

*Mandel Moreno, Parent*, has been an essential worker throughout and thinks masks are silly. Dr. Fauci and the CDC keep changing recommendations; COVID is 99.9% survivable, just like most illnesses we have faced and we have been allowing the hypochondriacs to make decisions for all of us. We are all going to die someday. Kids have not learned about their rights, just how to be afraid this past year.

*Nora Muma, 12<sup>th</sup> Grade Student*, is fully vaccinated and got a breakthrough case of the Delta variant two weeks ago. It was horrible and she is just starting to feel better. Masks may be uncomfortable, but it would be worse for a student to get ill and miss school for two weeks. She supports a mask requirement.

*Wendy Johnson, Parent*, has Chron's disease and no immune system; she had to be separated from her daughter at the end of last school year. Masks are life and death for her. ASA is a community that cares about each other and that is why they choose to come here. A mask mandate is the responsible thing for everyone.

### **Discussion Item**

- Tony reminded members of the Board of their responsibility to ASA on the levels of health and safety, legally, fiduciary, role modeling and care for each other.
- Leah Fregulia gave an overview of ASA's mitigation strategies including vaccines, pooled testing, daily deep cleaning and social distancing when possible. She then gave an overview of Arizona H.B. 2898 as it refers to the restriction on mask mandates in schools and the clause making the law retroactive to June 30<sup>th</sup> which is being challenged in the courts; the bill does not address after school hours or visitors to campus. Included in the overview was the possible negative financial impact should ASA put a mask mandate in effect in contradiction to the law.
- Honorary Faculty Board members Ricky Livoni and Jessica Elder presented the results of an anonymous poll of the faculty and staff indicating that 81.2% of respondents support a mask mandate or requirement for all students and staff; 18.8% support a recommendation of masks. They also shared faculty concerns about the health and safety of unvaccinated students, that of their own family members and the worry of having to go back to online school.
- *Health and Wellness Council*
  - Council member Dr. Rebecca Sunnenshine shared COVID data from Maricopa County showing the case, hospitalization and death rates increasing over the past few weeks. The transmission rate in Maricopa is in the substantial range with 85% of cases in Arizona being the Delta strain which is twice as contagious as other strains. The majority of cases and hospitalizations are among the unvaccinated. There are currently 40 open school outbreaks.

- Proper universal mask use – both cloth and surgical – are effective in preventing the spread of COVID.
  - Committee Chair Dr. Javier Cárdenas then told the Board that the recommendation from the HWC is that all students, faculty and staff wear masks indoors in conjunction with pooled testing.
- Tony provided case rate data for Maricopa County and ASA student zip codes; case rates in all areas are trending upward.
- Leah provided mask policy options for the Board:
  - Mandate that all students, faculty, staff, and campus visitors wear masks indoors during school hours. In effect until September 29<sup>th</sup>.
  - Require that all students, faculty, & staff wear masks indoors during school hours & provide an opt out clause (signed letter from parent).
  - Strongly recommend that all students, faculty, and staff wear masks indoors during school hours.
  - Have no policy or recommendation regarding masking.
- Members of the Board then discussed the policy options in the framework of H.B. 2898 and its current and possible future legal challenges as well as the ramifications for the Board, school and community as a whole should the law, as written, be upheld.

#### *Executive Session*

At 6:54 p.m. John O'Neal moved the Board of Directors commence an executive session pursuant to ARS §38-431.03 (A)(3), in order to discuss legal advice obtained from the Board's attorney regarding ASA's mask policy as of August 17, 2021. The motion was seconded by Betty Hum and passed without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, and O'Neal voting in favor.]

Executive Session ended at 7:32 p.m.

- Tony invited the Board to discuss the policy options in light of the legal guidance they received. Dr. Ed Finn noted that the Board will need to make a decision in the face of a lot of ambiguity both from a legal standpoint and from the disease itself which makes the decision harder, but the Board will need to make a decision that provides some clarity to the community at the start of the school year.
- With no further comments from the Board, Tony then asked for a motion.

#### *Approval of ASA's Mask Policy beginning August 17, 2021*

Javier Cárdenas moved that public health is priority number one and this leads us to require masks from all students, staff, faculty and visitors to campus. Recognizing there is an ambiguous law in its start date and perhaps constitutionality, the motion is that all students, faculty, staff and visitors must wear face masks indoors during school hours; however, should parents, staff or faculty opt out, they may do so with a signed and notarized letter verified by school personnel. The motion was seconded by David Garcia. Karen Lugosi suggested that the motion include that should the retroactivity of H.B. 2898 be struck down in court the following day that the policy change to a mask mandate until September 29<sup>th</sup>; David countered that since the Board meets monthly, should that happen, the issue could be taken up at a later meeting. Javier rejected the addition to his motion due to the ambiguity of the addition and the fact that the motion as written has sufficient flexibility; Marcia Mintz added that the court case may not be a one-day decision and we do not know what will happen with the virus over the next couple of weeks. John O'Neal recommended calling another special meeting should the need arise. David suggested that the vast majority of students, faculty and staff will be wearing masks and this motion reinforced that; Leah reminded the Board that the school will be participating in pooled testing and changes to policy can be made should the need arise. In light of the discussion Karen withdrew her addition to the motion. The motion passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, and O'Neal voting in favor.]

**Adjournment**

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

The meeting adjourned at 7:53 p.m.

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Minutes reviewed and accepted on: August 30, 2021

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



# Arizona School for the Arts

## Board of Directors Minutes

Monday, August 30, 2021 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>	<b>P</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>A</b>	<b>Betty Hum, GC Chair</b>	<b>P</b>
<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>A</b>	<b>Allison Otu</b>	<b>P</b>
<b>Karen Lugosi</b>	<b>A</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>	Yetta Gibson	A	Dr. Hazem Hnaide	P
Ricky Livoni, Honorary Academic Faculty	P	Jessica Elder, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A
Amalia Nevarez, Honorary Student	P	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
Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A	<b>Carlos Contreras, Vice President</b>	<b>A</b>

Agenda Items
<b>Call to the Public</b>
<b>Presentation</b>
<ul style="list-style-type: none"> <li>Presentation of ASA's DEI Strategic Goals &amp; Work Plan – Leah Fregulia &amp; Linda Walton</li> </ul>
<b>Board Recognition</b>
<b>Board Informational Presentations</b>
<ul style="list-style-type: none"> <li>Good Governance/Responsibilities, Conflict of Interest &amp; FERPA – Tony Dietz</li> <li>Executive Committee Updates and Opening – Tony Dietz</li> <li>Board Commitments and Fundraising - Javier Cárdenas &amp; Leslie Religioso</li> <li>Open Meeting Law - Betty Hum</li> <li>Who We Are – Leah Fregulia <ul style="list-style-type: none"> <li>Review of School Demographic Profile (Board, faculty, students)</li> <li>Review of Board Matrix of Skills</li> </ul> </li> <li>Review of ASA's Financial Structure, Fiscal Year 2020-21 End of Year Financial Results and Budget for Fiscal Year 2021-22 – John Snider</li> <li>Head of School Report – Leah Fregulia <ul style="list-style-type: none"> <li>Campus Health and Results of Mask policy</li> <li>Review and Possible Update of COVID-19 Mitigation Plan</li> <li>Safe Return to School Plan</li> <li>Policy for Fingerprint Clearance Cards</li> <li>Instructional Time Model</li> </ul> </li> <li>Board Committees Recruitment</li> </ul>



**Action Items**

- Approval of June 28, 2021 Board Meeting Minutes
- Approval of July 12, 2021 Board Meeting Minutes
- Approval of August 12, 2021 Board Meeting Minutes
- Approval of Revised COVID-19 Mitigation Plan
- Approval of Contractor, Subcontractor and Vendor Fingerprint Clearance Exemption Policy
- Adoption of Instructional Time Model under new HB 2862 statute ARS §15-901.08
- Approval of High School and Middle School Cross Country Meet in Prescott, Arizona September 25, 2021
- Approval of Model U.N. Far West Conference Trip to San Francisco, California April 7-13, 2022
- Approval of Vice President of the ASA Board of Directors

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**

Dr. Linda Groomes Walton gave an overview of her work thus far in assessing diversity, equity and inclusion needs in support of the Commitments to Equity that the Board adopted last year. Dr. Walton focused on the goals and metrics for the first year of a three-year DEI Strategic Plan which included Culture and Climate, Faculty and Student Recruitment and Retention, and Academic and Arts Curriculum and Creative Programming. Dr. Walton suggested that ASA use existing outlets such as the Annual Report, Employee Handbook and marketing to share the School's DEI commitment and expectations with the community and use, and in some cases expand, existing services to support underserved students. ASA will also get feedback from the community with the use of exit interviews, surveys, Town Hall meetings and expanding membership on the Equity Team with the inclusion of two or three more members of faculty, a Board member, a member of the Senior Leadership Team, a student and a parent or guardian. There is also a training component for various segments of the ASA community to ensure that all are speaking a common language when it comes to DE&I.

