



Early Learning Hub

of Linn, Benton & Lincoln Counties

Governing Board Packet February 2025

Governing Board
Early Learning Hub
February 6, 2025
lblearlylearninghub.org

Packet Overview

In your Governing Board packet for February 2025, you will find the following information:

1. Agenda
2. Fiscal Report – December financials and financial narrative are included.
3. Consent Items – December Meeting Minutes
4. Discussion Item
 - a. 2025 Work Plan – Approval Needed
 - b. Board Member Resignation – Approval Needed
 - c. Board Attendance & Proxy Policy - Informational



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Agenda

Governing Board Members

Claire Hall, Co-Chair
Lincoln County Commissioner

Lola Jones, Co-Chair
Samaritan House

Shelagh Baird
Samaritan Health Services

DeAnn Brown
Confederated Tribes of Siletz Indians

Belit Burke
Department of Human Services

Dean Craig
Willamette Workforce Partnership

Jeff Davis
Linn-Benton Community College

Barbara Dougherty
Samaritan Early Learning Center

Laura Farmer
Parent

Susan Halliday
Philomath School District

Jason Hay
Linn Benton Lincoln
Education Service District

Todd Jeter
IHN-CCO – Standing Position

Stephany Koehne
Kids & Company of Linn County

Tammi Martin
Department of Human Services

Steve Martinelli
Scio School District

Bettina Schempf
Old Mill Center

Paul Smith
Strengthening Rural Families

Diane Wilkinson
Lincoln County School District

Lynnette Wynkoop
Child Care Resource & Referral



Early Learning Hub

of Linn, Benton & Lincoln Counties

Governing Board Retreat & Meeting

February 6, 2025, 1:00 – 3:00 pm

Linn-Benton Community College

6500 Pacific Blvd SW, Albany, Cascade View Rm CC 203/205

Members of the public who want to make public comment must sign in. During the public comment portion of the agenda, each individual speaker will have 3 minutes.

Board Retreat

- Strategic Plan - progress to date
- 2025 Work Plan

Board Meeting

- I. Roll Call
- II. Public Comment
- III. Fiscal Report
- IV. Consent Items
 - a. December Meeting Minutes
- V. Discussion Item
 - a. 2025 Work Plan – Approval Needed
 - b. Board Member Resignation – Approval Needed
 - c. Board Attendance & Proxy Policy - Informational
- VI. Next Meeting – March 6, 2025
- VII. Adjournment

All members of the EL Hub Governing Board **must disclose** when they believe they have or may have a conflict of interest and may participate in discussions that are leading to consensus. If, however, consensus cannot be reached and the group uses the fallback voting process, the individual with the conflict of interest may not participate in that final vote.

Fiscal Report

December Financial Narrative



Finance

December 2024

MONTH-END DETAILS

Revenue:

In the month of December, we received our monthly amounts of \$34,200.81 for Coordination. For Pollywog we received \$60,143 for the Community Capacity Building Fund. Also under Pollywog, we received \$10,686 for Asset Mapping. Our quarterly draw for Coordinated Enrollment came in at \$113,823.73. And for KPI, we had revenue of \$74,201.05

Expenditures:

Wages came to a total of \$53,701.08 for the month of December. The benefits total was \$38,132.98. And the total for services and supplies came to a total of \$14,241.25. We had 3 partners request reimbursements for KPI in the total of \$37,743.68.

Other Information:

Since we are receiving some of our funding amounts so late in the biennium, we will be doing a year end journal entry to balance out accounts and maximize our carry-over into 2025-26.

