



Arizona School for the Arts
Board of Directors Meeting Minutes
Friday, July 5, 2024 at 10:00 a.m.
Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	A	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	A	Andrei Cherny	A
Michelle Davidson	A	Carrie Larson	A	Dr. Lorisa Pombo	P
Nonnie Shivers	P	John Snider	P	Scott Stone	P
Annette Zinky	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	X	Karl Huck, Honorary Academic Faculty	X
Eva Luz Pombo, Honorary Student	X	Liam Wohlert, Honorary Student	X	Leah Fregulia, Head of School/CEO	P
Leslie Tan Religioso, Development Director	X	Elizabeth (Liz) Shaw, Business Director	P	Carolyn Smith, Executive Assistant	P

Agenda Items

| Call to the Public

| Discussion Items

Fiscal Year 2024-2025 Expenditure Budget

| Action Items

Approval of the Fiscal Year 2024-2025 Expenditure Budget

| 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

Minutes

Board President Dr. Heidi Jannenga called the meeting to order at 10:02 a.m.

Call to the Public

There were no members of the public present so Heidi moved to the next agenda item.

Discussion Item

Leah Fregulia asked John Snider if there was any information to add to the budget discussion since the last meeting on June 24th. John responded that there was no new information; we are submitting a budget based on a 735-student Average Daily Membership, but will adjust the budget later on if the enrollment numbers remain strong. Elizabeth Shaw had nothing to add when asked.

Action Items


Approval of the Fiscal Year 2024-2025 Expenditure Budget

John Snider moved to approve the Fiscal Year 2024-2025 Expenditure Budget. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Hum, Abraham, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Adjournment

The agenda having been completed in totality, the meeting adjourned at 10:05 a.m.

Minutes reviewed and accepted on: August 26, 2024

Signed by:  _____, Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, August 26, 2024 at 5:30 p.m.
On Campus: Building A, Room 128

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	P	Andrei Cherny	A
Michelle Davidson	P	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	A	John Snider	P	Scott Stone	P
Annette Zinky	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P	Karl Huck, Honorary Academic Faculty	A
Eva Luz Pombo, Honorary Student	P	Liam Wohler, Honorary Student	P	Leah Fregulia, Head of School/CEO	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!

Leah Fregulia

| Board Recognition

| Board Informational Presentations

Good Governance, Responsibilities & Conflict of Interest

Heidi Jannenga

Family Education Rights and Privacy Act (FERPA)

Leah Fregulia

Board Commitments and Fundraising

Heidi Jannenga & Leola Abraham

Governance Committee

- Open Meeting Law
- Board Recruiting & Engagement

Michelle Buckley & Nonnie Shivers

Who We Are

- Our Strategic Priorities
- School Demographic Profile

Leah Fregulia

<ul style="list-style-type: none"> Board Matrix 	
Finance Committee <ul style="list-style-type: none"> Review of ASA's Funding & Financial Structure Fiscal Year 2023-2024 End of Year Financial Results Budget for Fiscal Year 2024-2025 	John Snider & Elizabeth Shaw
Board Committees & Assignments	Heidi Jannenga & Leah Fregulia

| Discussion Items

Academic Data School Year 2023-2024	Elma Džanić Bass & Emma Popish
Executive Director Search Update	Leah Fregulia

| Consent Agenda

Head of School Report	Leah Fregulia
Development & Marketing Director Report	Leslie Religioso

| Action Items

Approval of the June 24, 2024 Board of Directors Meeting Minutes
Approval of the July 5, 2024 Board of Directors Meeting Minutes
Ratification of Edgility Consulting Contract for Executive Director Search

| Executive Session

School Records Review	Leah Fregulia
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| 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 discussing confidential records pursuant to: ARS §38-431.03 (A)(2) Confidential Records

| 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. Heidi Jannenga called the meeting to order at 5:36 p.m.

Call to the Public

As this was the first full and in-person meeting for the fiscal year, Heidi asked that all present introduce themselves and their connections to the Board and/or ASA. Following introductions, Heidi made a Call to the Public; no members of the public were present.

Mission Moment

Leah Fregulia shared some photos from the first day of school and Meet the Team Night. She said that the first three weeks have gone smoothly with a great deal of enthusiasm from students and staff alike. The new cell phone policy has already produced good results in overall student behavior with few violations of the policy itself. Leah will update the Board on the policy's feedback and compliance as the year goes on.

Board Recognition

Heidi recognized all of the new members who joined during the last fiscal year -- Leola Abraham, Carrie Larson, Dr. Lorisa Pombo, Scott Stone, and Annette Zinky -- and thanked those whose service ended last year for their contributions -- Kevin Allen, Dr. David Garcia, Yetta Gibson, Alex Laing, Karen Lugosi, and John O'Neal.

Informational Presentations

- Heidi reviewed the primary principles of good board governance and the duties of each board member in relation to the ASA mission, most especially their fiduciary responsibilities. She reminded the Board of the meeting schedule, stressing the importance of meeting attendance in order to be engaged in the board's objectives. Heidi then reminded the Board that they will be receiving the annual Conflict of Interest form via email from Carolyn Smith in the week after the meeting.
- Leah shared the definition of the Family Education Rights and Privacy Act (FERPA) generally, and how it relates to the Board discussions and board members, specifically.
- In her role as Chair of the Resource Development Committee, Leola Abraham presented the Board with the Committee's goals for Fiscal Year 2024-2025 in fundraising, stewardship, and community awareness. She laid out plans for the Board's participation in achieving the school's fundraising goal and the Board's give and get goal of \$150k as part of that. The importance of going out to the community and advocating for the school was stressed in order to cultivate a culture of philanthropy. Leslie Religioso, Leah, and Heidi joined the conversation with examples of the specific help that board members could provide in their stewardship role.
- Governance Committee (GC) member, Michelle Buckley, reviewed the salient points of Open Meeting Law and provided everyday examples of Open Meeting Law pitfalls to be avoided. Stepping in for Committee Chair Nonnie Shivers, who was unavoidably detained at an concurrent meeting, Leah explained the Board recruitment priorities for the GC this year and described the fields in which ASA is looking to recruit new board members. She also discussed the new board member mentoring program that had been instituted in the past and requested that any new member wishing to have a mentor and any senior members wishing to act as a mentor contact her.
- Leah shared the school's Strategic Priorities for 2023-2026, noting that a color-coded Strategic Plan document and dashboard is in the final stages of coordination and would be available for review soon. She then gave a brief overview of the demographic makeup of the various ASA stakeholder groups noting that the percentages in the different groups remain fairly consistent, but it would be ideal to increase the Hispanic/Latino representation on the Board and Senior Leadership Team to reflect the second-largest demographic group of the Student Body; Leah noted that the Board has evolved from a membership of predominantly white males and that this is the first time that we have Board Officers all of whom are female. She then reviewed the service terms of the current Board members, highlighting that this will be the last year of service for Betty Hum and John Snider.
- Elizabeth Shaw gave an overview of the different revenue streams available to ASA and how each may be spent in support of the school, emphasizing the influence that student enrollment plays in our primary revenue stream from the State and how it factors into the school's budgeting. Finance Chair John Snider showed this revenue and spending breakdown in practice through the fiscal year 2023-2024 end of year budget results. With

careful budgeting, ASA ended the year with revenues ahead of spending despite the lower than anticipated enrollment. John then shared a breakdown on the 2024-2025 budget.

- Heidi reviewed the five committees and the current makeup of each. Leah let the Board know that they could change or add committee assignments during their upcoming one-to-one meetings with her.

Discussion Items

Academic Data, School Year 2023-2024

Principal Elma Džanić Bass and Dean of Academics Emma Popish reviewed the school's 3-year trend of state testing scores in ELA, Math, and Science from the previous Spring along with the SAT, ACT, and AP test scores. Aware of the drop in state testing scores since the pandemic, the school has instituted wholesale intervention across the 5th and 6th grades in lieu of Life Skills and targeted intervention for some students in lieu of a second art class. The Instructional Coaches offer support to teachers to increase rigor in the academic programs and building testing stamina in students through test preparation. The Science department has worked hard to increase the AZSci scores and are seeing results in 8th and 11th grades. Even though ASA is trending ahead of the State across the board, the North Star is ASA's pre-pandemic rigor and resulting scores. SAT, ACT, and AP scores remain fairly consistent showing that the time used for test prep on Flex Fridays is well invested.

Executive Director Search Update

Leah informed the Board that the Executive Director Search Committee had its kick-off meeting with the new search firm, Edgility Consulting, that afternoon. One of the consultants will be visiting campus on September 4th for scheduled meetings with stakeholders and to become familiar with the ASA campus and culture.

Consent Agenda

Heidi asked if anyone had any questions for Leah about the Head of School Report or for Leslie about the Development & Marketing Director Report both of which were posted on the Board Portal in advance of the meeting; there were no questions.

Action Items

Approval of the June 24, 2024 Board of Directors Meeting Minutes

Betty Hum moved to approve the June 24, 2024 Board of Directors Meeting Minutes. The motion was seconded by Michelle Davidson and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Davidson, Larson, Pombo, Snider, Stone, and Zinky voting in favor.]

Approval of the July 5, 2024 Board of Directors Meeting Minutes

Michelle Davison moved to approve the July 5, 2024 Board of Directors Meeting Minutes. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Davidson, Larson, Pombo, Snider, Stone, and Zinky voting in favor.]

Ratification of the Edgility Consulting Contract for the Executive Director Search

Allison Otu moved to ratify the Edgility Consulting contract for the Executive Director search. The motion was seconded by Lorisa Pombo and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Davidson, Larson, Pombo, Snider, Stone, and Zinky voting in favor.]

Executive Session

At 7:25 p.m. Heidi Jannenga moved that the Board of Directors commence an executive session in order to discuss confidential records. The motion was seconded by Michelle Davidson and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Davidson, Larson, Pombo, Snider, Stone, and Zinky voting in favor.]

Executive session ended at 7:45 p.m.

Adjournment

The agenda having been completed in totality, the meeting adjourned at 7:46 p.m.

