

2024 BUSINESS ITEMS

MSEA BYLAWS AMENDMENT

Amendment 24-01 Modification of Article IV – Membership, Section 3 and Article X – Board of Directors, Section 2

Article IV-Membership

Section 3. Rights, Conditions and Limitations

- a. Members shall subscribe to the purposes of the Association and abide by its bylaws.
- b. Members engaged in educational work shall adhere to the Code of Ethics of the Education Profession.
- c. A member of MSEA shall also be a member of the appropriate local affiliate and the National Education Association unless excluded from such membership by virtue of educational position.
- d. The right to run for and to hold elective office on the Board of Directors shall be limited to Active members.
- e. The right to vote in the Association shall be limited to Active, Emeritus, and Retired members.
- f. **Retired and** Aspiring educators shall **each** be permitted to annually elect a representative who shall be designated as an official observer of the Board of Directors. Observers may serve up to three (3) one-year terms that commence on September 1 of each year. Official observer status shall permit the representative to be recognized to speak at general meetings of the Board of Directors.¹
- g. All other benefits of membership shall be determined by the Board of Directors.
- h. Members shall be entitled to benefits appropriate to their membership class upon payment of dues or upon contracting for the same.
- i. Members who fail to adhere to any conditions of membership as stated in the bylaws shall be subject to censure, suspension or expulsion as hereinafter provided.

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) members² elected from the Active membership of the Association, **AND ONE (1) RETIRED MEMBER ELECTED FROM THE RETIRED MEMBERSHIP OF THE ASSOCIATION.**³

- Six (6) regional members elected from each of the respective NEA delegate regions;
and
Six (6) members at-large.

¹ **In October 2024 a permanent board seat was created for the retired members and the retired observer language was deleted. However, to fulfill the intent of the bylaw the retired observer will continue until July 31 of 2026.**

² For purposes of transition, elections to expand the board to six (6) At-Large and six (6) Regional Directors shall occur as follows: For 2023 elections, the position of Treasurer, one (1) NEA Director, two (2) Regional Directors (Regions 2 and 3), and two (2) At-Large Directors shall be elected. For 2024 elections, the position of President, Vice President, one (1) NEA Director, two (2) Regional Directors (Regions 4 and 6), and two (2) At-Large Directors shall be elected. For 2025 elections, two (2) NEA Directors, two (2) Regional Directors (Regions 1 and 5), and one (1) At-Large Director shall be elected.

³ **For purposes of transition, the retired board member will be seated on August 1, 2026.**

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.

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.

c. If additional members-at-large are required under subsections a. and b. above, such members shall be the elected candidate on the ballot meeting the criteria and having the next highest votes; or the member 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. The term of office for an expanded seat shall be one year.

d. In the event that a member of the Board of Directors elected to fill a regional seat fails to maintain membership within a local association of that region, the Board shall declare the regional seat vacant. The regional seat shall be filled by the Representative Assembly through a special election or at the next Representative Assembly meeting, whichever may be completed in the most timely manner

Submitted By: *More than the required ten (10) MSEA members. Contact person: Karen Randall, MSEA Retired Advisory Council*

Transition: *The bylaw amendment will take effect in the 2025–2026 election cycle. The seat will be added to the Board of Directors effective August 1, 2026.*

Intent: *This bylaw change would make the elected retired ex officio position of the MSEA Board of Directors a full member of the MSEA Board of Directors with all the responsibilities afforded to the MSEA Board of Directors.*

Rationale: *The MSEA Board of Directors does not currently have a voting retired member. This proposed bylaw amendment would add a position to the MSEA Board of Directors that would reserve a board seat for a retired member. We believe this new board position will help recognize the contribution our retired members make to and for public education across the state of Maryland.*

Contact Person: Karen Randall
Contact Person's Local Association: MSEA Retired Advisory Council
Contact Person's Phone number: (410) 615-6896

Amendment 24-02 Modification of Article IX-Officers, Section 4, Article X-Boad of Directors, Section 1, and Article XVIII-Committees, Section 1

Article IX-Officers

Section 4. Duties

a. *President*

The President shall be a full-time officer of the Association. The President shall:

1. preside at all meetings of the Association, the Board of Directors, and the Representative Assembly;

