



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, February 27, 2023 at 5:30 p.m.
On Campus: Building A, Room 113

Attendance (voting Members in bold)					
Dr. David Garcia, President	P	Alexander Laing, Vice President	A	Dr. Heidi Jannenga, Secretary/Treasurer	P
Dr. Anthony (Tony) Dietz, Past President	P	John Snider	P	Betty Hum	P
Kevin Allen	A	Allison Otu	P	Karen Lugosi	A
John O'Neal	A	Yetta Gibson	A	Jessica Elder, Honorary Arts Faculty	P
Jeff Steinert, Honorary Academic Faculty	P	Amara Washington-Bess, Honorary Alumni	A	Amalia Nevarez, Honorary Student	A
Madeline (Maddie) Yang, Honorary Student	A	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		

Agenda Items
Call to the Public
Enrollment Lottery
Welcome, Prospective Directors!
Mission Moment
<ul style="list-style-type: none"> • Masterworks and Showcase 2023
Board Recognition
Discussion Items
<ul style="list-style-type: none"> • Resource Development Committee <ul style="list-style-type: none"> ○ Development Dashboard • Finance Committee <ul style="list-style-type: none"> ○ Monthly Reports ○ School Year 2023-2024 School Fees for Approval • Governance Committee <ul style="list-style-type: none"> ○ New Board Member Nomination ○ Ratification of Revised Employee Agreements Policy and FY 2023-2024 Contracts
Consent Agenda
<ul style="list-style-type: none"> • Head of School Report <ul style="list-style-type: none"> ○ Principal Search ○ Re-enrollment and New Student Enrollment ○ Site Development Update
Action Items
<ul style="list-style-type: none"> • Approval of the January 23, 2023 Board of Directors Meeting Minutes • Approval of the School Year 2023-2024 School Fees • Ratification of the Revised Employee Contract Policy • Ratification of the Fiscal Year 2023-2024 Faculty and Staff 2% Salary Increase • Ratification of the Fiscal Year 2023-2024 Faculty and Staff Contracts

- Approval of New ASA Directors, Michelle Buckley, Andrei Cherny, Michelle Davidson, and Nonnie Shivers to a 4-Year Term Beginning March 1, 2023
- Standing items:
 - Ratification of the Current COVID-19 School Mitigation Plan
 - Ratification of the Current COVID-19 Face Covering Policy

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. David Garcia called the meeting to order at 5:31 p.m.

Call to the Public

David inquired if there were members of the public at the meeting. As no members of the public were present, David moved to the next agenda item.

Enrollment Lottery

ASA Office Administrator Jamie Bledsoe executed the enrollment lottery for the 2023-2024 school year by sorting the applicants using the Random feature in Excel in the presence of the Board and members, staff and guests.

Welcome, Prospective Directors!

David welcomed the new Board Member candidates to the meeting and asked them to introduce themselves and state their connection to ASA. Michelle Davidson, Andrei Cherny, and Michelle Buckley, all introduced themselves (Nonnie Shivers being absent due to a family obligation) and each Board and staff member present at the meeting introduced themselves in turn.

Mission Moment

Dean of Arts Monica Sauer Anthony revealed the artwork for and concept behind this year's Showcase, which was developed by the faculty and student production teams on conjunction with the Development team. "Metamorphosis", demonstrated by intertwining layers of multi-colored leaves, represents the different facets of our community and how we grow, change, and support each other through joys and challenges. Showcase will be on June 1st this year and we will be reprising the festival format at Phoenix Art Museum and Central United Methodist Church that was so successful last year, adding more academic performances and one more Main Stage. Monica also reminded the Board that Masterworks would be the following night (February 28th) and tickets could still be reserved through the Development Department.

Board Recognition

David thanked Michelle Buckley, Andrei Cherny, Michelle Davidson, and Nonnie Shivers for the commitment they have shown to the school and reminded the Board that there would be a vote on their proposed membership at the end of the meeting.

Discussion Items

Resource Development Committee

- Leslie Religioso explained the Development Dashboard to the member candidates and let everyone know that while we are trending close to last year percentage-wise, it translates to approximately 25k behind in dollars.
 - She said starting this week the Tax Credit will be heavily promoted and traditionally the school sees \$40-50k in tax credit money between March 1st and Tax Day.

- The annual giving commitment reminders will go out next month. Leslie also let the Board know that some families have prepaid their commitment for the 2023-2024 school year, but that money will count towards the 2022-2023 goal.
- Leslie then thanked the Board for their 91% commitment in giving to date and noted that parent participation is currently at 43%, but should go up.
- David reminded the Board that their objective is 100% participation with a \$150k goal. Showcase sponsorship should be the focus right now and he proposed a challenge to each Board member to bring two potential sponsors to the table. Introductions to Leslie and Leah Fregulia are sufficient if the Board member is not comfortable making a sponsorship ask. David then shared the newly-developed Board Dashboard to help clearly track the Board's progress in the coming months.
- Leslie shared with the Board that we already have one Main Stage sponsor – the family of an ASA alum – and one Hearts for Arts sponsor, Michelle Davidson. She also let the Board know that the sponsorship kit is on the Board Portal along with an ask letter template that can be customized to their needs. Additionally, Leslie offered to produce materials to suit their needs.
 - Betty Hum asked for a template letter for potential individual sponsors as well as a template invitation to ask a donor to Showcase or other Signature Series events.
 - Jessica Elder suggested that inviting a potential Showcase sponsor to a Signature Series event is an excellent preview to what Showcase is about and what we do as a school. David then reminded the Board about some upcoming ASA events that would suit this purpose.
- Leslie let the Board know that the electronic version of the 2021-2022 Annual Report is on the portal for their review; it is full of good information for them to use as they make their asks. The printed copies will be available soon.

