

NORTH EAST INDEPENDENT SCHOOL DISTRICT



BOARD OF TRUSTEES OPERATING PROCEDURES

“We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.”

April 2020

North East ISD Board of Trustees

Statement of Beliefs

North East Independent School District (NEISD) is home to the brightest students, the best families, and the most capable personnel a learning community could hope for. As the Board of Trustees of NEISD, we believe our remarkable community deserves remarkable leadership. Our community expects the Board to oversee an education system that prioritizes the interests of families and students as it relates to education and safety, and we take that expectation seriously.

In working to fulfill our responsibility and our community's expectations, we, the Board of Trustees believe:

- The work of the Board should be transparent and made as simple as possible to understand.
- The Board should be honest and trustworthy in the eyes of the community it serves.
- The Board should seek innovative solutions to its schools' greatest challenges.
- The Board should be accurate in its reporting and sharing of information.
- The Board should be orderly and prepared, conducting its business in a manner that reflects well on its community.
- The Board should be comprised of compassionate people who show up and work hard on behalf of their students and community.
- The Board should recognize the gravity of its work, but never forget that serving children and families should be a joyous endeavor.

In alignment with District policy and local, state, and federal law, this short list of beliefs shapes the underpinning of our Board Operating Procedures. Our commitment to following operating procedures and reviewing them annually is a commitment to continuous improvement—and a commitment to continuous improvement is a commitment to providing our community remarkable leadership.

The North East ISD Board of Trustees adopts these Operating Procedures to guide the organizational, logistical, and role-specific activities related to the work of the Board.

Ethics for School Board Members

As a member of the Board, I shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

Equity in attitude

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

Trustworthiness in stewardship

- I will be accountable to the public by representing District policies, programs, priorities and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance of my responsibilities.

Honor in conduct

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

Integrity of character

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will keep confidential information that is privileged by law or that will needlessly harm the District if disclosed.

Commitment to service

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

Student-centered focus

- I will be continuously guided by what is best for all students of the District.

North East ISD Board of Trustees Operating Procedures

The North East ISD Board of Trustees adopts these Operating Procedures to guide the organizational, logistical, and role-specific activities related to the work of the Board.

- I. Election of Board Members
- II. Role, Responsibility, and Authority of Board Members
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Operating Procedures

I. Election of Board Members

- A. The Board is composed of seven members elected from single-member districts by the community. Board Members serve staggered terms of four years. Elections for District 1, 4, 5 and 6 are held together. District 2, 3 and 7 are elected together two years later.
- B. Board elections are held in alignment with uniform election dates established by the legislature and generally on the second Saturday in May.
- C. A meeting will be held not later than the 11th day after the election to canvass returns and for new members to file the Statement of an Elected Officer, swearing-in of new members and to elect the following Board officers: President, Vice-president, and Secretary.
- D. For specific policies related to Board Member Elections, see District Policy BBB (Legal) available on-line at <http://pol.tasb.org/Home/Index/179>.
- E. Criminal background checks will be performed for school board candidates and the District has the right to refuse candidates based on criminal history records. (approved 6-23-14)

II. Role, Responsibility, and Authority of Board Members

- A. The Role, Responsibility, and Authority of Board Members, including officers, is fully addressed in Governance Process and Board/Superintendent Relations (Section B: Local Governance) Policies.

III. Board Meetings

- A. The NEISD Board of Trustees holds one regular meeting per month generally on the second Monday of each month and convenes in public at 5:30 p.m. Additional meetings on specific topic shall be scheduled by the Board as needed and may be held as a special meeting or training session.
- B. Four members present constitute a quorum for a meeting.
- C. The first item on the agenda shall be a closed meeting (i.e., executive session) prior to regular meetings. These meetings must be called in compliance with Chapter 551 (Open Meetings) of the Texas Government Code. The Board will reconvene in public to proceed with the agenda no earlier than 6:15 p.m.
- D. Regular Public Comment/Address the Board time periods will be allowed to be part of special meetings or training sessions if it specifically addresses an agenda item.
- E. When public participation is provided as part of a training session or special meeting, the regular procedures for Regular Public Comment/Address the Board will be followed unless the Board provides for an alternate method of participation.

