

Meeting Minutes
Meeting of the Envision Board of Directors
Wednesday, March 16, 2022

The California Governor's Executive Order Number N-29-20 has suspended some provisions in the Brown Act and allows meetings during the COVID-19 pandemic to occur entirely telephonically.

I. Preliminary

A. Call to Order

- Board Chair Mark Daoust called the meeting to order at 4:01pm

B. Roll Call

- Attendees: Mark Daoust, Bob Lenz, Susan Portugal, Rhonnel Sotelo, Tara Thomas, Gia Truong, Akil Hollis, Rob Vassel
- Not present: Jean Driscoll, Michelle Seijas, Shruti Sehra, Keysha Bailey, Larry Hancock, Miyesha Perry, Kaleb Lawson
- Others Present: Kathi Burke

II. Closed Session: PUBLIC EMPLOYEE APPOINTMENT (Gov. Code section 54957(b)(1). Title: CEO

- A. The board went into closed session at 4:03pm

III. Report Back from Closed Session

- A. Mark Daoust shared that there was nothing to report.

IV. Public Comments and Announcements:

- A. There were no public comments.

V. Action Item

- A. Approve Resolution of the Envision Education Board of Directors Approving Appointment of and Employment Terms for Jillian Juman as CEO-Elect Effective June 4, 2022 and as Chief Executive Officer Effective July 1, 2022

Mark described how the board is asked to take action to approve Resolution 2022-117 to appoint Jillian Juman as CEO-elect effective June 4, 2022 and as CEO effective July 1, 2022.

The resolution is also to approve that the salary and benefits offered to Ms. Juman as just and reasonable, as confirmed by comparability data provided by Edgility Consulting and reflected in attachment 1.

These are the terms of her agreement:

- Ms. Juman's annual salary will be \$265,000. Salary increases will be considered on an annual basis, based on individual performance, the financial condition of Envision, market compensation data, and the salary increase determinations for other Envision staff.
- Her benefits package is the standard package for Envision employees. She will receive

benefits starting June 4, 2022.

- The agreement is for a 37 month period (one month as CEO elect in June 2022 where she will overlap with current CEO Gia Truong and three years as CEO starting July 2022).
- Additionally, in the event of a not-for-cause termination, Ms. Juman will be entitled to receive a one-time severance payment equal to the amount of her then-annual base salary for six months.

Mark then asked Kathi Burke and the Search Working Group to recap a couple of reasons why we are excited to bring Jillian Juman in as new CEO. Kathi Burke, Honorary Director and Lead for the Search Working Group, described how Jillian was enthusiastically the top candidate during the interview process. Kathi described Jillian as having radical candor, a kind of candor that is exactly what the board needs and is not always the norm in cultures. Kathi said that Jillian was someone who is willing to confront issues as well as be generous in their acknowledgement of others' contributions.

Bob Lenz was equally excited and said that during the interview process he wanted to advocate for a leader who embraced project based learning and performance assessment, of which Jillian was a stand out. Jillian led a transformative International Baccalaureate school and her commitment to transforming lives throughout her career.

Akil Hollis added that Jillian's track record of ambitious change and her willingness to go after an opportunity is something that we valued and will continue to value.

Mark asked for a motion to approve the resolution.

- Motion: Bob Lenz
- Second: Tara Thomas
- Approved by voice vote: Yes 8 No 0

VI. Consent Items

- A. Ratification of EE Board Retreat Meeting Minutes: February 28, 2022
- B. Approve Insurance Withdrawal Notice

Gia clarified that we are renegotiating the Charter Safe, our insurance. It doesn't mean we won't be with Charter Safe, but we need to withdraw in order to renegotiate. Gia thanked the board for the opportunity to renegotiate.

- Motion: Tara Thomas
- Second: Rob Vassel
- Approved by voice vote: Yes 8 No 0

VII. Adjournment:

- A. Board chair Mark Daoust adjourned the meeting at 4:30pm