

Summary from the TABCO Bylaws Committee of Proposed Amendments

Amendments were approved by the TABCO Representative Assembly on May 25, 2023.

Proposals for addition or replacement of existing language is noted in bold and red.

~~Proposals for the removal of existing language~~ is noted in strikethrough and grey.

Editorial corrections and renumbering are noted in bold, italics, and green.

Amendment 1 (series)

Article VI: Officers, Section 2. Qualifications

The right to run for and serve as an elected officer shall be limited to active members **in good standing** with a minimum of three (3) consecutive years of active membership immediately preceding the official filing for office.

Article X: Review Board, Section 2. Qualifications

a. Members of the Review Board shall have been members of the Association for at least three (3) consecutive years immediately prior to appointment, **shall be in good standing**, and shall maintain membership in the Association during their terms.

Article XIII: Elections, Section 1. Procedures and Policies

a. The right to run for and serve as an elected officer shall be limited to active members **in good standing** with a minimum of three (3) consecutive years of active membership immediately preceding the official filing for office.

Article XIII: Elections, Section 1. Procedures and Policies

b. To be eligible to be a member of the Board of Directors, delegate to the TABCO Representative Assembly, or alternate, a person must have and maintain active membership **in good standing** in the Association and its affiliates.

Article XIV: MSEA and NEA Delegates

The delegates to the MSEA Convention and the NEA Representative Assembly shall consist of those officers and directors elected in a General Election as delegates, and additional delegates **who must be members in good standing** elected at large.

Rationale: The Representative Assembly adopted revisions to the Election Guidelines that includes a definition of “in good standing”. This amendment adds language in multiple places to align to those guidelines.

Amendment 2

Article VII: Board of Directors, Section 1. Membership and Authority

c. Members of the Board of Directors shall have a term limit of two **(2)** full consecutive terms in the same elected office, and may not run in the General Election for a member position on the Board of Directors without a break in service of one year. ~~This provision shall not apply to members elected in a special election, except in the event that they serve 60% or more of a full term.~~ **Service by a member of the Board of Directors which constitutes sixty percent (60%) or more of a full term shall be considered service in a full term of office for that position.**

Rationale: This brings clarity to the term limit language and is aligned to language used in the MSEA Bylaws addressing the same restrictions.

Amendment 3

Article VII: Board of Directors, Section 1. Membership and Authority

e. ~~After a general election, if there is not a proportional minority representation on the Board of Directors, based on TABCO active membership, for all minority groups identified by the National Education Association, a special election by the Representative Assembly shall be held to elect additional Board of Directors member(s) for the necessary representation, to serve until July 31 of the current membership year.~~

After a general election, in the event that the ethnic minority representation on the Board of Directors, for all minority groups identified by the National Education Association, is less than the percentage of the ethnic minority membership within the Association, the Board of Directors shall be expanded by additional members-at-large to meet that percentage. A special election by the Representative Assembly shall be held to elect additional Board of Directors member(s) for the necessary representation. These at-large members serve until July 31 of the current membership year.

Rationale: This new wording aligns with the language located in the MSEA bylaws.

Amendment 4

Article VII: Board of Directors, Section 2. Duties

e. All contracts and agreements in the name of the Association in excess of ~~\$2500~~ **\$5,000** must be ratified by the Board of Directors.

Rationale: TABCO engages with a variety of vendors for normal business expenses. The current amount of \$2,500 is causing an increased number of contracts to come before the Board of Directors. The representative assembly will continue to provide oversight of all expenses through the budget approval process and approval for items under \$5,000 will still be required for items not approved in the TABCO Budget.

Amendment 5

Article VII: Board of Directors, Section 2. Duties

h. The Board of Directors shall have the power to employ a staff for the efficient management of the Association. When a vacancy occurs in any local professional staff position, if the Board of Directors decides to fill the vacancy, they shall select a replacement **recommended** ~~from a slate of at least two nominees prepared~~ by a committee of members of the Association who will be appointed by the president and approved by the Board of Directors. Until arrangements are completed to fill any professional staff position, the Board of Directors may designate a person to fill the position on an acting basis. The Board of Directors or its designees shall represent the Association in negotiations with the staff and their organizations.