**Board Recognition**

Tony recognized John O'Neal, Betty Hum and Karen Lugosi for contributing their legal knowledge to the Board, especially in the areas of policy and procedure.

**Board Informational Presentations**

Tony reminded the Board that this is their annual training meeting and they would be reviewing the duties and responsibilities of being an ASA Board member.

- Tony laid out the duties of good governance as well as the responsibilities associated with being on the ASA Board of Directors. He then provided examples of what constituted a conflict of interest and Leah Fregulia notified the Board that they would be receiving their annual Conflict of Interest policies to sign after the meeting. Tony also reviewed the Family Education Rights and Privacy Act (FERPA) as it relates to student information obtained as a Board member.
- Tony then announced that Carlos Contreras would be resigning his Vice Presidency and membership from the ASA Board of Directors as of this meeting due to professional responsibilities. He thanked Carlos for his wise counsel and many contributions over the years and congratulated him on his expanding role at Intel. Tony then noted that Carlos' resignation will leave an opening in the Executive Committee that would be filled during the Action Items at the end of the meeting and should that

vote create another opening in the Executive Committee, that opening would be filled at the September 27<sup>th</sup> Board Meeting.

- Dr. Javier Cárdenas discussed the fundraising duties of Board members and reviewed the efforts of the 2020-2021 year. He congratulated the Board for their record fundraising and 100% participation reminding them that 100% participation from the Board and families is the continued goal for 2021-2022. ASA is developing a culture of generosity as well as philanthropy meaning that non-financial contributions to the Board and school as also very important as acknowledged by Tony in the Board Recognition segment. Leslie Religioso then reviewed the financial contributions by families and Board members over the 2021-2022 year and goals for 2021-2022.
  - David Garcia asked how we are communicating to families how much of the goal has been achieved so it does not look as if we are only asking for money. Javier explained that first and foremost are the gratitude calls and notes and secondly, Board members speaking at performances that are scheduled for this year, but he is open to more suggestions for opportunities to highlight the fundraising success. Leah also reminded the Board of the Family Engagement Matters newsletter and that the fundraising success was highlighted there. Amalia Nevarez recommended using social media.
  - Tony recognized Leslie for taking over the Development Department and succeeding in a very difficult year.
- Betty Hum summarized Arizona Open Meeting Law as it relates to the ASA Board since we are a public charter school. She highlighted the requirements and limitations of a public meeting and what meetings besides full Board meetings are or can be subject to Open Meeting Law.
- Leah then gave a brief overview of the demographic makeup of the ASA Board, Executive Committee, Senior Leadership Team, Faculty, Staff and Student Body. Looking at the comparisons, it gives a good snapshot of where we are; we are trending to greater diversity especially in comparison to where the school started. John Snider noted that our current student demographics are a good reflection of the broader Phoenix metropolitan area. Javier asked for the addition of column reflecting that comparison. Leah also gave a look at the experience and talents each Board member brings to the community, noting that we currently have sixteen members, but Carlos is resigning, at the end of this year Kevin Allen will be renewing for a second term and Javier will roll off the Board. She highlighted the gaps in diversity and experience we would like to fill and asked for recommendations of other experience we should look to add.
- John Snider presented the Center for Academic Achievement's breakdown of how Arizona public schools are funded and explained how it relates to ASA as a charter school with both middle and high school students. He then gave a summary view of the unaudited Fiscal Year 2020-2021 financial results, comparing income and expenditures, and then did the same for the revised Fiscal Year 2021-2022 budget.
- Leah then highlighted aspects of her Head of School Report that was made available to the Board in advance of the meeting, primarily focusing on items that will need the Board's approval at this end of the meeting.
  - ASA is applying for the Plus Up Grant which will allow the school to receive the balance of the funds we did not receive under ESSER III; this is a state grant that requires that the school follow all state laws to be eligible. As the Mask Policy that the Board voted into effect at the August 12<sup>th</sup> meeting allows for a waiver, ASA is in compliance with the law and eligible for the grant.
  - We have had an extraordinary level of compliance to the Mask Policy, with only seven waivers on file.
  - The updated Mitigation Plan reflects the new law and has been prepared by ASA's legal counsel and has been sent to parents and guardians for public comment. It will be revisited monthly in case changes are necessary.
  - The Safe Return to School Plan is necessary to submit to the state to receive any type of funding; it outlines everything the school has done to get back to campus and to be in compliance with instructional time, curriculum, etc.
  - The Instructional Time Model was new last year and specifies what happens if the school goes back to remote learning or students need to go to project-based learning for whatever reason and it addresses Presentation Week being an instructional week.
  - DE&I training for the Board will be on September 21<sup>st</sup> from 4:30-6:30pm.

- The Board can provide a fingerprint clearance card exemption to contractors, subcontractors and vendors who come onto campus but have no unsupervised contact with students.
- Leah will be meeting individually with each Board member to discuss their commitments and on which committees, councils or task force they wish to serve.

### **Action Items**

Voting member Marcia Mintz left the meeting prior to the votes on the Action Items.

#### *Approval of June 28, 2021 Board of Directors Meeting Minutes*

John Snider moved to approve the Board of Directors Meeting Minutes from June 28, 2021. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Hum, Otu, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of July 12, 2021 and August 12, 2021 Board of Directors Meeting Minutes*

John Snider moved to approve the Board of Directors Meeting Minutes from July 12, 2021 and August 12, 2021. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Hum, Otu, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of the Revised COVID-19 Mitigation Plan*

Betty Hum moved to approve the revised COVID-19 Mitigation Plan. The motion was seconded by Ed Finn and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Hum, Otu, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of the Contractor, Subcontractor and Vendor Fingerprint Clearance Exemption Policy*

Betty Hum moved that a Contractor, subcontractor or vendor or any employee of a contractor, subcontractor or vendor ("Third Parties") who is contracted to provide services on a regular basis at Arizona School for the Arts may be exempted from the legal requirement to obtain a valid fingerprint clearance card if the person's normal job duties are not likely to result in independent access to or unsupervised contact with pupils. ASA Administration will implement procedures consistent with applicable Arizona law regarding Third Parties, including such procedures or processes to provide qualified Third Parties with an exemption from fingerprinting card requirements. The motion was seconded by John O'Neal and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Hum, Otu, Finn, Jannenga and O'Neal voting in favor.]

#### *Adoption of the Instructional Time Model under new HB 2862 statute ARS §15-901.08*

Javier Cárdenas moved to adopt the Instructional Time Model under new HB 2862 statute ARS §15-901.08. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Hum, Otu, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of High School and Middle School Cross Country Meet in Prescott, Arizona September 25, 2021*

Javier Cárdenas moved to approve the High School and Middle School Cross Country Meet in Prescott, Arizona September 25, 2021. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Hum, Otu, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of Model U.N. Far West Conference Trip to San Francisco, California April 7-13, 2022*

John Snider moved to approve the Model U.N. Far West Conference Trip to San Francisco, California April 7-13, 2022. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Hum, Otu, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of Vice President of the ASA Board of Directors*

Javier Cárdenas nominated and moved to approve David Garcia as Vice President of the ASA Board of Directors. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Cárdenas, Snider, Hum, Otu, Finn, Jannenga and O'Neal voting in favor.][Garcia abstained and left the meeting.]

**Adjournment**

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

The meeting adjourned at 7:15 p.m.