December Financial Summary

Early Learning Hub of Linn, Benton & Lincoln Counties

Early Learning Hub - 2-Year Budget (7/1/23 - 6/30/25)

Governing Board Summary Financial Update as of the end of December 2024

Revenues	Budget	Current Month	YTD	Balance	% Rcvd
Grant Resources					
Pollywog	\$ 737,454.04	\$ 70,829.00	\$ 426,428.80	\$ 311,025.24	58%
State Resources					
Dept. of Education - ELD - Coordination (carry-over)	\$ 132,779.30	\$ -	\$ 132,779.30	\$ -	100%
Coordination	\$ 817,724.00	\$ 34,200.81	\$ 612,519.15	\$ 205,204.85	75%
Coordinated Enrollment	\$ 725,074.00	\$ 113,823.73	\$ 646,205.72	\$ 78,868.28	89%
Reimbursement Grants					
Dept. of Education - Title IV-B2	\$ 238,744.00	\$ -	\$ 17,802.00	\$ 220,942.00	7%
Dept. of Education - Kindergarten Partnership & Innovation	\$ 719,514.00	\$ 74,201.05	\$ 209,548.69	\$ 509,965.31	29%
Total All Resources	\$ 3,371,289.34	\$ 293,054.59	\$ 2,045,283.66	\$ 1,326,005.68	61%
Expenditures	Budget	Current Month	YTD	Balance	% Used
Grant Expenditures					
Pollywog Program	\$ 737,454.04	\$ 28,163.22	\$ 468,534.66	\$ 268,919.38	64%
State Expenditures					
Coordination	\$ 950,503.30	\$ 41,469.03	\$ 682,422.20	\$ 268,081.10	72%
Coordinated Enrollment	\$ 725,074.00	\$ 37,413.59	\$ 642,527.58	\$ 82,546.42	89%
Reimbursement Grants					
Title IV-B2 Funds	\$ 238,744.00	\$ -	\$ 17,802.00	\$ 220,942.00	7%
Kindergarten Partnership & Innovation	\$ 719,514.00	\$ 37,743.68	\$ 209,548.69	\$ 509,965.31	29%
Total All Expenditures	\$ 3,371,289.34	\$ 144,789.52	\$ 2,020,835.13	\$ 1,350,454.20	60%
Ending Balance	\$ -	\$ -	\$ -	\$ -	

Consent Items

December Meeting Minutes

Early Learning Hub of Linn, Benton & Lincoln Counties Governing Board Meeting Minutes

MEETING COMMENCED	2:01 pm, December 5, 2024 Online via Zoom
MEETING CALLED BY	Lola Jones
STAFF MEMBERS PRESENT	Kristi Collins, Matt Grams, Sam Rounsavell, LeAnne Trask
VERSION	Draft
RECORDED	Yes

Agenda topics

ROLL CALL		Board Members Present or Absent						
	Present	Absent		Present	Absent		Present	Absent
Shelagh Baird	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Claire Hall	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Steve Martinelli	<input type="checkbox"/>	<input checked="" type="checkbox"/>
DeAnn Brown	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Susan Halliday	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bettina Schempf	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Belit Burke	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jason Hay	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Paul Smith	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dean Craig	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Todd Jeter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Diane Wilkinson	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Jeff Davis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Lola Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Lynnette Wynkoop	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Barbara Dougherty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Stephany Koehne	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Laura Farmer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Tammi Martin	<input type="checkbox"/>	<input checked="" type="checkbox"/>			

QUORUM

A Quorum was present. There are currently 19 seated Board members, and 16 were present at this meeting.

SPECIAL PRESENTATION

Community Capacity Building Fund Grant, LeAnne Trask

LeAnne briefly explained the Medicaid 1115 demonstration waiver and the new Health-related social needs (HRSN) benefits. HRSNs are social and economic needs that affect a person’s ability to maintain health and well-being. Oregon Health Plan (OHP) members facing certain life challenges will have services available to them. These services are to help members stay healthy during times of greater need. These interventions have been found to improve health outcomes and health inequities and decrease healthcare costs.

The federal government gave the state of Oregon \$1.1 billion. This funding was approved in October 2022 and will expire on September 20, 2027.

HRSN benefits include environmental, housing, and nutrition services. These benefits are being rolled out one at a time.

