

The 2022 Winter Board of Director's Meeting
 Nashville Omni Hotel
 Thursday, February 17, 2022
 2:00 to 5:00 pm
This is a Zoom Meeting

Dr. James Harvey Presiding

Roll Call and Introduction of New Board Members
 The 2021 Officers and Directors

 President James Harvey (WA)	 Pres-Elect Rubén Alejandro (TX)	 Vice-Pres. Brent Clark (IL)	 Past Pres. Lisa Parady (AK)	 Director David Berliner (CA)	 Director Martin Brooks (NY)	 Director Martha Bruckner (NE)
 Director Jeanne Collins (VT)	 Director Virginia Cardenas (TX)	 Director Ember Conley (UT)	 Director Linda Darling Hammond (CA)	 Director Talisa Dixon (OH)	 Director Bill Mathis (VT)	 Director Kevin Riley (NE)

Introduction of New Directors and other Guests.

Nominated New Directors for 2022 – 3-year term

 Gregg Fuerstenau (IL)	 Brian Schmidt (NY)	 Joshua Starr (VA)	 Jimmy Minichello (VA)	 Lisa Parady (AK)	 Andi Furlis (AZ)
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Approval of the Minutes of the November 4, 2021, Board Meeting
 See Attachment #1, Page 11.

Approval of the Minute of the January 6, 2022, Board Meeting
 See Attachment #2, Page 13.

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[Reports](#)

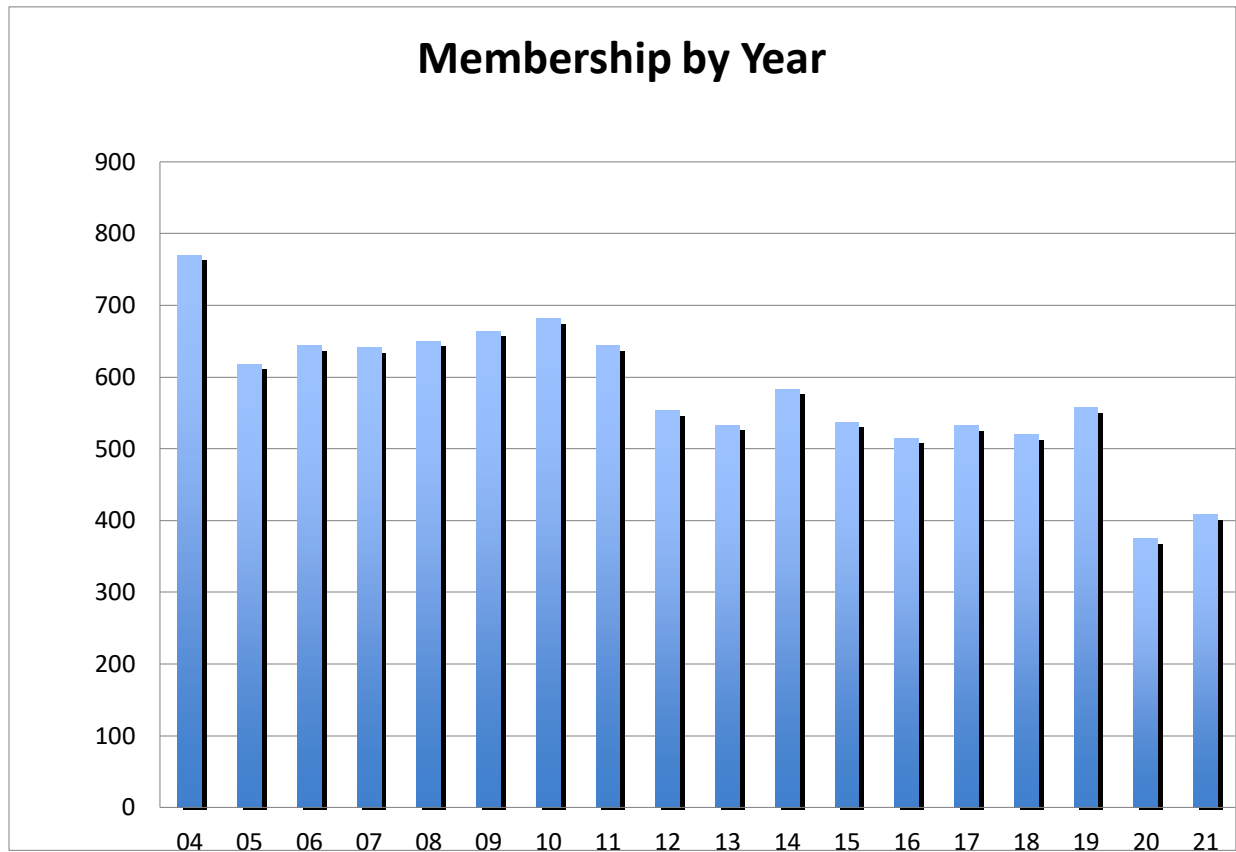
(Brief reports on the activities of the league)

[Update on the Podcast Series – Bill Mathis](#)

See Attachment #3.