2. appoint, with the approval of the Board of Directors, chairpersons and members of the standing committees and all special committees **WITH THE EXCEPTION OF THE NEA RESOLUTIONS COMMITTEE MEMBERS WHO AUTOMATICALLY SERVE ON THE MSEA RESOLUTIONS COMMITTEE.** (unless otherwise determined by resolution);
3. appoint, with the approval of the Board of Directors, persons to fill vacancies on the MSEA Retired Advisory Council. This person will serve only until the next election;
4. appoint, with the approval of the Board of Directors, all persons to serve on external bodies, boards, commissions and/or task forces for which the Association is granted a role in appointment or recommendation.
5. serve as a member, ex-officio, of all standing and special committees and task forces, excluding the Nominations and Credentials Committee;
6. serve as the chief spokesperson on all Association programs and activities;
7. serve as an official representative at national meetings;
8. serve as an official representative at meetings of Education International at the direction of the Board of Directors;
9. prepare, with the advice and assistance of the Board of Directors, programs for the annual meeting;
10. prepare, with the advice and assistance of the Board of Directors, the agenda for any meeting of the Representative Assembly;
11. prepare, with the Executive Director, the agenda for meetings of the Board of Directors;
12. present a stewardship report at the annual meeting of the Association;
13. represent the Association at meetings of local associations and other affiliated groups;
14. consult with the Executive Director on implementation of policies and programs;
15. perform such duties as may be directed by the Board of Directors or the Representative Assembly;
16. perform such duties as may be specified in other sections of these bylaws; and
17. perform all other duties incident to the office of the President.

Article X-Board of Directors

Section 1. Powers

The Board of Directors shall be responsible for the fiscal affairs and the general management of the Association. The powers of the Board of Directors shall include, but not be limited to, the following. It shall:

- a. provide for the interpretation and implementation of established policies of the Association;
- b. provide for interim direction in the absence of existing policies between meetings of the Representative Assembly;
- c. prepare the proposed two year budget which shall be presented to the Representative Assembly for adoption in the spring of the even numbered years;
- d. appoint staff members upon nomination by the Executive Director and determine their compensation, retirement and tenure;
- e. provide for the affiliation and recommend disaffiliation of local associations in accordance with these bylaws;
- f. affiliate such departments as it may deem advisable;
- g. approve appointments by the President to fill vacancies on the MSEA Retired Advisory Council;

h. approve committee appointments made by the President **WITH THE EXCEPTION OF THE NEA RESOLUTIONS COMMITTEE MEMBERS WHO AUTOMATICALLY SERVE ON THE MSEA RESOLUTIONS COMMITTEE;**

i. provide for the recognition of MSEA Caucuses; but only the Representative Assembly may revoke recognition.

j. act as the appellate body for members who have been censured, suspended, or expelled; and

k. determine the compensation of officers.

Article XVIII-Committees

Section 1. Appointment of Standing Committees

a. The President shall appoint, with the advice and approval of the Board of Directors no later than sixty (60) days after assuming office, at least five (5) members to the following standing committees and designate the chairperson of each:

1. Bylaws and Rules
2. Early Career Educators
3. Instruction and Professional Development
4. Leadership Development
5. Legislation and Citizenship
6. Minority Affairs
7. Nominations and Credentials
8. Resolutions
9. Women's Concerns

b. Any member so appointed may be removed by the President with the approval of the Board of Directors.

c. The President will appoint, based on the recommendation of the Minority Caucus-MSEA, one member to the Minority Affairs Committee who is both an MSEA and Minority Caucus-MSEA member.

d. A member shall not serve on more than one standing committee unless otherwise specified in these bylaws, provided that this restriction shall not apply to presidents of local affiliates with regard to their appointment to the Legislation and Citizenship Committee.

E. MEMBERS ELECTED TO SERVE ON THE NEA RESOLUTIONS COMMITTEE, WITH THE EXCEPTION OF NEA RESOLUTION COMMITTEE ALTERNATES AND NEA PRESIDENTIAL APPOINTEES, SHALL SERVE ON MSEA'S RESOLUTION COMMITTEE WITHOUT RESTRICTION,

Submitted By: *More than the required ten (10) MSEA members. Contact person: Veronica Henderson, Education Support Professionals of Baltimore County (ESPBC).*

Transition: *This bylaw amendment shall take effect immediately following the adjournment of the Representative Assembly at which it was adopted.*

Intent: *To ensure that any person elected by the MSEA body to serve on the NEA Resolutions Committee shall also be appointed to serve on the MSEA Resolutions Committee. However, such appointments shall exclude NEA Resolution Committee alternates and NEA Presidential appointees.*

Rationale: *This amendment would maintain continuity between the MSEA and NEA Resolutions Committees when and where possible. It has been observed by the Contact*

Person who has previously served on both the NEA Resolutions Committee, the MSEA Resolutions Committee, and has previously been appointed the MSEA Board Liaison to the MSEA Resolutions Committee, that on a number of occasions there has been sharing of language to help draft resolutions on both sides of the aisle. It is the Contact Person's belief that such sharing of language was, at one time, the norm, however, this seems to have ceased in the past few years. This proposed amendment would help facilitate this cooperation.

