

Arizona School for the Arts  
Board of Directors Meeting Minutes  
Zoom Online Conference  
July 3, 2020 – 11:30 a.m.

July 3, 2020 – 11:30 am

<i>Present: (voting members in bold)</i>					
<b>Anthony Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>A</b>	<b>David Garcia, Secretary/Treasurer</b>	<b>P</b>
<b>Javier Cárdenas, Past President</b>	<b>A</b>	<b>John Snider</b>	<b>A</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Betty Hum</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>A</b>	<b>Kevin Allen</b>	<b>A</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Ed Finn</b>	<b>P</b>
Heidi Jannenga, Pending Board Member	P	Ricky Livoni, Honorary Academic Faculty	A	Aaron Thacker, Honorary Arts Faculty	A
Jesus Lopez, Honorary Alumni Member	A	Leah Fregulia, Head of School/CEO	P	Sara Maline Bohn, Principal	A
Leslie Tan Religioso, Development & Marketing Director	A	Jessica Wooley, Executive Assistant	P		

**Call to Order**

Anthony Dietz, Board President, called the meeting to order at 11:36 a.m.

**Discussion Items**

The FY2021 Proposed Budget was presented with no changes.

**Action Items**

*Adoption of FY2021 Proposed Budget*

Betty Hum moved to adopt the FY2021 Proposed Budget. The motion was seconded by Ed Finn and passed unanimously without further discussion. (Dietz, Laing, Hum, Garcia, Otu, Lugosi, and Finn voting in favor.)

**Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Betty Hum and passed unanimously without further discussion. (Dietz, Laing, Hum, Garcia, Otu, Lugosi, and Finn voting in favor.)

The meeting adjourned at 11:39 a.m.

Minutes reviewed and accepted on this date 07/29/2020.

By: Carlos Contreras Board Member.

Arizona School for the Arts  
Board of Directors Meeting Minutes  
Zoom Online Conference  
July 16, 2020 – 5:00 p.m.

July 16, 2020 – 5:00 p.m.

<i>Present: (voting members in bold)</i>					
<b>Anthony Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>P</b>	<b>David Garcia, Secretary/Treasurer</b>	<b>P</b>
<b>Javier Cárdenas, Past President</b>	<b>P</b>	<b>John Snider</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Betty Hum</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>P</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Ed Finn</b>	<b>P</b>
Heidi Jannenga, Pending Board Member	P	John O’Neal, Pending Board Member	P	Ricky Livoni, Honorary Academic Faculty	A
Aaron Thacker, Honorary Arts Faculty	A	Jesus Lopez, Honorary Alumni Member	A	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	P	Jessica Wooley, Executive Assistant	P	Leslie Tan Religioso, Development & Marketing Director	A
Liz Clark, Vice Principal	P	Drew Maxwell, Operations Director	P	Liz Shaw, Business Director	P
Monica Anthony, Arts Director and Vice Principal of Student Services	P	Jamie Bledsoe, Office Administrator	P		

### Call to Order

Anthony Dietz, Board President, called the meeting to order at 5:03 pm.

### Call to the Public

Anthony Dietz made a call to the public, public members present included: Dr. Susan Pepin, ASA Parent and Director of Clinical Health and Partnerships at Arizona State University. Dr. Pepin delivered a presentation on COVID-19 updates, which included data specific to COVID-19 cases in Arizona as well as data from New York for comparison. Dr. Pepin’s presentation highlighted some major concerns for Arizona including: low testing rates, poor case investigations/contact tracing, lack of education on isolation after testing, and an overall lack of critical public health efforts. Dr. Javier Cárdenas added that one of the biggest issues surrounding COVID-19 and re-entry is the lack of coordination amongst state and county agencies and health departments.

### Discussion Items

After receiving data and information from Dr. Pepin and Dr. Cárdenas regarding the community environment, Tony Dietz asked Leah Fregulia to review the Return to School Plan for SY 2020-2021. Leah shared a PowerPoint, which highlighted the key points from the Return to School Plan. In forming the plan to return to school, ASA Administration and the COVID-19 Task Force used resources and considerations such as CDC, AAP, and WHO Guidelines, the ADE Roadmap for Reopening Schools, Governor’s orders, local community health conditions, and assessment of local school districts. The plan for returning to school proposed to continue online learning through the 1<sup>st</sup> quarter (August 18<sup>th</sup> to October 17<sup>th</sup>), with a decision point on September 21<sup>st</sup> to determine a plan for 2<sup>nd</sup> quarter. Throughout the 1<sup>st</sup> quarter, community health conditions will be monitored and ASA families/faculty will be surveyed. Results will be shared with the Board of Directors on a monthly basis. Additionally, ASA will prepare and share a hybrid learning model which will primarily be online and supplemented with on campus enrichments and support (when safe to do so). Continued training and support will be provided for ASA families and faculty.

Leah highlighted priorities heading into ASA’s 20-21 school year, which included: the health and safety of students/faculty/staff, remaining innovative, maintaining connection within the ASA Community, ensuring equity in education/support/engagement, and accountability. Leah also shared that there is continuous planning underway for policies, support, and resources which will eventually be shared with ASA families and faculty and will be posted on the school’s

website. Lastly, Leah shared that there will be weekly communication to families and faculty as well as continued surveys, monthly Board reports, and quarterly decision making.

Carlos Contreras asked if this plan for returning to school would incur any additional costs and Leah explained the cost of COVID-19 related expenses have already been researched by Drew Maxell and accounted for in the budget for the 20-21 school year. Ed Finn asked how “essential workers” will be defined while discussing the needs of students whose parents/caretakers are working outside of their home. Leah explained that the language from the Governor’s executive order provides that public schools must provide a place for “students who do not have a safe and productive work environment”. Karen Lugosi and Carlos Contreras asked about the process and obligation to report if there were a positive case of COVID-19 at ASA. Leah responded that a policy is currently being developed regarding this matter. Heidi Jannenga asked if there was a plan for students or faculty who may still not feel comfortable returning to campus once it re-opens, to which Leah responded that a plan will be developed to support individuals who may need to continue online learning/teaching.

### **Action Items**

*Approval of Return to School Plan SY 2020-2021:*

*Approval for ASA opening school year 2020-2021 in an online learning mode for the first quarter beginning on August 18th and ending on October 17, 2020. The Board will continue to evaluate and monitor the situation on a regular basis and follow all state and federal mandates as they may be issued.*

Javier Cárdenas moved to adopt the Return to School Plan SY 2020-2021. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

### **Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Carlos Contreras and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

The meeting adjourned at 6:24 p.m.

Minutes reviewed and accepted on this date 07/29/2020.

By: Carlos Contreras Board Member.

Arizona School for the Arts  
Board of Directors Meeting Minutes  
Zoom Online Conference  
July 27, 2020 – 5:30 p.m.

**July 27, 2020 – 5:30 p.m.**

<i>Present: (voting members in bold)</i>					
Anthony Dietz, President	P	Carlos Contreras, Vice President	P	David Garcia, Secretary/Treasurer	P
Javier Cárdenas, Past President	P	John Snider	P	Alexander Laing	P
Betty Hum	P	Marcia Mintz	P	Kevin Allen	P
Allison Otu	P	Karen Lugosi	P	Ed Finn	P
Heidi Jannenga, Pending Board Member	P	John O’Neal, Pending Board Member	P	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesus Lopez, Honorary Alumni Member	A	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	P	Jessica Wooley, Executive Assistant	P	Leslie Tan Religioso, Development & Marketing Director	P
Liz Clark, Vice Principal	P	Drew Maxwell, Operations Director	P	Liz Shaw, Business Director	P
Monica Anthony, Arts Director and Vice Principal of Student Services	P	Jamie Bledsoe, Office Administrator	P	Lisa Speck, ASA Academic Faculty	P
Carolyn Smith, Executive Assistant in Training	P				

### **Call to Order**

Anthony Dietz, Board President, called the meeting to order at 5:32 pm.

### **Call to the Public**

Anthony Dietz made a call to the public, no public members were present.

### **Discussion Items**

Anthony Dietz began the meeting by introducing Leah Fregulia, Head of School and CEO, who presented an overview of the ASA COVID-19 Employment Policies SY 2020-2021 which are up for Board approval. Leah began by reviewing COVID-19 updates for schools, which came from Governor Ducey and Superintendent Hoffman during a July 23, 2020 press conference. Key updates highlighted by Leah included: a benchmark matrix for reopening schools (developed by Health and Human Services and available for local leaders by August 7, 2020), priority to fully fund distance learning and continuity of pay for teachers, requirement for schools to adopt a face mask policy, requirement of 180 days of school or equivalent instructional hours, required free onsite learning option, and additional \$370 million investment to insure budget stability. Leah clarified that an onsite learning option will be extended to students whose parents/guardians are essential workers. More details regarding the onsite accommodation plan will become available once the ASA student/family survey results are collected and there is a clear count of how many students are in need of the service.

After reviewing the COVID-19 updates, Leah gave an overview of the ASA COVID-19 Employment Policies SY 2020-2021, which were prepared by legal counsel Osborn Maledon and reviewed by the ASA COVID-19 Task Force and ASA Board legal team. The policies follow state and federal executive orders/law and are applicable from July - December 31, 2020 (subject to extension). Included in the ASA COVID-19 Employment Policies SY 2020-2021 are the Families First Coronavirus Response Act (FFCRA) Policy, FFCRA Request Form, COVID-19 Employee Health Self-Screening Policy, COVID-19 Employee Health Self-Screening Questionnaire, COVID-19

Teleworking Policy, COVID-19 Employee Social Distancing Policy, COVID-19 Employee Face Mask Policy, and COVID-19 Employee Policies Acknowledgement. Leah noted that the policies do not currently cover student/parent/vendor procedures for coming to campus, notification procedures for COVID-19 cases on campus, and guidance for when and how to reopen campus. Resources from the Boys and Girls Club of Arizona (provided by ASA Board member Marcia Mintz) are being used in conjunction with State guidance to develop these procedures.

John Snider inquired what the process will be to attain Board approval for the adoption of policy updates, as State laws and Executive orders are constantly changing. Leah requested that the Board approval of these policies be contingent upon allowing policy changes and updates from our Counsel to be implemented as state and federal guidelines require in real-time and to then be ratified by the Board at the next regular meeting.

Anthony Dietz then asked Leah Fregulia and David Garcia to present an overview of the Equity Commitments up for approval. To provide background for the proposed Equity Commitments, Leah explained that the priorities are informed by the current environment, including: COVID-19 pandemic, economic environment, Black Lives Matter movement, and student/family/faculty experiences with racism at ASA (including feedback received through social media in response to ASA's Equity statements). The six proposed ASA Commitments to Equity included: faculty/staff professional development and training, a comprehensive third party review of policies/procedures, review and revision of curriculum through an equity lens, an increase of faculty/staff diversity, maintain transparent communication, and include diverse student voices at all levels of organization (including the Board of Directors).

Leah then shared the action steps for the proposed Equity Commitments, which included: providing trainings for faculty and staff (2020-2023), engaging in outside evaluation of ASA policies/processes/procedures and recommending changes to make them more equitable (2020-2021), creating bilingual resources for all policies/procedures/communications/etc. (2020 and ongoing), diversifying arts programs to ensure they deliver a diverse curriculum grounded in the ASA mission and core values (2020-2023), revising the interview process to include questions related to ASA's commitments to equity (2020-2021), identifying and supporting strategic partnerships/collaborations to create more diversity among teaching candidates, creating an equity statement to be added to the employee handbook (May 2020), and identifying and supporting strategic partnerships/collaborations that will enhance a diverse educational experience for students (2020 and ongoing). Leah explained that a transparent communication framework will be created for all stakeholders about revised equity policies and procedures, including opportunities for discussion and feedback (August 2020 and ongoing). Additionally, pathways will be created for students to participate in conversations around policy, share their perspectives, offer insight, and have opportunities to discuss outcomes and concerns (establish in 2020-2021, then ongoing).

The Board of Directors agreed that they would vote to allow the Executive Committee to give final approval on any changes made to the language to provide further clarity. Additionally, Anthony Dietz discussed the need for the ASA Student and Parent Technology and Network Resource Expectations to be approved before the start of school. Because this item was not listed on the agenda, the Board of Directors agreed to allow the Executive Committee to review and give final approval at the next Executive Committee meeting.

### **Action Items**

#### *Approval of Minutes – June 22, 2020.*

Javier Cárdenas moved to approve the Minutes – June 22, 2020. The motion was seconded by Marcia Mintz and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

#### *Approval of Minutes – July 3, 2020.*

Carlos Contreras moved to approve the Minutes – July 3, 2020. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

*Approval of Minutes – July 16, 2020.*

Carlos Contreras moved to approve the Minutes – July 16, 2020. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

*Approval of ASA COVID-19 Employment Policies SY 2020-2021*

Javier Cárdenas moved to approve the ASA COVID-19 Employment Policies SY 2020-2021 with permission for the school to update policies as required with guidance from legal counsel. The motion was seconded by Betty Hum and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

*Approval of Equity Commitments*

David Garcia moved to approve the Equity Commitments and action steps as discussed, with permission for the Executive Committee to approve the finalized language prior to sending out any correspondence on behalf of the Board of Directors. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

Javier Cárdenas made it a point to recognize that not all voices and perspectives are represented in the Executive Committee, to which Leah emphasized that all Executive Committee meetings are open to the public and anyone is welcome to attend and provide input.

**Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, and Finn voting in favor.)

The meeting adjourned at 7:02 p.m.

Minutes reviewed and accepted on this date August 24, 2020.



By: \_\_\_\_\_ Board Member.

**Arizona School for the Arts  
Board of Directors Minutes  
Zoom Meeting: 886 8046 4222 Password: G3aT2W  
August 24, 2020 – 5:30 p.m.**

Present: (voting members in bold)					
Anthony Dietz, President	P	Carlos Contreras, Vice President	P	David Garcia, Secretary/Treasurer	P
Javier Cárdenas, Past President	P	John Snider	P	Alexander Laing	P
Betty Hum	P	Marcia Mintz	P	Kevin Allen	P
Allison Otu	P	Karen Lugosi	P	Ed Finn	P
Heidi Jannenga	P	John O’Neal (Pending)	P	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesus Lopez, Honorary Alumni	P	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	P	Leslie Tan Religioso, Development & Marketing Director	P	Carolyn Smith, Executive Assistant	P
Liz Clark, Vice Principal	P	Monica Anthony, Arts Director & Vice Principal of Student Services	P	Jessica Wooley, Attendance Clerk/Front Desk	P
Marc Wancer, Investment Principal, Equitable Facilities Fund	P				

### **Call to Order**

Dr. Anthony (Tony) Dietz, Board President, called the meeting to order at 5:32 pm.

Tony recognized Marc Wancer from EFF who shepherded the Board through the school's Bond refinancing and who was in attendance for the meeting. He also recognized Jesus Lopez who is the new Honorary Alumni Board member and Board Member Marcia Mintz who provided the opportunity to contract for off-campus space during school hours at the Colangelo Boys & Girls Club for students whose parents are essential workers and cannot stay at home.

### **School Update**

Sara Maline Bohn, ASA Principal, provided an overview of the first week of school including minor technical challenges and a new type of learning environment. Twelfth grade enrollment is down to eighty students from an average in the low nineties and it is unlikely that we will be able to fill those slots. Successes included good attendance, and engagement by and connection with the students. The school has made adaptations to current conditions especially arts classes, digital orientation and Welcome Night that allowed for greater participation and excellent feedback from parents. Highlight of the week was Friday's Tunnel of Love for the Senior class that allowed the students and parents to celebrate their Seniors and kick-off the year.

### **Mission Moment**

Leah Fregulia, ASA Head of School/CEO, presented an overview of the charter school structure and a short history of the origins of ASA beginning with the Charter School movement in the early 1990s, the development of ASA's unique curriculum and the admissions processes as it related to State laws and guidelines. Leah also discussed the transition to the present day and the need to develop a wider student recruitment process to create more diversity and to adjust the arts curriculum accordingly as the Faculty and Board have begun to do over the past few years. The presentation highlighted ASA's growing awareness of the inequities in the education system in general and at ASA in particular and the school's efforts to close the gap. Leah closed the presentation with a reaffirmation of ASA's Six Commitments to Equity and the recognition that this will help guide the future of ASA.

## **Board Orientation Informational Presentations**

Anthony Dietz began the Orientation by explaining the August meeting serves as an orientation for new Board members and a refresher for current Board members:

>Carolyn Smith, ASA Executive Assistant, gave a quick tour of the Board Portal showing members where to find meeting documents as well as necessary forms.

>Dr. Javier Cárdenas and Marcia Mintz then presented on the responsibilities and duties of a Board member stressing the importance of fiduciary responsibility; the Duty of Care of the assets of a non-profit including the people and their primary oversight is to hire, fire and evaluate the CEO; the Duty of Loyalty is to put the needs of the school above their own and noting any conflicts of interest; The Duty of Obedience which is following the laws and bylaws that govern the school. Also discussed was the relationship between the Board and the CEO; the primary responsibility of the Board and Board Chair is governing and oversight, not to interfere with the operations of the school. Tony Dietz affirmed that the importance of keeping the line between Board role and CEO role; keeping an eye on things without trying to influence the day-to-day operations.

>In Board Commitments and Fundraising, Javier stressed the Board's responsibility to the school's financial health particularly the annual fund. The Resources Development Committee is exploring creative ways to raise funds in the current environment and are committed to taking leadership roles in fundraising and going before parents and others in stressing the import role arts plays for our students, being the first line to say "thank you" and imbedding equity in the fundraising. Dr. David Garcia expanded that being creative with fundraising means that the Board will need to try things it never has done before. Tony Dietz reminded Board members that Leah would be getting in contact with each of them individually to discuss their efforts to the Board's \$100K fundraising goal.

>Betty Hum gave an overview of Open Meeting Law as it relates to charter schools and the necessary transparency in the form of public meetings, posted notices, and agendas as well as actions of Board Members as they relate to Open Meeting Law especially in forming quorums, what can and cannot be presented or discussed at Board meetings, in electronic communications and in Executive Session. Dr. Ed Finn asked when discussions with Leah crossed the line of transparency and was told by Betty and Leah that as long as the discussion is informational and not expressing opinion it is fine. David Garcia asked if discussions in Committee meetings could pose a violation of Open Meeting Law but was told by Betty and Leah that since the Committee meetings have posted notices with public agendas, they are within the bounds of the law. Leah advised that those who thought they needed a deeper training, could attend the Board training usually held in the Spring by the Arizona School Charter Association.

>New Member Recruiting priorities were tabled to a later meeting by Tony Dietz when there can be a more in-depth discussion.

>John Snider presented a review of ASA's financial structure explaining the calculations made by the State in order to provide funding including how students are counted (the school's biggest source of funding), results for last year and the budget for this year. John shared an overview of how Arizona public schools are funded and the difference between charter schools and district schools; on average school districts receive \$1K per student per year than charter schools. ASA's largest source of public funding is the payment received based on the student information given to the State during the first 100 days of school, weighted by grade level of the students and special needs of students. John then showed the breakout of final revenues and expenses for Fiscal Year 2020; it was unaudited, but anticipated to be accurate based on previous years. The school receives 81% of funding from student count alone plus ASA gets no additional funding from the State for the arts programs; arts programs are funded from regular state funds and fundraising.

>Javier updated the Board on community health related to COVID-19 and the lowering community infection and hospitalization rate, but State data cannot be wholly relied upon for the school's reopening thresholds because of the way the data is gathered and calculated by ADHS. For now, we will be continuing with the distance learning plan for the first quarter of school and revisit opening at a later date when more data is available. Javier fielded a question from Betty Hum about cohorting as part of reopening and stated that he would speak more in-depth about it at a later meeting. Tony recommended reading the information from ADHS, CDC and AAP that is on the portal for more detailed information.

>Tony Dietz reminded Board members about the Conflict of Interest and Confidentiality Statements that need to be signed and returned to ASA administration each year as well as the Committee Sign-ups for those interested in joining the various Board committees. All documents are available on the portal and should be signed within the next week.



## **Reports/Information Only**

Leah Fregulia told the Board that the school's legal firm, Osborn Maledon, developed a mask policy for students that is similar to the faculty mask policy. It has been reviewed by the Executive Committee and John O'Neal, Karen Lugosi and Betty Hum and does not need to be voted upon. It is available on the Board portal for review.

## **Discussion and Decision**

>Tony Dietz explained that a newly revised Title IX policy has come down very quickly from the Federal level and will need to be reviewed and voted upon tonight as the school must adopt the policies to receive Federal funding. Leah explained that Title IX policies deal with non-discrimination and sexual harassment and the new policies put a stricter interpretation on the rules and the burden of investigation and determination on the school that had not previously been there. The policy was provided by Osborn Maledon for ASA.

