

## PROPOSED AMENDMENT 1: EXPANDED ANTI-DISCRIMINATION PROVISIONS

Proposed by: TFA Board of Directors

**Rationale:** *This amendment would include at the state level the important discrimination protections that TFA provides to members and prospective members at the chapter level.*

**Amend Article III, Member**, Section 1, Eligibility, Subsection B, by striking “race, creed, national origin, or sex” and inserting “discipline, age, color, race, religious faith, national origin, sex, sexual identity, marital status, or political activities or belief”.

- B. Membership shall not be denied on the basis of race, creed, national origin, or sex discipline, age, color, race, religious faith, national origin, sex, sexual identity, marital status, or political activities or belief.

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## PROPOSED AMENDMENT 2: DETACH THE ELECTION PROCESS FOR OFFICERS AND MEMBERS-AT-LARGE FROM THE TFA HOUSE OF DELEGATES

Proposed by: TFA Board of Directors

**Rationale:** *This amendment would eliminate the necessity for two elections per year: One for delegates to the TSTA House of Delegates and the NEA Representative Assembly, and one for Officers and Members-At-Large. Detaching the election process from the meeting would allow focus during that meeting on workshops, networking, and any proposed Bylaws amendments.*

**Amend Article IV, Officers**, Section 4, Nominations and Elections, Subsection A, Open nominations, and Subsection B, Nominations, and Subsection C, Elections, by striking paragraphs 3, 2, and 2 respectively:

- ~~3. Nominations, with the verbal consent of the nominee present or by written consent of the nominee, may be made from the floor of the TFA House of Delegates. All nominees from the floor must hold Active Membership and have the qualifications set forth above in Section 2.~~
- ~~2. Nominations will be accepted for fourteen consecutive days following the last day of the annual TFA House of Delegates at which point nominations will cease.~~

2. ~~The Election Committee will oversee notification of the general membership, within seven consecutive days following the close of nominations, of the list of nominees for each office by mail or email, and on the TFA website.~~

**Amend Article VI, Board of Directors**, Section 3, Nominations and Election of Members-at-Large, Subsection B, Open nominations, and Subsection C, Nominations, and Subsection D, Elections, by striking paragraphs 3, 2, and 2 respectively:

3. ~~Nominations, with the verbal consent of the nominee present or by written consent of the nominee, may be made from the floor of the TFA House of Delegates.~~
2. ~~Nominations will be accepted for fourteen consecutive days following the last day of the annual TFA House of Delegates at which point nominations will cease.~~
2. ~~The Election Committee will oversee notification of the general membership, within seven consecutive days following the close of nominations, of the list of nominees for each office by mail or email, and on the TFA website.~~

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### **PROPOSED AMENDMENT 3: ADOPT FINANCIAL STANDARDS AT THE STATE LEVEL**

**Proposed by: TFA Board of Directors**

***Rationale:** This amendment would provide a mechanism for the Board to adopt policies and practices that would guide decisions about appropriate expenditures. Additionally, TSTA's region grant program, in which TFA may participate, requires adoption of financial standards. This provision would also mirror the requirement of TFA chapters that a financial standards policy be adopted and followed.*

**Amend Article VI, Board of Directors**, Section 1, Board of Directors, Subsection C, Functions, Subsection 1, Policy making, by inserting the underlined wording in paragraph b:

- b. Adopt policies necessary to implement these bylaws, financial standards and best business practices, and mandates of the TFA House of Delegates;

## **PROPOSED AMENDMENT 4: REPLACE THE TFA HoD WITH A TFA STATEWIDE MEMBERSHIP MEETING**

**Proposed by:** TFA Board of Directors

***Rationale:** Creating an all-members-invited meeting structure would facilitate member participation and connectivity more widely than the current assembly of elected representatives.*

**Amend Article VII, House of Delegates**, by striking "House of Delegates" and inserting "TFA Statewide Membership Meeting", along with the following section-by-section changes; remaining sections to be re-numbered. Proposed new language is underlined.

### **Article VII, ~~House of Delegates~~ TFA Statewide Membership Meeting**

**Section 1.** ~~The TFA House of Delegates shall be composed of the TFA Board of Directors and elected delegates from the local chapters.~~

**Section 2-1.** ~~The TFA House of Delegates shall meet~~A statewide meeting of the TFA membership shall be held at least every other year on even calendar years, the date and place to be designated by the Board of Directors. If deemed necessary by the Board, the ~~HoD~~TFA Statewide Membership Meeting may take place by video-conference provided that the technology used will allow full access and participation by all delegates in accordance with Standing Rules adopted for the assembly. Special meetings ~~of the House of Delegates~~ may be called by the President, a majority of the Board of Directors, or upon written request of fifty-one percent of the ~~membership of the House of Delegates~~members attending the meeting.

**Section 3-2.** A quorum shall consist of the members present and voting. Notice of meetings shall be given at least one month in advance.

