

**Nosotros Academy
Board Meeting Agenda
Wednesday, December 10, 2025
(Revised 12.8.25)**

Time: 3:30 p.m.

Location: Nosotros Academy
440 N. Grande Ave.
Tucson, Az. 85745
Building #2 for In-Person/ Zoom meeting

- I. Call to Order and Roll Call - Rudy Gallego, Chair**
- II. Call to the audience:**
 - A. Audit submission and exit report.** -Lori Fenstemaker, CLA Lead Auditor
 - B. Principal Report-** Carlos Armendariz, Principal
- III. Approval of Minutes of October 1, 2025**
- IV. Action Items:**
 - A. Discussion and Approval of the Nosotros Academy LLC financial report submitted to the Arizona Charter School Board (ACSB) on November 14, 2025. The report is for the year ended June 30, 2025**
- Jesus Perez, CEO/ Supt.
 - B. Discussion and Approval of supplemental pay for all employees minus the CEO/Superintendent for pay period #11 December 12, 2025.**
- Jesus Perez, CEO/ Supt.
- V. New Business:**

Discussion of the FY 26 school letter grade for Nosotros Academy.
- Jesus Perez, CEO/ Supt
- VI. Old Business:**
 - A. Discussion and approval of the Superintendent Goals for FY 26.** -
Jesus Perez, CEO/ Supt.
 - B. Discussion and approval of the Professional Development plan for all employees for FY 26.** - Jesus Perez, CEO/ Supt.
- VII. Executive Session:** Pursuant to A.R.S. 38-431.03.A.2 and A.3, the Board may vote to go into Executive Session, which will not be open to the public, for legal advice concerning any item on the agenda or to review, to discuss and consider records exempt by law from public inspection, including the receipt and discussion of information or testimony that is specially required to be maintained as confidential by state or federal law.

VIII. Adjournment

Priority seating will be given to the board and essential staff to respect social distancing. The public may attend this meeting electronically through Zoom. For information on how to connect to the meeting call (520)-624-1023.

Persons with disability may request a reasonable accommodation such as a sign language interpreter, by contacting us at (520)-624-1023. Requests should be made 5 business days in advance of the meeting to allow time to arrange the accommodation.

Nosotros Inc. and Nosotros Properties
Board Meeting Agenda
Wednesday December 10, 2025
(Revised 12.8.25)

Time: 4:30 p.m. (Following the academy meeting. Public invited)

Location: Nosotros Academy
440 N. Grande Ave.
Tucson, Az. 85745
Building #2 for In-Person/ Zoom Meeting

- I. Call to Order and Roll Call: Rudy Gallego, Chair**
- II. Call to the audience: None**
- III. Approval of Minutes of October 1, 2025**
- IV. Action Items:**
 - A. Discussion and approval of the Nosotros LLC and consolidated financial report.** - Jesus Perez, CEO/ Supt.
- V. New Business:**
 - A. Discussion of El Rio Daycare Enrollment** - Marcia Burns, Director
 - B. Discussion of safety and enhanced security measures of programs located at the El Rio Community Center at 1390 W Speedway Blvd.** - Jesus Perez, CEO/Supt. and Rudy Gallego, Chair
 - C. Discussion of Capital Improvements: Intercom System for Nosotros Academy 440 N. Grande Campus.** - Jesus Perez, CEO/ Supt.
 - D. Discussion of IRS Energy Credit Status** - Jesus Perez, CEO/ Supt.
- VI. Old Business:**
 - Discussion and approval of the CEOGoals for FY 26.** - Jesus Perez, CEO/ Supt.
- VII. Executive Session:** Pursuant to A.R.S. 38-431.03.A.2 and A.3, the Board may vote to go into Executive Session, which will not be open to the public, for legal advice concerning any item on the agenda or to review, to discuss and consider records exempt by law from public inspection, including the receipt and discussion of information or testimony that is specially required to be maintained as confidential by state or federal law.

