

APPROVED



Western School of Science and Technology: CFA

Minutes

Meeting of the Board of Directors of Western

Date and Time

Thursday May 8, 2025 at 8:30 AM

Location

Notice of Public Meeting of the Board of Directors of Western School of Science and Technology: A Challenge Foundation Academy, Inc.

Pursuant to Arizona Revised Statutes ("A.R.S.") § 38-431.02, notice is hereby given to the members of the Board of Directors of Western School of Science and Technology: A Challenge Foundation Academy, Inc., and to the general public that the board will hold a meeting, open to the public as specified below. The Board of Directors reserves the right to change the order of items on the agenda, with the exception of public hearings set for a specified time.

Pursuant to A.R.S. § 38-431.03.A.3, the Board of Directors may go into Executive Session, which will not be open to the public, concerning any item on the agenda, for discussion, consideration, or consultations for legal advice.

ALL ITEMS ON THE AGENDA ARE OPEN FOR DISCUSSION AND POSSIBLE ACTION, INCLUDING REPORTS AND ACTION ITEMS AGENDA

Disabled persons in need of special accommodations should contact Ms. Nancy Carbajal at 623.249.3900 at least 24 hours prior to the scheduled meeting time.

**Where: Western School of Science and Technology:
A Challenge Foundation Academy
6515 W. Indian School Rd.
Phoenix, AZ 85033**

Virtual Link: <https://wsst.zoom.us/j/7439552858?pwd=7AZLshwLev9aWKhmUGabsvoTaXN07c.1>

When: Thursday, May 8, 2025 8:30am

The public space will open 10 minutes before the meeting begins. The virtual space will open 5 minutes before the meeting begins.

Directors Present

A. Ballesteros (remote), E. Yndigoyen (remote), J. Kaprosy (remote), M. Sandoval (remote)

Directors Absent

B. Stratford, D. Bess

Guests Present

A. Espana, C. Becerra, D. Harris, N. Carbajal, Valeria Escobedo

I. Opening Items

A. Call the Meeting to Order

J. Kaprosy called a meeting of the board of directors of Western School of Science and Technology: CFA to order on Thursday May 8, 2025 at 8:37 AM.

B. Roll Call & Pledge of Allegiance

C. Public Comments

Ms. Sariah Bolden, a teacher at Western for the past three years, addressed the board to express concerns about the school's communication and leadership practices related to staffing decisions. She shared that despite her strong performance, commitment to students, and a positive meeting with the principal in February, she was not offered a contract for the upcoming school year and was not informed of this decision in advance. Ms. Bolden stated that she, along with over 20 other teachers, were affected by unclear and inconsistent processes related to non-binding letters of intent. She urged the board to investigate the contract distribution process and leadership practices at Western, citing a broader breakdown in systems and operations that she believes is negatively impacting staff and students.

Mr. Victor Castillo, a teacher with five years of service, announced his decision to leave the school at the end of the academic year. He shared his contributions in multiple roles, including teacher, mentor, coach, and member of the Culture Cabinet. Mr. Castillo expressed appreciation for the school community but cited a decline in leadership

communication and transparency as contributing factors to his departure. He voiced concern about the impact of teacher turnover on students and emphasized the importance of stability and trust in the classroom.

Ms. Sabrina Dahlberg, 11th-grade English teacher at Western, expressed serious concerns regarding the use and distribution of Classroom Site Fund (CSF) monies for Fiscal Year 2025. She questioned the legality and transparency of how CSF funds were allocated, particularly regarding performance-based compensation. Ms. Dahlberg noted that teachers were not informed that sign-on bonuses would be funded from performance pay allocations and highlighted a lack of performance data collection despite its stated impact on compensation. She cited relevant Arizona statutes and requested a public, itemized breakdown of CSF expenditures, clarification on fund categorization, a copy of the district's CSF expenditure plan, and documentation of board approval for the FY25 performance pay plan. She emphasized the need for transparency, legal compliance, and respect for educators.

Ms. Emily Hanson, a high school English teacher and department chair at Western. Urged the board to consider holding meetings in the evening to allow greater staff and community participation. Ms. Hanson expressed concern over high staff turnover and outlined several issues affecting morale and trust, including the attempted removal of paid FMLA without board approval, salary reductions for teachers on two-year contracts, potential misuse of Proposition 301 funds, and broken agreements regarding stipends and roles. She requested greater transparency, accountability, and board oversight to address these challenges and restore stability for staff and students.

D. Read Mission Statement

J. Kaprosy read Mission Statement

II. Superintendents' Report

A. Board Update

Dr. Tamela Harris presented Board Update

B. Academic Update

Principal Valeria Escobedo presented Academic Update

Tiffany Crawford presented Curriculum Update

C. Fundraising and Community Outreach Update

Mr. Adrian Espana presented Fundraising and Community Outreach Update

D. Financial Update

Ms. Aimee Heising presented Financial Update

E. Enrollment Update & Accounting Update

Ms. Nancy Carbajal presented an Enrollment Update & Accounting Update

F. Staffing Update

Mr. Luis Vasquez presented an Staffing Update

III. Approval of the Consent Agenda

A. Approval of April 10, 2025 Meeting Minutes

Motion to approve the minutes from Meeting of the Board of Directors of Western on 04-10-25.

The board **VOTED** to approve the motion.

B. Approval of the February 2025 Financial Statements and Vouchers

C. Approval of the March 2025 Financial Statements and Vouchers

D. Approval of the Substitute Pay Schedule

E. Approval of the FY24 Draft 990

IV. Action Items #1

A. Discussion and Consideration of the FY26 Classroom Site Fund Plan

M. Sandoval made a motion to Approve the FY26 Classroom Site Fund Plan.

A. Ballesteros seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

D. Bess Absent

J. Kaprosy Aye

B. Stratford Absent

M. Sandoval Aye

E. Yndigoyen Aye

A. Ballesteros Aye

B. Discussion and Consideration of the FY26 Board Meeting Dates

Item tabled

C. Discussion and Consideration of the 2025-2030 Strategic Plan

Item tabled

D.

Discussion and Consideration of the FY 25-26 Cabinet and Principal Bonus Structure

Item tabled

E. Discussion and Consideration of the FY 25-26 Superintendent Evaluation Tool

Item tabled

F. Discussion and Consideration of the FY 25-26 Board Self Evaluation

Item tabled

G. Discussion and Consideration of the FY 25 Superintendent Goals

Items tabled

V. Executive Session

A. Legal Advice & Personnel Matters

A. Ballesteros made a motion to convene back to regular meeting.

E. Yndigoyen seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

J. Kaprosy Aye

M. Sandoval Aye

B. Stratford Absent

A. Ballesteros Aye

E. Yndigoyen Aye

D. Bess Absent

VI. Action Items #2

A. Action Related to Superintendent's Contract/Employment: The Governing Board may take action concerning the Superintendent's contract/employment.

No action taken

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:30 AM.

Respectfully Submitted,

J. Kaprosy