



Conflicting bylaw submissions. There are several, as you will note. Robert's guidance on this comes from **RONR 57:7 - 57:9, pages 562 - 563**. It states that where there are conflicting bylaw submissions, they should be ordered, and considered from least inclusive to the most inclusive. This point is important if...no, *when* you get the question from some members about how these were ordered. They were ordered **as per Roberts**. It further states, and this is the critical piece, in **57:8** that *"If an amendment that has not been considered no longer presents a rational proposition because it was applicable only to language which has disappeared from the bylaws in this process, such a bylaw amendment must, of course, be dropped..."*. Since we know from experience that Roberts says that a bylaw amendment, once adopted, takes immediate effect (**RONR 57:15**), this means that if a bylaw amendment comes up for consideration that conflicts with one that was adopted that **preceded** it, then that bylaw amendment is moot, and dropped. These amendments have been provided to the membership in advance of DA, and is being explained at this Bylaw Forum this evening. The members have the foreknowledge to vote in a way that allows any proposal that they support to be considered.

Request for Bylaw amendment withdrawal. The Presiding Officer may ask for Unanimous Consent to honor the request. A member may still Move the proposal's adoption.

2025 BYLAW AMENDMENT PROPOSALS

- I. Amend ARTICLE III Organization, Section 5. **Affiliates**, by adding "Affiliate dues shall be \$150."

Current Wording	Proposed Amendment	If Adopted Will Read
<p>ARTICLE III Organization Section 2—Delegate Assembly</p> <p>Receive and act on recommendations for the dues structure for membership in NABSE. Incorrect section referenced.</p> <p>Section 5. Affiliates. In order to implement its goals and objectives, NABSE supports and encourages the establishment of state and local groups of educators at all levels who wish to affiliate. Affiliates shall maintain a minimum of 10 national members of NABSE, in good standing. Each Affiliate shall be responsible at the local level to implement the national</p>	<p>Increase affiliate dues from \$100 to \$150 No dues amount is referenced in the Bylaws. This would represent new language.</p> <p>Affiliate dues shall be \$150.</p>	<p>Section 5. Affiliates. In order to implement its goals and objectives, NABSE supports and encourages the establishment of state and local groups of educators at all levels who wish to affiliate. Affiliates shall maintain a minimum of 10 national members of NABSE, in good standing. Each Affiliate shall be responsible at the local level to implement the national agenda, priorities of NABSE, and of the Region they are established under. The Affiliates shall be required to submit plans and documentation of their implementation on an annual basis to the Regional Director. The National Office shall work to support the Regional Directors to ensure the Affiliates meet their goals.</p> <p>The Board of Directors shall have the power to establish, review and revise criteria for</p>

<p>agenda, priorities of NABSE, and of the Region they are established under. The Affiliates shall be required to submit plans and documentation of their implementation on an annual basis to the Regional Director. The National Office shall work to support the Regional Directors to ensure the Affiliates meet their goals.</p> <p>The Board of Directors shall have the power to establish, review and revise criteria for Affiliates of the National Alliance of Black School Educators. Any bylaws established by Regions or Affiliates shall conform to the purpose and functions of NABSE's Constitution and By-Laws, and not conflict with them in any way. When amendments to the national bylaws are made, regional and affiliate bylaws must automatically be updated where applicable, to ensure consistency.</p>		<p>Affiliates of the National Alliance of Black School Educators. Any bylaws established by Regions or Affiliates shall conform to the purpose and functions of NABSE's Constitution and By-Laws, and not conflict with them in any way. When amendments to the national bylaws are made, regional and affiliate bylaws must automatically be updated where applicable, to ensure consistency.</p> <p>Affiliate dues shall be \$150.</p>
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Rationale: This amendment will continue to assist the organization with administrative costs due to increased communication software and administration time in processing and maintaining records.

Submitted by: Phyllis Williams

II. Amend Article VII, Election and Voting Procedures, Section 2 - Nominations by striking and inserting

Current Wording	Proposed Amendment	If Adopted Will Read
<p>Section 2. Nominations. The Nominating Committee shall be appointed by the President and approved by the Board of Directors and shall be composed of equal representatives from the Affiliates and the Commissions. The representatives on this Committee shall not be current National Officers. 1) People running for any elected office must meet all four of the</p>	<p>Section 2. Nominations. The Nominations Committee shall be appointed biennially by the President and approved by the Board of Directors at its first meeting after installation. It shall be comprised of one representative from each Commission, and an equal number of Affiliate representatives. The members of this Committee shall not be</p>	<p>Section 2. Nominations. The Nominations Committee shall be appointed biennially by the President and approved by the Board of Directors at its first meeting after installation. It shall be comprised of one representative from each Commission, and an equal number of Affiliate representatives. The members of this Committee shall not be current National Officers.</p> <p>Individuals seeking any elected office must meet all of the following criteria:</p>

