

Governance Policy Amendments

1. As recommended by legal counsel, the proposed clause (see highlighted portion) has been added to the board conduct policy section below:

Duties and Responsibilities

1. Board members agree to communicate on board related correspondence in a timely manner defined as no more than 24 hours when possible.
2. Board members shall reflect through action that his or her first utmost concern is for the welfare of the students served by the school.
3. Each member shall work diligently to uphold the mission of the school, to be an ambassador in the community for the school, and support the appropriate and efficient use of resources, including financial and human capital.
4. Each board member shall uphold and enforce laws, rules, regulations, and other mandates pertaining to public charter schools.

Notice: As part of our procedure for processing appointments to the Board of Directors, Citizens of the World Kansas City requires all potential board members to submit to a background check through the Missouri Automated Criminal History System (MACHS). Such a report will not be obtained without an individual's signature authorization.

2. Upon further review, no changes have been made to the governance policy section below:

Personnel

1. Board members shall only consider employment of personnel after receiving and fully considering the recommendation of the Executive Director.
2. Factors for employment of the Executive Director shall be made based on the needs and interests of the school. Decisions shall be made based on qualifications, experience, philosophy, verifiable performance, and fiscal feasibility related to compensation. All hiring decisions shall be made in accordance with the Equal Opportunity Employment Act and shall not be made based upon race, gender or national origin or other factors prohibited by law.
3. Board members shall ensure regular and impartial evaluations of all staff and the appropriate supervisor or supervising body shall provide timely, written feedback related to formal evaluations.