

Academy of Collaborative Education

Governance Committee Meeting

Published on October 7, 2026 at 10:08 AM CDT

Date and Time

Wednesday October 7, 2026 at 3:30 PM CDT

Location

Join Zoom Meeting: <https://us06web.zoom.us/j/83686535699?pwd=tlttljz54lRF2j7Y3VmMavbJRwOb2Q.1>

Meeting ID: 836 8653 5699

Passcode: 045266

One tap mobile: +12532158782,,83686535699#,,,,*045266#

Join by SIP: • 83686535699@zoomcrc.com

Join instructions: https://us06web.zoom.us/meetings/83686535699/invitations?signature=NWoMWxf1VdPNSVWUDsJdL_XquBUJ5kwUzSpY-3oGIkw

Pursuant to Louisiana Open Meetings Law - La. R.S. 42:19, notice is hereby given to the members of the Board of Directors of Academy of Collaborative Education and to the general public that the Board will hold a regular, special, or re-scheduled meeting, open to the public as specified below. To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other Board members, and Board members should not reply to this message.

Agenda

	Purpose	Presenter	Time
I. Opening Items			3:30 PM
A. Record Attendance		Curtis Eberts	2 m
B. Call the Meeting to Order		Curtis Eberts	1 m
C. Approval of agenda	Vote	Curtis Eberts	2 m
Motion Option #1: Move to approve the agenda as presented.			
Motion Option #2: Move to approve the agenda as amended by board discussion to include <insert amendment>.			
Request for amendment to the agenda, or approval of the agenda as presented.			
D. Approve Prior Meeting Minutes	Approve Minutes	Curtis Eberts	3 m
Motion: Move to approve minutes from the previous meeting of the academic excellence committee as presented in the packet.			
NOTE: Discuss whether to vote on / how to handle unapproved minutes from previous meetings as well:			
• 11/19/2025 Special Governance Committee Meeting • 11/11/2025 Governance Committee Meeting • 04/08/2025 Governance Committee Meeting			
Approve minutes for Governance Committee Meeting on August 5, 2026			
II. Reports			3:38 PM
A. Report: Executive Director Update	FYI	Joellen Freeman	5 m
Executive Director update on governance and related issues.			
III. New Business			3:43 PM
A. Donation Policy and Procedure	Vote	Joellen Freeman	5 m
Discuss for recommendation to the full Board this new Policy & Procedure for accepting donations for the school pursuant to R.S. 17:381			

	Purpose	Presenter	Time
B. Board Requirement Policy	Vote	Joellen Freeman	5 m
Discuss & adopt with approval of full Board this Policy for recruiting new Board Members			
IV. Old Business			
V. Action Items			3:53 PM
A. Donation Policy Recommendation	Vote	Curtis Eberts	2 m
B. Board Member Requirement - Open Seat	Vote	Curtis Eberts	2 m
Recommendation to full board			
VI. Other Business			
VII. Closing Items			3:57 PM
A. Adjourn Meeting	Vote	Curtis Eberts	1 m

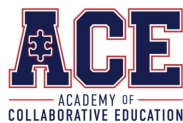
In accordance with the Americans with Disabilities Act, if you need special assistance at a public meeting of Academy of Collaborative Education, please contact Joellen Freeman at jcfreeman@aceforasd.org describing the assistance that is necessary.

Coversheet

Approve Prior Meeting Minutes

Section:	I. Opening Items
Item:	D. Approve Prior Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Governance Committee Meeting on August 5, 2026

APPROVED



Academy of Collaborative Education

Minutes

Governance Committee Meeting

Date and Time

Wednesday August 5, 2026 at 3:30 PM

Location

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Committee Members Present

Anna Grimmatt (remote), Curtis Eberts (remote), Holly Allen (remote), Joellen Freeman (remote)

Committee Members Absent

None

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Curtis Eberts called a meeting of the Governance Committee of Academy of Collaborative Education to order on Wednesday Aug 5, 2026 at 3:32 PM.

C. Approval of agenda

Holly Allen made a motion to Approve.
Joellen Freeman seconded the motion.
The committee **VOTED** to approve the motion.

D. Approve Prior Meeting Minutes

Joellen Freeman made a motion to approve the minutes from May 24, 2026 Governance Committee Meeting on 05-27-26.
Holly Allen seconded the motion.
The committee **VOTED** to approve the motion.