>Tony Dietz gave an overview of the improvements proposed by the City of Phoenix on 3<sup>rd</sup> Street in front of the school and that overall it will be beneficial to the school in terms of appeal and traffic flow. Tony then explained that the City has made an offer to purchase two small pieces of land for the improvement project; we made a counter-offer which was rejected and the original offer is what is being discussed. Leah said that the proposal has been in the works for quite a while and that the two small pieces of land are on the corner of McDowell and 3<sup>rd</sup> Street and another small piece for curbing that will allow better access to our property. The City has already begun work on the project near ASA, and we hope that it will be finish by October 17<sup>th</sup> to create a as little disruption to the school when we reopen. The purchase price and compensation for the temporary easements required for the project to be completed amount to \$32,000 to be paid to ASA. Formal documents and payment will be made in the next month.

## **Action Items**

### *Approval of Minutes – July 27, 2020*

Marcia Mintz moved to approve the Minutes – July 27, 2020. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

### *Ratify Approval of the ASA Student & Parent Technology Policy*

Javier Cárdenas moved to ratify approval the ASA Student & Parent Technology Policy. The motion was seconded by David Garcia and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

### *Ratify Approval of the ASA Distance Learning Plan*

Carlos Contreras moved to ratify approval of the Distance Learning Plan. The motion was seconded by Ed Finn and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

### *Ratify Approval of the ASA Mitigation Plan*

Javier Cárdenas moved to ratify approval of the ASA Mitigation Plan. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

### *Ratify Approval of Reaffirmation of the Board's Decision to Open School Online 08/18/20-10/17/20 (correction from Agenda)*

Javier Cárdenas moved, based to the data that has been provided to us thus far from State (ADHS) agencies, to ratify approval of the Reaffirmation of the Board's original decision to open the school virtually until the date that signifies the end of the first quarter. The motion was seconded by Carlos Contreras and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

*Approval of ASA's Commitment to Equity, Action Plan & Accountability Measures*

Betty Hum moved to approve ASA's Commitments to Equity, Action Plan & Accountability Measures. The motion was seconded by Ed Finn and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

*Approval of Title IX Revised Policies*

Carlos Contreras moved to approve the Title IX Revised Policies. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

*Approval of the Sale of Two Small Pieces of Land and Temporary Easements for The City of Phoenix 3<sup>rd</sup> Street Improvement Project*

Marcia Mintz moved to approve the sale of two small pieces of land and temporary easements necessary for the City of Phoenix to complete the 3<sup>rd</sup> Street Improvement Project amounting to \$32,000.. The motion was seconded by David Garcia and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

**Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. (Dietz, Contreras, Garcia, Cárdenas, Snider, Allen, Mintz, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.)

The meeting adjourned at 7:29 p.m.

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Minutes reviewed and accepted on this date 09/24/2020.

By: 

\_\_\_\_\_. Board Member.

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# Arizona School for the Arts

## Board of Directors Minutes

Monday, September 21, 2020 at 5:30 p.m.

**Zoom Meeting: 886 8046 4222 Passcode: G3aT2W**

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>P</b>	<b>Dr. David Garcia, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>A</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander Laing</b>	<b>A</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>P</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Ed Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga</b>	<b>A</b>	John O'Neal (Pending)	P	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesus Lopez, Honorary Alumni	P	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Clark, Vice Principal	P	Monica Anthony, Arts Director & VP of Student Services	P
Dr. Drew Maxwell, Operations Director	P	Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P
Carolyn Smith, Executive Assistant	P	Marc Wancer, Investment Principal, Equitable Facilities Fund	A		

Agenda Items
Call to the Public
Mission Moment – Model UN
Board Recognition
Discussion Items: <ul style="list-style-type: none"> <li>Fundraising and Development Dashboard</li> <li>Update on progress toward ASA's Equity Commitments/Action Plan</li> <li>Annual Financial Report FY20 (AFR FY20)</li> <li>2<sup>nd</sup> Quarter School Opening Plan</li> </ul>
Reports: <ul style="list-style-type: none"> <li>Finance Committee (FIC)</li> <li>Governance Committee (GC) <ul style="list-style-type: none"> <li>Update on Strategic Plan</li> </ul> </li> <li>Phoenix Youth Arts Collective (PYAC)</li> <li>Principal's Report</li> </ul>
Further Trainings <ul style="list-style-type: none"> <li>Family Educational Rights and Privacy Act (FERPA)</li> </ul>
Action Items <ul style="list-style-type: none"> <li>Approval of August 24, 2020 Board of Directors Meeting Minutes</li> <li>Approval of AFR FY20</li> <li>Decision on 2<sup>nd</sup> Quarter School Opening Plan</li> </ul>
The Board of Directors will vote to hold an executive session for the purpose of discussing specific personnel matters pursuant to: ARS §38-431.03 (A)(1) Personnel
The 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 by Board President Tony Dietz at 5:30 p.m.

### **Call to the Public**

Tony opened the meeting with a call to the public noting and thanking the large number of members of the public – teachers, parents, alumni – who are in attendance and thanking in advance the members of the Board in attendance who will take great care with the decisions to be made at this meeting. Prior to opening the floor to members of the public Tony told them that their comments will be heard, but the Board will not make a response. Once the Board moves into its agenda, the public is invited to continue to listen/observe, but will not be invited to comment or ask questions. Tony then asked for members of the public to identify themselves in the chat room if they wished to make a comment and he would call upon each of them in turn; in the interest of time, the public was asked to limit their comments to under a minute each. He then opened the floor to comment:

*Bob Tolar, Teacher*, expressed the concerns about hybrid schedules in a school the size of ASA as compared to a larger school with up to fifteen people per department. In many cases ASA has one teacher per department and on the high school level as many as four preps per teacher and he doesn't see how a hybrid model would not double the workload of the teachers when they will have to provide a digital content on top of being in school for a full day. The digital content they use is not a prepared lesson plan but what each of them have prepared out of "whole cloth". He does not feel the school has the infrastructure to go to a hybrid model at this point.

*David Kenton, Teacher*, stated that the Math Department made a commitment at the end of last year to convert their curriculum to an online version. Many teach up to four courses that all require many hours of meticulous preparation that is created from scratch which leaves many teachers only prepared a couple of days ahead of time. It has been extremely taxing mentally and emotionally, but after three weeks he has found a way to work in this "new normal" and balance work and home life. The students have adapted and have a new routine. Moving to a hybrid model for 2<sup>nd</sup> quarter would be a major setback, creating new barriers for students and teachers and he fears for the mental wellbeing of both in addition to the safety concerns posed by Covid-19. He believes that until we can safely return to a full in-person schedule, we should remain online.

*Aiko Mancini, Teacher*, echoed the sentiments of David Kenyon additionally stating that it takes all the time she has to create her online curriculum and teach her students online and is worried that if she is also to be on campus her workload will double or triple and that is unsustainable. As a piano teacher, she is also concerned about sanitation of the pianos and the equipment in the lab in one of the smallest classrooms on campus. How do you teach piano while social distancing? How do you keep the equipment sanitized without wearing it out requiring costly replacement?

*Diane Wolin, Teacher*, feels that after five or six weeks she and her students are finally in a groove and she would hate to see all of them loose that progress now.

*Joshua Elder, Parent and spouse of teacher*, has seen a daily improvement in his children's facility with the electronic equipment and media and they have found a groove for learning in this environment. One of his children is actually doing better at home than she would be in the classroom. Moving to a hybrid model would be ridden with problems that there is absolutely no reason to create at this point.

*Ada McCartney, Teacher*, echoed the concerns expressed previously and would particularly like to add that her department is a small space with no ventilation and she would find the difficulty providing quality one-on-one teaching while social distancing overwhelming.

*Eden Lewkowitz, Teacher*, reiterated earlier comments from fellow teachers and parents. The effort that they have made to make the online environment work is starting to show results in student understanding. A new model would be a considerable setback. He has worked with the students to help them manage their workload and changing the way they work now would be a setback for students in addition to the health concerns.

*Kim Brown, Teacher*, echoed the comments from the other teachers especially Eden Lewkowitz. They have worked to make sure there is a beneficial student experience including clubs and she is concerned that if we do go to a hybrid model it would be difficult to host those clubs. In a hybrid model there will be concerns about what we can even offer students. Additionally, she has concerns about being able to create a digital curriculum and in-person classes on top of that; the transition for everyone will be very challenging.

*Ann Kaufman, Teacher*, as a Team Leader, the feedback that she has gotten from parents has been positive especially for the teachers. She is hearing horror stories from parents at other schools and we are “rocking it” according to parents and students.

*Ricky Livoni, Teacher*, echoes Kim Brown’s concerns about the clubs. During a time of social distancing, the clubs have been a connecting point for students and while he understands the desire to come back for human connection, he does not see a way our clubs can continue if we go to a hybrid model which would be a shame considering the unique clubs formed by our students.

*Emma Popish, Teacher*, echoes many of the sentiments of her colleagues. The students are advocating for the clubs during Homerooms and she is concerned that the students would lose that social outlet. As the ninth grade Team Leader she is also concerned about losing rhythm and consistency; ninth graders may think they don’t need that consistency when in actuality they crave it and if we transition to a hybrid model that consistency would go out the window. As a parent, she would have to send her baby to daycare, which brings additional risk to her home and worries that the hybrid model is not sustainable.

*Lizzie Baggleman, Teacher*, agrees with Emma Popish about the consistency and is also concerned about the number of students she teaches. She misses all 224 of her students and wishes she could connect with them, but she is worried about the safety of her students, their families and herself and her family.

*Cergio Brown, Teacher*, said they have spent a great deal of time training students how to conduct themselves online and he feels that a month in students are finally finding their way. In addition to the setbacks that could occur introducing a completely new model, he watches some of his 5<sup>th</sup> grade students at the Boys and Girls Club and they are not socially distancing and he doesn’t think some of the young kids, or even some adults, know how to conduct themselves in order to prevent the spread of this disease.

*Jeff Steinert, Teacher*, he misses his kids, but he has concerns about even the hybrid model. He does not see a way that the high school students can be halved across each classroom in the high school. There are students across grade level who are taking the same classes and it is diverse in where students are progress-wise in some classes so that you may have one class of five students and another class of twenty-five; he doesn’t see how this can be anticipated in advance.

*Chad Kurzawski, Teacher*, believes that there is real value that the students have received with this online approach. Even at the end of last year he saw growth in students in the 4<sup>th</sup> quarter that he did not see in the first three because of the individualized attention. Among the faculty he has seen innovation and one-on-one attention this year and feels that a quick return may not be safe and may not be a benefit to the students.

*Ramon Miranda, Teacher*, has been on many domestic and international trips with students and this year had to postpone the trip to Europe because of the virus as he did not have the confidence that he had in years past to take the kids on a trip and his ability to protect them. He hopes the Board will take that into consideration along with the concerns of his fellow teachers.

*Jenny Kelly, Staff Member and Parent*, would like the Board to be mindful that there could be students on campus that would be at greater risk than most students if they got Covid.

Tony thanked all of the speakers for their contributions. Marcia Mintz thanked all the teachers as a parent and a Board member for their hard work and dedication during extraordinary times.

### **Mission Moment**

Eden Lewkowitz, Student Advisor to the Model UN introduced the club’s Co-Presidents, Adri Iyer and Nora Muma, who presented the Board with an overview of the mission, structure and community impact of the Model UN, with a specific focus on the conferences and the topics that will be debated this year including climate change. They spoke of the educational benefits associated with Model UN including improved debate and rhetoric skills. David Garcia asked Adri and Nora how the club was meeting at this time and how it was working. Adri responded that they have a Zoom link which they use on Wednesdays at lunchtime as well as a Q&A aspect that they use on Fridays as a substitute for the in-person help that new members would ordinarily receive from experienced members. The Fall conference will be virtual, but the Spring conference is still to be determined. Nora added that even though the club has been meeting online, the attendance has been amazing with a lot of new Freshman students; even online, the club has continued and

she see this as a way it can progress in the future. Tony asked how the traditional “huddles” will be handled during a virtual conference, with breakout rooms? Adri said that they had not yet received details, but they are focusing on that interaction and on being prepared for whatever is going to happen.

### **Board Recognition**

Tony introduced Yetta Gibson, local anchor of CBS 5 This Morning and ASA parent, as a guest of the Board. Yetta found the teacher perspective very interesting to hear. She believes the teachers are handling this situation very well and as a parent is impressed how much computer knowledge her daughter has gained; she is learning through her schoolwork, but she is also learning the tech aspect without even realizing it. Major kudos for the teachers and the curriculum. She understands the concerns about Covid as a reporter who talks about it every day and wants the momentum to continue.

Tony recognized Karen Lugosi for bringing her son-in-law Dr. Hazem Hnaide, an infectious disease specialist at Abrazo Hospitals in Phoenix, onboard to our Health and Wellness Council at a time that his expertise is greatly needed. Hazem will be presenting the most recent county health numbers to the Board later.

Tony also mentioned Vice Principal Monica Anthony and Head of School/CEO Leah Fregulia for their participation in the article just published on AZCentral.com regarding the adaptations ASA has made to the arts programs during Covid.

### **Discussion Items**

- To accommodate Hazem's and the teachers' schedules, the discussion and vote regarding the 2<sup>nd</sup> Quarter School Opening Plan was brought forward. Tony discussed the ADHS Benchmark Guidance and what constitutes Minimal, Moderate and Substantial community spread, <10, 10-100 and >100 cases per 100K, respectively. He then introduced Hazem to further discuss community numbers and give the Health and Wellness Council's assessment about the viability of even a partial return to school. Hazem reiterated the criteria for Minimal, Moderate and Substantial community spread, positive testing and the percentage of people who come to the emergency room with Covid-like symptoms. As of the last numbers, Maricopa County is Moderate in cases, Moderate in positive testing and Minimal in hospital visits which indicates a return to school with a hybrid model. The Maricopa County dashboard breakdown by zip code shows a Moderate spread overall but with Substantial spread in the school's zip code; however, a weighted model of all Maricopa County vs the school area created by Tony shows the actual numbers per 100k over the past two weeks tracking rather closely. The data over the past six months shows that the Maricopa County peak of cases was in early July after the masking order was put in place in mid-June, but all indications are heading in the right direction. Data indicates a hybrid model, but it is dependent on mitigation strategies and conditions next month. John Snider asked Hazem about indications for another spike as has been discussed in the media. Hazem said there is always a lag in data, but so far, so good especially since the masking order, there has not been a spike at the hospital since Labor Day. Allison Otu asked what one case in a teacher or student would mean to the school if it was using a hybrid model. Leah responded that Facilities and Operations would answer in the next section. Carlos Contreras asked about aerosol transmission in closed environments. Hazem is not sure that what happens in a clinical setting translates to cases; we do know close contact without masking and proper hygiene is what causes spread. Karen Lugosi asked what is most important if the school reopens. Hazem said that handwashing, social distancing, a zero-tolerance mask policy and proper mask handling are very important and contact tracing logs are a useful tool should there be a positive case. David Garcia asked if the data we have includes post Labor Day numbers and Hazem reiterated that we have not seen a spike after Labor Day. Hazem is optimistic that the state is heading in the right direction and if we stay the course this could also be a mild cold and flu season if people continue with mitigation actions.

Drew Maxwell reviewed the physical and policy changes the school has initiated to help mitigate the Covid spread including: hand sanitizer outside each classroom, three outside handwashing stations, stickers and maps to denote one-way travel around campus, plexiglass for key points around campus including bathroom sinks, upgraded filters in the HVAC system with an external firm to maintain them, staff masks, strict face mask policy, social distancing where possible (which would not be possible in certain rooms and circumstances), employee checklist that is already in place, deep clean procedures, a Q&A guide of policies for students, and templates for external notifications. Tony asked if it is possible to keep students socially distant using a hybrid model. Drew responded that in some classrooms it would not be possible to keep strictly six feet apart but not in all. Drew highlighted some good connections we have made in the community including ASU Health Services, Maricopa County, local infectious disease specialist and local Covid-19 specialty suppliers. The campus is as ready as it can be in the current environment and anything that Facilities can make the school ready, they will do. Ed Finn asked about bathroom sanitation and if the HVAC situation consistent throughout

campus. Drew said there will be plexiglass partitions between the sinks and an increase the cleanings per day by one; the HVAC was updated and is pretty consistently throughout campus and each room does have ventilation and all are set at 50% which is optimum for the Arizona climate. Betty Hum asked about monitoring the one-way foot traffic system at the school. Drew explained that the school would be utilizing the alley attached to the school as well as the faculty parking lot; Administration and some faculty would act as monitors until students are used to traffic flow. Karen asked about how contact tracing logs would work. Leah explained that there is a new module in Synergy as part of the Chromebook system that allows them to go back and trace everywhere the student has been since the date of infection, what classes they were in and with which students. Parents and families need to communicate when there has been a positive case. Marcia Mintz said that contact tracing is good policy, but not a legal requirement so we rely heavily on families reporting in a timely manner. Tony said regular testing is important. Carlos asked if we had run a “what if” scenario. Drew explained that he is the first point of contact and that there are processes in place but the number of students effected by a positive case can be considerable depending on the student. Betty asked if there was a plan to continue the education of students in quarantine if we go to a hybrid model. Leah said that it will be stretching the capacity for teachers to prepare for both in person and online learning as they indicated earlier. David asked Drew if we considered how many positive cases we would need to have in a hybrid model before we would need to go back to a fully online model. Drew said that a handful of positive cases would seriously impact our ability to be on campus.

Sara Maline Bohn presented the three proposed models including staying completely online, a hybrid with a release time of 1:00 p.m. and a hybrid with a release time of 2:35p.m. The primary consideration when creating these models was student health, continuity and social connection. All plans were formed with feedback from faculty and surveys. Families were also a major consideration, especially those that have multiple children in the school, siblings need to be together. Teachers are managing the online curriculum now through Zoom and chat, but hybrid models will double the preparation workload as well as double their risk of exposure since they will be on campus four days a week compared to two for students; we must also consider the work-life balance for teachers and their mental wellbeing as they are saying they have never worked longer or harder. We must consider space available including outdoor space, cleaning of all spaces between classes and monitoring the passages between classes. Sara said these plans are all still theoretical because we are missing key pieces of information such as how many students per grade level would actually be returning to school, which teachers would be willing to return to campus and what classes would need to remain online. Sara reviewed the challenges to returning to campus including: faculty health and wellbeing, student learning, safety and health procedures, logistical issues and school accountability. Karen asked about students just being able to view a live class online, and Sara and Drew explained that we don't have the large camera field that a college does, it is strictly done on a computer which makes it difficult for the teacher to manage while teaching live.

Sara then reviewed the Parent and Faculty results of a survey that was distributed last week soliciting opinions about coming back to campus or staying online for the 2<sup>nd</sup> quarter. There was a great response with a solid representation of families from all grades as well as a good response from teachers and staff. The upshot is the majority of faculty/staff (75%+) would like to continue with a strictly online model while 51% of families would prefer a hybrid model the caveat in the comments being that they would abide whatever decision is made by the Board if it for the wellbeing of the teachers and the community as a whole. There is a concern about the isolation of students learning in an online environment. The family numbers are consistent with a similar survey taken last Spring which can be used as a gauge for how many students will come back to campus versus how many will remain online and we can make the families commit to one model or the other for the semester in order to plan appropriately. Carlos asked Sara if there was an explanation of the fairly large number of families who answered the survey “Unsure”. Sara said that comments indicated it was because of the uncertainty of Covid numbers remaining low and uncertainty of how the hybrid model would work for their family especially if they have more than one child in school. The top concerns from both surveys was student and faculty health, family schedules, exposure to asymptomatic carries, exposure to a large number of people, the process if a case was found on campus and the health of a family member at home. Leah mentioned that there would be a ramp-up of training for staff, students and families before any opening of school.

Tony then opened the discussion to the Board members:

Allison Otu asked what the benefits of opening were at this point besides student socialization and if that could be accomplished with safe socially distanced activities. Also, the Phoenix Biomedical campus for the University of Arizona has had trouble enforcing the mask policy with grad students who are becoming clinicians and

wonders about enforcing a mask policy with a 12-year old. Lastly, she works for UA and she is still working from home so should we be looking at a university as to how we should be treating our staff.

John Snider said that he has heard nothing in the proposed hybrid model that is a reduction of workload for our teachers or health risks for the teachers. He also knows that there is zero capacity for teachers to do more work; a hybrid model will only increase their workload, and he can do nothing but vote to stay online for now.

Marcia Mintz said for her it comes down to three things: the masks, hand sanitation and social distancing and she doesn't think we are in a position physically to provide that especially with some of our programs. There also needs to be the will for the staff to champion all these things and it takes 4-6 weeks to get up to speed with new programs. She cannot see anything positive about going back to school with a hybrid model at this time.

Ed Finn agreed with what Marcia and John said previously and echoes Allison's point, he is concerned about mental health of teachers and staff but it's important to think about the mental health of students as well. We need to think of opportunities for them to get together in safe ways, possibly allowing groups to come on campus on Fridays to socialize. The challenges in the hybrid model are greater than the reward, better to invest time in concrete goals that can be achieved.

