

2024 MSEA Representative Assembly

PROPOSED BYLAW AMENDMENT #1

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.

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.

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.

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

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.**

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

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