following criteria: 1. Three years active membership and service to NABSE. 2) 2. Life or Subscribing Life Membership status. 3) 3. Attended a minimum of three of the last five National Conferences: and 4) 4. Active in local or state Affiliate and/or Commission. The Nominating Committee shall present qualified nominees for each office at the Annual Meeting. Additional nominations may be made from the floor by members in good standing at the Delegate Assembly.	current National Officers. Individuals seeking any elected office must meet all of the following criteria: 1. Three years of active membership and service to NABSE 2. Life or Subscribing Life membership status 3. Attended a minimum of three of the last five National Conferences 4. Active in a local or state NABSE affiliate, and NABSE Commission 5. Anyone seeking the office of President-Elect must have at least one (1) degree in education. The Nominations Committee shall present a slate of at least two (2) nominees for each office at Delegate Assembly I during the Annual Meeting. Additional nominations may be made from the floor by members in good standing at Delegate Assembly I.	1. Three years of active membership and service to NABSE 2. Life or Subscribing Life membership status 3. Attended a minimum of three of the last five National Conferences 4. Active in a local or state NABSE affiliate, and NABSE Commission 5. Anyone seeking the office of President-Elect must have at least one (1) degree in education. The Nominations Committee shall present a slate of at least two (2) nominees for each office at Delegate Assembly I during the Annual Meeting. Additional nominations may be made from the floor by members in good standing at Delegate Assembly I.
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Rationale: The name of the Committee is modified to be congruent with other segments of Article VII to be amended. Greater specificity about the composition of the Committee, when it is formed, and how it operates, provides more clarity. The fourth criterion for seeking elected office is clarified to assure that participation in a NABSE commission is not considered optional. Anyone seeking to serve NABSE at the national level should be active at the national level. Therefore the “and/or” element was eliminated.

Submitted by: Dr. Patricia A. Ackerman

III. Amend Article VII, Election and Voting Procedures, Section 4. Elections Committee, by striking and inserting

Current Wording	Proposed Amendment	If Adopted Will Read
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<p>Section 4. Elections Committee. The Elections Committee shall consist of the Immediate Past President, one Regional Representative and the Chairperson of the Nominating Committee for the purpose of monitoring and validating the election; their function shall be published for each election and disseminated as needed. There shall be policies and procedures in place to address election disputes.</p>	<p>Section 4. The Elections Committee shall be comprised of the Immediate Past President, the Nominating Committee Chair, and a Chair appointed by the NABSE president, and approved by a majority vote, at the first Executive Board meeting convened following installation of the new officers. The Elections Committee Chair shall collaborate with each Regional Representative to recruit one member from each NABSE region to serve on the committee.</p> <p>Responsibilities:</p> <p>1. <u>General</u></p> <p>a) The Elections Committee shall convene after its establishment to review responsibilities and propose a tentative schedule of elections, consistent with the bylaws, as well as related activities for the year.</p> <p>b) Working in conjunction with the Nominating Committee, Commission Chairs, and Regional Representatives, a schedule of elections should be proposed, consistent with the bylaws.</p> <p>c) The proposed dates and times of elections that occur during the annual NABSE conference within designated commission meetings, and meetings of regional representatives and affiliate presidents, shall be submitted to and</p>	<p>Section 4. The Elections Committee shall be comprised of the Immediate Past President, the Nominating Committee Chair, and a Chair appointed by the NABSE president, and approved by a majority vote, at the first Executive Board meeting convened following installation of the new officers. The Elections Committee Chair shall collaborate with each Regional Representative to recruit one member from each NABSE region to serve on the committee.</p> <p>Responsibilities:</p> <p>1) <u>General</u></p> <p>a) The Elections Committee shall convene after its establishment to review responsibilities and propose a tentative schedule of elections, consistent with the bylaws, as well as related activities for the year.</p> <p>b) Working in conjunction with the Nominating Committee, Commission Chairs, and Regional Representatives, a schedule of elections should be proposed, consistent with the bylaws.</p> <p>c) The proposed dates and times of elections that occur during the annual NABSE conference within designated commission meetings, and meetings of regional representatives and affiliate presidents, shall be submitted to and approved by the NABSE Executive Committee.</p> <p>d) The proposed date(s) for the election of NABSE officers between annual conferences should be submitted and approved by the Executive Committee.</p> <p>2. <u>Pre-Conference</u></p> <p>a) The approved schedule of elections to be conducted at the annual conference, and between annual conferences, shall be communicated to the NABSE membership at</p>
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approved by the NABSE Executive Committee.

- d) The proposed date(s) of the election of NABSE officers between annual conferences should be submitted and approved by the Executive Committee.

