



Arizona School for the Arts Executive Committee Meeting Minutes

Wednesday, July 27, 2022 at 8:00 a.m.

Zoom Meeting: 833 9042 1002 Passcode: 963466

| Attendance (Board Members in bold) | | | | | |
|---|---|---|---|--|---|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | P | Dr. Heidi Jannenga, Secretary/Treasurer | P |
| Dr. Anthony (Tony) Dietz, Past President | P | John Snider | P | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
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| FY23 Community Handbook and FY23 Student Code of Conduct Revisions |
| Approval of the Revised FY23 Community Handbook and FY23 Student Code of Conduct |
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| 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 8:05 a.m.

David asked Leah Fregulia to summarize the policy revisions since the Board approved the Community Handbook and Student Code of Conduct in the June Board Meeting. Leah summarized the legislation passed by the State of Arizona at the end of June that is now reflected in the Community Handbook.

1. The policy for current and prospective parent classroom/campus visitation.
2. A link in the Community Handbook and in the Student Code of Conduct to the revised legal definition of hazing and new categorization of hazing as a Class 1 or 2 Misdemeanor.

Leah then reviewed the new grading policy reflecting the removal of the FAME scale for middle school (5th-7th grades). Students in Grades 5-7 will receive a percentage only without the FAME language. Grades 8-12 will continue to receive grades based upon the same grading scale as in the past.

Dr. Tony Dietz offered that the language is unclear about 5th-7th grade students not receiving grades. Leah will revise it accordingly.

David inquired how new policies would be communicated to students and parents. Leah shared the plan for teachers to review all important policies and any changes with students during the first week of school. During the first day of school, Student Orientation Day, Leah and the Deans will review important policies with students in grade-level assemblies. To reinforce expectations the school is adding daily morning announcements for the whole school.

David called for a motion to approve the policy changes with the aforementioned revisions to the Middle School Grading Policy. Tony moved to approve the changes and Dr. Heidi Jannenga seconded the motion. The motion passed unanimously without further discussion. [Garcia, Laing, Jannenga, Dietz and Snider voting in favor.]

The meeting concluded at 8:25 a.m.



Arizona School for the Arts Executive Committee Meeting Minutes

Wednesday, August 17, 2022 at 8:00 a.m.

First Watch: 61 W. Thomas Road, Phoenix, AZ 85013

| Attendance (Board Members in bold) | | | | |
|---|--|---|--|--|
| Dr. David Garcia, President | | Alexander (Alex) Laing, Vice President | | Dr. Heidi Jannenga, Secretary/Treasurer |
| Dr. Anthony (Tony) Dietz, Past President | | John Snider | | Leah Fregulia, Head of School/ CEO |

| Agenda Items |
|---|
| Welcome - President David Garcia |
| General School Updates |
| Parent Classroom Visitation Policy Update |
| August 22 nd , Annual Meeting Plan |
| August 27 th , Retreat Agenda |
| August Board Meeting Agenda <ul style="list-style-type: none"> • Call to the Public • Board Recognition • Discussion Items <ul style="list-style-type: none"> ◦ Parent Classroom Visitation Policy Update • Board Informational Presentations <ul style="list-style-type: none"> ◦ Good Governance/Responsibilities, Conflict of Interest & FERPA – David Garcia ◦ Board Commitments and Fundraising – David Garcia & Leslie Religioso ◦ Open Meeting Law - Betty Hum ◦ Who We Are – Leah Fregulia <ul style="list-style-type: none"> ▪ Review of School Demographic Profile (Board, faculty, students) ▪ Review of Board Matrix ◦ Review of ASA's Financial Structure, Fiscal Year 2020-21 End of Year Financial Results and Budget for Fiscal Year 2022-23 – John Snider ◦ Board Committees • Preview of the Board Retreat Agenda (Aug 27th, 9:00am-3:00pm) • Action Items: <ul style="list-style-type: none"> ◦ Approval of the June 27, 2022 Board of Directors Meeting Minutes ◦ Approval of the July 13, 2022 Board of Directors Meeting Minutes ◦ Approval of the updated Parent Classroom Visitation Policy ◦ Ratification of the 2022-2023 Community Handbook ◦ Approval of the Safe Return to School Plan ◦ Standing items: <ul style="list-style-type: none"> ▪ Ratification of the Current COVID-19 Face Covering Policy ▪ Ratification of the Current COVID-19 Mitigation Plan |
| The Executive Committee 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 began the meeting at 8:05 a.m.

David shared that, in addition to his role as Board President, he will be chairing the Resource Development Committee. With sparse leadership stepping forward, he feels this is an important transition he should champion while we build a leadership pipeline.

David also stated his commitment to getting the Board together for in person meetings as much as possible and proposed to split the year alternating between “all in person” and “all Zoom” meetings this year. He also asked that the new Deans and Operations Director attend the September Board meeting to be introduced over Zoom.

