Meeting Minutes
Regular Meeting of the Envision Board of Directors
Thursday, March 12, 2026
Board Meeting Packet

I. Preliminary

A. Call to Order

- Board Co-Chair Kyle Magallanes called the meeting to order at 4:34 pm.

B. Roll Call

- Present Board members:
  - Kyle Magallanes Castillo, Candice Phillips, Jillian Juman, Nicole Fulgham Baker, Phillip Klimke, Shawon Jackson, Thomas Igeme, Andrea Chen

- Absent Board Members:
  - Amber Childress, Traci Dove

- Others:
  - Sally Kingston, Carey Figueroa, Lindzey Tassano, Amy Fowler, Gregory Prentiss

C. Adopt the Agenda

- Motion: Thomas Igeme
- Seconded: Shawon Jackson
- Approved by roll call: Yes 8 No 0 Abstentions 0

II. Board Chair and CEO Comments

- Academic performance remains a central focus, with early interim assessment data showing limited improvement. Schools are intensifying instructional alignment through the Envision Way and targeted interventions.
- Envision continues to expand its national reach through Envision Learning Partners (ELP) and new service offerings, including the N3 Fellowship in New York.
- Organizational stability remains strong, supported by fundraising progress, improving staff retention, and focused enrollment strategies.

III. Public Comment/Announcements

- A member of the public raised concerns regarding Brown Act compliance in connection with a prior board meeting, including concerns related to the December 1 meeting and the conduct of closed session. The commenter requested that the Board review the matter and consider whether any follow-up action, including possible amendment of the minutes, was warranted. Separate comments regarding the LCAP were also noted.

IV. Consent Agenda at 4:57 pm

A. The Board reviewed and approved the following items as part of the Consent Agenda:
  - Ratification of Envision Education Regular Board Meeting Minutes
    i. December 1-2, 2025
    ii. December 19, 2025
    iii. February 19, 2026
  - Approval of the Comprehensive School Safety Plan
    i. The board reviewed proposed updates to Envision Education's Comprehensive School Safety Plan to ensure compliance with recent California legislation, including: SB 848 (expanded safety and crime reporting requirements), SB 98 (immigration enforcement notification requirements), and AB 49 (Safe Haven Schools protections)
  - During discussion of the Comprehensive School Safety Plan, a question was raised regarding who is responsible for notifying families if ICE is present on campus. Staff clarified that such communication would come from the school administration team. Staff also explained that related communications are maintained in an organized Google Drive folder and that, at the network level, an emergency team maintains immigration-related resources and updates them as needed.
  - During consideration of the consent agenda, a request was made to remove the December 1–2, 2025 board meeting minutes from the consent agenda and place them on a future agenda for consideration. The Board proceeded to approve the December 19, 2025 and February 19, 2026 board meeting minutes, along with the remainder of the consent agenda.
  - Motion: Shawon Jackson
  - Seconded: Nicole Baker Fulgham
  - Approved by roll call: Yes 7 No 0 Abstentions 1

V. Action Items at 5:06 pm

- Approval of Board Officer Re-Election (Kyle Magallanes Castillo) for a 3-year term beginning March 12, 2026
  - Motion: Shawon Jackson
  - Seconded: Jillian Juman
  - Approved by roll call: Yes 7 No 0 Abstentions 1
- Approval of Student Behavioral Health Referral Policy (SB 153)
  - The board reviewed updates to discipline policies to comply with SB 153. The updates require a documented behavioral health referral prior to or alongside student suspension when appropriate and emphasize restorative practices and early intervention.
    - Motion: Kyla Magallanes Castillo
    - Seconded: Nicole Baker Fulgham
    - Approved by roll call: Yes 8 No 0 Abstentions 0
- Approve FY2025 Audit Report
  - No material financial issues identified.
  - Accounting policies were found to be appropriate and consistent.
  - No audit difficulties or disagreements occurred during the audit process.
  - Three compliance findings related to instructional reporting requirements.
  - During discussion of the FY2025 Audit Report, the Board asked questions regarding the instructional minutes compliance findings, including repeated findings. Staff clarified that one finding related to teacher credentialing and stated that written responses to the findings would be maintained separately from the Audit Report. The Board requested a future report on plans to address the compliance findings.
  - The Board also discussed Expanded Learning Opportunities Program (ELOP) requirements and associated funding. Staff explained that, because the organization serves grade 6 students and receives ELOP funds, it is required to offer ELOP across

the middle school grades. Staff indicated that ELOP funding is approximately $270,000 and noted that one Board member had not yet received the full audit report.

- Motion: Kyle Magallanes Castillo
- Seconded: Thomas Igeme
- Approved by roll call: Yes 7 No 0 Abstentions 1

VI. Closed Session at 5:25 pm

- The Board convened in closed session pursuant to Gov. Code § 54954.5(f) & § 54957.6 (Conference with Labor Negotiators)

VII. Report Back from Closed Session at 5:45 pm

- There was no reportable action from closed session.

VIII. Discussion at 5:45 pm

- Program Goals and Academic Strategy
    - Leadership reviewed progress toward 2025–26 academic goals, including:
    - Increasing math and ELA proficiency rates on state assessments.
    - Reducing the number of students performing at the lowest achievement level.
    - Strengthening instructional alignment through the Envision Way.
    - Fall interim data showed limited improvement in student performance, and leadership discussed plans to analyze spring interim results and strengthen reteaching and intervention strategies.
- Nationwide Strategy and ELP Growth
    - Leadership shared updates on national growth efforts through Envision Learning Partners.
- Key goals include:
    - Increasing ELP revenue by 35% to approximately $1.2M.
    - Developing three new service offerings based on the Envision Way.
    - Two services have already been developed and piloted, with a third currently in development.
- School Culture & Student Outcomes
    - The board reviewed progress on culture and attendance goals.
    - Highlights included:
        - Network attendance has improved to 90.6%, an increase over last year.
        - Student belonging survey results have increased to 80%.
        - Suspension rates have decreased significantly and are currently well below target.
        - Chronic absenteeism remains a challenge at approximately 30% across the network.
    - Leadership shared strategies to address absenteeism, particularly among high school students.
- Enrollment and Staffing
    - Leadership reported that network enrollment currently stands at 1,248 students, which is below the budgeted enrollment number.
    - Strategies to strengthen recruitment, retention, and student conversion were discussed.
    - Staff retention has improved, with:
        - Overall retention at 79.3%
        - Teacher retention at 82.2%
- Fundraising Update

- Leadership reviewed progress toward the 2025–26 fundraising goal of $3.2M.
- Current progress includes approximately $1.69M raised to date.
- Highlights:
  - Grants have exceeded goal.
  - Individual donor contributions have surpassed targets.
  - Capital campaign commitments are at 37% of goal.
  - The board discussed strategies to expand the high-net-worth donor pipeline.

- Oakland Legacy Work
  - Leadership reviewed efforts related to Envision Academy enrollment and transition planning connected to EBIA.
  - The goal is to increase EA enrollment to 264 students for the 2026–27 school year.
  - Leadership discussed recruitment strategies and ongoing collaboration with EBIA leadership.
- Evening with Envision Fundraising Event
  - The board discussed the upcoming Evening with Envision: Lighting the Envision Way, scheduled for April 25, 2026.
  - The event aims to:
    - Raise $100,000
    - Build stronger champions for Envision
    - Highlight student impact and school success.
  - Board members reviewed expectations for participation, including securing tables, inviting guests, and helping identify auction items and sponsors.

IX. Adjournment: Board Co-chair Thomas Igeme adjourned the board meeting at 6:35 pm