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Minutes reviewed and accepted on: September 27, 2021

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



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
**Monday, September 27, 2021 at 5:30 p.m.**  
**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>Dr. Javier Cárdenas, Past President/RDC Chair</b>	P
<b>John Snider, FIC Chair</b>	P	<b>Alexander Laing</b>	P	<b>Betty Hum, GC Chair</b>	P
<b>Marcia Mintz</b>	A	<b>Kevin Allen</b>	P	<b>Allison Otu</b>	P
<b>Karen Lugosi</b>	P	<b>Dr. Ed Finn</b>	P	<b>Dr. Heidi Jannenga, TC Chair</b>	P
<b>John O'Neal</b>	P	Yetta Gibson	P	Dr. Hazem Hnaide	P
Ricky Livoni, Honorary Academic Faculty	P	Jessica Elder, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A
Amalia Nevarez, Honorary Student	P	Amara Washington-Bess, Honorary Student	P	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	A	Elizabeth (Liz) Shaw, Finance Director	A	Leslie Tan Religioso, Development & Marketing Director	P
Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A		

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b> <ul style="list-style-type: none"> <li>DEI Training Reflections</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> <li>Presentation – Jerry Diaz</li> </ul> </li> </ul>
<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>Finance Committee <ul style="list-style-type: none"> <li>Review AFR</li> </ul> </li> <li>Facilities Committee</li> <li>Head of School Report</li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>Approval of August 30, 2021 Board Meeting Minutes</li> <li><del>Approval of Revised COVID-19 Mitigation Plan</del></li> <li>Approval of FY21 AFR</li> <li>Nomination and Approval of Secretary/Treasurer to Fill Remaining One Year of Term</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
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Board President Dr. Tony Dietz called the meeting to order at 5:31p.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**

Leah Fregulia provided a brief recap of the of the agenda for the Diversity, Equity and Inclusion training and workshop that was held on Tuesday, September 21<sup>st</sup> and members of the Board shared their thoughts on the training. Particularly useful, from a Board perspective, was the view of policy through a DEI lens as well as the effectiveness of bringing together varying voices in the ASA community to get to know each other and to commit to the DEI work together. Tony thanked the Core Equity Team, and particularly members of the Board who are participating with the Equity Team, for the DEI work they will be doing going forward including Alex Laing, Ricky Livoni, Amara Washington-Bess and Amalia Nevarez.

### **Board Recognition**

Tony recognized Allison Otu who was appointed by the Mayor of Phoenix and confirmed as a member of the Phoenix Women's Commission.

### **Discussion Items**

- Javier Cárdenas and Leslie Religioso gave a summary of the focus of the Resource Development Committee and Development Team for Fiscal Year 2021-2022, and by extension, the focus of the workshop that followed.
- After a recap of the pre-work and the workshop goals by Jerry Diaz, Board members were split into three breakout rooms and participated in a round robin of three ten-minute workshop sessions led by Jerry, Leslie and Min Skivington that focused on sponsorship "Identification & Networking", "Cultivation, Solicitation & Sponsorship" and "Donor Relations & Stewardship". Members from each cohort shared their takeaways from the sessions and how they will be applied to fundraising efforts going forward.

### **Consent Agenda**

- John Snider explained the state requirements for the fiscal year 2021 Annual Financial Report that was provided to the Board in advance of the meeting. It can be tied to last year's financial results and John reminded the Board that it would be voted on at the end of the meeting and that the cover page would be send around to each voting member for electronic signature after the meeting. The AFR is due to the state by October 15<sup>th</sup>.
- The Head of School report was sent to the Board in advance of the meeting and contains facilities, technology and finance updates. The Board did not have any questions for Leah regarding the report.

### **Action Items**

#### *Approval of August 30, 2021 Board of Directors Meeting Minutes*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from August 30, 2021. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of FY21 AFR*

Betty Hum moved to approve fiscal year 2021 Annual Financial Report. The motion was seconded by Ed Finn and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Nomination and Approval of Secretary/Treasurer to Fill Remaining One Year of Term*

Karen Lugosi nominated and moved to approve Betty Hum as Secretary/Treasurer of the ASA Board of Directors for the remaining year of the current term. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.][Hum abstained.]

**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, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.] [Hum absent.]

The meeting adjourned at 6:56 p.m.

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Minutes reviewed and accepted on: October 25, 2021

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



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
**Monday, October 25, 2021 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>	<b>P</b>	<b>Dr. David Garcia, Vice President</b>	<b>P</b>	<b>Betty Hum, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>P</b>	<b>John Snider</b>	<b>A</b>	<b>Alexander Laing</b>	<b>A</b>
<b>Marcia Mintz</b>	<b>A</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</b>	<b>P</b>
<b>John O'Neal</b>	<b>P</b>	<b>Yetta Gibson</b>	<b>P</b>	<b>Dr. Hazem Hnaide</b>	<b>P</b>
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	A	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
Carolyn Smith, Executive Assistant	P	Emma Popish, VPP Intern	P	Marc Wancer, EFF	A

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b> <ul style="list-style-type: none"> <li>Student Union</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>Principal's Report and Presentation <ul style="list-style-type: none"> <li>Academic Achievement Data</li> </ul> </li> </ul>
<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>Head of School Report <ul style="list-style-type: none"> <li>General</li> <li>DEI Strategic Plan</li> <li>Facilities Committee</li> <li>Governance Committee</li> <li>Finance Committee</li> </ul> </li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>Approval of September 27, 2021 Board Meeting Minutes</li> <li>Approval of ESSER III Federal Grant Spending for Public Input</li> <li>Approval of Chamber Singers Field Trip to Northern Arizona University Jazz Madrigal Festival, February 10-12, 2022 (Provisional Based on Community Health)</li> </ul>



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 5:39 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**

ASA Juniors Isabel Clapham and Casey Hendin gave an overview of the mission, make-up and goals of the Student Union including the events and policy initiatives introduced by the students in the past and their objectives for the 2021-2022 school year.

### **Board Recognition**

Tony recognized the Finance Team – Liz Shaw, Laura Apperson, Tiffany Kell and Jamie Bledsoe – for overseeing a clean audit for the second year in a row in partnership with John Snider and Kevin Allen as members of the Finance Committee. He also thanked Leslie Religioso and Min Skivington of the Development Team for coordinating the useful training session with Jerry Diaz at the September meeting and thanked Javier Cárdenas for recommending Jerry.

### **Discussion Items**

- Javier reviewed the Development Dashboard noting that fundraising is a little behind the year-to-date goal. He then introduced the revised Fundraising Timeline noting the upcoming concert events where members of the Board could make curtain speeches. Javier reminded the Board of their fiscal responsibility to the school, asking them to apply what they learned and the ideas spurred at the prior month's training session to their efforts. He then touched on the #WhyIGiveCampaign, encouraging members of the Board to share their stories with the community; Leslie concurred noting that Min would appreciate more stories for the campaign. She requested that Board members continue writing thank you notes to families for their donations to the school as part of the Gratitude Campaign. Several members accepted prepared packages of notecards and donor lists in order to participate.
- Principal Sara Maline Bohn presented a summary of the scores from standardized tests taken by our students during the 2020-2021 school year. Sara provided a 4 and 5-year comparison of the number of students who passed the Advanced Placement tests noting the changes that the College Board put in place for the 2020 and 2021 tests during the pandemic. Also provided was a summary of the scoring on the Arizona Merit testing in middle school and high school including a comparison of the number of ASA students who came back to campus during the 4<sup>th</sup> quarter and those who continued with online learning and a comparison of the ASA's scores against the State overall. She gave context to the numbers informing the Board that the State did not require the usual 95% participation rate due to the pandemic. Sara concluded with the testing schedule for the 2021-2022 school year, and in response to inquiries by members of the Board, she and Leah gave a summary of the steps being taken inside and outside the classroom to close the academic and emotional gaps engendered by the pandemic.

### **Consent Agenda**

Leah Fregulia gave a brief overview of the Head of School Report provided to the Board in advance of the meeting:

- The DEI Strategic Timeline is now on the website and the Core Equity Team had their first meeting and also noted that the Governance Committee met regarding guiding policy through an equity lens.
- Leah furnished a summary of the steps taken with Scout Solar to advance the solar shade structure project and a brief overview of the ownership agreement followed by a showing of a video Scout

provided with architectural views of the performance and parking areas. Their contract is under review and she will be seeking Executive Committee approval and Board ratification in November.

- The ESSER III Budget provided to the Board in advance of the meeting will need to be approved for public review as part of the process of receiving the funds. It will be voted on at the end of the meeting.

### **Action Items**

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

#### *Approval of September 27, 2021 Board of Directors Meeting Minutes*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from September 27, 2021. The motion was seconded by John O'Neal and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Allen, Otu, Lugosi, Finn, Jannenga, O'Neal and Hnaide voting in favor.]

#### *Approval of ESSER III Federal Spending Grant for Public Input*

Betty Hum moved to approve ESSER III Federal Spending Grant for public input. The motion was seconded by Kevin Allen and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Allen, Otu, Lugosi, Finn, Jannenga, O'Neal and Hnaide voting in favor.]

#### *Approval Chamber Singers Field Trip to Northern Arizona University Jazz Madrigal Festival February 10-12, 2022*

Leah Fregulia noted that there are current discussions about the viability of making this a one-day trip preventing the need for an overnight stay, but if there is a COVID-19 outbreak, students will not be going at all. Jessica Elder, who is a member of the Choir Department, gave a synopsis of the safety protocols that will be in place during the festival.