Leah Fregulia was asked to share her role this year splitting her time between Principal and Head of School as we conduct a search for Principal.

Leah gave a few school updates including:

- School safety – additional cameras around campus and radios for all staff.
- New legislation including the required Moment of Silence and Parent Visitation Policy to be presented to the Board once drafted.
- Enrollment as of the first day – 829

The Executive Committee reviewed the Annual Meeting agenda for Monday, August 22nd, and previewed the agenda for the Board Retreat on August 27th.

The meeting adjourned at 9:15 a.m.



Arizona School for the Arts
Executive Committee Meeting Agenda
Wednesday, September 14, 2022 at 8:00 a.m.
Building A, Large Conference Room

| Attendance (Board Members in bold) | | | | | |
|---|----------|---|----------|--|----------|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | P | Dr. Heidi Jannenga, Secretary/Treasurer | A |
| Dr. Anthony (Tony) Dietz, Past President | A | John Snider | A | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
|---|
| August Retreat <ul style="list-style-type: none"> Summary (Avenir), debrief/discussion, and next steps |
| Equity Statement - Next Steps |
| Review of 2021-22 Disciplinary Hearings |
| Current Board Matrix and Cultivations/Prospect List <ul style="list-style-type: none"> Board meeting discussion |
| Sexuality Education Curriculum <ul style="list-style-type: none"> Town Halls and Board review |
| Request to change October EC Date <ul style="list-style-type: none"> Thursday, October 6th at 8:00am |
| Approval of COVID-19 Mitigation Plan and COVID-19 Face Covering Policy <ul style="list-style-type: none"> To be ratified in September board meeting |
| September Board Meeting Draft Agenda <ul style="list-style-type: none"> Call to the Public Mission Moment – Introduction of the Senior Leadership Team Board Recognition Discussion Items <ul style="list-style-type: none"> Resource Development Committee COVID-19 School Mitigation Plan and COVID-19 Face Covering Policy Board Composition and Prospects Presentation of Sexuality Education Curriculum and Process for Approval Consent Agenda <ul style="list-style-type: none"> Head of School Report Action Items: <ul style="list-style-type: none"> Approval of the August 22, 2022 Board of Directors Meeting Minutes Approval of the August 27, 2022 Strategic Planning Retreat Minutes Ratification of the updated COVID-19 School Mitigation Plan Ratification of the updated COVID-19 Face Covering Policy |
| The Executive Committee 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 |

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| Minutes |
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Board President Dr. David Garcia began the meeting at 8:00 a.m.

Leah Fregulia reported her follow-up conversation with Lori Howard and Sarah Gonzalez from Avenir Consulting regarding the Strategic Planning Retreat that they help facilitate on August 27th. She shared

their observations and feedback from the session and the Committee discussed the Board's next steps based on Avenir's recommendations and the Executive Committee's takeaways from the session.

Based on the Board's feedback on the draft version of the revised Equity Statement presented at the Strategic Planning Retreat, the Committee discussed the verbiage adaptations they would like to see shared at the Core Equity Team meeting by Alex Laing later that morning.

Leah presented a summary of the disciplinary issues that rose to the level of the Disciplinary Hearing process for the 2021-2022 school year. The statistics were broken down by grade level, tenure at the school, and race/ethnicity among other demographics in an effort to see if this tracked with the school's overall demographics, which, by and large, they did.

Leah reviewed the schedule and process for Board approval of the school's new Sexuality Education Curriculum including the meeting date and membership of the Sexuality Education Curriculum Council and the state laws guiding the process and curriculum framework. She also shared some of the questions and comments posed by participants at the first of two Parent Town Hall meetings that was held the prior week.

It was agreed that the Executive Committee meeting originally scheduled for October 5th at 8:00 a.m. would be moved to the following day at the same time in observance of Yom Kippur.

As there was not a quorum, approval of the revised COVID-19 Mitigation Plan and COVID-19 Face Covering Policy was tabled until the September 26th Board Meeting where they will be voted on by the full Board of Directors. The change will be noted in the Board meeting agenda.

The meeting ended at 8:55 a.m.



Arizona School for the Arts Executive Committee Meeting Agenda

Thursday, October 6, 2022 at 8:00 a.m.

