



Arizona School for the Arts
Board of Directors Executive Session Minutes
Monday, August 25, 2025 at 5:30 p.m.
On Campus: Building A, Room 129

Attendance (Voting Members in **Bold**)

Allison Otu, President	p	Michelle Davidson, Vice President	p	Leola Abraham, Secretary	p
Scott S. Stone, Treasurer	P	Michelle Buckley	A	Carrie Larson	A
Michael Medici, AIA	P	Dr. Lorisa Pombo	P	Nonnie Shivers	P
Annette Zinky	P	Melvin (Mel) Brown	P	Marcelino Quiñonez	P
Joshua Pierce, Honorary Arts Faculty	p	Todd Webster, Honorary Academic Faculty	p	Eva Luz Pombo, Honorary Student	p
Liam Wohlert, Honorary Student	p	David Lujan, Executive Director	p	Leslie Tan Religioso, Development Director	p
Elizabeth (Liz) Shaw, Business Director	p	Carolyn Smith, Executive Assistant	p		

Agenda Items

| Call to the Public

| Mission Moment

Back to School

David Lujan

| Board Recognition

| Discussion Items

Academic Data, School Year 2024-2025

Elma Džanić Bass, Andrew Doumakes, Alexei Lalgos & Liz Wakeford

| Board Informational Presentations

Good Governance, Responsibilities & Conflict of Interest

Allison Otu

Family Education Rights and Privacy Act (FERPA)

David Lujan

Board Commitments and Fundraising

Allison Otu & Leslie Religioso

Open Meeting Law

David Lujan

Who We Are <ul style="list-style-type: none"> • Our Strategic Priorities • School Demographic Profile • Board Matrix 	David Lujan
School Finance <ul style="list-style-type: none"> • Review of ASA's Funding & Financial Structure • Fiscal Year 2024-2025 End of Year Financial Results • Budget for Fiscal Year 2025-2026 	Scott Stone & Elizabeth Shaw
Board Committees/Councils & Assignments	Allison Otu & David Lujan

| Consent Agenda

Executive Director Report	David Lujan
Development & Marketing Director Report	Leslie Religioso

| Action Items

Approval of the June 23, 2025 Board of Directors Meeting Minutes
Approval of the July 10, 2025 Board of Directors Meeting Minutes
Approval of the Addition of David Lujan as ASBCS Charter Representative
Approval of the Removal of Leah Fregulia as ASBCS Charter Representative TABLED
Approval of Reimbursement Related to Personnel Hiring Process

| The Board of Directors may vote to hold an executive session for the purpose of discussing 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

| The Board of Directors may vote to hold an executive session for the purpose of discussing contracts that are the subject of negotiations pursuant to: ARS §38-431.03 (A)(4) Contracts

Minutes

Board President Allison Otu called the meeting to order at 5:30 p.m.

Call to the Public

There were no members of the public present at the meeting; Allison moved to the next agenda item.

Mission Moment

David Lujan introduced two short videos filmed at registration and the first day of school, respectively, that share the students' excitement about beginning a new school year. After the viewing, Allison thanked the School Administration for all of the preparation that went into the great launch to 2025-2026.

Board Recognition

David introduced Liz Goodman, Senior Attorney & Chair of the Government Affairs department at Rose Law Group, who was attending the meeting with a view to joining the Board of Directors. She will be formally proposed as a member at the September meeting.

Allison then recognized Nonnie Shivers. In addition to the help she has provided the Board and the faculty in navigating and understanding recent changes in rules governing employment and education, Nonnie was named as one of AZ Big Media's Most Influential Women in Arizona for 2025.

Discussion Items

Academic Data, School Year 2023-2024

Allison welcomed Principal Elma Džanić Bass who would be giving her annual presentation of academic data to the Board. In turn, Elma introduced her team members who helped compile the data: Andrew Doumakes, Assistant Principal of Lower School; Alexei Lalagos, Assistant Principal of Upper School; and Liz Wakeford, College & Career Counselor.

Over the 2024-2025 school year Andrew developed systems to streamline processes for all of the standardized tests administered at ASA. He and Elma shared the 3-year results for NEWA testing as well as AASA and AzSCI. Overall, ASA students are meeting or trending ahead of national and state averages and are showing increases year over year by cohort. The ELA scores are stronger than Math which will continue to be a focus over the coming year, but in all, the holistic efforts put in over the past year in academic rigor and interventions are showing results. NWEA baseline tests for the 2025-2026 year were administered the prior week, including Upper School students for the first time, and showing strong results overall. While they do not affect a student's GPA, they provide a good guideline as to how our students compare nationally rather than only within Arizona. Advanced Placement, SAT, and ACT scores were also trending upwards and are strong against state and national averages. The focus for this year will be building on the student-centered learning of last year with constructivist focused instruction and holding teachers accountable with the Danielson Framework for Teacher Effectiveness introduced to Elma by Dr. Lorisa Pombo who, along with Carrie Larson, have been excellent educational resources for our school.