The Podcast Committee has completed four discussions and have two productions for early 2022.

[Update on Membership and Recruitment](#)



Section 4. Planning of the By-Laws of the League

The Board of Directors **shall prepare, and cause to be executed, plans and guidelines to promote the growth** and forward the purposes of the League, and shall generally look after its interests and perform such other oversight duties as may be committed to it by the League or as circumstances may require.

A primary responsibility of each officer and director is to nominate and follow-through on the adding new members.

Membership by State

State	10	11	12	13	14	15	16	17	18	19	20	21
Alaska	7	5	7	7	6	7	7	13	14	15	9	7
Alabama	4	4	2	3	4	4	3	4	4	5	3	2
Arizona	13	13	11	12	12	11	12	13	12	18	15	17
Arkansas	5	3	2	2	2	2	2	2	2	4	2	2
California	22	23	19	20	21	20	20	20	20	22	16	17
Colorado	14	9	6	6	4	4	5	6	7	6	5	5
Connecticut	10	9	9	8	13	10	13	12	14	15	8	11
Florida	16	17	13	10	9	9	10	10	11	13	5	8
Georgia	10	7	7	10	13	12	12	13	12	11	5	5
Hawaii	1	1	1	1	1	1	1	1	1	1	1	1
Idaho	5	4	4	4	5	4	4	4	5	5	3	3
Illinois	124	134	125	118	135	121	115	120	114	129	82	91
Indiana	5	6	3	3	2	1	3	3	3	4	2	4
Iowa	15	16	13	11	11	15	12	13	12	13	11	9
Kansas	3	2	2	2	2	3	2	2	2	2	2	2
Kentucky	1	3	1	2	2	2	2	2	2	2	1	1
Maine	1	1	1	2	2	2	1	1	1	1	1	1
Maryland	14	24	22	20	18	17	11	9	7	7	1	1
Massachusetts	28	14	13	13	14	14	14	13	13	13	9	8
Michigan	9	9	7	9	18	16	16	16	16	16	10	10
Minnesota	8	5	5	5	5	4	5	5	5	5	2	2
Mississippi	2	2	1	1	1	1	1	1	1	1	1	1
Missouri	14	7	6	7	7	6	7	6	5	5	3	4
Montana	3	3	2	3	4	5	10	9	7	7	6	6
Nebraska	49	34	33	31	32	28	26	30	32	36	30	32
Nevada	5	5	3	4	4	4	4	4	4	3	3	3
New Hamp.	3	3	2	3	4	4	4	4	4	4	3	3
New Jersey	25	20	18	16	18	15	11	12	12	12	11	10
New Mexico	5	2	2	2		2	0	2	2	1	1	1
New York	35	43	35	30	31	32	37	39	40	43	34	42
N. Carolina	28	44	38	38	37	27	19	19	18	19	14	14
N. Dakota	1	1	1	0	2	1	0	0	0		1	1
Ohio	12	11	10	10	11	11	9	8	9	9	1	4
Oklahoma	1	2	2	2	2	2	2	3	2	2	2	2
Pennsylvania	12	9	6	5	6	5	6	6	5	5	4	4
Rhode Island							0	0	0		0	0
S. Carolina	10	5	4	4	4	3	2	2	2	2	2	2
Tennessee	4	5	3	3	2	3	4	4	4	4	1	1
Texas	40	24	18	17	19	18	14	12	10	10	7	9
Utah	5	6	5	4	5	5	4	5	5	4	2	3
Vermont	3	0			0		0	0	0	1	5	5
Virginia	32	33	28	25	25	24	21	20	19	18	10	12
Washington	49	51	44	41	46	39	40	43	43	45	33	34
Wisconsin	12	9	9	8	12	12	15	14	13	14	6	8
Totals	681	644	553	533	583	537	515	532	520	557	375	408

Update on the Financial Status of the League

Revenues for 2021

2020 Revenues	Proposed 2021	Actual 2021	Percent to date
Revenues	Proposed		Proposed
Beg. Balance	\$3,443.58	\$3,443.58	100%
Regular	\$21,000.00	\$18,125.00	86%
Retired	\$6,000.00	\$ 7,125.00	119%
Annual Mtg	\$0.00	\$ 2,400.00	
Donations	\$2,000.00	\$ 3,080.00	163%
Corporate	\$2,000.00	\$ 3,250.00	163%
Total	\$34,443.58	\$37,423.58	109%

Expenditures for 2021

Budget Area	Proposed 2021	Actual 2021	Percent to date
Supplies	\$1,500.00	\$ 1,477.29	98%
Postage	\$1,500.00	\$ 1,742.41	116%
Printing	\$1,500.00	\$ 1,820.48	121%
Exec. Dir	\$20,000.00	\$ 16,927.00	85%
IRS - State	\$4,000.00	\$ 4,634.60	116%
Annual Mtg	\$500.00	\$ 67.42	
Book Project	\$0.00	\$ 464.00	
Summer Bd	\$1,500.00	\$ -	
Memberships	\$1,000.00	\$ 2,417.44	242%
Technology	\$2,000.00	\$ 2,035.47	102%
TOTAL	\$33,500.00	\$ 31,586.11	94%