First Watch: 61 W. Thomas Road, Phoenix, AZ 85013

| Attendance (Board Members in bold) | | | | | |
|---|---|---|---|--|---|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | | Dr. Heidi Jannenga, Secretary/Treasurer | P |
| Dr. Anthony (Tony) Dietz, Past President | P | John Snider | A | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
|---|
| General Updates Main initiatives this month: <ul style="list-style-type: none"> • Board 1:1 • Fundraising – Cultivation, Concert season and Sponsorships • Recruitment, Retention, Enrollment, Placement, Registration Plan (Oct 3 – Feb 22) • Principal Search Committee • Sex Ed / Opt out plan and process • Annual Report |
| Avenir Work: <ul style="list-style-type: none"> • Reconvene Task Forces (Student resources, Communications, Discipline and Restorative Justice)- making sure all Town Hall report items are addressed |
| Student Discipline Hearing Report |
| Consolidated Strategic Plan |
| October Board Meeting Agenda Draft <ul style="list-style-type: none"> • Call to the Public • Mission Moment • 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"> ▪ Financial Reports ▪ Fiscal Year 2021-2022 Financial Audit ○ Governance Committee <ul style="list-style-type: none"> ▪ Sexuality Education Curriculum Approval • Consent Agenda <ul style="list-style-type: none"> ○ Head of School Report • Action Items: <ul style="list-style-type: none"> ○ Approval of the September 26, 2022 Board of Directors Meeting Minutes ○ Approval of the Fiscal Year 2021-2022 Financial Audit ○ Approval of Equity Statement ○ Approval of Sexuality Education Curriculum ○ Standing items: <ul style="list-style-type: none"> ▪ Ratification of the Current COVID-19 School Mitigation Plan ▪ Ratification of the Current COVID-19 Face Covering Policy |

The Executive Committee 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. David Garcia called the meeting to order at 8:03 a.m.

Leah Fregulia began by giving the Committee a brief overview of the status of some ongoing projects such as Board 1:1 meetings, the cultivation of concert season sponsorships, and alternative lesson plans for students who do not opt in to the Sexuality Education curriculum. She then updated them on projects that were launched since the Committee last met including the interdepartmental collaboration to support and expand recruitment, retention, and enrollment efforts that will be ongoing through the end of the enrollment period on February 22, 2023.

As a follow-up to the Avenir-facilitated Town Hall meetings that were held in the second semester last year, the Faculty and Staff Task Forces will be reconvening to make sure that all issues brought up during those sessions are addressed satisfactorily. Leah will update the Committee of any results as the Task Forces meet.

Leah reported to the Committee on number and general nature of the student Disciplinary Hearings that have been held to date since the school year began.

The status of the Consolidated Strategic Plan was discussed and Leah shared an update her work with Dr. Linda Groomes to combine the documents.

The Committee reviewed the draft of the October Board Meeting Agenda and made no changes at this time.

The meeting ended at 9:00 a.m.



Arizona School for the Arts Executive Committee Meeting Agenda

Wednesday, November 9, 2022 at 8:00 a.m.

First Watch: 61 W. Thomas Road, Phoenix, AZ 85013

| Attendance (Board Members in bold) | | | |
|---|--|---|--|
| Dr. David Garcia, President | | Alexander (Alex) Laing, Vice President | Dr. Heidi Jannenga, Secretary/Treasurer |
| Dr. Anthony (Tony) Dietz, Past President | | John Snider | Leah Fregulia, Head of School/ CEO |

| Agenda Items |
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| Consolidated Strategic Plan <ul style="list-style-type: none">Dr. Linda Grooms |
| Principal Search |
| Prospective Board Member Meet-ups |
| Disciplinary Hearings |
| November Board Meeting Agenda Draft <ul style="list-style-type: none">Call to the PublicMission MomentBoard RecognitionPresentation<ul style="list-style-type: none">Consolidated Strategic PlanDiscussion Items<ul style="list-style-type: none">Resource Development Committee<ul style="list-style-type: none">Development DashboardFinance Committee<ul style="list-style-type: none">Financial ReportsConsent Agenda<ul style="list-style-type: none">Head of School ReportAction Items:<ul style="list-style-type: none">Approval of the October 24, 2022 Board of Directors Meeting MinutesApproval of the Jazz-Madrigal Festival Trip to NAUStanding items:<ul style="list-style-type: none">Ratification of the Current COVID-19 School Mitigation PlanRatification of the Current COVID-19 Face Covering Policy |
| The Executive Committee 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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The meeting began at 8:03 a.m.

Leah Fregulia shared the Consolidated Strategic Plan with the Committee explaining the process of working with Dr. Linda Grooms to combine and the DE&I Strategic Plan, the 2020-2023 Strategic Plan and community feedback gathered at the end of last school year in stakeholder forums. The resulting

document pulls all threads together to work as one guide for the remainder of the school year. It will be revisited in the Spring to allow for certain elements to carry over into the 2023-2026 Strategic Plan.

Dr. David Garcia and Leah updated the Committee on the revised plan to search for, and interview, the next ASA Principal. A search committee has been formed and they are finalizing an updated job description to be used when the position is reposted this month. They explained the steps involved in the search with the end goal of a new principal onboarded by July 1, 2023.