Allison Otu moved to approve the Chamber Singers field trip to the NAU Jazz Madrigal Festival on February 10-12, 2022, provisionally based on community health. The motion was seconded by Ed Finn and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Allen, Otu, Lugosi, Finn, Jannenga, O'Neal and Hnaide voting in favor.]

#### *Executive Session*

At 6:52 p.m. Javier Cárdenas moved the Board of Directors commence an executive session pursuant to ARS §38-431.03 (A)(1), in order to discuss personnel issues. The motion was seconded by John O'Neal and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Allen, Otu, Lugosi, Finn, Jannenga, O'Neal and Hnaide voting in favor.]

Executive session ended at 7:15 p.m.


### **Adjournment**

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

The meeting adjourned at 7:15 p.m.

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Minutes reviewed and accepted on: November 22, 2021

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



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
**Monday, November 22, 2021 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>Marcia Mintz</b>	A	<b>Kevin Allen</b>	A	<b>Allison Otu</b>	P
<b>Karen Lugosi</b>	P	<b>Dr. Ed Finn</b>	P	<b>Dr. Heidi Jannenga</b>	P
<b>John O'Neal</b>	P	<b>Yetta Gibson</b>	A	<b>Dr. Hazem Hnaide</b>	A
Ricky Livoni, Honorary Academic Faculty	A	Jessica Elder, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A
Amalia Nevarez, Honorary Student	P	Amara Washington-Bess, Honorary Student	P	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	P	Emma Popish, VPP Intern	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
<b>Call to the Public</b>
<b>Mission Moment</b>
<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>Health and Wellness Council <ul style="list-style-type: none"> <li>Review of the ASA COVID-19 School Mitigation Plan Including the Face Covering Policy</li> <li>High School Robotics Team Overnight Trip to Tucson for Competition</li> </ul> </li> <li>Finance Committee <ul style="list-style-type: none"> <li>Audit FY21</li> </ul> </li> <li>Facilities Committee <ul style="list-style-type: none"> <li>Solar Shade Agreement and Site Planning</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 October 25, 2021 Board Meeting Minutes</li> <li>Approval of High School Robotics Team Overnight Trip to Tucson for Competition</li> <li>Approval of Audit FY21</li> <li>Ratification of Agreement with Scout Solar to Provide Solar Services</li> <li>STANDING ITEM: Approval of Any Revisions or Updates to the COVID-19 School Mitigation Plan</li> </ul>

The Board of Directors may 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 5:31 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**

Board President and Cross Country Team Coach Tony Dietz reviewed the team's accomplishments this season including a 5<sup>th</sup> Place finish for Senior Kaelan James and a 1<sup>st</sup> Place finish for Senior Nora Muma at the 5K CAA State. Dr. Javier Cárdenas took a moment to acknowledge Tony for bringing sport to ASA, which has been beneficial and impactful to the school.

### **Board Recognition**

Speaking on behalf of the Board, Dr. Heidi Jannenga recognized the ASA faculty and thanked them for their dedication to the school and the work they do to inspire our students every day. She presented a word cloud with phrases contributed by members of the Board expressing their appreciation and gratitude. Tony added that the Board will be hosting a barbeque for the faculty and staff during an upcoming Power Wednesday.

### **Discussion Items**

#### *Resource Development Committee*

- Javier highlighted the 100% Giving Goal and shared that to date, 79% of families have committed to giving while 47% have honored their commitments. These numbers reflect the families that have the ability to give, as we do not ask our economically disadvantaged families to participate. ASA will be displaying our fundraising goal and progress to the ASA community and the community at large; we are still running behind against last year and want to remain cognizant and on top of the numbers.
- Leslie Religioso noted that we are coming up to the end of the calendar year where we tend to see a boost in tax credit and annual fund giving; communications have already begun highlighting opportunities to give. The chart/thermometer displaying our fundraising progress is also meant as a means to celebrate and recognize all the giving from all families, large or small. She also noted the ASA student performances as opportunities for the Board to be involved with curtain speeches; the next performance is Choral Collage where Tony will be making the curtain speech.
- Tony reminded the Board the Choral Collage is a popular performance which usually sells out quickly and encouraged members to get their tickets now. Javier noted that their will no longer be Circles of Giving seating to reflect the change in focus to 100% Giving.

#### *Health and Wellness Council*

- Javier reviewed the COVID-19 caseload in the 5<sup>th</sup> and 6<sup>th</sup> grade earlier in the month which was considered an outbreak by Maricopa County standards and triggered a 100% quarantine of both grades. It was successful and students returned to in person learning in a week.
- Vaccination numbers are good with 69% of all students having at least one dose and 61% having both.
- Compliance with the face covering policy is also good and the Council discussed the CDC guideline for no longer using masks with a community case rate of 50/100K, but as we are at 370/100K this is not feasible. The Council will be using vaccination and case rates as some of the metrics for their recommendations rather than selecting a goal date. As of now, the Council recommends that there be no change in the COVID-19 Mitigation Plan or Face Covering Policy.
- Overnight trips out of the county need to be approved by the Board, and current health conditions and mitigation strategies need to be considered. Sara Maline Bohn reviewed the proposal put forward by the High School Robotics Team to attend a competition in Tucson including the December

dates, general agenda, accommodations and COVID-19 mitigation requirements. After fielding a question about concern for case upticks after holidays, Javier noted that the mitigated risks need to be balanced with the mental wellbeing and socialization of students with Tony adding that these are important educational opportunities for our students.

#### *Finance Committee*

- John Snider referenced the final Fiscal Year 2021 audit and related reports that were provided to the Board in advance of the meeting to be approved by roll call vote at this meeting per State requirement. The audit was clean and tied to the numbers provided by the Business department throughout the fiscal year.
- The monthly financial reports were also provided on the Board Portal and show the school is in good financial health. He requested that members review these reports monthly as part of their due diligence.
- Tony acknowledged Liz Shaw and Laura Apperson for their work, allowing ASA to have a clean audit.

#### *Facilities Committee*

- Tony gave the background leading up to the current contract with Scout Solar who will be building the solar shade structure in order to provide needed shaded space as well as electrical services on campus. The Executive Committee approved the contract at their meeting earlier in the month and the Board will be asked to ratify that decision.
- Leah Fregulia reviewed the features of the structure itself which will provide enhanced amphitheater performance space by the bandshell as well as branding opportunities for the school. This structure will compliment rather than take away from eventual plans for a performing arts center and will provide educational opportunities for Theatre Production students.

### **Consent Agenda**

Leah drew attention to the section of her Head of School Report provided to the Board in advance of the meeting pertaining to the Core Equity Team and their Year 1 timeline. She invited Alex Laing as the Board representative on the CET to give an overview of their progress at the next meeting.

### **Action Items**

#### *Approval of October 25, 2021 Board of Directors Meeting Minutes*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from October 25, 2021. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of High School Robotics Team Overnight Trip to Tucson for Competition*

Javier Cárdenas moved to approve the High School Robotics Team Overnight Trip to Tucson for Competition as written. The motion was seconded by Karen Lugosi. When asked for further discussion, Heidi Jannenga proposed that the approval stipulate that all who travel (chaperones, advisors and students) must be vaccinated and/or have negative test using PCR within 3 days of travel. The stipulation was adopted and the motion passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of Audit FY21*

John Snider moved to approve the Fiscal Year 2021 audit and compliance questionnaire. The motion was seconded by Betty Hum and passed unanimously via roll call vote without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Ratification of Agreement with Scout Solar to Provide Solar Services*

John Snider moved to ratify agreement with Scout Solar to provide solar services. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Reconfirmation of the COVID-19 School Mitigation Plan*

Karen Lugosi moved to reconfirm the COVID-19 School Mitigation Plan as written. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

*Executive Session*

At 6:17 p.m. Karen Lugosi moved the Board of Directors commence an executive session pursuant to ARS §38-431.03 (A)(1), in order to discuss personnel issues. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

Executive session ended at 6:19 p.m.

**Adjournment**

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

The meeting adjourned at 7:19 p.m.

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Minutes reviewed and accepted on: January 31, 2022

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



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
**Monday, December 13, 2021 at 5:30 p.m.**  
**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>	A	<b>Betty Hum, Secretary/Treasurer</b>	P
<b>Dr. Javier Cárdenas, Past President</b>	P	<b>John Snider</b>	P	<b>Alexander Laing</b>	P
<b>Marcia Mintz</b>	A	<b>Kevin Allen</b>	A	<b>Allison Otu</b>	A
<b>Karen Lugosi</b>	A	<b>Dr. Ed Finn</b>	P	<b>Dr. Heidi Jannenga</b>	A
<b>John O'Neal</b>	A	<b>Yetta Gibson</b>	A	<b>Dr. Hazem Hnaide</b>	A
Ricky Livoni, Honorary Academic Faculty	A	Jessica Elder, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A
Amalia Nevarez, Honorary Student	P	Amara Washington-Bess, Honorary Student	A	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	A	Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A

Agenda Items
<b>No New Business</b>

Minutes
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The meeting began at 5:40 p.m. to allow for the possibility of a quorum to convene. As there was no quorum, no new business, and no members of the public present, the meeting ended at 5:41 p.m.

