

NATIONAL ALLIANCE OF BLACK SCHOOL EDUCATORS  
2009 Proposed Changes to the Constitution and By-Laws

PRESENT LANGUAGE	NEW LANGUAGE
<p><b>1. ARTICLE VII, Section II</b> <u>Nominations</u> 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.</p> <p>Persons running for general office must meet all four 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; and</li> <li>4. Active in local or state Affiliate and/or Commission.</li> </ol> <p>The Nominating Committee shall present a slate of at least two nominees for each office at the Annual Meeting.</p> <p>Additional nominations may be made from the floor by members in good standing at the Delegate Assembly.</p>	<p><b>1. ARTICLE VII, Section II</b> <u>Nominations</u> 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.</p> <p>Persons running for <del>general</del> <u>any elected</u> office must meet all four 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; and</li> <li>4. Active in local or state Affiliate and/or Commission.</li> </ol> <p>The Nominating Committee shall present a slate of at least two nominees for each office at the Annual Meeting.</p> <p>Additional nominations may be made from the floor by members in good standing at the Delegate Assembly.</p>

This change would eliminate any discrepancies in who is allowed to run for office. It would also ensure persons running for office have some history of the organization.

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PRESENT LANGUAGE	NEW LANGUAGE
<p><b>1. ARTICLE III, Section II</b> <u>Commissions</u> The National Alliance of Black School Educators shall have Commissions, each of which shall be organized for the purpose of affording meaningful dialogue and participation of members with like jobs and interests. Commissions shall maintain a minimum of 10 national members of NABSE, in good standing. Each Commission shall nominate a Chair, Chair-elect, and Secretary. Commission members will elect officers for a three-year term from members in good standing in each Commission. Beginning in 2010, Commissions will be seated in staggered years to support a three-year election cycle. Nominations shall take place during the annual conference. Elections shall take place by mail-in ballot.</p>	<p><b>1. ARTICLE III, Section II</b> <u>Commissions</u> The National Alliance of Black School Educators shall have Commissions, each of which shall be organized for the purpose of affording meaningful dialogue and participation of members with like jobs and interests. Commissions shall maintain a minimum of 10 national members of NABSE, in good standing. Each Commission shall nominate a <del>Chair</del>, Chair-elect, and Secretary. Commission members will elect officers for a three-year term from members in good standing in each Commission. Beginning in 2010, Commissions will be seated in staggered years to support a three-year election cycle. Nominations shall take place during the annual conference. Elections shall take place by mail-in ballot.</p>

Commissions only nominate a Chair-Elect and Secretary. The Chair-Elect automatically ascends to the Chair position.

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Submitted by a task force of NABSE members who were intimately knowledgeable of and involve with the development of proposed amendments presented in 2007 and 2008.

<b>PRESENT LANGUAGE</b>	<b>NEW LANGUAGE</b>
<p><b>1. ARTICLE III, Section II (Page 4)</b>  <u>Commissions</u>            Commission members will elect officers for a three-year term from members in good standing in each Commission. Beginning in 2010, in alpha order, Commissions 1-3, 4-6, and 7-10 will be elected in staggered years.</p>	<p><u>Commissions</u>            Commission members will elect officers for a three-year term from members in good standing in each Commission. Beginning in 2010, in alpha order, Commissions 1-3, 4-6, and 7-8 will be elected in staggered years.<sup>1</sup></p>
<p><u>Commissions</u>  <i>1. Special Projects Administration Commission.</i>            The function of this Commission shall be directly related to the policies and administration of categorically funded programs.  <i>4. Program Development, Research and Evaluation Commission.</i>            The function of this Commission shall be directly related to the review and assessment of the delivery system, expectations and results achieved of programs impacting on Black students, flowing from federal, state and local levels and to further provide qualifying data for applications to federal, state and local funding sources.</p> <p><i>2. District Administration Commission.</i>            The function of this Commission shall directly relate to the administration of a specific function of a school district.  <i>6. Local School Administration Commission.</i>            The function of this Commission shall be directly related to the operation and management of the local school. This Commission shall explore practices relevant to the successful operation of schools and school programs.</p>	<p><i>Special Projects, Research and Evaluation Commission.</i>            The function of this Commission shall be directly related to the review and assessment of educational programs, instructional delivery system, performances objectives, and outcomes of programs that impact children of African descent and other minority students. Particular emphasis will be placed on school-wide efforts and targeted programs funded by federal, state and local resource.</p> <p><i>District and School Leadership Commission.</i>            The function of this Commission shall be directly related to the operation and management of the local districts and schools. Commission members shall explore and identify proven administrative, instructional, and leadership practices that lead to positive systemic reform and improve teaching and learning with schools and the entire district.</p>