Minutes reviewed and accepted on: September 23, 2024

Signed by:  _____, Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, September 23, 2024 at 5:30 p.m.
Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	P	Andrei Cherny	P
Michelle Davidson	A	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	P	John Snider	A	Scott Stone	P
Annette Zinky	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P	Karl Huck, Honorary Academic Faculty	A
Eva Luz Pombo, Honorary Student	P	Liam Wohlert, Honorary Student	P	Leah Fregulia, Head of School/CEO	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

Student Activities and Clubs

Honorary Board Members
Eva Pombo & Liam Wohlert

| Board Recognition

| Discussion Items

Finance Committee

- August 2024 Financial Reports
- Fiscal Year 2023-2024 Annual Financial Report Update
- Banking updates

Scott Stone & Liz Shaw

Resource Development Committee

- Summary of Progress
- Board Engagement - Goals Opportunities and Tools
- Big Impact Goal

Leola Abraham & Leslie
Religioso

ASA Fundraising Strategy

Leah Fregulia

Facilities Committee <ul style="list-style-type: none">Vision for Youth Arts Campus	Annette Zinky & Leah Fregulia
Education Landscape <ul style="list-style-type: none">State of our State: K-12 Enrollment	Allison Otu

Consent Agenda	
Head of School Report	Leah Fregulia
Development & Marketing Director Report	Leslie Religioso

Action Items	
Approval of the August 26, 2024 Board of Directors Meeting Minutes	

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	
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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	
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Minutes

Board President Dr. Heidi Jannenga called the meeting to order at 5:32 p.m.

Call to the Public

Heidi verified with Executive Assistant Carolyn Smith that no members of the public were present in the Zoom meeting and moved to the next agenda item.

Mission Moment

Student Honorary Board Members Eva Pombo and Liam Wohlet presented quotes from several student club leaders expressing the enrichment to their ASA education they feel through the participation in their clubs.

Board Recognition

Board Vice President Allison Otu was recognized for stepping into the chairmanship of the Executive Director Search Committee.

Discussion Items

Finance Committee

Liz Shaw said that the August reports that were shared on the portal are well within our bond covenants and we are waiting on one 2024 payment from the state. She then added that the auditors for the school’s annual audit have some new systems in place which has created a delay in finalizing the Fiscal Year 2023-2024 Annual Financial Report (AFR); the Board will need to convene for a special meeting to approve the AFR before October 15th. Leah Fregulia said she will circulate a date after this Board meeting and added that Liz Shaw has always completed the AFRs on time for the October meeting, but this is an unusual circumstance due to new auditors with new systems.

Scott Stone then explained to the Board that since the school has some \$3M sitting in reserve, the Finance Committee embarked on a program to investigate some interest bearing accounts to make the school’s reserves more productive, adding that it is a wise and prudent move to allow the schools

funds to build in this way. Liz Shaw added that it will not be a significant change to what we currently do, with the addition of long and short CDs and a Money Market account to allow us access to the funds. Leah then gave a summary breakdown of how the funds would be allocated, including a 4-month CD offered to us as a special deal from our bank that allows the school's money to earn more. Scott added that there will also be check protection; we are doing all we can to make good and safe use of the school's cash.

Resource Development Committee

Committee Chair Leola Abraham thanked the Finance Committee and the Business Office for wisely investing the school's funds. She then discussed the role of an ASA Board member in relation to fundraising and provided a breakdown of the of the sources the RDC would like to see provide the Board's \$150k Give & Get goal for the year including personal giving to the Annual Fund and Tax Credit as well as Department Series, Signature Series, and Showcase Sponsorship recruitment. She then reviews a recommended timeline for Board members to participate in personal giving, sponsorship asks, and school events; Leola recommended that board members meet for coffee and use each other as brainstorming resources, follow and repost the school's social media, write thank you notes to donors, and wear school merchandise to inspire conversations about ASA. Leslie Religioso followed up with an idea brought to her by Allison Otu: Board Member Bingo, which will allow members to track their goal progress and have a fun competition.

ASA Fundraising Strategy

Leah shared the slides and text from the fundraising portion of the Annual Parent Meeting (APM) in order to garner feedback from the Board on message clarity and focus. Suggestions and discussion of their potential merits ensued and Leah said she would take the recommendations under advisement as she and the Development Team create the slides and messaging for the Spring APMs. The priority will be keeping the messaging consistent with that of the Board.

Facilities Committee

Leah informed the Board of the ongoing discussions with some of ASA's youth arts partners for the appetite and feasibility of expanding ASA's campus to allow for dedicated space for some of the arts partners who do not have a home as well as shared performance space. Leah shared some proposed drawings and elevations provided by SmithGroup which show possibilities for the campus as lots on the school's block become available. This is currently only a discussion to discover how the various potential partners can work together to the benefit of the whole.

Education Landscape

Allison Otu shared some data collected and presented by the ASU Helios Decision Center for Educational Excellence at a recent conference she attended through her Flinn Brown Fellowship. Most striking and relevant to ASA was the data pertaining to the number and diversity of K-12 students in Arizona and the various reasons for the precipitous decline in public school enrollment since 2020. Heidi noted that this is an important level set for the Board and the school and said that the messaging of the value of the education we provide for students is more important than ever.

Action Items

Andrei Cherny left the meeting prior to the Action Items so Heidi moved the Action Item portion forward on the agenda in order to preserve a quorum

Approval of the August 26, 2024 Board of Directors Meeting Minutes

Allison Otu moved to approve the August 26, 2024 Board of Directors Meeting Minutes. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Larson, Pombo, Shivers, Stone, and Zinky voting in favor.]

Consent Agenda

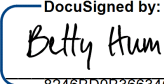
Leah highlighted the enrollment count in her Head of School Report; it is lower than anticipated and hoped for, but the enrollment remains steady from the start of school. Where we usually see student attrition in the first several weeks of school, we have actually gained four new students. Department Heads will adjust the budget where it can be adjusted on the back end, but student

experience, including teachers, will not be compromised in any way. The budget will be re-forecasted, but without compromising on delivering on our mission. There were no questions or comments on the Development and Marketing Director Report.

Adjournment

The agenda having been completed in totality, the meeting adjourned at 6:49 p.m.

Minutes reviewed and accepted on: October 28, 2024

Signed by:  _____, Board Member
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Arizona School for the Arts
Board of Directors Meeting Minutes
Friday, October 11, 2024 at 8:00 a.m.
Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	A	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	A	Andrei Cherny	A
Michelle Davidson	A	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	P	John Snider	P	Scott Stone	P
Annette Zinky	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	X	Karl Huck, Honorary Academic Faculty	X
Eva Luz Pombo, Honorary Student	X	Liam Wohler, Honorary Student	X	Leah Fregulia, Head of School/CEO	P
Leslie Tan Religioso, Development Director	X	Elizabeth (Liz) Shaw, Business Director	P	Carolyn Smith, Executive Assistant	P

Agenda Items

| Call to the Public

| Discussion Items

Finance Committee <ul style="list-style-type: none">Fiscal Year 2023-2024 Annual Financial Report	John Snider & Liz Shaw
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| Action Items

Approval of the Fiscal Year 2023-2024 Annual Financial Report

| 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

Minutes

The meeting was called to order at 8:01 a.m.

Call to the Public

No members of the public were present in the Zoom meeting so the Board moved to the Discussion Item.

Discussion Items

Finance Committee

For the benefit of new members of the Board, John Snider explained that the Fiscal Year 2023-2024 Annual Financial Report that was provided to the Board prior to the meeting was a summary of the monthly financial reports presented to the Board at each meeting. He said that it needs to be voted on for the state to accept it, but it is separate from the Budget and the Audit, which the Board also votes on at different times of the year. Elizabeth Shaw added that it ticks and ties to the monthly reporting, but it is presented in the state's required format.

Action Items

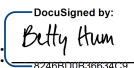
Approval of the Fiscal Year 2023-2024 Annual Financial Report

Betty Hum moved to approve the Fiscal Year 2023-2024 Annual Financial Report. The motion was seconded by Scott Stone and passed unanimously without further discussion. [Otu, Hum, Abraham, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Adjournment

The agenda having been completed in totality, the meeting adjourned at 8:04 a.m.

Minutes reviewed and accepted on: October 28, 2024

Signed by:  _____, Board Member



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Board of Directors Meeting Minutes
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Michelle Davidson	A	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	P	John Snider	P	Scott Stone	P
Annette Zinky	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	X	Karl Huck, Honorary Academic Faculty	X
Eva Luz Pombo, Honorary Student	X	Liam Wohler, Honorary Student	X	Leah Fregulia, Head of School/CEO	P
Leslie Tan Religioso, Development Director	X	Elizabeth (Liz) Shaw, Business Director	P	Carolyn Smith, Executive Assistant	P

Agenda Items

| Call to the Public

| Discussion Items

Finance Committee <ul style="list-style-type: none">Fiscal Year 2023-2024 Annual Financial Report	John Snider & Liz Shaw
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| Action Items

Approval of the Fiscal Year 2023-2024 Annual Financial Report

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Minutes

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Discussion Items

Finance Committee

For the benefit of new members of the Board, John Snider explained that the Fiscal Year 2023-2024 Annual Financial Report that was provided to the Board prior to the meeting was a summary of the monthly financial reports presented to the Board at each meeting. He said that it needs to be voted on for the state to accept it, but it is separate from the Budget and the Audit, which the Board also votes on at different times of the year. Elizabeth Shaw added that it ticks and ties to the monthly reporting, but it is presented in the state's required format.

Action Items

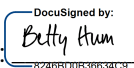
Approval of the Fiscal Year 2023-2024 Annual Financial Report

Betty Hum moved to approve the Fiscal Year 2023-2024 Annual Financial Report. The motion was seconded by Scott Stone and passed unanimously without further discussion. [Otu, Hum, Abraham, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Adjournment

The agenda having been completed in totality, the meeting adjourned at 8:04 a.m.

Minutes reviewed and accepted on: October 28, 2024

Signed by:  _____, Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, October 28, 2024 at 5:30 p.m.
On Campus: Building A, Room 128

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	A	Michelle Buckley	P	Andrei Cherny	A
Michelle Davidson	P	Carrie Larson	P	Dr. Lorisa Pombo	A
Nonnie Shivers	P	John Snider	P	Scott S. Stone	P
Annette Zinky	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P	Karl Huck, Honorary Academic Faculty	P
Eva Luz Pombo, Honorary Student	P	Liam Wohlert, Honorary Student	P	Leah Fregulia, Head of School/CEO	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

Musical Collaboration with Justin Pansing and Justin Kang	Eva Pombo & Liam Wohlert
Eva Pombo - Arizona State Board of Education, Student of the Month	Leah Fregulia

| Board Recognition

Welcome to Special Guest Mike Medici	Leah Fregulia
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| Discussion Items

Finance Committee <ul style="list-style-type: none"> Review September 2024 Financial Reports Banking Update Presentation of the Fiscal Year 2023-2024 Audit Revised Fiscal Year 2024-2025 Budget Draft 	John Snider & Liz Shaw
Resource Development Committee <ul style="list-style-type: none"> Board Fundraising Update Board Member Bingo! 	Leola Abraham & Leslie Religioso

Governance Committee <ul style="list-style-type: none"> • Bylaws Under Revision • Employee Handbook Policy Revision <ul style="list-style-type: none"> ◦ Possible Executive Session • Cultivating Prospective New Board Members • GC Moment: Teacher Shortage 	Nonnie Shivers & Leah Fregulia
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| Consent Agenda

Head of School Report	Leah Fregulia
Development & Marketing Director Report	Leslie Religioso

| Executive Session

New Personnel Policy Discussion	Leah Fregulia
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| Action Items

Approval of the September 23, 2024 Board of Directors Meeting Minutes
Approval of the October 11, 2024 Board of Directors Meeting Minutes
Approval of the Fiscal Year 2023-2024 Audit via Roll Call Vote
Approval of the Revised Employee Handbook Personnel Policy

| 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

Minutes

Board President Dr. Heidi Jannenga called the meeting to order at 5:34 p.m.

