

Adopted: 1/18/2016, 5/1/2023

Revised: 04/10/2025

**ROCHESTER BEACON ACADEMY
POLICY No. 201
BOARD ELECTION PROCESS**

I. PURPOSE

The RBA Board of Directors is an elected body that governs the school. In compliance with RBA Bylaws and Minnesota law, this Policy sets forth the election policies and procedures for RBA.

II. POLICY STATEMENT

In accordance with the RBA Bylaws and Minnesota law, elections for the Board of Directors will be held every year during the school year when the school is not closed. The Board shall appoint a Board Development Committee that will follow the election procedures described below for the RBA Board of Directors.

III. SELECTING POSSIBLE BOARD CANDIDATES

- A. The Board Development Committee should have at least 2 candidates to present to the Board if possible.
- B. The Board of Directors Nomination Form (see Attachment A) should be completed for each candidate.
- C. The Board Development Committee shall present the list of prospective candidates to the Board of Directors.
- D. The Board of Directors must be composed of at least five members who are not related or affiliated with one another, with at least one of each of the following: 1) licensed teacher teaching in the classroom; 2) a parent or legal guardian who is not an employee of RBA; and 3) a community member who is not an employee or parent of RBA.
- E. Immediate family members of school employees are not eligible to serve on the Board.

IV. CONTACTING POSSIBLE BOARD CANDIDATES

- A. When contacting prospective Board candidates, the Board Development Committee will use the following materials, to be personalized and modified as appropriate:
 - 1. A personalized cover letter that informs the prospect of the Board's interest in him/her, a brief description of the recruitment and nominations process, and an invitation to be considered for the RBA Board of Directors (see Attachment B).
 - 2. A copy of the position description that details the roles and responsibilities of a Board Director (see Attachment C).
 - 3. Additional material about the RBA Board and its responsibilities.
 - 4. A response form that the prospect can return indicating he/she would like

more information and/or they want to be considered for the Board of Directors (see Attachment D).

5. A completed background check.
- B. This mailing will be followed by a personal phone call from designated members of the Board Development Committee. This will give Board Development Committee members a chance to respond to any questions that the prospect might have.
- C. Individuals interested in being elected to the RBA School Board do not need to be sought out by a Board Director or Committee. They may submit proper materials to office staff to then be viewed by the Board Development Committee.
- D. Prospects and new interested parties will then have until April 1st to submit a Board Application Form (Attachment E), a personal statement describing who they are and why they feel they would be a good candidate for a Board seat, and a picture of themselves. Personal Statement and picture will be used during the election process and may be viewed by the voters.
- E. Candidates who have already been through a previous election will only need to submit an updated Board Application Form and personal statement by April 1st. Board members seeking reelection will only need to submit an updated personal statement by May 1st.

V. FINAL SELECTION OF CANDIDATES

- A. After the orientation is completed, the Board Development Committee will meet to review all of the individuals who participated.
- B. When reviewing the prospective Board Directors, the Board Development Committee should ask the following questions:
 1. Does the candidate appear to be committed to the mission and educational philosophy of RBA?
 2. Can the candidate contribute the time necessary to be an effective Board Director?
 3. Does the candidate possess some of the key skills, knowledge and other assets that match the Board to recruiting priorities?
 4. Does it appear that the candidate can place RBA's purposes and interest above their own professional and personal interest when making decisions as a Board Director?

VI. ELECTION

- A. After the Board Development Committee has finished the nomination process, it then will create ballots with voting instructions and other election materials. An outside, independent organization will facilitate the distribution and tabulation of ballots to all eligible voters. Staff members employed at the school, including teachers providing instruction under a contract with a cooperative, members of the board of directors, and all parents or legal guardians of children enrolled in the school are the voters eligible to elect the members of the school's board of directors. Any individual may have a maximum of one vote even if they meet dual categories such as parent and current board member.
- B. RBA must notify eligible voters of the Board of Directors election dates and procedures

at least 30 calendar days before the election. RBA must also notify eligible voters of the candidate's names and the personal statement provided by the candidate(s) (containing their biography and candidate statements) at least 10 calendar days before the election and post this information on the school's website. No elections will be held during holidays, school breaks, or any other day when the school is closed. Elections must be held during the school year.

- C. Once all votes are in and tabulated, the newly appointed Board of Directors will be notified, sign the Board Member Profile Agreement (see Attachment F)⁷ and take their place on the Board of Directors at the Organizational Meeting in July.

