

Meeting Minutes
Meeting of the Board of Directors – Envision Education
Thursday, June 6, 2019
Envision Education Support Office
111 Myrtle Street #203
Oakland, CA 94602

I. Preliminary

1. Call to Order
 - Board Chair Kathi Burke called the meeting to order at 4:00pm.
2. Roll Call
 - Attendees: Keysha Bailey, Parker Blackman, Kathi Burke, Mark Daoust, Marjorie M. Goux, Gay Hoagland, Larry Hancock, Akil Hollis, Tara Thomas, Susan Portugal, Gia Truong, Mark Yowe
 - Absent: Phil Johnston, Rob Vassel
 - On Phone: Bob Lenz
 - Other Attendees: Aragon Burlingham, Kaleb Lawson, Janeen Jackson, Sele Nadel-Hayes, Laura Robell, Jeff Sloan, Rhonell Sotelo, Justin Wells
3. Adopt the Agenda
 - Motion: Parker Blackman
 - Second: Tara Thomas
 - Approved by voice vote: 13 Yes 0 No

II. Board and CEO Comments:

Kathi welcomed everyone to the last board meeting of the year and gave an overview of what would be discussed at the meeting and expressed a desire to build community. Gia welcomed and reflected on Envision's current growth and accomplishments. She gave an overview of student defenses and Envision Learning Partners' support of Oakland and San Francisco Unified school districts. She stated that Envision is an anti-racist organization focused on equity. She spoke briefly about Envision United, Envision's teacher's union. Then of how Impact Academy grew to include a middle school and the accomplishments achieved. She shared that Envision Academy has the highest A – G graduation rates for Black students in the City of Oakland. Gia spoke about how OUSD's offer of facilities through the Prop 39 process has caused distress in the West Oakland Middle School community, but Envision does not have any other space to house its students. Gia stated that Envision is here to listen, to be in partnership, and slowly earn the trust of that community. She reached out principal of West Oakland Middle School and attended community meetings in West Oakland.

III. Public Comment / Announcements

Christie Blakely introduced herself as a teacher at WOMS and stated she was heartened to hear Gia's comments. Ms Blakey spoke about her experience sharing the WOMS campus with KIPP and asked Envision to not seek additional space or limit their stay at the WOMS location to one year.

Judy Brule commented via phone. Mrs. Brule, introduced herself as a long-term Oakland resident who has had two students go through WOMS. She shared her support of Ms Blakely's comments.

Kathi thanked both for their public comments.

II. Public Comments and Announcements:

IV. Consent Agenda

- Ratification of Board Meeting Minutes: April 11, 2019: The minutes were amended to reflect that Susan Portugal attended the meeting on April 11, 2019
- Ratification of Audit Committee Minutes: May 13, 2019
- Approval of Amendment #1 to MOU between Envision Education and Beacon Consulting Group on Prop 39 Energy Efficiency Grant Management, Implementation and Reporting
- Ratification of FY2018 Form 990 and For, 199 for Envision Education Inc.
- Motion: Gay Hoagland
- Second: Susan Portugal
- Approved by voice vote: 13 Yes 0 No

V. Governance

- Kathi introduced Jeff Sloan who has volunteered to act as special counsel to Envision Education's Board.
- Larry and Gia gave a brief overview of Jeff's work with Envision and explained that Jeff will advise the Board in legal matters.
- Honoring retiring board members:
 - Kathi opened the honors with words of praise for the board members who are transitioning off the board.
 - Gay and Laura gave words of praise for Marjorie Goux and her accomplishments on the board and support for Envision.
 - Marjorie thanked the board and expressed how much she enjoyed working with them.
 - Gia and Bob gave words of praise for Parker Blackman.
 - Parker expressed how much he enjoyed being on our board.
 - Kathi explained that Phil will be honored for his board service at the September meeting.
- Parker introduced Kaleb Lawson and Rhonnel Sotelo, who are both recommended to join our board.
- Gia thanked Parker and Bob for recommending Rhonnel and Kaleb for board service.
- Marjorie endorsed Rhonnel as they have been on boards together before.
- Kaleb expressed his excitement to serve on the Board.
- Rhonell stated he looks forward to helping and remarked that as a member of the Envision board you just don't sit there you have to roll up your sleeves. This board has an exceptional reputation.

Approve new Board Member Kaleb Lawson Starting July 1 2019 for a 3-year term.

- Motion: Susan Portugal
- Second: Kathi Burke

Approved by voice vote: 13Yes 0 No

Approve new Board Member Rhonnel Sotelo Starting July 1 2019 for a 3-year term.