2. Pre-Conference

a) The approved schedule of elections to be conducted at the annual conference, and between annual conferences, shall be communicated to the NABSE membership at least 60 days in advance of each annual conference.

b) The NABSE website, newsletter, email and annual conference registration information should be utilized to communicate NABSE elections information.

3). At the NABSE Conference

a) The schedule of elections to occur during the NABSE conference shall be announced at Delegate Assembly 1 and be included in electronic conference program information.

b) Results of elections conducted during the NABSE conference shall be reported to the Delegate Assembly by the Elections Committee Chair at Delegate Assembly 2.

4. Between NABSE Conferences

least 60 days in advance of each annual conference.

b) The NABSE website, newsletter, email and annual conference registration information should be utilized to communicate NABSE elections information.

3). At the NABSE Conference

a) The schedule of elections to occur during the NABSE conference shall be announced at Delegate Assembly 1 and be included in electronic conference program information.

b) Results of elections conducted during the NABSE conference shall be reported to the Delegate Assembly by the Elections Committee Chair at Delegate Assembly 2.

4. Between NABSE Conferences

a) The election of NABSE officers occurs biennially between NABSE conferences.

b) The Elections Committee chair should announce the approved date and time to the membership at Delegate Assembly 1 and 2, as well as via the NABSE website, newsletters, and email.

c) Results of the election conducted electronically should be reported by the Elections Committee chair via email, the NABSE website and newsletters.

5. Due Diligence

a) Prior to, and after, every election, the Elections committee should monitor and assess the quality of all procedures, processes and products associated with NABSE's elections.

a) The election of NABSE officers occurs biennially between NABSE conferences.

b) The Elections Committee chair should announce the approved date and time to the membership at Delegate Assembly 1 and 2, as well as via the NABSE website, newsletters, and email.

c) Results of the election conducted electronically should be reported by the Elections Committee chair via email, the NABSE website and newsletters.

5. Due Diligence

a) Prior to, and after, every election, the Elections committee should monitor and assess the quality of all procedures, processes and products associated with NABSE's elections.

b) The Elections Committee should assess the efficiency and effectiveness of elections software in current use by NABSE.

c) The Elections Committee should be responsible for researching and making recommendations of elections software that is suitable, user-friendly and cost-efficient for utilization by NABSE.

d) The Elections Committee shall propose policies and procedures to address election disputes.

b) The Elections Committee should assess the efficiency and effectiveness of elections software in current use by NABSE.

c) The Elections Committee should be responsible for researching and making recommendations of elections software that is suitable, user-friendly and cost-efficient for utilization by NABSE.

d) The Elections Committee shall propose policies and procedures to address election disputes.

Rationale: This amendment modifies the composition and expands the role of the Elections Committee, specifically as it relates to communication regarding all elections conducted within the organization. Such communications with the membership include scheduled dates and times of specific elections, both face-to-face and in written form, orally and electronically. It tasks the committee with pre and post monitoring and assessing all elections procedures, including the effectiveness and efficiency of software products, as well as researching and recommending software upgrades or alternative products to be utilized in the elections process.

Submitted by: [Dr. Patricia A. Ackerman](#)

- IV. Amend ARTICLE VII Elections and Voting Procedures, Section 2. Nominations, by adding “Each Region will have the opportunity to select nominees to run for office so that no region dominates the number of representatives on the board.”

Current Wording	Proposed Amendment	If Adopted Will Read
<p>Section 2. Nominations. The Nominating Committee shall be appointed by the President and approved by the Board of Directors and shall be composed of equal representatives from the Affiliates and the Commissions. The representatives on this Committee shall not be current National Officers. 1) People running for any elected office must meet all four of the following criteria: • Three years active membership and service to NABSE. 2) Life or Subscribing Life Membership status. 3) Attended a minimum of three of the last five National Conferences: and 4) Active in local or state Affiliate and/or Commission.</p> <p>Any person running for the office of President-Elect must have, at least, one (1) degree in education. The Nominating Committee shall present qualified nominees for each office at the Annual Meeting. Additional nominations may be made from the floor by members in good standing at the Delegate Assembly.</p>	<p>Each Region will have the opportunity to select nominees to run for office so that no region dominates the number of representatives on the board.</p>	<p>Section 2. Nominations. The Nominating Committee shall be appointed by the President and approved by the Board of Directors and shall be composed of equal representatives from the Affiliates and the Commissions. The representatives on this Committee shall not be current National Officers. 1) People running for any elected office must meet all four of the following criteria: Three years active membership and service to NABSE. 2) Life or Subscribing Life Membership status. 3) Attended a minimum of three of the last five National Conferences: and 4) Active in local or state Affiliate and/or Commission.</p> <p>Any person running for the office of President-Elect must have, at least, one (1) degree in education.</p> <p>Each Region will have the opportunity to select nominees to run for office so that no region dominates the number of representatives on the board.</p>