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NOSOTROS ACADEMY BOARD MEETING MINUTES

- DATE:** Wednesday, December 10, 2025
- LOCATION:** Nosotros Academy
440 N Grande Ave, Building #2
Tucson, Arizona 85745
In- Person w/ Zoom Option
- MEMBERS PRESENT:** Rudy Gallego, Chair
Dr. Marjorie Schiller, Member (Zoom)
Thomas Cracovaner, Member
- MEMBERS ABSENT:** Luis Kamei, Member
- STAFF/GUEST PRESENT:** Jesus Perez, Superintendent and CEO (Zoom)
Carlos Armendariz, Principal
Erika Fragozo, Vice Principal (Zoom)
Ron Kovar, CPA, CFO (Zoom)
Lori Fenstemaker, Lead Auditor, CliftonLarsonAllen
Jeff Hartman, Community Member
Christina Bischoff, Teacher
- CALL TO ORDER:** Mr. Gallego at 3:32 pm
- MINUTES:** **Approval of October 1, 2025 minutes as printed.**
Motion: M. Schiller
Second: T. Cracovaner
Passed: 3-0
- CALL TO AUDIENCE:** **A. Audit submission and exit report – Lori Fenstemaker, CLA Lead Auditor**
The audit consists of reporting on the organization’s financial statements. There were no findings of material weaknesses or deficiencies. There were also no findings on the legal compliance questionnaire, nor were there any difficulties in communication. Nosotros Academy’s financial position has remained stable over the last three years.

B. Principal Report – Carlos Armendariz, Principal

Nosotros Academy is partnering with ASU Prep to offer additional academic enrichment. Students are preparing for final exams. Enrollment is currently at 352 students, with more anticipated after winter break.

As of October 13, there is now a crosswalk outside of the school to cross Grande Ave. Police reports indicate the need for continued safety measures due to speeding. Nosotros Academy also has an MOU with Tucson Unified School District to use Menlo Elementary School as a reunification site in case of evacuation.

Students are currently participating in basketball season with a K-6 skills camp run by the athletic director, Mr. Robbins. Winter Formal will be held Friday, December 12th, and the Winter Concert will take place Tuesday, December 16th. Community members have donated bikes that will be raffled at the concert.

ACTION ITEMS:

A. Discussion and Approval of the Nosotros Academy LLC Financial Report Submitted to the Arizona Charter School Board (ACSB) on November 14, 2025. The report is for the year ended June 30, 2025. – Jesus Perez, CEO/Superintendent

The content of the audit was covered by Lori Fenstermaker’s presentation. Motion to approve the Nosotros Academy LLC Financial Report as submitted to the Arizona Charter School Board on November 14, 2025.

Motion: M. Schiller

Second: T. Cracovaner

Passed: 3-0

B. Discussion and Approval of Supplemental Pay for All Employees Minus the CEO/Superintendent for Pay Period #11 (December 12, 2025) – Jesus Perez, CEO/Superintendent

The plan for supplemental pay was presented at the beginning of the year.

Motion: M. Schiller

Second: T. Cracovaner

Passed: 3-0

NEW BUSINESS:

Discussion of the FY 26 School Letter Grade for Nosotros Academy – Jesus Perez, CEO/Superintendent

Nosotros Academy has received a B letter grade. This was accomplished largely through college and career readiness and the graduation rate (about 90%). Areas for improvement are high school proficiency, which will be addressed through Tier I instruction, and English language learner proficiency on the AZELLA. We have also received a district-level grade of B.

OLD BUSINESS:

A. Discussion and Approval of the CEO/Superintendent Goals for FY 26 – Jesus Perez, CEO/Superintendent

The goals were created through a discussion between Jesus Perez, Marjorie Schiller, and others. The superintendent goals focus on growing enrollment to 309 ADM; improving student outcomes by 3% on summative assessments; investing in classroom quality and ‘push-in’ instruction for minority subgroups; maintaining at least 37% teacher certification; enhancing school culture and safety through a PA system, mariachi program, and student engagement; and successfully completing the 5 Year Charter Review.

