

## 2026 Bylaw Amendments

### **PROPOSED BYLAW AMENDMENT 2026-03**

Submitted by: Tammy O'Donnell, Board of Directors

#### **Article VI – Board of Directors, Section 4. Terms of Office.**

**SECTION 4. TERMS OF OFFICE.** The term of the members of the Board of Directors shall be for ~~two (2)~~ three (3) years commencing on Aug 1 immediately following the general election and terminating ~~two (2)~~ three (3) years thereafter.

**Rationale:** The proposed bylaw amendment to extend the term of office for the Board of Directors from two to three years is grounded in the need to enhance continuity, institutional knowledge, and organizational effectiveness. This adjustment will better align with our association's long-term strategic goals and ensure that leadership has sufficient time to implement meaningful initiatives.

##### **1. Greater Continuity in Leadership:**

A three-year term allows board members to engage in long-term planning and see initiatives through to completion. Under a two-year term, leaders often spend their first year acclimating to their roles and the second year managing transitions, leaving limited time to advance significant projects. Extending the term would reduce the disruption caused by frequent turnover and stabilize our governance.

##### **2. Enhanced Institutional Knowledge:**

A longer term enables board members to deepen their understanding of the organization's operations, policies, and challenges. This institutional knowledge is critical for informed decision-making and minimizes the learning curve for incoming members.

##### **3. Alignment with Strategic Goals:**

Many of our association's strategic goals and initiatives require multi-year implementation. A three-year term ensures that board members can fully participate in planning, execution, and evaluation, fostering accountability and consistent oversight.

##### **4. Increased Efficiency and Cost-Effectiveness:**

Board elections require significant financial and logistical resources. Extending the term reduces the frequency of elections, allowing the association to redirect resources toward member services and other priorities.

##### **5. Benchmarking with Similar Organizations:**

Research indicates that a three-year term is standard practice in many peer organizations. Aligning our term length with industry norms strengthens our competitive positioning and governance practices.

**Impact:** This amendment will equip our Board of Directors with the time and stability needed to lead our association effectively in an increasingly complex environment. We urge members to support this change for the long-term benefit of our organization.

**Transition:** If adopted, the three-year term of office will apply to candidates elected beginning August 1, 2026. Current or previous Directors shall continue to be governed by the bylaw language in place at their time of election.

## **PROPOSED BYLAW AMENDMENT 2026-06**

Submitted by: Bylaws Committee

### **Article IV – OFFICERS. Section 3. Election and Terms of Office**

SECTION 3. ELECTION AND TERMS OF OFFICE. The officers' terms herein shall expire when their successors are elected and duly qualified.

The term of the President shall be three (3) years beginning July 1 of the year in which the election shall have occurred and terminate on June 30 of the third year thereafter.

The term of office for the Vice President shall be three (3) years beginning ~~Aug~~ July 1 of the year in which the election shall have occurred and terminate on ~~July~~ June 31 30 of the third year thereafter.

The term of office for the Treasurer shall be three (3) years beginning ~~Aug~~ July 1 of the year in which the election shall have occurred and terminate on ~~July~~ June 31 30 of the third year thereafter.

No officer of the Association may succeed themselves more than one time.

**Rationale:** Aligning the terms of office for the Vice President (VP) and Treasurer with the President, transitioning on July 1, offers several strategic and operational advantages:

#### **1. Practical Benefits of Summer Transition**

- a. Availability for Transition Activities: July 1 aligns with the beginning of the summer break when educators typically have more flexible schedules. This period allows for comprehensive handoffs, strategic retreats, and planning without the immediate demands of the academic year.
- b. Time to Establish Goals: The early summer transition allows new leaders to review current initiatives, meet with stakeholders, and prepare for the upcoming school year.

#### **2. Leadership Cohesion and Strategic Alignment**

Streamlined Orientation and Planning: A single transition point allows for collective onboarding and planning sessions, reinforcing teamwork and shared vision as the new fiscal year and school year approaches.