Rationale: [None submitted.](#)

Submitted by: Phyllis Williams

V. Amend ARTICLE III Organization, Section 2 Commissions, by striking and inserting.

Current Wording	Proposed Amendment	If Adopted Will Read
<p>Each Commission shall nominate a Chair. Commission Nominations shall take place during the annual conference. Elections shall take place by electronic ballot by March 31st of the following year.</p> <p>The duties of the Commission Chair shall be to conduct the meetings and coordinate activities of the Commission, and such other duties as identified by the Board of Directors.</p>	<p>Each Commission shall nominate a Chair and secretary. Commission Nominations shall take place during the annual conference. Elections shall take place by either mail-in or electronic ballot the following Spring.</p> <p>The duties of the Commission Chair shall be to conduct the meetings and coordinate activities of the Commission and such other duties as identified by the Board of Directors.</p> <p>The duties of the Commission Secretary shall be to record minutes of all meetings and to keep a record of commission membership.</p>	<p>Each Commission shall nominate a Chair. Commission Nominations shall take place during the annual conference. Elections shall take place by electronic ballot by March 31st of the following year.</p> <p>The duties of the Commission Chair shall be to conduct the meetings and coordinate activities of the Commission, and such other duties as identified by the Board of Directors.</p> <p>The duties of the Commission Secretary shall be to record minutes of all meetings and to keep a record of commission membership.</p>

Rationale:

Submitted by: Shawn McKay

VI. Amend ARTICLE III Organization, Section 5. Affiliates, by adding “The Local Affiliates shall provide an Annual Report on their goals and accomplishments, to the State President, where there is an organized state body, and in turn, the State President shall provide the same to the Regional Representative”

Current Wording	Proposed Amendment	If Adopted Will Read
None	<p>The Local Affiliates shall provide an Annual Report on their goals and accomplishments, to the State President, where there is an organized state body, and in turn, the State President shall provide the same to the Regional Representative</p>	<p>The Local Affiliates shall provide an Annual Report on their goals and accomplishments, to the State President, where there is an organized state body, and in turn, the State President shall provide the same to the Regional Representative</p>

Rationale: This will contribute to greater coordination, collaboration, uniformity, cohesion, and connectivity to the nation agenda, goals, and policies across affiliate structures. Clarify and define the hierarchical structure and reporting authority within the organizational ranks

Submitted by: Thanda Mateo

VII. Amend ARTICLE VII Section 2. Nominations, by striking Paragraph 4

Current Wording	Proposed Amendment	If Adopted Will Read
<p>1) Three years of active membership and service to NABSE.</p> <p>2) Life or Subscribing Life Membership status.</p> <p>3) Attended a minimum of three of the last five National Conferences</p> <p>4) Active in local or state Affiliate and/or Commission.</p> <p>Any person running for the office of President-Elect must have, at least, one (1) degree in education.</p>	<p>Strike Paragraph 4</p>	<p>1) Three years of active membership and service to NABSE.</p> <p>2) Life or Subscribing Life Membership status.</p> <p>3) Attended a minimum of three of the last five National Conferences</p> <p>4) Active in local or state Affiliate and/or Commission.</p>

Rationale: *None provided.*

Submitted by: Warren Salmon

VIII. Amend ARTICLE III Organization, Section 4. The Board of Directors, by striking “general” and inserting “elected and appointed”.

Current Wording	Proposed Amendment	If Adopted Will Read
<p>The Board of Directors shall be composed of the general officers of NABSE, the Foundation Chair, a Corporate Member, six Regional Representatives, Seven Commission Chairs and the Director of the NABSE Research and Development Institute (NABSE R&D) as a non-voting member of the Board.</p>	<p>The Board of Directors shall be composed of the elected and appointed officers of NABSE, the Foundation Chair, a Corporate Member, six Regional Representatives, Seven Commission Chairs and the Director of the NABSE Research and Development Institute (NABSE R&D) as a non-voting member of the Board.</p>	<p>The Board of Directors shall be composed of the elected and appointed officers of NABSE, the Foundation Chair, a Corporate Member, six Regional Representatives, Seven Commission Chairs and the Director of the NABSE Research and Development Institute (NABSE R&D) as a non-voting member of the Board.</p>

Rationale: The appointed officers are considered non-voting members of the NABSE Board of Directors

Submitted by: Robert Robinson, PRP - *Resubmission of the 2024 bylaw proposal, which the Bylaw Committee feels merits consideration on its own, as it was attached to another proposal that the body objected to, so was defeated as a result of the other proposal.*

- IX. Amend ARTICLE III Organization, Section 4. The Board of Directors, by inserting “with ten (10) days Notice.”