<sup>1</sup> Implementation note. If passed by the Delegate Assembly, the current Constitution and By-Laws committee members, along with select members assigned by the incoming president, must submit a plan of implementation to the Board at the February 2010, meeting for final action and implementation in the most expeditious and respectful manner possible for the membership and the impacted Board areas.

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**2. Article III, Section IV (Page 7)**

The Board of Directors

The Board of Directors shall be composed of the general officers of NABSE, the Foundation Chair, a Corporate Member, six Regional Representatives, ten Commission Chairs and the Director of the Charles D. Moody Research and Development (CDMR&D) Institute, as a non-voting member of the Board. The Executive Director shall serve as an ex-officio non-voting member of the Board of Directors. The Immediate Past President shall remain on the Board for one year following his/her term. The term of the corporate member of the Board shall be consistent with the term of the President of NABSE. The Corporate member of the Board shall be a paid corporate member at the time of appointment. The President of the organization shall chair the meetings of the Board of Directors. The Board of Directors shall serve as the representative of the membership, and shall be empowered to make decisions regarding policies established by NABSE when the Delegate Assembly is not in session.

The Board of Directors shall be composed of the general officers of NABSE, the Foundation Chair, ~~a Corporate Member, four~~ Regional Representatives, **eight** Commission Chairs and the Director of the Charles D. Moody Research and Development Institute, as a non-voting member of the Board. The Executive Director shall serve as an ex-officio non-voting member of the Board of Directors. The Immediate Past President shall remain on the Board for **two years** following his/her term. ~~The term of the corporate member of the Board shall be consistent with the term of the President of NABSE. The Corporate member of the Board shall be a paid corporate member at the time of appointment.~~ The President of the organization shall chair the meetings of the Board of Directors. When the Delegate Assembly is not in session, the Board of Directors shall serve as the representative of the membership and shall be empowered to make decisions regarding policies established by NABSE.

**RATIONALE**

At the 2005 Annual Conference in Detroit, the Delegate Assembly approved the mandate to the Board of Directors to reduce the size of the Board and the high cost of Board meetings. At the time, the cost was estimated to be approximately \$25,000 per meeting. NABSE has a large Board relative to the number of members that has declined significantly to 5,200 national members in February 2009. With declining budgets, along with the mandate from the Delegate Assembly, the reduction of the Board size is in the best interest of NABSE. The targeted commissions for merger have smaller membership and/or their stated function in the current Constitution and By-Law are not descriptive enough to warrant the cost of operating said number of commissions. A merger will give power by increasing the collective thought in the two new commissions, enabling them to better support NABSE's mission.

The Immediate Past President currently serves only one year. The Constitution and By-Laws requires that the Immediate Past President serve on the Personnel Committee and for the second year this person is not a member of the Board. The Personnel Committee and the Board as a whole would have uninterrupted benefit from the wisdom and presence of the Immediate Past President. This Director should remain on the Board, thereby, providing needed history and consistency to the Board membership.

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Currently, NABSE has 6 Regional Representatives (Northeast, Southwest, Southeast, Mid-West, West, and International). The number of active affiliates and the size of our total membership do not warrant 6 regions. We recommend four: (a) Northern, Southern, Western, and International.

The NABSE Foundation (NABSEF) is now a separate organization whose primary function is to raise money to support the programs and activities of NABSE. Given this division, NABSEF would benefit tremendously and, perhaps, more from the Corporate Representative, since they have direct access to the business community. This is consistent with other educational associations whose budgets and foundations are much more financially healthy than NABSE's.

