Assembly of Delegates
Thursday, Nov. 18, 2021
Holiday Inn Executive Center, Columbia, MO
DONATE TO THE

MISSOURI
STATE TEACHERS
FOUNDATION

Wine Pull

SHOWCASE YOUR LOCAL OR REGIONAL DISTILLERIES AND WINERIES AND HELP MSTF AT THE SAME TIME!

The Foundation Wine Pull will be Thursday, November 18th during the Ballroom Bash.

For more information or to donate to the wine pull, please contact Kyle Farmer at kfarmer@msta.org.
2021 MSTA
Assembly of Delegates

This is part of your official delegate packet. Be sure to bring this booklet with you to the Assembly. All delegates must have their credentials before they will be allowed to enter the Assembly of Delegates. Attendees and guests without credentials are required to sit in a designated guest section of the assembly hall.

The official delegate packet include:

**Assembly of Delegates Book**
- Suggested Order of Business
- Suggested Voting Plan
- Standing Rules
- Rules for Candidates
- Voice at the Microphone
- 2021 Unsung Heroes of MSTA
- Articles of Incorporation and Bylaws
- 2021 Proposed Resolutions
- Head table seating diagram
- 2020 Adopted Resolutions
- Assembly of Delegates Glossary
- List of Delegates (names submitted by Oct. 22)
- Candidate flyers
- Delegate Speaking Form

**Annual report**
- Committee reports
- Budget

Delegate Registration

**Wednesday, Nov. 17, 7-9 P.M.**
Holiday Inn Executive Center, Atrium

**Thursday, Nov. 18, 7-9:25 A.M.**
Holiday Inn Executive Center, Atrium

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**Inside this book**

- Delegate Information
- Order of Business
- Suggested Order of Business
- Suggested Voting Plan
- Standing Rules
- Rules for Candidates
- Voice at the Microphone
- 2021 Unsung Heroes of MSTA
- Articles of Incorporation and Bylaws
- 2021 Proposed Resolutions
- Head table seating diagram
- 2020 Adopted Resolutions
- Assembly of Delegates Glossary
- List of Delegates (names submitted by Oct. 22)
- Candidate flyers
- Delegate Speaking Form
- Memo regarding CPI dues increase
- 2021 Proposed MSTA Resolutions
- Head Table Seating Chart
- 2020 Adopted MSTA Resolutions
- Candidate Information
- Notes
- Assembly of Delegates Glossary
- Preliminary Delegate List
- Delegate Speaking Form

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Assembly of Delegates

**THURSDAY, NOV. 18, 9:15 A.M. TO FINISH**
Holiday Inn Executive Center, Expo Center

The Assembly of Delegates is the legislative body of the Missouri State Teachers Association. It consists of some 500 delegates elected by the nearly 500 MSTA/CTAs and meets on the first day of the annual convention.

The order of business for the Assembly of Delegates includes committee progress reports and election of the MSTA president-elect, vice president, Bylaws amendment(s) and resolutions.

Printed standing rules and committee reports are shared with delegates in advance to give them a chance to study the rules and committees’ finding and recommendations. Delegates owe it to themselves and their CTAs to be well-informed regarding these reports.

The Assembly of Delegates is a forum for free and open discussion of issues facing the education profession. Through this democratically elected body, CTAs may bring to the attention of the association their views concerning the immediate and future needs of the membership.

Following the meeting, many delegates give detailed reports of the actions of the Assembly of Delegates to their CTAs. One helpful tool in this regard is the MSTA website. MSTA will post a report of the meeting on msta.org shortly after the meeting to help share relevant information arising out of the meeting with members throughout the state.

**INVOCATION:**
Whitney Choate, Cape Girardeau 63 School District, Southeast Region

**PLEDGE OF ALLEGIANCE:**
Samantha Parman, Hardin-Central C-2 School District, Northwest Region

**NATIONAL ANTHEM:**
Nic Vasquez, Past President of MSTA 2018-2019, Modern Woodmen Financial Advisor

**ELECTION JUDGES:**
*Megan Drennan, Moberly School District, Northeast Region
Xandra Potter, North Kansas City 74 School District, Greater Kansas City Region
Marnie Reppert, Fox C-6 School District, Jefferson County Region

**CREDENTIALS COMMITTEE:**
*Amber Ridenour, St. Elizabeth R-IV School District, Central Region
Jeffrey Pettibone, Springfield R-XII School District, Southwest Region
Logan Schamerloh, Washington School District, South Central Region

*Denotes chair

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Please silence your phone
Order of Business

MISSOURI STATE TEACHERS ASSOCIATION
ASSEMBLY OF DELEGATES

Order of Business suggested by the Articles of Incorporation, Bylaws and Rules Committee (AB& R)

• Meeting called to order
• Invocation
• Pledge of Allegiance and National Anthem
• Introductions
• Declaration of meeting open for business
• Report of Committee on Credentials
• Consideration of Standing Rules and Voting Plan
• Adoption of an Order of Business
• Appointment of Minutes Approval Committee
• Introduction of Parliamentarian
• President’s speech
• Nominations of officers and candidate speeches
• Reports of the Board of Directors and other committees
• Report of the Education Policy Committee
• Awards
• Election results (may be inserted when the report is ready)
• Announcements
• Adjournment

(Time to recess for lunch will be announced by the chair. The chair will also announce the time to reconvene.)

Voting on candidates for president-elect and vice president, and voting on proposed Bylaws amendment(s), if any, will take place before the lunch break.

The suggested voting plan is described on the following page and will be explained to the assembly by a member of the AB& R Committee.

During the afternoon the chair may put the question, “Shall the assembly recess and reconvene at a stated time?” As many meetings of this session of the Assembly of Delegates will be held as deemed necessary by the assembly to transact the business of the association.

DELEGATES SHOULD STAY IN ATTENDANCE UNTIL THE BUSINESS OF THE ASSOCIATION IS FINISHED AND THE ASSEMBLY OF DELEGATES IS ADJOURNED.

Voting Plan

MISSOURI STATE TEACHERS ASSOCIATION
ASSEMBLY OF DELEGATES

Electronic Voting

1. Names of candidates will be read to the members of the assembly.
2. Candidates nominated for president-elect and vice president shall be given an opportunity to speak to the assembly for not more than five minutes.
3. Voting must be conducted by secret, electronic submission.
4. Each delegate will use his or her delegate badge for voting on the candidates nominated for president-elect and vice president and for voting on the proposed amendments to the Bylaws.
5. If in any case a majority is not obtained in the first electronic vote for any office, a second vote will be taken. If a second vote is necessary for any office, the two candidates receiving the highest number of votes in the first vote will be the only names on the ballot. In such case, voting will take place as soon as possible immediately following the reconvening after the luncheon recess.
6. Subsequent votes may be taken if needed.
7. Three judges appointed by the president of the state association will oversee the process of electronic voting.
8. Delegates requiring assistance with the voting process should report to a designee at the 30-minute table.
How can I be heard?

No one may speak to a motion until recognized by the presiding officer. Around the hall, there are numbered floor microphones.

To be recognized by the Chair, you should use Microphone 1 speaking for, Microphone 2 for all other motions and Microphone 3 speaking against to give the following information:
1. Which amendment, resolution or item of new business do you wish to address, or what main motion do you intend to introduce?
2. Will you be speaking for or against, or are you asking for a point of information?
3. What is your name and where are you from?
4. If you are speaking on behalf of a group (CTA or Region) you will need to announce that as well.

When delegates at more than one microphone are demanding attention, the Chair will call the speakers in order. Speakers for and against any motion are called on alternately.

A delegate who plans to give a main speech in support of or in opposition to a motion may list his or her name and microphone ahead of time with the Articles, Bylaws and Rules Committee, which keeps track of microphones and notifies the Chair of the order of recognition.

The Chair tries to give everyone an opportunity to be heard. The Assembly of Delegates may, however, close debate before all microphones have been called.

Additional materials that are distributed to delegates during the session will be displayed on-screen to help delegates follow the action.

Standing Rules

Under authority of the Bylaws, the Board of Directors of the Missouri State Teachers Association has commissioned the Articles of Incorporation, Bylaws and Rules (AB&R) Committee to ensure the efficient and effective operation of the Assembly of Delegates. The meeting is conducted according to the principles of Robert’s Rules of Order Newly Revised, within the spirit and the letter of the adopted Standing Rules and Bylaws for governance of the Missouri State Teachers Association Assembly of Delegates.

The AB&R Committee seeks to provide sufficient flexibility to permit issues to be brought before the Assembly of Delegates on any subject deemed appropriate, subject only to limitations imposed by the Assembly of Delegates itself.

The committee’s opinion is that a responsible legislative body cannot be asked to consider issues for which it has had insufficient time to prepare. To inform the membership, the committee shares the responsibility for the regional open hearings. In addition, the committee sees to it that proposed amendments and resolutions, as well as information on other issues to be discussed, are published before the Assembly of Delegates meeting.

Respectfully submitted,

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AB&R Committee Chair

**RULE 1. CREDENTIALS COMMITTEE**

The committee shall be responsible for the supervision of the accreditation of delegates at the meetings of the Assembly of Delegates and for the seating of delegates.

**RULE 2. CERTIFICATION OF DELEGATES AND ALTERNATES**

Delegates

Delegates shall be entitled to seats in the permanent organization of the Assembly of Delegates when their credentials have been approved by the Committee on Credentials.

Alternates

Only an alternate may take the place of an absent delegate. An alternate is one selected by his or her community teachers association (CTA) and designated by the CTA president to serve in place of a specific absent delegate.

**RULE 3. REGISTRATION**

a. Registration procedures for the annual meeting shall be under the immediate direction of the Board of Directors.

b. A venue will be provided to pick up credentials on site.

c. Delegates who register on site, or any changes that are made to a CTA’s pre-registered delegates list, must receive approval of the Chair of the Credentials Committee.

d. Delegate registration will conclude ten minutes after the Assembly of Delegates has been called to order.
RULE 4. SEATING OF DELEGATES AND NON-DELEGATES
Delegates
a. Delegates shall be seated only when a name appears on the delegate list as sent by the CTA or upon verification by the president of the CTA to the Credentials Committee.
b. Delegates shall be given delegate badges, which must be worn when entering and remaining in the delegate seating area.

Non-Delegates
a. Meetings of the Delegate Assembly shall be open to members of the association insofar as seating arrangements permit. Members of the association who are not delegates to the Assembly of Delegates shall be seated apart from the delegates in a section designated for observers. Non-delegates shall be given appropriate badges, which must be worn when entering and remaining in the designated seating area.
b. Members of the press shall wear appropriate badges.
c. MSTA staff members whose duties require them to be in the assembly hall shall wear appropriate badges.

RULE 5. USE OF COMMUNICATION DEVICES
Use of audible cellular phones and paging devices are not allowed within the Assembly of Delegates. All devices shall be placed on the silent feature.

RULE 6. MSTA REGIONAL DELEGATES
a. The MSTA regional president or designee shall serve as chairman for the regional delegation.
b. The president from each MSTA region, previous to the meeting of the Assembly of Delegates, will select two tellers to assist in monitoring and tabulating the vote if paper ballots are utilized.

RULE 7. ORDER OF BUSINESS AND DEBATE
a. The adoption of the Order of Business shall be the Delegate Assembly’s next item of business following the report of the Committee of Credentials and the report on Standing Rules at the opening session of the Assembly of Delegates. The adopted order of business shall be managed by the President who may deviate from the order of business to meet the needs of the assembly. The adopted order of business shall not be considered either general or special orders.
b. The annual meeting of the Assembly of Delegates shall be conducted in accordance with provisions of the MSTA Bylaws, the Standing Rules and special rules incorporated herewith. Cases not specifically covered otherwise shall be governed by the latest edition of Robert’s Rules of Order Newly Revised.
c. There shall be an official parliamentarian who shall advise the chair on matters of parliamentary procedure. If deemed advisable by the presiding officer, a question may be referred to the AB&R Committee for interpretation.
d. No delegate shall speak in debate more than twice to the same question during the same session. No delegate shall speak longer than three minutes at one time, unless permission is granted by majority vote of the Assembly of Delegates.
e. No delegate while speaking in a debate on a question may move the previous question.
f. At the request of the presiding officer, any amendment or main motion shall be submitted in writing.
g. Items of business requiring a standing vote may, at the discretion of the presiding officer, be taken by a show of hands or by an electronic device.

RULE 8. REPORTS
a. Copies of the reports of committees of the association shall be made available to each member of the Assembly of Delegates.
b. Reports involving appropriations requests shall contain the phrase, “Provided the unappropriated funds in the treasury of the association shall justify such expenditure.”

RULE 9. RESOLUTIONS
a. The Education Policy Committee shall prepare and present to the Assembly of Delegates proposed resolutions for adoption. Voting on resolutions shall normally be by voice, unless the chairman or a majority vote of the Assembly of Delegates decides otherwise.
b. Resolutions printed in the Education Policy Committee Report or the Supplement to Education Policy Committee Report may be amended from the floor of the Assembly of Delegates by a simple majority vote.
c. All proposals submitted as amendments to resolutions that are not part of the Education Policy Committee Report or Supplement to Education Policy Report, or new resolutions shall be presented to the Education Policy Committee in writing before 30 minutes of elapsed time after the Consideration of Standing Rules on the first day of any meeting of the Assembly of Delegates. The proposal shall contain the names of the proposer(s), the seconder(s), the CTA of which they are members and a rationale for the proposed resolution.
d. Amendments to resolutions that are not part of the Education Policy Committee Report or Supplement to Education Policy Report, or new resolutions not printed in the Education Policy Committee Report or the Supplement to Education Policy Committee Report shall be submitted from the floor of the Assembly of Delegates upon two-thirds vote of the delegates. Such resolutions so considered may be amended on the floor by a majority vote.
e. No delegate shall reverse the intent of a proposed resolution with an amendment from the floor. A reversed version of a proposed resolution shall be printed and provided to the delegates for consideration if filed on the proper form during the 30-minute period after Consideration of the Standing Rules.
RULE 10. AMENDMENTS TO BYLAWS SUBMISSION PROCEDURES
a. All proposed amendments to Bylaws are to be presented in writing to the Articles, Bylaws and Rules (AB&R) Committee on the official form by March 1 of each year. This includes amendments by members, standing or special committees, and the Board of Directors.
b. The AB&R Committee will meet after March 1 but before the first weekend in May to recommend adoption or rejection of the proposed bylaw amendments. The AB&R Committee is charged with evaluating the amendments and requesting any additional information from either the member proposing the amendment or the appropriate staff to make an informed decision.
c. The AB&R Committee will report their findings to the MSTA Board of Directors at the May Board meeting. The AB&R Committee recommendation is not binding on the MSTA Board of Directors.
d. The MSTA Board of Directors will notify members proposing amendments of the outcome of the vote of the Board of Directors.
e. Proposed amendments approved by the Board of Directors will be presented at the next regular meeting of the Assembly of Delegates for consideration.

LATE SUBMISSION PROCEDURE
a. Proposed amendments to the Bylaws received after the March 1 deadline will be referred to the AB&R Committee. The chair of the AB&R Committee shall determine if the proposed amendment will be considered during the fall or the next regularly scheduled spring meeting. In making the determination, the chair will consider the complexity of the proposed change and the date the amendment was submitted, along with any other relevant considerations.
b. If considered during the fall meeting of the AB&R Committee, the Committee will report its findings to the MSTA Board of Directors at its September Board meeting.

RULE 11. AMENDMENTS
Proposed amendments to the Bylaws shall be read by title to the Assembly of Delegates before they are voted on.

RULE 12. ELECTIONS
At the first session of the Assembly of Delegates, nomination of officers shall take place as provided in the bylaws.
a. Nominations for elective MSTA office shall be made in the following order: 1) president-elect, 2) vice president.
b. There shall be no more than one nominating speech for any one candidate. Nominating speeches shall be limited to three minutes each.
c. The candidates nominated for president-elect and vice president shall be given an opportunity to speak for no more than five minutes.
d. The AB&R Committee shall be in charge of timing all speakers. Each speaker shall be given a 30-second warning before his or her time has elapsed, and the timekeeper shall stand at the end of the allotted time.
e. Voting must be conducted by secret ballot unless there is only one nominee for an office. In such case election for that office shall be done by a voice vote.
f. For any office where there are more than two nominees, if no candidate receives a majority of the votes cast on the first ballot, only the names of the two candidates who received the highest number of votes shall go forward to the second ballot.

