

Summary of Recommended Changes to the CAA Bylaws (last amended April 2014):

1. Topic: References to Clergy & Professionals

Reference: Article II, Articles VI, VII, IX

Recommendations:

- Change references from “Rabbi” and “Hazzan” to “clergy”
- Change references from “Religious School Director” to “Educational Professional”

Rationale:

- Current practice is to allow an assistant clergy member who might be either a rabbi or a hazzan.
- Article XIII describes the hiring process and duties of the Educational Professional. Some articles retain the outdated term “Religious School Director.”

2. Topic: Duties of the President-Elect

Reference: Article VI, Section 2:

Recommendations:

- Assigns the President-Elect or a designate to chair the Human Resources Committee rather than serving as an ex-officio member
- Assigns to the President-Elect the responsibility for “overseeing the evaluation process for Congregation employees”

Rationale:

- Clarifies who is responsible for ongoing administrative functions related to human resources
- Reflects current practice

3. Topic: Finance Committee

Reference: Article IX, Section 4 A 2

Recommendations:

- Remove section describing the Budget Subcommittee

Rationale:

- Budget Subcommittee no longer exists

4. Topic: Religious School Committee

Reference: Article IX, Section 4 B

Recommendations:

- Edit duties to reflect advisory rather than supervisory role
- Allow the Committee Chair to serve up to 3 years (currently 1)
- Reduce Committee size to a maximum of 10 people, with 2-year staggered terms
- Remove reference to Parent-Teacher Organization
- Remove references to internal operations of the Committee
- Remove references to budget processes which no longer apply

Rationale:

- Many provisions are hold-overs from a time when CAARS had an independent budget and governing board
- The current role of the Religious School Committee is to advise the Educational Professional
- Changes to the size of the committee and its terms of office are designed to make it more manageable and ensure continuity
- Deletions remove outdated or overly specific provisions