II. Old Business

A. ACE Transportation

Transportation Contract:

Unable to reach transportation contract with Monroe City for 2026-2027 SY but will continue efforts to reach agreement, even if not in place until midyear. Continue to use JPS Transportation with total of 12-seats in interim. Contract with City would allow for considerably more available seats.

III. New Business

A. Approval of ED's time off

Leave Documentation:

ACE Executive Director's leave usage is not currently documented in the leave system. Discussion of ways to address and ultimately discussed that best practice would be to

amend "Policy and Procedure Manual" to outline steps for Director of Operations to document Executive Director leave usage and for notification to Board President of Executive Director's leave usage.

Holly Allen made a motion to Recommend to Board approval of amendment to Policy and Procedure Manual Re: Executive Director leave documentation (see above).

Curtis Eberts seconded the motion.

The committee **VOTED** to approve the motion.

B. ACE Residency Program

ACE Residency Program

ACE negatively impacted because the school does not receive funding to issue teachers a 13th tax clean-out check. ACE developed a residency program available to certain paraprofessionals that creates a pathway for these professionals to advance toward teacher certification. Those enrolled in program would receive an increased salary.

C. AFLAC

Consider offering employee benefits through AFLAC and specifically, a cafeteria plan. ACE would not be responsible for cost as all cost would be absorbed by employee and directed deducted from their paycheck.

All agreed to notify Board at next meeting that this option will be made available to employees.

IV. Action Items

A. ACE Residency Program

Anna Grimmatt made a motion to Recommend to Board the Approval of ACE Residency Program.

Curtis Eberts seconded the motion.

The committee **VOTED** to approve the motion.

V. Closing Items

A. Adjourn Meeting

Curtis Eberts made a motion to Adjourn Meeting.

Anna Grimmatt seconded the motion.

The committee **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:36 PM.

Respectfully Submitted,
Holly Allen

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Coversheet

Donation Policy and Procedure

Section:	III. New Business
Item:	A. Donation Policy and Procedure
Purpose:	Vote
Submitted by:	
Related Material:	Donation.P&P.10.6.26.docx.pdf



ACADEMY OF COLLABORATIVE EDUCATION

Donations, Gifts, and Contributions Policy

I. PURPOSE

The Academy of Collaborative Education ("ACE") recognizes and appreciates the generosity of individuals, families, businesses, foundations, community organizations, and other entities that support the educational mission of the school.

The purpose of this policy is to establish procedures for the solicitation, acceptance, administration, documentation, and public disclosure of donations, gifts, grants, property, services, and other contributions made to ACE.

ACE shall administer all donations in a manner consistent with applicable federal and state law, the school's charter, Board policy, sound fiscal practices, and the educational mission of ACE.

II. LEGAL AUTHORITY

This policy is adopted pursuant to applicable Louisiana law, including La. R.S. 17:381 et seq. and La. R.S. 17:3995.

Louisiana law authorizes charter schools to solicit, accept, and administer donations and other financial assistance in the form of money, grants, property, loans, or personal services for educational purposes, provided such acceptance is not contrary to the Louisiana Constitution or other applicable law.

ACE shall maintain and publicly disclose information concerning donations in accordance with applicable Louisiana law.

III. ACCEPTANCE OF DONATIONS

ACE may accept donations, gifts, grants, property, equipment, materials, supplies, services, or other contributions that:

1. Support or further the educational mission and purposes of ACE;
2. Are consistent with applicable federal and state law and Board policy;
3. Do not compromise the safety, welfare, or educational interests of students;
4. Do not create an inappropriate financial, operational, contractual, or legal obligation for ACE;
5. Do not improperly influence school operations, personnel decisions, student placement, admissions, procurement, curriculum, or educational programming; and
6. Do not create an actual or apparent conflict of interest.

Acceptance of a donation does not give the donor authority over ACE operations, employees, students, programs, purchasing decisions, or other matters under the authority of the ACE Board or administration.

IV. AUTHORITY TO ACCEPT DONATIONS

The **Executive Director or designee** may accept routine monetary or in-kind donations on behalf of ACE when the donation is consistent with this policy and does not create an ongoing obligation or significant expense for the school.

