



Arizona School for the Arts
Governance Committee Meeting Minutes
Friday, August 19, 2022 at 8:00 a.m.
Zoom: 864 6975 9102 Passcode: 508904

Attendance (Board Members in bold)					
Betty Hum, Committee Chair	A	Dr. Anthony (Tony) Dietz, Past President	P	Karen Lugosi	A
John O'Neal	P	Ed Novak	A	Leah Fregulia, Head of School/ CEO	P

Agenda Items
New Legislation and Policies
Final Community Handbook <ul style="list-style-type: none">To be ratified at the Board meeting
Open Meeting Law <ul style="list-style-type: none">Annual Meeting Review
Board Development <ul style="list-style-type: none">Matrix and new prospects in the pipeline
Succession Planning <ul style="list-style-type: none">BoardHead of School
Draft Equity Statement <ul style="list-style-type: none">Process and status
The Governance Committee may 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

The meeting began at 8:03 a.m.

Leah Fregulia reviewed the changes in legislation that impact operations at ASA as a public charter school including those that have already been enacted from the start of school such as the Moment of Silence. The Parent Classroom Visit law was discussed since it will go into effect on September 24th. Members of the Committee will review the policy as written for ASA by the school's law firm so it can be added it to the Board meeting agenda for August 22nd.

Leah shared the changes that were made to the grading policy, and approved by the Executive Committee, in the Fiscal Year 2022-2023 Community Handbook. The changes will be ratified by the full Board on August 22nd.

The Committee discussed the most important points of Open Meeting Law for John O'Neal to review with the Board at the Annual Meeting on Monday.

Leah presented the newest Board Matrix, highlighting the skill sets and demographics that will need to be replaced in the next few years. This led to a discussion of succession planning for Board leadership as well as the Head of School. Committee members will use their networks to help identify appropriate candidates for all of these areas.

Leah updated the Committee on the work that members of the Core Equity Team did over the summer to provide a framework for the revised Equity Statement. When full CET meetings resume, work will resume on final draft.

The meeting ended at 9:00 a.m.



Arizona School for the Arts
Governance Committee Meeting Minutes
Friday, September 23, 2022 at 8:00 a.m.
Zoom: 864 6975 9102 Passcode: 508904

Attendance (Board Members in bold)					
Betty Hum, Committee Chair	P	Dr. Anthony (Tony) Dietz, Past President	P	Karen Lugosi	P
John O'Neal	P	Ed Novak	P	Leah Fregulia, Head of School/ CEO	P

Agenda Items
Revised COVID-19 Mitigation Plan and COVID-19 Face Covering Policy
Sexuality Education Curriculum <ul style="list-style-type: none">Middle School and High School Sequences – presentation in September Board meeting
Board Development <ul style="list-style-type: none">Matrix, Demographics and new prospects in the pipeline
The Governance Committee may 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

The meeting started at 8:00 a.m.

The Committee reviewed the proposed changes to the COVID-19 Mitigation Plan and the Face Covering Policy. Karen Lugosi and Tony Dietz suggested some slight verbiage changes the Mitigation Plan to clarify the policy; they will be made prior to presentation to the Board on September 26th.

John O'Neal reviewed the Sexuality Education Curriculum materials for the Committee. Leah Fregulia conveyed that at the first public hearing, parent discussions tended to, by and large, reflect support for ASA providing materials to students with some parents indicating that they would prefer not to opt in for a number of reasons, maturity of the student or personal values for example. The curriculum materials will be presented to Board at the September 26th meeting and Sexuality Education Curriculum Council will meet on October 7th to discuss the curriculum content and sequence. The next public hearing is scheduled for October 17th at 5:30 p.m. over Zoom, one week before the Board meeting where the curriculum approval vote will be held.

The Board is at a current count of eleven out of a possible sixteen members. Leah shared a list of prospective Board members that had a focus on diverse skill sets as well as parents with interest and involvement in the school. Leah, Ed Novak and Betty Hum will contact the people on the list with whom that have a personal connection to assess their level of interest in becoming a member of the Board of Directors.

The meeting ended at 8:45 a.m.



Arizona School for the Arts
Governance Committee Meeting Minutes
Friday, December 2, 2022 at 8:00 a.m.
Zoom: 864 6975 9102 Passcode: 508904

Attendance (Board Members in bold)					
Betty Hum, Committee Chair	A	Dr. Anthony (Tony) Dietz, Past President	P	Karen Lugosi	A
John O'Neal	P	Ed Novak	P	Leah Fregulia, Head of School/ CEO	P

Agenda Items
Board Cultivations Update <ul style="list-style-type: none">Prospect List and Status Update
Disciplinary Hearing Appeals <ul style="list-style-type: none">Karen and Leah
FYI: Minor Policy Handbook Updates <ul style="list-style-type: none">In progress this year
The Governance Committee may 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 or for the purpose of discussing a specific student issue pursuant to: §15-843(A) Student Issue

Minutes

The meeting started at 8:03 a.m.

Leah Fregulia shared the list of prospective Board Members that has been under cultivation and the steps that have been taken including one-on-one coffees with Leah and meet and greets with current Board members. She shared with the committee the next steps for the more advanced candidates that would be a good fit for the Board, including invitations to upcoming meetings.

