III. Succession Plan

- **Planned Departure of Charter Holder** –In the event that the current Board of Directors, Mr. and Mrs. Edris, decide to retire from the charter industry, there would be a formalized process to choose a successor that would serve the best interests of the school and its stakeholders. The planned departure would occur over a sufficient period of time to advertise and interview numerous candidates to ensure the successor holds similar goals for the program and supports the mission of Bright Beginnings Charter School. Once chosen, the successor would be trained over time on the charter school industry, inner workings of the school, the roles and responsibilities of the governance committee, existing policies and procedures and other areas critical for the new charter holder to continue the success of Bright Beginnings into the future.

- **Unplanned Departure of Charter Holder** – Should there be an unexpected departure by the current directors of the corporation due to death or incapacitation, the bylaws state that the successor shareholders as outlined in a will or other estate planning documents are responsible for determining the corporation's successor directors Since the corporate Board of Directors has delegated all school level policies, procedures, compliance and academic monitoring to the Governance Committee, it is expected that the continuity and stability of the school would not be in jeopardy during this process.