Karen Lugosi agreed with what her fellow Board members have already said. She was moved by the number of teachers who came tonight and what they had to say. It sounds as if a hybrid mode would break our system altogether. It would not even benefit the kids to change directions now that they are in a groove. It would be better to open when we are ready to open all the way and have systems in place to accommodate that. She did not realize how much work would be involved in a hybrid model. She does think we need socialization activities for students.

Tony then asked if there was anyone who would like to speak in favor of the hybrid model.

David Garcia said he did not want to speak in favor but to include something that is on his mind: would the school lose any students if we decided to stay online. Leah asked Sara if there was anything in the comments that indicated a number of families would leave if we continued online. Sara said there were two comments out of 191 that indicated that someone *may* need to leave if we did not go back to live instruction; not definite, just not sure. Marcia said we need to acknowledge that there may be a pocket of students academically struggling and we made need to come up with systems to support them. John Snider reminded David that we have some protections in the state and Federal funding this year to cover any loss of students.

Carlos Contreras thanked the staff for the thoroughness of their presentations and his thoughts go back to what he heard from the teachers that the online system is working and that needs to be the message we carry back to parents and the community. Safety and education are important. Carlos suggested to Tony that at this point we make a motion.

Tony agreed and handed it off to Leah who has some action steps to introduce prior to the motion. She recommended that we stay online for the entire first semester and come back to school after Winter Break in January. The next decision point will be the November 23<sup>rd</sup> Board meeting giving ample time to prepare and a Power Wednesday to present plans to faculty and to ask faculty leaders to work on the planning which has not been done to this point because teacher have been so busy. She also indicated that she would like them on the Health and Wellness Council and the Covid-19 Task Force and that the team will work on bringing life back to campus by proposing small ways groups can return for specific activities/classes/purposes.

***Marcia Mintz made a motion that based upon a review of current community health conditions; Arizona Department of Health Services, Maricopa County Health Department, CDC and AAP guidelines; faculty, staff, and parent input; and in the interest of optimal student learning, ASA continues to remain fully online learning for the 2nd Quarter of school (October 19, 2020–January 3, 2021) and will remain in compliance will all requirements outlined in Executive Order 2020-51.***

The motion was seconded by Karen Lugosi. Tony asked for clarification on Executive Order 2020-51 and Leah said it allowed for schools to continue online learning if they so choose as long as they stay in compliance with the order. Betty asked if there would be a motion for a 3<sup>rd</sup> Quarter hybrid model and Leah explained that is for the operations team to develop and present to the Board in November. Betty wants to be sure there is enough time for teachers to absorb the plan. David wanted to know what steps there will be to create safe social



opportunities for students and paying attention to pockets of students who may be struggling. Leah reiterated that they are discussing opportunities for small groups of students to come on campus as well as grade-level connectors, there are many of options. Betty asked if we are providing resources to families and students to get the proper mental help they may need. Leah said that there are resources on our website as well as sent in our family newsletter and our Student Support Specialist is actively meeting with students plus current student activities are providing support. Liz Clark told the Board that last week Teen Lifeline showed videos and provided resources during Suicide Prevention Week and all resources also went out to families. With no further discussion Tony called for a vote and the motion passed unanimously [Dietz, Contreras, Garcia, Snider, Hum, Mintz, Allen, Otu, Lugosi and Finn voting in favor].

- Leslie Religioso then presented the Development Dashboard. She said it was an opportunity to work together to support the students and the school. We are trending a little behind last year and it can be attributed to a few things. The previous fiscal year had approximately \$57k in prepaid donations from individuals who gave at the end of last year rather than the beginning of this year. Also due the unique nature of the start of this school year many new families do not know about the annual fund but families have received written and email communications about the Annual Fund. We are aware that some families may have pledged but have not set up payment or have not pledge due to the uncertainty of Covid.

Leah reviewed the steps taken so far with our Equity Commitments. The Commitment to Equity letter was sent out to 5,000 stakeholders, a draft of a communications framework in in progress, selection of Honorary Student Board member is in in progress, and a consultant is submitting a bid to review out policies and curriculum. Ricky Livoni added that Coalition Clubs are meeting as a group to discuss the Commitments as well as the best ways diverse student voices can be heard.

- John Snider presented the Annual Financial Report FY20 that needs to be submitted to the state for review. There is no information that has not been presented to the Board before, it is just in the format the state requires to be submitted by October 15<sup>th</sup>. As a Board member who vote sign it on the signature lines on the top page. John also mentioned the regular financial reports are on the Board portal; there is not much to report because there is only one month so far but we are ahead of budget. Finally, the financial audit is in process and almost complete.

### **Reports**

- Leah indicated that she owes David some work on the strategic plan
- David understood that there were more pressing matters to attend to this meeting.
- Leah said the final report for PYAC is on the Board Portal and the head of the ASA Theatre department, Rob Chambers will be leading PYAC with the last of Leah's Piper Grant money. His bio and ample qualifications are in the Board Portal.
- Sara presented the Principal's Report focusing on the 2020 AP exams and upcoming standardized testing. The results were consistent with previous years despite the lack of in-school instruction from March through May last year. Benchmark testing is required by the 6<sup>th</sup> week of school; it is in process. College Board testing is pushed to Spring and state standardized testing has some modifications but there may yet be a waiver passed by the state.

### **Further Trainings**

Leah proposed and Tony approved tabling FERPA training until a later date.

### **Action Items**

#### *Approval of Minutes – August 24, 2020*

Betty Hum moved to approve the Board of Directors Meeting Minutes from August 24, 2020. The motion was seconded by Ed Finn and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

#### *Approval of AFR FY20*

Carlos Contreras moved to approve the Annual Financial Report FY20. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

#### *Decision on 2<sup>nd</sup> Quarter School Opening Plan*

<See Above>

*Executive Session*

At 8pm Marcia Mintz moved the Board of Directors commence an executive session pursuant to ARS §38-431.03 (A)(1), in order to discuss Head of School/CEO annual evaluation. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

**Adjournment**

Ed Finn made a motion to adjourn the Board of Directors meeting. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

The meeting adjourned at 8:15 p.m.

Minutes reviewed and accepted on: October 26, 2020

Signed by:  \_\_\_\_\_, Board Member



# Arizona School for the Arts

## Board of Directors Minutes

Monday, October 26, 2020 at 5:30 p.m.

**Zoom Meeting: 886 8046 4222 Passcode: G3aT2W**

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>P</b>	<b>Dr. David Garcia, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>A</b>	<b>Kevin Allen</b>	<b>A</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Ed Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga</b>	<b>P</b>	John O'Neal (Pending)	P	Ricky Livoni, Honorary Academic Faculty	A
Aaron Thacker, Honorary Arts Faculty	P	Jesús Lopez, Honorary Alumni	A	Leah Fregulia, Head of School/CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Clark, Vice Principal	P	Monica Anthony, Arts Director & VP of Student Services	P
Dr. Drew Maxwell, Operations Director	P	Leslie Tan Religioso, Development & Marketing Director	P	Carolyn Smith, Executive Assistant	P

Agenda Items
Call to the Public
Mission Moment – Alumni Spotlight
Board Recognition
Discussion Items: <ul style="list-style-type: none"> <li>Resource Development Committee Fundraising</li> <li>Development Dashboard</li> <li>School Opening plans – Q2 and S2               <ul style="list-style-type: none"> <li>Planning Rationale</li> <li>Priorities</li> <li>Timelines for Decision Making</li> <li>On-campus Activities in Q2</li> </ul> </li> <li>Health and Wellness Council Update</li> <li>Equity Commitment Update</li> </ul>
Reports: <ul style="list-style-type: none"> <li>Finance Committee               <ul style="list-style-type: none"> <li>Audit FY20 (draft)</li> <li>Enrollment Stability Grant</li> <li>Bond Update</li> </ul> </li> <li>Facilities Committee</li> <li>Technology Committee</li> <li>HOS Report - Strategic Planning</li> </ul>
Further Trainings

<ul style="list-style-type: none"> <li>Family Educational Rights and Privacy Act (FERPA)</li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>Approval of September 21, 2020 Board of Directors Meeting Minutes</li> <li>Approval of Cancellation of Spring Break 2021 European Trip (postponed from Spring 2020)</li> </ul>
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

<b>Minutes</b>
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Board President Dr. Anthony (Tony) Dietz called the meeting to order at 5:31 p.m.

### **Call to the Public**

Tony then made a call to the public for comment on the agenda items, reviewing the rules for public comment under Open Meeting law and requesting that those who wish to speak enter their name in Chat to be called upon. He then opened the floor for comments:

*Jessica Elder, ASA Teacher & Parent*, thanked the Board for making decisions for the whole quarter because it allows her as a teacher and a parent to plan. She is hearing some nightmare stories from colleagues who teach elsewhere who are not able to plan like she can. She does not know if this type of decision making will continue in the future, but she just wanted to voice her appreciation.

There was no further public comment.

### **Mission Moment**

Tony then introduced Rev. Andria Davis as the Mission Moment – Alumni Spotlight guest speaker. A 2006 graduate of ASA, Rev. Andria did her undergraduate work at Smith College and then received her Master's in Theology from Chicago Theological Institute where she is now pursuing her Doctor of Ministry in Preaching and is also currently an Associate Pastor at Cathedral of Hope Church of Christ in Dallas, TX.

Rev. Andria discussed how the foundations for her academic and professional achievement were laid at ASA, dividing the timeline into a pre- and post-COVID world. Pre-COVID, ASA was essential to her academic success forming critical thinking skills and intellectual curiosity because of ASA's small classes and emphasis on engagement. Andria's junior year presentation on *A Handmaiden's Tale* led her to read the Bible then to further Bible study and her current course in life. In the post-COVID world, ASA taught Andria necessary multidisciplinary skills; she knows how to create feeling and movement because she knows music and production. Many ASA alums are involved in church work, and over the past several months they have found opportunities to connect and resource one another. In closing Andria offered some advice going forward in this time of COVID: it is a time of profound collective grief and loss, now is the time that we have to make some really tough decisions to move forward, and instead of looking back to what was, now is the time to make radical change and this is a time for ASA to thrive. Andria also offered her church as an outlet for our students to show their arts as well as a resource to help lift them up.

### **Board Recognition**

Instead of one particular Board member, Tony acknowledged then entire Board. After each member has met with Leah Fregulia, ASA has financial commitments from the Board in excess of \$75,000.

### **Discussion Items**

- Dr. Javier Cárdenas reviewed some of the ideas and commitments by the Resource Development Committee to help raise funds for the school including two salons focused on the Arizona Tax Credit and individual thank you calls from Board members. RDC is focused on working with past and current donors but also developing new donors through the New Parent Meeting. Leslie Religioso then talked about family connections through parent engagement groups and hopes that our outreach to alumni during the 25<sup>th</sup> anniversary will inspire more giving.
- Leah reviewed the rationale, priorities and timelines that are going into the planning of the next decision point for opening the school. The curriculum is being shaped for the different types of openings which are dependent on the prevailing health conditions at decision point and also with respect to the fact that some teachers and students will not return to campus because of health and safety reasons. Faculty are part of the Return to Campus Committee and the Health and Wellness Council so their voices are represented. If/when the decision

is made to return to campus, communications to faculty and families/students is extremely important including orientations to emphasize health and safety protocols and their roles in maintaining these standards. Leah briefly went over the timeline for decisions, modeling and communications up to the November 23<sup>rd</sup> Board meeting and following the decision point to allow for preparations for possible hybrid opening for 2<sup>nd</sup> semester. Carlos Contreras asked the criteria for allowing certain groups back on campus during the 2<sup>nd</sup> quarter; Leah explained the criteria including the group being small and manageable enough to allow to test protocols and student need. Carlos recommended that these criteria be part of the communications the school makes to families so they understand the priorities. Dr. Drew Maxwell then gave a short overview of the student activities that have begun on campus including some musical groups and classes as well as academic support; the social and emotional support among students is important and well as teachers being able to become more comfortable with the concept of safely coming back to campus.

- Javier emphasized that the focus of the Health and Wellness Council is predominately health conditions in the area as part of their recommendations. The HWC consists of several excellent healthcare professionals to help assess the data. The Council is aware that the decision to reopen is not simply made on data alone and they are conscious that their recommendations are one of several factors when the decision is made to reopen or not. Dr. Heidi Jannenga added that she was very glad a teacher was added to the HWC and that he was able to express the fears of his colleagues. Dr. Hazem Hnaide will be speaking to the faculty as a frontline infectious disease specialist to help answer their questions. Allison Otu questioned whether we should be looking at this as a more long-term issue. Javier agreed that this is more of a life-altering event and that as a Board, decisions should be more far-reaching, dependent on science, to help prevent staff burn-out. We have to prepare for fluctuations.
- Leah then shared progress made on ASA's Equity Commitments including ongoing translation of school documents such as communications and admissions documents accomplished by members of staff and a parent volunteer. ASA has also secured Linda Walton, an outside consultant to review ASA policies and provide Leadership and Board training.

## **Reports**

- John Snider reported for the Finance Committee. Student enrollment is within our budgeted amount, while revenues are a little down so are our expenditures, so it is balancing out. Audit is complete save a couple of supplemental schedules; the state has pushed back the deadline to mid-December. Liz Shaw explained that the state funding is coming in at a lower rate usually paid to online schools through the 40<sup>th</sup> day of school since the ASA is only providing online instruction right now; the Enrollment Stability Grant will make up for the shortfall with the funding in December. The state will review our online instruction numbers again at the end of the school year. John invited Marc Wancer from EFF to inform the Board that his company has lowered the rate of our bonds from 4.10% to 3.70% retroactively to this summer when ASA refinanced our Bonds with EFF; this will net the school \$20k-\$25k per year.
- Facilities Committee met with architects to discuss options for building shade outside to allow for outdoor instruction. The 3<sup>rd</sup> Street Improvement Plan has been delayed by the City until Spring.
- Technology has been added to some classrooms to facilitate online instruction even if we come back to a hybrid model.
- Dr. David Garcia gave a short overview of the Strategic Plan and its emphasis on equity and diversity including in hiring practices as well as sustainability and remaining competitive as in the area of teacher salaries and taking care of part-time staff. The plan sets ambitious goals despite COVID, and the school is looking forward.

## **Further Training**

Leah instructed the Board on their responsibilities to keep any personal student information they are exposed to as members of the Board of Directors strictly confidential under the Family Educational Rights and Privacy Act (FERPA). Since ASA is a small community, students can be identified even through oblique reference.

## **Action Items**

### *Approval of Minutes – September 21, 2020*

Betty Hum moved to approve the Board of Directors Meeting Minutes from September 21, 2020. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.]

*Approval of Cancellation of Spring Break 2021 European Trip*

Leah gave the background information that this was the trip planned for Spring 2020 but was postponed due to the COVID-19 outbreak. It needs to be cancelled altogether at this point because conditions will probably not be more favorable this coming Spring and there is a deadline to get any money back. Ramon Miranda, Faculty Advisor for the trip explained that the families that are still enrolled in the trip will receive approximately 50% of the cost and an airline voucher. Tony said that since the Board initially approved the trip, the Board will need to approve cancellation.

Javier Cárdenas moved to cancel the Spring Break 2021 trip to Europe. The motion was seconded by Carlos Contreras and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.]

**Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn and Jannenga voting in favor.]

The meeting adjourned at 6:59 p.m.

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Minutes reviewed and accepted on: 11/23/2020

Signed by:  \_\_\_\_\_, Board Member



# Arizona School for the Arts

## Board of Directors Minutes

Monday, November 23, 2020 at 5:30 p.m.

**Zoom Meeting: 886 8046 4222 Passcode: G3aT2W**

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>P</b>	<b>Dr. David Garcia, Secretary/ Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>P</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Ed Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga</b>	<b>P</b>	John O'Neal (Pending)		Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	P	Leah Fregulia, Head of School/ CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Clark, Vice Principal	P	Monica Anthony, Arts Director & VP of Student Services	P
Dr. Drew Maxwell, Operations Director	P	Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P
Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	A		

Agenda Items
Call to the Public
Mission Moment – The Coalition
Board Recognition
Discussion Items <ul style="list-style-type: none"> <li>Resource Development Committee               <ul style="list-style-type: none"> <li>Fundraising &amp; Development Dashboard</li> <li>The CARES Act</li> </ul> </li> <li>Finance Committee               <ul style="list-style-type: none"> <li>October Financials</li> <li>Audit FY20 Review and Approval</li> </ul> </li> <li>Discussion on School Opening Plan for 3<sup>rd</sup> Quarter               <ul style="list-style-type: none"> <li>Health &amp; Wellness Council</li> <li>Models</li> <li>Readiness</li> </ul> </li> <li>Facilities Committee               <ul style="list-style-type: none"> <li>Outdoor Shade Structure Overview</li> <li>Funds to Commence Construction</li> </ul> </li> <li>Arizona State Board of Charter Schools (ASBCS) 5-Year Review and Mission Statement</li> </ul>
Reports <ul style="list-style-type: none"> <li>Governance Committee</li> <li>Showcase</li> <li>Head of School Report               <ul style="list-style-type: none"> <li>Alumni Newsletter – 1<sup>st</sup> Issue Distributed</li> <li>Website Updated                   <ul style="list-style-type: none"> <li>Strategic Plan</li> <li>Commitments to Equity</li> </ul> </li> </ul> </li> </ul>

<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>▪ Alumni Page</li> </ul> </li> <li>○ Commitments to Equity           <ul style="list-style-type: none"> <li>▪ Linda Grooms Walton Board Interviews</li> </ul> </li> <li>○ Annual Report</li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>• Approval of October 26, 2020 Board of Directors Meeting Minutes</li> <li>• Approval of FY20 Audit</li> <li>• Approval of School Plan for 3<sup>rd</sup> Quarter beginning on January 4, 2021</li> <li>• Approval of Funds to Commence Construction of Outdoor Shade Structures</li> <li>• Approval of ASA Mission Statement</li> </ul>
<p>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</p>

<b>Minutes</b>
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Dr. Tony Dietz, Board President, called the meeting to order at 5:33 p.m.

### **Call to the Public**

Tony then made a call to the public for comment on the agenda items, reviewing the rules for public comment under Open Meeting law and requesting that those who wish to speak enter their name in Chat to be called upon. He then opened the floor for comments:

*David Kenton, ASA Math Teacher & Member of the Return to Campus Committee*, worked on the plan to allow students to return to campus, but feels that the numbers are trending in the wrong direction and will be exacerbated by holiday travel. He wants to return to campus, but only when it is safe and does not feel that will be the case at the beginning of January.

*Andrew Jacobs, Parent*, has respect for considering the health and safety of all involved, but does not feel ASA is fulfilling its mission. The school is doing the best it can under historically difficult circumstances but his Junior, like many students, is suffering from lack of social interaction and too much screen time. He would like to see ASA fulfil its arts mission with arts classes outside. He acknowledged that conditions don't allow for a hybrid model, but would like to see the school be creative in finding ways to allow students to interact safely on a limited basis.

*Josie Parsons, 10<sup>th</sup> Grade Student*, sees that the infection numbers are trending upward and does not think that will change by the beginning of the 2<sup>nd</sup> semester. She believes that changing learning models would be disruptive and asking much from the teachers who have already been asked to pivot. Staying online allows students and teachers to know what is expected of them which includes heavy testing in the 2<sup>nd</sup> semester. Small groups are already allowed on campus, she recommended we keep things as they are with online learning and arts and social interaction on campus as conditions allow.

*Michelle Ganz, Parent*, believes all perspectives have merit, but she is spoke from the social and emotional perspective as the parent of two students who love to attend school at ASA. She is finding that her daughters are missing the interaction of ideas of the classroom and are not using their voices in virtual learning; they are not using their EQ skills. They are also missing their live interactions with teachers. Her family feels that the school is not addressing the social and emotional needs of students. Her understanding is that the spread of the virus in schools is relatively low when schools follow precautions. The Board needs to consider the things that many people may not be speaking up about.

*Jessica Elder, ASA Teacher & Parent*, has three students at ASA and appreciates the excellence of the instruction they are receiving. All three know where to go to get extra help and they know how to take advantage of the social opportunities being offered to them to interact with their peers. She sees three kids who are thriving at home, they miss their friends, but they are getting their social interaction if in a different format. She appreciates that the Administration and the Board put safety first.

*Thomas Field, Parent*, is also a teacher in a different school and has been doing on-campus instruction since July. He appreciates that it is hard to go back to campus after doing online instruction for so long, but "studies have shown" that it is not good for students and families to be out of school too long and when campuses are properly run, they are not a source of major spread. He asked that the Board not base decisions on community spread benchmarks which could



delay opening, but follow the example of other schools that have adopted procedures that have allowed them to remain open during the pandemic.

*Jimmy & Bettina Chow, Parents*, appreciate all the school has done, but wanted the social and emotional intricacies of the students considered. They would like for the Board to look at other schools, such as their son's private school, that are using outdoor instructional space safely and effectively. This is a chance to be creative and find a way to say yes.