Finance Committee

- John Snider reminded the Board that the regular financial reports for January are on the Board Portal and are available for their review. Due to conservative budgeting at the beginning of the school year and careful spending, the school will remain on budget despite some greater than anticipated student attrition at the 100th day of school.
- John then shared that the list school fees for 2023-2024 are on the portal for review. The vote on the fees will be held at the March meeting rather than the end of this one to allow the community to review them since some fees have been raised to cover the school's costs.

Governance Committee

- Betty Hum told the Board that the Governance Committee supports the addition of Michelle Buckley, Andrei Cherney, Michelle Davidson, and Nonnie Shivers to the ASA Board of Directors.
- She then reviewed the changes to the Employee Contract Policy and the rationale behind changing the contract signing dates and the graduated penalty for an employee breaking their contract post signature.
- Leah explained that currently, employees were to receive the state minimum 2% annual raise as the legislature has still not passed a budget, nor is a resolution expected soon; last year the state budget was not approved until June. Should the legislature pass a higher raise, faculty and staff contracts will be added to reflect the change.
- Betty said that the Employee Contract Policy, the 2% raise, and the employee contracts reflecting both will be ratified in the Action Items as the Executive Committee already approved all these items earlier in the month to allow contracts to go out to school employees.

Consent Agenda

Head of School Report

- Leah shared with the Board that after a robust, multi-layered, national search, Elma Džanić Bass has been selected as the next Principal of ASA by unanimous vote of the search committee. Elma started as a consultant with ASA at the beginning of the school year and has been Acting Dean of Students post Winter Break; Elma will officially begin as Principal towards the end of March. Additionally, 7th grade ELA teacher and Team Leader Kristi Kleiser has been selected as Dean of Students; she will take up those duties after her return from maternity leave in June.

- Leah then reminded the Board that re-enrollment is currently underway and the Annual Parent Meetings were held last week with good attendance. She thanked those Board members and member candidates who attended the meetings and shared their ASA stories. She said that with the lottery now done, letters to new students will be going out in the next week.
- The solar structure project is moving along; painting and electrical structure work is essentially complete and the electric card chargers have been installed. Bids for the concrete work are being accepted by Scout Solar and that work should begin soon. The portable office for faculty use has been delivered and we are waiting on permits and electrical work to commence.
- David thanked all the faculty, staff, parents, and students who participated in the Principal search and Leah introduced Elma Džanić Bass to the Board stating that we have found a jewel for our next Principal. Elma gave an overview of her background outside of ASA and the work that she has been doing at ASA this year. Everyone gave her an enthusiastic welcome.

Action Items

Approval of the January 23, 2023 Board of Directors Meeting Minutes

Betty Hum moved to approve the Board of Directors Meeting Minutes from January 23, 2023. The motion was seconded by John Snider and passed unanimously without further discussion. [Garcia, Jannenga, Dietz, Snider, Hum, and Otu voting in favor.]

Ratification of the Revised Employee Contract Policy

Dr. Anthony Dietz made a motion to approve the Revised Employee Contract Policy. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Garcia, Jannenga, Dietz, Snider, Hum, and Otu voting in favor.]

Ratification of the Fiscal Year 2023-2024 Faculty and Staff 2% Salary Increase

Heidi Jannenga made a motion to ratify the Fiscal Year 2023-2024 faculty and staff 2% salary increase. The motion was seconded by John Snider and passed unanimously without further discussion. [Garcia, Jannenga, Dietz, Snider, Hum, and Otu voting in favor.]

Ratification of the Fiscal Year 2023-2024 Faculty and Staff Contracts

Betty Hum made a motion to ratify the Fiscal Year 2023-2024 faculty and staff contracts. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Garcia, Jannenga, Dietz, Snider, Hum, and Otu voting in favor.]

Approval of New ASA Directors

Betty Hum made a motion to approve Michelle Buckley, Andrei Cherny, Michelle Davidson, and Nonnie Shivers to a 4-year term to the Board of Directors beginning March 1, 2023. The motion was seconded by Allison Otu and passed unanimously without further discussion. [Garcia, Jannenga, Dietz, Snider, Hum, and Otu voting in favor.]

Executive Session

At 6:24 p.m. Betty Hum 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 Tony Dietz and passed unanimously without further discussion. [Garcia, Jannenga, Dietz, Snider, Hum, and Otu voting in favor.]

Executive session ended at 6:45 p.m.

Adjournment

Heidi Jannenga made a motion to adjourn. The motion was seconded by Allison Otu and passed unanimously without further discussion. [Garcia, Jannenga, Dietz, Snider, Hum, and Otu voting in favor.]

The meeting adjourned at 6:46 p.m.

Minutes reviewed and accepted on: March 8, 2023

Signed by: , Board Member