



Meeting Minutes of the BFCS Corporate Board: Preliminary

BFCS Central Office
2450 S. Gilbert Rd., Suite 101
Chandler, AZ 85286

Office of the Board
Maricopa County, Arizona
September 17, 2026
1:00pm

1. Call to Order

Name	Action	Time
James Candland	called the meeting to order at	1:18

2. Governing Board Member Roll Call

Also in attendance: Karly Chasteen, Tina Costagliola, Joanne Poirier, Janet Farnsworth

Name	Present	Absent
James Candland	x	
Aaron Wilcox	x	
Brett Garner		x

3. Pledge of Allegiance

Name	Action
Tina	led the Pledge of Allegiance

4. Approval of Today's Meeting Agenda

Notes: Today, the meeting is primarily to review organizational updates. A copy of the meeting notice and agenda were posted on September 16, 2026 prior to 1:00pm at each BFCS location and on the BFCSAZ website under "Public Notices". A hard copy of this agenda and all associated documents has been made available for all interested parties to review during this meeting.

Roll Call Vote			
Name	Aye	Nay	Abstain
James Candland	x		
Aaron Wilcox	x		
Brett Garner			
The motion :			
	☒ carried.	☐ did not carry.	Vote: 2-0

5. Approval of Minutes from the Last Meeting:

Notes: The last BFCS Corporate Board meeting was held on August 20, 2026. The BFCS Corporate Board will review these meeting minutes for approval. All BFCS Corporate Board public meeting minutes are posted on the BFCSAZ website under "Public Notices". A hard copy of the meeting minutes under review for approval has been made available for all interested parties to review during this meeting.

Discussion:

The board reviewed the process of documenting minutes, including the use of AI transcription.

Roll Call Vote			
Name	Aye	Nay	Abstain
James Candland	x		
Aaron Wilcox	x		
Brett Garner			
The motion :	☒ carried.	☐ did not carry.	Vote: 2-0

6. Discussion: Organizational Updates

Notes: Discussion item only - no action needed.

Karly discussed several organizational priorities for the year, centered on enrollment, marketing, leadership development, and curriculum development. The organization is currently about 50 students below the prior year's enrollment, but leadership emphasized that the situation is being monitored rather than viewed as a financial concern. The schools are remaining financially conservative while giving principals greater responsibility for attracting families who are genuinely interested in the schools' educational program. Campuses are increasing community outreach, tours, local event participation, and targeted marketing. Leadership noted encouraging signs, including campus tours occurring during a time of year when they have historically been less common.

Marketing responsibilities have increasingly been shifted to the individual campuses rather than immediately hiring a new central marketing coordinator. Principals and designated campus staff are taking greater ownership of social media, community outreach, and enrollment efforts, while an outside marketing company continues in a supporting role. The board discussed the importance of measuring whether marketing efforts actually result in enrollment. Leadership reported that the outside company's CRM is being used to follow leads through enrollment, and additional tracking methods—such as unique QR codes for different preschool outreach efforts—are being considered. Registrars are also receiving training so they better understand the organization's enrollment goals and can help attract families who understand and support the schools' program. The board generally viewed the decentralized approach positively while recognizing that some campuses will require additional marketing training and support.

A significant portion of the discussion focused on building a stronger internal leadership pipeline. Two separate development tracks have been launched: a coaching leadership program for people who may become grade-level leaders, mentors, or academic coaches, and an administrative leadership program intended to identify and prepare future school administrators. The administrative program will include seven classes through April, followed by interviews in April and May for participants who demonstrate sustained interest and commitment. Selected participants would then receive more individualized training and opportunities to shadow existing administrators during the following school year. Board members supported the approach because it provides a practical way to identify employees who both understand the organization's values and are genuinely interested in assuming greater leadership responsibilities.

Curriculum development was another major focus. The organization has begun piloting an internally developed writing and history curriculum, initially in fifth and sixth grades. The program is designed to integrate writing, reading, and history rather than treating them as disconnected subjects, while giving the organization greater control over content. Early teacher feedback from the Gilbert campus was described as very positive, with additional pilots planned at other campuses. Leadership also discussed concerns about relying heavily on outside curriculum providers, noting that one existing history and science provider recently changed and reduced content without advance notice. Developing more curriculum internally was therefore presented both as an educational strategy and as a way to reduce dependence on external vendors and potentially avoid substantial future curriculum purchases.

The organization is taking a similar approach to mathematics curriculum. Rather than beginning with Algebra I as originally considered, leadership determined that students needed stronger preparation at earlier levels and decided to start with Course 2/seventh-grade mathematics. A new curriculum combining elements of Saxon with selected useful components of the existing math program is being developed for implementation beginning in the second quarter. The current plan is to build three quarters of Course 2 material during this school year, complete the remaining material over the summer, then progressively develop Course 3, geometry, Algebra I, and Algebra II. Leadership emphasized that the plan will remain flexible: student results and teacher feedback will determine whether the organization continues with the approach or makes further changes.

Finally, the board discussed governance, staffing, and financial oversight. Members supported moving from monthly board meetings toward a quarterly schedule, with additional meetings scheduled when necessary, and suggested holding meetings near the end of each quarter. The board also requested a more detailed comparison of central-office staffing, headcount, responsibilities, and costs over time. Leadership explained that central-office staffing had previously expanded substantially and has since been reduced and reorganized, with functions consolidated where appropriate and hiring decisions approached more cautiously. A future discussion is expected to examine the organizational structure, staffing needs, and budget in greater detail. Leadership also reported that auditors had been onsite during the week reviewing financial records and requesting additional information, with the organization awaiting their findings.

7. Call to Public

Notes: Janet Farnsworth noted that some curriculum development occurred while Eddie Farnsworth led the company.

8. Next Board Meeting

Notes: Discussion item only - no action needed.

Discussion	Next Board Meeting Date	Location
Board member confirms the next board meeting.	TBD	BFCS Central Office 2450 S. Gilbert Rd., Suite 101 Chandler, AZ 85286

9. Adjourn Meeting

Name	Action	Time
James Candland	adjourned the meeting.	2:10pm