



## 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><del>ARTICLE III Organization</del> <del>Section 2—Delegate Assembly</del></p> <p><del>Receive and act on</del> <del>recommendations for the dues</del> <del>structure for membership in</del> <del>NABSE.</del> 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 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</p>	<p><del>Increase affiliate dues from \$100 to \$150</del> No dues amount is referenced in the Bylaws. This would represent new language.</p> <p><b>Affiliate dues shall be \$150.</b></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 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><b>Affiliate dues shall be \$150.</b></p>

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.		
---	--	--

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, 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 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.</p>	<p>Section 2. Nominations. The <b>Nominations</b> Committee shall be appointed <b>biennially</b> by the President and approved by the Board of Directors <b>at its first meeting after installation.</b> It shall be comprised of <b>one representative from each Commission, and an equal number of Affiliate representatives.</b> The <b>members</b> of this Committee shall not be current National Officers.</p> <p>Individuals seeking any elected office must meet all of the following criteria:</p> <ol style="list-style-type: none"> <li>1. Three years active membership and service to NABSE</li> <li>2. Life or Subscribing Life membership status</li> <li>3. Attended a minimum of three of the last five National Conferences</li> <li>4. Active in a local or state</li> </ol>	<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> <ol style="list-style-type: none"> <li>1. Three years active membership and service to NABSE</li> <li>2. Life or Subscribing Life membership status</li> <li>3. Attended a minimum of three of the last five National Conferences</li> <li>4. Active in a local or state NABSE affiliate, and NABSE Commission</li> <li>5. Anyone seeking the office of President-Elect must have at least one (1) degree in education.</li> </ol> <p>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</p>

	<p><b>NABSE</b> affiliate, and <b>NABSE</b> Commission</p> <p>5. Anyone seeking the office of President-Elect must have at least one (1) degree in education.</p> <p>The Nominations Committee shall present a <b>slate of at least two (2) nominees</b> for each office at <b>Delegate Assembly I</b> during the Annual Meeting. Additional nominations may be made from the floor by members in good standing at <b>Delegate Assembly I</b>.</p>	<p>be made from the floor by members in good standing at Delegate Assembly I.</p>
--	--	---

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 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</p>	<p><b>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.</b></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. 5) Any person running for the office of President-Elect must have, at least, one (1) degree in education. 11-13-2021 DA The Nominating Committee shall present qualified nominees for each</p>

Commission. 5) Any person running for the office of President-Elect must have, at least, one (1) degree in education. 11-13-2021 DA 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.		office at the Annual Meeting. Additional nominations may be made from the floor by members in good standing at the Delegate Assembly.  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.
--	--	---

Rationale: *None submitted.*

Submitted by: Phyllis Williams

IV. 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 <b>and secretary.</b> Commission Nominations shall take place during the annual conference. Elections shall take place by <b>either mail-in or</b> 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><b>The duties of the Commission Secretary shall be to record minutes of all meetings and to keep a record of commission membership.</b></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 31<sup>st</sup> 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

V. 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	<b>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</b>	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

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

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

Current Wording	Proposed Amendment	If Adopted Will Read
Any person running for the office of President-Elect must have, at least, one (1) degree in education.	<b>Strike Paragraph 4</b>	<ol style="list-style-type: none"> <li>1) Three years active membership and service to NABSE.</li> <li>2) Life or Subscribing Life Membership status.</li> <li>3) Attended a minimum of three of the last five National Conferences</li> <li>4) Active in local or state Affiliate and/or Commission.</li> </ol>

Rationale: *None provided.*

Submitted by: Warren Salmon

VII. 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
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	The Board of Directors shall be composed of the <b>elected and appointed</b> officers of NABSE, the Foundation Chair, a Corporate Member, six Regional Representatives,	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

Director of the NABSE Research and Development Institute (NABSE R&D) as a non-voting member of the Board.	Seven Commission Chairs and the Director of the NABSE Research and Development Institute (NABSE R&D) as a non-voting member of the Board.	(NABSE R&D) as a non-voting member of the Board.
---	---	--

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.*

VIII. 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/CEO or by at least four Board Members, <b>with ten (10) days Notice.</b>	a. The Board of Directors shall meet every two months. Special meetings of the Board may be called by the President/CEO or by at least four Board Members, with ten (10) days Notice.

