NOTICE OF THE BOARD OF DIRECTORS OF FLAGSTAFF ARTS & LEADERSHIP ACADEMY, INC. (FALA)

Our mission is to provide a transformative educational experience by developing leadership and cultivating academic excellence in the arts, sciences, and humanities. The individual growth of each student is supported and animated through our nurturing educational community.

Pursuant to A.R.S. §38-431.02, notice is hereby given of the following event:

- Event: **Finance Committee Meeting** open to the public
- Date: December 8, 2021
- Time: 5:00PM
- Location: Online: https://meet.google.com/skh-txsv-fxi
  Phone: +1 567-400-0881 PIN: 385 150 827#

Information:

- The Board/committee may consider any item on this agenda in any order and at any time during the meeting.
- Pursuant to A.R.S. §38-431.4, members of the Board/committee may participate either in person or by telephone, video or internet conferencing speakerphone or other technological devices.
- At Board meetings open to the public, the Board 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 A.R.S. §38-431.03(A)(3).
- Persons with a disability may request reasonable accommodations, such as a sign language interpreter, by contacting Mr. Eli Cohen, Executive Director, 928-779-7223.
- Materials for this meeting are available at the following:
  - http://flagarts.com/category/news/
  - 3401 N. Fort Valley Road, Flagstaff, AZ 86001, Administration Building

Agenda:

I. **Call To Order**
   A. ***Ron calls the meeting to order at 5:09PM***

II. **Roll Call:**
   A. Ron Borkan, Treasurer/Chairperson ***PRESENT***
   B. Carol Hixson, Member ***PRESENT***
   C. Christina Wolfe, Member ***NOT PRESENT***
   D. Eli Cohen, Member ***PRESENT***
   E. Jessica Chamberlain, Member ***PRESENT***
   F. John Faccone, Member ***PRESENT***
   G. Kayla Richards, Member ***NOT PRESENT***
   H. Margarita Cruz, Member ***NOT PRESENT***

III. **Approval of Agenda**
   A. ***Eli motions to approve the agenda; Ron seconds; Ron aye, Carol aye, Eli aye, Jessica aye, John aye; Motion passes 5-0-0.***

IV. **Consent Agenda**
   A. Approval of Prior Meeting Minutes
   B. ***Eli motions to approve the consent agenda; John seconds; Ron aye, Carol aye, Eli aye, Jessica aye, John aye; Motion passes 5-0-0.***

V. **Action Items**
   A. Presentation, discussion, and possible action re: Review of Board Metrics
      - Analysis currently based on preliminary numbers from November.
      - Numbers look good but are raw
      - Discussion is held on whether or not the metrics are helpful to the Board
      - Agreed to remove YTD Revenue/Expense and replace with Net Revenue both Monthly and YTD
      - As requested by the Board, we will add the Debt to Interest Ratio that the Charter Board looks at
      - Agreed that it would be nice to see Month over Month movement. A second tab will be added for this so as not to clutter the sheet.

- Updated sheets will be shown to the Board at the 12/13 meeting for review.

B. Presentation, discussion, and possible action re: Update from Salary Review Committee
   - Carol presented an update
   - Committee has met a number of times with the initial conclusion that our starting salaries are not competitive to others in town.
   - We will create a new schedule using updated starting salaries to determine where all staff end up on the scale. This will then be measured against available funding to determine feasibility and sliding scale.
   - Other changes may include flat amounts (vs. percentages) for things like Masters, Experience, etc.
   - Also possible stipend for hard to fill positions such as SPED, STEM, etc.
   - Next meeting is early January. Goal remains to present to the Board in February with approval in March.

VI. Future Agenda Items

A. Revised Budget

B. PTO Review Committee

VII. Adjournment:

A. *Ron motions to adjourn the meeting at 5:45PM; Eli seconds; Ron aye, Carol aye, Eli aye, Jessica aye; Motion passes 4-0-0.*

Agenda Posted: 2021-12-07 3:10PM
Minutes Posted: 2021-12-08 6:00PM