Revenues and Expenditures by Month – Bank Reconciliation for 2021

2021	Start Bal.	Revenue	Expenses	Ending Bal.
January	3,443.56	3,700.00	2,255.55	4,888.01
February	4,888.01	1,968.92	1,503.26	5,353.67
March	5,353.67	5,982.00	5,246.81	6,088.86
April	6,088.86	3,247.68	2,750.67	6,585.87
May	6,585.87	1,559.30	2,322.49	5,822.68
June	5,822.68	3,375.00	1,750.91	7,446.77
July	7,446.77	1725	703.36	8,468.41
August	8,468.41	850	3575.86	5,742.55
September	5,742.55	5967	2402.87	9,306.68
October	9,306.68	2771.24	1249.42	10,828.50
November	10,828.50	2225	5920.9	7,132.60
December	7,132.60	3498.9	3258.1	7,373.40
Totals		\$ 36,870.04	\$ 32,940.20	

Update on the Annual Meeting Planning

Agenda

Agenda (This is both an in-person and virtual meeting)

Welcome – Opening Remarks – Special guests	by James Harvey
Corporate Sponsors	by Ruben Alejandro
100 th Anniversary - Public Education: Defending the Cornerstone	by Bill Mathis
The League’s Podcast Series	by Jeanne Collins

Award and Remarks

Outstanding Friend of the League to James Harvey	by Virginia Cardenas
Outstanding Friend of Public Education to Valerie Strauss	by Carol Burris or Brent Clark
Outstanding Public Educator to Gloria Ladson Billings	by Lisa Parady
Panel and Questions	by Jimmy Minichello

Business Meeting	by James Harvey
Nomination and Election	
Past Presidents Award to James Harvey	by Lisa Parady
Passing the Gavel	by James Harvey
Adjournment	by Ruben Alejandro

Assignments for the Annual Meeting:

- Pick up shipment at Omni Hotel Business Center: James Harvey
- Registration Desk: Virginia Cardenas
- COVID check and Greeters: Bill Mathis and Ruben Alejandro
- Platform Mic Check: James Harvey
- Video Setup: Jeanne Collins – Jack McKay
- Program Distribution: Ruben Alejandro
- Award Layout: Lisa Parady at front table
- Identify Past Presidents and Honored Guests: Ruben Alejandro
- Set up and take down League Poster stand: Ruben Alejandro
- Pack up and return shipment container to Business Center – Jim Harvey
 - League poster stand
 - Undelivered awards
 - Registration envelope from Virginia
 - Unsold books

Action Items (Decisions to be made by the Board)

Should the Nominations Committee Report be accepted as amended?

It is the request of the current Vice President, Brent Clark, that his term as President-Elect be delayed one-year in the sequence of office holders of the League. Therefore, it is proposed that the following list of officers be proposed at the Annual Meeting on Friday, February 18, 2022.

- 2022 President: Ruben Alejandro, Past President in 2022
- 2022 President- Elect: Bill Mathis. President in 2022
- 2022 Vice-President: Brent Clark, President-elect in 2022
- 2022 Past-President: James Harvey 2022

Ruben, Jeanne

Should the Recruitment and Retention Plan presented be accepted?

Martha Bruckner

An Ad-hoc committee was established to develop plans for the recruitment of new and retain those members who have declined to renew their membership.

By-Laws - Mission

- Promote the importance of public education for a democracy,
- Support educational leaders in identifying and responding to practices and trends affecting public education which are inconsistent with the principles of our democracy, while encouraging those which strengthen those principles,
- Represent and communicate the value and reality of public education to executive, legislative, and judicial bodies, and to the public at large, and,
- **Recruit and recognize those who advance public education.**

Suggestion:

Membership, Recruitment and Retention

Current practice is to encourage each officer and director is to nominate at least five new members each year. Additionally, each officer or director, who donates \$75 or more to the League, can nominate a new member with the new member’s dues paid for one year.

Suggested New Strategy: To encourage nomination and follow through with prospective members, each officer, director, and executive director will be expected to nominate and follow through to have at least three or more new or retired members per year. ~~If the officer, director, executive director is unable to obtain three new members each year by either new member payment or by donations, the officer, director, or executive director will be subject to the loss of the position on the Board of Directors.~~

Or through the State Executive Directors and AASA State Superintendents of the year, and district wide memberships. State level leadership, e.g., state meetings

Here is an idea.

~~To become a member of the board, a person nominate must have recruited a minimum of five new members.~~

~~To become an officer of the League, the director must have recruited a minimum of 20 new members.~~

Corporate partners sponsor the luncheon and not charge for the luncheon.
Graduate students nominated by professors

How is the Release of the Book, “Public Education: Defending the Cornerstone of the American Democracy” to be covered?

Looking for reviews – who?

Amazon.com

Should the Proposed 2022 Revenues and Expenditure be approved?