#### **Section 4.** Allocation of Delegates

~~A. A chapter shall be entitled to elect one delegate for each 12 TFA members on file with the Executive Director.~~

~~B. In chapters with fewer than 25 TFA members on file with the Executive Director, there shall be one delegate.~~

~~C. Members not belonging to a local chapter may caucus prior to the beginning of the House of Delegates and elect one delegate for each 25 TFA members attending the caucus.~~

~~D. No member will be denied the right to serve as a delegate based on race, religion, creed, origin, sex, sexual orientation, or sexual identity, or age.~~

~~E. TFA shall guarantee ethnic minority representation at least proportionate to its ethnic minority membership.~~

**Section 5.** ~~Delegates shall be elected by secret ballot.~~

#### **Section 6.** ~~Delegate Election Challenges~~

~~The Board of Directors shall provide for an appeals process to resolve local delegate election challenges to the House of Delegates.~~

**Section 7.3.** ~~The House of Delegates~~members in attendance at the TFA Statewide Membership Meeting shall be the legislative body of this Association. To carry out this function, the ~~House of Delegates~~members in attendance shall:

- A. Act as the highest decision-making body of TFA except when these Bylaws give exclusive powers to the Board of Director or officers;
- B. Adopt the rules and agenda for the ~~House of Delegates~~Statewide Membership Meeting;
- C. Be directly responsible to the general membership of TFA in all matters concerning the conduct of TFA business;
- D. Establish goals, objectives, and activities consistent with the Bylaws;
- E. Enact such measures as may be necessary to achieve the goals and objectives of the TFA;
- F. Receive and act upon proposals submitted to it by the Board of Directors, committees, and task forces;
- G. Direct the implementation of specific actions items by the Board of Directors and/or committees/task forces of the Association;
- H. Establish policy for this Association; and
- I. Act on all amendments to the Bylaws.

**Section 8.4.** ~~Before each House of Delegates~~TFA Statewide Membership Meeting the President, with the advice and consent of the Board of Directors, shall develop an agenda, order of business, and meeting rules for approval by members ~~and delegates at the meeting~~, and shall appoint a Parliamentarian, Committees on Resolutions and Credentials, and such other committees as may be required.

**Section 9.5.** Except as provided in the Bylaws or in any special rules adopted by the TFA, the ~~House of Delegates~~TFA Statewide Membership Meeting shall be conducted in accord with Robert's Rules of Order.

***COMPANION AMENDMENT 4a***

Replace references to "House of Delegates" with "Statewide Membership Meeting" throughout the TFA Bylaws.

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## **PROPOSED AMENDMENT 5: PROVIDE CLARIFICATION OF CHAPTER FORMATION PROVISIONS**

**Proposed by:** TFA Board of Directors

***Rationale:** The current chapter formation guidelines do not include a definition of "campus" and can thus be interpreted differently and create confusion and inconsistency. Providing a definition will validate current multi-location chapters and support formation of additional chapters at junior and community colleges that may be eligible to combine membership numbers across locations to form a single chapter to advocate for members at all locations. Additionally, clarifying the provision regarding distinct institutions in close proximity will validate a current multi-institution chapter. These clarifications will also allow updating of the TFA database of employers and work locations to move TFA closer to development of an online enrollment portal through TSTA.*

**Amend Article VIII, Local Chapters**, Section 1, Subsections A and B as follows. Proposed new or re-organized language and new numbering is underlined.

### **Section 1. Establishing a Local Chapter**

- A. Seven or more members with Active Membership may form a local TFA chapter at any Texas institution of higher education.
  - B. When an institution has more than one campus, each campus may form a separate chapter. In the case of junior and community colleges, "campus" means locations with a President. ~~When two or more formally distinct institutions exist in close physical proximity, they may elect to form a single chapter as though they were a part of a single institution.~~
  - C. When two or more formally distinct institutions or branches of institutions exist in close physical proximity, they may elect to form a single chapter as though they were a part of a single institution.
  - ~~C-D.~~ Only one local chapter for a particular personnel classification can be established on any campus.
  - ~~D-E.~~ TFA accreditation of a chapter requires
    1. A declaration to the TFA Secretary-Treasurer that seven or more Active Members at a campus have agreed to establish a chapter
    2. An election of a President and a Secretary-Treasurer.
    3. Submission of a chapter constitution and bylaws in accordance with the principles and procedures of the state association and approved by the TFA Board of Directors.
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## **PROPOSED AMENDMENT 6: SET CHAPTER DUES COLLECTION GUIDELINES**

**Proposed by:** TFA Board of Directors

***Rationale:** These guidelines formalize current practice regarding the conditions under which chapters may rely on TSTA for collection and rebate of local dues. Formalizing this practice will in turn support development of a TFA online enrollment portal in cooperation with TSTA.*