*Eric Russell, Parent*, asked that the Board act on plans to return to live instruction beginning the first day of classes in January 2021. He cited the World Health Organization's study that school closures are detrimental to student learning, emotional development and family income and reduce access to nutrition, increase exposure to violence and risk of grade failure. He also stated that school openings have no correlation to spikes in cases of COVID. Teachers choose their profession because they wish to serve their community like first responders or soldiers and he would like to see them back at school helping their students.

*Teresa Dempsey, Parent*, teachers have done an amazing job of retooling and finding dynamic ways to keep her Senior engaged. She does not love being online and she misses social interaction, but "you can't teach them if they're not there." If the school can be reopened safely, then of course they would love to come back, but if we have to wait until it's safe, then they will. She had full faith in the Board and faculty. Where she lives in Scottsdale, some schools are not opening and some that have opened are shutting down.

*Alba Chester, Parent*, has a 7<sup>th</sup> grader who has been attending ASA since 5<sup>th</sup> grade as well as a 9<sup>th</sup> grader who just transferred to ASA this past Wednesday from a Scottsdale public school, because of the quality of instruction ASA has been providing her 7<sup>th</sup> grader. In a matter of a few days, her 9<sup>th</sup> grader is much more engaged and getting better instruction. No kid loves to be in online school, but they and ASA are making the best of it. She trusts the Board will make the right decision to keep everyone safe and healthy.

*Mazie Maxwell, 11<sup>th</sup> Grade Student*, has been enjoying online academics and feels that she has excelled in her work, what she is struggling with has been arts classes. She is a percussionist and dislikes recording and editing her music rather than playing live with her instructor. Mazie is part of the percussion ensemble, but has found that getting everyone together in the evening in the middle of the week is difficult and would like some practices during the school day.

*Cara Denby, Parent*, thanked the ASA community for everything they have done. What the families are getting is far from ideal, but the world is far from ideal right now, and she feels that the teachers are putting out all they can right now. As a former teacher in the community, she trusts ASA's Board and Administration to make a thoughtful decision. She thinks anything ASA can continue to do outdoors would be awesome, of her three high school age daughters, two of them go to percussion rehearsal one night a week and it really works well for arts and some social contact so she encourages the continuation of that.

*Ava Ganz, 8<sup>th</sup> Grade Student*, was ultimately a little disappointed at the decision that was made at the last Board meeting because she felt that a lot of the students' opinions were not considered. She feels that her voice has been stifled by this situation and when students say they're "okay" it doesn't necessarily mean that they are okay. Her best friend left the school because she struggled with online learning and Ava felt that at the last Board meeting [during a discussion about State funding] that the funding was being prioritized over students. The lack of social interaction has been really hard for her, if there is a way to safely go back to in-person instruction, she feels that is the best way to go.

### **Mission Moment – The Coalition**

Tony introduced The Coalition to make their presentation. The presenters were: Sophomore Amalia Nevarez of the Hispanic Student Union, Senior Savanna Saunders of the Black Student Union, Sophomore Maddy Yang of the Asian Student Union and Junior Mazie Maxwell of the Feminist Alliance. The group showed the different student clubs that were part of or allied with The Coalition and gave an overview of their objectives including creating a safe space to celebrate the intersectionality of their collective identities at ASA, welcoming shared experiences and honoring unique differences and igniting activism and promoting social justice on campus and throughout the larger Phoenix, Arizona community. As a group they have discussed ASA's Commitments to Equity and discussed the need to keep an open line of communication with Administration and adopted the #MyNameIs project for students of color on campus. Video of the students explaining the meaning and origins of their names will be shared on ASA social media as well as each Coalition club's own Instagram. The group then discussed their goal to include as many ASA students as possible in Coalition clubs and their desire to "reach out to create partnerships with organizations outside of ASA and continue to educate the community in current issues of the world." and showed their use of social media to help achieve those aims.

Carlos Contreras asked the group how the pandemic has affected participation in The Coalition clubs. Mazie responded that it has given her the opportunity to reach out to more ASA clubs even online, she has more members than last year. Savanna concurred but added that they are going to have to reimagine the events that are usually held in February. Mazie shared that various clubs have been able to participate in events like making care bags for the homeless and thank you videos for essential workers.

Alex Laing asked the Coalition members if there was anything that they needed of the Board and if not, he encouraged them to come to the Board if they do have a need because they are doing the type of work that the Community would like to support. Mazie said for now they would appreciate everyone getting the word out so they can have more students join across the school.

### **Board Recognition**

Tony recognized Ricky Livoni not only for his work as a teacher and a Board member, but also for his work with Yearbook, Mock Trial, Equity Training and The Coalition and the Hispanic Heritage Celebration.

### **Discussion Items**

#### *Resource Development Committee*

Dr. Javier Cárdenas reported that at the suggestion of Allison Otu, the RDC has been making calls to families, not necessarily to request donations, but to enquire about their welfare and to thank them for their past donations to the school. If they are in a position to donate again and even sponsor another student, that is welcome. At the heart of what they do are the students like those in The Coalition. The work of the RDC over the next few months will be pairing with some of the Ambassadors and making videos that highlight why they hope potential donors can support the arts at ASA. He requested that members of the Board help make some of the thank you phone calls to help ease the workload of the Development department. They are also thinking of some event that can be held for recognition and thanks.

Marcia Mintz explained the unique tax incentive to individuals and businesses through the CARES Act that is available this year only. This information can be used by members of the Board for their personal donation or to solicit donations from others.

Leslie Religioso shared that she has a new member of her team, Min Skivington, who will be working with her in the Development and Marketing Department. Min come to us from the Epilepsy Foundation and has a solid background in non-profit work.

#### *Finance Committee*

John Snider reported that the regular monthly reports are on the portal for review. The school is very much on budget at this time. Also on the portal is the final draft of the Audit for Fiscal Year 2020; there are no surprises in the audit. Liz Shaw and Laura Apperson are so accurate with their monthly reporting that there are no adjustments in the audit. Tony will be asking for the Board's approval of the documents later on, and John is available if there are any questions.

Tony commented that ASA is running to budget but that we are running approximately \$100,000 behind in fundraising, which makes the donations so important this year. John concurred; we are on budget year to date but the shortfalls in fundraising are offset because we are not currently on campus. Should we go back to campus, and the fundraising not improve, we will have issues. Leah added that there is going to be a heavy fundraising and tax credit appeal from this point forward to the end of the year.

#### *Discussion of School Opening Plan for 3<sup>rd</sup> Quarter*

Tony shared the community benchmarks including the ADHS Dashboard that shows Maricopa County trending toward red. The map of zip codes around the school are mostly red including the school's zip code. Everything is trending in the wrong direction.

Javier explained that the school has been preparing for a return to campus since we were in lockdown in May under the supervision of Dr. Drew Maxwell if and when conditions would allow. The Health & Wellness Committee is composed of Board members and non-Board members, many of whom are very talented and renown healthcare providers. The group is focused on health including mental and social health of the students and teachers. The numbers are not favorable for a return right now. The Council recognizes that this pandemic is inequitable more adversely affecting some because of their socioeconomic status or the color of their skin or their health history. The illness is not as bad in children, but the closer the body type gets to an adult, the worse it is for the patient. The light at the end of the tunnel is vaccines. The Committee is not focusing on the "when" to return to campus, but the "how". Allison Otu asked Javier if the Committee was there to make recommendations or just to assess the situation. Javier responded that they do

make recommendations, but more towards the “how”, it is not a binary decision. Karen Lugosi mentioned that while the school can instill mitigation strategies, the infectious disease specialists on the Committee said that we cannot ignore the spread; there are a lot of factors to consider including how community spread effects out hospitals against the social and mental wellbeing of our students. It is not an easy decision and it is not being made lightly in an evolving situation.

Leah Fregulia acknowledged excellent support of the Health & Wellness Council as well as the COVID-19 Task Force and all the teacher and staff who contributed to creating a few workable strategies for a time when we can come back to campus as well as the steps we are taking now to allow some groups to come back for arts and clubs and students who need extra support. Sara Maline Bohn then went over the priorities and rationale in developing the back to campus plans including many of those expressed by the speakers during the Call to the Public. She then went over the color-coded learning scenarios based on health benchmarks:

Red = Fully Digital/Online learning, no campus activity  
Orange = Primarily Online learning with some small groups of students on campus (current scenario)  
Yellow = Hybrid Learning, A/B Schedule with ½ students on campus at a time  
Green = Fully on-campus learning

Sara went over what is different and what will remain the same for on-campus learning plans and the SEL resources for students and families and then showed examples of Red-Orange and Yellow schedules for 5<sup>th</sup> and 6<sup>th</sup> grades, 7<sup>th</sup> and 8<sup>th</sup> grades, and High School going over adjustment made to Middle School schedules to accommodate the learning scenarios and on-campus cohorting. Even in the Hybrid models, Zoom will be used to teach the off-campus students simultaneously with the on-campus students. Before teachers and students come back to campus, there will be separate orientation weeks to familiarize the grade levels with schedules and expectations.

Javier commented that he liked the Orange model because it addressed some of the inequities he spoke of earlier while keeping students safe. Dr. Ed Finn queried how the school is going to identify the students with the most need. Sara explained that the first line of defense re the teachers and their teams; if they recognize a negative change in a student, they reach out to the family to find out what the exact problem may be and keep an eye on situation, especially if there is a lack of communication. Dr. David Garcia asked how difficult it would be to switch back to Red from Yellow or Orange if conditions worsen. Sara explained that the models are built with that situation in mind so it would be very easy. David also asked if we go to the Yellow plan could a student remain completely online. Sara told him that the surveys they have done indicated that about 25% of students would remain completely online so the learning models accommodate for that. Marcia wanted to know if in the Yellow model if there were different expectations of the students Zooming and will the teacher be handling both live and Zoom instruction by themselves. Sara said the student expectation is the same live and online and in the younger grades, there may be a need for a teaching assistant to help handle the dual model. Marcia also asked how the student are split into A/B groups. Sara said that it mostly teacher discretion, but thought will be put into diversifying the groups so that there is a good blend of new and familiar students. John asked if our on-campus policies allow for control over situations of students who frequently violate health and safety rules. Typically, our students are very cognizant of health and safety rules, but violators will be treated like any other violation of the rules. Tony asked about arts classes and if they will have an opportunity to perform together. Sara explained arts classes will be handled a little differently since we have several teachers who can instruction in multiple levels, so one teacher may handle all online classes for a few weeks and then switch; right now, Dr. Drew Maxwell and Monica Anthony are working on finding space to accommodate larger groups to spread out like the church for choir. Leah mentioned that if we are on campus, there may be opportunity for performances, but live streamed so we don't get large audiences. Carlos asked if we have enough staff capacity for students who need help. Sara said that we have so far, depending on student need, we have been able to identify the issue and connect them with the proper person or resource. Leah reminded the Board that at the end of last year, there was state funding available for an on-campus counselor, but ASA did not qualify; there may be more funding for that in the future and ASA will apply again.

#### *Facilities Committee*

Using computer drawings of the area, Drew showed the Board the shade structures to be built in the covered faculty parking area over the driveway between Main building and the first north-south row of parking as well as between the two rows of east-west parking. Permitting may be necessary, but the contractors across the street working on the project at 3<sup>rd</sup> and Willetta Streets have offered us the labor at low-to-no cost and access to commercial pricing on the necessary materials. The space would primarily be used for arts classes and clubs and is a good long-term solution for the school even after the pandemic. Drew requested a Not to Exceed amount of \$35,000 and believes that should well be able to cover the cost of the project. Carlos asked the lifetime of the structures. Drew responded that the steelwork would last for a good long time and the lifetime of the sails is approximately ten years. Karen questioned the exact

location and the use for arts. Drew responded that it would currently be used for arts classes, and we could lose some parking which we could get back later, but the driveway would still be used for outdoor classroom space.

#### *Arizona State Board for Charter Schools (ASBCS) 5-Year Review and Mission Statement*

Leah explained that during the last review in 2015, ASBCS had very specific requirements for our mission statement that appears on their website, which was approved by the Board at the time. For this review, the requirement is our mission statement on the ASBCS website match that of the one on all ASA materials including the website. The Board will need to formally adopt the mission statement.

### **Reports**

#### *Governance Committee*

Nothing to report at this time.

#### *Showcase*

Monica Anthony gave the highlights of the plan to change the format of Showcase this year and ongoing to be more reflective of the school as a whole with a more flexible format than a single traditional stage show. It will now be called ASA Fest; it will still have arts performances but in a festival atmosphere allowing for flexible venues including live streaming and recorded performances and incorporating some academics. This year will celebrate ASA's 25<sup>th</sup> anniversary and the theme is "Home" celebrating the history of the campus that we do have. It will be held on June 3, 2021 at 7:00 p.m. This information will be shared with families and students soon. John Snider asked if this would be the format going forward. Monica replied that this will be the format for this particular year, but the name will be permanently changed to allow flexibility from year to year.

#### *Head of School Report*

Leah reported that the first issue of the Alumni newsletter went out and the website was updated with the Strategic Plan, Commitments to Equity and Alumni page. She also informed the Board that she and Carolyn Smith will be scheduling appointment for various groups of Board members to meet with ASA's equity consultant, Dr. Linda Groomes Walton. A preview of the new Annual Report is available on the Board Portal.

### **Action Items**

#### *Approval of Minutes – October 26, 2020*

Carlos Contreras moved to approve the Board of Directors Meeting Minutes from October 26, 2020. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of FY20 Audit*

Marcia Mintz moved to approve the ASA Fiscal Year 2020 Audit. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of School Plan for 3<sup>rd</sup> Quarter Beginning on January 4, 2021*

Javier Cárdenas moved to approve the four Learning Scenarios based on health benchmarks outlined by the ASA Administration as follows: Red= Digital/Online Learning, Orange= Primarily Digital Learning (current scenario) Yellow= Hybrid Learning, Green= In Person Learning. The motion was seconded by Marcia Mintz and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

Prior to the motion for the motion to adopt a learning scenario for the 3<sup>rd</sup> quarter, Leah said that her office does have a recommendation. She thanked the teachers, student and parents for attending and voicing their perspectives; she recognizes and appreciates their voices. Leah said that we are two months away from January and recommends that the Board revisits any decision made at this meeting at the December 14<sup>th</sup> meeting and again close to January, especially because of the anticipated holiday spike. Leah also recommended that we stay in the Red, moving towards Orange model at least into the first few weeks in January. Now that we have a viable return to campus model, we have more flexibility to revisit these decisions more frequently. Ed would like to hear from the staff if they are comfortable switching between models. Sara feels confident the plan can work because it covers what they have asked for. Tony questioned Red versus Orange and since we are in Orange is it included in Red? Leah said that it currently is and we wish to keep moving towards Orange as long as it is safe. Javier wanted to know how the rate of infectious disease in the community affects the groundwork that needs to be done for implementation. Sara said that the rising numbers

pushed back the faculty training days scheduled for December, but it can easily be rescheduled if and when the Board adopts the Hybrid [Yellow] model; faculty has been told that Administration will be looking at data on Thursdays to make decisions for the following week. The flexibility of the Orange model has allowed leadership to make quick decisions and it is responsive to needs. Tony asked about bringing high-needs students to campus under Orange. Sara responded that many of the high needs kids need close contact one-to-one attention which is not possible with current metrics; right now they are better served one-to-one on Zoom.

Javier Cárdenas moved to that based upon a review of current community health conditions; AZDHS, MCHD, CDC and AAP guidelines; faculty, staff, and parent input; and in the interest of optimal student learning, ASA implements the plans for operating in the RED Learning Scenario for the 3rd Quarter of school (January 4, 2021- March 12, 2021) with the option to move to ORANGE as conditions allow, and will remain in compliance with all requirements outlined in Executive Order 2020-51. The motion was seconded by Marcia Mintz. Tony asked if there was further discussion, and Alex asked if there was the possibility to express commitment to expand offerings under Orange in a creative manner. John Snider questioned why we would start in Red and not Orange being clear that the campus activities are arts activities. David added that he thought opening in Orange allows flexibility, while Red is a stop. Tony said as a Board they could vote for Orange adding language that the school is looking for art opportunities. Alex asked for Leah to speak to her recommendation for Red and not Orange to start. Leah said Red would offer a little buffer after the holidays to assess the numbers and if it is safe, they can move to Orange quickly. Ed said we need to give students something to look forward to and Orange mode lets them know we want them to come back; a screening process can be put in place to allow student groups to apply to come back to campus. Ricky added that it has been very valuable interpersonally to allow not just arts but student clubs to come back to campus. John agreed and further stated that it should not be up to the Board which groups come back to campus; Marcia said the Board should not be involved in the what or the who but the how and leave execution to the staff. Leah would like the latitude to pull back to Red in the motion. David said he believed that all the infrastructure was put into the school so students could come back to campus during the pandemic.

Javier Cárdenas amended the motion and moved that based upon a review of current community health conditions; AZDHS, MCHD, CDC and AAP guidelines; faculty, staff, and parent input; and in the interest of optimal student learning, ASA implements the plans for operating in the ORANGE Learning Scenario beginning January 4, 2021 with the option to move to RED as conditions allow, and will remain in compliance with all requirements outlined in Executive Order 2020-51. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of Funds to Commence Construction of Outdoor Shade Structure*

Betty Hum moved to approve a Not to Exceed Amount of \$35,000 in order to commence construction of outdoor shade structures adjacent to covered parking area and Main building. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval ASA Mission Statement*

Marcia Mintz moved to approve the ASA Mission Statement as presented. The motion was seconded by Allison Otu and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### **Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Allison Otu and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

The meeting adjourned at 8:16 p.m.

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Minutes reviewed and accepted on: 12/14/2020

Signed by: , Board Member



# Arizona School for the Arts

## Board of Directors Minutes

Monday, December 14, 2020 at 5:30 p.m.

**Zoom Meeting: 892 9014 8734 Passcode: 262121**

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>A</b>	<b>Dr. David Garcia, Secretary/ Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>P</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Ed Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga, TC Chair</b>	<b>P</b>	John O'Neal (Pending)	P	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A	Leah Fregulia, Head of School/ CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Clark, Vice Principal	P	Monica Anthony, Arts Director & VP of Student Services	P
Dr. Drew Maxwell, Operations Director	P	Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P
Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	P		

Agenda Items
Call to the Public
Mission Moment – “Resilience”
Board Recognition
Discussion Items <ul style="list-style-type: none"> <li>Resource Development Committee</li> <li>Development Dashboard</li> <li>Health and Wellness Council Review of Community Health Benchmarks</li> <li>January Return to School Plan</li> <li>Compliance: Mask Policy, Travel &amp; Quarantine</li> </ul>
Reports <ul style="list-style-type: none"> <li>Technology Committee</li> <li>Governance Committee <ul style="list-style-type: none"> <li>HOS Evaluation in Executive Session</li> <li>Membership – Yetta Gibson and Dr. Hazem Hnaide</li> </ul> </li> <li>School Fees</li> </ul>
Presentation – Chamber Singers and Tax Credit
Action Items <ul style="list-style-type: none"> <li>Approval of November 23, 2020 Board of Directors Meeting Minutes</li> <li>Approval/Confirmation of School Opening Plan for 3<sup>rd</sup> Quarter beginning January 4, 2021</li> <li>Approval of Mask Policy Revisions</li> <li>Approval of COVID related policy amendments relating to quarantine</li> </ul>
The Board of Directors will vote to hold an executive session for the purpose of discussing specific personnel matters pursuant to: ARS §38-431.03 (A)(1) Personnel

The 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. Tony Dietz called the meeting to order at 5:33 p.m.

### **Call to the Public**

Tony welcomed the members of the public attending the meeting and after a review of Open Meeting rules asked that any wishing to speak regarding an agenda item put their names in the Zoom Chat. As no member of the public came forward, Tony moved to the next agenda item.

### **Mission Moment**

Leah Fregulia shared a video created by ASA Choir Teacher, Jessica Elder. "Resilience" by Justice Choir is a joint project by 5<sup>th</sup> and 6<sup>th</sup> grade Vocal Foundations and 7<sup>th</sup> and 8<sup>th</sup> grade Mixed Ensemble combining quotes, visual art and a performance of the song, "Resilience". Monica Anthony explained that Justice Choir is a group putting together vocal arrangements for online learning; Jessica chose the song "Resilience" for her students as inspiration.

### **Board Recognition**

Tony recognized Betty Hum and thanked her for her generous holiday gift from Lula's Garden to the members of the Board and Senior Leadership Team.

### **Discussion Items**

#### *Resource Development Committee / Development Dashboard*

Committee Chair Dr. Javier Cárdenas noted that it has been a challenging fundraising year but the school is thankful for every contributor who has made and fulfilled a commitment. The RDC continues to make gratitude calls and Javier invited other members of the Board to participate in making these calls. Javier went on to say that while it is important to have commitments from student families, it is critically important and a community expectation, as a non-profit organization, to have one hundred percent participation from members of the Board, which has not yet been achieved.