#### **3. Operational Efficiency**

- a. Streamlined Budget Planning: With the fiscal year beginning September 1, a July 1 transition ensures the Treasurer has ample time to prepare for the fiscal year's start while collaborating with the new leadership team to finalize budget priorities.

- b. **Continuity Across Initiatives:** Unified terms prevent potential misalignment caused by staggered transitions, reducing confusion and enhancing stability during critical planning periods.

#### 4. Addressing Off-Cycle Elections

While the Treasurer's election will remain off-cycle, synchronizing their term's start date with the President and VP ensures consistent leadership transitions, mitigating gaps or overlaps in financial and organizational planning.

**Impact:** Aligning the terms of office for the VP and Treasurer with the President on July 1 supports greater leadership cohesion, operational efficiency, and practical transition management, all of which benefit the broader PGCEA membership and enhance organizational effectiveness.

**Transition:** If adopted, the term dates will apply to candidates elected to office beginning July 1, 2026.

### **PROPOSED BYLAW AMENDMENT 2026-08**

Submitted by Bylaws Committee

#### **Article X – Review Board, Section 3. Jurisdiction**

##### **SECTION 3. JURISDICTION.**

The Review Board shall:

- A. Rule on matters of bylaw interpretation referred to it by the Board of Directors or Representative Council.
- B. Rule upon and be the final judge on all potential violations of the PGCEA Code of Ethics and rule on all other matters of censure, suspension, or expulsion of members, and shall guarantee a hearing based upon due process to the member affected upon petition or vote of referral by:
  - I. 2/3 of the Board of Directors, and
  - II. At least 2/3 of the Representative Council.
- C. Process and certify any recall procedure.
- D. **Rule on all election disputes referred to it by any candidate.**

**Rationale:** Adding election disputes referred to the Review Board by any candidate to its jurisdiction promotes transparency and fairness in the organization's democratic processes. Election disputes are often complex and contentious; having a neutral and authoritative body handle these matters ensures:

1. **Timely Resolutions:** The Review Board's structured process can provide swift and definitive rulings, preventing prolonged disputes that could undermine confidence in election outcomes.

2. **Impartial Oversight:** By entrusting the Review Board with election disputes, candidates can trust a fair and unbiased adjudication process, strengthening faith in the organization's governance.

## **PROPOSED BYLAW AMENDMENT 2026-09**

Submitted by: Board of Directors

### **ArticleVII – Representative Council. Section 3. Faculty Representative Election, Term of Office, and Qualifications**

#### **Current Language:**

Delegates to the Representative Council shall be known as Faculty Representatives. **The term of a Faculty Representative shall be for one year and shall be elected annually.** To serve as a Faculty Representative or alternate, the member must be at least in the second year of Association membership. The Nominations, Elections, and Credentials Commission may waive this rule for cause upon any individual request. NECC shall call for elections of Association Representatives prior to the first regularly scheduled Representative Council of each school year. Each building or site is encouraged to conduct their election during the first week of the school year. Association Representatives will take office upon presentation of their {official election results and the required documentation} to the NECC. Each school or educational center shall elect one (1) Faculty Representative and one (1) alternate for every twenty-five (25) Association members or fraction thereof and report the election results to the Association on a form provided by the Nominations, Elections, and Credentials Commission. Only regular members in good standing shall be permitted to vote. Where there is more than one (1) Faculty Representative from a school or center, one (1) shall be designated Chair of the Faculty Delegation by a majority vote of the Faculty Advisory Council in that school or center. Members may not self-appoint to the position of Faculty Representative, nor may anyone appoint a Unit 1 member to the position of Faculty Representative, absent a vote of the membership at that site.