Minutes reviewed and accepted on: January 31, 2022

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



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
**Monday, January 31, 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>	<b>P</b>	<b>Dr. David Garcia, Vice President</b>	<b>P</b>	<b>Betty Hum, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>P</b>	<b>John Snider</b>	<b>P</b>	<b>Alexander (Alex) Laing</b>	<b>P</b>
<b>Marcia Mintz</b>	<b>A</b>	<b>Kevin Allen</b>	<b>P</b>	<b>Allison Otu</b>	<b>P</b>
<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Edward (Ed) Finn</b>	<b>P</b>	<b>Dr. Heidi Jannenga</b>	<b>P</b>
<b>John O'Neal</b>	<b>A</b>	<b>Yetta Gibson</b>	<b>A</b>	<b>Dr. Hazem Hnaide</b>	<b>A</b>
Ricky Livoni, Honorary Academic Faculty	P	Jessica Elder, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A
Amalia Nevarez, Honorary Student	P	Amara Washington-Bess, Honorary Student	A	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
Dr. Drew Maxwell, Operations Director	P	Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b> <ul style="list-style-type: none"> <li>Showcase 2022 Presentation</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>Health &amp; Wellness Council <ul style="list-style-type: none"> <li>Updated CDC Isolation Guidelines and adaptation into ASA's COVID-19 Mitigation Plan</li> <li>Student Face Covering Policy</li> </ul> </li> <li>Finance Committee <ul style="list-style-type: none"> <li>FY21 Federal 990</li> </ul> </li> <li>Officer Slate 2022-2024 <ul style="list-style-type: none"> <li>President-Elect</li> </ul> </li> <li>Presentations <ul style="list-style-type: none"> <li>Educator Effectiveness Framework</li> <li>Cultures of Dignity Curriculum</li> </ul> </li> </ul>
<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>Head of School Report <ul style="list-style-type: none"> <li>Ongoing Public Comment Periods for: <ul style="list-style-type: none"> <li>Safe Return to In-Person Learning</li> <li>ESSER III Budget</li> </ul> </li> <li>Facilities</li> </ul> </li> </ul>



- HS Robotics Team Trip to State Finals in Flagstaff, Arizona
- 2022 Guitar Foundation of America National School Summit Trip to Las Vegas, Nevada

#### **Action Items**

- Approval of November 22, 2021 Board Meeting Minutes
- Approval of December 13, 2021 Board Meeting Minutes
- Ratification of the Updated COVID-19 Mitigation Plan
- Ratification of the Current COVID-19 Student Face Covering Policy
- Approval of FY21 Federal 990
- Nomination and Approval of Dr. David Garcia as Board President-Elect
- Approval of Educator Effectiveness Framework
- Approval of Cultures of Dignity Curriculum
- Review and Reapproval of Safe Return to In-Person Learning
- Review and Reapproval of ESSER III Budget
- Approval of HS Robotics Team Trip to State Finals in Flagstaff, Arizona
- Approval of 2022 Guitar Foundation of America National School Summit Trip to Las Vegas, Nevada

The Board of Directors will vote to hold an executive session for the purpose of discussing a student disciplinary issue pursuant to: ARS §15-843(A) Student Issue

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

#### **Notes**

Board President Dr. Tony Dietz called the meeting to order at 5:34 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**

Arts Director and Vice Principal of Student Services Monica Anthony presented the theme, location, format and sponsorship opportunities for the 2022 Showcase to be held on June 2<sup>nd</sup>. Kaleidoscope will be a multi-stage immersive experience for attendees with solo, small and large group performances as well as displays from academic classes and student clubs. Students will continue to have a voice in the production as they have since theme conception. There are multiple levels of sponsorship and ticket pricing.

#### **Board Recognition**

Tony recognized Board Member Dr. Heidi Jannenga and Secretary/Treasurer Betty Hum for collectively donating 500 KN95 masks to faculty when their effectiveness in stopping COVID-19 contraction was mentioned at the January 6<sup>th</sup> Executive Committee meeting.

#### **Discussion Items**

##### *Resource Development Committee*

- Dr. Javier Cárdenas commended Monica for the creativity of the plan for Showcase and reminded the Board that the money raised for through Showcase is a significant part of the arts funding for the school. He reviewed the sponsorship levels and the benefits associated with each.
- He then showed the current Development Dashboard noting that we are still trending a little behind last year. Leslie Religioso shared the highlights of recent fundraising activities as well as the areas that need to be shored up such as encouraging families to fulfil their annual fund commitments and a push for tax credit donations in March.
- Javier then asked for Board volunteers to attend the Annual Parent Meetings for new parents and guardians in May; Allison Otu will attend on May 12<sup>th</sup> and Karen Lugosi will attend on May 10<sup>th</sup>.

*Health and Wellness Council*

- Javier recognized Dr. Drew Maxwell for his work with testing and tracing COVID-19 cases in our school and brought attention to Drew's graph showing the downward trend of cases at ASA which is also reflective of the state in general. He discussed the recent efforts of the school to keep the caseload under control including a temporary "cool down" for the 5<sup>th</sup> and 8<sup>th</sup> grades as well as vaccination rates which have reached 80% for the first dose among students overall.
- Drew then explained that the school peaked at 55 student cases in mid-January and as of today we have 11 active cases; among faculty we peaked at four cases and we now have zero among teaching faculty. The pooled testing program has been very successful in detecting cases on campus; we receive great support from the county and it is free to the school.
- Javier then reviewed the changes that were made to the ASA COVID-19 School Mitigation Plan at the Executive Committee meeting on January 6<sup>th</sup> with regard to shortening the isolation period to five days with the requirement of a negative Antigen test on the sixth day to return to school. The ASA COVID-19 Face Covering Policy did not change. Tony recommended that the Face Covering Policy be amended to reflect that KN95/N95 masks no longer need to be reserved for healthcare workers.

#### *Finance Committee*

- John Snider reminded the Board that the finance reports for November 2021 and December 2021 were on the Board Portal for their review.
- The Fiscal Year 2021-2022 State Budget will be revised to reflect some programs and budget items that the State Legislature had not yet voted on when the budget was originally approved by Board at the July 2021 meeting.
- The Fiscal Year 2021 Federal 990 – the Federal tax form for non-profits – prepared by the school auditor is on the Board portal for review. Everything ties to the monthly reporting and it is to be approved during the Action Item portion of the meeting this evening for timely processing.

#### *Officer Slate*

- Current Board Vice President Dr. David Garcia will be stepping into the role of President beginning July 2022 and will be Nominated and approved as President-Elect during the Action Items.

#### *Presentations*

- Principal Sara Maline Bohn gave an overview of the Educators Effectiveness Framework as required by ARS §15-189.06 which states that all charter schools are to have a clear annual rating system for teachers and principals. Sara showed the sets of standards by which teachers and principals will be rated and the contributing factors leading to a rating of Highly Effective, Effective, Developing or Ineffective.
- Sara also gave an overview of the new Cultures of Dignity curriculum which will be incorporated into the Life Skills classes for 7<sup>th</sup> and 8<sup>th</sup> grade students next school year. Part of the focus is Recognizing and Respecting Boundaries and Sexual Harassment and it received has been made publicly available for parent feedback for 30 days.

### **Consent Agenda**

Tony told the Board that the new slate of officers will need to be elected for the upcoming 2022-2024 term and anyone interested should speak with him or Leah Fregulia. He also reminded them that the Head of School Report is on the Board Portal for their review.

