

THE CONNECTICUT ASSOCIATION OF SCHOOLS
The Fifty-Eighth Annual Meeting
May 13, 2010

PROPOSED CHANGES TO THE CAS CONSTITUTION

CHANGE #1: ARTICLE IV (Organization) / SECTION H.2.

Explanation of Change: Addition of language to encourage diversity on all of the association's boards.

Proposed language (changes in *bold italics*)

Section H. Nominating Committee

2. Duties and Responsibilities

The Nominating Committee shall meet at least one month before the next Annual Meeting and prepare and submit a slate of all CAS officers, chairs and/or officers and members of boards of control, and a nominating committee for the ensuing year, after receiving recommendations from the several groups concerned.

The Nominating Committee shall make every effort to ensure that the composition of the association's boards proportionately reflects the diversity of its membership with respect to factors such as race, gender, region and district demographics.

The nominations of the Nominating Committee shall be sent in writing to each institutional member of the Connecticut Association of Schools at least two weeks before the Annual Meeting. Other nominations may be made from the floor of the Annual Meeting by members of the Legislative Body.

Rationale for change: Lack of minority representation on CAS boards and committees has long been a matter of concern. While great progress has been made in working towards gender parity, there is still scarce representation from minority and/or urban district administrators. As a first step towards making inroads in this area, language is being proposed to encourage diversity on all association boards.

CHANGE #2: ARTICLE IV (Organization) / SECTION F.3.

Explanation of Change: Addition of requirement that an individual serve the association for a minimum of one year before he/she is eligible for an elected position on any of the association's boards.

Proposed language (changes in *bold italics*):

Section F. Boards of Control

3. Membership

Voting members of all boards of control shall be the principals and assistant principals of institutional member schools. Each board except the CIAC Board of Control may recommend up to two additional members to serve as elected members with voting privileges, such members to be assistant principals. The CIAC Board of Control will recommend one assistant principal at-large to serve as an elected member with full voting privileges.

An individual must serve the association for a minimum of one year before he/she is eligible for an elected position on any of the association's six boards of control. Prior service can include, among other activities, service on a committee, serving as a CAS representative on a state or national board/commission, testifying before the legislature on behalf of CAS, or facilitating/presenting at a CAS workshop or conference.

Rationale for change: It is believed that some degree of involvement in the association's work and/or some first-hand knowledge of its mission and operation lends itself to being a more effective board member. Prior service to CAS is a factor that has always been considered when making board appointments. However, while it has been the practice to appoint only individuals with a history of service to the association, it has never been formally set forth as a pre-requisite.

CHANGE #3: ARTICLE IV (Organization) / SECTION C.1.e

Explanation of Change: Addition of requirement that an individual serve on one of the association's six boards of control for a minimum of one year before he/she is eligible for an elected position on the CAS Board of Directors.

Proposed language (changes in *bold italics*):

Section C. The Board of Directors of the Connecticut Association of Schools

1. Composition

e. An individual must serve on one of the association's boards of control for a minimum of one year before he/she is eligible for a voting position on the CAS Board of Directors.

Rationale for change: The requirement that an individual serve on a "lower" board before being appointed to the CAS Board of Directors has always been a matter of practice even though there was nothing in the bylaws that mandated it. The experience and perspective gained by serving on a lower board are critical in preparing an individual to serve effectively on the board of directors.