



Arizona School for the Arts
Board of Directors Meeting Minutes
Monday, October 27, 2025 at 5:30 p.m.
On Campus: Building A, Room 129

Attendance (Voting Members in **Bold**)

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

Agenda Items

| Call to the Public

| Mission Moment

Student Percussion Trio Performance • "Violet" from <i>Swatches</i> by Josh Gottry	Eva Pombo & Liam Whohlet
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| Board Recognition

| Discussion Items

Finance Committee • July & August 2025 Financial Reports • Fiscal Year 2024-2025 Annual Financial Reports • Fiscal Year 2024-2025 Audit Update	Scott Stone & Liz Shaw
Resource Development Council • Development Dashboard	Allison Otu & Leslie Religioso
Governance Committee • New Board Member Nominations • Updated Enrollment Policy & Procedures	Nonnie Shivers & David Lujan

Classroom Mosaic Program & Fiscal Year 2025-2026 Teacher Evaluation Handbook	David Lujan
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| Consent Agenda

Board President Updates	Allison Otu
Executive Director Report	David Lujan
Development & Marketing Director Report	Leslie Religioso

| Action Items

Approval of the September 29, 2025 Board of Directors Meeting Minutes
Approval of the Fiscal Year 2024-2025 Annual Financial Report via Roll Call Vote
Approval of the Revised Enrollment Policies and Procedures
Approval of the Classroom Mosaic Program and the Fiscal Year 2025-2026 Teacher Evaluation Handbook
Approval of the School Year 2026-2027 Calendar
Approval of David Alderslade becoming a Member of the Board of Directors beginning Dec 1, 2025
Approval of Jennifer Delgado becoming a Member of the Board of Directors beginning Dec 1, 2025

| 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 Allison Otu called the meeting to order at 5:32 p.m.

Call to the Public

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

Mission Moment

Eva Pombo introduced three percussion students -- 10th graders Alice Elder and Milo Vining as well as fellow Student Honorary Board Member, Liam Wohlert -- for the next in a series of live performance Mission Moments. Liam explained the origins of the performance piece and the trio played "Violet" from *Swatches* by Josh Gotty in three parts on the same marimba.

Board Recognition

David Lujan recognized Student Information Coordinator Austin Leon and Front Office Coordinator Rhonda Mullins from the school operations staff. He praised the excellent, multi-faceted work they do with grace under pressure and noted some of each of their achievements over the past year. Allison conveyed the pleasant interactions she has always experienced with the front office team as a parent.

Discussion Items

Finance Committee

Committee Chair Scott Stone noted that the July and August financial reports on the Board Portal reflect that ASA is as expected at that time of the year considering the Average Daily Membership. Liz Shaw explained that the Fiscal Year 2024-2025 Annual Financial Report has been uploaded to the state and they will be approving it by roll call vote during the Action Items. Liz added that the Fiscal Year 2024-2025 Audit is close to being completed by the school's outside accounting firm and will likely be ready for approval at the November board meeting.

Resource Development Council

Allison requested that the board members who have not done so already, complete the homework assignment she assigned at the August meeting as it is a foundational component in reaching the Board's goals for the year. It is important to open new sponsorship avenues if the school is to reach the \$1 million fundraising goal. Leslie Religioso reviewed the simplified sponsorship options for Signature Series and Showcase including the new \$500 Small Business Sponsor level which is designed to welcome local businesses who want to invest in ASA students; David added that it ties in nicely with the homework assignment and allows small businesses in their networks become introduced to ASA and may lead to larger sponsorships in the future. Leslie and David then reviewed the Spotlight Breakfast dates and themes coming over the next few months.

Governance Committee

David explained two items up for approval during the Action Items. First, David Alderslade and Jennifer Delgado, who were introduced to the Board at the September meeting, are nominated for membership on the Board beginning December 1st. Next, the Enrollment Policy & Procedures have been updated to align with new processes developed by Operations Director Michal Paris Davis. Enrollment policies and procedures are required by ASBCS to be Board -approved and posted on the school's website.

Classroom Mosaic Program & Fiscal Year 2025-2026 Teacher Evaluation Handbook

David explained that as required by ARS §15-189.06, all charter schools are to have a clear annual rating system for teachers and principals. Principal Elma Dzanic Bass and her team have developed a clear, structured evaluation plan supported by a complete faculty handbook and Classroom Mosaic, an online evaluation system, both of which are accessible to all teachers at all times. This will allow teachers to be more accountable and build on feedback and for administrators and academic coaches to be more efficient.