Call to the Public

The members of the public present at the meeting did not wish to address the Board; Heidi moved to the next agenda item.

Mission Moment

Student Honorary Board Members Eva Pombo and Liam Wohler presented a duet played live by two ASA high school students. Justin Kang, a 10th grade cellist, and Justin Pansing, an 11th grade guitarist, played Bachianas Brasileiras No 5, 1 - Aria by Heitor Villa-Lobos. Following their beautiful performance, Eva herself was recognized by Leah Fregulia, having been named one of two Students of the Month for October by the Arizona State School Board. A portion of her eloquent speech was played with the entirety being made available to the board members for a full viewing later.

Board Recognition

Mike Medici, as a guest at the board meeting, was recognized by Heidi and Leah. Mike is the former President and 43-year veteran of SmithGroup, Inc., an architectural firm that works with ASA in the planning and development of the campus. He shared his experience as a supporter of the arts, non-profit organizations, and educational institutions and expressed his interest in and support of ASA's mission.

Discussion Items

Finance Committee

Committee Chair John Snider noted that the monthly financial reports show that the school is running behind budget due to the lower than anticipated student enrollment. In order to have a more accurate financial picture each month, the Fiscal Year 2024-2025 budget has been revised to reflect the current student Average Daily Membership (ADM) and spending will be closely monitored to help offset the reduction of income. A draft of the revised budget was included in the meeting materials and will be voted on at the next meeting. John advised that as a Board, this change is something that will need their close attention over the year. Leah Fregulia added that it is the time to watch and see if this is a momentary downswing, or future ongoing trend for ASA.

John updated the Board that the planned investment of some of the school's cash reserves into higher yield accounts at the suggestion of Scott Stone has been effected and the school should see a better than anticipated return on investment.

Also included in the meeting materials were the FY24 Audit reports. A vote on the Audit would be called during the Action Items so that the Audit can be filed with the state by the November 15th deadline. Liz Shaw added that the Audit ticks and ties with the financial reports.

Resource Development Committee

In the absence of Committee Chair Leola Abraham, Leslie Religioso updated the Board on the totals towards their \$150k Give or Get Goal; to date, 62% of board members have made their personal giving commitment reaching \$42.4k. Leslie asked that the "Get" portion of their challenge be the focus of their efforts over the coming weeks as many companies make their charitable donations in the Fall. With a robust sponsorship program incorporating the Department Series, the Signature Series, and Showcase, there are many available marketing opportunities for companies who partner with ASA. Leslie then outlined various ways that board members can support the efforts of the RDC, such as joining coffee chats to develop fundraising strategies, attending and speaking at upcoming student performances, and sending gratitude notes to families. She reminded them about their BINGO cards and asked them to mark what they have accomplished, and requested they review the card for other ways to help. John noted that as the Board transitions toward a more fundraising-focused board, this is an important time to help support the school's mission. Allison Otu added that an easy thing to do is to share the school's social media posts with their own networks; in her experience, it has inspired conversations about ASA.

Governance Committee

Committee Chair Nonnie Shivers let the Board know that Betty Hum is leading the efforts to update the Board Bylaws with an assist from the school's legal counsel in the form of more recent samples. Nonnie also informed the Board that she helped revise an employee policy that would be discussed in more detail during an executive session later in the meeting. She then reminded the Board the Governance Committee is always looking to cultivate new members and asked that they look at their personal networks for those who have a knowledge base in fundraising, high level arts, and the medical field.

Nonnie then asked Leah to lead the discussion on a press release from Arizona School Personnel Administrators Association (ASPAA) that was shared with the Board prior to the meeting. Leah synthesized the teacher shortage statistics presented by ASPAA and how they relate to ASA. ASA's teaching positions are 100% filled by those highly qualified in their subject area, in comparison to 52.2% being filled by non-certified teachers and 25.4% being completely unfilled across the state. ASA uses the classification of "highly qualified" in the teacher's subject area as permitted for charter schools rather than necessarily "certified" to allow for a deeper base of knowledge and a richer

learning experience for our students. For example, ASA's Physics teacher (and former Honorary Board Member) Jeff Steinert, is one of seven actual Physicists in the state of Arizona. Leah then shared ASA's teacher recruiting practices including: an early start to the recruiting cycle, recruiting sources, and ASA's unique attractions as a workplace. Allison recommended that getting ASA's own students excited about the teaching profession may be helpful and John noted that as a unique attraction, ASA is one of the only charter schools that offer the Arizona State Retirement System (ASRS) rather than a less expensive, basic 401(k) as a benefit.

Consent Agenda

Leah highlighted some points from her Head of School Report including ASA's letter A grade from the state, the school's 5-year certification from Cognia, school year 2025-2026 student enrollment efforts, and exploration of reconfiguring the Dean roles to better support our middle and high school model. As a related topic, Allison reminded the Board of the ongoing Executive Director search and asked them to share the job description among their networks.

Leslie asked the Board to read her report if they have not already and noted that links to the Development Dashboard as well as fundraising tools are embedded in the report.

Action Items

Some Action Items were moved forward on the agenda to allow non-voting attendees to leave the meeting before the executive session.

Approval of the September 23, 2024 Board of Directors Meeting Minutes

Michelle Buckley moved to approve the September 23, 2024 Board of Directors Meeting Minutes. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Buckley, Davidson, Larson, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the October 11, 2024 Board of Directors Meeting Minutes

Michelle Davidson moved to approve the October 11, 2024 Board of Directors Meeting Minutes. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Jannenga, Otu, Hum, Buckley, Davidson, Larson, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the Fiscal Year 2023-2024 Audit via Roll Call Vote

Michelle Buckley moved to Fiscal Year 2023-2024 Audit. The motion was seconded by Betty Hum and passed unanimously via roll call vote without further discussion. [Jannenga, Otu, Hum, Buckley, Davidson, Larson, Shivers, Snider, Stone, and Zinky voting in favor.]

Executive Session

At 6:37 p.m. Michelle Davidson moved that the Board of Directors commence an executive session in order to discuss personnel matters. The motion was seconded by Allison Otu and passed unanimously without further discussion. [Jannenga, Otu, Hum, Buckley, Davidson, Larson, Shivers, Snider, Stone, and Zinky voting in favor.]

Executive session ended at 6:48 p.m.

Approval of the Revised Employee Handbook Personnel Policy

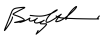
John Snider moved to approve the revised Employment of Relatives, Domestic Partners, & Romance in the Workplace Policy. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Buckley, Davidson, Larson, Shivers, Snider, Stone, and Zinky voting in favor.]

Adjournment

Michelle Buckley made a motion to adjourn. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Jannenga, Otu, Hum, Buckley, Davidson, Larson, Shivers, Snider, Stone, and Zinky voting in favor.]

The meeting adjourned at 6:51 p.m.

Minutes reviewed and accepted on: November 25, 2024

Signed by: , Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, November 25, 2024 at 5:30 p.m.
Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	P	Andrei Cherny	P
Michelle Davidson	P	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	P	John Snider	P	Scott Stone	P
Annette Zinky	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P	Karl Huck, Honorary Academic Faculty	P
Eva Luz Pombo, Honorary Student	A	Liam Wohlert, Honorary Student	P	Leah Fregulia, Head of School/CEO	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

Interdisciplinary Academic Projects	Eva Pombo & Liam Wohlert
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| Board Recognition

| Discussion Items

Finance Committee <ul style="list-style-type: none"> Financial Reports Revised Fiscal Year 2024-2025 Budget 	John Snider & Liz Shaw
Resource Development Committee <ul style="list-style-type: none"> Board Fundraising Update Tax Credit 101 	Leola Abraham & Leslie Religioso Leah Fregulia
Facilities Committee <ul style="list-style-type: none"> Town Hall Recap 	Annette Zinky & Leah Fregulia
Governance Committee <ul style="list-style-type: none"> Present New Member for Nomination Election: Impact on Education 	Nonnie Shivers & Leah Fregulia

Executive Director Search Update	Allison Otu
School Year 2025-2026 Calendar	Leah Fregulia

| Consent Agenda

Head of School Report <ul style="list-style-type: none"> • Performance Highlights • Campus Development Town Hall • Tax Credit 101 	Leah Fregulia
Development & Marketing Director Report	Leslie Religioso

| Action Items

Approval of the October 28, 2024 Board of Directors Meeting Minutes
Approval of the Revised Fiscal Year 2024-2025 Budget
Potential Approval of the School Year 2025-2026 Calendar (or hold until December)
Approval of New ASA Director Michael Medici to a 4-Year Term Beginning January 1, 2025

| 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 the purchase, sale, or lease of real property: ARS §38-431.03 (A)(7) Real Estate

Minutes

Board President Dr. Heidi Jannenga called the meeting to order at 5:31 p.m.

Call to the Public

No members of the public were present in the Zoom meeting; Heidi moved to the next agenda item.

Mission Moment

Student Honorary Board Member Liam Wohlert presented sample interdisciplinary academic projects that were completed by 9th grade students. These projects can include English Language Arts, Science, History, and even music. Artificial Intelligence was used in certain instances as a support tool to teach students the proper use of AI as it relates to schoolwork. Further, these projects will prepare students for 3QP and group projects on a larger scale. Liam noted that our students are fortunate to be at a school where the teaching teams work together to provide them with these learning opportunities.

Board Recognition

Heidi recognized Leola Abraham for the leadership role she has taken as Chair of the Resource Development Committee. Working in partnership with the Development Team, she is bringing fresh energy and ideas to the position.

