

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 that the Board of Directors of FALA will hold the following:

- Event: **Special Board** meeting open to the public
- Date: May 4, 2021
- Time: 5:00pm
- Location: Zoom: [Link](#)
Phone: +16699006833,,5383610069#,,#,770369#

Event 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.
- 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 a reasonable accommodation, such as a sign language interpreter, 24-hours in advance by contacting Ms. Tulasi Fowler, Administrative Coordinator, 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

Recording Link

- I. **Call To Order - [Virtual Meeting Process](#)**; James calls the meeting to order at 5:05 p.m. The meeting is being recorded.
- II. **Roll Call:**
 - A. James Yih, President PRESENT
 - B. Birgit Buss, Vice President PRESENT
 - C. Phil Hagen, Secretary PRESENT
 - D. Dr. Barbara Boschmans, Treasurer NOT PRESENT
 - E. Ron Borkan, Member PRESENT
 - F. Debra Edgerton, Member NOT PRESENT
 - G. Dr. Kyle Winfree, Member PRESENT
- III. **Approval of Agenda.**
 - A. **James motions to approve. Phil seconds. James aye. Birgit aye. Phil aye. Ron aye. Kyle aye. No nays. No abstentions. Motion carries.**
 - B. James makes a comment about the board's general ability to cancel Call to Public at this point (at agenda approval) at each meeting.
- IV. **Call to the Public:**
 - A. This is the time for the public to comment. Members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. §38-431.01(H), action taken as a result of public comment will be limited to directing staff to study the matter, responding to any criticism or scheduling the matter for further consideration and decision at a later date.

- B. Each individual may have five minutes to make a public comment. For the record, please state your full name (first name and last name) before you begin.

V. **Action Items:**

- A. Presentation, discussion, and possible action re: Approval of [2021-22 Draft Budget](#)
- i. ED Eli Cohen walks board through the budget. Point is to have a prelim budget to offer contracts. Mentions some of grants have not come in, thus leaving FALA currently in a negative situation. James asks what board needs to approve. Eli says we just need to see that it looks reasonable at this stage.

Debra joins meeting at 5:11 p.m.

- ii. Ron asks if the Finance Committee approved this. Eli says yes.
- iii. Eli further explains the shortfall in this version of the budget.
- iv. Phil: You are asking us to approve this rough draft because it's necessary to put a line item in for teacher salaries so you can award contracts, correct? Eli says yes.
- v. James asks if this is first cut about whether we can fund our teacher salaries and we will refine later. Eli says yes, and points out that state funding needs TBD as well.
- vi. Numbers in this draft are based on last year's numbers.
- vii. Ron asks if teacher contracts have language to this effect. Eli says yes.

Barbara joins the meeting at 5:13.

- viii. Eli will attach this document to the minutes.
- ix. Debra asks when contracts need to be offered. Eli says this week. Normal goal is the end of April. Then teachers have 15 days to get them back.
- x. James says he's having a hard time with this situation re the budget. Numbers don't look great here. How are we to know these numbers are appropriate? Barbara: typically take the old budget as a start for new year. She explains details of this draft. We need some version of a budget even though we won't know enrollment till August. We passed a draft budget because we are losing teachers and don't want to lose more. Can't approve teacher contracts without knowing their salaries. The Finance Committee is confident we will cover these salaries. Every year you have to make a guess on enrollment.
- xi. Ron is comfortable approving it as a draft. His concern is net income does not leave much room for error. Perhaps the next iteration will need a bigger cushion.
- xii. Eli points out the option of adjusting contract numbers if enrollment is down or if state funding is down.
- xiii. James doesn't feel he's in a position to assess budget.
- xiv. Barbara: a couple of years ago asked to approve a contract before having any budget.
- xv. **Phil motions to approve. Ron seconds. James aye. Birgit aye. Phil aye. Barbara aye. Ron aye. Debra aye. Kyle aye. No nays. One abstention. Motion carries.**

Ron leaves the meeting at 5:30.

- B. Presentation, discussion, and possible action re: Approval of [Employment Contract Template - Teacher/Counselor](#)
- i. Birgit asks if all these templates were vetted by counsel. Eli says yes. These are more detailed contracts than in the past. Separate contracts for stipend positions.
 - ii. **James motions to approve. Debra seconds. James aye. Birgit aye. Phil aye. Barbara aye. Debra aye. Kyle aye. No nays. No abstentions. Motion carries.**
- C. Presentation, discussion, and possible action re: Approval of [Employment Contract Template - Administrator](#)
- i. **James motions to approve. Birgit seconds. James aye. Birgit aye. Phil aye. Barbara aye. Debra aye. Kyle aye. No nays. No abstentions. Motion carries.**
- D. Presentation, discussion, and possible action re: Approval of [Employment Contract Template - Hourly](#)
- i. **James motions to approve. Debra seconds. James aye. Birgit aye. Phil aye. Barbara aye. Debra aye. Kyle aye. No nays. No abstentions. Motion carries.**

- E. Presentation, discussion, and possible action re: Approval of [2021-22 Employment Offers](#)
- i. Eli attached in the chat room. Did not share in advance because staff preferred that it not be public. Phil says he'd have preferred to see them in advance. James agrees. Christina Wolfe, teacher rep, explains staff sensitivities as the reason for this request to keep private at this stage.
 - ii. **James motions to approve. Kyle seconds. James aye. Birgit aye. Phil aye. Barbara aye. Debra aye. Kyle aye. No nays. No abstentions. Motion carries.**

VI. Future Agenda Items:

- B. Standing Item:
 - Strategic Plan Update
- B. Teacher evaluation model
- C. Goal setting timeframe for ED
 - Identify goals for ED in the next year
 - Identify metrics
 - Establish check-in frequency
 - Need starting point
- D. Online Learning Status
- E. Virtual learning into the future
- F. Handbooks:
 - Employment
 - Student & Family
- G. Board Evaluation Survey Results from ASBA
- H. Field Trip Plan for AY 2021-22
- I. Policies:
 - Internship Policy
 - Trip Chaperone policy - Field Trip section (IJOA-R)
 - Facilities Rental policy
 - Policy on Attendance for performances/auditions
- J. Annual Meeting (August)

VII. Adjournment:

- J. **James motions to adjourn at 5:49 p.m. Birgit seconds. James aye. Birgit aye. Phil aye. Barbara aye. Debra aye. Kyle aye. No nays. No abstentions. Motion carries.**

Agenda Posted: 2021-05-03 4:55PM
Minutes Posted: 2021-05-05 10:05AM
Minutes Posted v2.0: 2022-11-22 06:25AM