RULE 13. DISTRIBUTION OF MATERIALS
a. General distribution of any type of printed material in the auditorium and adjacent lobbies of the building in which the Assembly of Delegates is held shall require clearance with the chairman of the AB&R Committee. All such material must be properly identified as to source and sponsorship, stating such on the material.
b. No campaign literature or related materials may be distributed or posted within the seating area of the auditorium or where visible from the seating area or from the polling places.

RULE 14: DUES INCREASE BASED ON CONSUMER PRICE INDEX
a. The Board of Directors shall report to the Delegate Assembly any increase in dues based on the Consumer Price Index during its report to the Assembly. Any delegate moving to veto the increase shall make the motion before the next item of business is taken up by the Assembly.
Rules for candidates running for MSTA office

Upon filing for statewide office, candidates will review these rules with the Executive Director of the MSTA or his/her designee:

1. Candidates wishing to run for either MSTA Vice President or MSTA President-Elect must submit a Candidate Filing Form to the Executive Director’s designee after March 1 of the year they are planning to run. Campaign activities, including travel to meetings outside the candidate’s region, distribution of campaign materials and expenditures shall not be undertaken until official written notification is received in the state office. There will be no announcements made by potential candidates at the preceding Assembly of Delegates.

2. Candidates filing after March 1 but before July 1 will have their information appear in School & Community. Information will consist of a candidate bio based on the information provided in the Candidate Filing Form, a photo and an article written by the candidate. Should more than one candidate file for an office, order of publication will be determined by first to file. Candidates failing to meet the July 1 deadline will not have any information published in School & Community.

3. Any candidate wishing to run, but failing to meet the July 1 deadline, may still file for a position on or before August 1. All candidates filing on or before August 1 will be encouraged to prepare a four-minute speech to be recorded on video and shown at the MSTA Open Hearings. The video will be recorded at MSTA headquarters and consist of a four-minute speech by the candidate. In addition, candidates may prepare a one-page flier to be handed out at Open Hearings and mailed with the delegate mailing. Candidates will also be invited to participate, individually, in a question and answer style podcast. The video, podcast and the flier with photo will be included on a campaign webpage located on the MSTA website.

4. The MSTA President will be the only officer to attend MSTA Open Hearings. Candidates may only attend their own Region’s Open Hearing but may not speak to the group regarding their candidacy beyond their prepared, recorded speech.

5. After the August 1 deadline, all candidates must be nominated from the floor at the annual MSTA Assembly of Delegates.

6. Campaign expenses may not exceed $1500 for all campaign related expenses, including copy costs for the flier for the Open Hearings and delegates’ materials, donated materials, professional services, postage or giveaways. Only donated volunteer time (ex. Folding, stuffing envelopes, working the campaign table, helping make campaign materials, etc.) and candidate travel to the MSTA Headquarters to record the podcast and video, travel to the Assembly of Delegates and hotel accommodations, if not otherwise covered by MSTA, shall be excluded from campaign expenses. If a region, CTA or individual promotes a candidate in any way, those costs must be included in the $1500 limit. By December 15, each candidate must submit an itemized and signed statement disclosing sources and amounts of campaign funds raised and reporting all expenditures paid by or on behalf of the candidate. This statement must be submitted to the state office for review by the Board of Directors.

7. During the Annual Convention, all candidates that filed on or before August 1 will be supplied a table for a candidate meet and greet at the MSTA reception the night before the Assembly of Delegates. Candidates and their volunteers can campaign at the table from 7:30 p.m.- 9:30 p.m. Campaign materials can be distributed from the table. Props, skits, audiovisual and other media will not be allowed at any time.

8. On the day of the Assembly of Delegates, no distribution of materials is to occur by the candidate or anyone representing the candidate. Rules governing nominating and candidate speeches are contained in the MSTA Standing Rules (12).

9. Any materials distributed at the MSTA Convention shall be in compliance with the MSTA Standing Rules (13).

10. To ensure the MSTA Board of Directors and its officers remain neutral in all elections, they are prohibited from delivering nominating speeches for candidates or otherwise campaigning, promoting or endorsing any candidate.
Voice at the Microphone

As a delegate, you are the voice at the microphone for your local CTA or for yourself. You will help shape important policy decisions and elect the officers who will guide MSTA in the coming year.

VITAL PEOPLE
The MSTA president presides at the Assembly of Delegates. Seated close to the lectern will be the parliamentarian and chair of the Articles and Bylaws and Rules Committee.

Continuity in the Assembly of Delegates comes in large measure from leaders who have attended previous assemblies. If you have questions or need assistance, you may want to turn to a member of the MSTA Board of Directors, the president of your MSTA region or local CTA or a member of the MSTA staff. Learn who these people are, get acquainted with them, and feel free to talk with them about the issues.

VOTING FOR OFFICERS
Voting for officers will either take place electronically or by paper ballot unless there is only one nominee for an office. In such case election for that office shall be done by a voice vote. If electronic, the voting will take place in the Assembly of Delegates Hall. If by paper ballot, polls are located in the meeting area. The voting time will be announced at the meeting. A delegate who votes must have delegate credentials to receive the paper ballot or the electronic voting mechanism.

In contested elections, officers may be elected by small majorities. Casting a ballot is an important part of representing the members of your CTA.

WHY REPORTS?
Committee reports or reports about special projects help delegates wisely conduct association business. However, MSTA makes every attempt to hold oral reports to a minimum. Such reports are usually "received and filed." Action coming from them usually must come under "new business" or through the Education Policy Committee. Committee reports that are informational only are not subject to amendment.

MOTIONS
A delegate may debate an issue that has been properly placed before the assembly. If there is no motion on the floor, the delegate must present one before speaking.

When a motion has been made and a delegate has been recognized, the delegate may:
- Speak in favor
- Speak in opposition
- Move a secondary motion

SECONDARY MOTIONS
- Postpone Indefinitely (kills the main motion)
- Amend
- Refer to a Committee
- Postpone Definitely
- Previous Question
- Lay on the Table (sets aside the main motion temporarily)
- Recess
- Adjourn

All of these secondary motions require a second from the floor.

Motions to amend usually are stated in the following forms:
- "I move to amend by inserting...or adding...or striking out...or striking out and inserting (state what words are affected)."
- "I move to amend by substituting...for..."

Such motions may deal with words, phrases, sentences or paragraphs of the original report or resolution.

If the amendment calls for much striking out and inserting, it is proper to move to amend by substitution (for what is before us) the following (new material).

Motions will be acted upon in the following order:
1. Undebatable motions to adjourn, recess, lay on the table or previous question.
2. Debatable motions to postpone definitely, refer to a committee or amend.
3. When two amendments are being considered, first the amendment to an amendment, then the amendment (or a substitute) to the main motion.
4. Postpone indefinitely, which is also debatable.
5. The main motion.

The motion "amend" may be applied to the following motions: recess, postpone definitely, refer to a committee, amend and main motion. There may be two amendments pending at the same time. The first amendment proposes a change in the motion to which it is applied; the second amendment proposes a change in the first amendment. Only one main motion may be before the assembly at one time.

WHAT THEY MEAN BY:
I move to lay on the table. The image comes from parliaments.

When this motion prevailed, the presiding officer laid the document containing the original proposal on the table. Until the house voted to move it from the table, it could not be acted on. The motion usually applies to a whole issue, as little would be gained by tabling part of the whole.

The motion to lay on the table sets aside the pending question temporarily. It is a useful procedure, especially when something else needs to be attended to immediately.

I move the previous question. This is a time-honored motion to close debate on the immediate question. It could be more simply stated as, "I move to close debate." The assembly may not debate this motion and must vote on it immediately. If the motion passes, the chair next must call for a vote on the question before the assembly. If the motion calling for the previous question fails, the assembly may continue debate.
2021 Unsung Heroes

Recipients of the 2021 Unsung Heroes of MSTA Award are chosen by the MSTA member service coordinators. The award recognizes those who have made a substantive yet unrecognized contribution to MSTA and our mission to advocate for and empower public educators so they can teach. These recipients are admired for their courage, outstanding achievements, or noble qualities.

Some factors of consideration for selecting these individuals may include:
1. Individual leadership style
2. Understanding of MSTA’s mission
3. Actions which reflect MSTA’s mission
4. Commitment and follow through to the leadership role and CTA
5. Service beyond the CTA to children, their school district, the community, or MSTA
6. Interpersonal and communication skills
7. Creative thinking and problem solving
8. Ability to handle crisis or extreme circumstances in their role as CTA leader

- Felicia Aikens (Junction Hill C-12)
- Barb Alber (Shelby Co. R-IV)
- Julia Barbarick (Drexel R-IV)
- Dr. Jill Blue (Rolla 31)
- Jeremy Booth (Louisiana R-II)
- Adam Clark (Dexter R-XI)
- Erica Coats (Braymer C-4)
- Robin Coleman (Northeast Vernon Co. R-I)
- Susie Compton (Springfield R-XII)
- Charlotte Crimi (Trenton R-IX)
- Becky Fisher (Carrollton R-VIII)
- Sarah Hines (Troy R-III)
- Phillip Hodges (Fort Osage R-I)
- Noelle Horner (Hillsboro R-III)
- Lynda Offutt (Lebanon R-III)
- Denise Peters (St. Joseph)
- Amy Phillips (Lee’s Summit R-VII)
- Haley Pirtle (Central R-III)
- Cathy Schultz (Mehlville R-IX)
- Stephanie Smith (Junction Hill C-12)
- Gina Smith (Kirkville R-III)
- Christine Smith (Oak Grove R-VI)
- Katie Spencer (South Callaway R-II)
- Nancy Studzinski (Plato R-V)
- Linda Tankersley (Chadwick R-I)
- Rebecca Tindall (East Carter Co. R-II)
- Linda Uselmann (Webb City R-VII)
- Rebecca Wright (Jefferson Co. R-VII)

SEE IT THROUGH

Business sessions may be prolonged, and important decisions may come at the end. A delegate’s absence may create the lack of a quorum. Stay with the session until the gavel signals adjournment.

I move to postpone until (state when). If a delegate wishes to delay action until a later specific time, he or she should move to “postpone until (stating when consideration should be resumed, before adjournment).”

I move to postpone indefinitely. This motion when adopted will kill the pending question.

Division. A delegate who doubts the results of a voice vote or a vote by a show of hands just taken requests the vote be retaken by a standing vote. If a delegate desires to have the vote counted, he or she should make a motion, “I move that the vote be counted,” and if this motion is seconded, the chair must take a vote on ordering a count. Often the chair on his or her own initiative will have the retaken vote counted.

Point of order. This statement means that the delegate believes that a rule has been violated. When expressing concern, the delegate should include reference to which rule has been violated.

Point of information. This is a request for information on the pending motion.

Parliamentary inquiry. This is a request for information on parliamentary procedure.
Articles of Incorporation

Adopted: November 8, 1919
Revised: November 14, 2019

These Articles of Restatement of the Missouri State Teachers Association, Inc. contain the full text of Restated Articles of Incorporation, authorized by Chapter 355 of the Missouri Nonprofit Corporation Act.

ARTICLE I: NAME
The corporation's name is MISSOURI STATE TEACHERS ASSOCIATION, INC. (MSTA).

ARTICLE II: PURPOSE
MSTA's purpose is to advocate for and to promote the common interest of teachers and other education personnel by providing them information resources, workshops and other services.

ARTICLE III: TAX STATUS
No part of MSTA's net earnings benefits a private shareholder or individual. It is not organized for profit or to engage in an activity ordinarily carried on for profit. It is primarily engaged in activities or functions that qualify for federal income tax exemption under Section 501(c) (6) of the Internal Revenue Code of 1986 and successor statutes.

ARTICLE IV: ORIGINAL INCORPORATION
MSTA was incorporated in the State of Missouri on December 12, 1900.

ARTICLE V: PERIOD OF EXISTENCE
MSTA's period of existence is perpetual.

ARTICLE VI: CORPORATION TYPE
MSTA is a public benefit corporation under Section 355.881 of the Missouri Nonprofit Corporation Act.

ARTICLE VII: REGISTERED OFFICE AND AGENT
MSTA's registered office is at 407 South Sixth Street, Columbia, MO 65201. Its registered agent at that office is Mr. Bruce Moe.

ARTICLE VIII: INCORPORATORS
Incorporators listed in MSTA's initial charter were: William H. Black, President; J. H. Markley, Secretary; E. D. Luckey, Treasurer. The original Missouri charter did not contain their street addresses.

ARTICLE IX: MEMBERS
MSTA has members as provided in its Bylaws.

ARTICLE X: DISSOLUTION
MSTA's assets at dissolution will be distributed to a public benefit corporation.

ARTICLE XI: AMENDMENTS
MSTA may amend these Articles as follows:
Section 1. Amendments must first be proposed for approval by:
(a) A majority vote at a Delegate Assembly meeting at which there is a quorum physically present of at least a majority of Delegates, or;
(b) A vote of at least 80 percent of Directors physically present at a Board of Directors meeting, providing there is a quorum physically present of at least 80 percent of Directors in office.
Section 2. The text of a proposed amendment must be presented to MSTA's Executive Director/Chief Executive Officer at least 60 days before the planned Delegate Assembly meeting vote on that proposal. MSTA must print the text in an official publication that is sent to all members at least 30 days before that Delegate Assembly meeting, is published in the annual meeting official program, and is read to Delegates before the vote.
Section 3. Amendments must be approved using written or electronic ballots by:
(a) A vote of at least 80 percent of Directors physically present at a Board of Directors meeting, providing there is a quorum physically present of at least 80 percent of Directors in office (if amendments do not relate to the number of Directors, Board composition, Directors’ term of office, or Director selection method) and;
(b) A vote by Delegates physically present at the next Delegate Assembly meeting after that Board vote of at least the lesser of two-thirds of votes cast or a majority of voting power, meaning Delegates physically present and counted for quorum purposes, providing there is a quorum physically present of at least 75 percent of Delegates.
Section 4. Adopted amendments will be effective at the end of the meeting at which the Delegate Assembly adopts them.
ARTICLE III: MEMBERSHIP

The name of this association shall be the Missouri State Teachers Association, Inc. (MSTA).

ARTICLE II: PURPOSE

MSTA's purpose is to advocate for and to promote the common interest of teachers and other education personnel by providing them information resources, workshops and other services.

ARTICLE III: MEMBERSHIP

1. Membership Classes. There shall be four (4) classes of members:

   A. Professional Educator Member: An individual employed in the teaching profession or in another professional position in an education institution, including public, private, pre-kindergarten through grade 12, and higher education, may become a Professional Educator Member if he or she has earned a bachelor's or higher degree and/or, where required, holds or is eligible to hold a teaching certificate.

   B. Associate Member: An individual employed by an education institution in a support position or any person interested in advancing the cause of education may become an Associate Member.

   C. Retired Member: Upon retirement from a position in an education institution, including public, private, pre-kindergarten through grade 12, and higher education, an individual may become a Retired Member. Retirement means the person is receiving retirement benefits from the Missouri Public School Retirement System (PSRS), Public Education Employee Retirement System (PEERS), the St. Louis or Kansas City educator retirement system, or other retirement system approved by the MSTA Board of Directors (Board).

   D. Student Member: A part-time or full-time student enrolled in a teacher-education program in a college or university in Missouri may become a Student Member.

2. Dues: Every member must pay annual dues including the first dues installment for members who pay in installments, no later than November 1 of each year. Dues increases, special fees and assessments must be adopted by the Board and approved by the Delegate Assembly.

3. Annual Dues as of July 1, 2014:

   A. Professional Educator Members Employed Full-Time: $219
   B. First-Time Members: $124
   C. Professional Educator Members Employed Half-Time or Less: $124
   D. Associate Members: $90
   E. Retired Members: $25, or $250 for a life membership
   F. Student Members: $0

4. Payment of Dues: Members may pay MSTA dues to CTAs or directly to MSTA, except teachers who are required to pay dues to school districts. CTAs collecting MSTA dues must forward them directly to MSTA, except teachers who are required to pay dues to school districts. CTAs collecting MSTA dues must forward them directly to MSTA, except teachers who are required to pay dues to school districts. CTAs collecting MSTA dues must forward them directly to MSTA, except teachers who are required to pay dues to school districts. CTAs collecting MSTA dues must forward them directly to MSTA, except teachers who are required to pay dues to school districts. CTAs collecting MSTA dues must forward them directly to MSTA, except teachers who are required to pay dues to school districts. CTAs collecting MSTA dues must forward them directly to MSTA, except teachers who are required to pay dues to school districts.