Discussion Items

Finance Committee

Committee Chair John Snider let the Board know that the October financial reports on the portal reflect an updated balance sheet. He then reminded the Board that they will be voting on the revised Fiscal Year 2024-2025 Budget that was presented at the October meeting.

Resource Development Committee

Leola Abraham reminded the members of the board to keep up with their Bingo cards and then informed them that she was happy to report that the Board is nearly halfway to their Give & Get goal which is remarkable for November; she asked the Board to keep the momentum going. Leola then thanked those who have taken the time to send their batches of gratitude notes and asked that those who need support in doing their mailings to reach out; she also requested that those who have sent their notes to please report that to Leslie Religioso so she is aware of who has been thanked. Leola reminded the Board of the upcoming Signature Series performances and asked members to put in their ticket requests for themselves and guests. Leslie reported recent sponsorship renewals for Showcase.

Leah Fregulia gave the Board a short tutorial on the Arizona Tax Credit. She showed the varying levels single and married taxpayers can donate to different types of schools in the state as well as the types of tax credits taxpayers can take in addition to the school tax credit. She informed the Board that there is no limit to the number of programs taxpayers give to as long as they stay within the limits of each program.

Facilities Committee

Committee Chair Annette Zinky and Leah provided the Board with a brief overview of the town hall meeting that was held on November 13th to discuss opportunities and possibilities due to the remaining plots of land on the school's block being available for purchase.

Governance Committee

The Committee put forward Michael Medici as a new member of the ASA Board of Directors for a 4-year term beginning January 1, 2025 to be voted on in the Action Items. Leah then presented the potential impacts the November election can have on the school on both a national and state level including funding, grants, ESAs, curriculum, and standardized testing. It is difficult to predict at this time, but the general feeling is that education responsibility will be passed more into control at the state rather than the federal level.

Executive Director Search

As Chair of the Search Committee, Allison Otu informed the Board that the Committee has been interviewing the semi-finalist candidates put forward from Edgility's screening process. They now feel very confident in the two finalist candidates selected to come to campus to be interviewed by the Board and other stakeholders. Leah is working on coordinating dates with Edgility for the finalist interviews but hopes to have them done before the Winter Break.

School Year 2025-2026 Calendar

Leah provided the Board with an overview of the changes to the usual school calendar that will take place in the 2025-2026 school year should the Board decide to adopt the new calendar. The changes include moving Fall and Spring Breaks to align with surrounding school districts and various camps, Parent-Teacher Conference Days each semester, a Day of Service for students, and a return to two Showcase performances over two nights at the Orpheum Theater. The Board was given the option to vote on the calendar at this meeting or to wait until the December meeting if more consideration would be needed.

Consent Agenda

Leah reminded the Board that the December meeting is also the Board's holiday party which will be hosted at Moatable courtesy of Scott Stone and Betty Hum. Leah also mentioned that her Head of School report contains more fulsome details on the tax credit, the SY26 calendar as well as recent student performances and administrative recruiting efforts. Leslie asked the Board to make note of the Development Dashboard and fundraising tools available in her Development and Marketing Director report.

Action Items

Approval of the October 28, 2024 Board of Directors Meeting Minutes

Annette Zinky moved to approve the October 28, 2024 Board of Directors Meeting Minutes. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the Revised Fiscal Year 2024-2025 Budget

Scott Stone moved to approve the revised Fiscal Year 2024-2025 Budget. The motion was seconded by Michelle Davidson and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the School Year 2025-2026 Calendar

Andrei Cherny moved to approve the School Year 2025-2026 Calendar. The motion was seconded by Michelle Davidson and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of New ASA Director Michael Medici

Betty Hum moved to approve Michael Medici to a 4-Year Term as an ASA Board Director beginning January 1, 2025. The motion was seconded by Scott Stone and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Executive Session

At 6:35 p.m. Heidi Jannenga moved that the Board of Directors commence an executive session in order to discuss personnel matters. The motion was seconded by Andrei Cherny and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

The Executive Session ended at 6:44 p.m.

Adjournment

Allison Otu made a motion to adjourn. The motion was seconded by Michelle Buckley and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

The meeting adjourned at 6:45 p.m.

Minutes reviewed and accepted on: January 27, 2025

Signed by:  _____, Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Thursday, December 12, 2024 at 4:00 p.m.
On Campus: Building A, Room 111 and
Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	P	Andrei Cherny	P
Michelle Davidson	P	Carrie Larson	A	Dr. Lorisa Pombo	P
Nonnie Shivers	A	John Snider	P	Scott Stone	A
Annette Zinky	P	Michael Medici	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P
Karl Huck, Honorary Academic Faculty	A	Eva Luz Pombo, Honorary Student	A	Liam Wohler, Honorary Student	A
Leah Fregulia, Head of School/CEO	P	Leslie Tan Religioso, Development Director	X	Elizabeth (Liz) Shaw, Business Director	X
Carolyn Smith, Executive Assistant	X				

Agenda Items

| Call to the Public

| Executive Session

Executive Director Candidate Presentation & Interview	Candidate A
Executive Director Candidate Presentation & Interview	Candidate B

| The Board of Directors will 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

Minutes

At 4:00 p.m. Board President Dr. Heidi Jannenga called the meeting to order.

Call to the Public

No members of the public were present to address the Board in the Zoom room or in Room A-111.

Executive Session

At 4:01 p.m. John Snider moved that the Board of Directors commence an executive session in order to discuss personnel matters. The motion was seconded by Allison Otu and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Pombo, Snider, and Zinky voting in favor.]

Executive Session ended at 8:20 p.m.

Adjournment

Betty Hum made a motion to adjourn. The motion was seconded by Leola Abraham and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Pombo, Snider, and Zinky voting in favor.]

The meeting adjourned at 8:20 p.m.

Minutes reviewed and accepted on: January 27, 2025

Signed by:  _____, Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Friday, December 13, 2024 at 8:00 a.m.
Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	A	Michelle Buckley	P	Andrei Cherny	A
Michelle Davidson	A	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	A	John Snider	P	Scott Stone	P
Annette Zinky	A	Michael Medici	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	X
Karl Huck, Honorary Academic Faculty	X	Eva Luz Pombo, Honorary Student	X	Liam Wohler, Honorary Student	X
Leah Fregulia, Head of School/CEO	P	Leslie Tan Religioso, Development Director	X	Elizabeth (Liz) Shaw, Business Director	X
Carolyn Smith, Executive Assistant	X				

Agenda Items

| Call to the Public

| Executive Session

Review of Executive Director Candidate Interviews and Data	All
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| Action Items

Possible approval to extend an offer to Executive Director Candidate

| The Board of Directors will 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

Minutes

At 8:01 a.m. Board President Dr. Heidi Jannenga called the meeting to order.

Call to the Public

No members of the public were present in the Zoom room to address the Board; Heidi moved to the next agenda item.

Executive Session

At 8:02 a.m. Heidi Jannenga moved that the Board of Directors commence an executive session in order to discuss personnel matters. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Buckley, Larson, Pombo, Snider, and Stone voting in favor.]

Executive Session ended at 9:43 a.m.

Action Items

Approval to extend an offer to Executive Director Candidate

Allison Otu moved to approve that she, as Search Committee Chair, and Board President Heidi Jannenga proceed to the next steps with Executive Director Candidate A, up to and including extending an offer of employment. The motion was seconded by John Snider and passed unanimously without further discussion. [Jannenga, Otu, Hum, Buckley, Larson, Pombo, Snider, and Stone voting in favor.]

Adjournment

Scott Stone made a motion to adjourn. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Buckley, Larson, Pombo, Snider, and Stone voting in favor.]

The meeting adjourned at 9:55 a.m.

Minutes reviewed and accepted on: January 27, 2025

Signed by:  _____, Board Member



Arizona School for the Arts Board of Directors Meeting Minutes

Monday, January 27, 2025 at 5:30 p.m.

Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	P	Andrei Cherny	P
Michelle Davidson	P	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	P	John Snider	P	Scott Stone	P
Annette Zinky	P	Michael Medici	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P
Karl Huck, Honorary Academic Faculty	P	Eva Luz Pombo, Honorary Student	P	Liam Wohlert, Honorary Student	P
Leah Fregulia, Head of School/CEO	P	Leslie Tan Religioso, Development Director	P	Elizabeth (Liz) Shaw, Business Director	P
Carolyn Smith, Executive Assistant	P				

Agenda Items

| Call to the Public

| School Year 2025-2026 Lottery

| Mission Moment

Masterworks

Eva Pombo & Liam Wohlert

| Board Recognition

| Discussion Items

Finance Committee

- December 2024 Financial Reports
- S&P Report
- Present 2025-2026 Student Fees for Possible Approval

John Snider & Liz Shaw

Resource Development Committee

- Board Fundraising Update

Leola Abraham & Leslie Religioso

Facilities Committee <ul style="list-style-type: none"> Updated Site Plan Study and Next Steps 	Annette Zinky & Leah Fregulia
Governance Moment <ul style="list-style-type: none"> Governor's Education Priorities 2025 Response and Preparation for Executive Orders 	Leah Fregulia
Executive Director Search <ul style="list-style-type: none"> Offer & Acceptance Transition Planning 	Allison Otu

| Consent Agenda

Head of School Report	Leah Fregulia
Development & Marketing Director Report	Leslie Religioso

| Action Items

Approval of the November 25, 2024 Board of Directors Meeting Minutes
Approval of the December 12, 2024 Board of Directors Meeting Minutes
Approval of the December 13, 2024 Board of Directors Meeting Minutes
Approval of the 2025-2026 Student Fees
Approval of the NAU Jazz Madrigal Festival Trip, February 2025
Ratification of the Executive Director Compensation Package

| 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 the purchase, sale, or lease of real property: ARS §38-431.03 (A)(7) Real Estate

Minutes

Board President Dr. Heidi Jannenga called the meeting to order at 5:32 p.m.

Call to the Public

No members of the public were present in the Zoom meeting; Heidi moved to the next agenda item.

School Year 2025-2026 Enrollment Lottery

Recruiting and Enrollment Specialist Michal Davis shared her screen and ran the lottery of completed new applications for each grade through the school's Synergy software. Michal let everyone know that letters for new students will go on Friday, based on space availability, once the re-enrollment period for current students is completed at the end of the week.

Mission Moment

Student Honorary Board Members Eva Luz Pombo and Liam Wohlert presented quotes from fellow students conveying their excitement about their performance pieces at the upcoming Masterworks concert on February 11th. The students expressed the appreciation they felt for collaborating with other disciplines such as band, orchestra, and choir, and for the music they will be performing. The Board was reminded by Leah Fregulia that the new Executive Director, David Lujan, would be attending Masterworks and that it is a perfect opportunity to invite friends and possible donors to experience and appreciate ASA.

