



RESOLUTION FAQ

Where did this resolution come from, and why are we voting on it now?

OSBA's bylaws require a governance review every three years, and this was the year for that. Heading into 2026, the 80th anniversary of OSBA, the Board Governance Committee determined they wanted to do a thorough review to ensure that the organization is operating effectively and efficiently. This was an extension of a conversation that has been going on for years about the OSBA Board's size and roles. Any change to the bylaws requires a vote of the membership. During the 2025 Fall Regional Meetings, OSBA staff shared an update that the Governance Committee would be conducting a review and that a resolution would likely be coming in the 2026 election.

How was the resolution developed and were members engaged in the process?

The Governance Committee worked with the Coraggio Group to ask members what was working and not working. The guiding principles for assessing the organization's governance structure were efficiency, effectiveness, engagement and representation. All members had an opportunity to complete a survey with their feedback on the Board and its structure, and the Coraggio Group also conducted seven focus groups and 12 interviews with members and stakeholders. The feedback was then shared with the Board Governance Committee, which developed the resolution over a series of meetings facilitated by the Coraggio Group. The OSBA Board of Directors voted to advance the resolution to the full membership on Sept. 19.

Why is the Board eliminating the ex-officio seats for the Coalition of Oregon School Administrators, the Oregon Association of Education School Districts, the State Board of Education, the National School Boards Association and the Oregon Community College Association?

Surveyed members consistently said the Board's size made it difficult for it to govern effectively and efficiently. Ex-officio seats require OSBA time and resources, but most ex-officio Board members attend sporadically, if at all, making it difficult for them to offer input that recognizes ongoing Board discussions. The OSBA executive director already has direct lines of communication with the associations and the state board that better facilitate joint work. The OSBA Board retains the right to invite whoever it wants to meetings and to create advisory seats as necessary. This was a straightforward way to reduce the Board's size.

Currently, all OSBA Board members are automatically on the OSBA Legislative Policy Committee. Why would the Board make LPC mandatory only for Board officers while allowing other Board members to opt in to service?

The OSBA Board's role is primarily association governance, although many members value the advocacy opportunities it provides. Creating more separation between the bodies' roles respects OSBA Board members' time commitments while retaining their ability to be more closely involved with advocacy discussions if they choose. Officers must be involved in both roles because of their organization leadership roles within governance and advocacy.

How would the resolution change the current caucus structure?

The resolution would redesign the caucus structure. The caucuses themselves would be advisory bodies to the OSBA executive director. This change is similar to how districts use superintendent committees that are advisory to the administration rather than the board. The resolution also would create a new "Caucus Council," with individual caucuses choosing representatives to sit on the Caucus Council. The council would be advisory to the Board and would select a maximum of two voting positions for the OSBA Board, which would replace the current caucus seats. The council would also be able to designate a person for a seat on the OSBA Finance Committee and seats on the Legislative Policy Committee.

How would the caucuses and Caucus Council be formed? How would the caucuses interact with the executive director? What would be the roles, responsibilities and budgets for the caucuses? What happens to the current caucuses and advisory committee?

The details would have to be worked out in policy if the resolution passes. The resolution sets out a basic structure of a Caucus Council with two voting seats that advises the Board and yet-to-be-named caucuses that would advise the executive director and choose who sits on the Caucus Council, but it does not fully define those structures or processes. The resolution builds in time to work on the details, with no changes to the caucus seats until a new system is set up or Dec. 31, 2027, whichever comes first. During that time, the operating framework and procedures for both the Caucus Council and the individual caucuses would be developed in Board policy.

How does this structural change serve the caucuses, the Board and OSBA members?

The new structure would likely make it easier for members to form affinity groups as caucuses while limiting the size of the Board. Currently, it takes a minimum of two years and a resolution voted on by the membership to form a caucus. A less rigid path rooted in policy rather than bylaws would allow more voices to form affinity groups. The new structure would also likely give the caucuses more flexibility in when and how they meet and to be more responsive when issues come up suddenly, with the ability to give feedback directly to the executive director. The Board, through both Board policy and supervision of the executive director, would ensure the model is working well for members and for the organization and would be able to make adaptations as necessary without requiring a full bylaws change.

Why did the Governance Committee and the Board land on this proposal?

Caucus voices have been meaningful for the association's work and have created an important sense of community for members. But we've also heard that the current bylaws granting each caucus a seat on the Board is a barrier to new caucuses forming, as many members feel the Board is already too large. The goal was to balance the ability for members to form caucuses and work on the issues most important to them while preventing the Board from growing any larger. Although the proposed structure doesn't guarantee every individual caucus a seat on the Board, it guarantees two Caucus Council voices on the Board, space within the LPC, and a guaranteed space for a Caucus Council voice on the Board Finance Committee. The committee and Board felt this proposal struck a reasonable balance of preserving a pathway for new groups to form while responding to member concerns about the potential impact on the board's size.

Why is the Board asking members to vote on this structural change without more information regarding implementation?

We recognize it can be disconcerting to vote on a structural change without all the details formalized, but the nature of OSBA's bylaws requires it. The policy can't be set until the bylaws change, and the bylaws must be changed by resolution. If the resolution doesn't go through, nothing about the current Board or caucus structure will change.

This resolution doesn't shrink the Board much. Why did the Board choose to take incremental steps and what happens if Board function doesn't improve?

The Governance Committee spent a number of meetings discussing options. It became clear that any work to truly shrink the Board by redrawing regions or reassigning seats would require a longer discussion and more input from members. But the committee also acknowledged that a larger Board isn't necessarily a less effective one. Based on the data available, the Governance Committee chose to address a number of technical fixes in the bylaws as well as key areas they believe would improve effectiveness and efficiency of the Board and the organization: eliminating ex-officio positions, clarifying Board member roles and expectations, and updating the caucus structure and process. If the resolution passes, the Governance Committee intends to assess the impact of these changes in a year. If the changes don't improve Board operations markedly, then a larger conversation can begin about reducing Board seats.