Budget Area	Proposed 2022	YTD	Percent to date
Supplies	\$1,500.00		0%
Postage	\$1,500.00		0%
Printing	\$1,500.00		0%
Exec. Dir	\$20,000.00		0%
IRS - State	\$4,000.00		0%
Annual Mtg	\$3,000.00		
Exec. Dir. Ass't	\$5,000.00		
Summer Bd	\$1,500.00		
Memberships	\$1,000.00		0%
Technology	\$2,000.00		0%
TOTAL	\$41,000.00		0%

2022 Revenues	Proposed 2022	YTD	Percent to date
Revenues	Proposed		Proposed
Beg. Balance	\$4,000.00		100%
Regular	\$20,000.00		0%
Retired	\$7,000.00		0%
Annual Mtg	\$2,500.00		
Exec. Dir. Ass't	\$5,000.00		
Donations	\$2,000.00		0%

Corporate	\$6,000.00		0%
Books/Prints	\$0.00		
Total	\$42,500.00	\$0.00	0%

Spike and Ruben
Executive director Succession Plan.

Should the recommendations by the Ad-hoc Committee on Succession of the Executive Director be accepted?

Kevin Riley

The current Executive Director of the League has indicated that he will be phasing out of the position at the end of the 2023 year. As part of a phase-in of the new Executive Director, the current director will help in the smooth transition of the monthly and annual responsibilities and duties.

Succession Plan

HORACE MANN LEAGUE SUCCESSION PLAN WINTER 2022

The Horace Mann League Board of Directors recognizes its responsibility to make provisions for competent leadership for the organization. In fulfilling this responsibility, the Board also acknowledges that situations arise which require a need for interim leadership and that future leadership transitions are inevitable.

Accordingly, the Executive Director Succession Plan is designed to address each of the following situations:

- Provision for leadership during anticipated and unanticipated short-term absences of the Executive Director.
- In the event of a permanent leadership change, the process of conducting an Executive Director search with a seamless transition of responsibilities.
- Provide a Succession/Entry Plan for the successful transition of Executive Director responsibilities and duties.

The Horace Mann League Board of Directors is responsible for the approval, implementation, and any modifications of this policy and its related procedures.

A. Temporary Unplanned Absence of the Executive Director

1. In a situation when the Executive Director is absent temporarily, i.e., illness, leave of absence, and determined to be unable to carry out the Executive Director responsibilities, the following procedures will be followed:

As soon as possible, and not more than five business days after the date of the Executive Director's absence, the board authorizes the board chair, or vice chair in the absence of the board chair, to appoint:

- i. **(Individual Name)** to carry out the Executive Director functions.
 - ii. Several persons may be named to share responsibility for Executive Director functions. In such a situation, the responsibilities of everyone will be specified in writing in the succession plan document.
2. The board chair is responsible to ensure that interim leadership arrangements are communicated to the board.
 3. These appointments will remain in place until the Executive Director is able to resume the Executive Director responsibilities. The board maintains the prerogative to appoint or discontinue interim leadership appointments at any time.

B. Planned and Permanent Absence of the Executive Director

1. When the Executive Director decides to resign, retire, can no longer meet the responsibilities of the position, dies, or is terminated, the following shall be implemented:
 - a. Within four weeks of a known permanent vacancy in the Executive Director position, the Board will assign a Search Committee consisting of five (5) board members.
 - b. The Search Committee is expected to:
 - i. Assess the status of the organization to identify leadership qualities that are needed.
 - ii. Develop compensation and benefit guidelines.
 - iii. Review the candidate profile desired qualities with the Board for input.
 - iv. Keep the Board informed of its progress.
 - v. Bring a recommended candidate/s to the Board for consideration.
 - vi. Maintain confidentiality.
 - vii. Recommend to the Board a transition plan/timetable and support tools for the new executive. (MHS Alliance 2012)

C. Succession/Entry Plan for the Executive Director

1. Why a Succession/Entry Plan?

- a. It's imperative that a new leader, whether an internal or external appointment, get off to a "right start."
- b. It is important to honor the work of the past while determining organizational improvements.
- c. An entry plan is a systematic and systemic approach to beginning a new leadership position by hitting the ground listening and learning rather than hitting the ground running (Simon, 2010).
- d. A Succession/Entry plan provides time for a comprehensive review of existing programs, initiatives, strategic plans, organizational goals, membership, communications, etc. It also allows time for the outgoing leader to communicate with, share responsibilities, share internal organizational documents, share vision and values, and share historical knowledge of the organization with the new leader.
- e. A Succession/Entry Plan is an opportunity for thoughtfully rekindling the dreams and vision of both the new leader and the organization while properly celebrating the work of the outgoing leader.

2. Phases of a Succession/Entry Plan

- a. Phase I – Pre-Entry – This encompasses the period-of-time after leadership selection and before the official starting date.
- b. Phase II – Entry – This includes the period-of-time between the first day of work and the conclusion of the entry plan elements.
- c. Phase III – Synthesizing and Reporting – This includes synthesizing the data collected and delivering the report to the Board (Jentz, 1982).