Board Recognition

Heidi recognized Board Vice President Allison Otu for her diligence as Chair of the Executive Director Search Committee, collaborating closely with our consultants, and culminating in an excellent result for the school. Allison expressed her thanks to the Committee and the Board as well as Leah for the work they all did to support her efforts.

Discussion Items

Finance Committee

Committee Chair John Snider informed the Board that the forecast report is more finely tuned than it was in the Fall as we are more set on expenditures and student revenue, making the fundraising efforts extremely important this year. Like many schools in the state, the reduction of student enrollment has negatively effected our income, making the school's financial position under target for our debt service coverage ratio. Fortunately, prudent saving in prior years allows us to cover the debt. The school has had exceptional one-time expenses this year, such as the Executive Director search and transition, that have caused us to dip into cash reserves, but we still have more than double the 60 days of cash on hand required by our bonds. John was asked if the current student enrollment trends can allow us to renegotiate the school's bond agreement; he explained that we cannot renegotiate until 2030, but the current bond rate is great and that we would want to maintain it. John stressed that the enrollment work Michal is doing is critical for next year's revenue.

Leah Fregulia apprised the Board that the annual S&P report has been submitted and reviewed with the S&P analysts. We have not yet received a final report, but the analysts indicated that it is unlikely that our S&P rating will change. John added that S&P is likely seeing a downslope in enrollment in many schools.

Leah reviewed the changes in the 2025-2026 student fees with the Board. The primary change is that the Student Activity Fee will be \$350 for all students as approved last year. Other changes include the addition of a \$50 fee for the new Pre-AP classes, the removal of Pay-to-Play fees, and the continuance of the Summer Bridge session at \$500.

Resource Development Committee

Leslie Religioso began with the reveal of this year's Showcase theme and logo: *Legacy: A Celebration of Excellence*, "marking 30 years that ASA has been at the forefront of education". The clean lines and vibrant color combination of the logo were admired by members of the board and Leslie credited Donor Relations & Marketing Manager Min Skivington with designing the logo.

Leola Abraham reviewed the sponsorship and ticket sale goals for Showcase, stressing the active part that the Board needs to play in making sponsorship connections for the Development Team. She gave useful examples of keeping the school in mind for introduction in their social and business circles and shared creative ideas for getting the school's name and mission in the wider community. Leslie followed up with dates of upcoming events that are good introduction opportunities.

Facilities Committee

Committee Chair Annette Zinky asked Leah to present the preliminary site plan for a potential youth arts campus incorporating the school's property as well as the church property next door. Leah then went over the next immediate steps by the Task Force in order to make the plans come closer to realization, including cost analysis and site program planning, which could alter the designs.

Governance Moment

Leah shared some of Governor Katie Hobbs' education priorities for 2025 some of which may affect ASA including: advocacy for Prop 123, seeking solutions to the Aggregate Expenditure Limitation for district K-12 school and community colleges, and demanding accountability and transparency for Empowerment Scholarship Accounts (ESAs). Leah then gave a brief overview of the preliminary steps and planning the school's administrative team is making in response to recent executive orders imposed by the new administration. Communications to faculty, families, and students went out last week.

Executive Director Search

Allison Otu gave a brief summary of the actions taken by the Board and Search Committee in December to secure David Lujan as the incoming Executive Director of ASA.

Consent Agenda

Leah directed the Board's attention to the current faculty and staff retention percentage for 2025-2026 based on the Letter of Intent responses. There may be some adjustment after contract signing in early March, but as of now a strong return for both faculty and staff is indicated. Leslie asked the Board to review the Development Dashboard as well as some department initiatives in her Development and Marketing Director report.

Action Items

Note: Board Member Scott Stone left the meeting prior to the Action Items portion of the meeting.

Approval of the November 25, 2024 Board of Directors Meeting Minutes

Betty Hum moved to approve the November 25, 2024 Board of Directors Meeting Minutes. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, and Zinky voting in favor.]

Approval of the December 12, 2024 Board of Directors Meeting Minutes

Andrei Cherny moved to approve the December 12, 2024 Board of Directors Meeting Minutes. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, and Zinky voting in favor.]

Approval of the December 13, 2024 Board of Directors Meeting Minutes

Andrei Cherny moved to approve the December 13, 2024 Board of Directors Meeting Minutes. The motion was seconded by Michelle Davidson and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, and Zinky voting in favor.]

Approval of the 2025-2026 Student Fees

Annette Zinky moved to approve the school's 2025-2026 student fees. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, and Zinky voting in favor.]

Approval of the NAU Jazz Madrigal Festival Trip, February 2025

Allison Otu moved to approve the NAU Jazz Madrigal Festival Trip in February. The motion was seconded by Leola Abraham and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, and Zinky voting in favor.]


Ratification of the Executive Director Compensation Package

Betty Hum moved to ratify the Executive Director compensation package. The motion was seconded by John Snider and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Cherny, Davidson, Larson, Pombo, Shivers, Snider, and Zinky voting in favor.]

Adjournment

The agenda having been completed in totality, the meeting adjourned at 7:00 p.m.

Minutes reviewed and accepted on: February 24, 2025

Signed by:  _____, Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, February 24, 2025 at 5:30 p.m.
On Campus: Building A, Room 128

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	A
Leola Abraham	P	Michelle Buckley	P	Andrei Cherny	A
Michelle Davidson	P	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	P	John Snider	A	Scott Stone	P
Annette Zinky	P	Michael Medici	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P
Karl Huck, Honorary Academic Faculty	A	Eva Luz Pombo, Honorary Student	P	Liam Wohlert, Honorary Student	P
Leah Fregulia, Head of School/CEO	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

Performance: ASA Chamber Singers

Eva Pombo & Liam Wohlert

| Board Recognition

| Discussion Items

Finance Committee

- Financial Reports

John Snider & Liz Shaw

Resource Development Committee

- Development Dashboard

Leola Abraham & Leslie Religioso

Governance Committee

- Presentation of Revised Bylaws
- Executive Committee Nominations
- Possible Upcoming Educational Impacts
- Legislative Update

Nonnie Shivers & Leah Fregulia

Executive Director First Week Reflections	David Lujan
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| Consent Agenda

Head of School Report	Leah Fregulia
Development & Marketing Director Report	Leslie Religioso

| Action Items

Approval of the January 27, 2025 Board of Directors Meeting Minutes
Approval of Spring 2026 Humanities Trip to London, UK

| 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

Minutes

Board Vice President Allison Otu called the meeting to order at 5:38 p.m.

Call to the Public

No members of the public in attendance wished to speak at the meeting; Dr. Heidi Jannenga moved to the next agenda item.

Mission Moment

Student Honorary Board Members Eva Luz Pombo and Liam Wohlert presented a live performance by ASA's Chamber Singers, directed by choir teacher Dr. Josef Curtis. The group sang "Dawn and Dusk" by Ken Steven for which they were awarded a rating of Superior at the NAU Jazz-Madrigal Festival earlier in the month.

Board Recognition

Leah Fregulia welcomed award winning jazz bassist Mel Brown to the meeting and asked him to introduce himself to the Board. Heidi recognized Nonnie Shivers for the extra work she has been putting in over the past month as Governance Committee Chair. Leah then recognized Heidi in turn for bringing violinist Bruce Kirkwood into the ASA orbit. On Friday the 21st, Bruce held a workshop with students who have been selected to perform with him at the donor salon in April. The workshop was followed by a performance and talk with all of the high school students.

Discussion Items

Finance Committee

Committee Member Scott Stone presented the January financial reports to the Board. Scott explained that the school is in a good financial position with healthy cash reserves earning us interest. The negative impact to funding this year has come from lower enrollment combined with some one-time expenses, but covenant-wise we are still in a good range. Improvements can be made by getting the school back to a consistently higher enrollment which will increase our funding from the state, but for now, fundraising is more important than ever this year. Leola Abraham echoed that fundraising is everyone's responsibility; a focus on the mission of the school and all it has to offer students and the community as a whole will have a great impact.

Resource Development Committee

- Leslie Religioso reported that the Annual Fund is trending ahead of this time last year, and the addition of ticket sales for Signature Series performances this year has been helpful. Tax Credit is trending behind this time last year and there will be a strong Tax Credit push over March and April to help boost those numbers. The Development Team will also be connecting with families who have not yet fulfilled their annual commitments.
- Leola gave an update on Showcase fundraising, sharing that we are more than halfway to our goal for sponsorship. She highlighted the sponsorships that have already been sold including a Patron level to Allison & Essen Otu and a Hearts for the Arts to Michelle & Brian Davidson and she thanked the Board for all of their efforts so far. Leola gave the Board an overview of the interactive sponsorship prospect document which was developed as an aid to prompt shared information and sponsorship asks. Leslie noted that Hearts for the Arts can be a great introductory ask for smaller sponsors; even though it is the lowest sponsorship level, they can add up to a fair portion of our goal.
- Leola and Leslie went over some upcoming dates that are important cultivation opportunities and secured two board members to speak at the spring Annual Parent Meetings.

Governance Committee

- Nonnie brought to the attention of the Board the revised bylaws that the Committee provided for their review. The primary change is that they have been modernized from the last couple of updates and the position of Secretary/Treasurer will be separated to two positions; the position of Treasurer will be occupied by whomever is the Chair of the Finance Committee. The new bylaws will be adopted at the next board meeting.
- Leah asked for nominations for officers on next year's Executive Committee before the next board meeting on March 24th. John Snider, Betty Hum, and Heidi will be rolling off the Board at the end of this fiscal year and two positions will need to be filled; Allison will be moving up to the position of President, leaving the roles of Vice President and Secretary open. Scott Stone will be Treasurer by virtue of taking over the Finance Committee Chairmanship when it is vacated by John. The officer slate will be voted on at the March meeting.
- Nonnie said that since January, there have been several executive orders that can impact education and employers, if not challenged in the courts. The primary negative impact can be on the school's federal funding, which ASA receives for lunch and special education programs, if the existing law is challenged and overturned. Nonnie then expounded on the categories of executive orders that are expected as well as already in place and gave examples of the types of wording and programs that may be under scrutiny with these orders. The school's practices, policies, and culture, making ASA what it is and always has been, need not change. She will continue to advise and keep us apprised as needed.
- Leah gave the Board an update on Proposition 123, which has some bipartisan support to continue the application of state land use fees to the classroom, primarily in the form of teacher pay. It is anticipated to be voted on in late November.