Leah let the Committee know that she has three new prospective Board Members ready for Meet & Greets with the existing Board Members. She circulated the dates the candidates are available and the Committee Members shared their availability. Calendar invitations will be sent to the Board for each candidate as the dates are appointments are confirmed.

The Committee was updated on the results of prior disciplinary issues and were informed of upcoming decisions and hearings.

The draft of the November 2022 Board Meeting agenda was reviewed and no changes were made at this time.

The meeting ended at 9:00 a.m.



Arizona School for the Arts
Executive Committee Meeting Minutes
Wednesday, December 7, 2022 at 8:00 a.m.
On Campus: Building A, Large Conference Room

| Attendance (Board Members in bold) | | | | | |
|---|----------|---|----------|--|----------|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | A | Dr. Heidi Jannenga, Secretary/Treasurer | P |
| Dr. Anthony (Tony) Dietz, Past President | P | John Snider | P | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
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| Equity Plan Next Steps with Board of Directors <ul style="list-style-type: none">Guest: Dr. Linda Groomes |
| Consolidated Strategic Plan <ul style="list-style-type: none">Discussion |
| December Board Meeting Agenda Draft <ul style="list-style-type: none">No business; Courtesy Notice only. |
| The Executive Committee 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. David Garcia called the meeting to order at 8:00am. Dr. Heidi Jannenga attended via Zoom until 8:30am.

The meeting was attended by Dr. Linda Groomes, Diversity, Equity and Inclusion (DEI) consultant. Linda was invited to discuss with the Executive Committee the Board's further role in DEI. As President, David invited her to share her observations and recommendations. Linda first observed that Leah Fregulia, Head of School, takes on most of the leadership and that she needs to begin including others on the team to help move the DEI plan forward to avoid burnout and increase shared leadership for initiatives. She also remarked progress is being made, but it is sometimes hard to see. David offered that Alex Laing's leadership and communication are very helpful to keep the Board engaged.

Heidi commented that she would like to see metrics on progress, and Leah thought it would be a good exercise for the Board to recommend the metrics that would be meaningful. Leah also mentioned that culture and climate surveys are being devised for regular check-ins with students, parents, faculty, and staff. Dr. Tony Dietz thought that sharing Board, Student and Faculty demographics are good metrics. Tony reminded the Committee about keeping DEI as a continuous and ongoing goal that is essential for the culture and climate of ASA and that it arose from a real need to examine the school culture. He would like to see communication and action that is proactive not reactive when something goes wrong.

Linda recommended that DEI questions or considerations are embedded in the work of each committee (Executive, Governance, Finance, Resource Development). Board recruitment that includes the voice of diverse individuals is also important. She thought that a regular "Equity Spotlight" might be included in monthly board meetings. John Snider felt that a great deal of time has been spent on equity, and the Board needs to also focus on the school's mission; he wants DEI to be continuous and embedded in Board

work, but also efficient. David thinks it best to hold on developing metrics or a dashboard until the Strategic Planning Retreat in April. Linda concluded that Board social interactions to build collaborative and collegial relationship is also important. Finally, Tony wondered if we could build a bank of reading and resources that would be accessible on the Board Portal. Linda left the meeting at 8:30 a.m.

There were no questions about the Consolidated Strategic Plan and as there is no Board meeting in December, only the holiday reception, there was no agenda discussion.

The meeting ended at 8:45 a.m.



Arizona School for the Arts Executive Committee Meeting Minutes

Wednesday, January 11, 2023 at 8:00 a.m.

First Watch: 61 W. Thomas Road, Phoenix, AZ 85013

| Attendance (Board Members in bold) | | | | | |
|---|---|---|---|--|---|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | A | Dr. Heidi Jannenga, Secretary/Treasurer | P |
| Dr. Anthony (Tony) Dietz, Past President | P | John Snider | P | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
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| General Updates: <ul style="list-style-type: none">• Positions/hiring• Admissions• Budget• Fundraising• Site Development |
| Board Cultivations - Status |
| Strategic Planning <ul style="list-style-type: none">• Debrief meeting with Dr. Groomes• April Retreat |
| Legislative Agenda and State Leadership |
| January Board Meeting Agenda Draft <ul style="list-style-type: none">• Call to the Public• Mission Moment• 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">▪ Financial Reports• Consent Agenda<ul style="list-style-type: none">◦ Head of School Report• Action Items:<ul style="list-style-type: none">◦ Approval of the November 21, 2022 Board of Directors Meeting Minutes◦ Approval of the Consolidated Strategic Plan◦ Standing items:<ul style="list-style-type: none">▪ Ratification of the Current COVID-19 School Mitigation Plan▪ Ratification of the Current COVID-19 Face Covering Policy |
| The Executive Committee 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. David Garcia began the meeting at 8:10 a.m.