### **Action Items**

#### *Approval of November 22, 2021 and the December 13, 2022 Board of Directors Meeting Minutes*

Alex Laing moved to approve the Board of Directors Meeting Minutes from November 22, 2021 and December 13, 2021. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Ratification of the Updated COVID-19 Mitigation Plan*

Heidi Jannenga moved to ratify the updated ASA COVID-19 Mitigation Plan. The motion was seconded by Ed Finn and the motion passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Ratification of the Current COVID-19 Student Face Covering Policy*

Alex Laing moved to approve the current ASA COVID-19 Student Face Covering Policy with the language change reflecting the use of N95/KN95 masks no longer needs to be reserved for healthcare workers. The

motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of FY21 Federal 990*

Kevin Allen moved to approve the ASA Fiscal Year 2021 Federal 990. The motion was seconded by John Snider and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of Educator Effectiveness Framework and Cultures of Dignity Curriculum*

Alex Laing moved to approve the Educator Effectiveness Framework and the Cultures of Dignity Curriculum. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Review and Reapproval of Safe Return to In-Person Learning*

Karen Lugosi moved to reapprove the Safe Return to In-Person Learning document as it appears on the website. The motion was seconded by Allison Otu and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Review and Reapproval of ESSER III Budget*

Ed Finn moved to reapprove the ESSER III Budget as it appears on the website. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of HS Robotics Team Trip to State Finals in Flagstaff, Arizona*

Allison Otu moved to approve the High School Robotics Team trip to Flagstaff, Arizona to attend the State finals. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of 2022 Guitar Foundation of America National School Summit Trip to Las Vegas, Nevada*

Alex Laing moved to approve the guitar student trip to Las Vegas, Nevada to attend the 2022 Guitar Foundation of America National School Summit. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Nomination and Approval of Dr. David Garcia as Board President-Elect*

Javier Cárdenas nominated and moved to approve David Garcia as President-Elect of the ASA Board of Directors. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Executive Session*

At 6:41 p.m. Alex Laing moved the Board of Directors commence an executive session pursuant to ARS §15-843(A), in order to discuss a student issue. The motion was seconded by Ed Finn and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

Executive session ended at 6:49 p.m.

#### **Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by John Snider and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

The meeting adjourned at 6:50 p.m.

Signed by: Beyth, Board Member



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
**Monday, February 28, 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>	<b>P</b>	<b>Dr. David Garcia, Vice President</b>	<b>P</b>	<b>Betty Hum, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>A</b>	<b>John Snider</b>	<b>P</b>	<b>Alexander Laing</b>	<b>A</b>
<b>Marcia Mintz</b>	<b>A</b>	<b>Kevin Allen</b>	<b>A</b>	<b>Allison Otu</b>	<b>A</b>
<b>Karen Lugosi</b>	<b>A</b>	<b>Dr. Ed Finn</b>	<b>P</b>	<b>Dr. Heidi Jannenga</b>	<b>P</b>
<b>John O'Neal</b>	<b>P</b>	<b>Yetta Gibson</b>	<b>A</b>	<b>Dr. Hazem Hnaide</b>	<b>P</b>
Ricky Livoni, Honorary Academic Faculty	P	Jessica Elder, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A
Amalia Nevarez, Honorary Student	P	Amara Washington-Bess, Honorary Student	P	Leah Fregulia, Head of School/ CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Shaw, Finance Director	A	Leslie Tan Religioso, Development & Marketing Director	P
Drew Maxwell, Operations Director	P	Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A

Agenda Items
<b>School Year 2022-2023 Enrollment Lottery</b>
<b>Call to the Public</b>
<b>Mission Moment</b> <ul style="list-style-type: none"> <li>Guitar Ensemble Performance</li> </ul>
<b>Presentation</b> <ul style="list-style-type: none"> <li>Be SMART in Schools – Promoting Responsible Gun Storage</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>Core Equity Team Update</li> <li>Finance Committee <ul style="list-style-type: none"> <li>Revised Fiscal Year 2021-2022 Budget</li> </ul> </li> <li>Governance Committee <ul style="list-style-type: none"> <li>Officer Slate 2022-2024</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 January 31, 2022 Board Meeting Minutes</li> <li>Approval of the Revised Fiscal Year 2021-2022 Budget</li> <li>Ratification of the current COVID-19 Mitigation Plan</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.

### **School Year 2022-2023 Enrollment Lottery**

ASA Office Administrator Jamie Bledsoe executed the enrollment lottery for the 2022-2023 school year by sorting the applicants using the Random feature in Excel in the presence of the Board and members of the public.

### **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**

Fourteen students from Joshua Pierce's Middle School Guitar Foundations 4 class gave a live performance of "Tango" by Mark Houghton. This is the top group on the Middle School level and they will be competing in the first ever All State for guitar.

### **Presentation**

ASA parent and member of Moms Demand Action, Dr. Marie Thearle, presented the Be SMART program, advocating the safe storage of firearms for school safety and the prevention of suicide and accidental shootings.

### **Board Recognition**

Tony recognized Head of School Leah Fregulia for her advocacy and leadership in bringing the solar shade structure to fruition at no cost to ASA. In addition, she secured a \$75,000-\$100,000 grant from QCP to provide outdoor concrete seating spaces to be placed in the courtyard for student use.

### **Discussion Items**

#### *Resource Development Committee*

- Tony introduced Leslie Religioso who provided an overview of the current donation dashboard in relation to last year with a breakdown of the donation streams and her plans for a push for tax credit dollars over the next several weeks.
- Tony commended Leslie and Min Skivington for the thoroughness of their Annual Parent and Family Meeting packages and excellent presentation and thanked the members of the Board who spoke at the meetings the prior week.
- Leslie then went over the available sponsorship levels for the 2022 Showcase, stressing the importance of members of the Board availing themselves of connections to bring sponsors into the Showcase fold. Utilizing the example of a \$2,500-level sponsorship, Leslie laid out the many benefits provided to sponsors for the investment as well as the \$37,500 benefit to the school should each Board member bring in one sponsor at this level.
- Tony then pledged a \$5,000 Main Stage Sponsorship on behalf of his company, Paxauris.

#### *Core Equity Team Update*

This discussion item was tabled until the March 28<sup>th</sup> meeting as the Board representative on the Core Equity Team, Alex Laing, was unable to attend the meeting.

#### *Finance Committee*

- John Snider reminded the Board that the finance reports for January 2022 were on the Board Portal for their review, noting that we are now past the 100<sup>th</sup> day of school, with a student count that is below budget for the first time ever. The average was six students below the budgeted 842 at a cost of approximately \$40,000 in State funding.
- The draft of the Revised Fiscal Year 2021-2022 State Budget was also on the Board Portal to be voted on at the end of this meeting. The revisions are a reflection of the State Legislature's budget vote

after the school's required vote in July. The changes will not affect the school's operating budget but is necessary for State filings.

#### *Governance Committee*

- Betty Hum and Tony let the Board know that the positions of Vice President and Secretary/Treasurer for the 2022-2024 term were still available and requested that current members interested in stepping up into a leadership position should contact Leah or Tony.
- Tony and Betty stressed that the current situation emphasized the need to create a pipeline not only for Board leadership, but for future Board members, particularly with expertise in finance, the community/politics and the arts, adding that six current Board members will be rolling off by 2025.

#### **Consent Agenda**

The Head of School Report is on the portal for review and Tony noted that it was great to see the student successes listed in the report and wished Honorary Board Member Ricky Livoni success with the Mock Trial Team in their upcoming competition.

#### **Action Items**

##### *Approval of January 31, 2022 Board of Directors Meeting Minutes*

John Snider moved to approve the Board of Directors Meeting Minutes from January 31, 2022. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Garcia, Hum, Snider, Finn, Jannenga, O'Neal and Hnaide voting in favor.]

##### *Approval of the Revised Fiscal Year 2021-2022 Budget*

John Snider moved to approve the Revised Fiscal Year 2021-2022 Budget. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Garcia, Hum, Snider, Finn, Jannenga, O'Neal and Hnaide voting in favor.]

##### *Ratification of the Current COVID-19 Mitigation Plan*

John O'Neal moved to ratify the current ASA COVID-19 Mitigation Plan. The motion was seconded by David Garcia and the motion passed unanimously without further discussion. [Dietz, Garcia, Hum, Snider, Finn, Jannenga, O'Neal and Hnaide voting in favor.]

#### **Adjournment**

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

The meeting adjourned at 6:29 p.m.

