

# CONTINUING EDUCATION FOR DISTRICT OFFICIALS

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NC DIVISION OF SOIL & WATER CONSERVATION

## § 139-7.2. TRAINING OF ELECTIVE AND APPOINTIVE DISTRICT SUPERVISORS

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- (a) All district supervisors, whether elected or appointed, shall complete a minimum of six clock hours of training per term of service.
- (b) The training shall include soil, water, and natural resources conservation and the duties and responsibilities of district supervisors.
- (c) The training may be provided by the School of Government at the University of North Carolina at Chapel Hill, or other qualified sources as approved by the Soil and Water Conservation Commission.

# REQUIRED BASIC TRAINING

## 02 NCAC 59A.0202

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- a. All Supervisors shall complete Basic Training for Soil and Water Conservation District Supervisors*
  - b. Participation in this required basic training course shall be completed within the first year of service as an elected or appointed Supervisor.*
  - c. For Supervisors serving prior to December 2022, documentation of previous participation in this required basic training course shall meet the requirement as set forth in this Rule*
- Focus is the duties and responsibilities of district supervisors
  - Offered for many years through the UNC School of Government, now provided through the NC Association of Soil & Water Conservation Districts
  - 3 regional opportunities, and also will be offered prior to Association 2023 Annual Meeting

# SUPERVISOR TRAINING CREDITS

## 02 NCAC 59A .0204

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### **Credits may be attained:**

- Presentation or training resources at local board meetings
  - Division District Operations staff verify content meets requirements in § 139-7.2
  - District Board Training Library (Division website)
- Through classroom training, field days, or events sponsored by the District, the Association, the Commission, the Division, the Natural Resources Conservation Service, or the UNC School of Government
  - Includes Association Area Meetings, Annual Meeting, Commission meetings
  - Always consider how to include credit-worthy training to encourage participation
- Other events or activities may be individually approved by the Commission

# STCs AWARDED THROUGH AUGUST 2022

## 2018-2022 TERMS – STCs due December 2022

Total supervisors	6+ STCs	0-6 STCs	0 STCs
296	258	22	16*
100 %	87.2 %	7.4 %	5.4 %

## 2020-2024 TERMS – STCs due December 2024

Total supervisors	6+ STCs	0-6 STCs	0 STCs
196	125	49	22
100 %	63.8 %	25.0 %	11.2 %



# SUPERVISOR REMOVAL PROCEDURES AND REPORTING - 02 NCAC 59A .0301

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- (a) District Supervisors may be removed by the Commission for neglect of duty, incompetence, or malfeasance pursuant to G.S. 139-7. Evidence of neglect of duty shall include the failure to attend three consecutive regularly scheduled district meetings, except when prevented by illness. Evidence of neglect of duty shall also include the failure of sitting Supervisors to meet training requirements set forth in Section .0200 of this Subchapter.
- (b) District boards shall submit a Supervisor attendance report, annually, for all members. This report shall be delivered by January 31 of each year. Reports shall cover the time period beginning December 1 and ending November 30 of the previous year.
- (c) Each District board shall notify the Commission in writing of any member that has failed to attend three consecutive regularly scheduled meetings, except when prevented by illness of the Supervisor. Notification from the District shall include explanation for non-attendance and the actions that the District board has taken to address the Supervisor's attendance.

# INQUIRY COMMITTEE

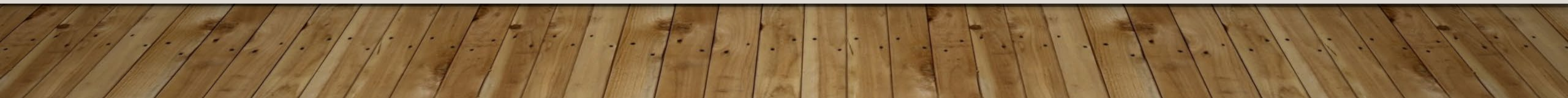
## 02 NCAC 59A.0302

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The Commission will establish an inquiry committee to review cases where supervisor removal may be considered. The Inquiry Committee may:

- (1) Determine that neglect of duty, incompetence, or malfeasance has occurred, as determined on a case-by-case basis, and refer the Supervisor to a hearing before the Commission.
- (2) Determine that basic or continuing training requirements be extended by one year; or
- (3) Determine that a hearing is unnecessary and the matter will be closed without further action.

The Inquiry Committee shall take hardship, including illness, financial and the familial obligations, and circumstances beyond the control of the Supervisor, into consideration.



# SUPERVISOR REMOVAL – PAST AND FUTURE

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- In my 24 years, the Commission has removed 2 supervisors for neglect of duty (non-attendance). This was prior to the new rules and Inquiry Committee procedure.
- Likely several supervisors to be considered by the Inquiry Committee next year for failure to achieve training credits or attend Basic Training.
- More explicit attendance reporting requirements may also result in more cases considered.



# GUIDING PRINCIPLES FOR SUPERVISOR APPOINTMENT – REVISED IN 2021

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- 11 criteria established for districts to consider when nominating an individual for appointment.
- Aimed at improving diverse representation and specific leadership skills.
- Nomination form includes a requirement for districts to explain how the nominee measures against these principles

# QUESTIONS?

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- [www.ncagr.gov/swc](http://www.ncagr.gov/swc)