



Special Meeting of the Envision Education Board of Directors

July 21, 2026 | 2:00-3:00 pm

Via Zoom

<https://envisionedu-org.zoom.us/j/93313985423?pwd=4GlwedlqVDLwla0aE6P5MqOhzgCQbf.1>

Meeting ID: 933 1398 5423

Passcode: 234226

Reasonable accommodation for any individual with a disability -- Any individual with a disability who requires reasonable accommodation to participate in this Board meeting may request assistance by contacting Sean Holiday at (213) 222-5424 or sholiday@envisionschools.org

Agenda Item	Nature of Issue	Lead	Time
Preliminary Items - Call to Order - Roll Call - Adopt the Agenda	Action Information	Thomas Igeme Kyle Magallanes Castillo	2:00-2:05 pm
Public Comment/Announcements Agenda and non-agenda items only. No individual presentation shall be more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, Board members will not respond to presentations and no action can be taken. However, the Board may give direction to the Staff following a presentation.			2:05-2:20 pm
Consent Agenda: - Ratification of Envision Education Board Meeting Minutes June 12, 2026 - Ratification of Envision's Anti-Nepotism Policy	Action	Thomas Igeme Kyle Magallanes Castillo	2:20-2:25 pm
Closed Session: - Public Employee Appointment (Gov. Code § 54957) - Title: Turnaround Principal / Executive Director of Downtown Oakland	Discussion	Thomas Igeme Kyle Magallanes Castillo	2:25-2:40 pm
Report Back from Closed Session	Action	Thomas Igeme Kyle Magallanes Castillo	2:40-2:45 pm
Action:	Action	Thomas Igeme	2:45-2:50 pm

• Ratification of Appointment of Zachary Perkins as the Transformation Principal/Executive Director of Downtown Oakland Science Academy (DOSA)		Kyle Magallanes Castillo	
Adjournment	Action	Thomas Igeme Kyle Magallanes Castillo	2:50 pm



ENVISION EDUCATION

Meeting Minutes
Regular Meeting of the Envision Board of Directors
Friday, June 12, 2026
Board Meeting [Packet](#)

I. Preliminary

A. Call to Order

- Board Co-Chair Thomas Igeme called the meeting to order at 12:02 pm.

B. Roll Call

- Present Board members:
 - Jillian Juman, Nicole Fulgham Baker, Phillip Klimke, Shawon Jackson, Thomas Igeme, Amber Childress, Akil Hollis,
- Absent Board Members:
 - Kyle Magallanes Castillo
- Others:
 - None

C. Adopt the Agenda

- Motion: Shawon Jackson
- Seconded: Amber Childress
- Approved by roll call: Yes 7 No 0 Abstentions 0

II. Public Comment/Announcements

- No public comment was received.

III. Consent Agenda at 12:04 pm

- A. The Board reviewed and approved the following items as part of the Consent Agenda:
- a. Ratification of Envision Education Board Meeting Minutes
 - i. [June 4, 2026](#)
 - b. Motion: Akil Hollis
Seconded: Jillian Juman
Approved by roll call: Yes 7 No 0 Abstentions 0

IV. Action Item at 12:06 pm

- A. Adoption of [Collective Bargaining Agreement between Envision Education and Envision United, CT/NEA](#) (Gov. Code § 3507.5)
- a.
 - b. Motion: Phillip Klimke
Seconded: Shawon Jackson
Approved by roll call: Yes 6 No 0 Abstentions 1

V. Action Item at 12:08 pm

- A. Approval of the 2024-2027 Local Control Accountability Plans (LCAPs) for
- a. [Envision Academy of Arts & Technology](#)
 - b. [Impact Academy of Arts & Technology](#)
 - c. [City Arts & Technology High School](#)

- d. Motion: Nicole Baker Fulgham
Seconded: Thomas Igeme
Approved by roll call: Yes 6 No 0 Abstentions 1