#### **Proposed Amendment by Substitution:**

Delegates to the Representative Council shall be known as Faculty Representatives. **The term of a Faculty Representative shall be for two years, and elections shall be held biennially. If a Faculty Representative transfers to a different worksite, separates from employment with the district, or otherwise ceases to be an active member of the Association, the position shall be declared vacant. The members of the worksite shall conduct a special election to fill the vacancy for the remainder of the term.**

To serve as a Faculty Representative or alternate, the member must be at least in the second year of Association membership. The Nominations, Elections, and Credentials Commission may waive this rule for cause upon any individual request. NECC shall call for elections of Association Representatives prior to the first regularly scheduled Representative Council following the end of the term of office. Each building or site is encouraged to conduct their election during the first week of the school year in which elections are held. Association Representatives will take office upon presentation of their official election results and required

documentation to the NECC. Each school or educational center shall elect one (1) Faculty Representative and one (1) alternate for every twenty-five (25) Association members or fraction thereof and report the election results to the Association on a form provided by the Nominations, Elections, and Credentials Commission. Only regular members in good standing shall be permitted to vote. Where there is more than one (1) Faculty Representative from a school or center, one (1) shall be designated Chair of the Faculty Delegation by a majority vote of the Faculty Advisory Council in that school or center. Members may not self-appoint to the position of Faculty Representative, nor may anyone appoint a Unit 1 member to the position of Faculty Representative, absent a vote of the membership at that site.

**Rationale:**

This amendment extends the term of Faculty Representatives from one to two years to strengthen leadership continuity and reduce the administrative burden of annual elections. Longer terms allow representatives to gain deeper experience, develop organizing capacity, and build stronger relationships with members and administrators at their sites. The added vacancy provision ensures uninterrupted representation for members when a Faculty Representative transfers, separates from the district, or ceases to be an active member, by requiring a special election to fill the remainder of the term.

**PROPOSED BYLAW AMENDMENT 2026-10**

Submitted by: Board of Directors

**Current Language:**

**ARTICLE XII – FINANCES**

***SECTION 1. ANNUAL DUES.*** *Members of the Association shall pay to the Association annual dues as recommended by the Board of Directors and approved by the Representative Council.*

**Proposed Amendment by Substitution:**

**Article XII – Finances. Section 1. Setting of Dues**

- A. The amount of the annual dues shall be 0.4% of the salary of a ten-month unit member in the Table A (non-national board) Master's lane at Step Fourteen, unless changed by a vote of the membership, not to exceed \$50 in any year.
- B. Retired members shall pay one-tenth (1/10) of the annual dues for active members.
- C. Retired Life memberships shall be available to retired members upon a one-time payment to be determined annually by the Board of Directors. The Board will determine the way a Retired member may convert a membership to a Retired Life membership.

**Rationale for Proposed Bylaw Amendment: Article XII – Finances**

This amendment brings greater transparency and stability to the Association's financial framework. Under the current bylaws, dues must be voted on annually by the Representative Council, creating uncertainty for long-term budgeting and program planning. The proposed

formula-based structure replaces that yearly vote with an objective, predictable calculation tied to the salary of a ten-month unit member in the Master's lane at Step Fourteen. This approach ensures that dues automatically reflect negotiated salary adjustments and cost-of-living increases, allowing the Association to maintain fiscal health without requiring repeated procedural votes.

In addition to modernizing the dues structure, this amendment formally establishes dues for retired members, which are currently absent from our governing documents. While the Association has an active retired membership group, the lack of clear bylaw language has led to confusion and inconsistency in how contributions from retired members are assessed and how their programs are funded. By codifying both annual and lifetime retired membership options, this amendment creates a fair and sustainable funding model that ensures retired members can remain engaged and supported within the Association.

Overall, this amendment strengthens financial governance, eliminates ambiguity, and provides the clarity needed for both active and retired members to understand their obligations and benefits. It aligns the Association's fiscal policy with best practices in union administration, ensuring accountability, equity, and stability for years to come.

