



# ST. JOSEPH'S CATHOLIC SCHOOL

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EXCELLENCE IN CATHOLIC EDUCATION

## BYLAWS OF THE SCHOOL ADVISORY COUNCIL OF ST. JOSEPH'S CATHOLIC SCHOOL-KENNEWICK, WA

### INTRODUCTION

The School Advisory Council of St. Joseph's Catholic School is established to assist the Pastor and the Principal in the governance of this parish school. The Pastor is the Canonical Representative of the parish, including the school, and the enactor of local policy. The Pastor hires, supervises, and annually evaluates the Principal. In addition, the Pastor is responsible for the supervision of religious education and formation programs and approves the school's annual budget.

The Pastor entrusts to the Principal the daily operation of the school program, as specified in his/her terms of employment and/or job description. This responsibility includes the general administration of the school's operations, management of the school's financial affairs within the limits of ordinary administration, recommendations regarding employment of new staff, supervision and evaluation of teachers and school staff, the establishment of curriculum and other educational programming, and the evaluation and management of student behavior. The Principal shall be responsible to the Council for carrying out its policies and informing the Council of the need or the requirements for policies.

The establishment of policy is accomplished through the activity of the School Advisory Council. The Council is composed of the administrative team (Pastor and Principal) and the other Council members. When the Council (administrative team and members) meets and agrees on a policy matter, it is effective so long as it does not conflict with Diocesan mandates or applicable law. The Council's responsibility is solely for policy matters; it has no authority for the school's administration or daily operations, including employment-related matters for school administration, faculty, and staff.

The School Advisory Council's primary purpose is the fostering of faith development and the advancement of the school community, in accordance with these Bylaws and the school's mission statement:

*St. Joseph's Catholic School is a dynamic, faith-filled community where each child is challenged to excel and grow in mind, body and spirit, as an image of God in our world.*

## **ARTICLE I NAME**

The name of this body shall be the St. Joseph's Catholic School Advisory Council ("School Advisory Council" or "Council" or "SAC").

## **ARTICLE II NATURE AND FUNCTION**

**Section 1. Nature:** The School Advisory Council is an advisory council and is consultative to the Pastor and the Principal. The members cannot act apart from the Pastor and the Principal and cannot make decisions binding for the parish school without the approval of the Pastor and the Principal. Consultation also means that decisions by the Pastor or the Principal will not be made in major matters affecting the parish school until and unless the School Advisory Council has been consulted.

**Section 2. Function:** The School Advisory Council has responsibilities in the following areas:

1. Advancement
  - a. Represent and communicate the work of the parish school with all segments of the school, parish, alumni, and broader community.
  - b. Assist in public relations and marketing.
2. Education Programs
  - a. Provide ongoing review of the school's Mission Statement and Philosophy.
  - b. Provide support to the school's administration in the development of the parish school's Catholic Identity and its curriculum.
3. Finance
  - a. Assist the Principal in developing the annual budget for submission to the Parish Finance Council.
  - b. Recommend rates of tuition and fees.
  - c. Review fundraising efforts and allocation of those funds.
  - d. Prepare and update five (5) year budget projections.
4. Policy
  - a. Formulate policies for the governance and direction of the parish school consistent with its Mission Statement and the mandates of the Archdiocese.
  - b. Recommend policies for the Parent Student Handbook.
5. Selection of the Principal  
Assist the Pastor in the search process for the Principal. Pastor makes ultimate hiring decision.
6. Strategic Planning
  - a. Establish and review goals of the school, both immediate and long range, in consultation with the Parish Council.
  - b. Develop plans for implementation of goals including but not limited to: physical plant, space needs, and technology.
  - c. Communicate and collaborate with the parish's other strategic planning groups.

7. Technology
  - a. Establish immediate and long-range technology goals for the school.
  - b. Assist the administration in achieving established technology goals.
  - c. Assist in developing the annual technology budget.

### ARTICLE III ORGANIZATIONAL RELATIONSHIPS

**Section 1. Parish Council:** The parish council is a consultative council to the Pastor, which advises him on all aspects of parish life. The principal is the liaison to the Parish Council and should inform the council of the school's accomplishments and needs and may bring to the attention of the parish council any matters, which are broader than the educational programs of the school.

**Section 2. Parish Finance Council:** The parish finance council advises the Pastor in administering the temporal goods of the parish. The school income and expenditure budget is prepared by principal with the School Advisory Council and is subject to final approval as a part of the parish-wide budget prepared by the parish finance council and parish council and approved by the Pastor.

**Section 3. Parent Organization:** The president of the parent organization is an ex officio non-voting member of the School Advisory Council. The parent organization is the primary vehicle through which parents can provide service to the school (e.g., volunteers, fund-raising) and parent education programs can be offered. The Council works with the Principal and the officers of the parent organization in order to understand parent needs and concerns and to coordinate overall fund-raising programs of the school.