5. Dues to CTA and Regions: MSTA shall forward without further Board or Delegate Assembly action, upon receipt of dues in full and verification of membership as follows:

   A. to CTAs, $6 of dues paid by Professional Educator Members Employed Full-Time and $2 of dues paid by Associate Members, and;
   B. to Regions, $12 of dues paid by Professional Educator Members Employed Full-Time

6. Non-Payment of Dues: A member who does not pay dues, fees and other assessments within 30 days of when due shall be suspended and shall not be entitled to rights and privileges of membership unless MSTA returns that member to active status.

7. Right and Duties of Members:

   A. Services and Privileges: Members in all membership classes shall have the right to receive services and privileges as determined by the Board.
   B. Voting: Professional Educator and Associate Members shall be the only members with the right to vote, except to the extent that these Bylaws authorize the Board to appoint Retired and Student Members as Delegates to the Delegate Assembly.

8. Suspension/Expulsion, Transfer, Resignation, Use of Intellectual Property, Ownership Rights:

   A. Suspension/Expulsion: The Board may suspend or expel a member who does not maintain the qualifications stated in these Bylaws or policies adopted by the Board of Directors. The Board shall abide by a fair disciplinary process in making its decision. This shall include notification to the member charges at least 30 days before the Board votes and granting the member a hearing before the Board if requested in writing at least 10 days before that vote. A member who does not pay dues by the date required in these Bylaws shall be automatically expelled from membership. MSTA shall notify each such member of the expulsion in writing.
ARTICLE IV: OFFICERS
1. Officers: MSTA officers shall be the Immediate Past President, President, President-Elect, Vice President and Treasurer. At the first Board meeting after the Annual Delegate Assembly, the Board shall elect as Treasurer a Director who does not hold another office, and who shall remain a Director.
2. Full-Time Professional Educator Members: Officers must be full-time Professional Educator Members, and must not be a voting delegate in another statewide organization that can represent teachers, affect legislation, and shape policy for education in Missouri, excluding subject-area organizations and advisory bodies but including:
   A. Missouri affiliate of the National Education Association;
   B. Missouri affiliate of the American Federation of Teachers;
   C. Missouri Association of Rural Educators;
   D. Missouri Association of School Administrators, and;
   E. Missouri School Boards’ Association.
3. Term of Office: Except for the Treasurer, Officers shall take office at the close of the Annual Convention and shall serve for a term of one year or until their successors are elected. The Treasurer shall take office at the close of the Board meeting at which the Board elects the Treasurer and shall serve for a term from one year to three years as determined by the Board or until a successor is elected.
4. President: The President shall preside over meetings of the Board, the Executive Committee and the Delegate Assembly. The President shall serve as Chair of each of those groups and as MSTA’s Chief Elected Officer. The President shall prepare and distribute agendas for those meetings, and lead MSTA governance efforts on behalf of the Board. The President shall also perform other duties as assigned by the Board. Except as otherwise provided by the Board or the President, only the President or Executive Director/Chief Executive Officer, or either’s designee, may take official action, make a public statement, or otherwise hold himself or herself out to the public as authorized to act on behalf of MSTA.
5. President-Elect: The President-Elect shall serve as President in the absence of the President and shall fulfill other duties the President assigns.
6. Vice President: The Vice President shall serve as President in the absence of the President and President-Elect and shall fulfill other duties the President assigns.
7. Treasurer: The Treasurer shall serve as Chair of the Finance and Audit Committee; coordinate with the Executive Director/Chief Executive Officer to ensure timely financial reports are available to the Board; guide the Executive Director/Chief Executive Officer in preparing the annual budget, and; review MSTA’s annual audited financial statements with MSTA’s independent CPA firm, the Board, the Executive Director/Chief Executive Officer. The Treasurer shall coordinate with MSTA’s independent CPA firm and with MSTA’s Chief Financial Officer to assure that MSTA’s:
   A. annual financial statements are audited and receive the CPA’s unqualified opinion on fair presentation;
   B. financial books and records are kept in a complete and accurate manner, and;
   C. funds are properly invested and protected.
8. Immediate Past President: The Immediate Past President shall perform duties the President may assign.
9. Other Duties: The Board or President may add duties for an Officer, but may not remove duties required by these Bylaws.
10. Removal/Vacancies: Officers may be removed, and vacancies filled, as provided in these Bylaws for removing and replacing Directors.
11. Treasurer’s Resignation: The Treasurer may resign in writing submitted to the President. The resignation shall become effective when specified in the resignation notice or, if not specified, upon delivery of the notice to the President.

ARTICLE V: MEETINGS
1. Membership Convention: There shall be an annual Convention of MSTA members held on a date and at a place determined by the Board of Directors.
2. Annual Delegate Assembly Meeting: A Delegate Assembly shall be held at the annual Convention of members on a date the Board selects. MSTA’s President shall call the meeting to order and serve as meeting Chair. The first order of business shall be to adopt the Committee on Credentials’ report and the standing rules for the Delegate Assembly. The President shall make reports available to delegates on MSTA activities and financial condition, and the Delegate Assembly shall act on behalf of all MSTA members on matters given in the notice of the meeting.
3. Special Delegate Assembly Meetings:
   A. MSTA shall hold Special Meetings of the Delegate Assembly as called by the Board, which shall set the time and place of the meeting. At a Special Delegate Assembly, the delegates shall be those that constituted the most recent Annual Delegate Assembly.
   B. MSTA shall hold a Special Delegate Assembly meeting if at least 5 percent of Professional Educator and Associate Members sign, date and deliver to the MSTA Headquarter Office a written demand for the meeting describing the purpose for holding the meeting. MSTA shall give the meeting notice required by these Bylaws within 30 days after the date of the written demand.
4. Notice, Quorum and Voting:
   A. Notice: The Delegate Assembly may only act on matters specified in the meeting notice. MSTA shall provide members at least 30-days notice of each Annual or Special Delegate Assembly. The notice shall state the place, date, and time of the meeting and describe business to be transacted, including a description of proposals members must approve under these Bylaws. Proposals requiring member notice and approval include, among others:
      1) amendments to the Articles of Incorporation or Bylaws, accompanied by a copy or summary of the proposed amendment;
      2) sale, lease, exchange, or disposal of all, or substantially all, of MSTA’s property or assets, accompanied by a copy or summary of a description of the transaction, and;
      3) dissolution of MSTA, accompanied by a copy or summary of the dissolution plan.
   B. Quorum: The presence of at least a majority of the delegates shall constitute a quorum to transact business.
   C. Voting:
      A. Voting by proxy, absentee voting and cumulative voting are prohibited.
      B. Voting for Officers shall be by written or electronic ballot, except in the case that there is only one candidate for an office, that vote may be taken by voice. Other votes shall be voice votes, rising votes or electronic votes at the discretion of the Chair or a majority vote of the delegates.

5. Delegate Assembly Members: The Delegate Assembly shall consist of:
   A. CTA Delegates: Each CTA shall elect one delegate for each 25 members or major fraction thereof except that CTAs with twelve (12) or fewer members shall be authorized to elect one (1) delegate. To determine the number of Delegates from each CTA, member totals shall be based on Professional Educator and Associate Member totals as of June 30 of the preceding membership year, unless MSTA can verify larger totals before the first session of the Annual Membership Meeting.
   B. At-Large Delegates: Regions may select, pursuant to their own bylaws or procedures, at-large delegates of schools without an existing CTA. Regions may designate one at-large delegate for each twenty-five (25) at-large members. The calculation of the number of at-large delegates permitted from each region shall be based upon the total number of at-large members within the region as of a date to be determined by the Board of Directors but no later than June 30 of the same calendar year, as determined by the records maintained by MSTA.
   C. Retired Member Delegates: Two Delegates appointed by the Board from Retired Members
   D. Student Member Delegates: Two Delegates appointed by the Board from Student Members
   E. Automatic Delegates: All members serving on the Board of Directors and the Chairs of the Articles, Bylaws, and Rules Committee and the Education Policy Committee Chair shall automatically be Delegates to the Delegate Assembly with full voting rights. Active Professional Educator Members who are a Region’s President, President-Elect or Vice President, and Immediate Past President as well as all past state presidents who are also active Professional Educator Members shall be automatic Delegates with full voting rights.
   F. Substitutes: If any Region President, President-Elect, Vice President or Immediate Past President is unable to serve as a Delegate, the Board of his or her Region may appoint another active professional educator member a substitute Delegate who, when seated, shall have full voting rights.
6. Delegates from CTAs shall be selected in accordance with CTA bylaws: Only Professional Educator and Associate Members who are also CTA members may vote for Delegates to the Delegate Assembly.
9. Elect the first Delegate elected from each CTA each year shall be a Classroom Teacher. If a CTA is entitled to more than one Delegate, at least 80 percent of them shall be Classroom Teachers, unless a CTA Board waives either of these provisions by a majority vote at a CTA Board meeting.
10. Committee on Credentials: The President shall appoint a Credentials Committee to certify eligibility of Delegates to serve in the Delegate Assembly.

ARTICLE VI: BOARD OF DIRECTORS
1. Composition and Eligibility: The Board of Directors shall consist of 20 Directors, including 5 officers and 16 directors from regions. Only Professional Educator Members with fully paid dues shall be eligible to serve on the Board of Directors. The number of Directors from Regions may change according to the Election paragraph below.
2. Role: The Board shall have full authority over the governing affairs of MSTA between meetings of the Delegate Assembly. The Board’s responsibilities shall include, but not be limited to:
   A. recommend amendments to these Bylaws as part of a two-part approval process;
   B. establish MSTA policies;
   C. adopt Board Resolutions;
   D. propose Delegate Assembly Resolutions;
   E. hold, purchase, and dispose of MSTA real estate as directed by the Delegate Assembly;
   F. implement Resolutions adopted by the Delegate Assembly and;
   G. enter into an employment contract on behalf of MSTA with MSTA’s Executive Director/Chief Executive Officer.
3. Election: The Delegate Assembly shall elect the President-Elect and the Vice President. At the end of the President’s term, he or she shall automatically become Immediate Past President and the President-Elect shall automatically become President. Directors from Regions shall be elected by MSTA members in each Region based on their membership count as of June 30, according to the following: one Director from each Region that has up to 3,750 MSTA members; two Directors from each Region that has from 3,751 to 6,250 MSTA members, and; three Directors from each Region that has 6,251 or more MSTA members. If a Region’s membership increases or decreases, the number of Directors from that Region shall be adjusted at the close of the next Annual Membership Meeting. At least one Director from each Region shall be a Classroom Teacher.
4. Terms: Directors shall serve a term of three years or until their successors are elected and shall take office at the close of the Annual Membership Meeting. No Director may serve more than two consecutive three-year terms plus any part of a partial term to fill a vacancy, if any.

5. Absence: No Board member may have more than one absence per year. If a Director will be absent from a meeting, he or she must notify the President of the reason as far in advance as possible. Failure to fulfill this attendance requirement shall constitute automatic removal from the Board. Participation by electronic means satisfies the attendance requirements.

6. Annual and Regular Meetings: The annual meeting of the Board of Directors shall coincide with the Annual Membership Meeting unless changed by the Board. There shall be at least four other in-person Board meetings annually. Additional regular meetings may be established by action of the Board of Directors. All meetings shall be conducted in-person or by electronic means with the minimum standard being simultaneous aural communication.

7. Special Meetings: Special Meetings of the Board of Directors may be called by the President or at request of at least three Directors. Those calling the meeting shall file a written request with the Executive Director/Chief Executive Officer stating the meeting’s purpose, place, date, and hour. During Special Meetings only those actions noted in the call of the meeting shall be in order. Special meetings may be in-person or by electronic means with the minimum standard being simultaneous aural communication.

8. Meeting Records: The Board shall keep minutes of its meetings including a record of all votes.

9. President’s Financial Loss: The Board may establish a policy so that the President shall not suffer financially from missing duties of an employment contract due to serving as President.

10. Notice: MSTAA shall notify Directors of regular meetings at least 21 days in advance. Notice of Special Meetings shall be given at least 10 days before an electronic meeting or 21 days in advance before an in-person meeting.

11. Quorum and Voting: The quorum of the Board shall be a majority of its members currently in office. Except as otherwise provided in these Bylaws or in the adopted parliamentary authority, Board action shall require a vote of at least a majority of Directors present and voting at a Board meeting held in-person or by electronic means.

12. Greater Voting Requirement: Board action on the following matters shall require a vote of at least two-thirds (2/3rds) of Directors present and voting at a Board meeting, provided there is a quorum present. These matters include:
   1) recommending the purchase or sale of real estate to the Delegate Assembly;
   2) recommending amendments to the MSTAA’s Articles of Incorporation or Bylaws to the Delegate Assembly;
   3) terminating the employment of MSTAA’s Executive Director/Chief Executive (except as provided by the employment contract between MSTAA and this executive);
   4) recommending dues increases to the Delegate Assembly or approving a dues increase of less than the Consumer Price Index each year; and
   5) removing of a Director.

13. Prohibited Voting: Proxy, absentee or cumulative voting is prohibited in any decision made by the Board of Directors.

14. Removal: Officers other than the Treasurer may be removed by the Delegate Assembly. A region may remove the Director(s) from that region. If a Region fails to remove such a Director within 30 days from written Board request for removal, the Board may remove and replace that Director, and the replacement Director shall serve until Delegates from that Region elect their own replacement. The Board may remove the Treasurer.

15. Vacancies: Vacancies in the membership of the Board of Directors that occur between Annual Membership Meetings may be filled by the Board until the next Annual Membership. The Board may fill a Treasurer vacancy for a period ending at or after the next Annual Membership Meeting, but not after the unexpired term of the Treasurer who vacated the Office. If a vacancy on the Board occurs at or just prior to an Annual Convention the Delegate Assembly shall fill an officer vacancy and the Region delegates shall fill a non-Officer-Director vacancy.

16. Director Conflicts of Interest:
   A. Definition: A conflict of interest transaction is a transaction with MSTAA in which a Director has a material interest. A conflict of interest transaction is not voidable and is not the basis for imposing liability on a noncompensated Director if the transaction was not unfair to MSTAA at the time it was entered into or is approved in advance by the Board if:
      1) The material facts of the transaction and the Director’s interest are disclosed or known to the Board, and;
      2) Non-interested Directors approving the transaction in good faith reasonably believe that the transaction is not unfair to MSTAA.
   B. Conflict of Interest Policy: The Board shall adopt a Conflict of Interest Policy requiring the acceptance of the policy in writing by Directors and committee members. If a portion of that Policy is inconsistent with the Bylaw provision immediately above, that Bylaw provision shall prevail.

**ARTICLE VII: EXECUTIVE COMMITTEE**

1. Composition: The members of the Executive Committee shall be the President, President-Elect, Immediate Past President, Vice President, Treasurer, and the Executive Director/Chief Executive Officer shall serve as a non-voting advisor of the committee.

2. Duties:
   A. Authority between Board Meetings: The Executive Committee shall exercise the authority of the Board of Directors between meetings of the Board but only to the extent:
      1) necessary to take action on unanticipated business that requires action between Board meetings; and
      2) action taken is not contrary to the instructions given by the Board of Directors.
   B. Meetings: Meetings of the Executive Committee shall be called by the President or any two members of the Executive Committee with at least 24 hours’ oral notice. Notice may be waived by the members of the Executive Committee in accordance with statutory requirements.
   C. Quorum: A majority of the members of the Executive Committee shall constitute a quorum.
   D. Minutes: The committee shall keep meeting minutes and report all committee actions to the next Board of Directors meeting.
ARTICLE VIII: COMMITTEES
1. Membership: All standing committees listed in these bylaws shall have their members elected by the Board of Directors by a majority vote.