Dr. Garcia invited Leah Fregulia to give the updates and she shared the following:

- ASA will be hiring for the Dean of Students position to begin immediately. Interviews will commence on Friday, January 13, 2023.
- Resumes for the Principal position are due January 15th and interviews will commence shortly thereafter.
- Letters of Intent for faculty will be due on February 3rd and contracts will go out in mid-February to secure positions for next year and give ASA time to hire for the coming year.
- The Admissions portal is open and we have multiple initiatives to advertise for enrollment for next year. The portal will close on February 22nd and the lottery will be held at the February Board meeting. Offers for admissions will go out immediately following the Board meeting. We are watching the number of applications closely as we implement our marketing strategies: community news, radio, select statewide publications, school fairs, campus tours, postcards, etc.
- The Fiscal Year 2022-2023 Budget has been reforecast and will be reviewed by the Finance Committee then presented for approval to the Board. The Fiscal Year 2023-2024 Budget is in development.
- We had strong end of year fundraising results and will report them to the Resource Development Committee and the Board this month.
- Leah is meeting with Scout Solar today, and will have an update for the Board Meeting.

The Executive Committee reviewed the potential new members. Leah and Governance Committee will meet on February 3rd to review candidates and put forth a slate for consideration in February. Four potential members will attend the Board meetings in January and February.

The Committee did not discuss or debrief the meeting with Dr. Linda Groomes, but will weave DEI into the next Strategic Planning Retreat scheduled for April 29th. The date will be published to Board members at the January meeting. Leah will work on selecting a facilitator for the retreat.

Leah shared the advocacy agenda for the Charter Schools Association this year which includes two broad categories of increased and equitable public school funding and a hold on any further unfunded mandates or regulations by the state government.

The Executive Committee reviewed the January Board meeting agenda. Dr. Garcia requested addition of a mission moment (TBD), updates from Leah about the Solar Project, enrollment and new board member cultivation. He also asked that the April Strategic Planning date is established and shared.

The meeting adjourned at 9:05 a.m.



Arizona School for the Arts Executive Committee Meeting Minutes

Wednesday, February 8, 2023 at 8:00 a.m.

First Watch: 61 W. Thomas Road, Phoenix, AZ 85013

| Attendance (Board Members in bold) | | | | | |
|--|---|--|---|---|---|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | P | Dr. Heidi Jannenga, Secretary/Treasurer | P |
| Dr. Anthony (Tony) Dietz, Past President | A | John Snider (non-voting member) | P | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
|---|
| General Updates |
| Employee Contract Policy <ul style="list-style-type: none">2023-2024 Faculty and Staff PolicyFiscal Year 2023-2024 Contracts and 2% increaseProposal and approval to be Ratified by the Board of Directors on February 27, 2023 |
| Governance Committee Proposal to Accept New Members <ul style="list-style-type: none">Proposed approval on February 27, 2023 |
| Campus Improvements Schedule |
| Head of School Annual Review Committee <ul style="list-style-type: none">Garcia, Laing, Dietz and Jannenga |
| February Board Meeting Agenda Draft <ul style="list-style-type: none">Call to the PublicMission MomentBoard RecognitionDiscussion Items<ul style="list-style-type: none">Resource Development Committee<ul style="list-style-type: none">Development DashboardFinance Committee<ul style="list-style-type: none">Financial ReportsGovernance Committee<ul style="list-style-type: none">Contracts/Employee Agreements PolicyConsent Agenda<ul style="list-style-type: none">Head of School ReportAction Items:<ul style="list-style-type: none">Approval of the January 23, 2023 Board of Directors Meeting MinutesApproval of the revised Employee Contract Policy Regarding Liquidated DamagesApproval of the 2023-2024 Faculty and Staff Contract and 2% Salary IncreaseApproval of New ASA Directors to a 4-Year Term Beginning March 1, 2023Standing items:<ul style="list-style-type: none">Ratification of the Current COVID-19 School Mitigation PlanRatification of the Current COVID-19 Face Covering Policy |
| The Executive Committee 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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The meeting began at 8:05 a.m.

General Updates

- Leah Fregulia let the Committee know that after a thorough interview process, 7th grade English teacher and Team Leader Kristi Kleiser has been offered and accepted the Dean of Students position, beginning at the start of the 2023-2024 year. Kristi has been ASA's Teacher on Special Assignment this year, a position that reports to the Dean of Students that helps Administration with student issues and standardized testing; she will continue to teach and assist in this fashion and start as Dean in July.
- Leah then asked the Committee to begin thinking through their contacts for an appropriate speaker for the Graduation Ceremony on June 2nd. Time will need to be scheduled with any speaker to meet with Leah and then with the Senior Class.