See District Policy BED (Legal) available on-line at <http://pol.tasb.org/Home/Index/179>.
- F. The Board President may call a special or emergency meeting at the request of two or more Board Members and/or by the Superintendent as provided in Chapter 551 (Open Meetings) of the Texas Government Code.
- G. For specific policies related to Board Meetings, see District Policy BE (Legal) available on-line at <http://pol.tasb.org/Home/Index/179>.

IV. Developing Board Meeting Agendas

- A. The Superintendent and Executive Staff, with input from the Board President, shall prepare the agenda for all Board meetings. The Board members will receive a draft copy of the agenda for review on Thursday prior to the Friday posting.
- B. Board Members may request that an item be placed on the next regular Board meeting agenda under the topic “Board Members Request(s) for Item(s) to be placed on Next Month’s Agenda” section of the regular Board meeting agenda.

V. Role of Board in Executive Session

- A. The Board can only discuss those items listed on the executive session agenda as prescribed by law. See Section IV of these Operating Procedures or District Policy BEC (Legal) available on-line at <http://pol.tasb.org/Home/Index/179>.
- B. During executive sessions, the Board can deliberate properly posted items but may not take actions related to those items. All Board actions, including voting, must occur in open session under Chapter 551 (Open Meetings) or the Texas Government Code.
- C. Discussions and information shared during executive session shall remain **CONFIDENTIAL**.
- D. The Board must convene in open session with proper posting prior to the presiding officer announcing a recess into executive session. The posted agenda for the executive session must be read aloud indicating the items to be discussed in executive session under Chapter 551 (Open Meetings) of the Texas Government Code.

- E. According to a Texas Attorney General’s opinion, the Board shall keep a certified agenda with minutes attached of the proceedings of each executive session.

Only members of the Board of Trustees (whether present at the executive session or not) can review the minutes of an executive session without a court order. A Board Member wishing to review an agenda of an executive session should contact the secretary of the Board to submit the official request for a date, time, and place for review of specified agenda(s). Minutes are to be sealed, kept confidential, and stored in a locked place.

VI. Conduct During Board Meetings

A. Citizens’ Conduct

1. Board meetings are held in public to conduct the business of the district, as distinguished from public meetings. The Board shall not tolerate disruption of the Board meeting by members of the public. If, after at least one warning from the presiding officer, any person continues to disrupt the meeting by words or actions, the person shall be removed from the meeting. The presiding officer shall request that the person be escorted from the meeting by an NEISD police officer.
2. Signs or placards brought to a Board meeting shall not block the vision of those attending the meeting or the District’s cameras used to televise the meeting.

B. Guidelines for Hearing Public Comments during “Matters from the Floor.”

The North East ISD Board welcomes public comments during the Matters from the Floor portion of the agenda of its regular meetings. Board Members cannot respond to public comments during the meeting unless it is an agenda item. The following are guidelines the North East ISD Board applies to all speakers who sign up

to address the members at regular meetings and are intended to ensure that meetings run smoothly.

1. Signing Up to Speak: Any person who wishes to sign up to address the Board during its regular meeting on any topic, whether on an agenda or not, must do so by listing their name, address and identifying the topic upon which he or she wishes to speak on the sign-up sheet provided outside the Board meeting room.

The sign-up sheet will be posted at 5:30 and remain posted until 6:10, after which a person will no longer be able to sign in to address the Board at that meeting. Failure to identify a topic or provide any other information required by the sign-up sheet will result in that person losing their privilege of addressing the Board at that meeting. An individual who will be accompanied by a translator must notify the District at the time of signup.

If an agenda item is continued or posted again for a meeting on a later date, the individuals who wish to address the Board on the item must sign up separately for that later date.

2. Time: As set forth in Board Policy BED (Local), each speaker who signs up to address the Board during the Matters from the Floor portion of the agenda may speak for up to three minutes. Persons who sign up to address the Board on a matter that is on the agenda may speak for up to three minutes at the time the Board is considering the agenda topic.