3. Succession/Entry Plan for the Horace Mann League

Phase I: Pre-Entry – 90 Days

- a. Upon selection/appointment by the Board, current and future leadership begin a process of Executive Director responsibilities and organizational document sharing/review.
 - i. Executive Director Job Description
 - ii. Mission, vision, By Laws, belief statements, strategic plan.
 - iii. 501C3 Status and Federal Requirements
 - iv. Budget, finance, bank statements
 - v. Executive Director Responsibilities
 - vi. Membership Documents
 - vii. HML Post Responsibilities
 - viii. Annual Meeting Responsibilities
 - ix. Quarterly Meeting Responsibilities
 - x. Website Responsibilities
 - xi. HML Podcast Responsibilities

- xii. Internal and External Communications
- xiii. Monthly Calendar
- xiv. Technology Responsibilities
- xv. Equity Responsibilities
- xvi. Other Responsibilities

The current and future leader report progress to the Board.

Phase II: Entry – Entry – 270 Days

- a. The current leader and new leader continue to work together to review and discuss Executive Director responsibilities and duties.
- b. The new leader begins to transition responsibilities to the new leader with proper oversight.
- c. The new leader begins to “interview” the Board Officers and Board members on their visions for the future of the Horace Mann League.
- d. The new leader compares the future visions of the Board to the strategic plan.
- e. Current and future leadership, along with the Board, determine Emeritus-type status for the outgoing leader.
- f. Current and future leadership complete the successful transition of all Executive Director responsibilities.

The current and future leader report progress to the Board.

Phase III: Synthesizing and Reporting – Upon Completion of Phases I and II

- a. The new leader reports to the Board on the findings of the new leader regarding the succession/entry plan process and recommendations for improvements for the succession/entry plan and of the organization.

NOTE: This is a framework for a successful Succession/Entry Plan. This can be edited and revised at the discretion of the sub-committee and the Board.

D. Process for Selecting Assistant Director

1. The board will write to every member of the League announcing the decision to appoint an assistant executive director to support Jack.
2. The assistant executive director will be identified following a search for interested applicants after the Nashville board meeting.
3. The letter from the board will solicit return letters from members of the League expressing interest in applying for the new position, making it clear that the intent is that the assistant will assume the position of executive director on Jack’s retirement.

4. The board letter should attach the position description of the executive director and whatever interim description of the assistant's duties as determined. The letter should also be straightforward about the challenges of compensation.
5. Selection criteria will include the following (drawn from applicants' letters of interest):
 - a) experience in public school administration, policy research, classroom teaching, public school advocacy, etc. (20 points)
 - b) experience with association administration or governance (20 points)
 - c) number of years as a member of the Horace Mann League (20 points)
 - d) activity or special contributions to advance the mission and goals of the Horace Mann League (e. g. service on committees, development of reports, financial contributions, or overseeing significant League initiatives. (40 points)
6. Letters of interest should be returned to the president of the Horace Mann League (Ruben Alejandro in 2022).
7. A selection committee made up of the officers of the Horace Mann League will review letters of interest and make a recommendation to the full board. That is to say, the committee will be made up of the president (Ruben Alejandro), president-elect (Brent Clark), vice president (William Mathis) and past president (James Harvey).

Timeline

1. March 1, 2022: announce search to membership soliciting letters expressing interest in position.
2. April 1, 2022: deadline for receiving letters expressing interest.
3. May 1, 2022: selection committee makes recommendation to full board.
4. June 1, 2022 (at latest): successful candidate announced to full membership.
5. July 1, 2022: successful candidate begins service as assistant director.
6. February of 2023: Jack McKay honored for his many years of service to the Horace Mann League at the annual meeting and successor announced
7. July 1, 2023: successor (successful candidate) begins service as executive director.
Ruben, Spike

Questions for the Board:

1. Will the Board be adding a person as an assistant to the Executive Director with the understanding that this assistant will assume the Executive Director position in 2023?
Spike, Jeanne
2. Does the Board wish to appoint the Executive Director's replacement in 2022 to take over the position in 2023?
Ruben, Virginia
3. Does the Board wish to add the position of Assistant Executive Director as a permanent position? Tabled
4. When/How does the Board grant Emeritus-like/voting status, to the current Executive Director? Does the Board simply appoint the current Executive Director as a Board member?
Intent as voting member- Jeanne, Kevin
5. Does this document become policy of the Board? Tabled
6. Do any of these decisions require a By-Law change? Tabled

Section C of the By-laws relating to the Executive Director

SECTION C – ROLE OF THE EXECUTIVE DIRECTOR OF HML

The Executive Director is the chief executive officer of The League and serves on an annual appointment at the pleasure of the Board of Directors. The duties and responsibilities of the Executive Director shall be those contained within the Job Description displayed below, and shall be reviewed annually and approved by the Board.

General Responsibilities: The Executive Director is the Chief Executive Officer of the Horace Mann League (HML) of the United States of America, Inc. The Executive Director is responsible for overseeing the administration of the work of the League, and, in cooperation with the Board of Directors, ensuring the organization's consistent achievement of its mission and financial goals. Other key duties, as directed by the Board, include fundraising, membership engagement and outreach.