This proposed amendment reduces the number of commissions from 10 to 8, reduces the number of regional representatives from 8 to 4, and eliminates the corporate member. These changes would begin as soon as possible if approved.

PRESENT LANGUAGE	NEW LANGUAGE
<p><b>3. ARTICLE III, Section VI-A (Page 8)</b></p> <p><u>Regional Representatives and Affiliate Presidents</u> During every two-year term, the regional representatives shall prepare and present a statement of beliefs, goals and objectives of NABSE and perform other duties as established and approved by the Board of Directors. Regional representatives, by majority vote, shall elect a Coordinator, Secretary and other officers as required by the By-Laws. Such officers shall serve terms that are concurrent with the terms of officers of NABSE.</p>	<p>During every <b>three-year term</b>, the regional representatives shall prepare and present a statement of beliefs, goals and objectives of NABSE and <b>they shall</b> perform other duties as established and approved by the Board of Directors. <b>Members of each region</b>, by majority vote, shall elect a Coordinator, Secretary and other officers as required by the By-Laws. <b>All regional officers, including the regional representative, shall serve a three-year term.</b></p>

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PRESENT LANGUAGE	NEW LANGUAGE
<p><b>4. ARTICLE III, Section VI-B (Page 8)</b></p> <p><u>Regional Affiliate Presidents</u> The membership of NABSE, both nationally and internationally shall be divided into six regions: Northeast, Southeast, Midwest, Southwest, West and International. The local Affiliate Presidents in each region shall meet and bi-annually (at the National Conference) elect one representative who shall serve as a member of the Board of Directors.</p> <p>b. As the number of Affiliates grows, it will become necessary to adjust the regions so that equal representation is maintained. This shall be done every four years.</p> <p>c. Each Regional Representative shall serve a three-year term and cannot succeed him- or herself as a member of the Board of Directors. For the purpose of staggering terms, three of the first Regional Representatives shall serve a one-year term, and three shall serve a two-year term. A determination as to which representative shall serve the one-year or two-year term shall be by lottery</p>	<p><u>Regional Affiliates</u> The membership of NABSE, both nationally and internationally, shall be divided into <b>four</b> regions: <b>Northern, Southern, Western, and International</b>. The local Affiliate Presidents in each region shall meet and bi-annually (at the National Conference) elect one representative who shall serve as a member of the Board of Directors.</p> <p>b. As the number of Affiliates <b>changes</b>, it will become necessary to adjust the regions so that equal representation is maintained. This shall be done every four years.</p> <p>c. Each Regional Representative shall serve a three-year term and cannot succeed him- or herself as a member of the Board of Directors. <del>For the purpose of staggering terms, three of the first Regional Representatives shall serve a one-year term, and three shall serve a two-year term. A determination as to which representative shall serve the one-year or two-year term shall be by lottery</del></p>
<p><b>ARTICLE IV, Section II</b></p> <p><u>Term of Office</u> 5. Board of Directors shall serve staggered terms with one-third of the Directors standing for election each year. Except for the initial election of Directors or to fill vacant unexpired terms or special terms of service. Each Director shall be elected to serve a term of three years. Terms of office shall begin on the last day of the annual meeting, unless another starting date is approved as part of the election voting prescribed in the nominating notice.</p>	<p><u>Term of Office</u> <b>The</b> Board of Directors shall serve staggered terms for a period of two (national officers) or three years (commission chairs and regional representatives). The only exception with these members will be to seat Directors following the initial implementation election and to fill a vacant unexpired terms. Terms of office shall begin on the last day of the annual meeting, unless the approved nominating notice <b>specifies</b> a different starting date as part of the official election process.</p>

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<p><b>6. ARTICLE IV, Section IX</b>  <u>Commission Chairs</u>          The Commission Chairs shall be elected from the Commissions that they represent and shall serve three-year staggered terms on the Board of Directors</p>	<p><u>Commission Chairs</u>          No change is recommended. This was the intent of the authors and should remain the same.</p>
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**RATIONALE**

1. To provide stability and consistency for Board of Directors to contribute fully and realize their service to the membership
2. To provide clarity in implementing the expressed intent of those who wrote and presented the original amendments at the Board of Directors meetings in September and November 2008, and to the Second Delegate Assembly on November 22, 2008.