Executive Director | First Week Reflections

ASA's new Executive Director, David Lujan, expressed to the Board how excited he is by the prospect of a fully-fledged youth arts campus on our site, stating that it would be a treasure for the City of Phoenix and the arts in general, and making ASA a destination school. He admired the amount of groundwork Leah and the members of the task force have established and looks forward to taking on the project. David also communicated how impressed he is by our students and faculty as well as the Board and the amount of expertise they bring to ASA.

Consent Agenda

Leah noted the student enrollment work being done by Recruiting and Enrollment Specialist Michal Davis including personal outreach to applicants, additional tours and shadow days, and attendance at community events that expands awareness about ASA and increases the pipeline of future students. Current student retention for School Year 2025-2026 is 94%, but will fluctuate over the

summer. Allison added that Michal did great work at the Willo Home Tour and having her in this dedicated role is making a difference in enrollment. Leslie had nothing to add to her written report.

Action Items

Approval of the January 27, 2025 Board of Directors Meeting Minutes

Allison Otu moved to approve the January 27, 2025 Board of Directors Meeting Minutes. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Jannenga, Otu, Abraham, Buckley, Davidson, Larson, Pombo, Shivers, Stone, and Zinky voting in favor.]

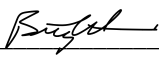
Approval of the Spring 2026 Humanities Trip to London, UK

Michelle Davidson moved to approve the Spring 2026 Humanities Trip to London, UK. The motion was seconded by Carrie Larson and passed unanimously without further discussion. [Jannenga, Otu, Abraham, Buckley, Davidson, Larson, Pombo, Shivers, Stone, and Zinky voting in favor.]

Adjournment

The agenda having been completed in totality, the meeting adjourned at 6:56 p.m.

Minutes reviewed and accepted on: March 24, 2025

Signed by: , Board Member



Arizona School for the Arts Board of Directors Meeting Minutes

Monday, March 24, 2025 at 5:30 p.m.

Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	P	Andrei Cherny	A
Michelle Davidson	P	Carrie Larson	P	Dr. Lorisa Pombo	P
Nonnie Shivers	P	John Snider	P	Scott Stone	P
Annette Zinky	P	Michael Medici	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P
Karl Huck, Honorary Academic Faculty	P	Eva Luz Pombo, Honorary Student	P	Liam Wohlert, Honorary Student	P
Leah Fregulia, Head of School/CEO	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

3QP

Eva Pombo & Liam Wohlert

Board Recognition

Discussion Items

Executive Director Update	David Lujan
Resource Development Committee <ul style="list-style-type: none"> Development Dashboard 	Leola Abraham & Leslie Religioso
Governance Committee <ul style="list-style-type: none"> Approve Revised Bylaws Education Landscape Presentation of Officer Slate Executive Director Review 	Nonnie Shivers, Leah Fregulia & Carrie Larson

Facilities Committee • Campus Walk and Summer Projects	Annette Zinky & Leah Fregulia
Site Planning Update	Leah Fregulia

| Consent Agenda

Head of School Report	Leah Fregulia
Development & Marketing Director Report	Leslie Religioso

| Action Items

Approval of the February 24, 2025 Board of Directors Meeting Minutes
Approval of the Revised Board Bylaws
Approval of the Board of Directors Officer Slate for 2-year Term Beginning July 1, 2025
Approval of the Percussion Ensemble Trip to Field of Steel in Tucson

| 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

Minutes

Board President Dr. Heidi Jannenga called the meeting to order at 5:30 p.m.

Call to the Public

No members of the public were present in the Zoom meeting; Heidi moved to the next agenda item.

Mission Moment

Student Honorary Board Members Eva Luz Pombo and Liam Wohlert shared a video of a portion of 11th grade student Isabel Gorin's 3rd Quarter Presentation (3QP) entitled "The Psychedelic Movement". Isabel provided audio and visual examples of the correlation between select pop and rock music from the late 1960s/early 1970s and the visual arts.

Board Recognition

Heidi recognized Board Member Carrie Larson for the assistance she provided over the last month revising the Executive Director review process. She also acknowledged and thanked those board members who have extended Donor Salon invitations to individuals who could be potential supporters of ASA's mission and goals.

Discussion Items

Executive Director Update

David Lujan expressed the admiration he felt experiencing his first 3QP week prior to Spring Break. He was struck by the serious investment by teachers, students, and families alike and said that he has never seen anything quite like it at any of the schools with which he has been involved; 3QP underlines what makes ASA so special. David also reported that he attended the Mock Trial State

Finals over the weekend and was impressed that ASA fielded two teams in a competition that included some of the best schools in Arizona.

David said that he is grateful for the overlapping time with Leah Fregulia and the opportunity to learn from her. Their focus over the next few months will be preparing for the 2025-2026 school year; Leah will be the face of the wrap up of 2024-2025, while David will be the face of the upcoming year, taking the lead at new parent meetings and scheduling one-to-one meetings with some established families to help build relationships. He said he is excited about starting the year with two excellent new Assistant Principals which will round off a strong administrative team to kick off 2025-2026.

Resource Development Committee

Committee Chair Leola Abraham reviewed fundraising activity including Showcase sponsorship; currently, we are 68% to goal for Annual Fund, 55% to goal for Tax Credit, and 83% to goal for Showcase sponsorship. She reminded board members to review the shared sponsor prospect list available to them on the portal to help the RDC and Development Team make sponsorship connections. Leslie Religioso added that she is tracking the percentages closely because she is a little concerned about how we are trending overall, especially in Tax Credit. She and David will be making personal calls to pledged families about their gifts for this year as well as next and a Tax Credit email and social media campaign will begin on March 25th.

Leola then reminded the Board of upcoming dates and asked them to continue to invite prospects to the Donor Salon on April 9th as there was still space available. She also asked for volunteers to speak at the two upcoming Signature Series events.

Governance Committee

- Committee Chair Nonnie Shivers reminded the Board that they will be voting on the revised Board Bylaws that were presented for review at the February 24th meeting.
- Nonnie gave an update on the education landscape in light of the proposed closure of the Federal Department of Education stating that it is very tumultuous right now due to continued movement in the courts and it is difficult to predict where public school funding for special education and lunch programs will end up. Right now the government focus is on higher education, but she will update the Board when more information becomes available.
- Leah and Nonnie presented nominations for the officer slate for July 1, 2025 through June 30, 2027 which was to be voted on during the Action Items. Allison Otu will become Board President, Michelle Davidson will assume the role of Vice President, Leola Abraham will become Secretary, and Scott Stone will become Treasurer as the Finance Committee Chair per the new Bylaws.
- Carrie reviewed the updates to the Executive Director review process to more accurately align with the role change from a Head of School to Executive Director and to reflect the goals set forth in the new job description.

Facilities Committee

Committee Chair Annette Zinky explained that the last Facilities Committee meeting included a campus tour with the Operations Director to review and discuss the school's summer maintenance projects. Leah added that in light of the current budget, only projects that are lower cost but have a higher impact on student experience will be completed, ie: paint touchup, grounds maintenance, etc. Any large projects or major repairs that are not anticipated at this point, would be capitalized which would not impact the operational budget.

Site Planning Update

Leah let the Board know that plans are advancing but that there was not much solidified at the present. A slide deck has been developed and David has written a prospectus that was shared with the Board on the portal. Phoenix Youth Symphony Orchestras (PYSO) continues to be ASA's key partner in the project and a joint board mixer is in the works so that members of the two Boards can get acquainted.

Consent Agenda

Leah highlighted the data points in her report that are prepared by the Senior Leadership Team (SLT) on a quarterly basis. Along with student enrollment numbers and faculty continuance rates, other data tracked includes academic teacher effectiveness, student arts proficiency, student activities, student discipline, and alumni outreach. Some of the data tracking is new this year and will become the baseline for tracking in future years. Leah will update the Board after the next SLT data share in June.

Action Items

Approval of the February 24, 2025 Board of Directors Meeting Minutes

Carrie Larson moved to approve the February 24, 2025 Board of Directors Meeting Minutes. The motion was seconded by Allison Otu and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the Revised Board Bylaws

Betty Hum moved to approve the Revised Board Bylaws. The motion was seconded by Michelle Davidson and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the Board of Directors Officer Slate for 2-year Term Beginning July 1, 2025

Betty Hum moved to approve the Board of Directors Officer Slate for 2-year Term Beginning July 1, 2025. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]


Approval of the Percussion Ensemble Trip to Field of Steel in Tucson

Allison Otu moved to approve the Percussion Ensemble Trip to Field of Steel in Tucson on April 4, 2025. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Jannenga, Otu, Hum, Abraham, Buckley, Davidson, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Adjournment

The agenda having been completed in totality, the meeting adjourned at 6:46 p.m.

Minutes reviewed and accepted on: April 28, 2025

Signed by:  _____, Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, April 28, 2025 at 5:30 p.m.
On Campus: Building A, Room 128

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	A	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	A
Leola Abraham	A	Michelle Buckley	A	Andrei Cherny	A
Michelle Davidson	P	Carrie Larson	P	Michael (Mike) Medici	P
Dr. Lorisa Pombo	P	Nonnie Shivers	P	John Snider	P
Scott S. Stone	P	Annette Zinky	P	Elizabeth (Liz) Guzman, Honorary Arts Faculty	P
Karl Huck, Honorary Academic Faculty	A	Eva Luz Pombo, Honorary Student	P	Liam Wohlert, Honorary Student	P
Leah Fregulia, Head of School/CEO	A	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

3QP Presentation

Eva Pombo & Liam Wohlert

| Board Recognition

| Discussion Items

Finance Committee <ul style="list-style-type: none"> February and March 2025 Financial Reports ASA Fiscal Year 2023-2024 Federal 990 Fiscal Year 2025-2026 Budget Update 	John Snider & Liz Shaw
Resource Development Committee <ul style="list-style-type: none"> Development Dashboard Showcase Dashboard 	Leola Abraham & Leslie Religioso
Governance Committee <ul style="list-style-type: none"> Presentation of Fiscal Year 2025-2026 Handbook Drafts 	Nonnie Shivers & David Lujan

<ul style="list-style-type: none"> ○ Community Handbook & Student Code of Conduct ○ Employee Handbook ○ Emergency Operations Plan ● Executive Director Review Process Final Draft ● Review of the Education Landscape ● Nomination of New Board Director 	
Site Planning Update	David Lujan

| Consent Agenda

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

| Action Items

Approval of the March 24, 2025 Board of Directors Meeting Minutes
Approval of the ASA Fiscal Year 2023-2024 Federal 990
Approval of Executive Director Review Process
Approval of Melvin Brown to Become a Member of the Board of Directors Beginning July 1, 2025

| The Board of Directors may vote to hold an executive session for the purpose of discussing the purchase, sale, or lease of real property pursuant to: ARS §38-431.03 (A)(7) Real Estate

| 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 Vice President Allison Otu called the meeting to order at 5:34pm and in honor of National Poetry Day read a poem created by Board President Dr. Heidi Jannenga in her absence.