Javier introduced the Board of Directors Engagement Toolkit created by Leslie Religioso and added to the Board Portal for the members' use. It is a handy guide to the CARES Act and year-end giving, and Tax Credit Donation. Javier then introduced one of two videos that was made as a creative way to help make donation requests. The second video will be added to the Board Portal and sent to Board members via email. Javier added that the RDC is working on setting up a formal fundraising training with Jerry Diaz to help facilitate how Board members make asks. Leslie reiterated the request that the Board members take a look at the Toolkit as it is an easy way for them to copy and paste messages in their social media and let them know that she and Min Skivington are available for help and support. Tony added that the Tax Credit donations are vital because they aid in paying stipends to the teachers who help with extracurriculars and it also helps pay for Life Skills classes. It is one of the easiest donations to make because donors get the donation back through tax credit so he would like to see one hundred percent Board participation. Tony also commended Javier and Leslie for the Toolkit for its creativity and ease of use.

#### *Health and Wellness Council Review of Community Health Benchmarks / January Return to School Plan*

Tony reviewed the ADHS Benchmarks as well as the most current ADHS Dashboard which shows the current cases and positivity rate per 100,000 in the Substantial range while hospitalization remains in the Moderate range, trending toward Substantial if not already there because of the two-week lag in data. The numbers for the ASA specific zip codes were also well into red zones in all areas. Using a modeling tool provided by Karen Lugosi, these numbers translate into positivity likelihood on the ASA campus. Currently, going into a Hybrid model with ten students per class, there is a 40% chance a positive student will be in any class, an 80% chance a teacher will have a positive student and a 100% chance a positive student will be on campus.

Javier noted that as of this morning, Arizona has 11,795 positive cases making Arizona's positivity rate number one in the nation. As AHA has a number of healthcare professionals on the Health and Wellness Council as well as the school's ethos to be socially responsible, it falls upon us as a community to continue that responsibility and maintain socially distanced activities and mask wearing. Hospitals are becoming overwhelmed and some ICUs are full. The HWC also recommends that ASA follow the county guidelines with respect to quarantine with modified language from the CDC being adopted by the county. The vaccine will be available for healthcare providers soon as they are in Group 1A;

educators (faculty and staff) are in Group 1B. For practical purposes, educators will likely receive the vaccine sometime in January, with a second dose 2-3 weeks later; immunity should occur approximately 2-3 weeks after the second dose, bringing immunity around March.

Javier said he wanted the Board to have realistic expectations of the models and what they mean for the teachers. At the November 23<sup>rd</sup> meeting the Board voted that the third quarter begin in the Orange model with the option to go to Red at the Administration's discretion, considering the trend of current community spread. When the Board makes the decision to return to campus, they are to be sure they have all the provisions available to students, faculty and staff; we have excellent procedures and mitigation strategies in place, but when we return it should be with full PPE to help prevent spread. Javier also thanked HWC member Dr. Rebecca Sunnenshine who had a great role in advancing the committee's discussion and knowledge. Dr. Heidi Jannenga added that she learns something at each meeting and is impressed that the group cares so much about the health and welfare of the school. Javier rejoined that the HWC considers not only physical health, but mental and social health when they make their recommendations.

Committee member Dr. Hazem Hnaide joined the meeting and reiterated that the numbers are trending upward and the ICUs in the hospitals at which he attends are at full capacity. The county has surpassed the July positivity numbers so we are now in the county's highest peak. The last time he checked, all of the markers that the county uses for school opening are in the red; we are still heading in the wrong direction. Most of the rise can be accounted for by people getting together at social gatherings without proper precautions. Hospitals are filling up as a result, they are better prepared with PPE, but people coming to hospitals with other illnesses are not being treated or transferred in a timely manner as a result. Knowledge of how to treat the disease is greater, and supported by therapeutic drugs, they are better able to keep patients of mechanical ventilators and shorten hospital stays. There are also drugs available to help keep high risk patients out of the hospital and the vaccine is available as of today. Maricopa County is working with the five major hospital systems to help distribute the vaccine; Phase 1A of distribution should be completed in the next two weeks and 1B availability will be in January.

Tony asked if any members of the Board had any questions regarding the information presented by the HWC or any further questions regarding the school models presented at the November meeting as they would be voting to affirm the return to school plan decision made last month later in the meeting; no questions were forthcoming.

#### *Compliance: Mask Policy, Travel & Quarantine*

Leah presented the Student Mask Policy which has been updated by the school's legal counsel. When it was presented at the August Board meeting, it was for informational purposes only. At this time the policy -- with a change to the minimum age of mask requirements from five to two as well as the added exceptions for physical activities and band practice -- is to be ratified by the Board.

The ASA Mitigation Plan which was ratified by the Board in August has some changes in quarantine requirements that come as recommendations from the Health and Wellness Council in line with CDC guidelines. The changes include clarification of the number of days of quarantine after symptoms appear of a Covid-like illness or a confirmed case of Covid and an increase from one day to seven days after a negative Covid test with no Covid symptoms. Javier further clarified that day of exposure is day zero and a negative test must occur on day five from exposure and the return would technically be on day eight from exposure. Leah said that language reflecting a test on day five and a return on day eight would be added to the policy and that the changes would be proposed with the added language when it came up for vote later in the meeting.

Tony added that even though we are currently in an online learning model, any positive Covid case is being tracked and information is being disseminated by Dr. Drew Maxwell; he and the staff are doing an excellent job keeping up on all policies.

#### **Reports**

##### *Technology Committee*

Committee Chair Dr. Heidi Jannenga reported that a lot of work is being done to prepare for when the school does eventually come back on a Hybrid model. The digital classroom in Main 111 & 113 is now complete with the possibility of the addition of some microphones or switching options. Heidi's company, WebPT was able to donate some computers to the school after an upgrade at the firm; they have been very useful to the faculty. WebPT will be doing this again and Heidi made an appeal to the Board to do likewise should the opportunity arise at their companies. Cox has been upgrading the internet speed in the neighborhood to 10GB; the new 1GB systems will be installed at ASA by Cox. Heidi wanted to remind everyone as we think about the future Hybrid model is to make sure we are seeing teacher input, and that we prepare for bandwidth issues, that Chromebooks batteries are tested and that we have capacity to charge them



at the school for students who come unprepared and most importantly that we keep equity in mind between students learning on and off campus in an effort to make the experience as good as possible for all.

#### *Governance Committee*

Tony began by letting the Board know that they would be going into Executive Session later in the meeting to discuss the Head of School evaluation. Betty Hum then reported that the Governance Committee has two excellent potential Board members who have indicated their interest in joining the ASA Board of Directors. Tony concurred that we are very lucky to have Yetta Gibson, news anchor at CBS 5 and Channel 3, and Health and Wellness Committee member Dr. Hazem Hnaide both in the pipeline for Board membership next year.

#### *School Fees*

Tony introduced the topic of school fees and mentioned that it was something that the Board must approve. Leah showed the Board a list of the club fees and went over the minor changes and let the Board know that the general school Activity Fee that all students pay at the beginning of each school year would remain \$150.00.

#### *Presentation – Chamber Singers and Tax Credit*

Leah told the Board that each year Dana Bender's ASA Chambers Singers perform at the annual Phoenix Community Alliance luncheon, changing the words to a familiar holiday song to highlight the Arizona tax credit in a fun way not just for ASA but for all schools in the Downtown area.

### **Action Items**

#### *Approval of Minutes – November 23, 2020*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from November 23, 2020. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of School Plan for 3<sup>rd</sup> Quarter Beginning on January 4, 2021*

Javier Cárdenas moved that based upon a review of current community health conditions; AZDHS, MCHD, CDC and AAP guidelines; faculty, staff, and parent input; and in the interest of optimal student learning, ASA implements the plans for operating in the ORANGE Learning Scenario beginning January 4, 2021 with the option to move to RED as conditions allow, and will remain in compliance with all requirements outlined in Executive Order 2020-51. The motion was seconded by Marcia Mintz and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of Mask Policy Revisions*

John Snider moved to approve the ASA Student Mask Policy Revision. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of COVID Related Policy Amendments Relating to Quarantine*

Javier Cárdenas moved to approve the ASA Mitigation Plan amendments relating to quarantine with additions to the language specifying the language discussed earlier regarding exposure: negative testing no earlier than day five after exposure and a return to school on day eight after exposure and a negative test result. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of SY2021-22 School Fees*

Betty Hum moved to approve the School Year 2021-22 school fees. The motion was seconded by Marcia Mintz and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Executive Session*

At 6:38 p.m. Javier Cárdenas moved the Board of Directors commence an executive session pursuant to ARS §38-431.03 (A)(1), in order to discuss Head of School/CEO annual evaluation. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

Executive Session ended at 6:49 p.m.

**Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

The meeting adjourned at 6:50 p.m.

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Minutes reviewed and accepted on: 01/25/2021

Signed by:  \_\_\_\_\_, Board Member



# Arizona School for the Arts

## Board of Directors Minutes

Monday, January 25, 2021 at 5:30 p.m.

**Zoom Meeting: 892 9014 8734 Passcode: 262121**

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>P</b>	<b>Dr. David Garcia, Secretary/ Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander (Alex) Laing</b>	<b>P</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>P</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Ed Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga, TC Chair</b>	<b>P</b>	John O'Neal [Pending]	P	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A	Leah Fregulia, Head of School/ CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Clark, Vice Principal	P	Monica Anthony, Arts Director & VP of Student Services	P
Dr. Drew Maxwell, Operations Director	P	Elizabeth (Liz) Shaw, Finance Director	P	Leslie Religioso, Development & Marketing Director	P
Carolyn Smith, Executive Assistant	P	Marc Wancer, EFF	P	Dr. Hazem Hnaide	P

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b>
<ul style="list-style-type: none"> <li>Percussion Ensemble Video Performance of "Hillside Cumbia" by Steve Chavez</li> </ul>
<b>Board Recognition</b>
<b>Discussion Items</b>
<ul style="list-style-type: none"> <li>Resource Development Committee/Development Dashboard</li> <li>Call for Board Involvement in Thank You Calls (Fundraising) and Showcase Sponsorships</li> <li>Finance Committee</li> <li>Community Health Conditions and Back to School Timeline</li> <li>COVID-19 Vaccinations</li> <li>City of Phoenix 3<sup>rd</sup> Street Improvement Project – Certificate of Corporate Resolution</li> </ul>
<b>Reports</b>
<ul style="list-style-type: none"> <li>Governance Committee</li> <li>Facilities Committee</li> <li>Strategic Plan Updates</li> <li>End of Year Production – Monica Anthony</li> </ul>
<b>Action Items</b>
<ul style="list-style-type: none"> <li>Approval of December 14, 2020 Board of Directors Meeting Minutes</li> <li>Approval of Certificate of Corporate Resolution for sale of land to the City of Phoenix for the 3<sup>rd</sup> Street Improvement Project</li> </ul>
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 by Board President, Dr. Tony Dietz at 5:32 p.m.

### **Call to the Public**

Tony opened the meeting with a call to the public reviewing the rules of public participation in the Board meeting. As there were no comments or questions from the public, Tony closed the floor.

### **Mission Moment**

The Board watched a video performance of Steve Chavez' "Hillside Cumbia" by ASA's Percussion Ensemble.

### **Board Recognition**

Tony recognized ASA's Arts Director & Vice Principal of Student Services, Monica Anthony, for the creativity and enthusiasm she brings to her position, especially in the current online teaching structure. Aaron Thacker added that as an arts teacher, he always comes away from a conversation with Monica feeling inspired.

### **Discussion Items**

- Dr. Javier Cárdenas shared the Development Dashboard, emphasizing that fundraising is trending behind this time last year. Acknowledging that money discussions are difficult, Javier reminded the Board that their first priority as members was the fiscal health of ASA in addition the insight and oversight they provide. He said that the fundraising efforts by Leslie Religioso and the team were better than expected, and they are appreciative of their hard work and efforts.
- Javier proposed a challenge to the Board for Showcase sponsorships; each member is to make a Sponsorship ask, and copy Leslie and relevant team members during that ask. The next meeting will have details of the levels of sponsorship. In an effort to make the challenge fun, Dr. David Garcia announced that an ask to an individual or organization for any level of sponsorship will allow members to be eligible for a prize, to be determined. Carlos Contreras recommended that there should be some tracking so that businesses do not get multiple separate asks; Javier responded that Leslie is keeping a spreadsheet of companies and contacts and suggested that members check in with Leslie before making an ask.
- At this time the meeting was joined by special guest, Dr. Rebecca Sunenshine, Medical Director for Disease Control at Maricopa County Health Department and ASA Health and Wellness Council Member. Since her time was limited, Leah Fregulia suggested that her presentation on COVID-19 Vaccinations be moved up the agenda, allowing the Board to revisit the skipped items after Dr. Sunenshine needed to leave. The suggestion was accepted by the Board President.

Dr. Sunenshine shared the current epidemiology curves showing the trend of COVID-19 cases and hospitalizations in Maricopa County; she believes we have passed the peak of this second large wave of cases and, while still high, are trending downwards. Deaths are still not trending down, but there is a flattening of the curve which is encouraging.

She then gave an overview presentation on the current mRNA COVID-19 vaccines developed by Pfizer and Moderna including how they work, how they were developed, the review process and dispelled the misconceptions around these vaccines. Dr. Sunenshine went on to explain the two-step vaccination process and possible side effects for both brands and the state and county vaccine phases and Points of Dispensing (PODs), highlighting the 1b Phoenix Union POD in which ASA participated this past weekend. She then invited questions:

- Leah asked her on behalf of the ASA staff when the second shot would be made available. Dr. Sunenshine explained that there is not an exact date yet, but members of her team will plan to have a POD approximately twenty-eight days from the first shot since a Moderna vaccine was administered and there is vaccine designated for the second shot.
- Leah asked if there was flexibility in getting the vaccine a little early or later than the target time. Dr. Sunenshine said there is a grace period for both vaccines allowing someone to get the second shot up to four days early without harm, and as much as six months after the first without losing immunity.
- Dr. Drew Maxwell thanked Dr. Sunenshine for her prior faculty presentation as it has proved helpful to easing questions and fears of our staff and confirmed that it would be a helpful presentation to give to other schools prior to their PODs at Dr. Sunenshine's inquiry.

- Tony asked about the possibility of the ADHS guidance on school delivery models changing once teachers are vaccinated and considered fully immune. Dr. Sunenshine said that the targets and guidance continues to change, but as long as teachers are vaccinated, the risk is minimized if other safety measures are continued including requiring masks and maintaining a six-foot distance between students at all times (especially at lunchtime) and having a good campus case-tracking system in place. If the COVID rates continue a downward trend (possibly below 10%), a school should be able to open on a hybrid model, but always choose safety first.
- As a follow-up, Drew asked Dr. Sunenshine what the current county guidance is on calling a campus outbreak. She explained that the epidemiological definition of an outbreak is two or more cases within a fourteen-day period at a school, but it is not worrisome if quarantine rules are followed. An uncontrolled outbreak, where the spread continues and cannot be traced to a definite source, is when closing for a couple of weeks would be recommended.
- Leah asked about the efficacy of the vaccines against the new variant strains of COVID-19 that are appearing. Dr. Sunenshine explained what she knew about the UK variant and said that the companies are pretty confident their vaccines will protect against it. She said she did not know enough about the South African variant to speak to it confidently, but to watch the CDC website.
- Carlos asked Dr. Sunenshine if and how these variants are being tracked in the local community. She said that the ADHS state lab is receiving isolates and local academia, UA and ASU, are helpful in sharing their research. If there is a sudden, large outbreak, they may ask the state lab to look closely at the testing or share the sampling with Translational Genomics Research Institute (TGen) who is monitoring this closely as genomes are their primary focus and they would be the most likely source to find the variants first in our locality.
- Returning to the Report from the Resource Development Committee, Javier shared the four dates planned for the Annual Parent Meetings and a reminder to the Board that these meetings are better received when there is Board representation at the meeting. RDC members will participate, sharing their thoughts with parents on why supporting ASA is so important.
- John Snider explained that since there was no Finance Committee meeting in December, the reports for both November and December are included on the Board portal; as they are cumulative, the December reports should be the focus. The school continues to manage expenses well and student count remains in budgeted range which is the primary source of revenue. Despite the lower state contributions due to online instruction, we are doing well because of expense management. Additional Federal funds will be distributed to the state, but it is not yet clear how much the school will receive; hopefully it will fill the gap. Tony emphasized the importance of the upcoming Annual Parent Meeting and a push on the Tax Credit as well as 100% Annual Fund participation this year.
- Tony showed the COVID-19 case, positivity and hospitalization rates in the Substantial range on the ADHS school dashboard, recommending an online model. He then shared the weighted case rates for ASA zip codes as of January 9<sup>th</sup> which are also trending upwards. Javier added that while we are gearing towards teacher vaccinations, with a great mitigation plan implemented by Drew, the Health and Wellness Council are looking at what to do in the possibility of high community spread with vaccination - possibly testing students with an eye towards equity – but the Council will have some ideas in March.
- Tony shared that he will be asking the Board for authority to sign a Certificate of Corporate Resolution relating to the sale of two small pieces of land to the City of Phoenix for the 3<sup>rd</sup> Street Improvement Project that was approved at the August 24<sup>th</sup> Board meeting.

## **Reports**

- Betty Hum said the Governance Committee is considering two new members; Committee members have met with them and they will be put forward to the Board in approximately a month.
- Drew is still working to negotiate a plan with the construction manager at the project next door and he will be presenting numbers to Drew the next day for construction of the shade structure on campus.
- David Garcia reported that he, Leah and her team are working on gathering data on teacher salary comparisons and should have information to share in the next few meetings.
- Monica provided the inspiration for and an overview of the changes in the end of year Showcase, with the objective being, "Create a sustainable production process while enhancing the experience for all stakeholders and increasing the fundraising opportunities". Monica is proposing a one-day festival format with a rotating schedule that incorporates arts, academics and clubs. She is also proposing cross-training faculty to allow for a larger production staff and a \$50,000 fundraising goal with a 5% increase each year thereafter. The Development team will use the theme on all branding to help drive fundraising and the theme this year is HOME. This year will feature live and prerecorded performances much like the Inaugural concert in Washington, DC. Alex Laing asked if there will be a through line between yearlong lessons and student performances and what,

if any, student input goes into the planning and production. Monica responded that the shutdown and how the students are currently learning had a great influence on the event planning and that she has always listened to student voices when planning Showcase because they understand what their peers like compared to parents.

### **Action Items**

#### *Approval of Minutes – December 14, 2020*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from December 14, 2020. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Approval of Certificate of Corporate Resolution for Sale of Land to the City of Phoenix for the 3<sup>rd</sup> Street Improvement Project*

Marcia Mintz moved that Dr. Anthony Dietz, as President of the corporation, is hereby authorized to execute for and on behalf of the corporation deeds, contracts of sale, notes, mortgages, deeds of trust, satisfactions of mortgages, leases and any other documents or instruments pertaining to or connected with real property to be acquired, sold, or currently held by this corporation. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

### **Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

The meeting adjourned at 6:51 p.m.

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Minutes reviewed and accepted on: 02/22/2021

Signed by:  \_\_\_\_\_, Board Member



# Arizona School for the Arts

## Board of Directors Minutes

Monday, February 22, 2021 at 5:30 p.m.

**Zoom Meeting: 892 9014 8734 Passcode: 262121**

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>P</b>	<b>Dr. David Garcia, Secretary/ Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander (Alex) Laing</b>	<b>P</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>P</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Edward (Ed) Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga, TC Chair</b>	<b>P</b>	<b>John O'Neal</b>	<b>A</b>	Richard (Ricky) Livoni, Honorary Academic Faculty	<b>P</b>
Aaron Thacker-Woodruff, Honorary Arts Faculty	<b>P</b>	Jesús López, Honorary Alumni	<b>P</b>	Leah Fregulia, Head of School/ CEO	<b>P</b>
Sara Maline Bohn, Principal	<b>P</b>	Elizabeth (Liz) Clark, Vice Principal	<b>P</b>	Monica Anthony, Arts Director & VP of Student Services	<b>P</b>
Dr. Drew Maxwell, Operations Director	<b>P</b>	Elizabeth (Liz) Shaw, Finance Director	<b>P</b>	Leslie Tan Religioso, Development & Marketing Director	<b>P</b>
Carolyn Smith, Executive Assistant	<b>P</b>	Marc Wancer, EFF	<b>A</b>	Yetta Gibson	<b>A</b>
Dr. Hazem Hnaide	<b>P</b>				

Agenda Items
<b>Annual Lottery</b> <ul style="list-style-type: none"> <li>Explanation of New Process</li> </ul>
<b>Call to the Public</b>
<b>Mission Moment</b> <ul style="list-style-type: none"> <li>Students Against Stigma</li> </ul>
<b>Board Recognition</b>
<b>Discussion Items</b> <ul style="list-style-type: none"> <li>Resource Development Committee <ul style="list-style-type: none"> <li>Development Dashboard</li> <li>Annual Parent/Family Meetings</li> <li>Showcase Sponsorships</li> </ul> </li> <li>Community Health Conditions <ul style="list-style-type: none"> <li>Current Benchmarks</li> <li>CDC Guidelines</li> <li>Vaccination</li> </ul> </li> <li>Return to Campus Plan <ul style="list-style-type: none"> <li>Review of Hybrid Model</li> <li>Timeline</li> <li>Mitigation</li> </ul> </li> <li>Governance Committee <ul style="list-style-type: none"> <li>Nomination of New Members – Terms to begin July 1, 2021</li> </ul> </li> </ul>
<b>Reports</b> <ul style="list-style-type: none"> <li>Finance Committee</li> <li>Technology Committee</li> </ul>

<ul style="list-style-type: none"> <li>• Facilities Committee</li> <li>• Strategic Planning Retreat – June 12, 2021</li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>• Approval of January 25, 2021 Board of Directors Meeting Minutes</li> <li>• Approve Nominations of Two New Board Members</li> <li>• Approval of 4<sup>th</sup> Quarter Plan for Instruction</li> </ul>
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. Tony Dietz called the meeting to order at 5:31 p.m.

