



EAGLE RIDGE ACADEMY

February 8, 2016

Dear Members of the Eagle Ridge Academy Community,

During the course of this academic year, the Board of Directors' Governance Working Group has been reviewing the Bylaws of our organization in order to ensure our governance structure and processes protect and promote the effectiveness of the Academy and the pursuit of its mission. At the beginning of the year, we identified several issues that could pose a problem to the continuity and effectiveness of our Board.

The primary problem we identified is that due to previous changes in the cadence of our elections and the rules of our appointment process, nine of our eleven board seats would be up for re-election this spring. In order to avoid the large turnover of nine seats and stay compliant with our Bylaws, which state that no more than six seats shall be up for re-election in a given year, the Governance Working Group is proposing revisions to our Bylaws in two key areas.

The first revision would change the term for members who are appointed when regularly elected Board members resign or otherwise vacate their positions. Currently, the appointment is until the next election in which the appointed individual may then run to serve the remainder of the term for which he/she was appointed. Because we have moved from three-year terms to two-year terms, this has led to an occasional overload of seats up for election in a given year. We are proposing that this be changed to appoint a new member to serve the full duration of the appointed term.

The second proposal is to extend the term of several currently serving Board members by exactly one year. This will be a one-time action to re-establish the proper cadence and ensure that we do not have more than six members of the Board up for re-election in a given year. To accomplish this, the Board would extend by one year the term of one parent and three teachers who would otherwise be up for re-election in 2016. The seats, and thus the Directors of those seats, will be offered the extension based on the highest number of votes in the previous elections.

The relevant sections of the Bylaws can be found in Article IV, sections 3 and 11. You can find the link to the current Bylaws [here](#) and our proposed redlines [here](#).

The Board will be discussing these changes at our February 9th workshop and planning to vote on these measures at our February 23rd meeting. If you have questions, comments or concerns about these measures, please reach out to John Schwirtz (jschwirtz@eagleridgeacademy.org) or any other Board member.

The Board of Directors
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