Call to the Public

There were no members of the public present to comment on the agenda items, Allison moved on to the Mission Moment.

Mission Moment

Liam Wohlert introduced ASA 11th grade student Addison Gaffney. After explaining the 11th grade Third Quarter Presentation rubric for the 2023-2024 school year, Addison presented a 5-minute portion of her 20-minute presentation that highlighted the premise of adapting classical music to reach 21st century audiences through dance movement and stylization.

Board Recognition

Allison recognized Board Member Andrei Cherney who submitted his resignation from the Board effective July 1, 2025; she thanked Andrei for his contributions and insights during his tenure. She then recognized ASA's Business & HR Director, Elizabeth Shaw for her efforts over the last few months in keeping the current year's budget and financial reports clean while simultaneously

working with Administration to develop the FY26 budget and maintain all of the state and federal required filings. David Lujan said that in addition to all of the financial reporting, Liz has been keeping atop of all employee and vendor contracts and he has come to know her dedicated work ethic in his first few months at ASA. John Snider wished to add that he has relied on Liz' exacting skills over the 10 years that he has been working with her on the Finance Committee.

Discussion Items

Finance Committee

John let the Board know that the finances are in good shape considering the lower enrollment this year due to the continuance of strict expense management. We have had to dip a little into cash reserves for some unusual one-time expenses; but this year has shown us the school's break even point. In his 18 years involved with ASA, this is the only year the school has operated at a loss, but next year is looking materially better. The current enrollment numbers for next year, allowing for attrition, are 70-80 students more than this year and higher than the number for which the Fiscal Year 2025-2026 budget is set. Liz will continue to keep the Finance Committee and the Board apprised during the budget process.

Resource Development Committee

- The Board has reached \$95K of the \$150K Give & Get goal and Leslie Religioso feels confident that the goal is attainable by the end of the fiscal year with a final push by the Board in Tax Credit, Showcase sponsorship outreach, and Showcase ticket sales, which begin the following day. Leslie introduced a 10-Ticket Challenge to the Board asking them to try to introduce ASA to potential sponsors who may not yet be ready to purchase a sponsorship through ticket purchases.
- Leslie asked Liz Guzman, who is also part of the Showcase planning committee, to give the Board an overview of the two shows on the night of May 29th. Allison said that she is excited to see Showcase back at the Orpheum because it is an ideal venue to highlight the excellence of ASA and reinforced the 10-Ticket Challenge; John added that the challenge is also a great opportunity for potential student recruitment. David said that in that spirit, some of the dress rehearsal time will be filmed by a videographer provided by Bruce Kirkwood to incorporate into an ASA promo reel that he is donating to the school.
- Leslie asked the Board for their support of Teacher Appreciation week with their annual sponsorship of a lunch from Little Miss Barbeque for the faculty and staff, providing a QR code through which they can make their donations.
- Leslie revealed ASA's 2023-2024 Annual Report, providing a link to the online version and asked the Board to pay particular attention to the "Creative Thinkers & Leaders in Action". And the "Class of 2024 Profile" sections. Printed copies will be available soon and serve as an excellent resource to introduce ASA to potential donors.

Governance Committee

- David informed the Board that draft copies of the 2025-2026 Community Handbook (CHB), Student Code of Conduct (SCC), Employee Handbook (EHB), and Emergency Operations Plan are available on the Board portal for their review prior to the vote on the final drafts at the May meeting. Changes to the CHB, SCC, and EHB are minimal this year and predominantly pertain to adding in policies the Board approved over the course of this year. The Emergency Operations Plan is a complete overhaul, taking information from the former Emergency Response Plan and incorporating it into templates provided by the state.
- Committee Chair Nonnie Shivers then gave an overview of the challenges to executive orders relating to education that are currently going through various courts. She also provided the Board with information on federal initiatives that can affect the educational landscape over the next few months.

Site Plan Update

David told the Board that there will be an executive session after the Action Items to both allow him to provide his update and for the Board to discuss options.

Consent Agenda

- David highlighted from his Executive Director Report that while 2025-2026 enrollment efforts were ongoing, the enrollment for next school year currently stands at 766, including overall attrition, and the FY26 budget is set at 730 students, so we have some leeway, but enrollment may actually end up higher than projected at the moment. David also pointed out that next year, the 8th grade will become part of the Upper School and follow the high school schedule; this will better prepare our students for the high school experience and also hopefully help decrease the 8th-to-9th attrition rate which has been traditionally the highest.
- Leslie asked the Board to note in her report that we have reached 75% of our fundraising goal and 81% of the Tax Credit goal, both of which have been impacted by our lower enrollment number this year; she is hoping to counteract some of the downturn with the upcoming Annual Parent Meetings. The Development Department will also be emphasizing matching gifts with donors as many of them do not realize that their employers provide matching gifts for their charitable contributions. It was asked if this month's donor salon raised a decent amount of funds; David responded that while Bruce Kirkwood was an excellent spokesperson, it turned out to be more of a relationship building event and asked that the board members reach out again to those they invited but did not come and perhaps invite them to Showcase. Allison pointed out that it sometimes requires several touch points to involve a new person as a donor.

Action Items

Approval of the March 24, 2025 Board of Directors Meeting Minutes

Michael Medici moved to approve the March 24, 2025 Board of Directors Meeting Minutes. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Otu, Davidson, Larson, Medici, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the Fiscal Year 2023-2024 Federal 990

Michelle Davidson moved to approve the Fiscal Year 2023-2024 Federal 990. The motion was seconded by Carrie Larson and passed unanimously without further discussion. [Otu, Davidson, Larson, Medici, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the Executive Director Review Process

Michael Medici moved to approve the Executive Director Review Process. The motion was seconded by Lorisa Pombo and passed unanimously without further discussion. [Otu, Davidson, Larson, Medici, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of New ASA Director Melvin Brown

Nonnie Shivers moved to approve Melvin Brown to a 4-Year Term as an ASA Board Director beginning July 1, 2025. The motion was seconded by Michelle Davidson and passed unanimously without further discussion. [Otu, Davidson, Larson, Medici, Pombo, Shivers, Snider, Stone, and Zinky voting in favor]

Executive Session

At 6:34 p.m. John Snider moved that the Board of Directors commence an executive session in order to discuss the purchase, sale, or lease of real property pursuant to: ARS §38-431.03 (A)(7). The motion was seconded by Scott Stone and passed unanimously without further discussion. [Otu, Davidson, Larson, Medici, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]


The Executive Session ended at 6:58 p.m.

Adjournment

Scott Stone made a motion to adjourn. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Otu, Davidson, Larson, Medici, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

The meeting adjourned at 6:59 p.m.

Minutes reviewed and accepted on: May 19, 2025

Signed by:  _____, Board Member



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, May 19, 2025 at 5:30 p.m.
On Campus: Building A, Room 128

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	A	Andrei Cherny	A
Michelle Davidson	P	Carrie Larson	P	Michael Medici	P
Dr. Lorisa Pombo	A	Nonnie Shivers	P	John Snider	A
Scott Stone	P	Annette Zinky	P	Melvin (Mel) Brown	A
Elizabeth (Liz) Guzman, Honorary Arts Faculty	P	Eva Luz Pombo, Honorary Student	A	Liam Wohlert, Honorary Student	P
Leah Fregulia, Head of School/CEO	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

School Honors Performances

Eva Pombo & Liam Wohlert

| Board Recognition

| Discussion Items

Finance Committee

- April 2025 Financial Reports
- Fiscal Year 2025-2026 Budget Draft

John Snider & Liz Shaw

Resource Development Committee

- Development Dashboard
- Showcase Update

Leola Abraham & Leslie Religioso

Governance Committee

- Fiscal Year 2025-2026 Handbook Final Drafts for Approval
 - Community Handbook & Student Code of Conduct
 - Employee Handbook

Nonnie Shivers & David Lujan

<ul style="list-style-type: none"> ○ Emergency Operations Plan ● Education Landscape Review 	
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| Consent Agenda

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

| Action Items

Approval of the April 28, 2025 Board of Directors Meeting Minutes
Approval of the Fiscal Year 2025-2026 Community Handbook
Approval of the Fiscal Year 2025-2026 Student Code of Conduct
Approval of the Fiscal Year 2025-2026 Employee Handbook
Approval of the Fiscal Year 2025-2026 Emergency Operations Plan

| 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 discussing the purchase, sale, or lease of real property pursuant to: ARS §38-431.03 (A)(7) Real Estate

| 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. Heidi Jannenega called the meeting to order at 5:33 p.m.

Call to the Public

Heidi welcomed ASA parent Mary Bankhead to the meeting. Ms. Bankhead did not wish to address the Board, so Heidi moved to the next agenda item.

Mission Moment

Liam Wohler explained to the Board that Juniors and Seniors can receive honors credit in their chosen art by, among other things, being scored on a performance piece. Liam then impressed the Board with his previously scored performance piece, "Available in Blue" by Joe Locke on the vibraphone Mr. Locke himself played when he made a guest appearance at ASA several years ago.

Board Recognition

Heidi and David Lujan welcomed Marcelino Quiñonez as a guest and a potential new board member. Marcelino shared some of his background as a former ASA faculty member and parent as well as his time in the Arizona Legislature and his current role at ASU.

Leah Fregulia then individually recognized and thanked Heidi, Betty Hum, John Snider, and Liz Guzman for their service to the Board as their terms will be ending at the end of the fiscal year.

Discussion Items

Finance Committee

Scott Stone told the Board that the Finance Committee has a great deal of confidence in the promising enrollment numbers for next school year and the conservative student count used as a basis for the Fiscal Year 2025-2026 budget draft that is on the portal for their review. Liz Shaw added that there are hopes that the Average Daily Membership (ADM) will be higher than expected. David explained that the budget draft is based on an ADM of 730 students, but we are currently anticipating 780 students on the first day. He commended Admissions & Enrollment Specialist Michal Davis for the great job she has done this year with recruiting and establishing reliable structures in her department. Scott also mentioned the pipeline of future students that has been established by Michal's attendance at downtown neighborhood events, prompting David to inform the Board that he has met with a local realtor association to establish ASA in their minds as an educational option for their clients. Heidi and David reminded the Board that the budget will have a preliminary vote at the June meeting with a final vote held via Zoom in early July.