VI. Board Co-Chair Thomas adjourned the board meeting at 12:10 pm.



**ENVISION EDUCATION
ANTI-NEPOTISM POLICY**

Consistent with the principle that employees and prospective employees of Envision Education (“Envision” or the “School”) shall be hired, evaluated, and advanced on the basis of individual merit, without reference to considerations of race, sex, religion, sexual orientation, or national origin, or any other factors not involving professional qualifications and performance, the following restrictions, designed to avoid the possibility of favoritism based on family or personal relationship, shall be observed with respect to personnel:

1. No one with supervisory responsibility shall hire any related person.
2. Related persons currently employed by the School shall immediately disclose all family and personal relationships with other School employees. All persons wishing to be considered for employment with the School shall disclose whether they are a “related person” as defined in this policy to the individuals responsible for hiring and/or the Board of Directors (“Board”).
3. With respect to proposed employment decisions which would result in the concurrent service of related persons within the same department, a person related to an incumbent employee may not be employed if the professional qualifications of other candidates for the available position are demonstrably superior to those of the related person.
4. With respect to the concurrent service of related persons within the same department, neither related person shall be permitted, either individually or as a member of the staff or as a member of a committee, to participate in the evaluation, advancement, or salary decisions of the other related person. The School administration and/or Board shall ensure appropriate safeguards are in place to prevent any related person from participating in or influencing any such employment-related decisions, or the resolution of workplace complaints, impacting the other related person.
5. Consistent with applicable conflict of interest laws, no staff member or member of the Board or School administration shall engage in recommendations, discussions, or otherwise participate in any decision or recommendation relating to the appointment, promotion, retention, tenure, or employment of a related person.
6. In the event of a lack of candidates, a need for specialized skills, or other unique circumstances as determined on a case-by-case basis, the restriction against hiring related persons may be waived in the best interest of Envision upon the approval of the Envision Board, subject to compliance with applicable conflict of interest laws and subject to the restrictions outlined in this policy.
7. Any member of the Board with a familial or personal relationship with an applicant, when the applicant’s employment agreement comes before the Board, or when a Board action would have a material financial effect on a related person to a Board member, the Board member with the relationship and the Board shall, prior to the action, perform the following:



- A. The Board member discloses the relationship and interest of the Board member to the full Board;
 - B. The Board member with the relationship or interest recuses themselves from any discussion of the action;
 - C. The remainder of the Board makes a determination whether, after reasonable investigation, the School could not find a more qualified candidate or a candidate with skills unique to the related person and necessary for performance of the job, with reasonable effort under the circumstances; and
 - D. The remainder of the Board votes on the action in good faith, with the determination that the action is taken for the benefit of the School and that the action is fair and reasonable to the School at the time of the action.
8. When other qualified candidates have not applied, assignments of short duration (generally less than sixty [60] working days) may be exempt from these guidelines, subject to compliance with applicable conflict of interest laws.
 9. This policy shall not supplant the applicability of Government Code 1090 *et seq.* and the Political Reform Act to Envision and its Board members and employees.
 10. If an exception is granted pursuant to paragraph six (6) or eight (8) of this policy, or an incumbent employee becomes a related person to a supervisor, subordinate or someone who works for the same immediate supervisor, a plan shall be approved at the time of hiring or upon disclosure of the relationship to ensure that all employment decisions, including but not limited to reporting relationships, evaluation, retention, promotions, wages, hours and other terms and conditions of employment will not be decided by a related person and that another employee (or the Board in the case of a person related to the Chief Executive Officer) is assigned to perform these functions.

Definition of “Related Persons”

The following relationships create related persons, whether by blood, adoption, marriage or domestic partnership:

- Parent and child;
- Siblings;
- Grandparent and grandchild;
- Aunt and/or uncle and niece and/or nephew;
- First cousins;
- Spouses and registered domestic partners;
- Guardian and ward;
- Any corresponding in-law, step, or adoptive relative, or anyone residing in a permanent basis in the home of a current School employee or student.
- Anyone residing on a permanent basis in the home of a current employee of Board member of the School; and



- Persons engaged in amorous relationships, meaning a relationship in which two (2) persons voluntarily have a physical relationship or are engaged in a romantic courtship (e.g. dating or engaged) that may or may not have been consummated.