Qualifications: The Executive Director shall:

- Have a broad background of experience related to organizational development and leadership, including significant experience in

organizations and activities related to public schools

- Have excellent integrity and demonstrate good moral character
- Qualify for the issuance of a surety bond appropriate to the level of fiscal control associated with the position
- Demonstrate the ability to communicate effectively
- Skilled in the use of multiple communication media
- Submit to a criminal and financial background check appropriate to the position, as determined by the Board of Directors

Duties and Responsibilities: As the sole, and part-time, employee of the Horace Mann League, the duties and responsibilities in this job description are necessarily broad in scope. It is intended that the Executive Director will work in concert with the officers, Board, and members to see to their accomplishment and the accomplishment of any other duties and responsibilities as may be assigned by the Board of Directors.

- Works collaboratively and cooperatively with the Board of Directors in order to fulfill the mission of HML.
- Responsible for providing administrative support for HML in a manner that reinforces the organization's values, principles, vision, and mission as defined by the Board.
- Responsible for communicating with the Board and providing, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.
- At the direction of the Board, works to identify "trends" and "horizon issues" facing educational leaders and prepare short member surveys and information briefs designed to help members respond to these trends and issues.
- At the direction of the Board, provide leadership in orienting new board members.

Financial Performance and Viability

Administers HML resources at the direction of the Board and in a manner that ensures the financial health of HML.

- Responsible for the fiscal integrity of HML by providing the Board with a proposed annual budget and monthly financial statements, which list assets, liabilities, expenditures, income, and which contain other supporting documents necessary to accurately reflect the financial status of the organization.
- Responsible for fiscal management that operates within the approved

budget, ensures maximum resource utilization, and maintains the organization in a positive financial position. At the direction of the Board, responsible for fundraising and developing other resources, including maintaining and managing membership, necessary to support HML's mission.

- Responsible for developing and implementing procedures that ensure compliance with federal and state laws and provide the Board with an annual certification of compliance.
- Responsible for ensuring an annual review of insurance coverage provisions by a licensed insurance professional and reporting the results of such review to the Board in a timely manner, together with recommendations for any needed changes in coverage, and associated funding requirements.
- Responsible for ensuring an annual third-party audit of the League's finances, with the report thereof to be submitted directly to the Board of Directors.

Process for selecting Assistant Director

1. The board will write to every member of the League announcing the decision to appoint an assistant executive director to support Jack.
2. The new person will be identified following a search for interested applicants after the Nashville board meeting.
3. The letter from the board will solicit return letters from members of the League expressing interest in applying for the new position, making it clear that the intent is that the assistant will assume the position of executive director on Jack's retirement.
4. The board letter should attach the position description of the executive director and whatever interim description of the assistant's duties you and Jack have agreed to. The letter should also be straightforward about the challenges of compensation; much as we'd like to, we are unable to provide a limousine and driver, much less a home for the executive director.
5. Selection criteria will include the following (drawn from applicants' letters of interest):
 - a) experience in public school administration, policy research, classroom teaching, public school advocacy, etc. (20 points)
 - b) experience with association administration or governance (20 points)
 - c) number of years as a member of the Horace Mann League (20 points)

d) activity or special contributions to advance the mission and goals of the Horace Mann League (e. g. service on committees, development of reports, financial contributions, or overseeing significant League initiatives. (40 points)

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7. July 1, 2023: successor (successful candidate) begins service as executive director.

[Should the League develop a proposal to set up a fund to conduct tours of the Washington DC cultural museums?](#)

It is proposed that the League solicit funds to conduct tours of culturally related museums that was suggested in the podcast on CRT and School Boards. The originally idea was presented by Dr. Berliner.

Motion by Harvey, seconded by Spike, to look for a committee to study the idea.

Corporate and Foundation Giving:

[Should an Ad-hoc Committee on Corporate Partners be established?](#)

At the fall meeting of the Board of Directors it was approved that an Ad-hoc committee to established to develop strategies to have corporate partners contribute to the on-going operations and activities of the league. (Motion by Martin Brooks, seconded by Virginia Cardenas, to

establish an Ad-hoc committee to develop strategies to engage corporations and foundations to support the on-going activities of the League.)

Following up, the Board will need to appoint a chair and board members to this Ad-hoc committee with a report due at the February Board meeting.

Tabled until next board meeting. Ruben and Jim

2022 Board Meeting Dates.

Should the quarterly Board meeting dates for the 2022 year be approved?

Proposed dates: Noon Eastern

Winter Meeting: Thursday, February 17, 2022, Nashville

Spring Meeting: Thursday, April 14, 2022, Zoom

Summer Meeting: Thursday July 21, Zoom

Fall Meeting: Thursday, October 20, 2022, Location to be determined

February 2023, AASA in San Antonio, TX

Jim, Ruben

Should the League's By-Laws about the sequence of officers leading to the presidency be revised? Tabled

During the past year, there has been some questions relating to the sequence of officers leading up to serving as President of the League. The current by-laws and past practices state that is for the nominations committee of the Board to present a candidate for Vice President. The Vice President will then, each year, move to President-elect and then to President.