2. Finance and Audit Committee: The Board shall elect the Finance and Audit Committee from among Directors then in office. The Treasurer shall be the Finance and Audit Committee Chair. This Committee shall oversee MSTA finances and coordinate MSTA’s annual audit of its financial statements with MSTA’s independent CPA firm.

3. Articles, Bylaws, and Rules Committee: This committee shall oversee administration of and changes to MSTA’s Articles of Incorporation, Bylaws, and other Rules. The Board shall elect Professional Educator Members to serve on the committee. The committee shall have at least one Professional Educator Member from each Region. A Region with more than one Director on the Board shall have that same number of Professional Educator Members on this committee. Election shall be for two-year terms or until successors are elected. No more than three consecutive two-year terms plus any part of a partial term to fill a vacancy, if any shall be permitted. The Board may elect one Retired Member and one Associate Member. In addition, the President shall appoint one Director to serve on the Committee as a non-voting liaison between the Board and the Committee. That Director shall attend all Committee meetings and report to the Board.

4. Education Policy Committee: This Committee shall develop resolutions to propose for Delegate Assembly adoption, set legislative priorities, and assist in promoting MSTA’s governmental relations program. The Board shall elect Professional Educator Members to serve on the committee. The committee shall have at least one Professional Educator Member from each Region. A Region with more than one Director on the Board shall have that same number of Professional Educator Members on this committee. Election shall be for two-year terms or until successors are elected. No more than three consecutive two-year terms plus any part of a partial term to fill a vacancy, if any shall be permitted. The Board may elect one Retired Member and one Associate Member. In addition, the President shall appoint one Director to serve on the Committee as a non-voting liaison between the Board and the Committee. That Director shall attend all Committee meetings and report to the Board.

5. Student Committee: The Board shall elect this Committee. It shall serve the interests of Student Members in colleges and universities that offer degrees in education. Election shall be for two-year terms or until successors are elected. No more than two consecutive two-year terms plus any part of a partial term to fill a vacancy, if any, shall be permitted. The President shall appoint a non-voting liaison between the Board and the Committee. That Director shall attend all Committee meetings and report to the Board.

6. Other Committees: The Board may establish other standing and special committees and adopt procedures for those committees. The President shall appoint the members of these other committees with the approval of the Board of Directors.

7. Quorum: The quorum for all committee meetings shall be a majority of the members of the committee in office at time of meeting.

8. Meetings: Meetings may be held in person or by other electronic means with the minimum standard for deliberation being simultaneous aural communication.

ARTICLE IX: COMMUNITY TEACHER ASSOCIATIONS (CTAs)
1. Definition: “Community Teacher Association” (CTA) means an independent affiliate of MSTA.

2. Formation: A group of Professional Educator and Associate Members may form and become members of a CTA. MSTA members organizing a CTA must notify MSTA, adopt bylaws, provide a list of names of organizing members and CTA officers, and pay to MSTA 100 percent of their dues. MSTA shall recognize a CTA as an independent affiliate after confirming that the organizing members are MSTA Professional Educator or Associate Members and that the CTA satisfies MSTA requirements for organizing a CTA.

3. Good Standing: To remain in good standing with MSTA a local CTA must submit a list of officers, two of whom must be MSTA members and be in compliance with the requirements of the State of Missouri regarding labor organizations.

4. CTA President: Only MSTA Professional Educator and Associate Members may serve as CTA President, Vice President, and/or President-Elect.

5. One CTA Per District: MSTA shall recognize only one CTA in each school district.

6. Governance: Each CTA shall be governed by its own board of directors elected by its members. Each CTA shall adopt separate articles of association or incorporation and bylaws. MSTA shall not issue operating guidelines to CTAs.

7. Official Statements: A CTA or its members, officers and directors shall not be authorized to speak on behalf of or make a legal, financial or other commitment for MSTA.

8. Trademarks, Logos, Symbols: CTAs may use MSTA names, trademarks, logos, symbols and other intellectual property, regardless of who created the property for MSTA, only in a manner consistent with these Bylaws and MSTA policies.

9. Funds Disbursement: MSTA shall disburse to local CTAs the local CTA dues remitted by members and no other distribution of funds shall be allowed. CTAs shall reimburse MSTA for items purchased from MSTA and for expenses MSTA incurs for CTAs. CTAs shall establish and control their own operating budgets, bank accounts and insurance policies, not subject to MSTA approval. CTAs shall prepare separate financial statements, file separate tax returns and use separate Employer Identification Numbers.

10. Contracts: CTAs shall sign their own contracts, solely on their own behalf and not on behalf of MSTA. MSTA shall not sign contracts on behalf of CTAs or have any responsibility for CTA contracts. If CTAs need employees or independent contractors, they shall hire and fire them without MSTA participation.
ARTICLE X: REGIONAL ASSOCIATIONS (Regions)

1. Definition: “Regional Association” (Region) means an independent affiliate of MSTA organized by CTAs.
2. Membership: MSTA members in all classes shall automatically be members of the Region where they work.
3. Geographic Boundaries: The MSTA Board shall determine geographic boundaries of each Region.
4. Number: CTAs shall organize into no more than 10 Regions. MSTA shall maintain and publish a list of CTAs that comprise each Region.
5. Governance: Each Region shall be governed by its own board of directors elected by its members. Each Region shall adopt separate articles of association or incorporation and bylaws, not subject to MSTA approval. MSTA shall not issue operating guidelines to Regions.
6. Official Statements: A Region or its members, officers and directors shall not be authorized to speak on behalf of or make a legal, financial or other commitment for MSTA.
7. Trademarks, Logos, Symbols: Regions may use MSTA names, trademarks, logos and other intellectual property, regardless of who created the property for MSTA, only in a manner consistent with these Bylaws and MSTA policies.
8. Funding: MSTA shall disburse to Regions the Region dues and expenses MSTA incurs for Regions. Regions shall be allowed. Regions shall reimburse MSTA for items purchased from MSTA and for expenses MSTA incurs for Regions. Regions shall establish and control their own operating budgets, bank accounts and insurance policies, not subject to MSTA approval. Regions shall prepare separate financial statements, file separate tax returns and use separate Employer Identification Numbers.
9. Contracts: Regions shall sign their own contracts solely on their own behalf and not on behalf of MSTA. MSTA shall not sign contracts on behalf of Regions or have any responsibility for Region contracts. If Regions need employees or independent contractors, they shall hire and fire them without MSTA participation.

ARTICLE XI: INDEMNIFICATION

1. Indemnified Persons: MSTA shall indemnify and hold harmless each person who was or is a party, or may become a party, in an action, suit or proceeding, civil, criminal, administrative, investigative, formal or informal, because he or she was or is an MSTA Director, Officer, or employee. Indemnity shall continue as to each person who has ceased to be a Director, Officer, or employee, and shall inure to the benefit of his or her heirs, executors, and administrators.
2. Indemnified Expenses: Indemnity shall cover all costs, charges, expenses, liabilities, losses, attorney fees, judgments, fines, taxes, penalties, and settlement amounts, incurred by an Indemnified Person, except if he or she, after exhausting possible appeals, is guilty of gross negligence or willful misconduct, or convicted of a felony. In the event of a settlement, indemnity shall apply only when the Board determines that the settlement is in MSTA’s best interests.
3. Indemnification Obligation: The amount of MSTA’s obligation to Indemnified Persons for Indemnified Expenses shall be 100% of the smaller of: a) the amount permitted by Missouri law; or b) the sum of: 1) amounts covered by MSTA’s applicable insurance policies, plus; 2) amounts up to the Indemnified Dollar Limit not covered by those policies, including amounts classified as Deductible or Retention.
4. Definition: The Indemnified Dollar Limit shall be the amount beyond which MSTA would either: a) be insolvent as defined under generally acceptable accounting principles published by the American Institute of Certified Public Accountants, or; b) reduce Financial Reserves below a minimum amount that a majority of disinterested Directors reasonably determines MSTA should maintain, but no less than $100,000. This $100,000 Financial Reserves minimum shall automatically increase 5% compounded annually beginning July 1, 2008. Financial Reserves shall have the meaning established in MSTA’s Financial Reserves Policy.
5. Unpaid Expenses: If the Indemnified Dollar Limit causes MSTA to not pay some Indemnified Expenses otherwise payable, MSTA shall: a) pro-rate the paid portion of Indemnified Expenses among Indemnified Persons based on total amounts to which they would be entitled if there were no Limit, and; b) pay within 24 months from the date of the last payment to any Indemnified Persons as much of the unpaid Indemnified Expenses as a majority of disinterested Directors reasonably determines MSTA can pay without exceeding the Limit.

ARTICLE XII: FINANCE AND BUDGET

1. Budget: A budget showing anticipated revenue and expenses shall be adopted annually by the Board.
2. Accounting: MSTA’s accounting shall conform to recommended practices of the American Institute of Certified Public Accountants. The Chief Financial Officer shall provide comparative period financial reports to the Board at regular meetings or as the Board determines.
3. Audit: The Board shall provide for an annual audit of MSTA financial statements by an independent auditor. Results of that audit shall be reported by that auditor to the Board.
4. Theft and Dishonesty Insurance: MSTA shall purchase theft and dishonesty insurance, in a form and amount the Board approves, for the Directors, Executive Director/Chief Executive Officer, Chief Financial Officer and other staff whose duties include financial responsibilities.
5. Investment Policy: MSTA shall implement an investment policy and financial reserves policy so that MSTA’s financial well-being is sufficient to protect it against unexpected decreases in dues revenue and is also sufficient to fund increasing needs for its services.
ARTICLE XIII: MISCELLANEOUS
1. Membership/Dues Year: Unless modified by the Board, MSTA’s membership year, dues-paying year and fiscal year shall run from July 1 through June 30.
2. Classroom Teacher: “Classroom Teacher” means a teacher other than a substitute teacher who devotes at least 50 percent of daily employed time to classroom teaching or who performs education-related work that places him or her on a local salary schedule for teachers, and who is not receiving teacher retirement benefits.
3. Validity and Effectiveness: In the event that any part of these Bylaws shall be found in any action, suit or proceeding, to be invalid or ineffective, the validity and the effect of the remaining parts shall not be affected.

ARTICLE XIV: PARLIAMENTARY AUTHORITY
The rules contained in the current edition of Robert’s Rules of Order Newly Revised shall govern the affairs of MSTA in all cases in which they are applicable in which they are not inconsistent with these bylaws or other Special Rules of Order adopted by the Board of Directors or the Delegate Assembly.

ARTICLE XV: AMENDMENTS
1. Isolated Amendments to These Bylaws.
   A. Isolated amendments to these Bylaws may be made only by the following two-part approval process:
      1) By adoption by the Board of Directors of a recommendation that the Delegate Assembly give consideration to the amendment (if the amendment does not relate to the number of Directors, Board composition, Directors’ term of office, or Directors’ selection method) by a two-thirds (2/3rds) vote of those Board members present and voting; and
      2) By adoption of the Delegate Assembly by a two-thirds (2/3rds) vote of those Delegates present and voting.
   B. Notice of any proposed amendment must be given to the members of MSTA by electronic mail and publication on the MSTA website at least thirty (30) days in advance of the Delegate Assembly at which the proposed amendment will be considered.
   C. Any amendments to these Bylaws approved in the manner described above shall go into effect at the end of the Delegate Assembly that adopted the amendment(s) unless a proviso is adopted at the same time which specifies a different time for the amendment to be effective.
2. Complete Revision of the Bylaws. A revision of the entire bylaws must be authorized in advance by a majority vote of those members of the Board of Directors present and voting.
   A. When a complete revision of the bylaws is authorized by the Board, a committee of five (5) shall be appointed by the President to act as the Revision Committee. The Revision Committee may work with MSTA’s Professional Registered Parliamentarian in the preparation of the proposed revision.
   B. The Revision Committee shall email the proposed revision to all board members at least thirty (30) days in advance of the meeting at which the revision will be voted upon by the board.
   C. The revision shall be considered in seriatim (article by article) and further amendments from the floor of the board meeting are in order during the consideration of each article of the proposed revision. The MSTA Professional Registered Parliamentarian may preside during the consideration of the proposed revision.
   D. A vote of two-thirds (2/3rds) of the members of the Board of Directors present and voting at any regular or special meeting at which a quorum is present, provided notice has been given as stated above, is necessary to adopt a recommendation for a revision of these Bylaws to be considered at the Delegate Assembly.
   E. If amendments are adopted to the proposed revision by the Delegate Assembly, the Board of Directors must approve the final wording of the revision by a two-thirds (2/3rds) vote of the board members present and voting.
   F. Notice of the proposed revision shall be sent to all Delegates to the Delegate Assembly at least thirty (30) days prior to the convening of the Delegate Assembly at which the revision shall be considered. Notice shall be given by electronic mail and by posting on the MSTA website.
   G. The revision shall be considered in seriatim (article by article) by the Delegate Assembly and further amendments from the floor are in order during the consideration of each article of the proposed revision if they are within the scope of the previous notice. The MSTA Professional Registered Parliamentarian may preside during the consideration of the proposed revision.
   H. A vote of two-thirds (2/3rds) of the Delegates present and voting at the Delegate Assembly meeting at which a quorum is present, provided notice has been given as stated above, is necessary to adopt a revision of these bylaws.
Date: September 18, 2021
To: MSTA Delegates & Leaders
From: MSTA Board of Directors
RE: CPI Dues Increase

Introduction
At their September meeting the MSTA Board of Directors voted unanimously to increase membership dues using the new CPI dues increase provision in the MSTA Bylaws. The Board believes that a modest increase in dues is appropriate and necessary at this time to keep MSTA fiscally strong and moving forward. Following are some of the Board’s considerations in making this decision:

- MSTA’s last dues increase was in the 2014-15 fiscal year, going from $199 to $219.
- Inflation has increased 14.59% since 2014. Had dues kept pace they would be $250.95.
- Keeps MSTA in a strong position to address future needs and maintain member services.
- Keeps MSTA dues competitive compared to MNEA’s combined state and national dues of $500+.

Bylaws Process for increasing dues
MSTA’s bylaws provide two mechanisms for increasing dues.

- The first option is a traditional bylaws amendment. A dues increase made by amending the bylaws can be of any amount. This is how all previous dues increases were made.
- The second option is a Board authorized Consumer Price Index (CPI) dues increase and was added to the bylaws when they were revised in 2019. A dues increase proposed under this provision, is limited to the CPI for the year. The rationale for this new provision is to allow for more frequent but smaller increases. This new provision (Article III, Section 3. G.) states:

The Board of Directors may increase dues each year by no more than the Consumer Price Index by a 2/3rds vote of those Board members present and voting without amending the bylaws. Such increases shall be reported to the Delegate Assembly and the assembly can veto the increase by a two-thirds (2/3rds) vote of those Delegates present and voting.

Recommendation
According to PSRS, the CPI for the year ending June 30, 2021, was 5.3915%. The table below outlines the change in dues using the CPI rounded down to numbers that are easier to communicate and calculate.

<table>
<thead>
<tr>
<th>Type</th>
<th>Current Dues</th>
<th>Full 5.39% CPI Increase</th>
<th>Adopted Increase</th>
<th>New Dues Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular</td>
<td>$ 219</td>
<td>$ 11.81</td>
<td>$ 11.00</td>
<td>$ 230.00</td>
</tr>
<tr>
<td>1st Time</td>
<td>$ 124</td>
<td>$ 6.69</td>
<td>$ 6.00</td>
<td>$ 130.00</td>
</tr>
<tr>
<td>1st Year</td>
<td>$ 124</td>
<td>$ 6.69</td>
<td>$ 6.00</td>
<td>$ 130.00</td>
</tr>
</tbody>
</table>

The Assembly of Delegates will have the opportunity to reject the increase at the November 2021 meeting. If the dues increase is not vetoed it would be effective in the 2022-23 fiscal year.
**2021 Proposed Resolutions**

As Submitted by the Education Policy Committee

October 11, 2021

Additions are underlined and highlighted yellow;
Deletions are struck-through and highlighted blue

---

**A-6: Student Assessment**

**MSTA OPPOSES:**

9. Statewide student assessments and punitive measures against school districts, educators, and funding during any pandemic or long-term closure.

*Rationale:*

Teachers should have the ability to maximize learning time if there is an event in a school that limits student learning.