In the interest of time and the orderly conduct of public business, the Board reserves the right to:

- Increase or decrease the per-speaker time limit to address the Board.
- Take items in a different order than shown on the meeting notice.
- Proceed first with agenda items for which no speakers have registered to provide comment.
- Recommend that comments involving the performance of individual District employees or officers be made through the grievance policy.
- Require that comments involving personally identifiable student information be made through the grievance policy.

- Continue a meeting or an agenda item to another day in order to allow adequate time for public comment.
- Make other reasonable adjustments to the timing of public comment in accordance with law.

The Board Delegates to its presiding officer the authority to make reasonable adjustments to the timing and conduct of public comment in accordance with the law. [See BDAA].

The presiding officer will announce these adjustments in an open meeting.

3. Topics: All comments from members of the public must address a matter related to the North East Independent School District. Speakers will also be required to address the Board on the specific topic they identified on the sign-up sheet. If a speaker fails to restrict his or her comments to the topic identified on the sign-up sheet, the Board President, or other member presiding over the meeting, shall immediately interrupt the speaker to request that the comments remain on the identified topic. Should a speaker refuse to comply with this request, he or she will lose the opportunity to continue addressing the Board during the current meeting

The Board will not hear public comments during the Matters from the Floor portion of the agenda, or any other time public comment occurs at a regular meeting, that involves a personnel action, a student disciplinary matter, a complaint about a particular student, or pending litigation.

To the extent this occurs, the Board President, or other member presiding over the meeting, shall immediately interrupt the speaker and, if applicable, direct the speaker to avail themselves of the applicable grievance policy or other appropriate procedure for addressing particular concerns or to ensure that further comments do not discuss any of the impermissible topics listed herein.

Failure to comply with these requirements may result in immediate revocation of that speaker's privilege of addressing the Board during the current meeting or possibly at future meetings.

4. Decorum: The Board expects that each speaker will be courteous, respectful, and model for our students how one can conduct themselves in a professional manner even if one disagrees with another's views. Speakers shall address their comments directly to the entire Board from the podium provided in the meeting room and shall not approach the members without express permission from the Board President or other member presiding over the meeting.

Any person, whether speaking to the Board or not, who engages in disruptive action during a Board meeting will be asked to leave the meeting room.

If necessary, the Board President or member presiding over the meeting may request assistance from law enforcement to remove a disruptive person from the meeting room.

5. Written Comments: Any person may have access to the Board at any time by submitting their written comments either by mail address to: Board of Trustees, 8961 Tesoro Drive, 6th Floor, San Antonio, 78217, or by electronic mail at board@neisd.net. Any person whose privilege to address the Board at a regular meeting has been revoked shall nevertheless have the ability to submit his or her concerns to the Board in writing at any time through the means in this paragraph. Such comments shall be subject to the same requirements made of those made during open meetings.
6. The Board Secretary shall recognize persons who sign up to address the Board.
7. The Board Secretary is responsible for setting the device that will keep track of the speakers allotted time.
8. The presiding officer will provide two warnings after the device has sounded to signal the end of the allotted time.
9. Persons wishing to distribute any written handouts must get permission from the presiding officer prior to giving to the Superintendent's Administrative Assistant for distribution to the Board.

C. Board response to persons addressing the Board during “Matters from the Floor”

1. The Board will not engage in dialogue with the speaker during the Board meeting.
2. The Board shall not deliberate or make decisions regarding any subject that is not on the posted agenda.

D. Public Hearings/Board Meetings

1. The Superintendent may schedule public hearings to address community issues on a particular issue.
2. During public hearings, the Board is assembled only to gather information, unless otherwise posted.
3. A person or representative of a group or organization shall sign up prior to the beginning of the hearing. On the day of the hearing, the sign-up sheets are available in the lobby of the RAMEC building, 8961 Tesoro Dr. until the start time of the hearing following executive session, until 6:15 PM, as posted on the agenda.
4. There may be a limit to the number of speakers who may speak during a public hearing.
5. The Board will designate the number of minutes allowed per speaker at each public hearing.

