

January 8, 2026

Dear Colleagues,

Attached please find a DRAFT of the revised Board Operating Procedures (BOPs). When we first took on the task of developing BOPs, we knew it would be a learning process and after our first year of having them, we realized that some areas were need of refinement and some were in need of more substantive change. The BOPs are intended to help clarify and guide our work together, and be the most effective board we can be. Please help improve this document!

Everything in the BOPs is discussable and I encourage you to read the entire document. That said, the following are the parts of the BOPs where we made substantive changes:

- IA2. Commitments
- IC1. Development and Review of Board Policy
- IE1-8. Superintendent as Sole Employee (changes made throughout)
- IIA3. Procedures for Filling a Board Vacancy
- VD3. Board Member Preparation for Meetings
- VD4. Meeting Norms

The above areas are **highlighted in yellow**. Thank you ahead of time for your thoughtful attention.