---

**B-6: Federal Support of Public Education**

**MSTA OPPOSES:**

1. State restrictions or limitations placed on any federal relief funding for public education that go beyond federal rule or law.

*Rationale:*

Funding approved from the federal government should be used as quickly and efficiently as possible to meet the needs of students, teachers and districts.

---

**C-3: Professional Salaries**

**MSTA SUPPORTS:**

11. Districts clearly outlining in writing the years of service counted, and education credits accepted, as well as the placement on the salary schedule for new employees prior to any contract offering.

*Rationale:*

When education employees are making decisions regarding employment, there must be clear direction from districts on what salaries and benefits will be offered in a contract.

---

**C-4: Career Ladder**

**MSTA SUPPORTS:**

1. Reinstating state funding of the program.

*Rationale:*

State funding is vital to restart the career ladder program to support Missouri students and teachers.

---

**Head Table Seating Chart**
Adopted Resolutions

As adopted by the Missouri State Teachers Association 100th Assembly of Delegates

November 7, 2020

The Missouri State Teachers Association advocates for and empowers public educators so they can teach.
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A. FREE PUBLIC EDUCATION
The Missouri State Teachers Association believes all students deserve equal access to a free public education. All students are of equal and great individual worth. We believe that the continuation of our free nation and its strength and well-being depend on our free public schools. These schools contribute significantly to the national unity, common purpose, equality of opportunity and the perpetuation of democracy, and should be nurtured by all our citizens.

A-1: Equality of Opportunity
MSTA supports:
1. Diversity and inclusion within the schools and community

A-2: Local Control
MSTA supports:
1. Local control of public education by the district board of education
2. The autonomy of the local school district to adopt curriculum, assessments and programs to meet educational goals
3. Local school districts setting standards regarding class rank and honor system that reflect a student’s true standing in relation to his or her peers
4. Local districts maintaining local standards for student promotion
5. Each school district developing a written policy for transfer and assignment of students within a district and to any other school district
6. Local districts adopting a policy on gender expression and identity
7. Local school districts developing, approving, and disseminating a local policy that prioritizes the health and safety of students and employees with input from school personnel and the community. The policy must describe the health and safety measures the district will take to mitigate and respond to public health threats, including what actions the school district will take in response to a confirmed contagious disease in the district

A-3: Education of Exceptional Children
MSTA supports:
1. Continued attention be given to the needs of individual students
2. Simplification and clarification of the identification process of exceptional students to ensure every child is appropriately identified
3. Staff being adequately trained to meet the educational needs of exceptional children
4. Alternative educational programs
5. Appropriate limits on the pupil/teacher ratios
6. Continued operation of Missouri’s State Schools for students with severe disabilities
7. Educators having authority to maintain a classroom environment that encourages learning, including students with special needs being required to accept the rights and responsibilities of class participation
8. Streamlining the due process procedures to discourage litigation and encourage a fair, non-adversarial resolution of differences between the parents of special needs students and school officials
9. Regulations for child advocacy groups in the state of Missouri
10. Trained professional and support staff in the classroom, as needed, to facilitate learning for all students in mainstreaming and inclusion programs
11. Board policies stating that if a parent attends a meeting with a legal representative and or advocate, the meeting should be rescheduled until all parties involved have appropriate representation

A-4: Federal Influence in Education
MSTA supports:
1. The U.S. Department of Education seeking input and staffing from a broad educational representation
2. The federal implementation of accountability systems that gives credit for progress and or proficiency
3. Allowing states flexibility in which to design accountability systems that go beyond scores on statewide assessments including local assessments, teacher-designed classroom assessments, portfolios, graduation/dropout rate, in-grade retention, percent of students taking the AP classes/exams, and college-enrollment rates
4. Alternate appropriate assessments for students with disabilities and for English Language Learner (ELL) students
5. Interventions for those students who are not proficient
6. Existing funding and future increases in federal dollars be delivered directly to the local school district whenever possible and should be focused on distributing federal dollars back to the classroom
7. Redefining IDEA classifications to provide accommodations for students who have an IQ score of 71 to 85 and commensurate achievement scores

MSTA opposes:
1. Federal supersession over state and local responsibility for public education, including assessments that set standards and drive curriculum
2. Governmental regulations that are “one size fits all” lunches which put calorie restrictions on meals served in schools
3. Mandatory federal classification of schools or districts

A-5: Kindergarten
MSTA supports:
1. Mandating kindergarten attendance and the lowering of the minimum age for mandatory school attendance from age 7 to age 6
2. Leaving the length of the kindergarten school day to the discretion of the local school district
3. The cut-off date of age 5 by July 1 for entrance into kindergarten

A-6: Student Assessment
MSTA supports:
1. A quality, nationally norm testing program that is valid and reliable to address state and federal requirements
2. Multiple criteria in evaluating a schools’ performance
3. Instruction that teaches critical thinking and decision making founded on basic facts
4. A testing system that assesses the achievement and the total educational development of children
MSTA opposes:

5. A limit of two required state assessments at any one grade level
6. Allowing students with special needs taking the Missouri Assessment Program based on ability level rather than grade level
7. Local school district efforts to hold students accountable for their performance on state standardized tests
8. Authentic assessment of all students using multiple evaluation tools
9. Ensuring that state accountability systems are fair and accurate measures for all students’ progress and achievement
10. Requiring a local/statewide placement exam be administered by local school district personnel to home schooled students prior to their enrolling in public schools to determine appropriate academic placement
11. All statewide tests be scored by active Missouri K-12 educators using Missouri-generated scoring guides
12. A maximum of 5 state assessments to be given at the high school level
13. State end of course assessments being given only for Algebra I, Communication Arts I and II, Biology and American Government
14. Limiting testing to once a year for students that are classified to take the MAP-A

MSTA opposes:

1. Performance events being administered prior to the fourth grade
2. Local districts releasing individual teachers’ names in reporting statewide test results
3. Including Missouri Assessment Program scores of students with an IQ of 70 and below in MSIP evaluation data
4. Including Missouri Assessment Program scores of students with an IQ of 70 and below in the “Level Not Determined” percentage
5. Grade span assessments being used for accreditation purposes
6. State assessment of immigrant students who have been in a United States public school less than one year
7. State assessment of students before completing courses that are aligned with the assessment
8. ACT testing for students who qualify as Intellectually Disabled or are required to take the MAP-A
9. Statewide student assessments and punitive measures against school districts, educators, and funding during any pandemic

A-7: School Report Card:

MSTA opposes:

1. Publication and use of a school report card as the only method of comparing public schools
2. Assigning letter grades to schools

A-8: Unaccredited Schools

MSTA supports:

1. Providing intensive support and monitoring for students in unaccredited school districts

MSTA opposes:

1. The transfer of students from unaccredited school districts

A-9: School Board Training

MSTA supports:

1. Requiring all members of the local school board to receive ongoing training
2. Local boards being allowed to select from a variety of delivery formats and vendors

A-10: Choice, Vouchers and Tuition Tax Credits

MSTA supports:

1. Intra-district choice approved by the local school district

MSTA opposes:

1. Legislative actions involving the concept of inter-district choice
2. Legislation that would give tax credits for scholarships, tuition or vouchers to private schools or voucher plans that would divert public funds to pay for private school tuition

A-11: Student Services

MSTA supports:

1. Services of a certificated school counselor following the Missouri Comprehensive School Counseling Program be provided for all students on a frequent and regular basis with a student to counselor ratio of no more than 250:1
2. The work of professionally trained school social workers as a member of a student services team
3. Requiring school health services be provided by the professional school nurse
4. Employment of registered professional nurses to direct the health services of each school district and recommends the district employs registered professional school nurses at ratios recommended by the National Association of School Nurses
5. Legislation requiring medically invasive procedures to be performed only by professional registered nurses in accordance with the Missouri Nursing Practice Act
6. A full-time certified library/media specialist per attendance center to provide library-specific program
7. Providing flexible access to information in a variety of formats for all students at all levels by adequately staffing and funding library/media programs
8. Schools providing the services of a fully staffed and adequately funded technology programs for all students
9. Helping students who have experienced adverse childhood events by incorporating trauma-informed initiatives in the classroom as well as partnering with local licensed and/or accredited behavioral agencies
10. Providing student programs which appropriately support students in the aftermath of student suicide, in suicide prevention, and identification/awareness of the signs of suicide

A-12: Access to Communication

MSTA supports:

1. Internet access for each classroom
2. Distance-learning opportunities for students approved and supported by the local school district
3. Expanding high speed internet access

MSTA opposes:

1. Restricting communication between school employees and students
A-13: Early Childhood Education  
MSTA supports:  
1. Early childhood education, parenting programs and family literacy programs  
2. Full funding for Parents as Teachers  
A-14: Recess for Young Children  
MSTA supports:  
1. A minimum of 30 minutes per day for recess for grades K-5 in addition to a physical-education class  
A-15: School Curriculum  
MSTA supports:  
1. Fine arts, practical arts, physical education and career education, taught by teachers certified in those areas, as being an essential component to the comprehensive school curriculum  
2. Development of model curriculum guides  
3. A minimum of 50 minutes weekly of instruction in music, library, art and physical education in all elementary schools  
MSTA opposes:  
1. Statewide and federal curriculum mandates  
A-16: Safe Schools  
MSTA supports:  
1. Solutions to the problem of violence in schools, including alternative placement programs for students removed from the classroom due to behavioral concerns and efforts in providing funding for alternative programs in addition to the school foundation formula  
2. Requiring all students be held responsible and accountable for maintaining a safe school environment  
3. School districts adopting policies that protect staff from false and/or malicious allegations by ensuring proper due processes are followed  
4. School boards adopting policies which include appropriate consequences for student and/or staff who initiates false allegations  
5. Requiring all threats of violence and other intimidating statements to be investigated by school officials and be subject to strong disciplinary action  
6. Allowing reasonable measures for search and seizure of property when there is knowledge of or suspicion of violent intent  
7. Disclosing information of or suspicion of violence to all members of the school community  
8. Cooperation with law-enforcement officials in dealing with violence or threats of violence  
9. Criminal charges being filed against anyone who threatens any acts of violence or carries an unauthorized weapon on school property or to a school function  
10. The local school board identifying those objects considered weapons and those activities considered violent in nature  
11. Suspension or expulsion for acts of violence, felony sexual offenses or weapon possession  
12. Requiring records of student discipline relating to acts of violence and possession of weapons be shared with school employees directly involved in the instruction of the student, including transfer of such records to a receiving school  
13. Use of background checks of criminal records and substantiated child abuse and neglect reports for school volunteers  
14. Local, state and federal efforts to provide schools with the technology needed to keep Internet sites that provide instruction in illegal acts out of classrooms  
15. Only authorizing schools resource officers or district-authorized school personnel to carry firearms on school grounds  
A-17: Parental Involvement  
MSTA supports:  
1. Increased involvement and responsibility by parents for their children’s attendance and performance in public schools until completion of the academic program as outlined by the local school-district policy  
2. Communication that increases parental involvement and accountability in their children’s education; however, parental involvement in evaluation, assessment and curriculum should be through the local board of education  
A-18: Disciplinary Policies  
MSTA supports:  
1. Local control of disciplinary policies  
2. Clear and consistently applied discipline policies for student behavior  
3. A policy when a parent/guardian, in a district choosing to use corporal punishment, determines its use would not be in the best interest of the child, the parent/guardian may make a written request that identifies discipline alternatives specified in the district’s discipline policy that the parent/guardian will support  
A-19: Public Charter Schools  
MSTA supports:  
1. Establishment of public charter schools, provided the charters are granted by the local school board within an existing accredited Missouri public school district and provided the charter encourages the best Missouri educators to participate by requiring at least the same certification and compensation standards of other public schools in the district, as well as making certain that tenure status are not reduced or lost as a result of teaching in the public charter school  
2. Charter schools participating fully in the MSIP review of the school district  
3. Consideration of whether a charter school population should be representative of the overall district population  
4. Public elementary and secondary schools using the existing opportunities to seek waivers from state regulations usually associated with the charter school concept  
5. Requiring public charter schools to continue Public School Retirement System contributions for employees/teachers transferring to charter schools resulting in no loss of membership credit while employed by the charter school  
6. Ensuring that public funds are not used when charter schools fail and have to close  
7. Requiring all members of a public charter school board be residents of the district in which the charter school serves
A-20: Open Meetings and Communication
MSTA supports:
1. Access to notification of public school board meetings when technology is used to conduct meetings outside of the normal meeting cycle
2. Requiring full public disclosure of all information regarding open-meeting agenda items that have been provided to the board prior to the meeting
3. Personal financial penalties for failure to provide proper notification of any retreat or social event that the majority of any public board attends where public business is discussed
4. Reducing vendor and special-interest expenditures used to gain preferred access or influence with a public board
5. Public school boards adopting policies requiring their board agendas to include descriptions of items for closed session and to specify the section of the Sunshine Law that makes each item appropriate for closed session

A-21: Department of Elementary and Secondary Education (DESE)
MSTA supports:
1. DESE being held accountable for utilizing teacher input in the development of all statewide assessment tests and the cut-point scores to determine proficiency
2. Professional development moneys being a line item in the state budget
3. Funding of the Regional Professional Development Centers and other programs that have a direct impact on students
4. External evaluation of DESE-administered professional development and student achievement programs
5. Adding some practicing educators to the State Board of Education (SBOE) and limiting the length of term for all members
6. The SBOE appointing the Commissioner of Education
7. Maintaining a quality training program for those individuals involved in the MSIP evaluation process to ensure more consistency in reviews from district to district
8. Restricting the power of the SBOE to lapse or close school districts
9. DESE providing additional released items and more detailed item analysis of results for state required assessments
10. Learning standards being in place for at least seven years
11. Senate confirmation of all SBOE appointees before they may vote to employ or terminate the Commissioner of Education
12. A public comment period at all SBOE meetings

MSTA opposes:
1. DESE selling publications and charging fees for conferences and other services in excess of costs
2. RPDGs profiting from charging speakers’ fees and/or mileage expenses

B. SOURCES OF SCHOOL REVENUE
The Missouri State Teachers Association is dedicated to funding public schools so that adequacy and equity become a reality for all students.

B-1: State Support of Education
MSTA supports:
1. Members of the Missouri General Assembly to recognize public education as its top priority
2. Increasing state appropriations for K-12 education
3. Fully funding of the foundation formula
4. Prioritizing the use of increased general revenue to go first toward the school foundation formula program and second to categorical programs
5. Requiring a minimum appropriation annually from the General Assembly of thirty-three and one-third percent (33-1/3%) of general revenue for public elementary and secondary education
6. State funding for school districts for the renovation and construction of essential school facilities
7. Funding for the increased cost to any local districts of any state-mandated assessment
8. Adequate federal and state funding and support for employment and training for school district staff in order to fulfill the requirements of the Individuals with Disabilities Education Act (IDEA)
9. Increase funding for gifted education
10. A 10 percent surcharge on all political advertisements in Missouri (newspaper, radio, television, etc.) to fund the foundation formula

MSTA opposes:
1. Action of the governor during the fiscal year that would delay regular payments to local districts or that would reduce the total amount of money allocated to the foundation formula
2. Limitations or restrictions of state expenditures
3. The diversion of funds currently used for the support of public education
4. Public funds for virtual education without oversight of a local education authority

B-2: School Finance and Data
MSTA supports:
1. Requiring school districts to adopt budgets that include components of the Department of Elementary and Secondary Education State Model Budget and parallels the Annual Secretary of the Board Report
2. Rules and regulations that encourage school districts to share personnel
3. Allowing school districts more flexibility in the financing of capital projects provided that the percentage of district revenues currently expended in the incidental and teachers’ funds are not decreased
4. Maintaining current per-pupil expenditure by a school district unless there is a change in school funding
5. Local levy deduction in the state-aid formula be capped at no more than $2.75
C. EMPLOYMENT CONDITIONS, PRACTICES AND STANDARDS

The Missouri State Teachers Association believes that the criteria for evaluating educators for employment, retention, payment or promotion are professional training, competence, successful experience and ethical practice.