Environmental Services rolled out on 3/1/2024.

Housing Services rolled out 11/1/2024.

Nutritional Services will be available beginning 3/1/2024.

Environmental or Climate Supports may include:

- Payment for devices that maintain healthy temperatures and clean air, including air conditioners, heaters and air filters
- Mini refrigerators to keep medications cold during a power outage
- Portable power supplies to keep medical devices running during a power outage

Housing supports may include:

- Rental assistance or temporary housing (e.g., rental payments, deposits, utility assistance) for up to 6 months
- Home modifications (e.g., ramps, handrails, environmental remediation)
- Pre-tenancy and tenancy support services (e.g., housing application, moving support, eviction prevention)
- Housing-focused navigation and/or case manager

Nutrition supports may include:

- Links to community-based food resources (e.g., application support for Supplemental Nutrition Assistance Program (SNAP)/Special Supplemental Nutrition Program for Women, Infants and Children (WIC)
- Nutrition and cooking education
- Fruit and vegetable prescriptions (for up to 6 months, also known as VeggieRX) and healthy food boxes/meals
- Medically tailored meal delivery

To qualify, OHP members must be in at least one of these life transitions. Additional criteria also apply for each type of HRSN service.

- Release from incarceration in the past 12 months
- Discharge from an Institution for Mental Disease (IMD) in the past 12 months
- Current or past involvement in the Oregon child welfare system
- Transitioning from Medicaid-only to dual eligibility (Medicaid and Medicare) status within the next three months or has transitioned in the past nine months
- Being homeless or at risk of becoming homeless.

There was a discussion about the metrics for this program.

OHA is using Unite Us as the platform to do this work. United US has added eight screening tools to the front end of its platform to assist partners in outreach and engagement. CBOs will engage with families about HRSN benefits. -In our region, Old Mill Center, Family Tree Relief Nursery, and Pollywog are the organizations that were

awarded CCB funds to do the engagement work. A list of all the CCB grantees is available at <https://www.oregon.gov/oha/HSD/Medicaid-Policy/Documents/2024-CCBF-Grantees.pdf>

The initial funding is to help CBOs prepare in four areas:

- Technology
- Development of business or operational practices
- Workforce development
- Outreach, education and convening

LeAnne described the RFA process for the CCBF grant. Pollywog was notified on August 26, 2024, that we would receive 10% of the funding we requested. The award was \$60,148.00. The contract is from 10/1/24 – 12/31/2025. The smaller funding allotment means Pollywog will need to scale back plans to implement HRSN benefit services.

Pollywog will be:

- Getting all staff trained as CHWs
- Acquiring new technology to add business texting and additional translation support
- Creating new print and social media materials for outreach
- Developing a 2025 work plan to describe the work we will be taking on and how that will be accomplished.

LeAnne announced that after a meeting with Todd Jeter and the IHN, Pollywog had been awarded a 3-year contract with 85% funding. That, combined with other project funding and seeking additional grants, puts Pollywog on solid financial footing.

Bettina shared her perspective on this HRSN project as a service provider. It will increase the services available to the populations they already serve.

Todd shared additional information about this program. It is a new approach, as these needs are now being met as medical benefits, not just discretionary spending. It's coming out as a medical benefit, which means that benefits need to be tied to diagnoses and billed in the same way as medical services.

It also means that while the IHN has always been responsible for having an adequate physical health network and an adequate network of behavioral health providers, they're now responsible for building an adequate network of social care providers.

Addressing SDoHs and HRSNs provides an opportunity to address systemic issues that underlie health inequity. This requires including grassroots organizations that are culturally and linguistically specific service providers that are working with members of marginalized populations that might not otherwise be engaging in health care. The hope is that by being able to provide a benefit, we can start making some connections and building trust with these populations.

DIRECTOR'S REPORT | LBL Hub Updates

Kristi shared updates with the Board.