Current Wording	Proposed Amendment	If Adopted Will Read
1) The Board of Directors shall meet every two months. Special meetings of the Board may be called by the President or by at least four Board Members.	a. The Board of Directors shall meet every two months. Special meetings of the Board may be called by the President or by at least four Board Members, with ten (10) days Notice.	a. The Board of Directors shall meet every two months. Special meetings of the Board may be called by the President or by at least four Board Members, with ten (10) days Notice.

Rationale: Establishes a time-frame for Notice.

Submitted by: Robert Robinson, PRP – *Resubmission of the 2024 bylaw proposal, which the Bylaw Committee feels merits consideration on its own, as it was attached to another proposal that the body objected to, so was defeated as a result of the other proposal.*

- X. Amend ARTICLE III Organization, Section 4. The Board of Directors, by striking and inserting.

Current Wording	Proposed Amendment	If Adopted Will Read
4) Excluding the office of President, when any general officer is unable to complete the term of office, the Board shall appoint a person to complete the unexpired term. In the case of Commissions, the Chair-elect shall be designated to fill the unexpired term. In the case of the Affiliates Representative, the Executive Committee of the Affiliate Council shall designate a replacement to fill the unexpired term. The Executive Committee of the Affiliate Council shall consist of the Elected Regional Representatives.	d. Excluding the office of President, when any general officer is unable to complete their term of office, the Board shall appoint a person member of NABSE who fits the criteria for the office to complete the unexpired term. In the case of a vacancy of a Commission Chair , the Chair-elect shall be designated NABSE Board shall by majority vote select a member of NABSE who fit the criteria for the office to fill the unexpired term. In the case of the Affiliates Representative, the Executive Committee of the Affiliate Council shall designate a replacement to fill the unexpired term. The Executive Committee of the Affiliate Council shall consist of the Elected Regional Representatives.	d. Excluding the office of President, when any officer is unable to complete their term of office, the Board shall appoint a member of NABSE who fits the criteria for the office to complete the unexpired term. In the case of a vacancy of a Commission Chair, the NABSE Board shall by majority vote select a member of NABSE who fits the criteria for the office to fill the unexpired term.

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Rationale: Establishes clarity around who a person filling a vacancy is. Strikes an Executive Committee that is non-functional.

Submitted by: Robert Robinson, PRP – *Resubmission of the 2024 bylaw proposal, which the Bylaw Committee feels merits consideration on its own, as it was attached to another proposal that the body objected to, so was defeated as a result of the other proposal.*

XI. Amend ARTICLE III Organization, Section 4. The Board of Directors, by striking and inserting.

Current Wording	Proposed Amendment	If Adopted Will Read
5) An Executive Committee of the Board of Directors shall be composed of the President, President Elect, Recording Secretary, Treasurer and two members of the Board of Directors elected by the Board. This Committee may act on issues assigned by the Board in the interim between Board meetings.	e. An Executive Committee of the Board of Directors shall be composed of the President, President-Elect, Recording Secretary, Corresponding Secretary, Treasurer, and Financial Secretary and two members of the Board of Directors elected by the Board. The Executive Committee may act on issues assigned by the Board in the interim between Board meetings.	e. An Executive Committee of the Board of Directors shall be composed of the President, President-Elect, Recording Secretary, Corresponding Secretary, Treasurer, and Financial Secretary. The Executive Committee may act on issues assigned by the Board in the interim between Board meetings.

Rationale: It is appropriate to add to the Executive Committee the two (2) additional officers that were approved by Delegate Assembly in 2024, and also keeps the number of the Executive Committee consistent at 6 members

Submitted by: Robert Robinson, PRP – *Resubmission of the 2024 bylaw proposal, which the Bylaw Committee feels merits consideration on its own, as it was attached to another proposal that the body objected to, so was defeated as a result of the other proposal.*

XII. Amend ARTICLE III Organization, Section 4. The Board of Directors, by striking and inserting.

Current Wording	Proposed Amendment	If Adopted Will Read
7) The Board of Directors shall be responsible for the employment and termination of an Executive Director and shall execute a contract that shall include duties and responsibilities, salary and benefits, length of contract, and a procedure for an annual review of performance.	g. The Board of Directors shall be responsible for the employment and termination of an Executive Director and shall execute a contract that shall include duties and responsibilities, salary and benefits, length of contract, and a procedure for an annual and incremental review of performance.	g. The Board of Directors shall be responsible for the employment and termination of an Executive Director and shall execute a contract that shall include duties and responsibilities, salary and benefits, length of contract, and a procedure for an annual and incremental review of performance.

Rationale: Empowers the NABSE Board of Directors to review and evaluate the performance of the Executive Director more than just once annually.