**Amend Article VIII, Local Chapters, Section 3, as follows with proposed new language underlined:**

**Section 3. All Active Membership members will be members of the local TFA chapter on campus and pay local dues in addition to TFA/TSTA/NEA dues. Local chapters setting dues at an amount other than \$30 for all membership categories must collect dues directly from their members in accordance with procedures required by the local chapter ~~and the Executive Director~~. Local chapters setting dues at \$30 for all membership categories will have chapter dues collected by TSTA in combination with TFA/TSTA/NEA dues and in accordance with TSTA dues processing procedures.**

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## **PROPOSED AMENDMENT 7: ESTABLISH INFRASTRUCTURE FOR LOCAL CHAPTER ACCOUNTABILITY AND CONNECTIVITY WITH THE STATE BOARD**

**Proposed by:** TFA Board of Directors

***Rationale:** There are currently no policies or procedures in place for TFA chapters to meet currently-established accountability requirements, including reporting of election results that would enable the state Board to connect with chapter leadership to strengthen relationships, work toward shared goals, or offer support if needed. This proposal would establish and facilitate basic infrastructure for accountability and connectivity purposes.*

**Amend Article VIII, Local Chapters, Section 2, by inserting the following underlined language:**

**Section 2. A local chapter may be suspended by TFA or lose TFA approval for acts of financial malfeasance, failure to follow TFA/TSTA/NEA policies and regulations, failure to report election results, and nonfeasance. The TFA Board of Directors will establish policies for local chapters to achieve and maintain "active" status, and these policies will be published to the TFA website. By August 1 of each year, TFA local chapters will use online form links posted to the TFA website to:**

- A. Provide TFA Headquarters with a list of chapter officers with terms of office, email addresses, number of consecutive terms served, and date office was assumed;
- B. Provide TFA Headquarters with current chapter dues information for the upcoming year in all membership categories, and, where the chapter is receiving dues payments

directly from members, meet the requirements for fiscal accountability specified in the Board policies for local chapters;

- C. Certify that the requirements for all chapter elections to include an open nomination process, all-member election notification, secret balloting, and one-person/one-vote participation were met;
- D. If the chapter was eligible, certify that elections were conducted for delegates to the TSTA House of Delegates, and that results, including a listing of all candidates and votes received and including the President of s/he is an automatic delegate, were promptly reported to TSTA or TFA Headquarters using the appropriate form or method.
- E. Provide current copies of chapter bylaws and chapter financial policies.

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## **PROPOSED AMENDMENT 8: CLARIFY HOW PROPOSED BYLAWS AMENDMENT NOTICES ARE TO BE DISTRIBUTED**

**Proposed by:** TFA Board of Directors

***Rationale:** The current wording of the article on Adoption and Amendment of the Bylaws provides for posting to the TFA website and email notification to all members. Because not all members have a home email address of record, this wording triggers the additional step of a printed version being mailed to meet the "all members" requirement although all members have access to the TFA website. This proposal would retain the website posting that all members can access, and limit the additional notification to those members with a home email on file.*

**Amend Article XII, Adoption and Amendment of the Bylaws**, Section 2, by inserting the clause "...with a home email address on file with TFA" after "all members", to read:

**Section 2. Amendments of the Bylaws shall require a majority vote of the delegates at a TFA House of Delegates provided that notification of the proposed amendments is given members least one month in advance by posting on the TFA website and by email notification to all members with a home email address on file with TFA.**

### ***COMPANION AMENDMENT 8a***

Insert the same clause after "all members" in Section 1.

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## **PROPOSED AMENDMENT 9: ELECTION OF DELEGATES AND DESIGNATION OF AUTOMATIC NATIONAL DELEGATE**

**Proposed by:** TFA Board of Directors

***Rationale:** The TFA Bylaws do not currently include provisions regarding election of TSTA and NEA delegates. This proposal would correct that omission and formalize use of existing TFA procedures for other nominations and elections, while establishing election of delegates by plurality that mirrors TSTA practice and eliminates the need for delegate runoff elections. To ensure representation of TFA at the national level, the common practice of designating the President as an automatic delegate is included.*

**Insert new Article X, Election of delegates to the TSTA House of Delegates and the NEA Representative Assembly;** renumber all subsequent articles; and make editorial updates as needed throughout to align article references with new numbering.

Section 1. TFA and TFA chapter delegates and alternate delegates to the TSTA House of Delegates shall be elected in accordance with TSTA election requirements and eligibility, and TFA active chapter requirements.

Section 2. TFA delegates and alternate delegates to the NEA Representative Assembly shall be elected in accordance with NEA requirements and eligibility.

Section 3. By virtue of election to the office, the TFA President shall automatically serve as a TFA delegate to the NEA Representative Assembly.

Section 4. The procedures established in these Bylaws for nomination and election of Officers and Members-At-Large shall be followed, except that delegates shall be elected by plurality and therefore no run-off elections will be required.

Section 5. In the event more than one candidate receives the same number of votes, a drawing will be held to determine the order of elected delegates and alternates.