**Meeting Minutes**
**Meeting of the Envision Board of Directors**
**Thursday, June 5, 2025**

## I. Preliminary

A. Call to Order
- Board Chair Rhonnel Sotelo called the meeting to order at 4:32 pm.

B. Roll Call
- Board members: Jillian Juman, Amber Childress, Traci Dove (late), Candice Phillips (late), Ify Walker (via Zoom, not voting), Kyle Magallanes Castillo, Michelle Seijas (late), Rhonnel Sotelo, Thomas Igeme
- Others: Akil Hollis (via Zoom), Nicole Baker Fulgham, Shawon Jackson (late), Elizabeth Choi, Elizabeth Raji-Greig, Justin Wells, Sean Holiday

C. Adopt the Agenda
- Motion: Thomas Igeme
- Seconded: Amber Childress
- Approved by roll call: Yes 5 No 0

## II. Board Chair and CEO Comments

- Evening with Envision brought together over 140 guests for an inspiring night of student stories, community, and shared commitment to equity. We raised more than $305,000 to support first-generation college-goers, and the evening was supercharged by Paul Carney's $500,000 gift and pledge of another $500,000. His generosity gave a major boost to our capital campaign and the work ahead.
- The Portfolio Defense was a powerful demonstration of student learning, growth, and reflection, as seniors shared their journeys before panels of peers and educators. Guests were moved by the confidence, depth, and authenticity of the defenses—and inspired by what's possible when students are trusted to tell their own stories. The day closed with a rich debrief among educators, leaving everyone energized to bring this transformative practice back to their own communities.

## III. Public Comment/Announcements

- None

## IV. Consent Agenda at 4:50 pm

A. Ratification of the Minutes of last Board Meeting: March 13, 2025
- Motion: Michelle Seijas
- Seconded: Traci Dove

- Approved by roll call: Yes 7 No 0

V. **Action Items at 4:55 pm**
- Cell Phone Policy
  - In compliance with AB 3216 (Phone-Free Schools Act), all California LEAs must adopt board-approved policies restricting student cell phone use.
  - Envision's network-wide policy formalizes existing school-level practices by outlining the rationale for restrictions, clear expectations for phone access (never in classrooms), and a progressive enforcement approach for violations.

  - Motion: Kyle Magallanes Castillo
  - Seconded: Thomas Igeme
  - Approved by roll call: Yes 7 No 0

- Comprehensive School Safety Plan (CSSP)
  - The Board approved the Envision Academy Comprehensive School Safety Plan, which outlines protocols for emergency preparedness, campus safety, and student well-being in alignment with state requirements.

  - Motion: Thomas Igeme
  - Seconded: Michelle Seijas
  - Approved by roll call: Yes 7 No 0

- Declarations of Need for Qualified Educators (EA, CAL, Impact)
  - Motion: Rhonnel Sotelo
  - Seconded: Jillian Juman
  - Approved by roll call: Yes 7 No 0

- Vote to approve Nicole Baker Fulgham as a Board Director for a three-year term starting June 5, 2025
  - Motion: Thomas Igeme
  - Seconded: Kyle Magallanes Castillo
  - Approved by roll call: Yes 7 No 0

- Vote to approve Shawon Jackson as a Board Director for a three-year term starting June 5, 2025
  - Motion: Thomas Igeme
  - Seconded: Jillian Juman
  - Approved by roll call: Yes 7 No 0

- Vote to approve Thomas Igeme and Kyle Magallanes Castillo as a Board Co-Chairs for a one-year term starting July 1, 2025
    - Motion: Jillian Juman
    - Seconded: Amber Childress
- Approved by roll call: Yes 5 No 0

## VI. **Updates at 5:20 pm**

- Envision Way
    - Local and nationwide rollout plans for the Envision Way are underway, aligning instructional practices across the network.
    - Focus remains on codifying the framework to drive clarity, accountability, and student outcomes.
- Talent
    - Staff retention has increased by 16% network-wide, with several schools seeing double-digit gains.
    - Strong retention is credited to improved workplace culture and support structures.
- Recruitment & Enrollment
    - While regional enrollment challenges persist, Envision is on track to meet its budgeted enrollment for 2025–26.
    - Student retention has increased to 91%, with ongoing efforts to boost conversion and reduce early-year attrition.
- Development Work
    - FY25 fundraising brought in over $1.4 million in grants and individual gifts, with multi-year grants secured through FY28.
    - FY26 goals include raising $1.6M in grants and $500K from individual donors, with English Hudson now supporting development strategy.
- Cabinet Structure
    - A refined cabinet structure is in place for FY26 to support leadership continuity during transitions, including adding a Chief Innovation Officer.
    - Melissa Chew will serve as interim COO from September to January.
- Financial Update
    - Envision's FY26 summary budget is in draft form and will be revised for deeper review at the next board meeting, especially during the CFO transition.
    - Despite a projected revenue shortfall due to enrollment decline, cost management efforts are helping most schools remain on budget, with 94 days of cash on hand.

## VII. **Action Items at 5:55 pm**

- Approval of FY 2026 Budget

- Conditional approval upon monthly check ins with finance committee with reports to board.

- Motion: Jillian Juman
- Seconded: Kyle Magallanes Castillo
- Approved by roll call: Yes 8 No 1

VIII. **Action Items at 6:10 pm**

- Local Control & Accountability Plans (EA, CAL, Impact)
  - The Board is asked to approve the 2025–26 LCAPs, which continue the goals and actions established in the 2024–25 plan with minor language updates.
  - Focus areas include strong, prepared teachers, improved student outcomes in ELA and math, student well-being, and data-informed continuous improvement.
- Approval of LCAP, Envision Academy
  - Motion: Thomas Igeme
  - Seconded: Traci Dove
  - Approved by roll call: Yes 10 No 0
- Approval of LCAP, Impact Academy
  - Motion: Jillian Juman
  - Seconded: Rhonnel Sotelo
  - Approved by roll call: Yes 10 No 0
- Approval of LCAP, California Arts & Leadership Academy
  - Motion: Candice Phillips
  - Seconded: Amber Childress
  - Approved by roll call: Yes 10 No 0

IX. **Closed Session at 6:25 pm**

- Closed Session: Personnel (G.C. 54957)
  - CEO Evaluation

X. **Report Back from Closed Session at 7:00 pm**

- The Board approved a three-year renewal of Jillian Juman's CEO contract, extending her term through June 30, 2028.
- The renewal includes a 3% COLA increase and a one-time performance bonus of 15%.
- Additional provisions support potential sabbatical participation and clarify guidelines for outside professional activities.

- Approval of CEO Employment Agreement
  - Motion: Candice Phillips
  - Seconded: Amber Childress
  - Approved by roll call: Yes 9 No 0

## XI. Adjournment: Board Chair Rhonell Sotelo adjourned the board meeting at 7:05 pm