Submitted by: Robert Robinson, PRP – *Resubmission of the 2024 bylaw proposal, which the Bylaw Committee feels merits consideration on its own, as it was attached to another proposal that the body objected to, so was defeated as a result of the other proposal.*

XIII. Amend ARTICLE III Organization, Section 4. The Board of Directors, by inserting.

Current Wording	Proposed Amendment	If Adopted Will Read
10) All Board meetings are open to the NABSE membership, except when personnel and legal matters are discussed.	10) All Board meetings are open to financial members of NABSE, in good standing, except when personnel and legal matters are discussed, or a motion to meet in Executive Session is adopted.	10) All Board meetings are open to financial members of NABSE, in good standing, except when personnel and legal matters are discussed, or a motion to meet in Executive Session is adopted.

Rationale: Adds further parameters to who is eligible to attend NABSE Board meetings.

Submitted by: Robert Robinson, PRP – *Resubmission of the 2024 bylaw proposal, which the Bylaw Committee feels merits consideration on its own, as it was attached to another proposal that the body objected to, so was defeated as a result of the other proposal.*

XIV. Amend ARTICLE III Organization, Section 4. The Board of Directors, by striking and inserting.

Current Wording	Proposed Amendment	If Adopted Will Read
11) The Operating Policy and Procedures Manual is also a document that defines how the broad statements of the Constitution and Bylaws shall be implemented.	11) The Operating Policy and Procedures Manual is also a document that defines how the broad statements of the Constitution and Bylaws shall be implemented shall serve to provide operational guidance for NABSE, and shall not conflict with the NABSE Bylaws, or add stipulations that do not exist in the bylaws	11) The Operating Policy and Procedures manual shall serve to provide operational guidance for NABSE, and shall not conflict with the NABSE Bylaws, or add stipulations that do not exist in the NABSE Bylaws.

Rationale: Clarifies how the NABSE OPPM functions in conjunction with the NABSE Bylaws.

Submitted by: Robert Robinson, PRP – *Resubmission of the 2024 bylaw proposal, which the Bylaw Committee feels merits consideration on its own, as it was attached to another proposal that the body objected to, so was defeated as a result of the other proposal.*

XV. Amend ARTICLE X Amendments, by inserting (5).

Current Wording	Proposed Amendment	If Adopted Will Read
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None	5) The NABSE Constitution and Bylaws shall be amended Bi-annually, by the Delegate Assembly, unless a law or rules that ranks it requires its amendment.	5) The NABSE Constitution and Bylaws shall be amended Bi-annually, by the Delegate Assembly, unless a law or rules that ranks it requires its amendment.
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Rationale: The bylaws of an organization should only be amended in cases where the amendments are crucial to improve the functioning of an organization. Amending every two years allows for the amendments previously adopted to be implemented, and evaluated for its intended objective, and organizational effectiveness.

Submitted by: Robert Robinson, PRP

XVI. Amend Article III Organization, Section IV Executive Committee Composition, by inserting (5).

Parliamentary Note: This proposal must be divided, to strike the portion regarding two additional positions, as the 2024 DA adopted two additional officer roles, which means that all 6 officers would comprise the Executive Committee, if this proposal is adopted.

Current Wording	Proposed Amendment	If Adopted Will Read
5) An Executive Committee of the Board of Directors shall be composed of the President, President Elect, Recording Secretary, Treasurer and two members of the Board of Directors elected by the Board. This Committee may act on issues assigned by the Board in the interim between Board meetings.	5) An Executive Committee of the Board of Directors shall be composed exclusively of elected officers, specifically the President, President-Elect, Recording Secretary, Treasurer, and two additional positions selected from among the remaining elected officers. No appointed members shall serve on the Executive Committee. This Committee may act on issues assigned by the Board in the interim between Board meetings.	5) An Executive Committee of the Board of Directors shall be composed exclusively of elected officers, specifically the President, President-Elect, Recording Secretary, Treasurer, and two additional positions selected from among the remaining elected officers. No appointed members shall serve on the Executive Committee. This Committee may act on issues assigned by the Board in the interim between Board meetings.

Rationale: The Executive Committee holds significant authority, acting on behalf of the organization between board meetings. Ensuring that all committee members are elected officers, positions directly chosen by NABSE membership, reinforces democratic representation and enhances accountability. Allowing appointed positions to serve could introduce potential biases or conflicts of interest, as those positions are selected by the President

rather than by the broader membership. Restricting membership to elected officers promotes equitable representation, prevents undue influence, and preserves trust and integrity in NABSE's governance processes.

Submitted by: Nardos King

XVII. Amend Article III Organization Section 2. Commissions, by striking and inserting.

Current Wording	Proposed Amendment	If Adopted Will Read
Each Commission shall nominate a Chair. Commission Nominations shall take place during the annual conference. Elections shall take place by electronic ballot by March 31st of the following year.	Each Commission shall nominate a Chair-Elect and Secretary. The Chair-Elect and Secretary shall be elected during the second year of the sitting Commission Chair's 3-year term.	Each Commission shall nominate a Chair-Elect and a Secretary. The Chair-Elect and Secretary shall be elected during the second year of the sitting Commission Chair's 3-year term.

