

Meeting Minutes

Special Meeting: Envision Education Board of Directors

Thursday, June 25, 2020

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

- Board chair Mark Daoust called the meeting to order at 4:25pm noting that we had technical difficulties getting on zoom and therefore the board members had to use their phones to call in.
- Report out from Closed Session: None
- Roll Call
 - Attendees: Kathi Burke, Mark Daoust, Larry Hancock, Akil Hollis, Kaleb Lawson, Susan Portugal, Rhonnel Sotelo, Tara Thomas, Gia Truong, Rob Vassel
 - Absent: Keysha Bailey, Michelle Seijas, Bob Lenz, Gay Hoagland, and Mark Yowe
 - Others: Sele Nadel-Hayes, Sarah Chostner

II. Public Comment and Announcements: None

III. Approval of Consent Agenda:

- Ratification of EE Board Meeting Minutes: June 4, 2020
- Ratification of the update to its Bylaws to include Honorary Directors (Article III, Section 4) and more gender neutral language.
 - Motion: Kathi Burke
 - Second: Larry Hancock
 - Approved by voice vote: 10 Yes 0 No

IV. Approval of the Collective Bargaining Agreement between Envision Education and Envision United (July 1, 2020 to June 30, 2023) subject to and conditioned upon EU ratification.

- Gia Truong shared that this is the second CBA between Envision Education and Envision United and it was collaboratively developed. She noted that this was developed during a pandemic, an economic recession, and a racial justice uprising. Both EE and EU considered the impact on students, especially students from the most marginalized communities, as well as our teachers who serve our students every day.

- She noted some changes: The Academic Freedom article reflects a collective belief that students should have a common quality learning experience and an agreement toward a common curriculum. EE will ensure teacher voice and an inclusive process to determine the curricula. In the Compensation article, they prioritized compensation consistent with EE's financial condition and competitive with the cities in which the schools are located, compensating for what matters most to students and teachers, and being flexible to be able to innovate and respond to our current context and economic recession.
- Gia thanked EU and the EU bargaining team for working in partnership with EE to ensure that we have a contract that delivers on our mission. She shared her appreciation for EU leaning in as a collaborative partner as we weather the financial windstorm ahead.
- Gia is proud to continue to work with EU and be a model of strong management and union collaboration in service of the goal of establishing Envision Schools as exemplar schools of equity and excellence.
- Gia recommends that the EE board approve the Collective Bargaining Agreement between Envision Education and Envision United (July 1, 2020 to June 30, 2023) subject to and conditioned upon EU ratification.
 - Motion: Kathi Burke
 - Second: Mark Daoust
 - Approved by voice vote: 10 Yes 0 No

V. Approval of Envision Education's FY2021 Budget

- Sele Nadel-Hayes shared an update on the state of California's budget, and the proposed FY2021 budget for Envision with the board. Because of the late agreement between the Governor and the state legislature on the state's budget, the adopted budget presented to the Envision board includes revenue assumptions from the May Revision version of the budget.
- Sele shared that the final state budget includes a zero COLA instead of a -7.7% COLA (reduction).
- Sele shared that the next steps are for Envision to incorporate the newly approved state revenues into Envision's budget and to continue to monitor changes in revenue that will likely come in over the next 3-6 months.
- Budget incorporates an average 6.5% raise for Envision United members (our teachers, college advisors, and psychologists), 2% for all other staff or at least \$1 an hour for hourly employees, and 0% increase for the Senior Leadership Team. Due to the economic recession, the Senior Leadership Team has recommended freezing their salaries. Sele is calling this out because the board is responsible to

approve compensation for the Senior Leadership Team, which includes new CAO, Javier Cabra-Walteros hired at \$160K.

- Akil Hollis thanked the Senior Leadership Team, especially COO Sele Nadel-Hayes, for managing the budget uncertainties so thoughtfully.
- Sele recommended approval of the FY2021 budget.
- Motion: Larry Hancock
- Second: Kathi Burke
- Approved by voice vote: 10 Yes 0 No

VI. Adjournment

- Meeting adjourned at 4:46pm