Contact Person: Veronica Henderson

Organization: Education Support Professionals of Baltimore County (ESPBC)

Contact Person's Phone number: (443) 854-2291

Amendment 24-03, Modification to Article X-Board of Directors, Section 3

Article X-Board of Directors

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 general election. After two full consecutive terms in office, the elected member shall not be eligible for the office of regional member or member-at-large again until a period of time equivalent to one year 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.

d. In the event of a vacancy in a regional member or member-at-large seat on the Board of Directors, a special election shall be held pursuant to Article XII of these bylaws.

E. NO OFFICER OR OTHER MEMBER OF THE BOARD OF DIRECTORS SHALL BE EMPLOYED AS STAFF BY MSEA OR A LOCAL ASSOCIATION.

Submitted By: *More than the required ten (10) MSEA members. Contact person: Michele Clarke, Prince George's County Educators' Association (PGCEA)*

Transition: *This bylaw amendment shall take effect immediately following the adjournment of the Representative Assembly at which it was adopted.*

Intent: *To prevent an MSEA Officer and/or Board of Directors member from being employed by MSEA or a local association.*

Rationale: *To serve as local staff will allow for the officer to have undue influence over elections. In the most recent election, an officer of MSEA served as the office manager for a local. The issue is influence over the activities of the local and the officer's influence via access to member information.*

Contact Person: Michele Clark

Contact Person's Local Association: Prince George's County Educators' Association (PGCEA)

Contact Person's Phone number: (301) 542-2090

Amendment 24-04, Modification to Article X-Board of Directors, Section 3

Article X-Board of Directors

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 general election. After two full consecutive terms in office, the elected member shall not be eligible for the office of regional member or member-at-large again until a period of time equivalent to one year has passed.
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- c. Terms of the State Director(s) of the National Education Association shall be in compliance with guidelines established by the National Education Association.
- d. In the event of a vacancy in a regional member or member-at-large seat on the Board of Directors, a special election shall be held pursuant to Article XII of these bylaws.

E. NO OFFICER OR OTHER MEMBER OF THE BOARD OF DIRECTORS SHALL SERVE AS THE LOCAL NOMINATIONS AND ELECTIONS COMMITTEE CHAIR OR AS A LOCAL NOMINATIONS AND ELECTIONS COMMITTEE MEMBER.

Submitted By: *More than the required ten (10) MSEA members. Contact person: Michele Clarke, Prince George's County Educators' Association (PGCEA)*

Transition: *This bylaw amendment shall take effect immediately following the adjournment of the Representative Assembly at which it was adopted.*

Intent: *To prevent an MSEA Officer and/or Board of Directors member from serving as local nominations and elections committee chair or as a member of the local nominations and elections committee.*

Rationale: *To be an officer of MSEA and a member of a local nominations and elections committee creates an undue influence over local and state elections. It gives the officer access and ability to influence elections.*

Contact Person: Michele Clark

Contact Person's Local Association: Prince George's County Educators' Association (PGCEA)

Contact Person's Phone number: (301) 542-2090

MSEA Proposed Amendments to Bylaw Amendments

Amendment to Amendment 24-02

Amendment 24-02 Modification of Article IX-Officers, Section 4, Article X-Board of Directors, Section 1, and Article XVIII-Committees, Section 1

Article IX-Officers

Section 4. Duties

a. *President*

The President shall be a full-time officer of the Association. The President shall:

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2. appoint, with the approval of the Board of Directors, chairpersons and members of the standing committees and all special committees (unless otherwise determined by resolution) **WITH THE EXCEPTION OF THE NEA RESOLUTIONS COMMITTEE MEMBERS WHO AUTOMATICALLY SERVE ON THE MSEA RESOLUTIONS COMMITTEE. OR EXTEND AN INVITE TO SAID PERSONS TO PARTICIPATE IN AN EX-OFFICIO CAPACITY IF NOT APPOINTED;**
3. appoint, with the approval of the Board of Directors, persons to fill vacancies on the MSEA Retired Advisory Council. This person will serve only until the next election;
4. appoint, with the approval of the Board of Directors, all persons to serve on external bodies, boards, commissions and/or task forces for which the Association is granted a role in appointment or recommendation.
5. serve as a member, ex-officio, of all standing and special committees and task forces, excluding the Nominations and Credentials Committee;
6. serve as the chief spokesperson on all Association programs and activities;
7. serve as an official representative at national meetings;
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9. prepare, with the advice and assistance of the Board of Directors, programs for the annual meeting;
10. prepare, with the advice and assistance of the Board of Directors, the agenda for any meeting of the Representative Assembly;
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- e. provide for the affiliation and recommend disaffiliation of local associations in accordance with these bylaws;
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Submitted By: *Veronica Henderson, Education Support Professionals of Baltimore County (ESPBC)*

Seconded By: *Suzanne Windsor, Prince George’s Educators’ Association (PGCEA)*

Contact Person: Veronica Henderson

Organization: Education Support Professionals of Baltimore County (ESPBC)

Contact Person’s Phone number: (443) 854-2291

Amendment to Amendment 24-04

Article X-Board of Directors

Section 3. Terms of Office

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Submitted By: *Veronica Henderson, Education Support Professionals of Baltimore County (ESPBC)*

Seconded By: *Michele Clark, Prince George's Educators' Association (PGCEA)*

Rationale: By deleting the language "or as a local nominations and elections committee member", the hands of the local boards are not tied. Most locals have language designating who cannot serve on their local "Nominations & Elections Committees", so we should allow their respective language to stand.

Contact Person: Veronica Henderson

Contact Person's Local Association: Education Support Professionals of Baltimore County (ESPBC)

Contact Person's Phone number: (443) 854-2291

MSEA Proposed New Business Items

NBI 24-01 MSEA TO HOLD SCIENCE OF READING FORUM

MSEA will host an open forum discussion (either virtual or in person) for educators to share what supports they need to implement the science of reading effectively within their locals. Points of focus in the conversation should be training, planning time, funding and instructional materials. Our State superintendent and state board of education will be invited to attend and listen to this discussion to help inform their future action and advocacy.

New Program Cost: \$580.00

Estimated Staff Time Cost: \$16,728.84

Rationale:

The State Board of Education is preparing to pass a massive literacy policy that will impact instruction and assessment practices in all local school systems. While this change is needed and supports MSEA's beliefs on the science of reading, it is important that we gather educator voice to ensure policy is put into practice in a way that supports educators.

For instance, in North Carolina a few years back all educators received LETRS training. This is a high quality training, however many educators were NOT PAID to attend these trainings. We want to make sure that educators are paid, respected and supported when working towards implementing best practices within our classrooms.

Submitted by: Jacob Bennett, Harford County Education Association

Seconded by: Abigail Bennett, Harford County Education Association

Strategic Priority: Leading the Professions

Contact information for submitter: jacobbennett309@gmail.com or 443-617-5764

NBI 24-02 MSEA TO HOLD REGIONAL MEETINGS ON LOCAL SCHOOL SYSTEM BUDGETARY STRAINS

MSEA leadership will host regional meetings (either virtual or in person) for educators to share about the unique budgetary strains being experienced by local school systems post federal relief funding.

New Program Cost: \$0

Estimated Staff Time Cost: \$36,274.60

Rationale:

The past few years have been increasingly tough on ALL our local school systems. However, what this strain has been like, and how it has been viewed by the community at large, has been different county by county depending on the political and financial position of the county. It is important that MSEA leadership hear specifically what this strain has looked and felt like at the ground floor level. This information could/should inform future organizing decisions at the state level as we work to defend the Blueprint and preserve positions and programs being lost in our schools.

Submitted by: Jacob Bennett, Harford County Education Association

Seconded by: Abigail Bennett, Harford County Education Association

Strategic Priority: Culture of Organizing

Contact information for submitter: jacobbennett309@gmail.com or 443-617-5764

NBI 24-03 MSEA REPORT ON INCARCERATED LABOR

MSEA will research tax dollars spent annually by local school boards on services rendered by incarcerated labor, specifically Maryland Correctional Enterprises. A report of this research will be made available to the public and used to lobby legislators to eliminate the state requirement that local school boards procure services available from Maryland Correctional Enterprises.

New Program Cost: \$1,150.00

Estimated Staff Time Cost: \$74,292.73

Rationale:

Maryland procurement law requires state-aided agencies, including local school systems, to use Maryland Correctional Enterprises as a preferred provider, effectively monopolizing all services offered. School budgets should remain focused on the local community, potentially purchasing goods and services from union businesses.