Employee Contract Policy

- The Committee reviewed and discussed the revised Employee Contract Policy and the Fiscal Year 2023-2024 Teacher and Administrative contracts that reflect the revised contract policy and the state minimum salary increase of 2%.
 - Heidi Jannenga moved to approve the revised Employee Contract Policy. The motion was seconded by Alex Laing and passed unanimously without further discussion. [Garcia, Laing and Jannenga voting in favor.]
 - Alex Laing moved to approve the 2% salary increase for Fiscal Year 2023-2024. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Garcia, Laing and Jannenga voting in favor.]
 - Alex Laing moved to approve the Fiscal Year 2023-2024 Teacher and Administrative contracts reflecting the revised Employee Contract Policy and the 2% salary. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Garcia, Laing and Jannenga voting in favor.]
- Each item will be ratified by the Board of Directors at the February 27th meeting and that is to be a change on the draft agenda.

Governance Committee Proposal to Accept New Members

The Committee discussed the Governance Committee's recommendation to accept the current group of prospective Board Members to fill the vacant seats. They then discussed the Governance Committee's reminder of the need for more members with financial background and for building diversity, reviewing the names of potential members that fill those needs.

Campus Improvements Schedule

Leah updated the Committee on the current status of the solar structure project and the schedule that has been adopted via discussions with Scout Solar and ASA's project team.

Head of School Annual Review Committee

The Committee then discussed the Head of School (HOS) review process and the subcommittee that will drive the process: Board President David Garcia will head the subcommittee, with Vice President Alex Laing, Secretary/Treasurer Heidi Jannenga, and Past President Tony Dietz participating. Betty Hum, as Chair of the Governance Committee, volunteered to be available as back up. The subcommittee will decide on scope of the HOS review and Leah will provide goals and self-assessment to commence the process.

The meeting ended at 8:57 a.m.



Arizona School for the Arts Executive Committee Meeting Minutes

Wednesday, March 8, 2023 at 8:00 a.m.

First Watch: 61 W. Thomas Road, Phoenix, AZ 85013

| Attendance (Board Members in bold) | | | | | |
|---|----------|---|----------|--|----------|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | A | Dr. Heidi Jannenga, Secretary/Treasurer | P |
| Dr. Anthony (Tony) Dietz, Past President | P | John Snider | P | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
|---|
| Approve February 27th Board Meeting Minutes |
| Graduation Speaker <ul style="list-style-type: none">Thula Ngwenyama |
| Enrollment/Recruiting Dashboard |
| Strategic Planning |
| March Board Meeting Agenda Draft <ul style="list-style-type: none">Call to the PublicMission MomentBoard RecognitionDiscussion Items<ul style="list-style-type: none">Resource Development Committee<ul style="list-style-type: none">Development DashboardFinance Committee<ul style="list-style-type: none">Financial ReportsGovernance Committee<ul style="list-style-type: none">Presentation: FY 2023-2024 Community and Employee HandbooksConsent Agenda<ul style="list-style-type: none">Head of School Report<ul style="list-style-type: none">Site UpdateEnrollment UpdateGraduation SpeakerAction Items:<ul style="list-style-type: none">Ratification of the February 27, 2023 Board of Directors Meeting MinutesApproval of the School Year 2023-2024 School FeesStanding items:<ul style="list-style-type: none">Ratification of the Current COVID-19 School Mitigation PlanRatification of the Current COVID-19 Face Covering Policy |
| The Executive Committee 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. David Garcia called the meeting to order at 8:10 a.m.

Approve February 27th Board Meeting Minutes

The Executive Committee reviewed the minutes from the February 27, 2023 Board of Directors meeting. Dr. Heidi Jannenga moved to approve the minutes and Dr. Tony Dietz seconded the motion. There was no further discussion and the minutes were unanimously approved.

Graduation Speaker

Head of School Leah Fregulia shared the news that artist, composer, and ASA parent Thula Ngwenyama will be the graduation speaker this year; the Committee expressed enthusiastic support of Ms. Ngwenyama's selection.

Enrollment/Recruiting Dashboard

Leah informed the Executive Committee that enrollment for next year in certain grades is lower than anticipated. The Committee speculated as to why this is the case, discussing the post-pandemic struggles with student behavior, learning loss recovery and compromise in academic rigor at younger grades, and a change in work patterns that formerly brought families who worked in downtown in from the greater metropolitan area as potential sources of ASA's changing demographics.

John Snider queried what the new scatter plot of zip codes looks like and how it compares to three to five years ago. Leah committed to reaching out to MAG for the data.

Leah will prepare a new enrollment dashboard to share with the Board monthly. She asked the Committee what they would like to see on the dashboard. It was determined that the following categories would be enlightening:

- First day of school enrollment
- Current enrollment by grade level, particularly 5th and 9th
- 40th and 100th day enrollment
- Percent of students returning to ASA
- Number of applications in the lottery by grade
- Total accepted offers v. offers extended
- Number of sibling applications at 5th grade.

The Executive Committee recommended a 5-year comparison of the above data to analyze trends, risks and possible recommendations for future.