6. No person is permitted to sign-up for another person or to exchange time or yield time to persons not signed up.
 7. The Board will not answer questions or engage in a dialogue with the public during the public hearing. The Board may provide specific factual information or recite existing policy to clarify inquires or issues raised.
- E. Discussion of individual employees or students by the Board or audience.
1. Specific complaints about individual district personnel shall be processed through the District's grievance policy.
 2. The Board requests that citizens not refer to students or employees by name during matters from the floor or during a public hearing.
- F. The Board shall observe the parliamentary procedure as outlined in *Robert's Rules of Order Newly Revised*.
1. All discussion shall be directed solely to the business currently under deliberation.
 2. The presiding officer has the responsibility to keep the discussion to the motion at hand and shall halt discussion that is not relevant to the business before the Board.
 3. The presiding officer shall recognize a Board Member wishing to comment.

- G. For specific legal policies related to public participation at Board meetings, see District Policy BED (Legal) available on-line at <http://pol.tasb.org/Home/Index/179>.

VII. Voting

- A. No item shall be acted upon by the Board unless the item is posted in the public notice for the meeting.

- B. When an item for action on the agenda is reached, the following procedure will apply:
 - 1. The Board President shall read/announce the item for action.

 - 2. The Superintendent or appropriate staff member may make a comment, statement, recommendation, or presentation regarding the item.

 - 3. The Board may discuss the item and raise questions.

 - 4. Action is taken by means of a motion and a second, followed by a vote of Board Members present. The Board also has the option of not taking action on an item.

VIII. Evaluation of the Superintendent

- A. As outlined in Local Governance Policy BJCD(Local), the Board will review the Superintendent's performance annually.

IX. Evaluation of the Board

- A. The Board will annually, along with the Superintendent, complete a self-assessment of the team of eight.

Results of the self-assessment will be reviewed and discussed by the team of eight in executive session.

X. Individual Board Member Performance

- A. If a Board Member discerns that another Board Member's conduct or performance violates the Board of Trustees Operating Procedures or policies, the Board Member shall address the matter accordingly and in the following order:
 - 1. The concerned Board Member shall have a private conversation with the Board Member in order to resolve the concern.
 - 2. Following the conversation, the concerned Board Member shall notify the Board President, providing a factual account of the issue and of the private conversation. The Board President shall make note that the concern was expressed and that the concerned Board Member spoke with the Board Member in violation. If the Board Member in violation is the Board President, the concerned Board Member shall notify the Vice President, providing a factual account of the issue and of the private conversation. The Vice President shall make note that the concern was expressed and that the concerned Board Member spoke with the Board Member in violation.
- B. If the performance or conduct of a Board Member (whether a new concern or an unremedied concern previously addressed) results in a second notification to the Board President or Board Vice President, the respective Board Officer shall speak privately with the Board Member to resolve the concern. The respective Board Officer shall make note that a concern was expressed and that the Board Officer spoke with the Board Member in violation.

- C. If the performance or conduct of a Board Member (whether a new concern or an unremedied concern previously addressed) results in a third notification to the Board President or Board Vice President, the Board President will request that an item be placed on a regularly scheduled agenda as a Closed Session item, posted utilizing appropriate language under the Texas Open Meetings Act.
- D. Should the Board determine that a reprimand or censure is appropriate, such action may only be taken in a properly posted public meeting. No action may be taken that would violate Texas Open Meetings Act. This operating procedure shall not be construed to limit a Board Member's legal rights.

XI. Communications

A. Board/Superintendent Communication

1. With respect to providing information and counsel to the Board, the Superintendent shall not fail to give the Board as much information as necessary to allow Board Members to be adequately informed. The Superintendent will communicate information in a timely fashion to all Board Members through:
 - a. Board meetings and executive sessions.
 - b. Board packet deliveries.
 - c. Voicemail, text messages or email.
 - d. Telephone calls.
2. Board Members will keep the Superintendent informed via telephone calls, voice mails, text, e-mails, personal visits, dialogue meetings and requests for executive session or open meeting discussions.
3. As outlined in Board Policy (BAA Local), the Board's official communication to the operational organization is the Superintendent. However, to facilitate communication, the Superintendent may designate other senior staff members as Board contacts: Associate Superintendent for Business Services/CFO,

Associate Superintendent for Campus Support & Human Resources, Associate Superintendent for Instruction & Technology/CIO, Associate Superintendent for Operations, Director of Internal Audit, Executive Director of Communications and Superintendent's Executive Associate.