Andrea, Diane, Kristi, and a couple of other partners were invited to do a panel presentation at the Board Retreat for Children's Institute held in Lincoln County. The

discussion highlighted collaboration and partnerships in Lincoln County. An engaging conversation with a board member who also serves on the Oregon Community Foundation's Board of Trustees opened the door to potential funding opportunities. Following this, discussions among partners focused on early learning workforce needs, and efforts are underway to propose a coaching model to support early learning providers in the region.

Kristi announced that she has been invited to join the Board of the Oregon Association for Supervision and Curriculum Development (OASCD) and specifically to help promote their Early Learning Conference in April (formerly the P-3 Conference hosted by COSA). The focus of this conference is Science & Reading. They would love to grow their representation from Early Learning and collaborate more with Hubs.

Discussions with DELC staff addressed the allocation of unused Preschool Promise slots in the region. Thirty slots remain unfilled, and an RFP process is planned for early spring, aiming to allocate these slots to the community by 2025-2027. This ensures funds are utilized effectively, and services reach children in need.

The conversation continues between DELC, the BUILD Initiative, the Early Learning Council, and Early Learning Hub directors to refine the roles and expectations of Early Learning Hubs. This effort focuses on defining best practices for backbone organizations, identifying characteristics of high-functioning governance councils, and determining the level of autonomy hubs should maintain. A presentation was shared with the Backbone Organization Work Group, highlighting our Hub's operations as a high-functioning hub. As part of the next phase, a rulemaking process will update Early Learning Hub roles for the first time since 2014. Hub directors, backbones, and governance chairs will be involved in discussions to shape the upcoming contracts.

The Governor's recommended budget was released. Kristi shared some highlights relevant to Early Learning and Child Care. Key allocations include:

- \$12.7 million for early childhood mental health consultations and supports to child care providers, a \$4.4 million increase from the last biennium;
- \$19.6 million to continue the Birth to Five Early Literacy Fund;
- \$2.2 million for the Dolly Parton Imagination Library; and
- \$4.7 million for the new Tribal Early Learning Fund.

There remains work to address ongoing needs, such as reducing the waitlist for employment-related daycare and expanding home visiting services, which are priorities for advocacy by the Children's Institute. Not all programs received the desired level of funding in the Governor's budget.

A standing Legislative Discussion item will be added to our agenda as the legislative season progresses. Partners are encouraged to share insights and collaborate on advocacy efforts as the legislative session progresses.

The legislative package, referred to as the Momnibus, focuses on perinatal substance use disorder treatment and ensuring stability for infants, prioritizing keeping them with their families of origin. It includes integrated, coordinated health and social service hubs throughout the state, with input from initiatives like Nurture Oregon. This work, alongside proposals from the upstream initiative, is being closely monitored.

The Governor's recommended budget appears more favorable for K-12 than in previous years, alleviating some financial pressures, such as covering increased PERS costs. However, significant gaps remain, particularly in special education funding. Despite a cap of 11% for K-12 special education, many districts exceed this percentage and continue to provide services, highlighting the need for increased funding at all educational levels.

FISCAL REPORT	Matt Grams
Matt presented the revenue, expenditures, and miscellaneous reports for October 2024.	

CONSENT ITEMS	October 2024 Meeting Minutes
The Board was asked to approve the October 2024 meeting minutes.	
Motion: Susan Halliday	
2nd: Diane Wilkinson	

	Y	N	A		Y	N	A		Y	N	A
Shelagh Baird	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Claire Hall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Steve Martinelli	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DeAnn Brown	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Susan Halliday	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Bettina Schempf	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Belit Burke	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Jason Hay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Paul Smith	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dean Craig	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Todd Jeter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Diane Wilkinson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jeff Davis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Lola Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Lynnette Wynkoop	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Barbara Dougherty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stephany Koehne	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>				
Laura Farmer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tammi Martin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

VOTING RESULTS	Individual Votes cast by Board Members (Yes, No, Abstain)
Abstentions: Stephany Koehne	
The Board voted to approve the minutes as presented.	

