

Associate Director Policy
Wasco County Soil & Water Conservation District
Adopted November 10, 1993

The purpose of this policy is to establish eligibility criteria for appointment, procedures for appointment and removal, and criteria for successful service as associate directors for Wasco County Soil & Water Conservation District.

Eligibility Criteria

For appointment as Associate Director with Wasco County Soil & Water Conservation District, the appointee must:

have previously served as a director or associate director with an Oregon Soil and Water Conservation District

or

be an educator currently engaged in teaching or having taught science or natural resource related topics

or

be a person with a skill or interest in conservation beneficial for serving the conservation district in accomplishing its mission

or

manage ten or more acres of agricultural or forest land within the district.

Appointment Procedures

Appointment of a person as an associate director shall be in accordance with the following procedure:

1. The candidate shall first be nominated by a director or request to be appointed
2. The chair shall then review the nominee's eligibility and if eligible, may appoint the candidate as an associate director
3. The board of directors shall review appointments made by the chair, and may, by majority vote, confirm the appointee
4. Upon confirmation by the board, the appointment becomes official and the Natural Resources Division shall be notified and a certificate of appointment prepared

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Criteria for Successful Service as an Associate Director

Because service as an associate director may be used to establish eligibility to become a director, the board of directors shall determine whether or not an associate has actually served. That determination shall be made during an associate's twelfth month as an associate. The following criteria shall be used by the board in evaluating performance of Associate Directors.

1. Regularly attend SWCD meetings
2. Be actively involved in task groups, committees, and other activities of the conservation district.

Removal Criteria

Associate Directors may be removed from their position as associates for just cause, which includes but is not limited to: failure to perform assigned duties in a satisfactory manner, conviction of a serious crime, violation of district policy, activities incongruent with the mission and goals of the conservation district when such activities adversely impact the conservation district's credibility or its ability to carry out its mission.

Removal Procedures

Because associate directors are appointed to their position and not elected by a vote of the people, methods of removal of elected officials within existing Oregon law are not applicable.

An associate director who misses three consecutive board meetings, is not actively participating in district activities, or who falls under other removal criteria as listed above may be removed as an associate director by majority vote of the board of directors.