4. Correspondence related to formal complaints or grievances, as described in District Policy FNG (Legal and Local), will not be forwarded to Board Members so that they may maintain their objectivity pertaining to matters that may require Board action in the future.

B. Board Response to Contacts/Correspondence

1. Individual Trustees may communicate with members of the community as they deem appropriate. While the Board strives to be responsive to stakeholders, it is not possible for them to respond to every inquiry due to the volume of correspondence.
2. Communication addressed to individual Trustees and received in the Superintendent's office are distributed to the Trustees in their Board meeting packet. If an item is urgent or time sensitive, the Trustee is contacted by email or telephone before the Board meeting.
3. Citizens may contact the Board Members by email at board@neisd.net. The Board President acknowledges receipt of the email and informs the sender that the message has been forwarded to the Superintendent's office. The Superintendent ensures that an appropriate response is provided on behalf of the Board. The Board will also receive a copy of the response.
4. If the Board President responds to an inquiry in writing, all Board Members receive a copy of the response.
5. The Board of Trustees encourages input, and the confidentiality of individuals will be maintained to the fullest extent possible. Anonymous calls or letters will not receive a response and will not result in directives to the administration.

C. Administration Response to Contacts/Correspondence

1. All correspondence addressed to the Superintendent or administration is routed to the appropriate staff members.
2. The appropriate staff members investigate the issues raised in the correspondence and will respond in a reasonable and appropriate manner. It is the goal of the administration to respond to correspondence within 10 working days.
3. The NEISD administration encourages input. Anonymous calls or letters, however, will not receive a reply from the administration.
4. Confidentiality of the person writing the correspondence is appropriately maintained.

XII. Individual Board Member Requests for Information or Reports

To facilitate the required tracking under Texas Education Code section 11.1512, the Board adopts the following operating procedures:

- A. Tracking is not required by Section 11.1512 when a Board Member requests records or a report during a Board meeting.
- B. If a Board Member, acting in his or her official capacity, requests specific record maintained by the District from the Superintendent outside of a Board meeting, the Superintendent will respond by informing the Board Member that the request is subject to being tracked under Section 11.1512 and providing the member the appropriate form for a Board Member's request for records.
- C. If the Board Member proceeds with the request and completes the form, the administration will track the request and respond in accordance with administrative regulations. For tracking purposes, the "cost" of the request will be calculated as if the Board Member requested one complete set of the records, even if duplicates are provided to the rest of the Board. The cost will be calculated using the Texas Attorney General rules for charges under the Texas Public Information Act. No cost will actually be charged to the Board Member.
- D. If the Board Member's written request seeks access to records that are confidential under the Texas Public Information Act or other law, the Superintendent may provide access to the records in full, provided that the Board Member is making the request in his or her official capacity. If the district provides the records or documents, additional security controls may be required
- E. If a Board Member wishes to request District Records in a personal capacity, as opposed to his or her official capacity as a Board Member, the member may use the District's procedure for requests for public information by the public. The District will respond to the request following its standard procedures for all public information requests.

- F. Written responses to information requests from the Board will be distributed to all Board Members in a timely manner.
- G. Individual Board Members shall not issue formal written or oral requests for information directly to campus principals or other administrators.

XIII. Citizen or Employee Request/Complaint to Individual Board Member

- A. If parents, students, or other members of the public bring concerns or complaints to an individual Trustee, the Board Member should listen to the complaint to better understand the critical issues unless it relates to a formal complaint or grievance already filed under District Policy FNG and upon which the Board may be requested to take action. If a formal process is not underway, the Board Member should take the following steps:
 - 1. Refer the parent, student or citizen to the appropriate employee or administrator(s) who are in the best position to assist in addressing the concern or complaint.
 - 2. Make them aware of the District policies and procedures in place to address citizen concerns or complaints and remind them that Board Members must remain impartial in case the matter requires Board action in the future. Notify the Superintendent's office of the situation.