Article III Officers and Directors

Section 1. Officers

The officers of the League shall be: President, President-Elect, Vice-President, and Past President, who shall be elected by the vote of a majority of the League members present at an Annual Meeting of the League, and they shall hold office for one year from the close of that Annual Meeting, or until their successors shall be elected. In case of the death or disability of any officer except the President, the Board of Directors is authorized to appoint a successor to serve for the unexpired term.

Should there be a AD-Hoc Committee on the revision of by—laws.

Attachment #1. Approval of the minutes of the November 6, 2021, Board Meeting.

HML Board Meeting Minutes of November 4, 2021

The Horace Mann League of the USA.

Minutes of the League's Board of Directors Meeting on Thursday, November 4, 2021.

Meeting called to order at 9:00 am by James Harvey.

Present: Lisa Parady, Jeanne Collins, Marty Brooks, David Berliner, James Harvey, Virginia Cardenas, Ruben Alejandro, Kevin Riley, Martha Bruckner, Bill Mathis, and Jack McKay

Approval of the Minutes of September 20, 2021, by acclamation.

Reports:

1. Progress on the Book: David Berliner gave an update on the publication of the book, Public Education: Defending a Cornerstone of American Democracy. Will be printed by December 1, 2021. Currently, the editors are indexing the contents.
2. Update on Podcast series: Bill Mathis report on the progress made and the need for future topics. A suggestion was to feature the authors of the book, Public Education: Defending a Cornerstone of American Democracy.
3. Update on Membership and Recruitment: Jack McKay reviewed the data about current membership and recruitment efforts.
4. Update on the Financial Status of the League: Jack McKay reviewed the revenue and expenditures through October 1st.
5. Discussion held about the Executive Director's salary used to balance the budget.
6. Update on the confirmation of 2022 officers, reappointed directors, and new directors: All officers, reappointed directors, and new directors have been confirmed to serve in their roles.
7. Update on Awardees and Speakers: Awardees/speakers have confirmed and acknowledged acceptance.

Action Items

1. **Succession Plan:** Should an ad-hoc Committee on Succussion be formed: Motion by Bill Mathis, seconded by James Harvey, that Kevin Riley chair the committee of Jeanne Collins, Virginia Cardenas, Kevin Riley, Jack McKay to develop a process for the eventual replacement of the current Executive Director. A report of the Ad-hoc Committee will be available at the February Board meeting.
2. **Recruitment Plan:** Should an Ad-hoc Committee be formed to explore the strategies to increase the recruitment of new members? Motion by Martin Brooks, seconded by Virginia Cardenas, to form an Ad-hoc committee, chaired by Martha Bruckner, with Brent Clark and James Harvey as members. The Ad-hoc committee will present strategies for recruitment at the February board meeting.
3. **Corporate and Foundation Giving:** Should an Ad-hoc committee to established to develop strategies to have corporate partners contribute to the on-going operations and activities of the league? Motion by martin Brooks, seconded by Virginia Cardenas, to establish an Ad-hoc committee to develop strategies to engage corporations and foundations to support the on-going activities of the League.
4. **Annual Meeting:** Should the League host an in-person meeting in Nashville in February. Motion by Bill Mathis, seconded by Ruben Alejandro to plan on an in-person, Annual Meeting on February 18, 2022, provided that a paid registration of not less than 28 are received by January 18, 2021. If less than 28 paid registrations, the annual meeting will be only virtual. Officers and directors participating in the

Annual Meeting program are James Harvey, Lisa Parady, Jeanne Collins, Ruben Alejandro, Virginia Cardenas, and Bill Mathis.

5. **The 100th Anniversary Book:** Should the book, Public Education: Defending a Cornerstone of American Democracy be sold and distributed? The suggestion was to arrange to have the book on display at the ASSA bookstore. Bill Mathis agreed to explore the idea of the editors being a part of the author's meeting at AASA.
6. **Winter Board Meeting:** Should the League host a "Winter Board Meeting on Thursday, February 17th? President Harvey asked that arrangements be made to hold an in-person board meeting on Thursday, February 17, 2022, from 2:00 to 5:00 pm.
7. **Quarterly Bd. Mtgs.** Should the Board hold quarterly meetings in 2022? The consensus was to continue to hold the quarterly board meeting every three months during 2022.
8. **Podcast series.** Should the podcast series be continued? The consensus was to continue the podcast series into 2022. The suggestion was to have the authors who contributed to the book, Public Education: Defending a Cornerstone of American Democracy is featured in future podcast recordings.

Meeting Adjourned at 10:15 am.