Legal Reference: Minn. Stat. §124E.07 (Charter Schools - Board of Directors)

**ROCHESTER BEACON ACADEMY
BOARD OF DIRECTORS NOMINATION FORM
(Attachment A)**

NOMINEE:

Employer and Title:

Address:

Work Phone:

Cell Phone:

Recommendation for Board Committee:

Describe skills and talents of the nominee:

To your knowledge, what access to resources does this nominee possess?

Why are you recommending this person?

**ROCHESTER BEACON ACADEMY INVITATION LETTER DRAFT
(Attachment B)**

In July of this year, new Board Directors will be appointed to the Board of Directors of RBA. You have been recommended to our Board Development Committee as a possible candidate for Board service. We are requesting that you give serious consideration to this nomination for a Board position.

The next several years promise to be exciting ones for RBA. RBA will continue to have a positive impact on the children and families we serve. The Board of Directors will play a central role in this important work.

Because of your experience and involvement in RBA and/or the community, we feel you are well qualified to be nominated for a Board position. As you consider this opportunity, we ask you to review the Board Director Position Description included in this mailing. As you will see, we are expecting the Board to be an active one.

A primary responsibility of Board Directors is to participate in the development of policy and major decision-making at Board meetings held at least 11 times a year. *Another key responsibility is to be active on an ongoing basis in a committee of the Board. Board nominees will be asked to make that commitment before they are voted onto the Board.*

Since its opening, RBA has become recognized as an effective educational leader having real impact within the community. We invite you to become a part of this growing tradition.

A member of our Board Development Committee has been asked to contact you by phone to discuss this invitation with you. You may have already received this call. In the meantime, if you wish to be considered as a candidate for the Board of Directors, please send in the enclosed response form. If your answer is "yes," you will be asked to attend a short orientation meeting to review Board responsibilities in more detail and you will receive additional information about RBA.

If you have any questions, please contact the board chair. Contact information can be found on the school's website.

Sincerely,

Board Chair
RBA Board of Directors

**BOARD DIRECTOR POSITION DESCRIPTION
(Attachment C)**

1. Attend regular meetings of the RBA Board, which are each approximately 1.5 hours in duration. The Board meets monthly. Be accessible for personal contact in-between Board meetings.
2. Provide leadership to Board committees. Each Board Director is expected to serve as an active, ongoing member of at least one committee. This requires a number of meetings per year plus individual committee task completions.
3. Commit time to attend important school related functions, such as staff meetings, staff workshops, open houses, and parent-teacher conferences.
4. Responsibly review and act upon committee recommendations brought to the Board for action.
5. Prepare in advance for decision-making and policy formation at Board meetings; take responsibility for self-education on the major issues before the Board.
6. Participate in the annual Board Director self-review process.
7. Participate in the annual Board development and planning retreat.
8. In general, utilize personal and professional skills, relationships and knowledge for the advancement of RBA.
9. Be familiar with and act in accord with RBA's Board of Directors' Policy Manual.
10. Meet the duty of care, obedience and loyalty as defined in Minnesota Statutes §317A.
11. Participate in the Board training required under Minnesota Statutes §124E.07.

I am aware that this Board Director Position Description is an expression of good faith and provides a common ground from which Board Directors can operate. Additional information on the mission of RBA, educational program and Board responsibilities is contained in the Board orientation materials and bylaws which I have read.

Board Director's Signature

Date

**BOARD NOMINATION RESPONSE FORM
(Attachment D)**

Please Check One:

- _____ I am interested in being considered for a RBA Board position. Contact me with information about the upcoming orientation session.
- _____ Contact me. I need more information before I can decide if I want to be considered for a Board position.

Name _____

Day Phone _____ Evening Phone _____

Return by Mail to:
Rochester Beacon Academy
974 Skyline Drive SW
Rochester, MN 55902
rbaboardchair@rochesterbeaconacademy.org

Or

Return by Fax to:
507-258-5352

**ROCHESTER BEACON ACADEMY
BOARD APPLICATION FORM
(Attachment E)**

Complete the top portion of this form and return to the RBA Board Development Committee.

Name: _____

Phone: _____

Address: _____

Relevant Community Experience and/or Employment (attach a resume if relevant):

Why are you interested in serving as a Board Director?