XIV. Media Inquiries to the Board

- A. Individual Board Members may respond to media inquiries as they deem appropriate, however, Board Members are encouraged to speak to our Executive Director of Communications and/or the Superintendent prior to speaking to the media.
- B. Board President generally serves as the official spokesperson for the Board. However, under special circumstances the Board may elect to appoint a different spokesperson for the Board.

XIV. Board Member Visits to a School Campus

- A. Board Members who wish to visit a campus to view a program or activity in their official capacity shall coordinate their visit with the Superintendent's office.
- B. Board Members who wish to visit a campus in any capacity other than their official capacity shall do so in accordance with District Policy GKC (LOCAL), which states that visits to individual classrooms during instructional time shall be permitted only with the principal's and teacher's approval, and such visits shall not be permitted if their duration or frequency interferes with the delivery of instruction or disrupts the normal school environment.
- C. Board Members may be invited to attend public events, receptions, groundbreakings, dedications, ribbon cuttings, and other campus events.

XV. Board Training Requirements

- A. The Board must meet minimum annual requirements for training for the period between January 1 and December 31.
- B. For new Board Members, the training requirements include:
 - 1. New Board Member orientation within sixty (60) days of their election to the Board;
 - 2. Orientation to Texas Education Code Training;
 - 3. Three hours of Team-Building Training with the Board and Superintendent;
 - 4. Open Meetings Training;
 - 5. Evaluating & Improving Student Outcomes; and;
 - 6. Ten hours of additional continuing education credits.
- C. For experienced Board Members, the training requirements include:
 - 1. Update to the Texas Education Code;
 - 2. Evaluating & Improving Student Outcomes (every two years);
 - 3. Three hours of Team-Building with the Board and Superintendent; and;
 - 4. Five hours of additional continuing education credits.
- D. At the last regular board meeting before an election of trustees, the board president shall announce the name of each board member who has completed the required continuing education, who has exceeded the required hours of continuing education, and who is deficient in meeting the required continuing education as of the anniversary of the date of each board member's election or appointment to the board. The announcement shall state that completing the required continuing education is a basic obligation and expectation of any board member under SBOE rule.
- E. In addition to required training activities, Board Members are encouraged to join the Texas Association of School Boards (TASB) and attend the TASB convention as well as other relevant conventions, conferences, or clinics.

- F. For specific legal polices related to Board Member training see District Policy BBD(Local and Legal) available on-line at <http://pol.tasb.org/Policy/Code/179>.

XVI. Travel Reimbursement

- A. Reimbursement to Board Members for reasonable travel expenses for attendance at regional, state, or national conventions, conferences, and workshops shall be made by the District when attendance is authorized and deemed by the Board to be necessary in the conduct of the public schools.
- B. The District may not pay the travel expenses of spouses and other persons who have no responsibilities or duties to perform for the Board when they accompany a Board Member to Board-related activities.
- C. As specified in District Policy BBG (LOCAL), in the event that a Board Member received a travel advance for which a balance is due to the District, the repayment shall take place within 60 days of the end of the travel.
- D. For specific policies related to Board Member Travel Reimbursement, see District Policy BBG (Legal) available online at <http://pol.tasb.org/Policy/Code/179>.

XVII. Role of the Superintendent's Administrative Assistant

- A. The Administrative Assistant to the Superintendent shall take the official minutes of each Board meeting, work session, and public hearing and will provide minutes for Board review and approval in a timely manner, no later than two months after the meeting.
- B. The Administrative Assistant to the Superintendent provides clerical and organizational support to Board Members by:

1. Forwarding all Board written correspondence and e-mail to Board Members when a response is appropriate;
2. Maintaining the Board Calendar of Events;
3. Contacting Board Members concerning possible meeting dates and time;
4. Assisting the Board with constituent contacts;
5. Making travel arrangements and reservations for Board trainings or travel to conferences;
6. Maintaining Board files;
7. Tracking completion of Board Member training credits; and
8. Assembling Board packets for Board Members and other duties as assigned by the Superintendent.

XVIII. Reviewing the Board Operating Procedures

- A. Board of Trustees Operating Procedures will be reviewed and updated in May of each election year or anytime as requested and will be part of Board training.

(w.boardoperatingprocedures.2020) (Revised 4/27/2020)