C-1: Professional Negotiations

MSTA supports:
1. Local boards of education adopting a policy that outlines a process for input and feedback from school employees at all levels regarding salary, working conditions, employment benefit issues, personnel policies and appropriate student-related issues
2. Written agreements and written statements of unresolved issues
3. Establishing a timeline to review unresolved issues
4. Representation by one or more organizations
5. Communications between the bargaining unit and all staff members
6. Input from all staff in a bargaining unit
7. Ratification process that involves all staff members

MSTA opposes:
1. Strikes, blue flu and other tactics that could interrupt the instruction of students
2. Membership in any organization being a condition of employment or continued employment
3. Any fee for representation be required of an employee

C-2: Written Personnel Policies

MSTA supports:
1. Personnel policies being cooperatively written, developed and revised by local MSTA/CTAs and board of education
2. Current board personnel policies being available in each school building
3. Local board adopting a regular program of in-service for employees to review board policies
4. Written polices in compliance with all state and federal laws
5. Allowing unused sick leave to accumulate without limit
6. Paying teachers departing from the district for each day of unused sick leave
7. Providing grievance procedures with defined steps to appeal the application or interpretation of board policies, board regulations and employment agreements
8. Written policy for transferring teachers and non-certificated personnel within the school district
9. Allowing staff to have self-chosen, professional representation in meetings related to personnel issues
10. Districts adopting policies that allow for release time and appropriate accommodations for breastfeeding/pumping. Each building should be proactive in identifying an appropriate location and plan for a schedule that supports nursing mothers

MSTA opposes:
1. Employment discrimination based on age, disability, race, ethnic background, gender, sexual orientation, gender identity, religion, or any other status, condition, or characteristic protected by applicable law
2. Random drug-testing of all employees
3. Policies that limit responsible use of personal technology by school staff after school hours

C-3: Professional Salaries
MSTA supports:
1. Competitive, equitable salaries for all staff
2. Salary schedules be increased annually
3. District administrators’ salaries and benefit packages being tied to beginning teachers’ salaries and benefit packages
4. Minimum statewide salary schedule phase-in up to (1) $40,000 as a minimum starting salary for five years or less experience; (2) $45,000 minimum salary for teachers with a master’s degree or equivalent hours and six to 10 years’ experience, or a bachelor’s degree with six to 19 years’ experience; (3) $50,000 minimum salary for teachers with a master’s degree or equivalent hours with 11 to 19 years’ experience, or a bachelor’s degree and 20 or more years’ experience; (4) $55,000 minimum salary for teachers with a master’s degree or equivalent hours and 20 years of experience; and (5) $60,000 minimum salary for teachers with a master’s degree or equivalent hours and 25 or more years’ experience
5. Annual equitable salary increments for additional years of service and additional education experience
6. Recognition of teachers’ actual years of experience for salary schedule advancement and placement
7. Teachers in all state schools be covered by a developed salary schedule
8. Contract modifications any time before the service of the contract has been fulfilled if the modification of contract includes additional salary distributed through the school-district salary schedule
9. Advancement on the salary schedule to teachers pursuing additional certification
10. Local school districts providing monetary stipends for academic-competition sponsors

MSTA opposes:
1. Local school boards penalizing teachers who wish to break a contract that was signed prior to the board of education’s passage of a decreased benefits package
2. Merit pay including use of standardized test scores or any other subjective criteria as a method to determine future salary increases

C-4: Career Ladder
MSTA supports:
1. Reinstate full funding of the program
2. Plans being developed by the local school board
3. Mentoring, tutoring and peer coaching as Career Ladder activities
4. Monitoring and supervision of a Career Ladder plan be done by the local Career Ladder Committee

MSTA opposes:
1. Career Ladder funds being tied to student performance

C-5: Security of Position
MSTA supports:
1. Districts waiving one year toward tenure for probationary teachers having prior service with that district as they must for probationary teachers having prior service outside that district

C-6: Children’s Division
MSTA supports:
1. Written notification 60 days following an unsubstantiated report notification from the director of the Children’s Division that his or her name has been deleted from the record
2. Enforcement of stiff penalties for Children’s Division workers who do not effectively investigate teacher complaints and Children’s Division workers who reveal the names of school personnel who have notified the hot-line regarding a family
3. Allowing school administrators input along with children’s services and law enforcement in the decision to immediately remove a child from an unsafe home while an in-depth investigation can be completed

C-7: Fringe Benefits
MSTA supports:
1. Plans being approved by the majority of the employees to be covered when boards of education pay the premiums of health, dental, vision, accident and life insurance for school employees
2. Tax-sheltered annuities be provided where desired and all eligible employees who wish to participate in a 403(b) plan should be offered a variety of vendors from which to choose
3. Salaries, working conditions, retirement and fringe benefits for teachers in state agencies to be comparable to those for teachers with similar training and duties in public school districts
4. Providing optional health-insurance coverage for political subdivisions through a statewide health-insurance plan that would include coverage for both active and retired persons at the same rate
5. Limiting the amount charged to a teacher who has exhausted the allotted sick-leave days to the actual cost of the substitute teacher
6. Required annual open enrollment period for school district health insurance that guarantees employees and dependents coverage
7. Requiring school districts to provide a full year of paid health insurance and other fringe benefits

MSTA opposes:
1. Efforts by the federal or state government to consider the treatment of fringe benefits as income for tax purposes
2. Restricting employee payroll deductions

C-8: Teaching Assignments

MSTA supports:
1. Maximum pupil/teacher ratio being 25:1 for grades 7 through 12, 20:1 for grades 4 through 6, and 15:1 for grades K through 3 for virtual/distance learning as well as in-person instruction
2. Caseload not exceeding 150 pupils for grades 7 through 12, including virtual and distance learning students
3. Local school districts exercising equitable pupil/teacher ratios in employment of instructors in health/physical education, music, fine arts, library/media and computer teaching specialists
4. Providing teachers a minimum 50-minute, uninterrupted time period for planning during the instructional time of the defined school day
5. Including pre-K planning time in the Missouri School Improvement Program guidelines
6. Setting guidelines for the number of classes taught per day
7. School districts providing all teachers a lunch period of not less than 30 consecutive minutes without assigned responsibility
8. Guidelines for educators with multi-building assignments within a district so there is written confirmation of which administrator is their supervisor

MSTA opposes:
1. Pupil/teacher ratios that include administrators, support and auxiliary personnel
2. Travel time being included as part of planning time

C-9: Retirement-General

MSTA supports:
1. Public School Retirement System (PSRS) being a defined-benefit retirement plan
2. Members of all teacher retirement systems in Missouri having comparable benefits
3. An earnings limit instead of a limit on the number of hours a retiree may work while receiving PSRS and Public Education Employee Retirement System (PEERS) retirement benefits
4. A selection process for choosing members of the PSRS Board of Trustees through open elections from the membership
5. The election of the trustees by a majority of PSRS and PEERS members who cast votes
6. Reviewing the actuarial assumptions used to predict the cost of benefit improvements by the PSRS Board of Trustees
7. PSRS Board of Trustees evaluating the purchase of retirement credit
8. Restricting retirees that choose a Partial Lump Sum Option from returning to full-time employment under PSRS until the length of their lump sum has lapsed

MSTA opposes:
1. Forcing school district employees to choose between a defined-benefit or a defined-contribution plan
2. Attempts to consolidate PSRS and PEERS with any other state or federal public-employee retirement system
3. Consolidation of PSRS/PEERS funds with other state retirement systems for investment purposes

C-10: Retirement and Social Security

MSTA supports:
1. All full-time certificated employees be included in PSRS and exempt from Social Security

MSTA opposes:
1. Any effort by the state or federal government to group the teachers’ retirement system funds with Social Security funds
2. The Social Security Windfall Elimination Provision (WEP)
3. The Social Security Government Pension Offset (GPO)

C-11: Retirement-Benefit Improvements

MSTA supports:
1. Only actuarially sound benefit improvements
2. Increasing benefits for members drawing disability retirement, if actuarially sound
3. Increasing the formula factor to 1.7 for the PEERS, if actuarially sound
4. A $5,000 death benefit for all PEERS retirees, if actuarially sound
5. Changing the PEERS first COLA payment to the third January after retirement, if actuarially sound
6. A 20 percent cap on salary increases during the final average salary period
7. Allowing the PSRS Board of Trustees establishing COLAs that would keep the current contribution rate from increasing
8. Reinstating of the 2.55 factor for 31 or more years of service, if actuarially sound

MSTA opposes:
1. Establishing a contribution rate higher than 15 percent for teachers
2. Establishing a different benefit structure for new members of PSRS provided the current contribution rate is 15 percent or less

C-12: School Calendar

MSTA supports:
1. A school calendar being made by a local school board with input from teachers and other school employees
2. Attendance at teachers’ meetings and conventions be counted as part of the school year and that teachers be paid to attend these meetings
3. Including parent-teacher conferences in the contract year
4. Allowing school districts to get DESE approval to use alternate methods of instruction on days where circumstances prevent a school from being in session
D. TEACHER EDUCATION AND PROFESSIONAL STANDARDS

The Missouri State Teachers Association believes educators should have a broad general education, depth of preparation in special areas, mastery of the knowledge and skills necessary to perform duties, enthusiasm for continued learning and in-service education, and an understanding of professional ethics and responsibilities.

The MSTA believes members of our profession should cooperate with teacher education institutions in providing a variety of professional laboratory experiences for prospective educators.

The MSTA believes students with desirable personal traits, social understandings and high scholastic abilities should be encouraged to enter the teaching profession.

D-1: Teacher Preparation and Certification

MSTA supports:

1. Issuing teacher certificates only to those demonstrating proficiency in academic and professional teaching skills
2. Student-teaching practicum experiences being a part of initial teacher-certification requirements
3. Teacher preparation assessments be separated by subject area and that persons not passing a section retake only that section, at a prorated cost
4. Granting provisional certification for pre-service teachers who satisfactorily complete all criteria for certification except a final exit exam
5. Streamlining the multiple criteria which may include a certification test, grade-point average, student-teaching evaluation, Performance-Based Teacher Evaluation or portfolio, in determining certification
6. Determining lines of responsibility for the student-teaching program to include the qualifications for supervisors and cooperating teachers
7. Financial support for the cooperating teachers
8. College-level instructors having classroom experience that mirrors the level for which they are teaching/supervising prospective teachers
9. Ten years of certified educational experience should be required before an initial administrator certificate is issued
10. Teacher education standards that stress professional basics
11. Certification programs that include strategies to meet the needs of all students
12. All teacher education programs developing a plan to recruit and prepare substitute teachers
13. Local districts developing a plan for recruiting and retaining substitute teachers
14. Retention of the life teaching certificates
15. Issuing certificates at broader grade levels with encouragement to complete endorsements in specialty areas
16. The State Board of Education as the sole issuer of teaching certificates
17. The State Board of Education revoking a license to teach for proper cause
18. Background checks of criminal records for prospective teachers before initial certification and certification renewal
19. Requiring school administrators and school board members to notify proper authorities when a sexual offender of children resigns from a school district
20. Due-process rights in the certificate-revocation process
21. Limits on the cost and scope of assessments for pre-service teachers to obtain certification
22. Reinstatement of certification of endorsement for driver education
23. Innovative strategies to recruit and certificate substitute teachers, provided that applicants complete a robust program that prepares candidates to deliver instruction to students and includes all health and safety screening required of school staff

MSTA opposes:
1. An independent standards board
2. Elimination of DESE Speech and Language Pathologist (SLP) certification

D-2: Professional Teacher Recruitment
MSTA supports:
1. Local CTAs organizing and supporting FTA chapters
2. Requiring that local FTA advisers be members of MSTA
3. All teacher-education institutions recruiting an adviser or advisers and sponsor Student-MSTA chapters
4. Local school districts developing a plan for recruiting and retaining teachers within their district
5. Postsecondary loan forgiveness for educators who teach in Missouri for five years or more after graduation
6. Local school districts developing a plan to identify and encourage students who want to pursue a career in teaching and return to their home district to teach

D-3: Advanced Professional Certification
MSTA supports:
1. Teachers choosing advanced degrees, National Board Certification or other rigorous national certifications as a professional option
2. Local school districts providing support to candidates for advanced degrees, National Board Certification or other rigorous national certifications
3. Local school districts providing financial incentives for teachers who have successfully completed advanced degrees, National Board Certification or other rigorous national certifications

D-4: Professional Development
MSTA supports:
1. Ongoing professional development for each educator
2. Funding of professional-development opportunities for educators
3. Allowing paid professional release time to attend professional meetings
4. Establishing clear, research-based standards for teacher mentoring that are based upon locally established Performance-Based Teacher Evaluation (PBTE) teaching standards
5. Providing professional development, release time and compensation for mentors to beginning teachers, beginning principals and beginning superintendents
6. Mentoring and evaluation as required for professional development

7. Professional Development Committees making decisions on how all professional development moneys should be utilized
8. Teacher training opportunities that include strategies to recognize and meet the needs of all students to include impairments that fall outside of the Diagnostic and Statistical Manual
9. Establishing Standards for Beginning Teacher Assistance programs
10. Offering professional development for trauma-informed initiatives

D-5: Performance-Based Evaluation
MSTA supports:
1. A locally developed system of monitoring teacher performance and accountability in the classroom for the purpose of improving instruction
2. Using certificated administrators and supervisors, allowing the option for the teacher to request a certificated administrator from another building within the district to ensure objectivity and preclude any personal prejudice, as long as they are professionally trained to implement the PBTE as a tool with which to help teachers improve instruction
3. Requiring local district teacher involvement in reviewing and developing PBTE systems
4. Evaluators having specific training in methods and techniques of administering a performance-based evaluation instrument
5. Establishing a systematic performance-based evaluation for support staff in non-certificated positions
6. Establishing clear, research-based standards for teacher performance improvement plans based on local Performance-Based Teacher Evaluations (PBTE) criteria
7. Requiring districts to establish a process that allows teachers to include comments on an evaluation

MSTA opposes:
1. Any plan that would use student grades, student class performance or student performance on standardized tests as the single criteria to measure the merit of the teacher
2. Releasing the results of individual teachers and principal evaluations to any state or federal agency
Stacy BLAKLEY
President Elect

• St. James CTA President 2019-Present
• AB&R MSTA State Committee 2014-2020
• Board Member - South Central Region 2013-Present
• President- South Central Region Board 2016-2018
• Waynesville CTA 2012-2018
  ○ President 2015-2016
  ○ Welfare Committee
  ○ Salary Committee Chair

Specialist degree in Administration
Masters degree in Instructional Technology Leadership

Married to Steve for 28 years, we have 4 daughters

“Together we can #BEBETTER!”
VOTE
PAM LOWE
#PAMFAM

State Board Member 2015-
current
MSTA Finance and Audit 2019-
current
MSTF Board 3 years
SE Region Board 2015-current
Sikeston CTA President 8 years
Current CTA Vice-President
Proud MSTA Member 25 years
5th grade teacher 1 year
Kindergarten teacher 20 years
Preschool teacher 3 years and
current

Vacation Bible School director
Sikeston Youth Soccer League
treasurer
Miner Baptist Church Student
Ministry Team member
Foster Parent
Wife
Mother of 4 children
Mamaw to Torii and Carson
Assembly of Delegates

Adoption of the Order of Business:
Agenda for the Assembly of Delegates requiring a voice vote to adopt. Once adopted, the Order of Business will be followed with the exception that any changes that become necessary as we progress through it may cause adjustment as provided in Standing Rule 7. item a.

Amendments:
• To a proposed bylaws amendment: An amendment to the proposed bylaws amendment; offered to change the proposed bylaws amendment. The amendment to the proposed bylaws amendment will be voted on first, then voting for the proposed bylaws amendment, as amended, will take place.
• To a resolution: Used to amend a resolution. Amendment will contain additional language and deleted language, or additional language, or deleted language.
• To the bylaws: A proposed amendment is offered to change the bylaws. Submitted to the Articles, Bylaws & Rules Committee.
• To the order of business: Makes changes to the order of items on the order of business. A motion to amend requires a two-thirds (2/3rds) vote for adoption. A standing vote will be taken on the Amendment.

Amendments to Adopted Resolutions:
These were submitted after the October Education Policy Committee meeting up to the end of the 30-minute period. That is to say, they have NOT gone through the Resolutions Process. Each item requires a two-thirds (2/3rds) vote to consider. If considered, they are debated and voted on individually.