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Minutes reviewed and accepted on: March 28, 2022

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



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
**Monday, March 28, 2022 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>Dr. David Garcia, Vice President</b>	<b>P</b>	<b>Betty Hum, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>P</b>	<b>John Snider</b>	<b>A</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Marcia Mintz</b>	<b>A</b>	<b>Kevin Allen</b>	<b>A</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</b>	<b>A</b>
<b>John O'Neal</b>	<b>P</b>	<b>Yetta Gibson</b>	<b>A</b>	<b>Dr. Hazem Hnaide</b>	<b>P</b>
Ricky Livoni, Honorary Academic Faculty	P	Jessica Elder, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A
Amalia Nevarez, Honorary Student	P	Amara Washington-Bess, Honorary Student	P	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Shaw, Finance Director	A	Leslie Tan Religioso, Development & Marketing Director	P
Drew Maxwell, Operations Director	P	Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A

<b>Agenda Items</b>
<b>Call to the Public</b>
<b>Mission Moment</b>
<b>Board Recognition</b>
<b>Discussion Items</b> <ul style="list-style-type: none"> <li>• Resource Development Committee</li> <li>• Health &amp; Wellness Council – Consideration of Face Covering Policy for School and ASA Events</li> <li>• Core Equity Team Update from CET Member Alex Laing</li> <li>• Be SMART Campaign – Discussion from Previous Month's Presentation</li> </ul>
<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>• Financial Reports</li> <li>• Development Dashboard</li> <li>• Head of School Report <ul style="list-style-type: none"> <li>◦ Facilities Update</li> <li>◦ Organizational Development Planning</li> <li>◦ Revised School Year 2022-2023 Calendar</li> <li>◦ Field Trip Approval</li> </ul> </li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>• Approval of February 28, 2022 Board Meeting Minutes</li> <li>• Approval of the Revised COVID-19 Mitigation Plan and Face Covering Policy</li> <li>• Ratification of the Revised Fiscal Year 2021-2022 Budget via Roll Call Vote</li> <li>• Approval of the Revised SY 2022-2023 Calendar</li> <li>• Approval of Field of Steel Trip to Micah Mountain High School in Tucson, AZ on Friday, April 1, 2022</li> </ul>



- Approval of 2022 AzMEA High School All State Festival Trip to NAU on Thursday, April 6 to Saturday, April 8, 2022

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.

### **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 or make themselves known if they were attending in person.

*Tammy Waller, Parent*, encouraged the Board to adopt a "wait and see" approach for two to three weeks before lifting the mask requirement due to the contagiousness of the Omicron variant, the current caseload in Maricopa versus the vaccination rate and the school having just returned from Spring Break.

*Patrick Vance, Parent*, requested that the Board lift the mask requirement immediately due to the new CDC guidelines placing the community level of Maricopa County at Low. He also emphasized that it would be preferable to allow students the option to go without a mask while performing in the upcoming school musical.

*Liz Guzman, Percussion Teacher*, requested that the Board keep the current mask policy in place through the end of the school year for the sake of Showcase seconding Tammy Waller's comments regarding the current county caseload levels and possible spread.

### **Mission Moment**

ASA twelfth grader Santino Cárdenas shared his Senior Capstone 3QP on the sustainability of transportation in Phoenix. The multimodal project included a slide presentation, a website with interviews and a video outlining the economic, equity and environmental benefits if using public transportation. The video featured a song written and performed by Santino.

### **Board Recognition**

Tony recognized Marcia Mintz who submitted her resignation from the ASA Board of Directors. He thanked Marcia for her years of service to the school and many worthwhile contributions over her tenure.

### **Discussion Items**

#### *Resource Development Committee*

Dr. Javier Cárdenas reviewed the current level of Board commitments versus actual contributions reminding them of their fiduciary responsibility to the school. He linked this to the current drive for sponsorships for Showcase requesting that members use their business and community relationships to make a sponsorship ask. Leslie Religioso told the Board that the Development Department would be available to assist with any sponsorship requests and Tony thanked the Board for how much they do for the school and emphasized how much a sponsorship ask from each could mean to the school. Leah Fregulia requested that any parents attending the meeting share their business and community connections who may be interested in sponsoring Showcase with Leah and Leslie.

#### *Health & Wellness Council*

- Javier reminded the attendees that the Health & Wellness Council (HWC) is not a decision-making body but only an advisory one that views topics from a social, emotional and physical health lens for the school community.
- After viewing the source page for the new Center for Disease Control (CDC) guidelines showing Maricopa County's community level at Low, Javier stated that the HWC's recommendation that the school also follow the CDC's related masking recommendation making face coverings optional, subject to change if community conditions also change.

- Jessica Elder shared that the feedback she received from all Arts teachers she had spoken with was they would like a metric in place should the Board vote to make masks optional and community conditions change. Of the teachers who voiced an opinion to her, the minority were in favor of making masks optional, but the majority were in favor of keeping the current mask policy citing the possible negative impact on Showcase, equity issues for the immunocompromised and it being so close to the end of the year. They also felt the faculty would need time to prepare their students for such a change.
- David Garcia mentioned that it should be made clear in the motion and in the updated policy that students and faculty are welcome to wear masks even though they are optional.
- Allison Otu, speaking as a Board Member who is also a parent, reminded the Board how disruptive an outbreak can be and that masks are part of the kids' school experience at this point.
- Ricky Livoni said that the Academic teachers also have a mix of feeling, but most felt it inevitable that optional masks was going to happen. The high vaccination rate at ASA makes it a little more comfortable, but most said they would continue to wear N95 masks to reduce their risk of contracting COVID-19. Most conversations were about balancing the individual needs against the community needs and getting everyone to a point where they feel safe.
- Tony stated that the Board has always been careful to follow the science during the pandemic. It was hard in the beginning because of so many unknown factors and it is equally hard now because the science supports masks helping to reduce disease spread. With the community numbers so low there are those in the community who feel strongly about masking from both perspectives.
- Javier said that as an academic institution we value science and the fact that we were able to keep school open during the Delta and Omicron waves shows that we understand the science. The numbers show that we are in a much better place than we have been in two years, but we recognize that it may not always be this way and we can adapt if we need to.
- Tony reminded the Board would be voting on policy, and implementation would be left in the hands of School Administration. Leah said that it makes sense to wait a full two weeks after Spring Break to see where the case numbers are in the school and to allow the policy and communications to be prepared prior to implementation.

#### *Core Equity Team Update*

As the Board representative on the Core Equity Team (CET), Alex Laing gave an overview of the work of the CET. He began with the goals and objectives as stated in the Team Member job description. He shared the current work of the Communication, Restorative Justice & Discipline, and Research subcommittees over the past three meetings, mentioning how informative the student forum hosted by RISE was to the work of the CET. The Communications and Research teams will be working together to revise the school's Equity Statement with the input of community stakeholders. Leah added that the first issue of the equity newsletter geared toward students, *The Bridge*, was produced this quarter and Sara Maline Bohn's team will be putting together a 3-Year Professional Development plan for faculty and staff. All will be a part of the Strategic Planning Retreat in June.

#### *Be SMART Campaign*

Tony tabled his discussion regarding the Be SMART campaign until next month due to time constraints

#### **Consent Agenda**

The Financial Reports, Development Dashboard and the Head of School Report were made available on the Board Portal for the Members' review.

#### **Action Items**

Voting Board Member Karen Lugosi left prior to the Action Item portion of the meeting.

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

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

#### *Approval of the Revised COVID-19 Mitigation Plan and Face Covering Policy*

Javier Cárdenas moved to change the ASA COVID-19 Mitigation Plan and Face Covering Policy to make face coverings optional rather than required. A discussion ensued asking for clarification of when masks would be required within the revised policy and how testing is used in relation to masking and how testing is administered; no changes were made to the motion. The motion was seconded by David Garcia and the passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Laing, Otu, Finn, O'Neal and Hnaide voting in favor.]

*Ratification of the Revised Fiscal Year 2021-2022 Budget*

Javier Cárdenas moved to ratify the Revised Fiscal Year 2021-2022 Budget. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Laing, Otu, Finn, O'Neal and Hnaide voting in favor via roll call vote.]

*Approval of the Revised SY 2022-2023 Calendar*

Betty Hum moved to approve the Revised School Year 2022-2023 Calendar. The motion was seconded by Ed Finn and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Laing, Otu, Finn, O'Neal and Hnaide voting in favor.]

*Approval of Field of Steel Trip to Micah Mountain High School in Tucson, AZ*

David Garcia moved to approve Field of Steel Trip to Micah Mountain High School to Tucson, AZ on Friday, April 1, 2022. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Laing, Otu, Finn, O'Neal and Hnaide voting in favor.]

*Approval of 2022 AzMEA High School All State Festival Trip to NAU*

Ed Finn moved to approve the 2022 AzMEA High School All State Festival Trip to NAU on Thursday, April 6 to Saturday, April 8, 2022. The motion was seconded by Alex Laing and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Laing, Otu, Finn, O'Neal and Hnaide voting in favor.]

**Adjournment**

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

The meeting adjourned at 6:54 p.m.