Original intent of the By-Laws changes approved on November 22, 2008:  
 The current two-year term of the National Officers (President, President-Elect, Secretary, and Treasurer) is sufficient and should not be increased to three years. The positions are the only nationally elected officers and elections are held every two years. This practice is consistent with most professional organizations and should not be changed.  
 The heading, “Regional Affiliate Presidents: should change to “Regional Affiliate“to be consistent with the content.

<b>PRESENT LANGUAGE</b>	<b>NEW LANGUAGE</b>
<p><b>7. ARTICLE III, Section VII</b></p> <p><u>The Charles D. Moody Research &amp; Development Institute</u>          NABSE has created the Charles D. Moody Research and Development (CDMR&amp;D) Institute to:</p> <ol style="list-style-type: none"> <li>a. Conduct research related to effective African American education;</li> <li>b. Study high achieving, effective African American schools;</li> </ol>	<p><u>The Charles D. Moody Research and Development Institute</u>          The fundamental purposes of Charles D. Moody Research and Development Institute are to investigate and evaluate issues, programs, and activities; to eliminate barriers to a quality education for students of African descent; and, to identify initiatives proven to be effective with African American students. Specifically, the Research and Development Institute will conduct the following activities:</p> <ol style="list-style-type: none"> <li>a. Conduct research related to effective education for learners of African descent;</li> <li>b. Study high achieving, effective schools that enroll mostly learners of African</li> </ol>

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<ul style="list-style-type: none"> <li>c. Identify practices effective in the teaching-learning process to African American students;</li> <li>d. Issue reports to the Board of Directors and the Delegate Assembly on its research findings annually;</li> <li>e. Write position papers on pertinent topics for the Board of Directors and the Delegate Assembly/general membership;</li> <li>f. Serve as a repository for data and information on Demonstration Schools and the work of Ronald R. Edmonds and the Effective School Paradigm;</li> <li>g. Conduct the Research Roundtable at the Annual Meeting;</li> <li>h. Research issues and develop strategies to eliminate barriers to quality education for students of African descent, and develop programs and effective teaching techniques proven to be effective with African American students.</li> </ul> <p>The CDMR&amp;D Institute shall be guided by a Committee of 10 appointed by the Board of Directors from the membership of the Higher Education and Research/Program Development Commissions, whose research agenda shall now be promoted, advanced and supported by the CDMR&amp;D Institute. This Committee shall offer a slate of candidates to the Board of Directors for the selection of the first Director of the CDMR&amp;D Institute. The CDMR&amp;D Director shall be a non-voting member of the Board of Directors.</p>	<p>descent;</p> <ul style="list-style-type: none"> <li>c. Identify practices effective in the teaching-learning process to learners of African descent;</li> <li>d. Develop and distribute reports to the Board of Directors and the Delegate Assembly on its research findings annually;</li> <li>e. Develop position papers on pertinent topics for the Board of Directors and the Delegate Assembly/general membership;</li> <li>f. Serve as a repository for data and information on Demonstration Schools and the work of Ronald R. Edmonds Effective School Paradigm; and,</li> <li>g. Conduct the Research Roundtable at the Annual Meeting.</li> </ul> <p>The Advisory Board of the Research and Development Institute shall consist of seven members appointed by the Board of Directors, three from the membership of both the Higher Education and Program Development, Research and Evaluation<sup>2</sup> commissions, and one from the NABSE Foundation, Inc. The Advisory Board will ensure that the Institute will establish, support and advance NABSE’s research agenda. The Advisory Board will advise the Board of Directors on the performance of the Director of the Institute. The Director of the Research and Development Institute shall be a non-voting member of the Board of Directors.</p>
<p><b>RATIONALE</b> This change is consistent with previous approved actions.</p>	

<sup>2</sup> Note: If the proposed amendment for ARTICLE III, Section II, Commissions is passed, then *Special Projects, Research and Evaluation Commission* will replace *Program Development, Research and Evaluation*.