Strategic Planning

The Committee discussed the Strategic Planning Retreat scheduled for April 29th from 9:00am-3:00pm. It was determined that since this is the beginning of a new 3-year planning cycle, we should gather stakeholders from faculty, staff, parents, students, and the board. Leah will locate a meeting location that can accommodate 45-50 people.

Leah noted that she and new principal, Elma Džanić Bass, could design the day, review the plan with David, and they could co-facilitate. Heidi recommended thinking about an outside facilitator that would allow full participation from Elma and Leah, also noting that a facilitator could be the architect of the plan and take the additional work off of them. Leah requested that Heidi send some recommendations and she will also discuss the possibilities with Elma.

During the March Board meeting, David will prepare the Board for the April retreat, noting the importance of attending and the fact that this will be a new 3-year cycle; it should not only be an assessment of what is still to be done and important from the current plan, what should be carried forward, and then what the 5-10-year vision for ASA is. He asked that we add this item to our agenda and prepare a slide.

The April 24th Board meeting should be designed to prepare Board Directors for the April 29th strategic session through discussion, brainstorming and some homework. Heidi suggested a brief SWOT analysis to generate thinking – whether before or during the beginning of the Strategic Planning session. The

Committee also requested an Executive Session at the end of the Strategic Planning session for succession planning, perhaps from 3:00pm-4:00pm.

Finally, John suggested that once the new strategic plan is created, the Board should view a quarterly dashboard of progress on the recommended priorities.

March Board Meeting Agenda Draft

The Executive Committee reviewed the March board meeting agenda. Leah reminded them that it is a remote Zoom meeting. David asked for more thought around the mission moment and board recognition items. In addition to all items currently noted, David reminded that an item for Strategic Planning should be added to Discussion Items for the foreseeable future.

The meeting adjourned at 9:00 a.m.



Arizona School for the Arts Executive Committee Meeting Minutes

Wednesday, April 12, 2023 at 8:00 a.m.

First Watch: 61 W. Thomas Road, Phoenix, AZ 85013

| Attendance (Board Members in bold) | | | | | |
|---|---|---|---|--|---|
| Dr. David Garcia, President | A | Alexander (Alex) Laing, Vice President | P | Dr. Heidi Jannenga, Secretary/Treasurer | A |
| Dr. Anthony (Tony) Dietz, Past President | P | John Snider | P | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
|---|
| Enrollment/Recruiting Dashboard |
| Strategic Planning |
| Disciplinary Hearing Dashboard |
| April Board Meeting Agenda Draft <ul style="list-style-type: none">• Call to the Public• Mission Moment• 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">▪ Financial Reports○ Governance Committee<ul style="list-style-type: none">▪ Presentation: FY 2023-2024 Community and Employee Handbooks• Consent Agenda<ul style="list-style-type: none">○ Head of School Report• Action Items:<ul style="list-style-type: none">○ Approval of the March 27, 2023 Board of Directors Meeting Minutes |
| The Executive Committee 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 Executive Committee 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 Vice President called the meeting to order at 8:10 a.m.

The Committee reviewed the Enrollment Dashboard and noted that the number has increased from 790 to 818. Leah Fregulia, Head of School, explained that recruiting efforts are on-going. New initiatives include a “#studentsofasa” social media campaign, a new ASA ad on the Nextdoor app, and a full page add in the Phoenix Youth Symphony Yearbook.

Alex offered an idea that we need a campaign/branding around ASA culture “is back” or similar tag line. He also commented that next year community salons to recruit students might be helpful.

Leah then reviewed the agenda for strategic planning on April 29th. Ildi Lazcko-Kerr will be our facilitator for the day, and she will be providing a graphic organizer for a SWOT analysis that also relates to our current strategic plan that will be used as “homework”. Leah is awaiting an agenda draft to be sent, and has collaborated with David Garcia, Board President, and Elma Bass, incoming Principal, about the content of the day. There will be an executive session of the Board of Directors at 3:00 p.m. on the same day.

Leah shared a brief overview of the current Disciplinary Hearing Dashboard with the Committee and then the Committee reviewed the Board Meeting Agenda draft for April adding a Strategic Planning presentation to the Discussion items.

The meeting adjourned at 9:00 a.m.



Arizona School for the Arts Executive Committee Meeting Minutes

Wednesday, May 10, 2023 at 8:00 a.m.