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Minutes reviewed and accepted on: April 25, 2022

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



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

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



**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**

<b>Attendance (voting Members in bold)</b>					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Dr. David Garcia, Vice President</b>	<b>P</b>	<b>Betty Hum, Secretary/Treasurer</b>	<b>A</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>A</b>	<b>John Snider</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Kevin Allen</b>	<b>A</b>	<b>Allison Otu</b>	<b>A</b>	<b>Karen Lugosi</b>	<b>P</b>
<b>Dr. Ed Finn</b>	<b>P</b>	<b>Dr. Heidi Jannenga</b>	<b>P</b>	<b>John O'Neal</b>	<b>A</b>
<b>Yetta Gibson</b>	<b>A</b>	<b>Dr. Hazem Hnaide</b>	<b>A</b>	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				

<b>Agenda Items</b>
<b>Call to the Public</b>
<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>Presenting the FY23 Community Handbook Draft and Approving the FY23 Employee Handbook</li> <li>Student Code of Conduct</li> <li>Revised ASA Emergency Response Plan</li> </ul> </li> <li>Finance Committee <ul style="list-style-type: none"> <li>2022-2023 Budget Draft</li> </ul> </li> <li>Avenir Executive Summary – Plan Forward</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 April 25, 2022 Board Meeting Minutes</li> <li>Approval of 2022-2023 Employee Handbook</li> <li>Approval of 2022-2023 Emergency Response Plan</li> </ul>
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.

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Minutes reviewed and accepted on: June 27, 2022

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



**Arizona School for the Arts**  
**Board of Directors Meeting Minutes**  
**Monday, June 27, 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>	<b>P</b>	<b>Dr. David Garcia, Vice President</b>	<b>P</b>	<b>Betty Hum, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>P</b>	<b>John Snider</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Kevin Allen</b>	<b>A</b>	<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>
<b>Dr. Ed Finn</b>	<b>A</b>	<b>Dr. Heidi Jannenga</b>	<b>P</b>	<b>John O'Neal</b>	<b>P</b>
<b>Dr. Hazem Hnaide</b>	<b>A</b>	<b>Yetta Gibson</b>	<b>A</b>	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	P	Leah Fregulia, Head of School/ CEO	P	Elizabeth (Liz) Shaw, Business Director	P
Leslie Tan Religioso, Development & Marketing Director	P	Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b> <ul style="list-style-type: none"> <li>Showcase Reel from Development</li> <li>College Roundup</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>2022-2023 Community Handbook and 2022-2023 Employee Handbook</li> <li>Student Code of Conduct</li> <li>2022-2023 ASA Emergency Response Plan</li> </ul> </li> <li>Finance Committee <ul style="list-style-type: none"> <li>Review of the 2022-2023 Budget Draft for Approval</li> </ul> </li> <li>Head of School Report <ul style="list-style-type: none"> <li>End of Year Report</li> <li>Retreat in August and steps forward</li> </ul> </li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>Approval of the April 25, 2022 Board of Directors Meeting Minutes</li> <li>Approval of the May 23, 2022 Board of Directors Meeting Minutes</li> <li>Approval of the 2022-2023 Community Handbook</li> <li>Approval of the 2022-2023 Employee Handbook</li> <li>Approval of the 2022-2023 Emergency Response Plan</li> </ul>

- Approval of the Student Code of Conduct
- Approval of Internal Controls for Federal and State Awards
- Approval of the Revised 2022-2023 School Calendar
- Approval of the 2022-2023 Budget Draft

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 5:31 p.m.

### **Call to the Public**

Tony welcomed any members of the public attending the meeting; as there were no members of the public present, Tony moved to the next agenda item.

### **Mission Moment**

- The Board viewed a video provided by the Development Department that featured performance highlights from the June 3<sup>rd</sup> Showcase Kaleidoscope.
- College Counselor Liz Wakeford provided an overview of the post-graduation plans of the Class of 2022 including college selections, demographics, areas of interest and a 3-year comparison of the average GPA. This was the first class to complete Phoenix College's Achieve College Education (ACE) Program, and Liz emphasized its benefits -- making college possible to underrepresented, low-income families -- with a video testimonial from Kenda Khatter who will enter her Freshman year in college taking Sophomore and Junior classes and graduating college early.

### **Board Recognition**

- Tony recognized Honorary Student Board Member Amara Washington-Bess who graduated with the Class of 2022. Tony thanked Amara for her important student perspectives and wished her well as she starts college in the Fall. Leah Fregulia told the Board that Amara will be moving into the Honorary Alum Board Member position in the coming fiscal year.
- Tony then acknowledged Past President Dr. Javier Cárdenas who will be rolling off the Board at the conclusion of this fiscal year after many years of dedicated service to ASA. He thanked Javier for his leadership on several committees including most recently the Resource Development Committee and the ad hoc Health and Wellness Council; Javier's willingness to step forward and help has been a great boon to ASA and will be missed.

### **Discussion Items**

#### *Resource Development Committee*

- Javier reviewed the Development Dashboard highlighting the excellent work of the Development Department, the RDC and the Board; fundraising is in an excellent position and the shift to 100% participation rather than a fixed amount per family has allowed for more involvement in striving for our fundraising goal with all ASA stakeholders.
- Leslie Religioso went over the specific numbers involved with Showcase including the number of student performers, performances, attendees and record amount raised – over \$106,000 in sponsorship, ticket sales and donations.
- Leslie thanked the Board for their efforts in securing sponsorships, many of them new and potential repeat sponsors. David Garcia won the swag prize for securing two sponsors.

#### *Governance Committee*

Betty Hum reminded the Board that they would be voting on the Community Handbook, Employee Handbook, Student Code of Conduct and Emergency Response Plan for Fiscal Year 2022-2023 noting that

the handbooks had been reformatted making them easier to read and comprehend. All items were on the Board Portal for review in advance of the meeting.

#### *Finance Committee*

- John Snider let the Board know that the May financial reports that were on the Board Portal for their review maintain the good financial footing that we have been on all year. We have hit all revenue targets in all categories and maintained expenses at or below the level forecast, meeting all of the school's financial covenants and bond financing.
- John then told the Board that the ASA FY 2022-2023 Budget Draft on the portal would be the version that they would be voting on at the end of the meeting; the final budget would be voted on in July after it has been posted on the website for a period of public comment. He stressed the importance of having a quorum for the July meeting so that the budget can be voted on and submitted to the State within compliance. He explained the budgeting process and that it was developed again this year without a State budget having been adopted by the time we were required to submit. A budget was adopted by the Legislature after the Finance Committee met the prior week, and it will still need to be signed by the Governor. ASA will need to revise the 2022-2023 budget around August with a target of September for the Board to vote on the revision. He told the board that 65% of the budget would be going to staffing and the staffing numbers reflect the new compensation matrix that Liz Shaw presented in April.

#### *Head of School Report*

Leah presented her Head of School Report for the end of the 2021-2022 fiscal year. She highlighted the DEI strategic plan and the new faculty compensation matrix as two of the major strategic goals accomplished. She also showed the new organizational chart which features the revised structure of the Senior Leadership Team, told the Board that ASA's retention rate is 80% which is higher than the State average and reminded the Board about the rescheduled Strategic Planning Retreat in August.

#### **Action Items**

##### *Approval of April 25, 2022 and May 23, 2022 Board of Directors Meeting Minutes*

Betty Hum moved to approve the Board of Directors Meeting Minutes from April 25, 2022 and May 23, 2022. The motion was seconded by John O'Neal and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

##### *Approval of the 2022-2023 Community Handbook*

Javier Cárdenas made a motion to approve the Fiscal Year 2022-2023 Community Handbook. The motion was seconded by John O'Neal and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

##### *Approval of the 2022-2023 Employee Handbook*

Betty Hum made a motion to approve the Fiscal Year 2022-2023 Employee Handbook. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

##### *Approval of the 2022-2023 Emergency Response Plan*

Betty Hum made a motion to approve the Fiscal Year 2022-2023 Emergency Response Plan. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

##### *Approval of the Student Code of Conduct*

Betty Hum made a motion to approve the Student Code of Conduct. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

##### *Approval of the Internal Controls for Federal and State Awards*

Betty Hum made a motion to approve the Internal Controls for Federal and State Awards. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

*Approval of the Revised 2022-2023 School Calendar*

Javier Cárdenas made a motion to approve the revised 2022-2023 School Calendar. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

*Approval of the 2022-2023 Budget Draft*

John Snider made a motion to approve the fiscal year 2022-2023 Budget Draft. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

*Executive Session*

At 6:36 p.m. Javier Cárdenas moved that the Board of Directors commence an executive session pursuant to ARS §38-431.03 (A)(1), in order to discuss personnel issues. The motion was seconded by John O'Neal and passed unanimously without further discussion. [Dietz, Garcia, Hum, Cárdenas, Snider, Laing, Otu, Lugosi, Jannenga and O'Neal voting in favor.]

Executive session ended at 7:01 p.m.

**Adjournment**

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

The meeting adjourned at 7:02 p.m.

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Minutes reviewed and accepted on: August 22, 2022

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