



## **Governance Committee**

*Regular Monthly Meeting Report - December 2022*

### **Committee Actions and Recommendations:**

- We would like to start actively recruiting for a “technology” leader to join the board.

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## **Minutes from Dec 7, 2022 Meeting:**

### **Attendance and Call To Order**

*Virtual via Google Meet*

Chair: Chris Morton

Board Members Present: Kim Elliott , Kevin Hughes , Ryan Hill (Ryan joined 4:13pm)

Others: Maureen Capillo

Meeting was called to order at 4:06pm

### **Approval of Prior Minutes**

At 4:06pm, Chris made a motion to approve the minutes from November: Passed unanimously

### **Recruiting**

#### **+** Current LHU Board Interest Matrix

Chris's board term ends in June. We need to have a chair ready for technology and governance committees.

We should actively recruit for technology. We would prefer the next governance chair to be someone who has been on our board for some time.

It was proposed to seek current parents of upper El with tech experience, grandparents, or outside community with montessori experience. We should have a board presence at band/chorus concerts, parent info sessions, and other school events anyway, but we should make it known that we need help.

We discussed specifically recruiting people of color that better represent the diversity of our community.

### **Discussion of self-evaluation and committee membership**

Expectation is that board members either chair a committee and/or are members of two or more committees. Being a member of a committee demands both participation in every meeting, as well as volunteering to take on a share of the work. Board members who are not chairs or officers: Jessi, Katie, Wally

Note: This was supposed to go out last month - we will put together a new self-evaluation survey for board members and plan to send it out this month.



### **Discussion of hiring procedure and other contract approvals**

Other boards have a robust HR procedure, and approve that agenda on consent each meeting. We would like to empower the ED to make decisions promptly, act efficiently and also reduce the number of called meetings. It was proposed that Kevin should write a resolution that we specifically delegate to the ED all hiring action including the extension of job offers for filling / replacing approved positions, i.e. those that do not involve organizational restructuring. This would exclude director level hires, and we wanted to note that the ED should still bring any potentially controversial hires (using their judgment) to a regular or called board meeting. We also think it would be useful to document that the ED has the power to execute contracts <\$10k. More research is needed into our bylaws and other relevant laws. Our goal is to draft a resolution for approval at the January board meeting.

### **Discussion of board retreat**

Ryan shared the results of the recent survey and will send out a reminder. March 12-13 is currently (as of 12/7) the preferred date.

Meeting was adjourned at 4:53pm.

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