Motion: M. Schiller

Second: T. Cracovaner

Passed: 3-0

B. Discussion and Approval of the Professional Development Plan for All Employees for FY 26 – Jesus Perez, CEO/Superintendent

Goals for supporting the principal and assistant principal include instructional capacity building across all grade levels, supporting professional learning communities, continuing school improvement, education best practices, and school safety training. Goals for supporting teachers include instructional capacity, unpacking essential standards, and certification and professional growth. Goals for supporting the superintendent include board governance, instructional capacity building, and organizational sustainability and growth. Professional development will be delivered through multiple methods, including on-site workshops and conferences, and growth will be monitored through coaching data, PLC products, academic performance metrics, and more.

Motion to approve the professional development plan for all employees for SY 26.

Motion: M. Schiller

Second: T. Cracovaner

Passed: 3-0

EXECUTIVE SESSION: NONE.

ADJOURNMENT: R. Gallego - 4:43 pm

NOSOTROS INC. AND NOSOTROS PROPERTIES BOARD MEETING MINUTES

DATE: Wednesday, December 10, 2025

LOCATION: Nosotros Academy
440 N Grande Ave, Building #2
Tucson, Arizona 85745
In- Person w/ Zoom Option

MEMBERS PRESENT: Rudy Gallego, Chair
Dr. Marjorie Schiller, Member (Zoom)
Thomas Cracovaner, Member

MEMBERS ABSENT: Luis Kamei, Member

STAFF/GUEST PRESENT: Jesus Perez, Superintendent and CEO (Zoom)
Carlos Armendariz, Principal
Erika Fragozo, Vice Principal (Zoom)
Ron Kovar, CPA, CFO (Zoom)
Christina Bischoff, Teacher

CALL TO ORDER: Mr. Gallego at 4:44 pm

MINUTES: **Approval of October 1, 2025 minutes as printed.**
Motion: M. Schiller
Second: T. Cracovaner
Passed: 3-0

CALL TO AUDIENCE: NONE.

ACTION ITEMS: **Discussion and Approval of the Nosotros LLC and Consolidated Financial Report – Jesus Perez, CEO/Superintendent**
The financial report was presented during the Nosotros Academy meeting.
Motion: M. Schiller
Second: T. Cracovaner
Passed: 3-0

NEW BUSINESS:

A. Discussion of El Rio Daycare Enrollment – Marcia Burns, Director (presented by Jesus Perez)

El Rio Daycare currently has 52 children enrolled with a capacity of 60 children. Most parents are paying privately, so the marketing strategy is focused on affordable rates and longevity. The website has been updated, and social media will follow.

B. Discussion of safety and enhanced security measures of programs located at the El Rio Community Center at 1390 W. Speedway Blvd. – Jesus Perez, CEO/Superintendent and Rudy Gallego, Chair

Rudy Gallego contacted the Parks Department and City of Tucson regarding additional gates for safety. Without additional gates, the campus is open to passersby along Speedway Boulevard. The request was denied. He plans to follow up with the City Council.

C. Discussion of Capital Improvements: Intercom System for Nosotros Academy (440 N. Grande Campus) – Jesus Perez, CEO/Superintendent

Currently, the school uses a messaging app called Remind and a paging system on the phones that does not provide adequate volume. Jesus Perez is seeking quotes for an intercom system, with bids ranging from \$60,000 to \$120,000. The higher-end systems seem most promising as they connect to the internet and allow for two-way communication.

D. Discussion of IRS Energy Credit Status – Jesus Perez, CEO/Superintendent

Nosotros Inc. is set to receive an energy credit due to the solar panels.

OLD BUSINESS:

Discussion and approval of the CEO Goals for FY 26 – Jesus Perez, CEO/Superintendent

The first goal is fiscal solvency through a surplus revenue by the end of FY 26. Second is building and maintaining community partnerships, such as local businesses, donors, nonprofits, local governmental agencies, and higher education. Third is strengthening governance and accountability by recruiting board members and evaluating the current strategic plan with all board

members. Finally, the fourth goal is increasing daycare enrollment through a marketing plan and applying for supplemental grants.

Motion: M. Schiller

Second: T. Cracovaner

Passed: 3-0

EXECUTIVE SESSION: NONE.

ADJOURNMENT: R. Gallego at 5:21 pm

Next Meetings: February 11, April 8, May 6, June 10, June 24