Articles of Incorporation: This document creates the corporation and covers the purpose of the corporation as well as the founding members and information about the Board of Directors. It must be filed with the Secretary of State’s office.

Assembly of Delegates: MSTA’s annual membership meeting where elected delegates act on behalf of all MSTA members in conducting our most important business, such as, approving reports, electing officers, considering bylaws amendment(s), if any, amending the resolutions, and a host of other items.

The annual meeting of the Assembly of Delegates shall be conducted in accordance with provisions of the MSTA Bylaws, the Standing Rules, and special rules incorporated therewith. Cases not specifically covered otherwise shall be governed by the latest edition of Robert’s Rules of Order Newly Revised.

Ballot items: Voting for the president-elect, vice president, and adopting the bylaws amendment(s), if any, on which to vote. Electronic voting devices will be used for these votes, except in cases of uncontested elections. The voting window will be open for one minute. Election results will be announced after lunch.

Board of Directors: The board will constitute MSTA’s governing body for all matters. The board, within broad policies determined by the Assembly of Delegates, has general charge of all work of the Association and shall have the power to do all that may be necessary to fulfill the purposes of the Association, subject only to the provisions of the Articles of Incorporation and Bylaws.

Bylaws: These are the rules established by the organization to regulate itself and provide a framework for its operation. These have much more detail than the Articles of Incorporation.

Chair:
• MSTA President: Presiding officer; moderates the Assembly of Delegates
• Other committee chairs recognized during the Assembly: Articles, Bylaws and Rules Committee; Committee on Credentials; Education Policy Committee; Election Judges

Clicker: Electronic device from which to vote.

Committee Reports: Published in the Annual Report Book, these reports provide an overview of the activities of each MSTA committee during the previous year. Reports include:
• Articles, Bylaws & Rules
• MSTA Board of Directors
• Communication Awards
• Education Policy
• Friends of Bunker Hill
• Legislative Impact
• Missouri State Teachers Foundation
• New Professionals
• Reading Circle
• Retired Member
• Student

Committees:
• Articles, Bylaws & Rules Committee: Oversees the administration of and changes to MSTA’s Articles of Incorporation, Bylaws, and other rules. Makes recommendations for revision on the Articles of Incorporation and Bylaws of MSTA and makes standing rules to govern the organization and deliberations of the Assembly of Delegates.
• Committee on Credentials: Committee of three to certify the eligibility of delegates to serve in the Assembly. The chair of this committee will present the committee’s findings to the Assembly and move for adoption of the report. A voice vote will be taken to adopt the report.
• Education Policy Committee: Develops resolutions to propose for Assembly adoption, sets Education Policy priorities, and assists in promoting MSTA’s government relations program. Develops and reports on proposed resolutions, with the assistance of local associations and other groups, for Assembly of Delegate action. Drafts and sponsors legislation as determined by the Assembly of Delegates and others as deemed advisable. Works with the staff in legislative, other political, and lay contacts.
• Executive Committee: The officers of the MSTA Board of Directors will constitute the executive committee. Between board meetings, this committee will exercise all powers of the board.
• Legislative Impact Committee: Supports the nomination and election of individuals to the Missouri Senate and House of Representatives who have taken responsible positions which generally support Missouri education and are in the best interest of MSTA and its members. It also supports the mission of the MSTA, particularly its government relations program to advocate public policies that are supportive of Missouri educators and students.

The Impact Committee is self-funded and relies on donations from individuals, CTAs and MSTA regions that want to support education-
Consideration of the:

- Proposed Bylaws Amendment, if any: Amendment is read a second time and debated before voting occurs.
- Proposed Resolutions, Amendment(s) to Adopted Resolutions, and Proposed New Resolutions: Proposed, Amendment(s) to, and New Resolutions, if any, to the Proposed Resolutions are debated and voted upon as a whole. Once debate is closed, the Assembly will not return to it again unless a motion is made, with a second, to suspend the rules, which requires a two-thirds (2/3rds) vote without debate.
- Proposed resolutions submitted to the Education Policy Committee in advance of our meeting today. That is to say, they have gone through the Resolutions Process. Any changes submitted to and adopted by the Education Policy Committee by their second meeting in October will be included in this section. They are debated and voted upon as a whole. Once debate is closed, the Assembly will not return to it unless a motion is made, with a second, to suspend the rules, which requires a two-thirds (2/3rds) vote without debate.
- Amendments to Adopted Resolutions submitted after the October Education Policy Committee meeting up to the end of the 30-minute period. That is to say, they have NOT gone through the Resolutions Process. Each item requires a two-thirds (2/3rds) vote to consider. If considered, they are debated and voted on individually.
- Proposed new resolutions submitted AFTER the October Education Policy Committee meeting up to the end of the 30-minute period. That is to say they have NOT gone through the Resolutions Process. Each item requires a two-thirds (2/3rds) vote to consider. If considered, they are debated and voted on individually.
- Proposed Resolutions that did NOT get adopted by this Assembly can be appealed to the Education Policy Committee at their 1st or 2nd meetings next year, or, members may submit their proposal to the Assembly again next year. Voting Plan & Standing Rules: The Articles, Bylaws & Rules Committee Chair reviews some specific Rules and Moves for adoption of the Voting Plan & Standing Rules. After debate, if any, the chair will call for a two-thirds (2/3rd) standing vote.

CTA: “Community Teacher Association” means an independent affiliate of MSTA. A group of professional educator and associate members may form and become members of a CTA. Only MSTA professional educator and associate members may serve as CTA president, president-elect and/or vice president.

Declaration of Meeting Open for Business: With the Voting Plan in place, the chair will declare the Assembly is in order and ready to conduct business.

Delegate: An MSTA member selected according to provisions in the Bylaws, Article V. Sections 8 to 10.
- Local MSTA/CTAs elect professional educators and associate members to represent their CTA as delegates to the annual Assembly of Delegates meeting.
- Each CTA will elect delegates from among their members who are professional educator or associate members with fully paid dues.
- Only professional educator and associate members who are also MSTA/CTA members may vote for delegates to serve at the Assembly of Delegates.
- To determine the number of delegates from each CTA, member totals will be based on professional educator and associate member totals as of June 30 of the preceding membership year, unless MSTA can verify larger totals before the first session of the annual Assembly of Delegates.

• See Bylaws, V. Meetings for more information.

Education Policy Committee Report: The Proposed Resolutions and Adopted Resolutions as printed in your Assembly of Delegate Book. They have gone through the Resolutions Process and any changes approved by the Education Policy Committee at their second meeting in October are contained in the Report.

Education Policy Priorities: The Education Policy Committee, based on Adopted Resolutions and Delegate discussion, formulates Education Policy Priorities which guide our lobbyists in their work with the Missouri General Assembly and other state agencies.

Elections:
- Judges: Consists of three delegate members who oversee voting for officers and the bylaws amendment(s), if any. The chair of the election judges reports the election results to the Assembly after the lunch break.
- Results: Presentation of the official results of the elections for the president-elect, vice president, and the bylaws amendment(s), if any.
- Voting: see Voting.

Forms:
- Delegate Speaking Form: Used to submit a Point of Information, or any other Secondary Motion, to be recognized by the chair. Delegates submit the completed form to the Articles, Bylaws & Rules, and Education Policy Committee members at Microphone 2.
- Proposed Amendment to Bylaws Form: For submitting a bylaws amendment for consideration by the Assembly.
- Resolutions form: For submitting a New Resolution or Amend a Resolution for consideration by the Assembly.

Information on the Proposed Bylaws Amendment(s): The proposed bylaws amendment(s), if any, are read to the Assembly for informational purposes only.

Meeting called to order: The president of MSTA is the presiding officer and chair of the Assembly of Delegates and will ask
those in attendance to be seated and come to order.

Microphone Tables: No one may speak to a motion until recognized by the chair. To be recognized, you should go to:
- **Microphone 1** to speak FOR an issue
- **Microphone 2** to make motions
- **Microphone 3** to speak AGAINST an issue

Microphones, How can I be heard?:
- Delegates will be provided instruction on how to use the microphones to be recognized by the chair.
- There are three microphone tables for delegates to utilize. See Microphone Tables for more information.

Minutes Approval Committee: The chairs of the Articles, Bylaws & Rules and the Education Policy Committees are appointed by the president to read, correct and approve the minutes of the Assembly of Delegates meeting and to present their report at a meeting of the Board of Directors to be held within six months following the Assembly of Delegates.

Mission Statement: MSTA advocates for and empowers public educators so they can teach.

Officers: The immediate past president, the president, president-elect, vice president, and treasurer. The officers will constitute the Executive Committee. Between Board of Director meetings, this committee will exercise all powers of the board.

Order of Business: An agenda for the Assembly of Delegates. Once adopted, it will be followed with the exception that any changes that become necessary as we progress through it may cause adjustments as provided in the Standing Rules. See Standing Rule 7. Order of Business and Debate.

Parliamentarian: On stage to assist the chair with parliamentary procedures according to Robert’s Rules of Order. Helps delegates move through Assembly of Delegates business with fairness and respect for everyone.

Presiding Officer: MSTA president; moderates the Assembly of Delegates. Also referred to as “chair.”

Proposed New Resolutions: These were submitted AFTER the October Education Policy Committee meeting up to the end of the 30-minute period. That is to say, they have NOT gone through the Resolutions Process. Each item requires a two-thirds (2/3rds) vote to consider. If considered, they are debated and voted on individually.

Proposed Resolutions: They were submitted to the Education Policy Committee in advance of our meeting today. That is to say, they have gone through the Resolutions Process. Any changes submitted to and adopted by the Education Policy Committee by their second meeting in October will be included in this section. They are debated and voted upon as a whole. Once debate is closed, the Assembly will not return to it unless a motion is made, with a second, to suspend the rules, which requires a two-thirds (2/3rds) vote without debate.

Regions: “Regional Association” means an independent affiliate of MSTA organized by CTAs.

Resolutions: States MSTA’s beliefs on education-related topics. Used by the Education Policy Committee to set MSTA’s Education Policy Priorities. Our lobbyists use these resolutions as a guideline when lobbying legislators in the Missouri General Assembly and other state agencies.

Resolutions Process: The Education Policy Committee considers and takes action on Proposed Resolutions submitted by members. After the first Education Policy Committee meeting in September, a draft of proposed resolutions is presented at the regional open hearings. Any new ideas coming from the region open hearings are incorporated into the proposed resolutions for the Assembly’s consideration. Once this Assembly adopts the proposed resolutions, the document becomes the adopted resolutions.

Seconder: Someone from the floor who seconds the motion of another delegate’s proposal for that delegate to speak to the motion.

Speaking:
- **As an Individual:** Every delegate speaks as an individual and, therefore, does not need to say, “Speaking as an individual,” unless that delegate is speaking for a group.
- **For a committee, CTA or Region:** Delegate speaks on behalf of a group.

Standing Rules: Rules to ensure the efficient and effective operation of the Assembly of Delegates.

Tables:
- **Bulletin Board Table:** At the back of the Hall, displays handouts distributed within the Assembly Hall that are approved by the Chair of the Articles, Bylaws & Rules Committee.
- **Head Table:** On stage, this is where the President presides over the Assembly. The Parliamentarian and other key members are also seated at the Head Table.
- **30-Minute Table:** At the back of the Hall, where delegates have 30 minutes to submit their new resolutions, or reversed resolutions to the Education Policy Committee in writing on the proper form before 30-Minutes of elapsed time after the Consideration of Standing Rules. The 30-Minute table is also where Delegates requiring assistance with the voting process should go.

Voting:
- **Addendum to Voting for Officers:** Used only if someone is nominated from the floor to run for president-elect or vice president, and no majority is achieved. In compliance with Standing Rule 12, item f, a run-off election for the top two nominees will be conducted.
- **Ballot items only:** Voting for the president-elect, vice president, and adopting the bylaws amendment(s), if any. Electronic voting devices will be used for these votes. The voting window will be open for one minute. Results will be announced after lunch.
- **Ballots:** Paper ballots are available at the 30-Minute table. Delegates requiring assistance with the voting process should report to a designee at the 30-Minute table.
- **Other votes:** Voting to adopt an Order of Business, approve Reports, consider Bylaws Amendment(s), if any, amending Resolutions, etc. The voting window will be open for 30 seconds.
- **Rising vote:** Used when a two-thirds (2/3rds) vote is required.
- **Standing vote:** Used when there is question about the voice vote.
- **Standing counted vote:** Used when there is a question about the standing vote. May be called by either the Chair or by any two (2) delegates. Delegates will be counted by your Region President, who will then report the results to the Chair.
- **Voice vote:** A simple “yes” or “no” vote.

Voting Plan: Procedure for voting on candidates for president-elect, vice president, and proposed amendment(s), if any, to the bylaws, as suggested by the Articles, Bylaws & Rules Committee. The Board of Directors will determine which plan is to be implemented in any given year. Voting Plan A utilizes electronic voting devices. Voting Plan B utilizes paper ballots only.
Delegates are listed as reported to the MSTA headquarters by Oct. 22, 2021. Delegates reported after that date will be added to the master list. This list is yet to be considered by the Committee on Credentials. Because delegate numbers are estimated, some community teacher associations may be entitled to more delegates than listed, while others may be entitled to fewer. Delegate numbers are determined by MSTA/CTA memberships as of the MSTA Delegate Assembly date.

In addition to the delegates listed, all elected officers of the MSTA, the president, president-elect and immediate past president of each MSTA Region, all past state presidents who are active professional members and the chair of the Articles, Bylaws and Rules and Education Policy standing committees shall be delegates.

