

Meeting Minutes
Meeting of the Board of Directors – Envision Education
Thursday, November 14, 2019
Envision Education Support Office
111 Myrtle Street #203
Oakland, CA 94607

I. Closed Session: Conference with Labor Negotiator (G.C. 54957.6)

- Report Out from Closed Session: None

II. Preliminary

1. Call to Order
 - Board Chair Mark Daoust called the meeting to order at 4:29pm.
2. Roll Call
 - Attendees: Keysha Bailey, Kathi Burke, Mark Daoust, Gay Hoagland, Akil Hollis, Kaleb Lawson, Susan Portugal, Michelle Seijas, Rhonnel Sotelo, Gia Truong, Rob Vassel, Mark Yowe
 - Absent: Larry Hancock, Bob Lenz
 - On Phone: Tara Thomas
 - Others Present: Sarah Chostner, Janeen Jackson, Laura Robell, Sele Nadel-Hayes, Justin Wells, Envision United Representatives Taryn Elliott and Jessi Stein.
3. Adopt the Agenda
 - Motion: Gay Hoagland
 - Second: Mark Yowe
 - Approved by voice vote: 12 Yes 0 No

III. Public Comments and Announcements: None

IV. Comments – Board Chair Mark Daoust gave a general overview of what would be shared at the board meeting and thanked the committees and working groups for their hard work on their plans.

CEO Gia Truong gave Phil Johnston's regards and let the board know he purchased the first table sold for Evening with Envision

V. Consent Agenda

Ratification of Board Meeting Minutes: September 5, 2019

Ratification of Audit Committee Minutes: November 5, 2019

Ratification of Closed Session Special Board Meeting Minutes: November 7, 2019

- Motion: Gay Hoagland
- Second: Mark Yowe
- Approved by voice vote: 12 Yes 0 No

VI. Presentation of Opening Negotiations Proposals (Gov. Code section 3547(a))

- Gia passed out copies of the Envision Education Sunshine Proposal and stated that she looks forward to a collaborative bargaining relationship. She reminded everyone that negotiations will be based in Envision Education's core values while always keeping the needs of the students as the main focus.

- She noted that competitive compensation that attracts and retains staff and maintains fiscal health of the organization will be featured as part of the negotiations.
- Jessi Stein (Lead Learning Specialist at EAMG) and Taryn Elliott (Acting EU President) presented for Envision United. They stated their sunshine proposal was very similar to the last one and that they were in agreement with Gia that students' needs will always come first.

VII. Audit Committee

- Audit Committee Chair Keysha Bailey thanked the accounting team and informed the board of a strong and clean audit.
- Keysha shared that the auditor joined the audit committee in their last meeting and gave very positive feedback.
- Keysha also noted that this year's audit included a federal single audit because Envision's federal revenues exceeded the \$750,000 threshold that requires this additional testing.
- Sele Nadel-Hayes shared the audit process and timeline with the board. On November 5, the Audit Committee voted to recommend approval of the FY2019 Audit by the Envision Board. The audit has no material findings.

Approve FY2019 Audit Report

- Motion: Keysha Bailey
- Second: Gay Hoagland
- Approved by voice vote: 12 Yes 0 No

VIII. Deep Dive: Strategic Plan: Intended Impact

- Sarah introduced the deep dive agenda
- Gia gave an overview of how the last strategic plan was created; 5 years ago, we needed to focus on our finances. Today, we need to focus on ensuring consistent quality in all our schools.
- Sarah handed out the current best thinking document and broke the board into 4 groups for further discussion
- Board members asked probing questions about the team's current best thinking around the intended impact and goals
- Sarah let the board know the next steps of the strategic plan; the board will engage with the strategic planning process at future board meetings and a recommendation for approval will be brought to the board in June 2020.

IX. Governance Update

- The board discussed possible candidates for new board members and the types of people they are seeking.

X: Schools Update

- Laura shared that each year, the Board is asked to approve the Local Indicators for each of our schools' California Dashboard. Laura asked the Board for any questions on the Local Indicators.

Approve CA State Dashboard Local Indicators for City Arts and Tech, Envision Academy, and Impact Academy

- Motion: Kathi Burke

- Second: Rhonnel Sotelo
- Approved by voice vote: 12 Yes 0 No
- Laura shared some highlights:
 - Envision Academy's charter was renewed in October for another 5 years.
 - Our all-org professional development day, All Envision Day, in October was successful. We heard from Black parents about what they want for their students as we connect our equity work to our student achievement goals.
- Laura shared several points of academic data and is excited about the high rates of A-G graduation rates and she expounded why they are important. Envision's A-G rates are significantly higher than the state average
- Laura shared that CARPE is a cohort program run through High Tech High. It is a cycle of inquiry around how we increase college-going rates for black and brown students.
- Laura gave an update on the math priority and how it is reflected in the staff satisfaction survey
- Akil wants to know if the efforts of at our middle schools will show in the upcoming test data; Laura and Gia detailed where our IAMG founding class is in the test cycle. They will not be tested until next year.

XI: ELP Update

- Justin gave a look into new sales systems ELP is using.
- Justin gave a detail of the ELP budget and with a revenue graph.
- Mark Daoust asked about details tracking of offers closed and lost
- Justin shared that their sales cycle from interested to won/lost is 3-4 months due to school year cycle
- Mark Yowe shared that ELP is the reason he joined the board and portfolio defense could be how people learn everywhere.
- Mark detailed different aspects of business mindset.
 - Our focus is to help Justin think of it differently in a business perspective
 - Will supply more data at strategic planning meeting
- In answer to a Rob Vassel's question regarding leads, Justin replied that word of mouth is how the ELP gains it new customers.

XII: EE Board of Directors and Leadership Stories:

- Two members of the Envision Education board of Directors shared a personal story. This will be repeated at all board meetings as an effort to create a board who knows each other well.

XIII: Development Update

- Sarah gave a brief fundraising update: Envision has hit 85% of its fundraising goal for the year
- Sarah asked the Board: What could a student-centered Evening which gives guests an in-depth look into Envision look like?
- Board members reflected on last year's event and shared ideas for this year, including students hosting the whole event, more parent involvement, and other ideas

- Sarah gave the board expectations for their participation in Evening with Envision and detailed next steps

XIV: Talent Update

- Sarah opened up to questions on goals or the staff satisfaction survey
- Akil asked about the pro-black stance and how it is being implemented
- Sele shared a belief that being a pro-Black organization means that our students and staff know that being Black is an asset and that the needs of black people are centered in our actions and decision-making, which benefits everyone.
- Sarah introduced executive retention bonuses and how they align with the compensation structure for the rest of the organization

Approve executive bonuses aligned with Envision's Salary Approach created Spring 2018: \$2,500 for CEO after completing 8 years at Envision \$1,500 for COO and CSO after completing 4 years at Envision.

- Motion: Kathi Burke
- Second: Michelle Seijas
- Approved by voice vote: 12 Yes 0 NO

XV: Finance Update

- Sele gave an update on FY2019 staff bonuses paid to staff in October 2019
- Sele shared that the Envision is on track to meet the budget by the end of the year.

XVI: Adjournment

- Meeting was adjourned at 7:33pm