DISCUSSION ITEM	2025 Board Meeting Schedule
Kristi reviewed the 2025 board schedule.	

DISCUSSION ITEM	DELIC Work Plan & Strategic Plan Update
<p>Kristi reported that the Department of Early Learning and Care (DELIC) has sent notice that the contract deliverable of a Strategic Plan is no longer required due to work being done with the BUILD initiative to redefine the role of a Hub in a community and what needs to go in Hub contracts to support that role with the backbone agencies.</p> <p>Kristi has met with workgroups, and it was decided that the Hub will develop a work plan despite it not being required by DELIC. At the upcoming Board Retreat in February, Kristi</p>	

will give an update on the work completed in the first six months of our strategic plan and then where our focus will be on the next six months of the strategic plan. The Board noted that having a strategic plan is good governance. They prefer to have a work plan to know that the efforts being undertaken are aligned with the strategic plan and moving in a generally acceptable direction.

DISCUSSION ITEM Board Retreat, 10-year celebration, DELC Caring Communities Visit

DELC has announced to Hubs and CCR&Rs that they will launch Caring Communities visits all over the state. We suggested that they come to our February Board retreat. The retreat itself is shaping up to be a big day. The plan includes bringing back past board members to celebrate our ten-year celebration and a regular Board meeting. The current Board may need to dedicate a whole day to this meeting.

It was suggested that a press release be created or that the media be invited to the event.

DISCUSSION ITEM Pollywog December Holiday Activity Guide

Sam shared Pollywog's Holiday Activity Guide with the Board. It lists local, low-cost, and free activities for the whole family. From festive lights and cozy storytimes to holiday parades and hands-on crafts, there's something for everyone to explore.

NEXT MEETING February 6, 2025
In-person, LBCC Albany Campus

MEETING ADJOURNED 3:08 pm



Discussion Items

2025 Work Plan

The handout for this item will be presented during the meeting.

Board Member Resignation



Fwd: HUB Board Resignation

1 message

lola jones <lolakathleenjones@gmail.com>

Thu, Jan 30, 2025 at 3:19 PM

To: Kristi May <collink@linnbenton.edu>, Sam Rounsavell <rounsas@linnbenton.edu>

Lauren (Lola) K. Jones, Executive Director
Samaritan House, Inc.
work: 541-574-8898
cell: 541-272-4527

----- Forwarded message -----

From: **Claire Hall** <cehall@co.lincoln.or.us>

Date: Thu, Jan 30, 2025 at 1:19 PM

Subject: HUB Board Resignation

To: lolakathleenjones <lolakathleenjones@gmail.com>

Dear Lola:

It is with sadness that I submit my resignation as a member and co-chair of the governing board for the Early Learning HUB of Linn, Lincoln and Benton Counties. I've been deeply grateful opportunity to serve on this board for ten years, as well as my multi-year association with one of our predecessors, the Lincoln Commission on Children and Families. I'm honored to have been a part of a lot of significant work.

Unfortunately, changes and transitions within my own office and the county organization are taking a considerable amount of my time right now, and there doesn't seem to any prospect of that changing in the foreseeable future.

Again, my thanks to you all. The work goes on, always.

Claire Elizabeth Hall
Lincoln County Commissioner
My pronouns are she/her/hers
cehall@co.lincoln.or.us
541-265-4100

Board Attendance & Proxy Policy

From the Charter of the Early Learning Hub of Linn, Benton & Lincoln Counties, adopted on 10/24/14 and revised on 10/6/2022.