**CTA DELEGATES**

**CENTRAL REGION**
- **ARCHIE R-V**
  - Nicole Portzen
  - Tracy Randol
- **BALLARD R-II**
  - Jennifer Chambers
- **BOONVILLE R-I**
  - Leslie Bentley-Russell
  - Melissa Hundley
  - Jane Lorenz
- **CARROLLTON R-VII**
  - Becky Fisher
- **CLINTON**
  - Kendal Hathcock
  - Shasta Hetherington
  - Cherity Johnson
- **COLE CAMP R-I**
  - Diana Ball
  - Maria Lytle
  - Elizabeth Smart
- **COLE CO R-I**
  - Laura Campbell
  - Larissa Mehmert
- **DREXEL R-IV**
  - Julia Barbarick
- **ELDON R-I**
  - Jennifer Hoecker
  - Darren Koelling
- **HARRISONVILLE R-IX**
  - Lisa Elifrits
  - Tonya Ours
  - Jason Walters
- **HIGH POINT R-III**
  - Catherine Henderson
- **JEFFERSON CITY**
  - Tami Barrett
  - Amy Dutcher
  - Tonya Ellis
  - Elizabeth Hailey
  - Maya Iler
  - Megan McReynolds
  - Felicia Powell
  - Kristina Wilhelm
- **LA MONTE R-IV**
  - Jessie Elwell
- **LAKELAND R-III**
  - Elizaberte Lee
  - Heather White
- **MALTA BEND R-V**
  - Angela Lukehart Guest
- **MARSHALL**
  - Julie Gass
  - Tonya Johnson
  - Keli Kruger
  - Jacqueline Marshall
  - Brittany Venable
- **MONTEAU CO. R-V**
  - Diana Norris
- **OAK GROVE R-VI**
  - Jill Vinke
  - Rachelle Williams
- **OTTERVILLE R-VI**
  - Michelle Davis
- **RICHMOND R-XVI**
  - Dana Cravens
  - Tara Fugate
- **SEDALIA 200**
  - Tammy Eckhoff
  - Lisa Hoke
  - Shelley lutjjen
  - Misty Tow
- **SLATER**
  - Tonja Boggs
  - Michelle Krog
- **ST. ELIZABETH R-IV**
  - Amber Ridenour
- **TIPTON R-VI**
  - Jennifer Wellman
- **WARRENSBURG R-VI**
  - Monique Agueros
  - Anne Bele
  - Laura Boland
  - Mary Burgess
  - Amy Holmes
  - Wendy Hunt
  - Heidi Ruhnke
- **GREATER KANSAS CITY REGION**
- **BLUE SPRINGS R-IV**
  - Kelsey Becker
  - Jaclyn Brunk
  - Christina Cox
  - James Fournier
  - Savannah Gehrs
  - Kelly Goddard
  - Kelly Henik
  - Nicole Johnson
  - Diane Koening
  - Catherine Lane
  - Karin Maybell
  - Jennifer Minnis
  - Tiffany Morris
  - Jennifer Phillips
  - Karin Schafer
  - Ashley Smith
  - Christen Smith
  - Shelby Stanley
  - Becky Stanton
  - Regina Straub
  - Shelle Wolfenbarger
- **FORT OSAGE R-I**
  - Krista Culbertson
  - Phillip Hodges
  - Teri Price
  - Deanna Spooner
  - Kristina Winningham
- **GREATER ST. LOUIS REGION**
- **HANCOCK PLACE**
  - Michael Adreoun
  - Matthew Bright
- **LINDBERGH**
  - James Denner
- **LEE’S SUMMIT R-VII**
  - Angie Alexander
  - Allyson Borum
  - Brenda Hall
  - Stefanie Lanoue
  - Nicole Nowlin
  - Amy Phillips
  - Tiffany Pilkulski
  - Melissa Searls
  - Rebecca Shiple
  - Nate Smith
  - Danny Stotler
- **LIBERTY 53**
  - Todd Menzies
- **NORTH KANSAS CITY 74**
  - Mary Jane Buckley
  - Courtney Campbell
  - Amanda Dillon
  - Lisa Hayden
  - Jennifer Kasserman
  - Kim O’Hara
  - Alexandra Potter
- **GREATER LAKES Region**
- **WENTZVILLE R-IV**
  - Jennifer Maier
  - Julie Pisarek
  - Amy Pryor
  - Meaghan Sachs
  - Nathan Spaugh
- **JEFFERSON COUNTY REGION**
- **DESO 73**
  - Charles Kidwell
  - Jennifer Kidwell
- **DUNKLIN R-V**
  - Kerri Huskey
  - Andrea Medley
  - Michelle Schade
- **FOX C-6**
  - Marnie Reppert
- **GREEN C-6**
  - Angela Crocketer
  - Tabatha Gufler
  - Jacquelyn Morton
  - Amanda Rogers
  - Angel Thomas
- **HILLSBORO R-III**
  - April Birkholz
  - Carla Birkholz
  - Charla Lashley
  - Abigail Stahlman
- **NORTHEAST Region**
- **ADAI R CO R-II**
  - Diane McGinnis
- **COLUMBIA 93**
  - Kari Schuster
  - Jessica Tierney
- **GREEN CITY R-I**
  - Charlotte Bailey
- **HANNIBAL 60**
  - Carla Long
  - Katie Webb
- **KIRKSVILLE R-III**
  - Lacey Martens
  - Gina Smith
PLEASANT VIEW R-V
OLIVER BRANDT

OSBORN R-O

ATLANTIC CO R-V

NORTHEAST

CO. R-V

KAYLA HART

PAIGE HILLEBRAND

PARIS R-II

VANESSA FORREST

KATHRYN GRAUPMAN

SHELBY CO. R-IV

BARBARA ALBER

STURGEON R-V

MELINDA MATHIEWS

NORTHWEST REGION

CHILLICOTHE R-II

DEBORAH HARDY

KIM KIEFFER

BROOKE WOLF

EAST BUCHANAN CO. C-1

MARY WATKINS

GALLATIN R-V

BRETTEY GHIDONI

KIM JOHNSON

HARDIN-CENTRAL C-2

SAMANTHA PARMAN

LATHROP R-II

CARRIE BROWN

ERIN HOLLWAY

HEATHER MAY

MARYVILLE R-II

SHELBY BUSH

ALISHA DEGASE

MID BUCHANAN CO R-V

KARA PARTRIDGE

CRYSTAL PRESCHER

NORTH ANDREW CO R-VI

SARA KNORR

EMILY LITTLE

NORTHEAST

NODAWAY CO. R-V

DENISE HENGGER

OSBORN R-O

IDA KEMPER

PLEASANT VIEW R-VI

NAOMI MEINECKE

POLO R-VII

BUTCH ENDICOTT

DARREN FARMER

SAVANNAH R-III

ALAYNA MAZZEFE

STEWARTSVILLE C-2

LISA PERKINS

TRENTON R-IX

JOY BERTIS

CHARLOTTE CRIMI

WASHINGTON

CURT BEERS

SHARON JONES

CANDACE KLUBA

JENNY MEERS

KIMBERLY MINNICH-CANTARINI

SOUTHEAST REGION

BLOOMFIELD R-XIV

ERICA BERRY

HEATHER MAYO

CAPE GIRARDEAU 63

ALLISON BALSMAN

WHITNEY CHOATE

HALLIE HENRY

TYLER LAPPLE

MADELINE RINGER

JAMES RUSSELL

CENTRAL R-III

HAYLEY PIRILLE

RYAN RUBLE

CHARLESTON R-I

AMANDA CAIN

SARAH CORSE

DEXTERT R-XI

ADAM CLARK

CODY JINKERSON

JESSICA JINKERSON

HILLARY MAYBERRY

HEATHER WADDLE

DONIPHAN R-I

LOUISE SIPES

EAST PRAIRIE R-II

LESLEY JOHNSON

KIMBERLY MYERS

FARMINGTON R-VII

CASEY BURCH

BRANDI FRAWOR

CANDY HUSK

LINDSAY JENKerson

MELISSA Tisher

SHERRY WHITNER

JACKSON R-II

MARY ADAMS

TRACIE BEARD

SHANNON BERGHOFF

STACI BEUSINK

AMANDA BOURNER

TONDA BRADY

BO CLUBS

CAITLIN DILLINGHAM

JULIE RUSHING

CAMILLA SISK

LAUREN SKELTON

KENNETH 39

MELINDA MOWRER

KATIE PORTERFIELD

MARY WYATT

PERRY CO. 32

JANICE HERRING

GINA MARTIN

KIMBERLY RAGLAND-GREATTING

CHERYL RAY-LAYTON

DONNA STEFFENS

POPLAR BLUFF R-I

KARMEN CARSON

JANICE EDGAR

MICHELLE MASSEY

CHARLENE MILLS

AMBER MOFFIT

KIMBERLY SMITH

MEGAN SMITH

KRISSEY WHITLOCK

POTOSI R-III

CHRISTOPHER BOYD

CAROLINE MEYERS

SCOTT CO. CENTRAL

BARBARA SOEMO

SCOTT CO. R-IV

JUDI HENSON

LINDSEY LIMBAUGH

MACKENZIE THOMPSON

SIKESTON R-6

KRISTY BEAIRD

TONY ROBINSON

HEATHER SAPP

MARK SAVAGE

JACLYN SCOTT

SARAH SOAN

SOUTH PEMSICOT CO. R-V

BRITTANY STUBBLEFIELD

TWIN RIVERS R-X

ALLISON HAM

LANDON HAM

WOOLAND R-IV

MELISSA COOPER

MELANIE LUTES

SOUTHWEST REGION

BOLIVAR R-I

KIM CRIBBS

NICOLE GRANT

JAMIE MARTIN

MARK MUNGER

SARA POCK

ELISE SHOEMAKER

KELSEY SOAN

POLLY SNEED

CAMdenton R-III

SARAH FISHER

EMMA HANTELMAHN

KELSEY STOTTSDERRY

SARAH VAN BEPPER

CARL JUNCTION R-I

GARY BIDDLECOME

CARTHAGE R-IX

ASHLEY GETER

ANGELA HAAS

ERIN REU

RACHEL SHELENNBERGER

JENNIFER WAGONER

CASSVILLE R-IV

TALANA HINSON

TARA HUTCHENS

DALLAS CO R-I

BRITTANY FRANSE

DIAMOND R-IV

ELIZABETH REYNOLDS

EAST NEWTON CO. R-VI

SAMUEL BENNION

TAMRA KESTER

MARYBETH TANKSL

HARTVILLE R-II

KELSEY BATES

MISTI LOWERY

HURLEY R-I

KYLAH BURKE

JASPER CO R-V

KELLY PERKINS

JESSICA WAGNER

JUNCTION HILL C-12

FELICIA AIKENS

LACLEDE CO C-5

LISA CUNNINGHAM

JANET KING

LACLEDE CO R-1

MARLANA HOWERTON

DEIRDRE SEIN

LEBANON R-III

JILL AMBROSE

LINDSAY DARNELL

L. A. LOWRANCE

LYNDA OFFUTT

LICKING R-VIII

BILLIE KREWSOM

LOGAN-ROGERSVILLE R-VII

DARBY DAMERON

AMANDA INGLE

MCDONALD CO. R-I

TERRI CASTO

LORIE MCCAMMON

MONEET R-I

MISTY CALHOUN

TERESA HUNTRESS

MT. VERNON R-V

ANGELA CICALLA

NEOSHO R-V

AUBRY KURSE

DENISE NORMAN

 TIFFANY SANDY

NIANGUA R-V

TERESA JENNINGS

• PAGE 39 •
Preliminary delegate list continued

NIXA R-II
Julie Blakeslee
Brooke Gantt
Linda Montgomery
Ashley Newberry
Jessica Sterling

OZARK R-VI
Whitley Karanja
Carla Pate
Lauren Short

REPUBLIC R-III
Emily Hanson

SPRINGFIELD R-XII
Bobbi Beard
Susie Compton
Shannon Lightfoot
Katherine Marler
Margaret Watson

STOCKTON R-I
Trisha Boyles
Eric Cohen
Kristen Doeden
Laurie Primm

STRAFFORD R-VI
Erika Lundien
Marcy Wood

WEBB CITY R-VII
Andrea Briley
Crystal Grove
Charles Gumucio
Adam Hogan
Kelsey Orson
Lori Smith
Linda Uselmann

WEST PLAINS R-VII
Natalie Brazeal
Sheila Decker

WILLARD R-II
Michelle Lutter
Janet Simmons
Laine Towe

ST JOSEPH REGION
ST. JOSEPH
Noah Bielby
Adam Brown
Sara Dwyer
Jennifer Goss
Miranda Ham
Laura Rehmeier
Robert Sigrist

SPECIAL DELEGATES

MSTA BOARD OF DIRECTORS
Halley Russell, President
Chuck Martin, President Elect
Stacy Blakley, Vice President
Nickie Jones, Past President
Amy Kelsey, Treasurer
Kezia Bohanon
Amanda Bradshaw
Leigh Chapman
Tisha Clawson
Diane Gonzales
James Kreyling
Pam Lowe
Beth Ogden
Mindy Prenger
Jonathan Sorens
Ashley Stanton
Christopher Wright

REGIONAL DELEGATES

CENTRAL REGION
Matthew Bailey
(At-Large Delegate)
Sarah Dannar
(At-Large Delegate)
Michelle Herman
(At-Large Delegate)
Michelle Krog
Erica Price
Brittany Smith

GREATER KANSAS CITY REGION
Amy Fiene
Dustin Romans
Adrienne Topel

SOUTHEAST REGION
Jaime Burger
(At-Large Delegate)
Norma Enochs
Michaela Gantz
(At-Large Delegate)
Hannah Rogers
Jonathan Sipp

SOUTHWEST REGION
Lana Moore
Jeffrey Pettibone
Rebecca Proctor

ST. JOSEPH REGION
Kelly Bristol
Denise Peters
Alycen Shewell

PAST STATE PRESIDENTS
Misty Cutright
Brett Hoch
Tonni Schmidt
Russell Smithson
Stacy Williamson

STATE COMMITTEE CHAIRS
Andrew Reynolds,
Articles, Bylaws
and Rules
Otto Schultejans,
Education Policy

RETIREDE DELEGATES
Glenda Thurlkill
Suzie Williams

STUDENT DELEGATES
Savannah Fields
Destiny Johnson
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DELEGATE SPEAKING FORM

Name ___________________________________________ CTA ___________________________

Microphone #2 Time _________

DELEGATE WISHES TO SPEAK TO: (check one)

• _____ Point of Order: Use when it is believed that a breach of a rule has happened. Can interrupt a speaker and must be raised at the time the rule has been breached.

• _____ Point of Personal Privilege: Interrupt business, if necessary, and requires immediate action. It is used for comfort of an individual or the assembly. *If not urgent, don't interrupt.*

• _____ Point of Information: Can interrupt a speaker, if necessary, with a QUESTION to seek information. Chair may defer until the speaker finishes. If the question is for the speaker, remarks are addressed to the Chair who will direct the speaker to reply.

• _____ Reconsider _____ Appeal _____ Name of Motion to be Proposed: ____________________________

  Second from the floor (write in)

• _____ Call for Division of the House: Request that the voice vote be retaken.

  Second from the floor

• _____ Close Debate: (Move the previous question.)

  Second from the floor

• _____ Proposing a Secondary Motion – Second from the floor (see reverse side).

• _____ Amendment to bylaw number _____________ (please fill out proposed changes below)

• _____ Amendment to resolution number ___________ (please fill out proposed changes below)

• _____ New Proposed Resolution {30-minute period submission}

____________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________
____________________________________________________________________________________________________________________


MOTIONS

When a motion has been made and seconded and a delegate has been recognized the delegate may:

• Speak in favor
• Speak in opposition
• Move a secondary motion

SOME SECONDARY MOTIONS

• Postpone Indefinitely (kills the main motion)
• Amend
• Refer to a Committee
• Postpone Definitely
• Previous Question
• Lay on the Table (sets aside the main motion temporarily)
• Recess
• Adjoin

All of these secondary motions require a second from the floor.

AMENDMENTS

The motion to amend is usually stated in one of the following forms:

• “I move to amend by inserting...or adding...or striking out...or striking out and inserting (state what words are affected).”
• “I move to amend by substituting...for...”

Such motions may deal with words, phrases, sentences or paragraphs in the original report or resolution.

ORDER OF MOTIONS

Motions will be acted upon in the following order:

1. Undebatable motions to adjourn, recess, lay on the table or previous question.
2. Debatable motions to postpone definitely, refer to a committee, or amend.
3. When two amendments are being considered, first the amendment to an amendment, then the amendment (or substitute) to the main motion.
4. Postpone indefinitely which is also debatable.
5. The main motion.

The motion, “amend” may be applied to the motions recess, postpone definitely, refer to a committee, amend, and main motion. There may be two amendments pending at the same time. The first amendment proposes a change in the motion to which it is applied, the second amendment proposes a change in the first amendment. Only one main motion may be before the assembly at one time.

RECONSIDER

Reconsider can be made only by someone who voted on the winning side. It requires a second and debate may include remarks on the motion to which Reconsider is being applied.

REMEMBER...

No delegate shall speak in debate more than twice to the same question during the same session. No delegate shall speak longer than three minutes at one time, unless permission is granted by a majority vote of the Assembly of Delegates.

No delegate while speaking on a question may move the previous question.

MOTIONS WHEN ANOTHER HAS THE FLOOR

These motions have such high priority that they may be made when another has the floor. They require immediate action and may interrupt a speaker.

Incidental Motions
Parliamentary Inquiry
Point of Order
Appeal From the Decision of the Chair Objection to the Consideration of the Question Division of the House
Point of Information

Privileged motions
Raise a question of Privilege (of immediate nature)
Call for the Orders of the Day
Support the Impact Committee

Silent & Live & Online Auction

Help support the MSTA Impact Committee by donating an item or bidding on either the online or in-person silent auctions. The committee will still collect items at the convention for the live silent auction, but will also have a select number of items in an online silent auction for all members to bid on. Bid on great prizes in the silent auction on Wednesday Nov. 17, and join the fun for a short live auction at 8:15 p.m.

The Impact Committee works hard to recruit, retain and support candidates in the Missouri General Assembly. Help the committee replenish the PAC fund to prepare for an important election year. The committee continues to be proactive and relevant in political campaigns and, in a redistricting year, MSTA member involvement will be more important than ever.

If you or your CTA would like to donate items to the auction, please contact Suzanne Conner in the Government Relations Office or your member service coordinator. Items for the Online Silent Auction may be sent to MSTA Headquarters, 407 S. Sixth, Columbia, MO 65201 by Wednesday, Oct. 27. Items for the live silent auction may be dropped off after 5 p.m. Wednesday, Nov 17 in the Windsor Ballroom.

Members can find the silent auction at www.32auctions.com/mstaimpact