Liz Wakeford then reviewed the achievements of ASA's Class of 2025 including college acceptance and areas of study, merit scholars, merit-based financial aid, and FAFSA completion. Over the course of this year, Liz will continue to support low achieving students, provide support to students applying to competitive programs or schools and promote pre-college programs, and begin reaching out to the Lower School student with college and career presentations.

Informational Presentations

- Allison presented the Board with their guiding theme for the year: One Million Reasons, One Hundred Students, Once Connected Community. The theme ties into their responsibilities of good governance requiring full participation, network activation, fundraising and student recruitment, mission stewardship, integrity, and transparency. She reminded the Board that they would be receiving their annual conflict and confidentiality statements in the next couple of weeks and asked them to sign and return them in a timely manner.
- David shared the definition of the Family Education Rights and Privacy Act (FERPA), and the Board's responsibility to student confidentiality within their duties as members.
- The Board's commitment to fundraising was reviewed providing the various threads of fundraising campaigns and the board members' roles in each. Allison then gave each member a homework assignment to be completed prior to the next board meeting: provide the Development Team with five people they know, five local businesses they know, and five businesses they frequent in an effort to introduce new people to ASA and generate fresh leads.
- David went over the points of Open Meeting Law that most affect their interactions as a Board and reminded them that full Open Meeting Law presentations and resources are available at all times on the Board Portal.

- David reviewed the priorities of the 2023-2026 Strategic Plan highlighting what had been achieved and what may carry over into the 2027-2030 plan. He then provided a guiding timeline for the new strategic plan. He also shared the current school demographics comparing students, faculty, staff, administrative leadership, and the Board noting that all categories remain fairly consistent over the past few years as well as the current Board matrix noting that no board member's term ends this year.
- An overview of how the school is funded was provided to the Board including a flowchart of how the various revenue streams factor into the Fiscal Year 2025-2026 budget. Elizabeth Shaw provided a revenue and spending breakdown of 2024-2025 end of year budget results. Through careful spending in all departments, ASA's revenues exceeded the expenditures. These are unaudited results, but little is expected to change after the audit is completed in the coming month.
- David and Allison quickly highlighted the various committees and councils on which board members can participate and David informed them that they can discuss their interests with him when they have their 1:1 meetings over the next couple of months.

Consent Agenda

David noted the Enrollment Update in his Executive Director Report stating that current enrollment numbers are lower than anticipated. While there was a good influx of new students, there was a fairly high drop in returning students, particularly in rising 8th and 9th graders. A survey of these non-returning families cited transportation as a major factor in the deciding not to return along with students wanting a traditional/neighborhood school experience. He then introduced Todd Webster and Joshua Pierce who will respectively be the new Academic and Arts Faculty Honorary Board Members.

Action Items

Annette Zinky and Scott Stone left the meeting prior to the Action Items.

Approval of the June 23, 2025 Board of Directors Meeting Minutes

Mike Medici moved to approve the June 23, 2025 Board of Directors Meeting Minutes. The motion was seconded by Lorisa Pombo and passed unanimously without further discussion. [Otu, Davidson, Abraham, Medici, Pombo, and Shivers voting in favor.]

Approval of the July 10, 2025 Board of Directors Meeting Minutes

Michelle Davison moved to approve the July 10, 2025 Board of Directors Meeting Minutes. The motion was seconded by Lorisa Pombo and passed unanimously without further discussion. [Otu, Davidson, Abraham, Medici, Pombo, and Shivers voting in favor.]

Approval of the Addition of David Lujan as ASBCS Charter Representative

Mike Medici moved to approve the addition of David Lujan as ASBCS Charter Representative. The motion was seconded by Leola Abraham and passed unanimously without further discussion. [Otu, Davidson, Abraham, Medici, Pombo, and Shivers voting in favor.]

Approval of the Removal of Leah Fregulia as ASBCS Charter Representative

Approval to remove Leah Fregulia as ASBCS Charter Representative was tabled until David Lujan is approved as Charter Representative by the ASBCS.

Approval of the Reimbursement Related to Personnel Hiring Process

Mike Medici moved to approve the reimbursement Related to Personnel Hiring Process. The motion was seconded by Nonnie Shivers and passed unanimously without further discussion. [Otu, Davidson, Abraham, Medici, Pombo, and Shivers voting in favor.]

Executive Session

At 7:14 p.m. Nonnie Shivers moved that the Board of Directors commence an executive session in order to discuss personnel matters pursuant to: ARS §38-431.03 (A)(1) and discussing contracts that are the subject of negotiations pursuant to: ARS §38-431.03 (A)(4) Contracts. The motion was

seconded by Leola Abraham and passed unanimously without further discussion. [Otu, Davidson, Abraham, Medici, Pombo, and Shivers voting in favor.]

The Executive Session ended at 7:44 p.m.

Adjournment

Nonnie Shivers made a motion to adjourn the meeting. The motion was seconded by Leola Abraham and passed unanimously without further discussion. [Otu, Davidson, Abraham, Medici, Pombo, and Shivers voting in favor.]

The meeting adjourned at 7:44 p.m.

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Minutes reviewed and accepted on: September 29, 2025

Signed by: _____, Board Member