

Special Meeting of the Envision Education Board of Directors

Tuesday: June 29, 2021

Meeting: 6:00pm-7:30pm

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

1. Call to Order

- Board Chair Mark Daoust called the open meeting to order at 6:01pm

2. Roll Call

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

II. Closed Session: Personnel (G.C. 54957)

- The board moved into closed session to conduct the annual CEO evaluation at 6:05pm

III. Open Session:

1. Call to Order

- Board Chair Mark Daoust called the open meeting to order at 7:20pm

2. Mark Daoust shared that there's nothing to report from Closed Session.

3. Roll Call

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

IV. Ratification of Envision Education Board Meeting Minutes: June 10, 2021

- Motion: Tara Thomas
- Second: Shruti Sehra
- Approved by voice vote: 10 Yes 0 No

V. Public Comments and Announcements:

- There were no public comments.

VI. Governance

- Larry Hancock shared his excitement for the next Executive Committee if approved. Mark and Susan are the glue and Akil and Shruti are great additions to the Executive Committee.
- **Approve Executive Committee starting July 1, 2021 for 2 year term**
 - Mark Daoust, Chair
 - Motion: Bob Lenz
 - Second: Gia Truong

- Approved by voice vote: 9 Yes 0 No 1 Abstain
- Shruti Sehra, Vice Chair
 - Motion: Bob Lenz
 - Second: Gia Truong
 - Approved by voice vote: 9 Yes No 1 Abstain
- Susan Portugal, Secretary
 - Motion: Bob Lenz
 - Second: Gia Truong
 - Approved by voice vote: 9 Yes No 1 Abstain
- Akil Hollis, Treasurer
 - Motion: Bob Lenz
 - Second: Gia Truong
 - Approved by voice vote: 10 Yes 0 No 0 Abstain

VII. Executive Compensation

- Gia Truong shared that the executive compensation recommendations are informed by the Board's Executive Compensation Philosophy and Process, specifically that executive compensation should align with Envision's mission, culture, values, and non-executive compensation approach and the need to attract and retain outstanding talent in its leadership roles.
- Based on the findings from our benchmarking analysis and Charter School Growth Fund (CSGF) national survey show that Envision's current CEO and CAO's salaries are comparable to others in similar roles in the Bay Area, California, and the West. Therefore, the recommendation is a 3% increase aligned to the minimum increase of any staff in the organization.
- Findings from our benchmarking analysis and CSGF national survey show that Envision's other senior leaders' (COO, CPO, and Executive Director of ELP) salaries are lower than the average of others in similar roles in the Bay Area, California, and the West. In order to better align to market comparables by 2022-2023, the recommendation is the following:
 - 7.6% increase in 2021-22 (the same average increase as non-executive compensation at EE)
 - 4.2% increase in 2022-23 to meet market
- **Proposal includes: CEO's salary of \$230,081, CAO's salary of \$164,800 in 2021-22, and Chief Operating Officer, Chief People Officer and Executive Director of ELP's salaries of \$153,653 in 2021-22 and \$160,106 in 2022-23.**
 - Motion: Larry Hancock
 - Second: Kathi Burke
 - Approved by voice vote: 9 Yes 0 No 1 Abstain

VIII. Adjournment

- Meeting was adjourned at 7:30pm.