

Minutes  
Board of Directors Meeting  
Aveson  
Corporation  
Via Video

**I. PRELIMINARY**

August 15, 2020  
9:00 a.m.

**A. CALL TO ORDER**

Meeting was called to order by the Board Chair at 9:12 a.m.

**B. ROLL CALL**

	Present	Absent
Bridgette Brown	xx <sup>1</sup>	
Rob Dell Angelo	xx	
Javier Guzman	xx	
Trinity Jolley		xx
Jeiran Lashai	xx	
Elsie Rivas Gómez	xx	
Kat Ross	xx	

**II. COMMUNICATIONS**

A. ORAL COMMUNICATIONS: Public comments were offered by Glenn Mitchell, asking the board to ask how Aveson is doing meeting its commitments to Black families, and to report back on this topic.

**III. PUBLIC SESSION AGENDA**

**A. DISCUSSION ITEMS**

**Brown Act Training**

Theresa Fuentes reviewed with the board its obligations under the Brown Act, the requirements of the Political Reform Act of 1974, and the requirements of California Government Code Section 1090. The discussion included best practices to comply with the Brown Act, means to address conflicts of interest should any arise, the requirement for submitting Form 700s, and the appropriate role of ad hoc committees.

**Review Board Duties as laid out in Charter + Memo**

Public comments on this topic were offered by Glenn Mitchell who asked the board to prioritize addressing anti-Blackness when evaluating how Aveson is

---

<sup>1</sup> Joined in progress at 9:20 a.m.

meeting the needs of its community. Following those comments Elsie Rivas Gómez directed staff to continue to update and report out the school racial demographic and continue to address these matters during the ED reports. Thereafter, she reviewed with the members of the board the history of how the board determined to delegate certain duties to the Chief Executive Officer, in particular the duty to involve parents and the community in the school and to measure staff performance, and Bridgette Brown stated that the resolution adopting the delegation of these duties was to conform responsibilities to the board's actual practices. Kat Ross stated that it would be helpful to make clear the board's expectation that involvement of families and the community would include steps to increase diversity and to do so in a way that results could be measurable. Discussion also included observations about the role of the ACO, and actions that might be taken to revise the board's delegation in view of the change in the role of the CEO. Javier Guzman inquired about the means used by the Executive Directors to oversee and evaluate staff. Jeiran Lashai inquired about the structure of HR at Aveson. Eva Neuer reviewed these structures. Discussion ensued about the potential use of a consultant to provide input into the process for evaluating the Executive Directors and possible 360 reviews. Javier Guzman asked the EDs to consider how the school, staff and students are leading efforts to address the topics raised during public comment.

#### Develop Board Recruitment Strategy

Elsie Rivas Gómez reviewed the recent history of board membership, and members discussed potential qualifications for new directors, including individuals with experience in finance, legal, and philanthropy. Discussion also included practices at other schools, and the possibility of recruiting an individual with expertise in special education.

#### **B. ACTION ITEMS**

None

Open session concluded at 11:21

#### **IV. CLOSED SESSION**

The board entered close session at 11:25 a.m. to discuss performance evaluations

Pursuant to paragraphs (1-4) of subdivision (b) of Section 54957.

The closed session ended at 12:21

#### **V. PUBLIC SESSION**

A. **RECONVENE TO OPEN SESSION:** The meeting was reconvened to open session at 12:21.

#### **B. REPORT OUT OF CLOSED SESSION:**

It was reported that the board formed an ad hoc committee to make recommendations on performance evaluations. The members of the ad committee are Kat Ross, Bridgette Brown, and Jeiran Lashai. Kate Bean will advise and assist this ad hoc committee.

**VI. ADJOURNMENT**

The meeting was adjourned at 12:25.