## **PROPOSED BYLAW AMENDMENT 2026-11**

Submitted by: Sunta Harris, Dr. Henry A. Wise HS, NEA Director

### **Current Language:**

#### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1. NUMBER, QUALIFICATIONS, AND ELECTION.** The affairs of the Association shall be governed by the Board of Directors, composed of three (3) elected officers plus eight (8) other elected members who must be regular active members of the Association for a minimum of three (3) consecutive years immediately preceding the election. The members shall be tenured professionals on a continuing contract with the Board of Education and in the PGCEA bargaining unit, when running and while holding office. The Executive Director shall serve as a member ex officio of the Board without vote. **Additionally, any PGCEA member elected as a MSEA, or NEA Director shall serve in an ex-officio capacity without voting privileges on the PGCEA Board of Directors for the duration of his/her term(s).**

### **Proposed Amendment:**

Additionally, any PGCEA member elected as a MSEA, or NEA Director shall serve in an ex-officio capacity **without voting privileges** on the PGCEA Board of Directors for the duration of **his/her** term(s), **with all the rights and responsibilities thereof.**

### **Rationale and Justification:**

The current lack of voting rights for ex officio members runs contrary to the spirit of collaboration and inclusive governance. According to Robert's Rules of Order, the purpose of a board is to act on behalf of the larger body, and all members should have the opportunity to

contribute fully to its decisions. Denying ex officio members the right to vote diminishes their role and the value of their expertise. Granting them voting rights would:

**Foster Greater Participation:** Encourage these members to be more actively engaged in discussions and decision-making processes, as their voice would directly influence the outcome.

**Leverage Expertise:** Allow the Board to fully utilize the unique perspectives and knowledge that ex officio members bring to the table, which is often crucial to the organization's mission.

**Align with Best Practices:** Conform to modern governance standards where boards are structured to be as effective and inclusive as possible.

This change would strengthen the Board's ability to represent the interests of all stakeholders by ensuring a more democratic and participatory decision-making process.

The National Education Association (NEA) and the Maryland State Education Association (MSEA) are crucial to the Prince George's County Education Association (PGCEA) because they provide a larger platform for advocacy, resources, and a unified voice. The PGCEA is a local affiliate of both the MSEA and the NEA. This hierarchical relationship means that decisions made at the state and national levels directly impact local associations.

**National Education Association (NEA) Board of Directors:** The NEA Board of Directors sets the national strategic goals and policies that guide the entire organization. They influence the PGCEA in several ways:

**Federal Advocacy and Legislative Agenda:** The NEA Board of Directors develops the national legislative program, which includes lobbying for federal funding for public education, advocating for educator pay, and influencing federal education policy. These policies often result in funding streams and regulations that directly affect the Prince George's County Public Schools system and, by extension, PGCEA members.

**Professional Development and Resources:** The NEA provides extensive professional development resources, training, and support to state and local affiliates. They develop policies and programs on issues like educator recruitment, teacher quality, and student-centered learning that PGCEA can then implement locally.

**Legal and Organizing Support:** The NEA offers legal support and assistance in labor relations and organizing efforts. In a major legal battle or a significant organizing campaign, the PGCEA can leverage the expertise and resources of the national organization.

**Maryland State Education Association (MSEA) Board of Directors:** The MSEA Board of Directors is the primary policy-making body at the state level and serves as the direct link between local affiliates like PGCEA and the national organization. Their decisions have a more immediate and localized impact on PGCEA members:

**State-Level Advocacy and Legislation:** The MSEA Board is responsible for the state legislative agenda. They advocate for laws in Annapolis that directly affect the working conditions, salaries, and benefits of educators in Prince George's County. For example, the MSEA has been a major force behind the "Blueprint for Maryland's Future" education reform plan, which has a significant financial and structural impact on local school districts.

**Collective Bargaining Support:** The MSEA provides direct support and resources to local affiliates during collective bargaining negotiations with their respective school boards. They provide training, research, and legal expertise to help the PGCEA secure a strong contract that positively impacts wages, benefits, and working conditions.

**Political Action and Endorsements:** The MSEA Board plays a key role in making political endorsements for state and local offices. By endorsing pro-public education candidates, they help elect officials who are more likely to support the interests of PGCEA members and the students they serve.