### **Annual Lottery**

Sara Maline Bohn explained since we are not physically together to do the typical drawing for the annual enrollment lottery, we would be using the Random feature in Excel. Sara cued Office Manager Jamie Bledsoe to run the program and the lottery was executed.

### **Call to the Public**

Tony made a call to the public for comment on the agenda items, reviewing the rules for public comment under Open Meeting law and requesting that those who wish to speak enter their name in Chat to be called upon. He then opened the floor for comments:

*Patrick Vance, Parent*, feels as though during a time of controversy, ASA is comparing itself to other public schools rather than the other private and charter schools it typically does. He would like the teachers to get back in the classroom now and the students back in the classroom as soon as possible. He believes that having the teachers back in their classrooms will build morale in their students and muscle memory in the teachers. Sitting at home on Zoom is no longer acceptable, teachers should be in the classroom teaching which will help keep everyone engaged; Scottsdale teachers are doing as such. With ASA faculty and staff being vaccinated, it is also time for students to get back on campus, most surrounding school systems are back to in-person learning and some have been since August.

*Andrew Jacobs, Parent*, appreciates that the majority of ASA staff and faculty has embraced getting vaccinated as the priority status has allowed. Other schools are opening based on vaccination and it is unreasonable to keep everyone at home thinking people wearing masks can infect others also wearing masks and once the vaccine is in effect no one can reasonably make that argument. Neither student nor parents are thriving after a year of online learning; there is a lot more anxiety, depression and a lot more people thinking about suicide because of too much time in isolation and also because many are without agency or advocacy on their behalf. If the Board does not elect to send the students back to campus for the 4<sup>th</sup> Quarter, that will mean a total of eighteen months of online learning which would be devastating and unconscionable.

*Hannah Dempsey, 12<sup>th</sup> Grade Student*, requested that should the Board vote to go back to campus for the 4<sup>th</sup> Quarter, that the Senior class be allowed to return at the same time the fifth graders. She recognizes that it is important for the fifth graders to return first as they have never been to school on campus and will need to adjust, however the current timeline only allows the Seniors a handful of weeks on campus despite it being their final year at ASA. The underclass students will have more years of on campus learning, but this will be the Seniors final opportunity to spend time at ASA with some of the fewest weeks available to them.

*Stephanie Richard, Parent*, has a son who has been on campus - with an option to go online - at similarly-located All Saints' Episcopal Day School since August. Based on the screen time recommendations of the American Pediatric Association, she finds the piece of the ASA Hybrid plan where students will still be on their laptops while in the classroom hypocritical because it keeps children at their screen six to twelve hours a day including class, homework and projects. She is hoping the school would find another way to teach the online students such as a separate teacher.

*Jon Pitt, Parent*, feels the same as Stephanie Richards and hopes that ASA will provide another option for parents who feel that their students are not healthy and well with so much screen time. He would like to see separate teachers for online students so that on campus students would not need to be on their computers.

*Michelle Gantz, Parent*, thanked the Board and ASA Community for all the work they have done along the way during a challenging time. Believes that the time is now for teachers to be back in the classroom and present throughout the



entire school day. The decisions made at this meeting for next quarter and the communications for next year will have an impact on how families plan for next school year and would like to have some faith that there will be a true return to school no later than next Fall.

### **Mission Moment**

ASA Junior Olivia Pratt from the Board of Students Against Stigma made a presentation on the group's mission, goals and values regarding the de-stigmatization of mental health issues. The group prioritizes activism in the form of conversations that erase stigmas regarding mental health discussions. Olivia discussed SAS' work over the school year including Teen Suicide Prevention Week, bringing awareness to Jake's Law and raising over \$1,200 for the American Foundation for Suicide Prevention. They are also planning a Zoom meeting with all the Coalition Clubs to discuss stigmas in their various communities. Olivia was invited to present to the Health and Wellness Committee.

### **Board Recognition**

Tony recognized the ASA Operations Team who have been on the front lines ensuring the school remain ready and operational including, Head of School Leah Fregulia; Operations Director Dr. Drew Maxwell, Principal Sara Maline Bohn, Business Director Liz Shaw, Vice Principals Liz Clark and Monica Anthony, and Office Administrator Jamie Bledsoe. He also recognized the teachers for their incredible tax credit donation this year and Yetta Gibson for her Healing History presentation organized by the Black Student Union the previous Friday evening.

### **Discussion Items**

#### *Resource Development Committee*

- Dr. Javier Cárdenas shared the Development Dashboard highlighting the shortfall in arts fundraising despite the fact that arts education is still going on, albeit in socially distanced and online forms. Javier recognized that things are very different this year acknowledging the pain that many of our students and families are experiencing impacting not only the emotional health, but in some cases the financial health as well. Our approach needs to reflect the changes that are going on in our environment; the previous goal was to raise \$2,000 from every student family in an effort to raise the \$1M budget shortfall, the new goal is 100% participation in any amount of giving. Sometimes the giving cannot be financial, but time and effort in volunteering is recognized and appreciated. He also announced that Jerry Diaz will be providing fundraising training to the Board and asked that Board members with contacts for possible Showcase sponsorship reach out to them and connect them with Leslie Religioso to make an ask.
- Javier showed the dates for the Annual Parent Meetings and thanked the Board members who will be speaking at each one. The tone of the meetings will reflect the sentiments he just expressed.
- Javier briefly reviewed the sponsorship levels for Showcase and reminded the Board that there will be a fun prize for the Board member who makes the most sponsorship asks. Dr. David Garcia added that they have not yet determined the prize, but the goal is to keep it light and fun and encourage Board members to at least go out and make the ask. Allison Otu requested that Board members who are not comfortable making an ask themselves, to make an introduction to an RDC member who can take on the task. Javier added that any parents at the meeting who would like to talk about sponsorship opportunities should reach out to Leslie. Leslie said that any gift to the school in form of time, talent or treasure benefits the whole community, but most importantly our students and thanked everyone for their giving thus far.
- Tony thanked the Board for their contributions to date and noted they are closing in on the record combined Board donation set last year.

#### *Community Health Conditions*

- Tony shared the Community Health Benchmarks and the Arizona Department of Health Services Dashboard noting that Cases, Positivity and Hospitalizations are all trending in the right direction, moving towards a Moderate/Hybrid model though it is still indicating Virtual learning right now. Even though the numbers are two weeks behind, they are showing a rapid decline, including in the school's zip code. Tony reviewed the number trends at other Board decision points noting at those times a switch to Hybrid would have been too disruptive to new learning protocols or too risky given approaching holiday periods.
- Javier relayed that at their last meeting, the Health and Wellness Council primarily discussed the vaccination opportunity for teachers. Approximately 85% of teachers have been or will be vaccinated, but there are some teachers whose health conditions prevent them from getting the vaccine which will also prevent them from returning if the school reopens at this time. Considering the number of teachers who are taking the opportunity to be vaccinated, the decline in community spread and the new CDC guidelines, the HWC does recommend a return to on campus learning taking into account all necessary and recommended mitigation precautions. Javier also shared the Maricopa County Department of Health school guidance just released that day and highlighted the five key mitigation strategies. Dr. Ed Finn asked for clarification that it is 85% of ASA's teachers who will be

vaccinated; Leah confirmed that it is close to 90% of ASA staff and teachers. Carlos Contreras asked if they are only accounting for the first dose; Javier explained that by the time the 4<sup>th</sup> Quarter begins, most teachers will have received the second shot and had the two weeks after to ensure 95% immunity. Tony asked if Dr. Hazem Hnaide would be available at a later date to answer questions; Leah said he would be available again to the faculty at their Friday meeting and available to the wider ASA community at the Town Hall meeting on Thursday, February 25<sup>th</sup>.

#### *Return to Campus Plan*

- Leah reviewed the framework for decision making including CDC and health department guidelines, community health benchmarks, stakeholder input, faculty and student safety, mitigation strategies and viable learning plans.
- Honorary Faculty members Ricky Livoni and Aaron Thacker-Woodruff presented the results of a Faculty Forum that was held the previous Thursday evening in order to hear academic and arts faculty feedback about online teaching and feelings about returning to campus. Ricky said that, first and foremost, they trust and appreciate that the Board has been careful and considerate about the faculty's health and concerns throughout this entire process. Secondly, there is excitement among the teachers about the potential of seeing their students in person once more and even the Hybrid mode is very motivating and third there is a general anxiety over the operations of going back as well as the timing of a possible case spike after Spring Break. The teachers recognize how difficult this has been on their students, they see it in their work and motivation, but there is also worry about student safety and security and they have concerns that unsafe practices outside of school will be brought into the school. Aaron then relayed the specific concerns of the arts faculty. While there is a general excitement to getting back to doing what they do best, creating a performance experience and cultivating creativity, there is a concern in balance between safety in each art form and providing the social growth through the art form that the students are expecting.
- Leah gave a quick overview of the four learning plans each one dependent on community health benchmarks:
  - Red = Fully Digital/Online learning, no campus activity
  - Orange = Primarily Online learning with some small groups of students on campus (current scenario)
  - Yellow = Hybrid Learning, A/B Schedule with ½ students on campus at a time
  - Green = Fully on-campus learning
- Sara then reviewed the daily student schedules for Middle School and High School students in the Yellow/Hybrid learning mode explaining the A/B groups and the staggered lunchtimes to reduce student exposure.
- Sara went on to show the timeline of preparation for faculty and students returning to campus including technology and classroom checks as well as department meetings. The student rollout has been accelerated compared to the plan proposed in the late Fall to accommodate the shorter amount of time left in the school year. She then shared the next steps should the Board vote to return to campus after Spring Break.
- Drew went over the mitigation steps that are implemented should a student test positive for Covid-19 or have Covid-like symptoms for both online and in person instruction, including training and practice should the Board decide to move to in person learning. Carlos asked if there is notification to the entire school in the event of a positive case; Drew explained that they would only notify the parents of children with direct contact, but also work with the county to determine the most appropriate course of action. Javier added that there are health privacy issues at stake. Drew then gave an overview of the improvements made to campus while we have been in online mode including some to account for a return to campus and hybrid learning. Carlos asked if there has been an increase in the frequency of cleaning; Drew explained that it is more of an increase in the depth of cleaning, increasing the level of sanitation and integrating the CDC guidelines.
- Pursuant to Hannah Dempsey's earlier comment, John Snider asked if it would be possible to honor her request as it would mean a lot to many Seniors and their parents allowing for the amount of thought and work that went into the return to campus planning process.
- Tony asked for any more questions regarding the information that was just presented as he would like to move into discussion followed by the vote on the Approval of the 4<sup>th</sup> Quarter Plan for instruction to allow those whose main interest was that particular vote to leave the meeting if they did not wish to remain to the end.
  - Ed asked to hear the recommendation from the Administration. Leah said that after careful review of all the data including staff vaccinations and everything heard tonight, the Administration is confident in recommending returning to school in a Hybrid mode beginning March 22, 2021.
  - David asked for a more specific definition of the Hybrid mode because we are currently in Orange which is technically a form of a hybrid mode. Leah elaborated that Administration is recommending a Hybrid/Yellow mode which is 50% of the student body on campus on alternating days, four days per week. David clarified for the benefit of parents that their students return to campus two days per week; Leah affirmed that stating the plan they recommend is the plan shown earlier by Sara.

- Following up on John Snider's question, Alex Laing asked for a clarification on the current plan for Seniors return to campus. Leah explained that the current plan has Middle School returning on March 22<sup>nd</sup> and High School returning on March 29<sup>th</sup>; Leah said that the next day, Operations Team will take another look at the possibility of Seniors retuning with the Middle School.
  - Ed then asked if, like the last return to campus vote, they Board was going to give the Head of School (HOS) the latitude to change instruction modes as community conditions allow, ie: moving to full on campus mode. Leah said that we would be looking at it every month as we always have, but we have committed to quarterly decisions to allow teachers and families time to prepare, it is difficult to pivot on short notice. But if there is an outbreak of any kind or a surge in community cases, it would go back to the Board to decide on a full shutdown. In the 4<sup>th</sup> quarter, moving toward Green would begin with arts and community building activities that can be done safely.
- Tony then asked for a motion:

#### *Approval of the 4<sup>th</sup> Quarter Plan for Instruction*

John Snider moved that based upon a review of current community health conditions; AZDHS, MCHD, CDC and AAP guidelines; faculty, staff, and parent input; and in the interest of optimal student learning, ASA implements the plans for operating in the YELLOW Learning Scenario – Hybrid learning -- for the 4<sup>th</sup> Quarter of school (March 22, 2021-June 3, 2021), and will remain in compliance will all requirements outlined in Executive Order 2020-5. The motion was seconded by Karen Lugosi. Tony asked if there was further discussion:

- Carlos asked if any language regarding extracurricular campus activities needed to be added to the motion; Tony answered that they are covered in the Yellow/Hybrid mode and Leah affirmed that.
- Heidi Jannenga asked if there was going to be any mention of Green mode as an option for the HOS to move toward should conditions allow; Tony explained that the options presented reflected current community conditions and that sort of change could be an option at the next Board meeting on March 29<sup>th</sup>, but if a Board Member wanted to make a motion for Green now, they certainly could, Leah concurred that it was a viable motion to make and could certainly be discussed. Ed said it was important to leave the door open to Green mode should the numbers improve, Yellow/Hybrid makes sense now. John Snider reminded the Board that Green mode would mean no social distancing as the size of our classrooms would not allow for it and at this time it would run counter to the new CDC and new Maricopa County guidelines, but perhaps if conditions change the Board could allow for the HOS to make that decision and bring that decision to the Board, but right now we should execute the plans that are in place. Tony commented that he did not think Leah would be prepared to go to Green mode without the approval of the Board; Leah agreed that stepping up or down between Red and Orange was a much easier decision at the Administration level, but a full opening of campus would require Board approval. Tony said it could be examined again at the next Board meeting or even an emergency Board meeting should it be required. Heidi then asked if there was some mode between Yellow and Green that the school could move toward, such as five days per week but using mitigation precautions. Tony said that the size of the school would not allow for proper social distancing with all students on campus five days a week. Leah commented that moving toward Green mode would be in extracurricular and community building activities and possibly performances at first.

Tony called for the vote and the motion passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### *Governance Committee*

As Chair of the Governance Committee, Betty Hum brought forward the nominations of Yetta Gibson and Dr. Hazem Hnaide to be Members of the Arizona School for the Arts Board of Directors each with terms to begin July 1, 2021.

#### **Reports**

##### *Finance Committee*

John Snider informed the Board that the usual monthly reports were available on the Board Portal and noted that the school still has a shortfall because of the way the state is funding this year as well as fundraising. The final student count came in at our budget level rather than our usual five to ten students above budget level. Hopefully we will see some of the funds come back before then end of the school year, but overall, the staff has done very well balancing income versus spending. Tony asked if we were behind including the Federal Covid funding; John explained that he was referring to State funding which we are receiving at 95% of our normal level as most schools in the state have been because we are in an online learning mode.

##### *Technology Committee*

- Heidi reported that the Technology Committee has been receiving reports about how the school is working toward reopening with improvements such as increasing the school's bandwidth and making sure that all devices are ready for any student who may need them.
- Drew then explained that students who wished to use their own devices would be able to and he has worked with our tech vendor, 365 Managed IT, to be certain the school's network would be able to handle it. Since school devices must be used for academic testing, Drew is also ensuring that all school Chromebooks are updated and ready to use for testing days.
- Heidi also noted that there will be charging stations available to students so they can charge their devices during the day.

#### *Facilities Committee*

Tony updated the Board that Drew is still working on the shade structures and aligning with committee members on design and with connections in the construction industry to get us favorable quotes for installation.

#### *Strategic Planning Retreat*

Leah told the Board that we have a tentative date set for the Strategic Planning meeting and asked that they save the date of Saturday, June 12, 2021 from 9:00 a.m. to 2:00 p.m. in the hopes that this will be conducive to everyone's schedule because we are looking for 100% participation.

#### **Action Items**

##### *Approval of January 25, 2021 Board of Directors Meeting Minutes*

Carlos Contreras moved to approve the Board of Directors Meeting Minutes from January 25, 2021. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

##### *Approval of Two New Board Members*

Betty Hum moved that Yetta Gibson and Dr. Hazem Hnaide be approved as new Members of the Board of Directors with terms beginning on July 1, 2021. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

#### **Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn and Jannenga voting in favor.]

The meeting adjourned at 7:02 p.m.

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Minutes reviewed and accepted on: March 29, 2021

Signed by:  \_\_\_\_\_, Board Member



## Arizona School for the Arts

### Board of Directors Minutes

Monday, March 29, 2021 at 5:30 p.m.

Main Building, Rooms 111 and

***Zoom Meeting: 892 9014 8734 Passcode: 262121***

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>P</b>	<b>Dr. David Garcia, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>P</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Ed Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga, TC Chair</b>	<b>P</b>	<b>John O'Neal</b>	<b>P</b>	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	P	Yetta Gibson	A
Dr. Hazem Hnaide	P	Leah Fregulia, Head of School/CEO	P	Sara Maline Bohn, Principal	P
Elizabeth (Liz) Clark, Vice Principal	A	Monica Anthony, Arts Director & VP of Student Services	P	Dr. Drew Maxwell, Operations Director	P
Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P	Carolyn Smith, Executive Assistant	P
Marc Wancer, EFF	A				

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b> <ul style="list-style-type: none"> <li>Savanna Saunders, BSU – Announcing Healing Histories</li> <li>Jessica Elder, Quarter 3 Virtual Choir Project</li> </ul>
<b>Board Recognition</b>
<b>Discussion Items</b> <ul style="list-style-type: none"> <li>Resource Development Committee <ul style="list-style-type: none"> <li>Development Dashboard</li> </ul> </li> <li>Governance Committee <ul style="list-style-type: none"> <li>Term extension for immediate past president and bylaws amendment</li> </ul> </li> <li>Health and Wellness Council <ul style="list-style-type: none"> <li>Community Health Conditions</li> <li>School Benchmarks</li> <li>Executive Order and Recommendations for Current Year</li> </ul> </li> <li>Factors and Considerations Planning Next School Year</li> </ul>
<b>Reports</b> <ul style="list-style-type: none"> <li>Committees and Flow of Information – Role of the Board Member</li> <li>Association Compliance Workshops</li> <li>Summary of Community Handbook revisions for approval in April</li> </ul>

**Workshop: Board Engagement and the Fundraising Role**

Jerry Diaz, Founder and CEO, Geronimo Consulting and former Chief Development and Marketing Officer of Ronald McDonald House Charities of Central and Northern Arizona

**Action Items**

- Approval of February 22, 2021 Board of Directors Meeting Minutes
- Approval of School Year 2022-23 and School Year 2023-24 Year at a Glance Calendars
- Approval of School Year 2021-22 Club Fees
- Approval of 1-year extension for immediate Past President Dr. Javier Cárdenas, and intention to amend ASA Bylaws at April 26, 2021 meeting
- Approval of return to school plan with optional remote learning based upon School Benchmarks, per new guidelines from CDC, ADHS and Executive Order 2021-04
- Approval of School Year 2021-22 Opening Plan

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. Tony Dietz called the meeting to order at 5:33 p.m.

**Call to the Public**

Tony welcomed the members of the public attending the meeting and after a review of Open Meeting rules asked that any wishing to speak regarding an agenda item put their names in the Zoom Chat. As no member of the public came forward, Tony moved to the next agenda item.

**Mission Moment**

Twelfth grader and Black Student Union President Savanna Saunders introduced a speaker series sponsored by the BSU called "Healing Histories: Reconceptualizing Race". In an effort to celebrate black history beyond February, sessions will be held after the first one on February 19<sup>th</sup>, which featured Yetta Gibson, in March and April. Savanna said that the next meeting will be on March 30<sup>th</sup> featuring Board Member Allison Otu who will be discussing race in the medical community. Savanna encouraged the Board to attend as it will include a speech by Allison followed by a Q&A session and it is important to recognize the medical community, especially during the pandemic.