Rationale: This brings Article III and Article IV amendments in alignment regarding Commission Chairs and Secretaries. Provides for Succession.

Submitted by: Dr. Andre Hornsby

XVIII. Amend ARTICLE IV Officers Section 10. Financial Secretary. Strike “receive” and insert “verify”

Current Wording	Proposed Amendment	If Adopted Will Read
The Financial Secretary shall receive all funds, issue receipts for funds received and maintain a record of all financial transactions, assist the Executive Director in maintaining a record of members in good standing, submit all funds received to the Treasurer within two (2) business days, receive financial reports from Standing and Special committees within thirty (30) days of event/activity including any event/activity receipts and request for reimbursement, and assist the Treasurer with preparation of the annual budget, preparation and filing of tax documents and audit committee review.	The Financial Secretary shall verify all funds, issue receipts for funds received and maintain a record of all financial transactions, assist the Executive Director in maintaining a record of members in good standing, submit all funds received to the Treasurer within two (2) business days, receive financial reports from Standing and Special committees within thirty (30) days of event/activity including any event/activity receipts and request for reimbursement, and assist the Treasurer with preparation of the annual budget, preparation and filing of tax documents and audit committee review.	The Financial Secretary shall verify all funds, issue receipts for funds received and maintain a record of all financial transactions, assist the Executive Director in maintaining a record of members in good standing, submit all funds received to the Treasurer within two (2) business days, receive financial reports from Standing and Special committees within thirty (30) days of event/activity including any event/activity receipts and request for reimbursement, and assist the Treasurer with preparation of the annual budget, preparation and filing of tax documents and audit committee review.

Rationale: All funds for NABSE shall be the responsibility of the Executive Director of NABSE, President and the Treasurer. All financial transactions are critical to the organizations image.

Submitted by: Dr. Andre Hornsby

XIX. Amend Article III Section 5. Affiliates. Strike “Regional Director” and insert “Regional Representative”

Current Wording	Proposed Amendment	If Adopted Will Read
The Affiliates shall be required to submit plans and documentation of their implementation on an annual basis to the Regional Director. The National Office shall work to support the Regional Directors to ensure the Affiliates meet their goals.	The Affiliates shall be required to submit plans and documentation of their implementation on an annual basis to the Regional Director Regional Representatives . The National Office shall work to support the Regional Director Regional Representatives to ensure the Affiliates meet their goals.	The Affiliates shall be required to submit plans and documentation of their implementation on an annual basis to the Regional Representatives. The National Office shall work to support the Regional Representatives to ensure the Affiliates meet their goals.

Rationale: The term Regional Representative is consistent with the Language in the Constitution and Bylaws approved by the Delegates Assembly.

Submitted by: Dr. Andre Hornsby

NO ACTION REQUIRED. This proposal was defeated at the 2024 Delegate Assembly.

XX. Amend ARTICLE IV Officers Section 1. Designation., by striking and inserting

Current Wording	Proposed Amendment	If Adopted Will Read
Additionally, there shall be a Parliamentarian, Historian, and Chaplain, appointed by the President. All elected and appointed officers shall be from among NABSE membership. No two general offices shall be held by the same person.	The Parliamentarian, Historian, and Chaplain are ex-officio non-voting one term members of the Board of Directors. Any appointed NABSE members to the Board shall not be voting members.	The Parliamentarian, Historian, and Chaplain are ex-officio non-voting one term members of the Board of Directors. Any appointed NABSE members to the Board shall not be voting members.

Rationale: The Constitution and Bylaws shall be clear on the role of NABSE membership especially its appointed officers.

Submitted by: Dr. Andre Hornsby

XXI. Amend ARTICLE IV Officers Section 5. President., by striking “as needed” and inserting “within 60 days of installation in office.”

Current Wording	Proposed Amendment	If Adopted Will Read
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The President shall establish and appoint the Chairs of all standing and ad hoc committees and shall establish other Committees as needed.	The President shall establish and appoint the Chairs of all standing and ad hoc committees and shall establish other Committees as needed within 60 days of installation in office.	The President shall establish and appoint the Chairs of all standing and ad hoc committees and shall establish other Committees within 60 days of installation in office.
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Rationale: The NABSE membership shall have every opportunity to learn and participate in the understanding of NABSE. Volunteers is how we deliver and develop future leadership.