The Executive Director shall refer a proposed donation to the ACE Board of Directors for consideration when the donation:

- Is real property;
- Has significant monetary value;
- Requires ACE to enter into a contract or other continuing obligation;
- Requires significant installation, maintenance, insurance, staffing, or future expenditures;
- Contains unusual restrictions or conditions;
- Presents a potential conflict of interest;
- Involves naming rights or significant donor recognition;
- Could reasonably create reputational, legal, financial, or operational concerns for ACE; or
- Is otherwise determined by the Executive Director to warrant Board approval.

The Board reserves the right to accept or decline any donation.

V. RESTRICTED DONATIONS

A donor may request that a donation be used for a particular educational program, activity, project, student purpose, or other lawful purpose.

ACE may accept a restricted donation only when the restriction:

1. Is consistent with ACE's mission and educational purposes;
2. Can reasonably be administered and accounted for by ACE;
3. Does not conflict with applicable law, the school's charter, or Board policy; and
4. Does not interfere with the Board's or administration's lawful authority over school operations.

Restricted donations shall be separately identified and accounted for in ACE's financial records as appropriate.

ACE shall make reasonable efforts to use an accepted restricted donation for its designated purpose. If the designated purpose becomes impossible, impractical, unlawful, or no longer applicable, ACE shall address the funds or property in accordance with applicable law and the terms under which the donation was accepted.

VI. UNRESTRICTED DONATIONS

Unrestricted donations may be used for lawful educational purposes as determined by ACE administration and/or the Board of Directors in accordance with the school's budget, financial policies, and educational priorities.

VII. IN-KIND DONATIONS

ACE may accept equipment, furniture, technology, instructional materials, supplies, professional services, or other non-cash contributions when such contributions are useful and appropriate for the school.

Before accepting a significant in-kind donation, ACE may consider:

- The usefulness and condition of the item;
- Installation or delivery costs;
- Maintenance and repair costs;
- Technology compatibility;
- Safety considerations;
- Storage requirements;
- Insurance requirements;
- Disposal costs; and
- Any continuing financial or operational obligation associated with the donation.

ACE is not required to accept property merely because it is offered as a donation.

VIII. DONOR CONDITIONS AND INFLUENCE

Donations shall not be accepted when the donor's conditions would:

- Influence or appear to influence student admission or enrollment;
- Provide preferential treatment to a student, family, employee, vendor, or other individual;
- Influence employment or personnel decisions;
- Circumvent ACE purchasing or contracting procedures;
- Require endorsement of a commercial product, political position, religious belief, or private interest;
- Compromise student confidentiality or employee confidentiality; or
- Otherwise interfere with the lawful operation of the school.

IX. EMPLOYEE AND BOARD MEMBER GIFTS

Donations made to ACE are distinct from personal gifts provided to individual employees or members of the Board.

Nothing in this policy authorizes an ACE employee or Board member to personally accept a gift or thing of economic value that is prohibited by the Louisiana Code of Governmental Ethics or other applicable law.

Potential conflicts of interest shall be disclosed and addressed in accordance with ACE's ethics and conflict-of-interest policies and applicable Louisiana law.

X. ACCOUNTING AND INTERNAL CONTROLS

All monetary donations shall be received, deposited, recorded, and expended in accordance with ACE's established fiscal policies and internal controls.

Donations shall not be maintained in unofficial accounts or retained as cash by individual employees, classrooms, programs, or departments.

Restricted donations shall be tracked in a manner sufficient to demonstrate that funds were used for their designated purpose.

In-kind donations of significant value shall be recorded in ACE's financial or fixed-asset records when required

by applicable accounting standards and ACE fiscal procedures.

XI. ACKNOWLEDGMENT OF DONATIONS

ACE may provide written acknowledgment of donations received.

Any acknowledgment provided by ACE shall describe the donation but shall not assign or certify a monetary value to donated property unless appropriate and authorized under applicable accounting and tax requirements.

Determination of the deductibility or value of a charitable contribution is the responsibility of the donor and the donor's tax advisor.

XII. PUBLIC DISCLOSURE OF DONATIONS

In accordance with applicable Louisiana law, including La. R.S. 17:381, ACE shall maintain a document identifying the details of donations required to be publicly disclosed.

The donation disclosure shall be made available on the ACE website and updated on a regular basis.

The public record should include, as applicable:

- Date the donation was received;
- Name of donor or donating organization, unless disclosure is prohibited or otherwise restricted by law;
- General description of the donation;
- Monetary amount or description of property/services donated;
- Designated or restricted purpose, if applicable; and
- Date of Board acceptance when Board approval was required.