Early Learning Hub of Linn, Benton & Lincoln Counties

Article IV - Governance Structure

The governance structure of the Hub will include the following four components:

- 1) Lead Agency
- 2) Governing Board and its Standing Committees
- 3) Parent Leadership Council
- 4) Regional Stewardship Committee
- 5) Advisory/Working Groups

Article V – Lead Agency

Linn-Benton Community College (LBCC) as the Lead Agency and fiscal agent will sign the contracts and accept responsibility for advancing the Hub outcomes. LBCC will enter into contracts on behalf of the Early Learning Hub of Linn, Benton & Lincoln Counties, and a staff Director will provide program coordination and reporting. Project oversight will be delegated to the Governing Board. LBCC will review all recommendations to ensure they are in line with the obligations of the College and the EL Hub to the contract with the State Early Learning Division.

Article VI – Governing Board

Section 1: Membership

The Governing Board will be made up of twenty-seven members: twenty-one sector members, consisting of 7 individuals from each county representing each of the seven sectors (K-12, Health, Human and Social Services, Parents, Business, Housing and Early Childhood), plus six members from organizations with standing positions, one from each of the following five organizations: LBCC, IHN-CCO, DHS, LBL-ESD, CCR&R and the Confederated Tribes of Siletz Indians.

Section 2: Nominations and Appointments

The initial board was selected through a nomination process and selected by a committee representing all three counties and multiple sectors. Subsequent board members for the sector positions (other than the K-12 sector) will be recruited by EL Hub partners based on identified sector and county. Selection will be made by the Governing Board with consideration for needs (i.e. expertise, equity lens) of the Board. The K-12 sector, upon their request, will appoint its own members for the three counties, since this is the only sector having a leadership body that includes all three counties. The six organizations with standing positions will appoint their own representatives to the Board; those appointed should have key decision-making responsibilities within their organizations.

Section 3: Alternates

Organization members may use alternates. As continuity is important, the use of alternates is however discouraged. Alternates can be used no more than once each quarter. They should ideally be identified in advance, should be fully briefed and able to represent the organization during decision making. Use of an alternate will be noted on the meeting minutes.

Early Learning Hub of Linn, Benton & Lincoln Counties

Section 4: Length of Service

Initial members who represent the seven sectors will serve for staggered terms as follows: 1/3 will rotate off in two years, 1/3 in three years and 1/3 in four years. All future members who represent the seven sectors will serve for a term of three (3) years.

The terms of the organizational standing position members will be determined by each organization.

Section 5: Roles and Responsibilities of the Governing Board

- Ensure the vision and mission of the Hub
- Provide fiscal oversight
- Provide work groups oversight
- Foster cross sector alignment and integration
- Oversee the implementation of the strategic plan; monitoring and ensuring outcomes
- Manage resource allocations

Section 6: Meetings, Quorum

On an annual basis the Board will establish a schedule of regular meetings. Special meetings will be called as needed. Attendance at meetings may be in person, by call-in or by virtual measures. When members participate remotely, their presence will count toward a quorum. The quorum necessary to make final decisions will be 51% of the Governing Board Members (n=15).

Section 7: Notice

All members shall be given written (including e-mail) notice of time, date, location and purpose of the meeting at least 3 days before a regular Governing Board Meeting and a written (including e-mail) or verbal notice one day before a special meeting. Public notice shall also be given of regular Governing Board Meetings.

Section 8: Stipends

Parent representatives will be provided a stipend to reduce the costs of attendance.

Section 9: Officers

The Governing Board will have two co-chairs, who will facilitate the Board meetings and serve on the Leadership Committee.

Section 10: Removal of Board Members

A Member may be recommended for removal by the Leadership Committee and removed from the Board by a super-majority vote (75%) of the membership then in office. A member may be removed for the following reasons: being convicted of a felony; for conduct detrimental to the ability of the Board to effectively conduct business; or for missing three (3) consecutive meetings, for three (3) unexcused absences during one fiscal year (July 1 to June 30) or use of an alternate more than once per quarter. Such instances of absenteeism shall be reported by the chair to the Member by written notification. The Leadership Committee shall make its recommendation for removal to the Board only after notifying the Member and after making informal attempts to remedy any situation involving detrimental conduct.