Area(s) of expertise/contributions you feel you can make to our school as a Board Director:

Other volunteer commitments:

Nominee Signature: _____ Date: _____

For Board Committee Use

_____ Nominee has had a personal meeting with the Board Development Committee Chair, Board Chair, Charter School Administrator, or other Board Director.

Date: _____

_____ Nominee reviewed by the Board Development Committee.

Date: _____

_____ Nominee attended a Board meeting.

Date: _____

_____ Nominee interviewed by the Board.

Date: _____

Action taken by the Board:

BOARD MEMBER PROFILE AGREEMENT (Attachment F)

RBA Board of Directors shall have a firm knowledge of creating an effective charter school governing Board. Directors shall be fully committed to the charter school concept. The purpose of the Board of Directors is to direct, not manage, the school. Board members should be able carry out the RBA's vision, foster relationships with staff and the school community, and oversee the budget.

All Board members should attend at least two school related functions, such as staff meetings, staff workshops, open houses, and parent-teacher conferences per year to show support and encouragement for that vital aspect of our school. Board members may chair and serve on committees.

Prior Board experience is helpful. A high value for professionalism and the success of the school is mandatory. Motivation for serving on the Board shall be to help guarantee the educational success of students.

All Board members are expected to attend a yearly Board conference where the goals of the Board are defined, a Board self-evaluation critique is conducted, outside speakers present information on effective Board leadership, and other pertinent topics are discussed. The Board will annually attend a Board Visit Day. During this time, Directors will visit with the staff and become familiar with current school concerns. The Board will annually conduct a self-evaluation. Goals for the next year will also be determined at that time. Directors shall fulfill their responsibilities on the Board, Board committees or subcommittees to their fullest capability. All Board members should be the best public relations representatives the school has.

BEHAVIORAL EXPECTATIONS

Expectations include a professional demeanor at all Board meetings. Issues being discussed shall not be personalized and directed toward any other Board member, staff member, parent or anyone else. Confidentiality, consistent with state and federal law, is expected in all situations. Board members shall respect and listen to ideas being presented by other Board members.

Board members fulfilling their responsibilities to their fullest potential shall be encouraged by each of the Directors. When receiving criticisms from parents or other interested parties about staff, the Board member shall direct the speaker to the Executive Director who shall process the criticism in a manner consistent with Board policies. Board members are expected to present a positive image of staff and Board members to the school community or parties outside the school community.

Board members will commit to resolving conflict directly with each other or with the appropriate staff member and not share the conflict with anyone outside of the conflict, including, but not limited to other parents, other staff members or the media.

Board members shall exemplify integrity, honesty and respect. A dedication and commitment to the vision of RBA and the charter school movement shall be the top priority for all Board members. Any Board member finding him or herself involved in an irresolvable conflict shall put the vision of the school first and step down from the Board.

Board members shall abide by the Open Meeting Law. The Opening Meeting Law states that anyone discussing Board business, policy, actions, resolutions, etc. with a quorum of the Board, except at regularly scheduled meetings, is illegal. A "meeting" is defined as communication of a quorum through person, telephone, e-mail, or any other means.

Board members missing more than three Board meetings a year shall be relieved of their Board involvement.

GOVERNANCE OF RBA

RBA shall be governed by a Board of Directors. The Executive Director of RBA shall answer directly to the Board and serve at the pleasure of the Board. The Director shall make decisions on a day-to-day basis and fulfill all administrative duties for the school. The Board will maintain the vision and steer the school's direction as it carries out the Mission Statement.

As with all charter schools, RBA is an entity separate from the school district in the area of governance. This unique characteristic of charters shall be guarded by each Board member.

If a Board Director questions a decision of the Executive Director, he or she shall immediately take that concern or disagreement to the administrator in a confidential and diplomatic format. Likewise, the Executive Director shall agree to the same commitment. Respect for each other shall remain constant.

While at the school, Board members shall be mindful of the different roles they play: parent, volunteer, Board member, etc. Board members will not use their position of authority while acting in their parent or volunteer roles. Board members shall foster good relationships with the administrator and staff on a personal level. With humility, each Board member will serve the best interests of the school.

Board members shall remember that stepping out of their advisory/Board capacity and attempting to run the school as an administrator will always cause problems.

The vision and mission statement of RBA will serve to guide and direct the Board of Directors. The goal to continually improve, maintain integrity, serve RBA families and ensure academic success for our students shall take precedence in all situations.

Signed,

Board Member, RBA

Date