- Motion: Kathi Burke
- Second: Susan Portugal

Approved by voice vote: 13Yes 0 No

Approve Keysha Bailey for a third term Starting July 1 2019 for a 3-year term.

- Motion: Gay Hoagland
- Second: Susan Portugal

Approved by voice vote: 13Yes 0 No

Approve Executive Committee Starting July 1 2019 for a 3 year term (Mark Daoust Chair, Keysha Bailey, Vice Chair, and Susan Portugal, Secretary Treasurer)

- Motion: Tara Thomas
- Second: Parker Blackman

Approved by voice vote: 13 Yes 0 No

Approve new Executive Committee Charter.

- Motion: Kathi Burke
- Second: Mark Daoust

Approved by voice vote: 13Yes 0 No

Approve new Audit Committee Charter.

- Motion: Parker Blackman
- Second: Kathi Burke

Approved by voice vote: 13Yes 0 No

VI. Long Term Leadership Planning

- Mark Yowe shared the Executive Committee's work to develop and implement a process for CEO succession planning.
- Parker commended Mark Y. for this work.
- Parker, Mark, and Kathi discussed how this document aligns with the strategic plan and it should be refreshed regularly.

VII. Schools

- Marjorie opened with a reflection that we have fewer expulsion hearings this year, significantly down from previous years. Restorative justice is working, and she applauds all the efforts toward equity and inclusion.

- Laura stated that this is the last week of instruction, followed by 2 weeks of professional development for teachers.
- Laura discussed how Impact is using PBIS (Positive Behavioral Supports and Interventions) and how best practices will be shared throughout the network for the 19-20 school year.
- Gia detailed how much the suspension rates have lowered in each school
- Laura discussed the three new principals in the network, giving some background on Jessica Fyles at Envision Academy Middle Grades, Phillip Chardon at City Arts and Tech, and Manuschka Michaud at Envision Academy. All five principals at all our schools are internally promoted candidates.
- Mark Daoust asked about the need for three new principals. Laura responded that EAMG is new, the CAT principal transitioned to lead the Alder Teacher Residency Program in partnership between Envision and Lighthouse and Eve Gordon chose to take a different position in OUSD.
- Laura discussed the college acceptance rates and Envision's focus on key actions to bring the 4-year college acceptance rate back up to 80%.
- Laura and the board engaged in conversations around college-going and persistence rates of Envision students
- Laura and the board engaged in a discussion around the math priority and what Envision is doing now in the area of curriculum. Justin added that the curriculum we are using for much of our scope and sequence was in part created by members of the SCALE, now ELP, team and how that body of knowledge is invaluable.
- Laura detailed the racial affinity group work happening at Envision. Gia let the board know that the folks who are involved in a racial affinity group have a higher retention rates than the rest of the organization.

Approve 2019-20 Local Control and Accountability Plan for Envision Academy

- Motion: Kathi Burke
- Second Mark Daoust

Approved by voice vote: 13 Yes 0 No

Approve 2019-20 Local Control and Accountability Plan for Impact Academy

- Motion: Mark Daoust
- Second: Parker Blackman

Approved by voice vote: 13 Yes 0 No

Approve 2019-20 Local Control and Accountability Plan for City Arts and Tech High School

- Motion: Kathi Burke
- Second: Gay Hoagland

Approved by voice vote: 13 Yes 0 No

VIII. Finance

- Sele opened with a note about the projected FY19 budget surplus, which is higher than originally projected in June 2018, but not as high as projected in April.

- Sele spoke on the California economic climate and how the State is working to keep the payments to schools on time with the education rainy day fund.
- Sele shared the proposed FY20 Budget which includes a more modest surplus than in prior years.
 - The budget includes proposed executive compensation of a 2% increase.
- Sele shared the proposed reserve policy.

Approve 2% increase in current Executive Compensation

- Motion: Tara Thomas
- Second: Mark Yowe

Approved by voice vote: 13 Yes 0 No

Approve FY 2020 Budget

- Motion: Parker Blackman
- Second: Keysha Bailey

Approved by voice vote: 13 Yes 0 No

Approve Reserve Policy

- Motion: Larry Hancock
- Second: Marjorie Goux

Approved by voice vote: 13 Yes 0 No

IX. Deep Dive Strategic Plan

- Justin detailed how ELP has arrived to this place in the strategic plan.
- Justin detailed the five strategic choices.
- The Board broke into small groups to discuss the five strategic choices in detail.

XII: Closed Session

- Report out from closed session: None

XIII: Adjournment

- Meeting was adjourned at 7:40