Secretary: Jack McKay

Attachment # 2 Minutes of the Special Board Meeting on January 6, 2022

The Horace Mann League of the USA
Special Board Meeting on Thursday, January 6, 2022
9:00 am Pacific

Present via Zoom

James Harvey, President, Ruben Alejandro, Brent Clark, David Berliner, Jeanne Collins Virginia Cardenas, Bill Mathis, Jimmy Minichello, Brian Schmidt, Kevin Riley, and Jack McKay

Agenda

Acceptance of a \$5,000 donation

An anonymous member of the League presented the League with a donation of \$5,000 for 2022 and \$5,000 for 2023, under the following conditions:

1. *That the contributions will be anonymous.*
2. *That I will receive an acknowledgment from the Horace Mann League of receipt of these contributions for the purposes of claiming them as deductions with the IRS.*
3. *That the funds be used to support an assistant to help relieve the administrative burden on Jack McKay over the next two years.*
4. *That an appropriate and enduring annual award be developed to honor Jack's many years of service to the League.*
5. *That a ceremony in which the board and membership publicly acknowledge Jack for his leadership be planned for the February 2023 Horace Mann League meeting.*
6. *That a transition plan be put in place designed to appoint Jack's assistant as his successor on July 1, 2023.*

Moved by Bill Mathis, seconded by Ruben Alejandro to accept the conditions of the donation. Passed.

Should the Board's Winter Board meeting be held in-person or remotely (Thursday afternoon, February 17)?

The members present decided to hold the Winter Board meeting via Zoom. The Board's meeting will be available via Zoom to all Board members. James Harvey will arrangements for those attending to meet in-person.

Should the League's Annual Meeting be held in Nashville as scheduled?

The members present decided to hold the Annual Meeting on Friday, February 18th at 11:45 am. Parts of the Annual Meeting will be recorded and made available to those not present, at a later time. Jeanne Collins will be available to do the video recording.

Meeting adjourned at 10:00 am

Attachment #3 Podcast Series flyer

The Horace Mann League Podcasts

A Celebration of the Hundredth Anniversary of the League



The Horace Mann League exists to perpetuate the ideals of Horace Mann, the founder of the American public school system. The League believes that the public school system of the United States is an indispensable agency for the perpetuation of the ideals of our democracy and a most necessary identifying and dynamic influence in American life. Our public schools should be free, classless, non-sectarian and open to all of the children of all of the people. The public schools should be dominated by such purposes that will ensure the preparation of children and youth for effective citizenship in our democracy

To celebrate this hundredth anniversary, the League organized a series of podcasts featuring some of the nation's most profound educational thinkers and leaders.

All podcasts are linked from the Horace Mann League's website at: www.hmleague.org

The State of Public Education

David Berliner and Diane Ravitch

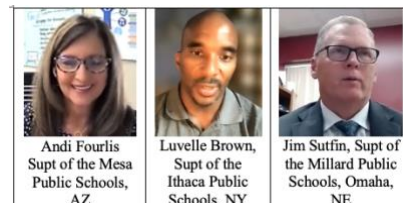
<https://youtu.be/8HAoIG74LRQ>



Leading a School District During a Pandemic

Andi Furlis, Luvelle Brown, Jim Sutfin

<https://youtu.be/wtxv5IOsUuo>



Critical Race Theory and School Boards

Bryan Brayboy, Adrienne Dixson, Daniel Solorzano

<https://youtu.be/jEOzfOEX4-k>



Charters and Privatization

Carol Burris, Kevin Welner

<https://youtu.be/c3oYeWxxbsg>



Carol Burris,
Executive
Director,
Network for
Public
Education

Kevin Welner,
Executive
Director,
National
Education
Policy Center

Challenges and Opportunities for Leadership in Rural School Districts

Jeanne Collins, Doug Burge, Laura Barron

<https://youtu.be/Ko3UBP5nOTA>



Laurie Barron,
Supt of Schools,
Evergreen SD,
Kalispell, MT

Doug Burge,
Supt. of
Schools, Zillah,
WA

Jeanne Collins,
Supt. of Schools,
Rutland NE Union
Schools, VT

The Federal Role in Public Education

Julie Underwood, Ellerson Nu, and Miguel Cardona

Coming in March 2022



Miguel Cardona,
U.S. Secretary of
Education.

Noelle Ellerson
Ng, AASA
Associate
Executive
Director

Julie
Underwood,
former Dean of
the COE, U. of
Wisconsin

Equity and Equality in our Public Schools

Cheryl Logan, Julian Vasquez-Heilig, and

Linda Darling Hammond,

Coming in April 2022



Julian
Vasquez-Heilig,
U. of Kentucky

Linda Darling
Hammond,
Stanford U.

How about APPLY TO BE A MEMBER OF THE HORACE MANN LEAGUE

Nomination for membership in this honorary association,

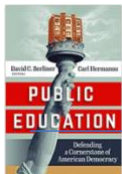
<http://www.hmleague.org/hmlapplication/>

The 100th Anniversary Publication of the Horace Mann League.

Public Education: Defending a Cornerstone of American Democracy. Edited by

David Berliner and Carl Hermanns. Published by Teachers College Press.

Featuring the nation's most prominent education thinkers available through Amazon



The HML Podsters- Bill Mathis, lead Podster; Jack McKay, Technical and administrative director; James Harvey, President; Jeanne Collins, administrative and support; Steve Gross, Research; Jimmy Minichello, Program moderator and MC; Kevin Riley, organizer.