Leah gave the Committee an outline of some recent Disciplinary Hearings of which the decisions were appealed and a panel of three Board Members was convened to review the Hearings in accordance with the ASA Community Handbook.

Leah then alerted the Committee that the staff is beginning work on some minor changes to the Employee and Community Handbooks so they would know to expect the updates during their upcoming annual review and approval period for next fiscal year's handbooks.

The meeting ended at 8:25 a.m.



Arizona School for the Arts
Governance Committee Meeting Minutes
Friday, February 3, 2023 at 8:00 a.m.
Zoom: 864 6975 9102 Passcode: 508904

Attendance (Board Members in bold)					
Betty Hum, Committee Chair	P	Dr. Anthony (Tony) Dietz, Past President	P	Karen Lugosi	A
John O'Neal	A	Ed Novak	P	Leah Fregulia, Head of School/ CEO	P

Agenda Items
Faculty and Staff Contract Policy Proposal
Head of School Review
Board Member Cultivation
The Governance Committee may 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

The meeting began at 8:03 a.m.

Faculty and Staff Contract Policy Proposal

The Committee discussed the changes to the Employee Contract Policy:

- The revised policy will provide a disincentive to teachers before they sign a contract because all schools, including ASA, are having difficulty finding sufficient numbers of highly qualified staff. Since it can become a major issue for the school if teachers leave after signing a contract in an April timeframe, the changes in the policy include moving contract signing to February, which is in line with local district schools.
- In certain circumstances, the Head of School (HOS) can provide a waiver of the disincentive; the employee may appeal to Board of Directors if no waiver is granted. There is no need to include the right to appeal in the policy, but the school may want to include this stipulation in the contract.
- Make sure that the Policy and Contract terminology is the same, as one uses "Contract" and the other uses "Agreement".
- Leave a specific effective date for liquidated damages clause out, instead note that there may be a period of time in which a staff member can sign the contract ie: two weeks after receipt from the school.
- The Committee also recommended that the policy substantiate the reasonableness of the liquidated damages clause by illustrating the cost of the time involved in an employee search, ie: determine the hourly rate of those involved in an employee search and multiply the cumulative hourly rate by the hours invested in finding a staff member, based on recent history.
- The Committee also recommend adoption of changes to the early termination language in the Employee Contract.

Head of School Review

Past President Dr. Tony Dietz spoke with Board President Dr. David Garcia about the Head of School (HOS) review process and a subcommittee has been decided: David will head the subcommittee, with Vice President Alex Laing, Secretary/Treasurer Heidi Jannenga, and Tony participating. David will reach out to Heidi and Alex to ensure their participation. Betty Hum volunteered to be available as back up. The subcommittee will decide on scope of the HOS review and Leah Fregulia will provide goals and self-assessment to commence the process.

Board Member Cultivation

The Committee recommends that Executive Committee consider the current assemblage of potential Board Members to fill the vacancies on the board with the reminder that cultivation of individuals with financial background is still needed.

The meeting ended at 8:35 a.m.



Arizona School for the Arts
Governance Committee Meeting Minutes
Friday, April 7, 2023 at 8:00 a.m.
Zoom: 864 6975 9102 Passcode: 508904

Attendance (Board Members in bold)					
Betty Hum, Committee Chair	P	Dr. Anthony (Tony) Dietz, Past President	P	Karen Lugosi	P
John O'Neal	A	Ed Novak	P	Leah Fregulia, Head of School/CEO	P

Agenda Items
Community and Employee Handbook Drafts
Head of School Review
The Governance Committee may 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

The meeting began at 8:01 a.m.

Community and Employee Handbook Drafts

The Committee discussed the additions and changes that were included in the fiscal year 2023-2024 updates of the Community Handbook, the Employee Handbook and the Student Code of Conduct that was provided to the Committee prior to the meeting:

- The Community Handbook changes reflect items that were identified from Phoenix Union handbook that would be advisable to iterate to ASA students and families and paragraphs were moved to accommodate context and flow. The Board will be made aware that the Dress Code policy includes no gender discrimination language; there is legislation pending that bans language pertaining to non-discrimination against gender assigned at birth, but the Board can consider what to do with the current language included in the Dress Code policy when and if legislation is passed.
- Business Director Liz Shaw updated the Employee Handbook based on National Standards and included some new policies.
- The Student Code of Conduct had some minor changes correcting short term suspension from 1-9 to 1-10 days and long term suspension from 10+ days to 11+ days. Footnotes throughout were checked to ensure they were linked to corresponding items.

Additionally, the Committee discussed including verbiage in the Community Handbook regarding:

- ChaptGPT in the section about plagiarism, falsification and improper use of technology.
- The Critical Response Protocols for Students and Families and the Be SMART in Schools after the Board reviews them again in light of the nationwide school violence over the last year.

After the Committee discussed the books, review deadlines were set. Committee member are to have all of the changes to Betty Hum and Leah Fregulia by April 18th at which time Betty will consolidate all them and provide them to Leah for incorporation into the Handbooks and Student Code of Conduct.

Head of School Review

The HOS review task group met after last Board meeting on March 27th at which they agreed upon the format of a light review focusing on communication. It will be executed with four interviews consisting of a mix of teachers and parents, without including any direct-report staff because it is a light review. Betty will contact Board President David Garcia about timing to complete HOS interviews and providing the review to Leah.

The meeting ended at 8:40 a.m.