Resource Development Committee

- Leslie Religioso shared that the April Annual Parent Meetings helped to boost the prepaid numbers for the Annual Fund and that there will be more engagement with new families over the summer.
- As of that afternoon, the \$50K goal for Showcase sponsorship has been met and ticket sales are underway. Leslie predicted, based on previous years, that the heaviest ticket sales will occur this week and into the beginning of next; the goal is \$37,500 (need to gross \$65,000 to cover production expenses). Leslie reminded the Board of the ticket challenge she established at the prior meeting as tickets are a good way to introduce potential sponsors to ASA with a smaller immediate financial commitment.
- The alumni honorees have been announced:
 - Distinguished Alum - Major Samantha Howard, PhD, Class of 2007
 - Rising Star Alum - Taylor Upsahl, Class of 2017
 - Rising Start Alum - Jonathan Salcedo, Class of 2019Both Samantha and Jonathan will be attending the first show at Showcase.
- Leslie gave an overview of the Showcase sponsors, including Hearts for the Arts, and thanked the Board for their participation. She also shared the seating sections at the Orpheum for sponsors and the Board.

Governance Committee

- David informed the Board that there has been no substantive changes to the Fiscal Year 2025-2026 handbooks from the drafts they received for review at the prior meeting. There were no questions or comments from the Board regarding any of the handbooks.
- Committee Chair Nonnie Shivers discussed the current issues faced by higher education institutions due to executive orders and Department of Justice initiatives and explained how they might filter down to lower education. As ASA receives minimal federal funding, we need to keep aware of and changes in law made at the state or local levels and be mindful that this is a constantly evolving situation.

Consent Agenda

David reiterated the anticipated student count for next school year and announced to the Board that all but two faculty openings have been filled for the 2025-2026 school year, with promising candidates lined up for those openings. He then gave a short rundown of the facility projects planned for the summer while students and faculty are off campus.

Action Items

Approval of the April 28, 2025 Board of Directors Meeting Minutes

Michael Medici moved to approve the April 28, 2025 Board of Directors Meeting Minutes. The motion was seconded by Michelle Davidson and passed unanimously without further discussion. [Jannenga Otu, Hum, Abraham, Davidson, Larson, Medici, Shivers, Stone, and Zinky voting in favor.]

Approval of the Fiscal Year 2025-2026 Handbooks

As there were no changes or objections to any of the Fiscal Year 2025-2026 handbooks, Heidi Jannenga proposed that they all be approved in one motion. Betty Hum moved to approve the Fiscal Year 2025-2026 Community Handbook, Student Code of Conduct, Employee Handbook, and Emergency Operations Plan. The motion was seconded by Carrie Larson and passed unanimously without further discussion. [Jannenga Otu, Hum, Abraham, Davidson, Larson, Medici, Shivers, Stone, and Zinky voting in favor.]

Executive Session

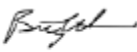
At 6:17 p.m. Michelle Davidson moved that the Board of Directors commence an executive session in order to discuss personnel matters pursuant to: ARS §38-431.03 (A)(1) and the purchase, sale, or lease of real property pursuant to: ARS §38-431.03 (A)(7). The motion was seconded by Michael Medici and passed unanimously without further discussion. [Jannenga Otu, Hum, Abraham, Davidson, Larson, Medici, Shivers, Stone, and Zinky voting in favor.]

The executive session ended at 6:36 p.m.

Adjournment

The agenda having been completed in totality, the meeting adjourned at 6:37 p.m.

Minutes reviewed and accepted on: June 23, 2025

Signed by: , Board Member



Arizona School for the Arts Board of Directors Meeting Agenda

Monday, June 23, 2025 at 5:30 p.m.

Zoom Meeting: 816 6774 4596 Passcode: 119599

Attendance (Voting Members in **Bold**)

Dr. Heidi Jannenga, President	P	Allison Otu, Vice President	P	Betty Hum, Secretary/Treasurer	P
Leola Abraham	P	Michelle Buckley	P	Andrei Cherny	A
Michelle Davidson	A	Carrie Larson	P	Michael Medici	A
Dr. Lorisa Pombo	P	Nonnie Shivers	P	John Snider	P
Scott Stone	P	Annette Zinky	P	Melvin (Mel) Brown	P
Elizabeth (Liz) Guzman, Honorary Arts Faculty	P	Eva Luz Pombo, Honorary Student	A	Liam Wohler, Honorary Student	A
Leah Fregulia, Head of School/CEO	P	David Lujan, Executive Director	A	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

Showcase Highlight Reel

Leah Fregulia

Board Recognition

Discussion Items

Finance Committee

- May 2025 Financial Reports
- Fiscal Year 2025-2026 Budget Final Draft for Approval

John Snider & Liz Shaw

Resource Development Committee

- Development Dashboard
- Final Showcase Update

Leola Abraham & Leslie Religioso

Governance Committee

- New Board Member Nomination
 - Marcelino Quiñonez
- Education Landscape Review

Nonnie Shivers & David Lujan

| Consent Agenda

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

| Action Items

Approval of the May 19, 2025 Board of Directors Meeting Minutes
Approval of the Proposed Fiscal Year 2025-2026 Budget
Approval of Marcelino Quiñonez becoming a Member of the Board of Directors beginning July 1, 2025
Approval of the ASA Amphitheatre being named for Leah Fregulia

| 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

Minutes

Board President Dr. Heidi Jannenega called the meeting to order at 5:32 p.m.

Call to the Public

No members of the public were present in the Zoom meeting; Heidi moved to the next agenda item.

Mission Moment

Leah Fregulia presented a highlight reel from the 2025 Showcase. She offered her thanks and congratulations to the arts faculty for their hard work on organizing two very high quality shows, particularly Liz Guzman and Dr. Tom Breadon who took on the production lead. This was the first time the Showcase was back at the Orpheum since the pandemic and in many instances this is the first Orpheum experience for many families and it was very well received.

Board Recognition

As this was Heidi's final meeting as President and a member of the Board of Directors she thanked the entire Board and the school's Senior Leadership Team for the support provided during a very transitional year including Leah's retirement and David Lujan's onboarding. She voiced her confidence in Allison Otu and the remaining board members to continue the progress made this year to advance the mission of ASA. Leah added that she particularly thanks Betty Hum for her unflagging support of the school and Michelle Davidson for stepping up into a leadership role on the Board and for both for their efforts to bring new people and new connections into the ASA fold.

Discussion Items

Finance Committee

John Snider said that the current reports reflect that the school will end the year just shy of the financial break even point due to unusual one-time expenses and a lower than usual average daily membership (ADM). The benefit is that it allowed the Committee to gauge the necessary ADMs for both the break even for the budget and the break even for the bond covenants. Allowing for this, the

ADM for the proposed Fiscal Year 2025-2026 Budget is a conservative 730 ADM, which will be voted on during the Action Items. John and Liz Shaw then reviewed the budget approval process with the Board with the final approval of the budget scheduled for July.

Resource Development Committee

Leslie Religioso presented the fundraising highlights from the current fiscal year and the resulting areas of fundraising opportunity for the coming year. Overall, ASA met 93% of the \$773K fundraising goal for fiscal year 2024-2025, but because of the anticipated increase in students for 2025-2026 we can experience growth in the annual fund and tax credit; Leslie also highlighted plans to apply for more grants and solicit more sponsorships. She then thanked the Board for 100% participation in their Give or Get Goal reaching \$101K out of \$150K. Leslie made a special acknowledgement of Committee Chair Leola Abraham, Heidi Jannenga, Allison Otu, Michelle Buckley, Betty Hum, and Lorisa Pombo for their efforts. Allison then thanked Leslie and Leola for their leadership and remarkable fundraising efforts during a challenging year.

Governance Committee

Committee Chair Nonnie Shivers reminded the Board that Marcelino Quiñonez is nominated as a new member of the Board beginning July 1st and his election to the Board will be voted on in the Action Items. She then gave an update on the current educational landscape including some issues occurring at some local school districts. Nonnie recommended that the Board follow the social media accounts of local lawmakers to keep abreast of topics of interest.

Consent Agenda

Leah Fregulia apprised the Board that allowing for attrition, the current student enrollment number for the start of the 2025-2026 school year is 800 due to the dedicated efforts of the administrative staff and Board alike. The focus has not only been on the number of applicants but ensuring that the applicants are aligned with ASA's mission and values through excellent marketing and screening. Next year these efforts will continue with a dedicated Student Enrollment & Campus Life Manager. There have been no new meetings of the Site Development Task Force, but David Lujan has made applications for exploration grants to allow us to move forward with a business plan. Leah added that the school has received the preliminary state testing scores which will be shared in detail at the August meeting, but while there is room for growth, it appears at this time ASA will keep its "A" rating. Leslie had nothing to add to her report.

Action Items

Approval of the May 19, 2025 Board of Directors Meeting Minutes

Annette Zinky moved to approve the May 19, 2025 Board of Directors Meeting Minutes. The motion was seconded by Lorisa Pombo and passed unanimously without further discussion. [Jannenga Otu, Hum, Abraham, Buckley, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the Proposed Fiscal Year 2025-2026 Budget

Scott Stone moved to approve the Proposed Fiscal Year 2025-2026 Budget. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga Otu, Hum, Abraham, Buckley, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of Marcelino Quiñonez becoming a Member of the Board of Directors

Allison Otu moved to approve Marcelino Quiñonez becoming a Member of the Board of Directors beginning July 1, 2025. The motion was seconded by Nonnie Shivers and passed unanimously without further discussion. [Jannenga Otu, Hum, Abraham, Buckley, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Approval of the ASA Amphitheatre being named for Leah Fregulia

John Snider moved to approve the ASA Amphitheatre being named for Leah Fregulia. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Jannenga Otu, Hum, Abraham, Buckley, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

Executive Session

At 6:32 p.m. Michelle Buckley moved that the Board of Directors commence an executive session in order to discuss personnel matters pursuant to: ARS §38-431.03 (A)(1). The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Jannenga Otu, Hum, Abraham, Buckley, Larson, Pombo, Shivers, Snider, Stone, and Zinky voting in favor.]

The executive session ended at 6:35 p.m.

Adjournment

The agenda having been completed in totality, the meeting adjourned at 6:35 p.m.

Minutes reviewed and accepted on: August 25, 2025

Signed by: Leola A. Abraham, Board Member
Leola A. Abraham (Aug 29, 2025 06:51:54 PDT)