

## 1. Leadership

1. **II.A.3(b)** Can you confirm who the non-voting members of the Admin Committee are?

The Election Chair and the Resolution Chair are non-voting. If one of them is not able to serve and their respective Vice-Chair is acting in their stead, then that Vice Chair is non-voting.

2. **II.A.4(b)** Can you provide context around why the line of succession was eliminated?

As it is currently written, the Administrative Vice Chair becomes the Administrative Chair the following year, (II.A.3.c), and the outgoing Administrative Chair and Administrative Vice Chair become the Chair and Vice Chair of the Joint Committee. So that means that the former Admin Vice Chair serves simultaneously as Chair of Admin and Vice Chair of Joint, which is not desirable. That also means that for the Vice Chair of Joint to become the Chair of Joint, they remain on the Joint Committee for three years rather than the customary two.

Moreover, this succession plan precludes the Chair of the Nominating Committee from ever chairing Joint, unless they simultaneously Chair the Nominating Committee and serve as Vice Chair of the Administrative Committee. Otherwise they would remain on joint for *four* years.

Finally, chairing Joint and chairing Admin involve two very different skill sets. Running an election is different than analyzing and modifying a legal document, so it does not make sense that someone who chairs the election should then be required to chair the Resolution modifications, or that someone who has the skills to chair the Resolution modification is precluded from doing so unless they run the election first. So, for example, once the Joint Committee is merged with the Administrative Committee, after getting off the Nominating Committee, a member could serve as Election Vice Chair and then Election Chair the following year, or serve first as Resolution Vice Chair and then Resolution Chair the next year.

## 2. Timing

1. **II.A.3(a)** What was the rationale behind moving the first meeting date from April 30th to June 30th?

The first meeting date isn't moved to June 30; it just can't be later than that (but can be earlier). In the past few years, the Administrative Chairs have felt rushed to call their first meeting before the mid-May school board election, especially two years ago when there was a contested school board election and many members were still heavily engaged with it when the first Administrative meeting was called. So this change allows (but does not require) the first Admin meeting to be after everything settles down from a school board election.

2. **II.A.1(b), III.A.4 (a)** In the proposed amendments, II.A.1(b) now states that members of the Admin Committee may not be members of the Nominating Committee (NC). But our understanding is that a 3rd year NC member's term does not end until the election of the new class. Can you tell us how this is addressed?

I agree that this was a streamlining change with an inadvertent result, so I believe that the latter half of II.A.1(b) should not be deleted and I do not plan to propose that change.

3. **II.A.4 (a), II.B.1** The term for members of the Admin Committee is two years. The first meeting of the AC is called by the outgoing Election Chair. What happens if the outgoing Election Chair's term of service on the Admin Committee is complete?

I do see the possibility that a meeting might be called just outside of the two year window, should the meeting from two years previously be called earlier than the one two years later. Perhaps 4(a) should be changed to "Members of the Administrative Committee shall serve for a term commencing upon the initial meeting of the Administrative Committee called by the outgoing Election Chair, and ending at the commencement of the first meeting of the incoming Administrative Committee two calendar years later." I am open to suggestions if this is unclear.

### 3. Composition

1. **II.A.5(a), II.A.2(b), II.A.2(c)** In the proposed amendments, it is stated that members appointed by SNAP and the TVCC would serve two year terms instead of three year terms. However there are still three members appointed by each group respectively. Could you please clarify how this will work logistically?

We have not been able to attract *any* members from SNAP or the TVCC to the Administrative Committee in recent years, and one of the reasons may have been the three year length of term. Reducing this may help. As far as the "stagger" for these members, as with our Nominating Committee members, we are proposing an elimination of the stagger. A portion of our members do not complete their terms for one reason or another. To maintain the stagger under the current system, we must then seek a replacement member, and end their term prematurely regardless of their interest in continuing. This means that we must discard dedicated and qualified volunteers in order to maintain a stagger. Under the proposed change, these members will simply come and go as their terms expire. We would prefer to have overlapping expertise, and I believe we often will naturally, without rigid enforcement, but not at the expense of discarding willing volunteers from completing a full term.

2. **II.A.2(d)** Can you clarify which Election Chair (outgoing or incoming) will appoint the community members at large?

Ideally the Election Chair would appoint community members to be in place for the first Administrative meeting. However, if members are not recruited and appointed by then, the incoming Election Chair would continue the process by June 30.

3. **II.A.1, II.A.2, II.A.3, IV** Article IV removes the Joint Committee. Its responsibilities are now combined with those of the Admin Committee. Most of the members of the Joint Committee were moved to the Admin Committee, with the exception of the Chair and Vice Chair of the NC. Can you share the rationale for not including these two members in the new Admin Committee?

I do see a conflict in that one provision states that the Chair and Vice Chair of the Nominating Committee are on the new Administrative Committee, as they are included in "all voting members of the Nominating Committee whose terms on the Nominating Committee will end at the next Nominating Committee election, or *ended at the past Nominating Committee election*" in II.A.2(a). However, for unambiguity we could add them specifically to II.A.1(b).

