

Proposed NLTA By-Law Changes

Two proposed amendments to the NLTA By-Laws from Branches meet the voting requirements for the 2021 BGM. [Note: Additions appear in **bold** print and deletions in ~~strikeout~~.]

In considering these proposed by-law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried at BGM.

Proposed By-Law Changes from Branches

1. BRANCH VOTING DELEGATES AT BGM (Appalachia Branch)

Motion from the Branch:

That for Convention 2023 only, By-Law X (Convention) be amended such that each Branch shall be permitted a minimum of two voting delegates regardless of Branch size.

Wording of the Appropriate By-Law Change:

That By-Law X – Convention be amended to read: “There shall be a biennial meeting or Convention of delegates of the Association. Delegates and members of the Executive only have the right to vote. All other members may sit in at a Convention meeting and speak but not to vote on any matter. The Convention shall be held at such time as may be determined by the Convention. The Executive shall determine where the Convention shall be held. It may consider and accept invitations extended by the branches. Delegates shall be elected from the legally constituted local and regional branches in the ratio of one to every 100 members, or fraction thereof, in the branch. (Branches shall base the number of delegates on the maximum number of teachers employed in the schools and board offices existing within the branch boundaries at any point in time during a school year, provided that such teachers are Active Members of the Association. In no case shall teachers on leave and their substitutes or replacements both count.) **Notwithstanding the foregoing, for the 2023 Convention, all legally constituted local and regional branches with fewer than 100 members in the branch shall be entitled to elect a maximum of two delegates. This is a temporary measure and shall apply to branches with fewer than 100 members for the 2023 Convention only, following which the ratio of one delegate to every 100 members in the branch shall apply to all branches.** In addition, each special interest council shall be permitted to be represented at the Convention by one delegate, as per By-Law IX.E. A delegate to Convention shall use his/her discretionary powers as per the best interests of his/her branch or special interest council but must speak as his/her branch or special interest council wishes if s/he is so directed.

Rationale from the Branch:

While this would increase Convention costs, it would provide more opportunities for member engagement from smaller Branches. This trial run would allow us to see the pros and cons of this idea.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive’s Recommendation:

Current By-laws permit one voting delegate per 100 Branch members or fraction thereof. This is an important factor in representative balance among delegates to BGM. NLTA Policy further allows for one funded alternate for each Branch that is permitted only one voting delegate.

With respect to the reference to additional associated costs with this change for an in person BGM, there would be no extra expense. There are currently 31 Branches that are allowed only one voting delegate. However, these Branches may also have a funded alternate. If the By-law were changed to allow for a minimum of two voting delegates per Branch, no Branches would be entitled, under Policy, to a funded alternate, so one replaces the other. If this was not the moving Branch’s intent and they wished to add a delegate while maintaining the funded alternate then, using the hotel rates that were in place for BGM 2021 and per delegate costs for BGM 2019, the additional cost per funded BGM attendee is approximately \$1525. For an additional 31 delegates,

the cost would be \$47,300 plus an estimated additional \$1000 for Eastern Audio. Total estimated additional costs are \$48,300, which is around 16% of the BGM 2021 budget of \$300,000.

In terms of the stated goal of encouraging and supporting member engagement in BGM, there were resolutions from BGM 2019 on this theme (fund for new teacher observers, funded alternates for all Branches) that Executive has decided to defer actioning of until BGM 2023 due to COVID-19 restrictions on meetings and the reality of a virtual BGM 2021. It might be best to assess the impact of these decisions before making further changes, particularly a change that would affect the voting balance and democratic process at BGM.

All Branches do have the ability to send Branch funded alternates to BGM. While smaller Branches may have less available funds for this, the inability to hold most inperson events during the pandemic may mean that small Branches may have more funds available to them for this in 2023.

2. INCREASE IN SUCCESSIVE TERMS OF OFFICE FOR NLTA PRESIDENT (Appalachia Branch)

Motion from the Branch:

That By-Law XIII. A(3) be amended to read that the office of President shall not be held for more than three successive terms by the same person, instead of a maximum of two successive terms.

Wording of the Appropriate By-Law Change:

That By-Law XIII.A(3) – Duties of Officers be amended to read: “The office shall not be held for more than ~~two~~ **three** successive terms by the same person. A portion of a term shall be considered as a full term.”

Rationale from the Branch:

If NLTA members believe that the current President is meeting the needs for the Association, then that person should have the opportunity to continue that work for a maximum of three consecutive terms.

Recommendation from Provincial Executive: NO POSITION

Rationale for Executive’s Recommendation:

A similar resolution to BGM 2017 was defeated, and a similar resolution to BGM 2019 was withdrawn.

Potential cost savings associated with an additional successive term would be minimal, particularly given the recent adoption of electronic voting to elect the President and Vice President. If a President were successful in seeking a third successive term, there could be savings related to relocation costs (\$10,000 budgeted), depending on where the individual’s home base is, but there could also be additional costs for housing allowance expenses if the individual was not already based in the metro area.

Other organizations that do not have term limits do not generally experience higher numbers of candidates for leadership positions. Incumbency can actually be a deterrent to other individuals seeking leadership positions.