Submitted by: Dr. Andre Hornsby

XXII. Amend ARTICLE IV Officers Section 5. President, by striking and inserting

Current Wording	Proposed Amendment	If Adopted Will Read
The President shall designate a Parliamentarian to preside at all business meetings.	The President shall designate a Parliamentarian to preside at all advise and assist in the conducting of the business meetings. The Parliamentarian shall not be a member of Bylaws, and or Policy Committees of NABSE, and Limited to one term consistent with appointment.	The President shall designate a Parliamentarian to advise and assist in the conducting of the business meetings. The Parliamentarian shall not be a member of Bylaws, and or Policy Committees of NABSE, and Limited to one term consistent with appointment.

Rationale: The role of the Parliamentarian is advisory in NABSE. When decisions shall be made those actions are reserved for the NABSE Board. Robert's Rules of Order New Edition and the literature caution the appearance of conflict of interest. The Board of Directors shall receive Legal Advice when necessary, on behalf of NABSE.

Submitted by: Dr. Andre Hornsby

XXIII. Amend ARTICLE V Executive Director, by inserting

Current Wording	Proposed Amendment	If Adopted Will Read
None	The Executive Director shall be responsible for: A. all funds and fund raising with support from the President, Treasurer, and Financial Secretary. B. all official NABSE correspondence with the President as key	The Executive Director shall be responsible for: A. all funds and fund raising with support from the President, Treasurer, and Financial Secretary. B. all official NABSE correspondence with the President as key communicator. C. all minutes, collecting, storing and providing to the membership upon request

	communicator. C. all minutes, collecting, storing and providing to the membership upon request	
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Rationale: The President, Executive Director, Treasurer and Financial Secretary are responsible for NABSE Annual Conference, which is the largest fundraiser, meeting with hotels, reviewing contracts, etc. Therefore, shall be nmone of the signatori for NABSE.

Submitted by: Dr. Andre Hornsby

XXIV. Amend ARTICLE X Amendments, by striking and inserting

Current Wording	Proposed Amendment	If Adopted Will Read
<p>The Constitution and By-Laws may be amended at the Annual Meeting if the following criteria are met: 1) Submit the proposed amendment(s) in writing by April 2 to the Chair of the Constitution and By-Laws Committee. 2) The Chair of the Constitution and By-Laws Committee forwards the proposed amendment(s) to the general membership no later than 60 days prior to the start of the NABSE Annual Conference. 3) The proposed bylaws amendment(s) are placed on the agenda for the Annual Meeting. 4) The proposed amendment(s) are adopted by a two-thirds vote of the Delegate Assembly.</p>	<p>The Constitution and Bylaws may shall be Amended using the following: 1. Submission to the Executive Director by April 2nd, who will transmit to the Constitution and Bylaws committee. 2. NABSE membership shall be verified and identified and the Executive Director will email or post on NABSE.org. or its equivalent by July 2nd. 3. All proposed amendments shall be placed on the Annual Meeting Agenda. 4. The proposed amendments require a two-thirds vote of Delegates for adoption. 5. New Amendments shall be introduced at the at the Delegate Assembly as long as the member is in good standing. 6. The amended Constitution and Bylaws shall be published on NABSE website no later than 40 days after the Annual Meeting.</p>	<p>The Constitution and Bylaws shall be Amended using the following: 1. Submission to the Executive Director by April 2nd, who will transmit to the Constitution and Bylaws committee. 2. NABSE membership shall be verified and identified and the ED will email or post on NABSE.org. or it's equivalent by July 2nd. 3. All proposed amendments shall be placed on the Annual Meeting Agenda. 4. The proposed amendments require a two-thirds vote of Delegates for adoption. 5. New Amendments shall be introduced at the at the Delegate Assembly as long as the member is in good standing. 6. The amended Constitution and Bylaws shall be published on NABSE website no later than 40 days after the Annual Meeting. 7. Editing is reserved to the Delegate Assembly and Is in effect at the end of the Assemblies .</p>

	7. Editing is reserved to the Delegate Assembly and Is in effect at the end of the Assemblies .	
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Rationale: The Delegates Assembly is the governing body of NABSE and ultimately is required to be informed of changes and to approve changes that affect the operation of the organization. See Attached Procedures For The Last 23 Years .

Submitted by: [Dr. Andre Hornsby](#)

XXV. Amend ARTICLE X Amendments, by inserting (6).

Current Wording	Proposed Amendment	If Adopted Will Read
None	6) No person or persons serving in the employ of NABSE, in a full-time, part-time, or consultancy capacity shall be permitted to submit or amend the bylaws of NABSE.	No person or persons serving in the employ of NABSE, in a full-time, part-time, or consultancy capacity shall be permitted to submit or amend the bylaws of NABSE.

Rationale: It is inappropriate for anyone employed by an organization to have the ability to submit bylaw amendment proposals, as it represents a conflict of interest. This allows for the possibility that such proposals could have a direct or indirect impact on their employment.

Submitted by: [Robert Robinson, PRP](#)