ASA Choir Teacher, Jessica Elder, shared a video created by the Mixed Ensemble for their Quarter 3 Virtual Choir Project, "You Will be Found" from *Dear Evan Hansen*. Students were also asked to submit a photograph of a place, time, thing, activity, or pet that makes them feel safe, happy, and found which became a slideshow to accompany the music. *Dear Evan Hansen* has themes of mental health and teen suicide so Jessica encouraged the students to connect with each other over various social media platforms and also invited ASA's Student Support Specialist, Amy Smith, to give Mixed Ensemble a presentation with tips on how to take care of themselves during this very usual year, look out for their peers, and ask for help when they need it.

Sara Maline Bohn showed the number of students on campus during the A and B days and those continuing in remote learning during the first week back beginning March 22<sup>nd</sup> as well as the number of students present during the lunch periods. Javier asked how many Seniors returned to campus; Sara said that she could get him an exact number, but since the Senior class was small this year with a total of about eighty students, they were offered the option to come back five days per week. Although Hybrid was chosen, by the end of the first week many Seniors were requesting that they come back daily. She then shared direct quotes from the students in 5<sup>th</sup> grade, Middle and High school and 12<sup>th</sup> grade regarding the first week back at school.

**Board Recognition**

Tony recognized the Mock Trial Team who practiced throughout Spring Break so they could come back and compete in the State competition, placing third and also receiving recognition for individual team members. He also thanked the Board members who spoke at the Annual Parent Meetings; over the course of four meetings, over 600 families attended and there was great feedback for each of the speakers. Finally, Tony recognized Dr. Drew Maxwell and the Operations Team and their hard work in preparing the campus for the students' return.

## **Discussion Items**

### *Resource Development Committee*

- Committee Chair Dr. Javier Cárdenas began with an overview of the Annual Parent Meetings highlighting the shift in the traditional ask of \$2,000 per student per family, to 100% family participation this year. It is an important shift because it aligns with the expectation of the Board and with what is looked for in the grant process. The goal was to create a better culture of giving based on the ability to give rather than a dollar amount. This month's Development Dashboard shows fundraising still running behind. Javier recognized the Development Team for creating a smooth meeting presentation and process. Leslie Religioso stated how pleased she was to see how much families wanted to support the school and give what they could.
- Javier then told the Board the Showcase sponsorship packets are ready and available on the Board Portal. We have our first sponsors, Tony's company Paxauris, as well as Polsinelli, the legal firm to which former Board President Ed Novak belongs. Javier reminded the Board about the fun "ask" contest.
- Allison Otu will be speaking at the Grade 5 New Parent Meeting on May 10<sup>th</sup> and Javier requested that another Board member volunteer to speak at the Grades 6-12 New Parent Meeting on May 13<sup>th</sup>; Carlos Contreras volunteered.
- Leslie shared the address for the Showcase page on the ASA website and let the Board members know that if they need a personalized letter to go with the packet for an ask, they can contact her.

### *Governance Committee*

Tony explained that since Javier brings such value to the Board of Directors that he would like to extend Javier's term by one year, which is allowable according the ASA Bylaws, but the Bylaws will also need to be amended to change the maximum number of Board members to sixteen for the next fiscal year.

### *Health and Wellness Council*

- Javier said that the HWC met recently and has a few recommendations and notes for the Board:
  - The school will align its modes with Maricopa County and the CDC, noting that in Low and Moderate transmission levels, K-12 schools are to be open for full in-person instruction; currently we are in a Substantial level of transmission, with the numbers falling.
  - The CDC has recommended a 3-foot distance rather than 6-foot for school children, because while the distancing is important, masks play a bigger role in reducing transmission. The HWC wants to emphasize to the community the importance of diligent and proper use of masks. Lunch is the greatest risk time because students are without masks, while eating.
  - The HWC also wanted to stress that vaccinations, while not a requirement for our families, are an important factor in reducing risk and spread and helps our community as a whole.
  - The HWC is comfortable recommending a return to full in-person learning in the Fall and also for the balance of this school year should all conditions – including faculty and staff readiness as well as community transmission – permit. Even if the numbers increase, the data suggests that in-person learning is preferable and the more difficult decision would be to go fully remote.
- Dr. Hazem Hnaide seconded everything Javier said with an emphasis on vaccination as a way out of the rising numbers. He is now seeing patients in the hospital who are in the risk category that would be completely preventable should they have been vaccinated. As a community we must stress the importance of getting vaccinated to get back to some sort of normalcy in addition to masking and hand hygiene, particularly at lunchtime. Be optimistic but be careful.
- Dr. Ed Finn asked Javier the likelihood of the numbers dropping into the Moderate range; Javier responded that if he was asked a week ago, he would have been very confident, but we are currently seeing some disturbing trends. Tony noted that per the Governor's Executive Order, should the numbers reach a Moderate level, we have no choice but to return to full in-person instruction, but wondered what we should do if we continued along in a low Substantial range, knowing what we do about mitigation and vaccines, should we open to full in-person instruction; Javier reiterated that the HWC is comfortable saying yes, considering all conditions.
- Leah Fregulia gave a brief overview of Arizona Executive Order 2021-04, emphasizing that once transmission levels are in the Moderate or Low range, the decision-making process on whether to open is out of the Board's and school's hands. In-person, five days per week instruction with an online option is mandatory with as much physical distancing as possible. It also states that counties with Substantial transmission are *allowed* to use a Hybrid learning mode for High School students, but not required. We can choose to go fully in-person mode in the current Substantial transmission range.

- In the interests of the parents who were in attendance, Tony asked that the motions for the balance of this school year and Fall 2021 be moved forward on the agenda. He also asked Leah for the recommendation from school Administration. Leah recommended that for the rest of the 2020-21 school year that we move to full in-person five days per week instruction, with an online option, as soon as possible allowing about a week and a half for faculty and staff to prepare; the target date being April 12<sup>th</sup>. She said that the Administrative recommendation for Fall 2021 is the same – full in-person instruction but without an online option – barring any Executive Orders that may change the recommendation.
- Betty asked Javier and Hazem what the HWC would recommend if there is a conflict between CDC guidelines and a state Executive Order; Javier said that an EO is not a public health statement, but a law that needs to be met regardless of public health statements. But he noted that the World Health Organization has been encouraging in-person instruction longer than the CDC, which tends to be more cautious.
- Tony then asked for motions on the return to school and School Year 2021-22 opening plans:

#### *Approval of Return to School Plan*

Ed Finn moved that based upon a review of current community health conditions; new ADHS and CDC guidelines and Executive Order 2021- 04; faculty, staff, and parent input; and in the interest of optimal student learning, during the 4th quarter of the 2020-2021 school year, ASA will weekly review community health conditions and return to full in person instruction, 5-days per week, with a remote learning option for the remainder of the year, as soon as possible. The motion was seconded by Marcia Mintz. Tony asked if there was further discussion:

- Javier asked that it be clarified that there will be online instruction for the families that wish it; Leah confirmed that there would be.

Tony called for the vote and the motion passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

Leah reiterated that the motion for Fall 2021 does not include an online option unless there is an Executive Order that would require it. The intention in to be fully in-person, five days per week.

- Carlos asked why we are looking at the Fall when conditions seem to be in flux; Leah explained that it is important to our faculty and families, particularly those who are waiting to enroll, to know what the school's intention is so that they can plan appropriately. Allison added that this is on par with what other schools are doing. Javier assured that if there should be a governmental agency that recommends remote learning, it can be added as needed.
- David was concerned that we are not working from clear guidelines as we had previously as to when we would consider going to remote learning; Leah stressed that we had to let parents know that if we were beginning school in an in-person mode, that online learning was not an option, but language could be added to the motion stating under what conditions there would be online instruction.

#### *Approval of School Year 2021-22 Opening Plan*

Javier Cárdenas moved that based upon the guidelines set forth by the CDC, ADHS and Executive Order 2021-04, ASA will plan to open in Fall 2021 in full in-person mode, all students attend school on campus daily, with the option to return to Hybrid or Remote learning should there be a state mandate. An online learning option will be provided only if there is a state mandate requiring one. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

### **Workshop: Board Engagement and the Fundraising Role**

Tony proposed bringing the workshop presentation forward on the agenda and presenting the reports afterwards out of respect for Jerry Diaz' time.

Jerry Diaz CFRE, Founder and CEO of Geronimo Consulting made a presentation to the Board stressing the intersection between their role as a Board member of a non-profit organization, ASA's strategic goals and fundraising. Jerry shared with the team:

- The lifecycle of a non-profit organization
- The importance of everyone in a non-profit organization being a fundraiser
- The ways to give and how each have been giving and in the form of Time, Treasure, Talent and Testimony



He then gave the Board members a homework assignment to think about their networks and categorize who they can get involved in ASA now and later. Tony and Leah proposed that Jerry come to a later meeting where the Board can perform “ask” exercises to become more comfortable speaking to potential donors.

## **Reports**

### *Committees and Flow of Information*

Tony reminded the Board that the work that the Committees do is confidential because they discuss issues and make recommendations to the Board, but the committees are not making decisions themselves. If committee discussions get out into the community, but the expectation is not met by the Board, it can create difficult situations for Administration.

### *Association Compliance Workshop*

In response to Board member interest in compliance training opportunities Leah shared that the ASBCS is holding an Association Compliance Workshop May 18-20, 2021. She will share an agenda when it is made available.

### *Summary of Community Handbook Revisions*

Tony noted that a summary of the School Year 2021-22 Community Handbook revisions is on the Board Portal for members to review prior to the approval at the April Board meeting.

## **Action Items**

Voting members Marcia Mintz, Kevin Allen and Heidi Jannega left the meeting prior to the votes on the final Action Items.

### *Approval of February 22, 2021 Board of Directors Meeting Minutes*

Carlos Contreras moved to approve the Board of Directors Meeting Minutes from February 22, 2021. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn, and O’Neal voting in favor.]

### *Approval of SY 2022-23 and SY 2023-24 Calendars*

Allison Otu moved to approve the School Year 2022-23 and School Year 2023-24 At-a-Glance calendars. The motion was seconded by John O’Neal and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn and O’Neal voting in favor.]

### *Approval of SY 2021-22 Club Fees*

Betty Hum moved to approve the School Year 2021-22 Club Fees. The motion was seconded by John O’Neal and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn and O’Neal voting in favor.]

### *Approval of Term Extension and Bylaw Revision*

Betty Hum moved to approve a one-year extension to the term of Past President Javier Cárdenas and to amend the ASA Bylaws to increase the maximum number of Board members at the April 26<sup>th</sup> Board meeting. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Laing, Hum, Otu, Lugosi, Finn and O’Neal voting in favor.] [Cárdenas abstained and left the meeting prior to the vote.]

## **Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Laing, Hum, Otu, Lugosi, Finn and O’Neal voting in favor.]

The meeting adjourned at 7:26 p.m.

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Minutes reviewed and accepted on: April 26, 2021

Signed by:  \_\_\_\_\_, Board Member



# Arizona School for the Arts

## Board of Directors Minutes

Monday, April 26, 2021 at 5:30 p.m.

Main Building, Room 111 or

Zoom Meeting: 892 9014 8734 Passcode: 262121

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>A</b>	<b>Dr. David Garcia, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>P</b>	<b>Kevin Allen</b>	<b>P</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Ed Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga, TC Chair</b>	<b>P</b>	<b>John O'Neal</b>	<b>P</b>	Ricky Livoni, Honorary Academic Faculty	<b>A</b>
Aaron Thacker, Honorary Arts Faculty	<b>P</b>	Jesús López, Honorary Alumni	<b>A</b>	Yetta Gibson	<b>A</b>
Dr. Hazem Hnaide	<b>P</b>	Leah Fregulia, Head of School/CEO	<b>P</b>	Sara Maline Bohn, Principal	<b>P</b>
Elizabeth (Liz) Clark, Vice Principal	<b>P</b>	Monica Anthony, Arts Director & VP of Student Services	<b>A</b>	Dr. Drew Maxwell, Operations Director	<b>P</b>
Elizabeth (Liz) Shaw, Finance Director	<b>P</b>	Leslie Tan Religioso, Development & Marketing Director	<b>P</b>	Carolyn Smith, Executive Assistant	<b>P</b>
Marc Wancer, EFF	<b>A</b>				

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b>
<ul style="list-style-type: none"> <li>Performance - Dance Class Recording</li> </ul>
<b>Presentation</b>
Strategic Plan: Review of ASA Diversity and Inclusion Assessment, Dr. Linda Groomes Walton
<b>Board Recognition</b>
<b>Discussion Items</b>
<ul style="list-style-type: none"> <li>Resource Development Committee <ul style="list-style-type: none"> <li>Development Dashboard</li> <li>Showcase</li> </ul> </li> <li>Health and Wellness Council</li> <li>Governance Committee <ul style="list-style-type: none"> <li>Equity Statement</li> </ul> </li> </ul>
<b>Reports</b>
<ul style="list-style-type: none"> <li>Finance Committee <ul style="list-style-type: none"> <li>ESSER II &amp; III</li> <li>ASA 990</li> </ul> </li> <li>Facilities Committee</li> <li>Summer School and Plan for Student Success</li> <li>Strategic Plan</li> </ul>
<b>Action Items</b>

- Approval of March 29, 2021 Board of Directors Meeting Minutes
- Approval of SY 2021-22 Community Handbook Revisions
- Approval of ESSER II
- Approval of ASA 990

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. Tony Dietz called the meeting to order at 5:31 p.m.

### **Call to the Public**

Tony welcomed the members of the public attending the meeting and after a review of Open Meeting rules asked that any wishing to speak regarding an agenda item put their names in the Zoom Chat. As no member of the public came forward, Tony moved to the next agenda item.

### **Mission Moment**

Tony introduced two videos filmed by SBAZ Instructor Gia Firicano showing short examples of the work being done by 5<sup>th</sup>-6<sup>th</sup> Grade Ballet Foundations and 7<sup>th</sup>-10<sup>th</sup> Grade Intermediate Ballet students.

### **Presentation**

Dr. Linda Groomes Walton with her associate, Melia Dunn, presented the results of her interviews with Board, Faculty, Student and Family focus groups as well as her assessment of ASA culture related to Diversity, Equity and Inclusion commitments and school policies. She gave examples of what the school was doing right as well as strategies for improvement and measurable goals.

Tony asked Dr. Walton about the school's communication regarding the work that the Board and staff are doing; what are preferred channels to use to get the message across? Dr. Walton recommended the annual report and the website as steady forms of communication, noting that there was nothing mentioned in the focus groups, but suggested that many of the students would be on social media. Dr. Javier Cárdenas noted that the Board will need to take all the feedback onboard and give constant demonstrations of ASA's aspirational goal.

Dr. Heidi Jannenga asked about the data showing a drop-off of BIPOC students at ASA between 8<sup>th</sup> and 9<sup>th</sup> grade positing that it is a transition time for most students at ASA where they decide to stay with the program offered here or go to a different high school and asking if there were studies in the past asking why this may be happening. Leah Fregulia said there was some data based on exit interviews that she will share during the Strategic Planning Retreat. Ms. Dunn noted that while it is a transition time for all students, young people with marginalized identities will have a different perception than their counterparts with privilege with regard to their place in the world and where they belong.

Tony asked what the Board could be doing to provide good DEI modeling; Dr. Walton said sharing the importance of what is happening at ASA among Board members' spheres of influence in order to recruit, having regular reporting at meetings regarding the work being done and raising funds directed towards this effort will help. Ms. Dunn suggested reviewing ASA's onboarding procedures to ensure that they are welcoming across cultures and looking at policies to make sure that the formalities do not create barriers to constructive and valued input.

Leah shared that Dr. Walton will be assisting with the Equity portion of the Strategic Plan and both Dr. Walton and Ms. Dunn will be assisting with the equity training for next year.

### **Board Recognition**

Tony recognized Kevin Allen for all the work he has done recruiting contributions in Tax Credits as well as Carlos Contreras for garnering a donation from Intel dedicated to Teacher Appreciation Week. He also thanked Betty Hum for securing a Showcase sponsorship.

### **Discussion Items**

#### *Resource Development Committee*

- Javier recognized the Board as a whole for achieving 100% giving to the Annual Fund. He then gave an update on the status of the family giving emphasizing that the goal is still 100% giving but realizing that some families cannot give due to the circumstances of this past year. Expressing gratitude is especially important in these

circumstances and the RDC continues to thank donors with a personal note or a phone call; Javier asked members of the Board not on the Committee to participate in writing notes or making calls.

- Javier thanked Allison Otu, Carlos Contreras and Karen Lugosi for participating in the upcoming Annual New Family Meetings.
- Javier then reviewed the current sponsorship status for Showcase and requested that Board members continue to make sponsorship asks as part of their responsibility to the financial welfare of the school. This year has been especially challenging, but the fundraising gap is closing.
- Leslie recounted some resources the Development department has made available for the Board including:
  - Packets with notecards and lists of families to thank as part of the gratitude efforts.
  - A page on the ASA website highlighting the sponsorship and ticket packages.
  - Sharing emails that the Development department puts out and sharing and liking ASA social media posts; Min Skivington has created a social media guide to assist with social media postings.

#### *Health and Wellness Council*

- Javier noted that the HWC recommendation to have students return to campus have been successful largely due to mitigation efforts. There has been one positive case, but CDC and Maricopa County standards for contact tracing and communication have been followed and in all cases of close contact – one in class and six outside of class -- there has been no transmission. This can happen again, so we must remain diligent with mask wearing and proper social distancing especially at lunch.
- The HWC asked that all members of families who can get vaccinated do, even if their student is not yet eligible. If a family is vaccinated it reduces the risk of transmission to the child and the school by extension.
- The HWC will be visiting other health issues besides Covid such as late start, heat exposure and sleep.

#### *Governance Committee*

Committee Chair Betty Hum asked to table the discussion on the Equity Statement in light of the presentation by Dr. Walton. Leah explained that the Equity Statement for the Community Handbook as presented was reviewed by Dr. Walton and deemed a good starting point for the SY 2021-22 CHB, especially as we are not to make aspirational statements in a policy handbook. The possibility of forming an Ad Hoc DEI council was proposed by members of the Board. Betty requested that all this to be discussed further at the Governance Committee meeting on May 4<sup>th</sup> with Board approval of the Equity Statement at the May 24<sup>th</sup> meeting and as there is time enough before the Handbook needs to be published this plan was adopted and the discussion and subsequent motion were tabled until next month.

### **Reports**

#### *Finance Committee*

- Leah stated that the FIC met the previous Friday and as evinced in the monthly financial reports, the school is in a strong position; donations are up, operational expenses are carefully managed and additional Federal funding has been helpful.
- Committee Chair John Snider reviewed the purpose of the annual Form 990 as a basic tax filing for a nonprofit organization necessary to keep an organization's 501(c)(3) nonprofit status with the IRS.
- Leah then shared that ASA has been awarded funds under the Federal grant ESSER II and will be receiving an even larger amount under ESSER III in the future. She showed the Board how the funds will be designated for educational, staff, administrative and capital expenditures. All \$360,200.04 of ESSER II has been allocated for Covid-related expenses and will need to be spent by June 30<sup>th</sup>. The estimated \$720,400.00 from ESSER III is not yet fully allocated, but we have until 2024 to spend it.

#### *Facilities Committee*

Tony commended Leah for recognizing that the ESSER funds could be used to create a more permanent shade structure that has the option to be incorporated into the eventual master plan for performance space on campus. Leah presented the preliminary architectural renderings for the proposed shade structure over the current band shell.

#### *Summer School and Plan for Student Success*

Sara Maline Bohn reviewed the student focus during the pandemic and interventions employed by the faculty to keep students on track. For the students that still have a gap in skill or content knowledge, a Pathway to Success intensive addressing individual student needs has been developed for May 26<sup>th</sup>-June 4<sup>th</sup> in an effort to avoid summer school and give students a much-needed break following a difficult year. For those with a greater need, summer courses will be available based on the individual student. Marcia Mintz has made in-person tutoring available through Boys and Girls Club and there are online options available through ASU and Primavera.

### *Strategic Plan*

Dr. David Garcia invited the Board to look at the Strategic Plan working document included in the meeting materials in advance of the Planning Retreat in June.

### **Action Items**

#### *Approval of March 29, 2021 Board of Directors Meeting Minutes*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from March 29, 2021. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of ESSER II*

Marcia Mintz moved to approve the ESSER II expenditures. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of ASA 990*

Javier Cárdenas moved to approve the ASA 990. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

### **Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Mintz, Allen, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

The meeting adjourned at 7:11 p.m.

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Minutes reviewed and accepted on: May 24, 2021

Signed by:  \_\_\_\_\_, Board Member



## Arizona School for the Arts

### Board of Directors Minutes

Monday, May 24, 2021 at 5:30 p.m.