**Section 4. Diocese:** Local school policies may not conflict with Diocesan mandates. The Bylaws of the School Advisory Council must be approved by the parish council after review by Diocesan staff. The same approval is required for any changes to the bylaws. In addition, the school submits a copy of its annual accreditation report, including progress on the school's strategic plan, to the diocese.

### ARTICLE IV MEMBERSHIP

**Section 1. General Eligibility:** Each member of the School Advisory Council shall be:

1. At least 18 years of age;
2. A registered parishioner who is a fully initiated and actively participating Catholic, a parent of a student(s) in the school, or an alumnae of the school;
3. Prepared to give time and energy to the advancement of the parish school, including importantly, attendance at Council meetings;
4. Competent in at least one of the areas of responsibilities set forth in Article II, Section 2;

5. Willing to maintain high levels of integrity and confidentiality and to work effectively with others in achieving consensus; and
6. Ready to support school/diocesan philosophy and mission.

Except as may be set forth in these Bylaws, salaried parish employees or their spouses, or anyone currently holding elected or appointed parish office, are ineligible to be a member of the Council.

**Section 2. Number of Members and Representation:** Members of the School Advisory Council shall consist of the Pastor, the Principal, and nine (9) members chosen by the process described below. The president of the parent organization also will attend Council meetings. Voting members are the nine (9) appointed members. Non-voting members are the Pastor, the Principal, and the parent organization representative. The Principal shall function as the executive officer of the School Advisory Council. The Principal is responsible for implementing policies formulated by the School Advisory Council and approved by the Pastor, informing the School Advisory Council about the education system, and proposing the adoption of needed policies.

**Section 3. Term:** Each member shall serve a term of three (3) years. The term of office shall run from July 1 to June 30. The members' terms shall be staggered equally over a period of three (3) years to provide for continuity of a majority of the membership from year to year.

**Section 4. Appointment:** Every year, three (3) voting Council members shall be appointed by the School Advisory Council, in consultation with the Pastor and the Principal, as follows:

1. In March of each year, a Nominating Committee consisting of the Chair and two other Council members appointed by the Chair shall be formed. This Nominating Committee, acting on behalf of the Council and in concert with the Principal, shall advertise for candidates, publishing the eligibility requirements for Council members.
2. A packet of information about the Council is given to each potential candidate, and the Nominating Committee shall confirm that each candidate is willing to expend the appropriate time and energy to participate as a Council member.
3. The Nominating Committee will then work with candidates to prepare bio packets for Council review.
4. A list of not less than four (4) suggested appointees shall be submitted to the Pastor and the School Advisory Council by the School Nominating Committee for consideration.
5. Appointments may be made from the nominees on this list or other persons may be chosen; provided that in all cases such persons meet the eligibility requirements of Article IV, Section 1.
6. In making its appointments, the Council will give primary weight to ensuring that the Council members will have a diversity of talent so as to be effective as a whole.
7. Council appointments must ultimately be approved by the Pastor.

**Section 5. Vacancies:** With the exception of ex officio members, any vacancy in membership shall be filled by appointment of the Principal and Pastor. All appointees must meet the eligibility requirements set forth in Article IV, Section 1 above. The successor member shall serve on the Council for the unexpired term of the vacating member.

**Section 6. Resignation:** Any member may resign at any time by written notice to the Chair.

**Section 7. Removal:** A member may be removed by the Pastor with the approval of the Principal.

## **ARTICLE V OFFICERS**

**Section 1. Officers:** The Council's officers shall be the Chair, the Vice-Chair, and the Secretary.

**Section 2. Chairperson:** The Chair shall:

1. Preside at all meetings of the School Advisory Council;
2. Plan Council meetings with the Principal;
3. Make all committee assignments and see that the committees function properly;
4. Execute all written documents on behalf of the School Advisory Council;
5. Ensure that Council recommendations are addressed; and
6. In general, perform all duties pertaining to the office of the Chair.

**Section 3. Vice-Chair:** The Vice-Chair, in the absence of the Chair or at his/her request, shall perform the duties and exercise the functions of the Chair and, when so acting, shall have the authority of the Chair and shall perform such other duties as are delegated by the Chair.

**Section 4. Secretary:** The Secretary shall maintain minutes of all School Advisory Council meetings, provide such minutes to members, notify members of meetings, and, in general, perform all duties pertaining to the office of the Secretary.

**Section 5. Election and Term of Office:** The Council's officers shall be elected at the May meeting of the Council for a term of one (1) year, which shall begin on July 1. Nominations of officers shall be presented by the Nominating Committee. Election may be by voice vote or by secret written ballot. The Principal will count the ballots in a written ballot. The officers shall hold office until the next annual election and thereafter, until their successors are duly elected and qualified. No member shall hold the same office for more than two (2) consecutive years. All voting Council members are eligible to serve as an officer, but the Chair must be a registered parishioner who is a fully initiated and actively participating Catholic.