Rationale: This amended language reflects current practice as described in the TABCO Policy Manual.

Amendment 6

Article VII: Board of Directors, Section 2. Duties

(new) i. **The Board of Directors shall determine the compensation of the President.**

Rationale: TABCO currently reimburses BCPS for the TABCO President's salary and benefits. The salary is linked to the President's current step and lane and is adjusted to reflect a 12-month salary while they are acting as President. The President cannot complete the roles and responsibilities dictated in Bylaws and Policy within the contracted day (6.75 hours) and is expected to attend meetings and represent TABCO well into the evening hours. This amendment would allow the TABCO board to explore and institute additional compensation for the position of TABCO President. This would be part of the TABCO budget and subject to Representative Assembly approval during the budget approval process.

Amendment 7

Article VII: Board of Directors, Section 3. Meetings

a. The Board of Directors shall convene in regular meetings at least once each month of the school year. Special meetings shall be called by the president or at the request of ~~three~~**five (5)** members of the Board. All meetings of the Board of Directors shall be open to all members of the Association unless an executive session is needed. No final action may be taken by the Board except in open session.

Rationale: The TABCO Board of Directors meets twice each month and most meetings last no fewer than 2-3 hours allowing ample time for issues to be addressed. Regarding additional special meetings, MSEA has language requiring 1/3 of their board to request a special meeting and NEA has language requiring a majority of board members to determine time and place of meetings. This amendment would bring TABCO in closer alignment to MSEA and NEA.

Amendment 8

Article VII: Board of Directors, Section 3. Meetings

b. Two-thirds (**2/3**) of the ~~voting~~ **seated** members of the Board of Directors shall be a quorum. No final action shall be taken unless a quorum is present.

Rationale: There are no longer any non-voting members of the board of directors (the secretary used to be appointed but is now elected). This amendment replaces the old language and also clarifies that a calculation for quorum does not include vacancies.

Amendment 9

Article VII: Board of Directors, Section 4. Vacancies

Any vacancy on the Board of Directors shall be filled by appointment by the representative Assembly **subject to the qualifications in XIII.1.b** until the next regularly scheduled election. **Any vacancy must be filled with a candidate qualified to hold the position as defined in TABCO policy and bylaws.**

Rationale: This amendment ensures that vacancies filled by appointment are done so by people meeting the same qualifications as those who were elected to their positions.

Amendment 10

Article XIII: Elections, Section 1. Procedures and Policies

(new) e.3) **Verification of candidates' membership status and qualifications at the time of the election;**

Rationale: This amendment ensures that the Election Guidelines include oversight of candidate qualifications.

Amendment 11

Article XVII: Amendments

Amendments to these bylaws may be *presented either by the Board of Directors, or by petition containing signatures of a minimum of (30) Association Representatives*; **initiated by any of the following methods:**

- a. A **majority vote** of the Board of Directors,
- b. A majority vote of the Bylaws committee**
- c. A petition containing signatures of a minimum of *thirty* (30) Association Representatives

Amendments shall be presented to the Representative Assembly at any regular session. Said amendments shall have been previously presented to the Bylaws Committee for review and editing.

~~These a~~ Amendments will be acted upon by the Representative Assembly at a subsequent meeting and when adopted in final form, shall be presented to the general membership for final ratification, either by ballot or by a special general membership meeting

The proposed amendments shall be distributed to the membership at least two weeks prior to a meeting/vote. In this notice, there shall be details on the manner in which the vote will be conducted.

A two-thirds (2/3) vote of those members voting shall be necessary to amend these bylaws. The Nominations, Elections, and Credentials Committee will be responsible for tabulating the vote.

Rationale: This amendment gives the bylaws committee a more active role in process of initiating changes to the bylaws and is in alignment with MSEA practice.

General editorial corrections:

- Replace “Faculty Council” with “Educator Council.”
- Renumber lists where items were added.
- Consistently include numbers in both written and numerical formats.
- Reformat Article IX: Representative Assembly, Section 4 Representation and Election into a list for improved legibility.
- Correct missing letter in Article XIII: Elections, Section 1 Procedures and Policies item e.
- Revise Article XIII: Elections, Section 1 Procedures and Policies item h to reflect the new numbering of item e as proposed in Amendment 10.