

APPROVED



# Western School of Science and Technology: CFA

## Minutes

### Meeting of the Board of Directors of Western

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#### 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.**

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

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**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.**

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**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

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**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. Sarah 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**

B. Stratford      Absent

M. Sandoval      Aye

A. Ballesteros      Aye

J. Kaprosy      Aye

E. Yndigoyen      Aye

D. Bess      Absent

**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**

B. Stratford      Absent

E. Yndigoyen      Aye

J. Kaprosy      Aye

D. Bess      Absent

M. Sandoval      Aye

A. Ballesteros      Aye

**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