## ARTICLE VI MEETINGS

**Section 1. Meetings:** Regular meetings shall be held on the date to be determined by the School Advisory Council at the beginning of each school year. Any deviation from this schedule will be decided at the prior month's meeting. Special meetings may be held when requested by the Pastor, the Principal, the Chair, or a majority of the members. The Principal must be present for a meeting to take place.

**Section 2. Notice:** Written notice stating the date, time, location, and purpose of the meeting shall be given to members at least seven (7) days before the meeting. Such notice shall be mailed to each member, delivered to him or her personally, or given by a form of electronic communication.

**Section 3. Conduct of Meetings:** All meetings of the Council are open meetings unless designated as being an executive session. The School Advisory Council shall operate in a spirit of collegiality and shall seek consensus. Members of the School Advisory Council shall publically support the ultimate decision of the School Advisory Council, the Principal, and the Pastor, even though the member may have advocated on behalf of a different viewpoint during the decision making process.

**Section 4. Quorum:** Two-thirds of the voting members of the School Advisory Council shall constitute a quorum for the transaction of business at a meeting, and each such member shall be entitled to one (1) vote, either in person, by proxy, or by remote communication. A majority vote of those present and voting (an abstention is not a vote) shall be sufficient for any recommendation or election, except as set forth in Article IV, Section 7 and Article IX. A member not physically present in person or by proxy at a meeting may, by means of remote communication, participate in a meeting.

**Section 5. Annual Meeting:** An annual meeting of the School Advisory Council shall be held each year. The meeting shall constitute a planning meeting and shall include on its agenda the election of officers for the ensuing year, the recognition of those members whose terms have expired, and a review of the results of the Council's self-evaluation and plans for the following year.

**Section 6. Written Authorization Without A Meeting:** Any action required or permitted to be taken at a meeting of the members may be taken without a meeting by written action signed by all of the members entitled to vote on that action.

**Section 7. Visitors:** Visitors wishing to make a presentation at a School Advisory Council meeting must request a place on the meeting agenda by contacting the Principal or the Chair, verbally or in writing, at least forty-eight (48) hours prior to the meeting. Such presentation shall be no longer than ten (10) minutes in length.

**Section 8. Confidentiality:** Items discussed at the meetings of the School Advisory Council may be confidential. Each member of the School Advisory Council must maintain confidential all information obtained through his or her position as a member of the School Advisory Council

that is not intended for public dissemination. Members of the School Advisory Council must refrain from engaging in gossip and rumor spreading and should actively work to prevent such behavior among school families.

## **ARTICLE VII COMMITTEES**

**Section 1. Committee Membership:** All School Advisory Council members are expected to serve on one (1) or more standing committees. Each standing committee shall have such authority and shall perform such duties as may be assigned to it by the School Advisory Council Chair. The Chair shall assign and appoint committee memberships, including committee chairs, after consultation with the Principal. Committee chairs must be Council members. Committee members may include persons who are not Council members, but who are competent or expert in an area of responsibility of the committee to which they are appointed. Teachers and other staff at the parish school are eligible to serve on committees, but are not eligible to serve as Council members. The Principal and/or his/her designee may attend all committee meetings.

**Section 2. Standing Committees:** To carry out the functions set forth in Article II, Section 2, SJS Advisory Council shall have the following standing committees: Marketing, Finance, Technology, Policy Development, & Council Membership Nomination.

**Section 3. Ad Hoc Committees:** The School Advisory Council may appoint such ad hoc committees as it deems advisable and may discontinue the same at its discretion.

**Section 4. Committee Work:** Committee meetings shall be conducted in a spirit of collegiality, and committee chairs shall seek consensus, striving to reach outcomes that all committee members can support. Committee recommendations shall be forwarded to the Council for a vote or further action.

## **ARTICLE VIII PERIODIC REVIEW OF BYLAWS**

At least once every five (5) years, or more often if determined by the School Advisory Council, a review of the current Bylaws shall take place.

## **ARTICLE IX AMENDMENTS TO BYLAWS**

Subject to the approval of the parish council, these Bylaws may be amended by seven (7) of the voting members present and voting affirmatively at a regular meeting; provided that the amendment was presented in writing at the preceding regular meeting. Publication of the amendment to the school and parish community prior to approval is encouraged.

ADOPTED this 25 day of May, 2016.

Attest:



RONALD ST. HILAIRE  
Chair

Approved:



KATHLEEN CLEARY  
Interim Principal



FATHER RICHARD SEDLACEK  
Pastor