#### 4. Election Responsibilities

1. **II.C.3(c)** In section II.C.3(c), the number of candidates per vacancy is changed from “two” to “sufficient”. Could you explain the rationale behind this change?

Upon review, I would consult with the Joint Committee about removing (c) entirely. As it stands, it seems to state that every vacancy must be contested and the Admin Committee must add candidates to make every election has at two people running for each vacancy. We are not currently in compliance with this, as we cannot find extra candidates in all Election Units, Moreover, while we would like to have contested elections for SBNC, a practice of always internally appointing candidates to contest elections after the petitions are due would greatly impair our ability to attract SBNC candidates and likely cause resentment on the part of unsuccessful SBNC candidates who completed the petition process but were defeated by an appointee. Moreover, during recruiting, we have found that many SBNC candidates have expressed that they do not want the stress and potential embarrassment of running in a contested SBNC election, no matter how civil. We still try to recruit enough candidates for contested elections, but to specifically appoint people to contest seats will reduce the willingness of some candidates to apply.

#### 5. Record Keeping

1. **II.C.5** Can you provide the rationale behind the removal of language requiring electronic record keeping?

We are still *keeping* a permanent record of our activities, but we are not requiring the Administrative Committee to make records of every activity available on a public website. We do make relevant information publicly available on our website, but there may be sensitive or confidential information that would cause harm if shared, and as it states now everything must go online for public access.

#### Nominating Committee (NC)

##### 1. Composition

1. **III.A.4(d)** With the removal of section III.A.4(d), could you please clarify how vacancies will be filled?

If, for example, one SBNC member does not complete their term, then at the next election there will be three full terms to be filled by candidates elected from that Election Unit: two seats formerly occupied by members who completed their terms, and one who ended prematurely. All of the seats are treated the same. All elected members are equal and serve a three year term.

2. **II.C.3(a)** Can you provide the rationale behind the elimination of staggered terms? How could the lack of staggered terms impact the composition of the Admin Committee?

We are aware of the rationale for staggered terms, but find that the drawbacks of the staggered system that we have seen outweigh the potential consequences of not having such a system. It is likely that in a 30-member body, the overall effects of not having a stagger for each Election Unit will be minimal.

Currently, if someone vacates their Nominating Committee seat after two years, then that seat will be filled for only one year by a new volunteer. That process wastes that new volunteer's

talents and experience, as they are foreclosed from going to to serve as a second and third year member of SBNC (or as a Chair or Vice Chair of SBNC). They will then go on to Admin with only one year of Nominating Committee experience, and little possibility of taking on a leadership role or even understanding many of the nuances of the process due to their short tenure. We want to nurture our members' experience rather than truncate it.

Eliminating the stagger will ensure that we have Admin Committee members who have a full three years of experience on the Nominating Committee, rather than having some Admin members with minimal experience. I can't accurately speculate on whether there is a chance that for some years the Administrative Committee will have significantly greater or lesser numbers of members, but the concurrent merger of the Joint and Administrative Committees should minimize any such impact, because now the Election Committee will be drawing from the past *two years* of SBNC members, whereas the current Administrative Committee relies on only the most recent year.

## 2. Responsibilities

1. **III.C.2** Can you share your vision for how the interview process of candidates to the Board of Education will work?

The only change is that the requirement that candidates respond to the same questions has been eliminated. It is entirely up to the Nominating Committee to decide if they even want to ask different questions at all, and if so, to devise a fair procedure internally. As Joint Committee Chair, I have no control over the interview procedure.

That said, as a former Nominating Committee chair, I can see a number of ways this procedure might work. For example, it could be done responsively. Candidates' presentations could proceed exactly as they do now, but with a short length of time reserved for follow up questions at the end. The candidate would leave the room after their initial presentation, and Nominating Committee members could briefly discuss and vote upon one or two areas of the candidate's presentation about which they would like further detail. The Chair could then inform the candidate of the request for further detail, and the candidate could return to the room to respond after composing their thoughts and jotting down notes if desired. This process would be useful for those candidates who inadvertently leave out something important about which the Committee does not wish to speculate.

Alternatively, the Nominating Committee could proactively review each candidate's resume, and weeks before each candidate's presentation, vote to add one or two questions to the standard list that are specific to that candidate's qualifications and experience to ensure that the candidate addresses those matters. For example, the Committee might pose an additional question or questions to a first time volunteer with a long career in business or law to ensure that a certain topic is covered, or pose different questions to an incumbent school board member about their board service.

Another way it might function is that Nominating Committee members make their presentations, and then if additional questions come up in due diligence, the Committee can reach out on the phone or in writing to candidates to clarify or for additional information.

There are other ways, but in no case can candidates to be questioned on *any other matter than their experience and qualifications*. Questions requesting speculation or taking a position on educational issues remain impermissible.