ACE shall not publish confidential student information, protected employee information, or other information prohibited from public disclosure by law.

XIII. DONATION REGISTER

The Executive Director or designee shall maintain a central donation register documenting donations received by ACE.

The register shall provide the information necessary for financial accountability, audit purposes, and required public disclosure.

The administration may establish procedures and forms necessary to implement this policy.

XIV. RIGHT TO DECLINE OR RETURN A DONATION

ACE reserves the right to decline, return, or discontinue acceptance of any donation when the Executive Director or Board determines that accepting or retaining the donation is inconsistent with:

- ACE's mission;
- The educational interests of students;

- Applicable law;
- Board policy;
- Ethical requirements;
- Fiscal responsibility; or
- The best interests of the school.

XV. COMPLIANCE

The Executive Director is responsible for implementing this policy and ensuring appropriate procedures are established for the receipt, documentation, accounting, acknowledgment, and public disclosure of donations.

Coversheet

Board Requirement Policy

Section:	III. New Business
Item:	B. Board Requirement Policy
Purpose:	Vote
Submitted by:	
Related Material:	BoardRequirments.jcf.106.26.docx.pdf



Board Membership & Composition Review

Purpose: Review Louisiana charter school board membership requirements and consider the appropriate composition, qualifications, and recruitment priorities for the ACE Board of Directors.

I. Louisiana Law – Charter School Board Membership

Louisiana Revised Statute **17:3991(A)(1)** establishes requirements and limitations applicable to charter school governing boards.

General Requirements Applicable to Charter Boards

Under Louisiana law:

Board members may not be compensated for board service, other than reimbursement for actual expenses incurred while performing their duties as board members.

A charter school may not employ a member of its governing board in any capacity.

No more than 20% of the members of a charter school governing board may be members of the same immediate family, as defined by Louisiana law.

ACE must also comply with any additional board-member qualifications contained in its charter agreement, Articles of Incorporation, Bylaws, applicable ethics requirements, and other governing documents.

II. R.S. 17:3991(A)(1)(c)(iii) – Parent/Family/Alumni Representation

Louisiana law provides that certain charter schools must include at least one governing board member who is:

- A parent of a currently enrolled student;
- A legal guardian of a currently enrolled student;
- A grandparent of a currently enrolled student; or
- An alumnus of the charter school.

Application to ACE

ACE is a Type 2 Louisiana charter school located in Ouachita Parish.

Accordingly, R.S. 17:3991(A)(1)(c)(iii) should not be interpreted as creating a statutory requirement that ACE place a current parent, guardian, grandparent, or alumnus on its governing board solely under this subsection.

III. Board Composition Considerations for ACE

ACE has developed into a highly specialized public school serving students across Northeast Louisiana. As ACE continues to grow, the Board should consider not only whether a prospective member is willing to serve, but also what knowledge, perspective, experience, and community relationships the individual adds to the governing body as a whole.

Board membership should support the Board's ability to provide effective governance and oversight of ACE's:

- Academic performance;
- Special education obligations;
- Financial sustainability;
- Legal and regulatory compliance;
- Strategic growth;
- Facilities;
- Human resources;
- Community partnerships;
- Fundraising and development; and
- Long-term sustainability.

IV. Recommended Board Competencies

The Governance Committee should periodically evaluate whether the Board collectively includes sufficient experience in the following areas:

Finance & Business

Experience in finance, accounting, banking, budgeting, auditing, business operations, or financial oversight.

Governance

Experience with nonprofit governance, public-sector governance, law, ethics, compliance, risk management, or organizational policy.

Education

Knowledge of public education, curriculum, school leadership, educational accountability, or charter-school governance.

Special Education & Disability Services

Knowledge of special education, autism, IDEA, related services, behavioral health, therapy, disability advocacy, or services for individuals with disabilities.

Healthcare & Medicaid

Experience in healthcare, Medicaid, reimbursement systems, clinical services, or healthcare administration.

Facilities & Growth

Experience in commercial real estate, construction, facilities planning, property development, or capital projects.

Community & Government Relations

Strong connections to Northeast Louisiana communities, businesses, governmental entities, higher education, civic organizations, or philanthropic organizations.

Development & Fundraising

Experience with fundraising, grants, philanthropy, donor development, capital campaigns, or nonprofit development.

Family Perspective

Experience as a parent, guardian, grandparent, or family member of an individual with autism or another disability can provide valuable perspective regarding the students and families ACE serves.