Main Building, Room 111 or

**Zoom Meeting: 892 9014 8734 Passcode: 262121**

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>A</b>	<b>Dr. David Garcia, Secretary/Treasurer</b>	<b>P</b>
<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander Laing</b>	<b>P</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>A</b>	<b>Kevin Allen</b>	<b>A</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Edward (Ed) Finn</b>	<b>P</b>
<b>Dr. Heidi Jannenga, TC Chair</b>	<b>P</b>	<b>John O'Neal</b>	<b>P</b>	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesús López, Honorary Alumni	A	Yetta Gibson	A
Dr. Hazem Hnaide	A	Leah Fregulia, Head of School/CEO	P	Sara Maline Bohn, Principal	A
Elizabeth (Liz) Clark, Vice Principal	A	Monica Anthony, Arts Director & VP of Student Services	A	Dr. Drew Maxwell, Operations Director	A
Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P	Carolyn Smith, Executive Assistant	P
Marc Wancer, EFF	A	Jessica Elder	P		

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b> <ul style="list-style-type: none"> <li>5<sup>th</sup> Grade Choir Foundations – “Just Be Happy”</li> </ul>
<b>Board Recognition</b>
<b>Discussion Items</b> <ul style="list-style-type: none"> <li>Resource Development Committee <ul style="list-style-type: none"> <li>Development Dashboard</li> <li>Showcase events and activities</li> <li>Next steps with Jerry Diaz reassign homework from March presentation with deadline</li> </ul> </li> <li>Governance Committee <ul style="list-style-type: none"> <li>Equity Statement and Handbook revisions – recommendations</li> <li>Structuring our DEI work for success</li> </ul> </li> <li>Finance Committee <ul style="list-style-type: none"> <li>Review FY22 Budget Draft for draft approval in June and final approval in July</li> <li>ESSER III</li> </ul> </li> </ul>
<b>Reports</b> <ul style="list-style-type: none"> <li>Health and Wellness Council</li> <li>Facilities – campus improvements</li> <li>Strategic Planning</li> <li>Planning for FY22 – a quick overview of faculty positions, programs and schedules <ul style="list-style-type: none"> <li>SSP-ESSER Funded Full Time Counselor Position and Job Description</li> </ul> </li> </ul>

**Action Items**

- Approval of April 26, 2021 Board of Directors Meeting Minutes
- Approval of 2021-2022 Community Handbook Revisions
- Approval of 2021-2022 Employee Handbook Revisions
- Approval of Amendments to Bylaws
- Approval of Use of ESSER III Funds
- Approval of SSP-ESSER Funded Full Time Counselor Position and Job Description
- Approval of 2<sup>nd</sup> term for John Snider, Alex Laing, Betty Hum

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. Tony Dietz called the meeting to order at 5:37 p.m.

**Call to the Public**

Tony welcomed the members of the public attending the meeting and after a review of Open Meeting rules asked that any wishing to speak regarding an agenda item put their names in the Zoom Chat. As no member of the public came forward, Tony moved to the next agenda item.

**Mission Moment**

Tony introduced a video filmed the previous week of the 5<sup>th</sup> Grade Choir Foundations class performing "Just Be Happy".

**Board Recognition**

Tony recognized Marcia Mintz for offering the use of the meeting space at the Boys and Girls Club for the upcoming Strategic Planning Retreat although it was ultimately decided to hold the retreat over Zoom. He also thanked Governance Committee Chair Betty Hum for all the work done this year by the Committee. Tony then recognized the graduating Seniors and John Snider who has a son graduating with the class as well as former Board President Ed Novak has two daughters graduating, noting that graduation is Friday, June 4<sup>th</sup> at 10:00 a.m. and inviting any Board members who wish to attend.

**Discussion Items*****Resource Development Committee***

- Dr. Javier Cárdenas thanked the Board for achieving 100% giving, which is also the goal for all families. The Board has exceeded its original \$100k goal for the first time.
- Javier then thanked Board members Dr. David Garcia and Allison Otu for participating in the New Family Annual Meetings in May noting that the meeting Allison participated in garnered the largest gift every received by ASA following an APM. He then thanked Karen Lugosi in advance for participating in the upcoming August meeting.
- The Development team continues to close the fundraising gap, a great achievement in this difficult year. There are opportunities to completely close the gap including Showcase; sponsorship opportunities are still available so Board members should keep the "ask" contest going for their chance to win a gift of vintage ASA swag.
- Javier asked members of the Board to participate in the RDC's gratitude campaign by writing notes or making calls to personally thank ASA donors; Leslie Religioso has prepared packets of donor lists and notes. It is also an opportunity to hear feedback from our families.
- Leslie noted that we are very close to meeting our budgeted goal, surpassing our tax credit goal with a special thanks to Kevin Allen who brought in over \$7,000 in tax credit dollars by recommending the donation to his clients.
- Leslie then thanked the Board for their Showcase sponsorship efforts; we have exceeded our goal and are now at \$20,500 which is a great foundation for future Showcases. All Board members are encouraged to attend the pre- and post-Showcase events: the Alumni and Parent of Alumni reunions on Wonder.me at 5:00 p.m., the Showcase pre-show at 6:50 p.m. and the post-Showcase Talkback at 8:30 p.m. She also reminded the Board that virtual tickets and ticket packages are still available.
- Javier reminded the Board members to do their homework assignment from Jerry Diaz and there will be an additional session with Jerry on a date to be scheduled. Leslie will resend the homework to the Board.

***Governance Committee***

- Betty noted that the revised Community and Employee handbooks would be up for approval later in the meeting. She has gone through them and everything is in order including the revised Equity Statement. The Board role in the employee grievance process may need addressing at a later date.
- Betty, Carlos Contreras and Karen met earlier in the month to discuss the DEI structure on the Board and committee level. They realized it will need to be a full Board discussion on how they would like to imbed DEI in the functions of the various committees as well as reviewing Administration's implementations of policy. She is recommending that this be addressed at the Strategic Planning Retreat (SPR).

#### *Finance Committee*

- Committee Chair John Snider first addressed the monthly financial reports noting that the financials are strong coming into the end of the year.
- He then gave a brief overview of the budget process including the review of the final budget in June followed by a final vote in early July after allowing the final budget to be in public view for 10 days. Encouraging the Board to review and think about the FY22 budget as responsible members, John presented the working draft of the budget to the Board. He explained the development process and highlighted the State and Federal contributions, Results Based Funding, tax credit and fundraising versus the expenses of staff salaries and school operations. Tony showed the Board the ASA Financial Performance Dashboard on the ASBCS website linked to the ASA website.
- Leah gave an overview of the ESSER I and II funding and how the funds were spent. She then reviewed the division of the \$475k just granted through ESSER III which will be needed to approved by the Board; 20% will be spent on learning opportunities and 80% will be discretionary funds including future capital improvements. A discussion ensued on when each of the ESSER grants will be reflected in the budget based on the timing of the receipt of the funds.

### **Reports**

#### *Health and Wellness Council*

Javier reported that the HWC will be following CDC guidance for schools on an ongoing basis. As the vaccines continue to be approved for younger children, the HWC encourage all family members who can be vaccinated do get the vaccine. The Committee will also be looking beyond COVID to develop recommendations for heat, sun exposure and late start for adolescent students.

#### *Facilities Committee*

- Tony explained the work that Committee members Michelle Ray and John Tran have done incorporating plans for a shade structure and a mobile workstation into the campus master plan. Additionally, plans were presented to repair and expand the seating in front to the bandshell. This is a first look and not ready for vote at this time.
- Leah showed a rendering created by John Tran illustrating the idea of a solar panel shade structure over the bandshell explaining that they will be examining the pros and cons of a structure using shade sails versus a more permanent solar panel structure and what it will mean to the school in the long term in view of cost and socio-environmental terms. Also included on the drawing was a mobile structure to be placed centrally on campus for faculty use as work and meeting space.
- Leah then shared an early drawing of the plans for the bandshell seating expansion and repair.

#### *Strategic Planning*

- David said that the Strategic Planning Retreat will be held on Saturday, June 12<sup>th</sup> from 9:00 a.m. to 2:00 p.m. He and Leah made the decision to hold the meeting over Zoom to encourage attendance.
- He said the purpose of the meeting will be to:
  - Review where we are in regards to the action steps set forth at last year's meeting.
  - Provide guidance from Dr. Linda Groomes Walton and Melia Dunn to the Board/Committees, faculty and staff with regard to DEI initiatives.
  - Review teacher pay and sustainability based on research provided by Liz Shaw and members of the Senior Leadership Team of pay scales in other schools in the district, comparable charter schools and private schools.
- Tony added that an additional good practice would be to do a self-review of the Board and that will be done at the SPR as well.

#### *Planning for FY22*

Leah gave a brief overview of the changes that will occur in faculty, program and schedules during the 2021-22 school year:



- Additional ESSER III funding has allowed ASA to add a full time School Counselor for two years with a specific job description and salary range that will need to be approved by the Board.
- Eight part time arts teachers have been made full time.
- Added one Student Support staff position for a total of two.
- Added a School Operations Assistant position to support Dr. Drew Maxwell with tech issues.
- Added a full-time special education position.
- All 5<sup>th</sup>-8<sup>th</sup> graders will be on one schedule and 9<sup>th</sup>-12<sup>th</sup> students will be on another to even-out lunchtimes and create a clear distinction between Middle and High School; this also will create more leadership opportunities for 7<sup>th</sup> and 8<sup>th</sup> graders.
- Middle School students will choose only two arts classes instead of three: choir, piano and/or a special. A piano option will be available for a 9<sup>th</sup> hour pay-to-play.
- 5<sup>th</sup> and 6<sup>th</sup> graders will receive Dalcroze training; it will be the only Dalcroze program in the state.

### **Action Items**

#### *Approval of April 26, 2021 Board of Directors Meeting Minutes*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from April 26, 2021. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of 2021-2022 Community and Employee Handbook Revisions*

Betty Hum moved to approve the 2021-2022 Community Handbook revisions and the 2021-2022 Employee Handbook revisions. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of Amendments to Bylaws*

Betty Hum moved to approve the amendments to the ASA Bylaws. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Garcia, Snider, Laing, Hum, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.] [Cárdenas abstained.]

#### *Approval of the Use of ESSER III Funds*

Betty Hum moved to approve the use of the ESSER III funds. The motion was seconded by Ed Finn and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of SSP-ESSER Funded Full Time Counselor Position and Job Description*

Ed Finn moved to approve the job description for a school counselor or social worker position as presented. The position will be funded by and serves the requirements of the SSP-ESSER Program awarded to Arizona School for the Arts beginning July 1, 2021-July 2, 2023. Ed Finn also moved that the position will attend all required program training and conduct required program activities, including the implementation of the social emotional learning strategies. Further, this position will implement the School Social Worker or School Counselor responsibilities as recommended by the School Social Workers Association of America or the American School Counselor Association. The anticipated salary range for this position (\$50,000- \$65,000) for school year 2021-2022 is consistent with ASA's pay scale. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

#### *Approval of 2nd Terms John Snider, Alex Laing and Betty Hum*

Javier Cárdenas moved to approve a second Board of Directors term for members John Snider, Alex Laing and Betty Hum. The motion was seconded by Heidi Jannenga and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.] [Snider, Laing, and Hum abstained.]

### **Adjournment**

Ed Finn made a motion to adjourn. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Garcia, Cárdenas, Snider, Laing, Hum, Otu, Lugosi, Finn, Jannenga and O'Neal voting in favor.]

The meeting adjourned at 6:44 p.m.

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Minutes reviewed and accepted on: June 28, 2021

Signed by:  \_\_\_\_\_, Board Member



# Arizona School for the Arts

## Board of Directors Minutes

Monday, June 28, 2021 at 5:30 p.m.

**Zoom Meeting: 892 9014 8734 Passcode: 262121**

Attendance (voting Members in bold)					
<b>Dr. Anthony (Tony) Dietz, President</b>	<b>P</b>	<b>Carlos Contreras, Vice President</b>	<b>P</b>	<b>Dr. David Garcia, Secretary/Treasurer</b>	<b>A</b>
<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	<b>P</b>	<b>John Snider, FIC Chair</b>	<b>P</b>	<b>Alexander Laing</b>	<b>A</b>
<b>Betty Hum, GC Chair</b>	<b>P</b>	<b>Marcia Mintz</b>	<b>A</b>	<b>Kevin Allen</b>	<b>A</b>
<b>Allison Otu</b>	<b>P</b>	<b>Karen Lugosi</b>	<b>P</b>	<b>Dr. Ed Finn</b>	<b>A</b>
<b>Dr. Heidi Jannenga, TC Chair</b>	<b>A</b>	<b>John O'Neal</b>	<b>A</b>	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	A	Jesús López, Honorary Alumni	A	Yetta Gibson, Incoming BM	A
Dr. Hazem Hnaide, Incoming BM	A	Jessica Elder, Incoming HBM	P	Amalia Nevarez, Incoming HBM	P
Amara Washington-Bess, Incoming HBM	P	Leah Fregulia, Head of School/CEO	P	Sara Maline Bohn, Principal	A
Elizabeth (Liz) Clark, Vice Principal	A	Monica Anthony, Arts Director & VP of Student Services	A	Dr. Drew Maxwell, Operations Director	A
Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P	Carolyn Smith, Executive Assistant	P
Marc Wancer, EFF	A				

Agenda Items
<b>Call to the Public</b>
<b>Mission Moment</b>
<ul style="list-style-type: none"> <li>ASA College Counseling – Class of 2021</li> </ul>
<b>Board Recognition</b>
<b>Discussion Items</b>
<ul style="list-style-type: none"> <li>Resource Development Committee               <ul style="list-style-type: none"> <li>Development Dashboard</li> <li>Thoughts on Showcase</li> <li>Next Steps with Geronimo Consulting</li> </ul> </li> <li>Finance Committee               <ul style="list-style-type: none"> <li>Monthly Reports                   <ul style="list-style-type: none"> <li>May Financials</li> <li>Fiscal Year 2020-21 Out of Budget Investments (Waterfall)</li> </ul> </li> <li>Review Fiscal Year 2021-22 ASA Budget Draft for Approval</li> <li>Review Fiscal Year 2020-22 State of Arizona Charter School Budget Draft for Approval</li> </ul> </li> <li>Facilities Committee               <ul style="list-style-type: none"> <li>Campus Improvements</li> </ul> </li> <li>Board Assessment Results</li> </ul>
<b>Reports</b>
<ul style="list-style-type: none"> <li>Health and Wellness Council</li> </ul>

<ul style="list-style-type: none"> <li>○ Upcoming meeting July 28th at 8:00am</li> <li>• Board of Directors and Committee Meeting Dates for Fiscal Year 2021-22</li> </ul>
<b>Action Items</b> <ul style="list-style-type: none"> <li>• Approval of May 24, 2021 Board of Directors Meeting Minutes</li> <li>• Approval of Waterfall Expenditures</li> <li>• Approval of Fiscal Year 2021-22 ASA Budget Draft</li> <li>• Approval of Fiscal Year 2021-22 State of Arizona Charter School Budget Draft</li> <li>• Approval of Head of School/CEO Fiscal Year 2021-22 Contract</li> </ul>
The Board of Directors will vote to hold an executive session for the purpose of discussing specific personnel matters pursuant to: ARS §38-431.03 (A)(1) Personnel
The 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. Tony Dietz called the meeting to order at 5:34 p.m.

### **Call to the Public**

Tony welcomed the members of the public attending the meeting and after a review of Open Meeting rules asked that any wishing to speak regarding an agenda item put their names in the Zoom Chat. As no member of the public came forward, Tony moved to the next agenda item.

### **Mission Moment**

Leah Fregulia presented a brief overview of the ASA college counselling program as well as post graduate statistics and comments from the Class of 2021 as provided by Liz Kuhl, College Counselor.

### **Board Recognition**

Tony welcomed the two incoming Honorary Student Board Members and invited them to introduce themselves; Amara Washington-Bess will begin her Senior year in the Fall and Amalia Nevarez a rising Junior. He also welcomed Jessica Elder, incoming Honorary Arts Faculty Member and thanked the Board as a whole for their participation at the Strategic Planning Retreat on June 12<sup>th</sup>.

### **Discussion Items**

#### *Resource Development Committee*

- Dr. Javier Cárdenas reviewed the Development Dashboard and discussed the gains made over the school year including income from Showcase. He asked the Board to think of videos from Showcase that show ASA at its best perspective and can be used as fundraising tools. He credited the Development team, Leslie Religioso and Min Skivington, for their hard work during a difficult year.
- Javier gave a brief overview of how the Resource Development Committee will be incorporating some of the suggestions made at the Strategic Planning Retreat into their ongoing fundraising efforts recognizing the turn from a strictly monetary ask to a 100% participation ask acknowledging there will be a lag in what is being done and it being perceived by the community as a whole.
- Leslie thanked the Board for their support over the past year and then held the drawing for the Board's Showcase sponsorship ask contest. Javier won the drawing for the vintage ASA swag and John O'Neal a drawing for a Showcase t-shirt.

#### *Finance Committee*

- John Snider briefly reviewed the financials for the year noting that ASA is within 2%-3% of the budgeted amount for the year and in some cases higher because of the infusion of Federal money, in large part due to the strong stewardship of Leah Fregulia, Liz Shaw, Laura Apperson and Sara Maline Bohn. This is a regular occurrence for the school but John wanted to be noted by the Board that it was a particularly difficult year in which the school performed well operationally, academically and financially.
- John reminded the Board that they would be voting on two forms of the budget for Fiscal Year 2021-2022 and since the Arizona State Legislature has not yet voted on a budget the numbers cannot match yet. There will likely be later adjustments to the form, but because State law requires that the Board approve the budget by the end of the current fiscal year, there will be a vote at this meeting. The operating budget will also be voted

on for Fiscal Year 2021-2022 which is based on expenditures and revenue from the current year, but conservative estimates have been made since the State numbers have not yet been finalized.

- John then presented the out of budget investments that will be made at the end of this year including the purchase of three string bases and the replacement of classroom tables and chairs.
- He then reminded the Board that the vote for the final budget will be held on July 12<sup>th</sup> at 10:00 a.m.

#### *Facilities Committee*

Tony told the Board that the capital projects previously discussed – bandshell area improvements, mobile/portable unit for a faculty workroom and the shade/solar canopy – are in the early phases of development. All three projects are being included in one plan so we will require only one permitting process through the City of Phoenix. Multiple quotes for each part of the project are being gathered.

#### *Board Assessment Results*

- Tony shared the feedback provided by Leah giving examples of what the Board does well and what aspects they can work on.
- He then gave an overview of the answers to the Board's self-evaluation comparing the results from this year with the results from 2019. Tony also gave a sampling of specific suggestions and comments from the responding Board members.
- Javier made the suggestion that since the teachers and students will be fully back to campus next year that members of the Board make a concerted effort to attend Board meetings in person as much as possible.

#### **Reports**

- The next Health and Wellness Council meeting will be July 28<sup>th</sup> at 8:00 a.m.
- The Board and Committee meeting dates are published on the Board portal.

#### **Action Items**

##### *Approval of May 24, 2021 Board of Directors Meeting Minutes*

Javier Cárdenas moved to approve the Board of Directors Meeting Minutes from May 24, 2021. The motion was seconded by Carlos Contreras and passed unanimously without further discussion. [Dietz, Contreras, Cárdenas, Snider, Laing, Hum, Allen, Otu, and Lugosi voting in favor.]

##### *Approval of Waterfall Expenditures*

Betty Hum moved to approve the Waterfall expenditures of approximately \$16,500 for three (3) new string basses and approximately \$150,000 for replacement tables and chairs that are over fifteen years old. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Cárdenas, Snider, Laing, Hum, Allen, Otu, and Lugosi voting in favor.]

##### *Approval of Fiscal Year 2021-22 ASA Budget Draft*

Alex Laing moved to approve the Fiscal Year 2021-22 ASA Budget Draft. The motion was seconded by Javier Cárdenas and passed unanimously without further discussion. [Dietz, Contreras, Cárdenas, Snider, Laing, Hum, Allen, Otu, and Lugosi voting in favor.]

##### *Approval of Fiscal Year 2021-22 State of Arizona Charter School Budget Draft*

Javier Cárdenas moved to approve the Fiscal Year 2021-22 State of Arizona Charter School Budget Draft. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Cárdenas, Snider, Laing, Hum, Allen, Otu, and Lugosi voting in favor.]

#### *Executive Session*

At 6:23 p.m. Javier Cárdenas moved the Board of Directors commence an executive session pursuant to ARS §38-431.03 (A)(1), in order to discuss Head of School/CEO annual evaluation. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Cárdenas, Snider, Laing, Hum, Allen, Otu, and Lugosi voting in favor.]

Executive session ended at 6:45 p.m.

*Approval of Head of School/CEO Fiscal Year 2021-22 Contract*

Javier Cárdenas moved to approve the Head of School/CEO Fiscal Year 2021-22 Contract. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Cárdenas, Snider, Laing, Hum, Allen, Otu, and Lugosi voting in favor.]

**Adjournment**

Karen Lugosi made a motion to adjourn. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Cárdenas, Snider, Laing, Hum, Allen, Otu, and Lugosi voting in favor.]

The meeting adjourned at 6:46 p.m.

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Minutes reviewed and accepted on: 08/30/2021

Signed by:  \_\_\_\_\_, Board Member