First Watch: 61 W. Thomas Road, Phoenix, AZ 85013

| Attendance (Board Members in bold) | | | | | |
|---|---|---|---|--|---|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | P | Dr. Heidi Jannenga, Secretary/Treasurer | A |
| Dr. Anthony (Tony) Dietz, Past President | P | John Snider | A | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
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| Enrollment/Recruiting Dashboard |
| Debrief from Strategic Planning Session and Next Steps |
| Succession Planning |
| May Board Meeting Agenda Draft <ul style="list-style-type: none"> • Call to the Public • Mission Moment • 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"> ▪ Financial Reports ▪ Presentation of FY24 Budget Draft ○ Governance Committee <ul style="list-style-type: none"> ▪ FY 2023-2024 Community and Employee Handbooks ○ Strategic Planning and Next Steps • Consent Agenda <ul style="list-style-type: none"> ○ Head of School Report • Action Items: <ul style="list-style-type: none"> ○ Approval of the April 24, 2023 Board of Directors Meeting Minutes ○ Approval of the Fiscal Year 2023-2024 Employee Handbook ○ Approval of the Fiscal Year 2023-2024 Community Handbook ○ Approval of the Fiscal Year 2023-2024 Student Code of Conduct <p>The Executive Committee 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</p> |

Minutes

Board President Dr. David Garcia called the meeting to order at 8:00 a.m.

The Committee reviewed the enrollment dashboard for the 2023-2024 school year. The total number of enrolled students is now 806. We are still strongly emphasizing new student enrollment especially at the 5th and 9th grades. Leah Fregulia mentioned the possibility of doing another tour and open house with

student ambassadors. Alex Laing suggested some conversation with current parents not enrolling siblings for next year. The number is typically around 50 siblings and this year it is 14, a substantial drop.

The Committee discussed the strategic planning session and thought it was very productive. We are looking forward to the notes from our facilitator and next steps forward to be presented in June to the Board of Directors.

The Executive Committee discussed succession planning for the Head of School/CEO role. They would like to convene a planning committee composed of the Executive Committee to develop the process moving forward.

The meeting ended at 9:15 a.m.



Arizona School for the Arts Executive Committee Meeting Minutes

Wednesday, June 14, 2023 at 8:00 a.m.

Zoom Meeting: 833 9042 1002 Passcode: 963466

| Attendance (Board Members in bold) | | | | | |
|--|---|--|---|---|---|
| Dr. David Garcia, President | P | Alexander (Alex) Laing, Vice President | P | Dr. Heidi Jannenga, Secretary/Treasurer | A |
| Dr. Anthony (Tony) Dietz, Past President | P | John Snider | P | Leah Fregulia, Head of School/ CEO | P |

| Agenda Items |
|--|
| Enrollment/Recruiting Dashboard |
| Strategic Planning Next Steps |
| New Board Member On-Boarding and Annual Meeting (August) |
| HOS Review |
| June Board Meeting Agenda Draft <ul style="list-style-type: none">• Call to the Public• Mission Moment<ul style="list-style-type: none">◦ College Roundup◦ Academic Data• Board Recognition• Discussion Items<ul style="list-style-type: none">◦ Resource Development Committee<ul style="list-style-type: none">▪ Development Dashboard▪ Showcase Wrap-up◦ Finance Committee<ul style="list-style-type: none">▪ May 2023 Financial Reports▪ Review of the 2023-2024 Budget Draft for Approval▪ Review of the ESSER 3 Budget Draft for Approval◦ Strategic Planning and Next Steps• Consent Agenda<ul style="list-style-type: none">◦ Head of School Report• Action Items:<ul style="list-style-type: none">◦ Approval of the May 22, 2023 Board of Directors Meeting Minutes◦ Approval of the Fiscal Year 2023-2024 Budget Draft, including the ESSER Fiscal Year 2023-2024 ESSER 3 Budget Draft, via Roll Call Vote Budget vote on July 7, 2023 at 9:00am |
| The Executive Committee will vote to hold an executive session for the purpose of discussing personnel matters pursuant to: ARS §38-431.03 (A)(I) Personnel |
| The Executive Committee 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 David Garcia called the meeting to order at 8:04 a.m.

Leah Fregulia shared the enrollment dashboard. We have 825 students enrolled for next year and expect more applications to be submitted over the summer. We will keep an eye on student retention and begin recruitment early next year. We will monitor the trend of fewer 5th grade siblings enrolling at ASA (formerly 40%, this year 16%.)

David asked for next steps for the strategic plan. Leah communicated the plan to share the full report with the SLT, Board, and all participants then draft priorities and actions steps for feedback, revision, and review in August – September when faculty return.

New Board member orientation will be held on June 15th, led by Tony Dietz and Leah Fregulia.

The Executive Committee then reviewed the June Board meeting agenda. David asked to have a Showcase Wrap Up discussion. Feedback from the EC about Showcase was to consider strengthening the academic presentations and put in one place for bigger impact and presence as well as better microphones for quieter music groups.

David asked Leah to exit the meeting and asked for a motion to go into executive session to discuss personnel matters. Leah exited the meeting and Alex Laing made a motion to go into executive session and it was seconded by John Snider at 8:30 a.m. Tony Dietz exited the meeting.

The executive committee meeting ended at 8:47 a.m.