V. Family Representation on the ACE Board

Although ACE does not appear to be required by R.S. 17:3991(A)(1)(c)(iii) to maintain a parent representative solely because of that provision, the Governance Committee should consider whether ACE wishes to intentionally maintain family representation as part of its board composition.

There are benefits as well as governance considerations.

A family representative can bring direct understanding of the experiences, needs, and priorities of ACE students and families.

At the same time, a parent or family member serving as a director must understand that his or her fiduciary responsibility is to ACE as an organization, rather than to an individual child, classroom, program, or group of parents.

A family representative should therefore be selected based upon the same expectations as every other director, including:

- Commitment to ACE's mission;
- Ability to govern rather than manage;
- Willingness to maintain confidentiality;

- Understanding of conflicts of interest;
- Ability to consider the interests of the entire school;
- Regular attendance and preparation for meetings; and
- Willingness to participate actively in Board and committee responsibilities.

VI. Recommended Board Recruitment Approach

Rather than filling vacancies solely on the basis of availability or personal connection, the Governance Committee should use a strategic board recruitment process.

When a vacancy occurs, the Committee should first identify:

What expertise or perspective is currently missing from the Board?

Potential candidates should then be evaluated based upon:

1. Commitment to ACE's mission and students;
 2. Professional expertise;
 3. Governance experience or willingness to learn;
 4. Community relationships;
 5. Ability to provide independent oversight;
 6. Absence or appropriate management of conflicts of interest;
 7. Ability to commit the necessary time;
 8. Understanding of the distinction between governance and school operations; and
 9. The contribution the candidate would make to the overall strength and composition of the Board.
-

VII. Proposed Governance Committee Recommendation

The Governance Committee recommends that the ACE Board maintain a deliberate and competency-based approach to Board composition and recruitment.

The Committee further recommends that:

1. ACE maintain a Board Skills & Representation Matrix identifying the professional expertise, community connections, and perspectives represented on the current Board;
2. The Governance Committee review the matrix annually and whenever a Board vacancy occurs;
3. Future Board recruitment prioritize identified gaps in expertise rather than simply filling an available seat;
4. The Board consider maintaining meaningful family representation while ensuring that all directors understand their fiduciary responsibility to ACE as a whole;
5. Prospective directors complete an application and conflict-of-interest disclosure before

nomination;

6. Prospective directors receive information regarding the responsibilities of governing a Louisiana public charter school before appointment; and
7. The Governance Committee verify that every proposed appointment complies with ACE's Charter Agreement, Articles of Incorporation, Bylaws, Louisiana charter law, ethics requirements, and other applicable law.

Coversheet

Donation Policy Recommendation

Section:	V. Action Items
Item:	A. Donation Policy Recommendation
Purpose:	Vote
Submitted by:	
Related Material:	Donation.P&P.10.6.26.docx.pdf



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XV. COMPLIANCE

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Coversheet

Board Member Requirement - Open Seat

Section:	V. Action Items
Item:	B. Board Member Requirement - Open Seat
Purpose:	Vote
Submitted by:	
Related Material:	BoardRequirements.jcf.106.26.docx.pdf



Board Membership & Composition Review

Purpose: Review Louisiana charter school board membership requirements and consider the appropriate composition, qualifications, and recruitment priorities for the ACE Board of Directors.

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Board members may not be compensated for board service, other than reimbursement for actual expenses incurred while performing their duties as board members.

A charter school may not employ a member of its governing board in any capacity.

No more than 20% of the members of a charter school governing board may be members of the same immediate family, as defined by Louisiana law.

ACE must also comply with any additional board-member qualifications contained in its charter agreement, Articles of Incorporation, Bylaws, applicable ethics requirements, and other governing documents.

II. R.S. 17:3991(A)(1)(c)(iii) – Parent/Family/Alumni Representation

Louisiana law provides that certain charter schools must include at least one governing board member who is:

- A parent of a currently enrolled student;
- A legal guardian of a currently enrolled student;
- A grandparent of a currently enrolled student; or
- An alumnus of the charter school.

Application to ACE

ACE is a Type 2 Louisiana charter school located in Ouachita Parish.

Accordingly, R.S. 17:3991(A)(1)(c)(iii) should not be interpreted as creating a statutory requirement that ACE place a current parent, guardian, grandparent, or alumnus on its governing board solely under this subsection.