Consent Agenda

Board President Updates

Allison reported to the Board that she has met with the grade level Parent Coordinators and they will be working together to find ways the PC can support the Board's goals, including promoting ASA's open houses and school tour dates as Allison has been doing with her own network.

Executive Director Report

David highlighted in his report the timeline for the development of the next 3-year strategic plan. Our consultant Ildi Lazko-Kerr, who assisted in the development of the current plan, noted that we will need to get an earlier start this cycle in order to have a finished plan ready to launch at the end of 2026. To that end, David will be in contact with the Board to decide if a planning session in January will be separate from or included in the Board meeting.

Development & Marketing Director Report

Leslie asked the Board to make note of some upcoming fundraising initiatives and activities. Annual Fund campaign, *Let the Arts Play On*, will launch in November and will focus on the performing arts needs of the school such as instruments, dancewear, and script rights. Fifth grade parent Michael Mallin has designated ASA as the beneficiary for his band's entry in the [Law Rocks Phoenix](#) competition; ASA will receive proceeds from ticket sales, donations, and sponsorships raised specifically on behalf of Probestus. ASA students can participate in the peer-to-peer Kindness

Challenge which will allow them, with parental supervision, to reach out via email to people in their networks -- family, friends, etc. - and help raise funds for the school, potentially reaching people out of state who would not normally be a resource. Both initiatives will directly support the Annual Fund and the *Let the Arts Play On* campaign.

Allison wanted to draw attention to the Signature Series events mentioned in Leslie's report. The Fall Dance Recital and the Fall musical, *Seussical*, are ideal opportunities to bring potential donors and introduce them to ASA. David added that Choral Collage on December 16th is another such event and details on the reception prior to the concert will be forthcoming.

Action Items

Approval of the September 29, 2025 Board of Directors Meeting Minutes

Michelle Buckley moved to approve the September 29, 2025 Board of Directors Meeting Minutes. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Otu, Abraham, Stone, Buckley, Larson, Pombo, and Zinky voting in favor.]

Approval of the Fiscal Year 2024-2025 Annual Financial Report via Roll Call Vote

Scott Stone moved to the Fiscal Year 2024-2025 Annual Financial Report. The motion was seconded by Leola Abraham and passed unanimously via roll call vote without further discussion. [Otu, Abraham, Stone, Buckley, Larson, Pombo, and Zinky voting in favor.]

Approval of the Revised Enrollment Policies and Procedures

Carrie Larson moved to approve the Revised Enrollment Policies and Procedures. The motion was seconded by Michelle Buckley and passed unanimously without further discussion. [Otu, Abraham, Stone, Buckley, Larson, Pombo, and Zinky voting in favor.]

Approval of the Classroom Mosaic Program and the Fiscal Year 2025-2026 Teacher Evaluation Handbook

Lorisa Pombo moved to approve the Classroom Mosaic Program and the Fiscal Year 2025-2026 Teacher Evaluation Handbook. The motion was seconded by Scott Stone and passed unanimously without further discussion. [Otu, Abraham, Stone, Buckley, Larson, Pombo, and Zinky voting in favor.]

Approval of the School Year 2026-2027 Calendar

Leola Abraham moved to approve the School Year 2026-2027 Calendar. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Otu, Abraham, Stone, Buckley, Larson, Pombo, and Zinky voting in favor.]

Approval of David Alderslade becoming a Member of the Board of Directors

Scott Stone moved to approve David Alderslade becoming a member of the Board of Directors beginning December 1, 2025. The motion was seconded by Carrie Larson and passed unanimously without further discussion. [Otu, Abraham, Stone, Buckley, Larson, Pombo, and Zinky voting in favor.]

Approval of Jennifer Delgado becoming a Member of the Board of Directors

Leola Abraham moved to approve Jennifer Delgado becoming a member of the Board of Directors beginning December 1, 2025. The motion was seconded by Annette Zinky and passed unanimously without further discussion. [Otu, Abraham, Stone, Buckley, Larson, Pombo, and Zinky voting in favor.]

Having completed the agenda in its entirety, the meeting adjourned at 6:24 p.m.

Minutes reviewed and accepted on: November 24, 2025

Signed by: _____, Board Member