Rationale:

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 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	d. Excluding the office of President, when any <del>general</del> officer is unable to complete their term of office, the Board shall appoint a <del>person</del> <b>member of NABSE who fit the criteria for the office to</b> complete the unexpired term. In the case of <del>a</del> <b>vacancy of a</b> Commission <del>Chair</del> , the <del>Chair-elect shall be designated</del> NABSE Board shall by majority vote select a <b>member of NABSE who fit the criteria for the office</b> to fill the unexpired term. <del>In the case of the Affiliates Representative,</del>	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 fit 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 fit the criteria for the office to fill the unexpired term.



Executive Committee of the Affiliate Council shall consist of the Elected Regional Representatives.	<del>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.</del>	
---	---	--

Rationale:

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 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, <b>Corresponding Secretary, Treasurer, and Financial Secretary</b> <del>and two members of the Board of Directors elected by the Board.</del> <b>The Executive</b> 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.*

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

responsibilities, salary and benefits, length of contract, and a procedure for an annual review of performance.	responsibilities, salary and benefits, length of contract, and a procedure for <del>an</del> <b>annual and incremental review</b> of performance.	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.*

XII. 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 <b>financial members of NABSE, in good standing,</b> except when personnel and legal matters are discussed, <b>or a motion to meet in Executive Session is adopted.</b>	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.*

XIII. 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 <del>is also a document that defines how the broad statements of the Constitution and Bylaws shall be implemented</del> <b>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</b>	11) The Operating Policy and Procedures 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.*

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

Current Wording	Proposed Amendment	If Adopted Will Read
None	5) <b>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.</b>	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.

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

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

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 <b>exclusively of elected officers, specifically</b> the President, President-Elect, Recording Secretary, Treasurer, and two <b>additional positions selected from among the remaining elected officers. No appointed members shall serve on the Executive Committee.</b> 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

XVI. 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 <b>Chair-Elect and Secretary. The Chair-Elect and Secretary shall be elected during the second year of the sitting Commission Chairs 3yr. term.</b>	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 Chairs 3yr. 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

XVII. 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 <b>verify</b> 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	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.

	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

XVIII. 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 <del>Regional Director</del> <b>Regional Representatives</b> . The National Office shall work to support the <del>Regional Director</del> <b>Regional Representatives</b> 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.

XIX. 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.	<b>The Parliamentarian, Historian, and Chaplin 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.</b>	The Parliamentarian, Historian, and Chaplin 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

- XX. 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
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 <del>as needed</del> 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.

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

- XXI. 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 <del>preside at all</del> 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

- XXII. 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	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

	<b>Secretary.</b> <b>B. all official NABSE correspondence with the President as key communicator.</b> <b>C. all minutes, collecting, storing and providing to the membership upon request</b>	with the President as key communicator. C. all minutes, collecting, storing and providing to the membership upon request
--	---	---

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 one of the signatori for NABSE.

Submitted by: Dr. Andre Hornsby

XXIII. 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 <del>may</del> <b>shall</b> be Amended <b>using the following:</b>  <b>1. Submission to the Executive Director by April 2nd, who will transmit to the Constitution and Bylaws committee.</b>  <b>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.</b>  <b>3. All proposed amendments shall be placed on the Annual Meeting Agenda.</b>  <b>4. The proposed amendments require a two-thirds vote of Delegates for adoption.</b>  <b>5. New Amendments shall be introduced at the at the Delegate Assembly as long as the member is in good standing.</b>  <b>6. The amended Constitution and Bylaws</b></p>	<p>The Constitution and Bylaws shall be Amended using the following:          1. Submission to the Executive Director by April 2<sup>nd</sup>, 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>

	<p>shall be published on NABSE website no later than 40 days after the Annual Meeting.</p> <p>7. Editing is reserved to the Delegate Assembly and Is in effect at the end of the Assemblies .</p>	
--	---	--

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

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

Current Wording	Proposed Amendment	If Adopted Will Read
None	<p>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.</p>	<p>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.</p>

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