III. Board Composition Considerations for ACE

ACE has developed into a highly specialized public school serving students across Northeast Louisiana. As ACE continues to grow, the Board should consider not only whether a prospective member is willing to serve, but also what knowledge, perspective, experience, and community relationships the individual adds to the governing body as a whole.

Board membership should support the Board's ability to provide effective governance and oversight of ACE's:

- Academic performance;
- Special education obligations;
- Financial sustainability;
- Legal and regulatory compliance;
- Strategic growth;
- Facilities;
- Human resources;
- Community partnerships;
- Fundraising and development; and
- Long-term sustainability.

IV. Recommended Board Competencies

The Governance Committee should periodically evaluate whether the Board collectively includes sufficient experience in the following areas:

Finance & Business

Experience in finance, accounting, banking, budgeting, auditing, business operations, or financial oversight.

Governance

Experience with nonprofit governance, public-sector governance, law, ethics, compliance, risk management, or organizational policy.

Education

Knowledge of public education, curriculum, school leadership, educational accountability, or charter-school governance.

Special Education & Disability Services

Knowledge of special education, autism, IDEA, related services, behavioral health, therapy, disability advocacy, or services for individuals with disabilities.

Healthcare & Medicaid

Experience in healthcare, Medicaid, reimbursement systems, clinical services, or healthcare administration.

Facilities & Growth

Experience in commercial real estate, construction, facilities planning, property development, or capital projects.

Community & Government Relations

Strong connections to Northeast Louisiana communities, businesses, governmental entities, higher education, civic organizations, or philanthropic organizations.

Development & Fundraising

Experience with fundraising, grants, philanthropy, donor development, capital campaigns, or nonprofit development.

Family Perspective

Experience as a parent, guardian, grandparent, or family member of an individual with autism or another disability can provide valuable perspective regarding the students and families ACE serves.

V. Family Representation on the ACE Board

Although ACE does not appear to be required by R.S. 17:3991(A)(1)(c)(iii) to maintain a parent representative solely because of that provision, the Governance Committee should consider whether ACE wishes to intentionally maintain family representation as part of its board composition.

There are benefits as well as governance considerations.

A family representative can bring direct understanding of the experiences, needs, and priorities of ACE students and families.

At the same time, a parent or family member serving as a director must understand that his or her fiduciary responsibility is to ACE as an organization, rather than to an individual child, classroom, program, or group of parents.

A family representative should therefore be selected based upon the same expectations as every other director, including:

- Commitment to ACE's mission;
- Ability to govern rather than manage;
- Willingness to maintain confidentiality;

- Understanding of conflicts of interest;
- Ability to consider the interests of the entire school;
- Regular attendance and preparation for meetings; and
- Willingness to participate actively in Board and committee responsibilities.

VI. Recommended Board Recruitment Approach

Rather than filling vacancies solely on the basis of availability or personal connection, the Governance Committee should use a strategic board recruitment process.

When a vacancy occurs, the Committee should first identify:

What expertise or perspective is currently missing from the Board?

Potential candidates should then be evaluated based upon:

1. Commitment to ACE's mission and students;
 2. Professional expertise;
 3. Governance experience or willingness to learn;
 4. Community relationships;
 5. Ability to provide independent oversight;
 6. Absence or appropriate management of conflicts of interest;
 7. Ability to commit the necessary time;
 8. Understanding of the distinction between governance and school operations; and
 9. The contribution the candidate would make to the overall strength and composition of the Board.
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VII. Proposed Governance Committee Recommendation

The Governance Committee recommends that the ACE Board maintain a deliberate and competency-based approach to Board composition and recruitment.

The Committee further recommends that:

1. ACE maintain a Board Skills & Representation Matrix identifying the professional expertise, community connections, and perspectives represented on the current Board;
2. The Governance Committee review the matrix annually and whenever a Board vacancy occurs;
3. Future Board recruitment prioritize identified gaps in expertise rather than simply filling an available seat;
4. The Board consider maintaining meaningful family representation while ensuring that all directors understand their fiduciary responsibility to ACE as a whole;
5. Prospective directors complete an application and conflict-of-interest disclosure before

nomination;

6. Prospective directors receive information regarding the responsibilities of governing a Louisiana public charter school before appointment; and
7. The Governance Committee verify that every proposed appointment complies with ACE's Charter Agreement, Articles of Incorporation, Bylaws, Louisiana charter law, ethics requirements, and other applicable law.