

2021 MSEA Representative Assembly

PROPOSED BYLAW AMENDMENT 2:

Article X-Board of Directors

Section 2. Composition

The Board of Directors shall be composed of three elected officers, the NEA Director(s) and **TWELVE (12) MEMBERS** ~~eight (8) members-at-large~~ elected from the Active membership of the Association.

- a. **THE TWELVE (12) MEMBERS SHALL BE COMPRISED OF FOUR (4) REGIONAL MEMBERS; ONE (1) EACH FROM THE WEST, EAST, SOUTHERN AND URBAN REGIONS; AND EIGHT (8) MEMBERS-AT-LARGE.**

1. REGIONAL MEMBERS SHALL BE ELECTED FROM THE ACTIVE MEMBERSHIP OF THE REGION THAT THEY SHALL REPRESENT.

2. MEMBERS-AT-LARGE SHALL BE ELECTED FROM THE ACTIVE MEMBERSHIP OF THE ASSOCIATION.

- b. ~~a.~~ In the event that the ethnic minority representation on the Board of Directors is not equal to 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.
- c. ~~b.~~ There shall be no less than one Active ESP member on the Board of Directors. In the event that there is no Active member in educational support work on the Board of Directors, the Board of Directors shall be expanded by one additional member-at-large to meet this requirement.
- d. If additional members-at-large are required under subsections ~~a.~~ and **B. AND C.** above, such members shall be elected by the Representative Assembly

through a special election or at the next Representative Assembly meeting, whichever may be completed in the most timely manner.

Section 3. Terms of Office

- a. Terms of the **REGIONAL MEMBERS AND THE** members-at-large shall be three (3) years each beginning August 1 following the election. After two full terms in office, a **REGIONAL MEMBER OR A** member-at-large shall not be eligible for the office of **REGIONAL MEMBER OR** member-at-large again until a period of time equivalent to one full term of office has passed.
- b. Service by a **REGIONAL MEMBER OR A** member-at-large of the board of directors which constitutes 60% of a full term shall be considered service in a full term of office, for the purpose of determining eligibility for further election or service in that office. An individual who has completed all eligible service in that office shall not be eligible to serve any portion of an unexpired term in that office thereafter.
- c. Terms of the State Director(s) of the National Education Association shall be in compliance with guidelines established by the National Education Association.

Section 4. Meetings

- a. The Board of Directors shall meet according to a schedule determined by the Board or upon call by the President or at least ~~five (5)~~ **SEVEN (7)** members of the Board.
- b. In case of an emergency in the judgment of the President or the Executive Director, a poll of the Board of Directors may be made by electronic means; any action therefrom shall be ratified by the Board at its next meeting.

Section 5. Quorum

~~Eight (8)~~ **TEN (10)** or more members of the Board of Directors shall constitute a quorum.

Submitted By: *More than the required ten MSEA members. Contact person: Cindy Poper*

Transition: *The bylaw amendment shall take effect with the 2022 election for four (4) regional members of the Board of Directors as indicated in a(1) above.*

Intent: *The proposed amendment will serve to balance the representation of all areas of the state on the Board of Directors.*

Rationale: *Historically 75% or more of the officers, the Board of Directors, and the NEA Directors have been representatives of the 5 large urban locals. This has led to the exclusion of other areas of the state having input and participation in, the direction, policies, and decision-making processes for the association. It is important to ensure that all areas of the state have representation in the governing body, as priorities, influences and opportunities vary across the state. These differences in priorities, opinions, and demographics need to be recognized in the decisions and direction of the association.*

Maryland is no longer purple. It has become very red/blue divided. Most of the non-urban areas, with the smaller local associations of the state are the red areas. MSEA has not been responsive to the challenges of local associations dealing with more conservative members and political landscapes. A Board of Directors that is more representative of the actual make-up of the state would result in policies, activities and directions that can work throughout the state, not just in the more liberal, urban, blue areas.

This is NOT an attempt to de-diversify the Board of Directors, it is an action that would lead to more representation for more areas of the state for the purposes of driving the activities of the association. It would also allow the association to be more responsive and inclusive of the more conservative members of the association. The association would become more supportive, inclusive, and responsive to all areas of the state, not just the large urban areas.

Only an amendment to the bylaws, dictating the makeup of the Board of Directors will guarantee that all portions of the state will participate in the governance of the Association, its decision-making processes, and its direction.