Submitted by: Colin Reinhard, Teachers Association of Anne Arundel County

Seconded by: Tracy Papinchock, Harford County Education Association

Strategic Priority: Culture of Organizing

Contact information for submitter: colin.reinhard@gmail.com

NBI 24-04 MSEA SPECIAL EDUCATION WORKLOAD SURVEY

MSEA will identify factors impacting the workload of special educators by conducting a survey to identify work expectations and duties, resources, and staffing responsibilities of both certificated staff as well as ESPs across counties in order to effectively advocate for manageable and realistic workloads at the local, state, and federal level.

New Program Cost: \$30,000.00

Estimated Staff Time Cost: \$731.60

Rationale:

Given that Maryland has a hiring shortage of special education teacher, MSEA needs to collect data about the working conditions of special education teachers and paraprofessionals throughout the state of Maryland to better understand the expectations that has been put on these professionals not only to teach, co-teach, facilitate meetings, complete clerical paperwork before, during and after meetings, upload, download, scan out of county paperwork, file such paperwork, collect data, create a specialize materials for students, and complete Medical Assistance billing paperwork.

Caseload sizes are increasing which may not be following the CoMar guidelines. Expectations for various types of federal and local paperwork are increasing. Teaching demands have changed based on the needs of the current generation of students. Vacancies and limited funding for teachers and paraprofessionals are making these increased and changing demands even more difficult. Students are getting short changed on their education and teachers and paraprofessionals are overwhelmed. Once data has been gathered over the year, then the data can inform 2026 recommendations for how MSEA can lobby at the federal and state level as well as for how locals can advocate and negotiate at the district level to improve working conditions, additional resources, and reduced workloads for special educators.

Submitted by: Melissa Napfel-Sisk, Teachers Association of Anne Arundel County

Seconded by: Kate Miller, Teachers Association of Anne Arundel County

Strategic Priority: Leading the Professions

Contact information for submitter: teach249@gmail.com or 410-446-9201

NBI 24-05 MSEA REQUEST TO MSDE FOR ADDITIONAL SCHOOL CLIMATE DATA

MSEA will lobby the Maryland State Department of Education (MSDE) to gather and share school climate data for all school employees and students related to discriminatory practices and school bullying based on race; color; religion; sex, including pregnancy; sexual orientation; gender identity; and, national origin.

New Program Cost: \$0
Estimated Staff Time Cost: \$258.29

Rationale:

MSDE conducts annual school climate survey data from educators and students. Title VII bars discrimination against protected classes based on race; color; religion; sex, including pregnancy; sexual orientation; gender identity; and, national origin. The climate survey does not collect data on all of these data points, and in doing so it excludes and erases entire protected classes from its data on school climate.

Submitted by: Joy Reider Simpson, Teachers Association of Anne Arundel County
Seconded by: Benjamin Tuck, Teachers Association of Anne Arundel County
Strategic Priority: Culture of Organizing
Contact information for submitter: nareyword@gmail.com or 443-988-3707

MSEA RESOLUTIONS: AMENDMENTS TO RESOLUTIONS

Amendment 24-01 Modification to F15

MSEA believes that **affordable**, comprehensive **single payer** health care is the right of every person.

Rationale:

"Affordable" is a subjective standard that often leaves out the poor. Many families, including many of our ESPs, face difficult choices between health care and other necessary expenses. Further, local associations spend a lot of time and effort negotiating with districts over health care costs to be paid by members. A single payer program would eliminate this process and solve the underlying problem.

Submitted by: Ravi Pillalamarri, Teachers Association of Anne Arundel County
Seconded by: Noah Hutton, Harford County Education Association
Contact information for submitter: rpillala@gmail.com or 410-414-3083

MSEA RESOLUTIONS: NEW RESOLUTIONS

New Resolution 24-01

MSEA believes educators should have the right to refuse to pass or to give additional assignments to any student who has excessive unexcused absences.

Rationale:

Teachers are sometimes encouraged strongly to make extra efforts to try to pass frequently-absent students in order to improve the school's reputation (e.g., graduation rate). This practice ultimately cheapens the value of a high school diploma which does not benefit the school, teacher's reputation, or the student.

Submitted by: Mark Naydan, Prince George's County Educators' Association
Seconded by: Jon Van Camp, Prince George's County Educators' Association
Contact information for submitter: unionmark@protonmail.com