MSTA MISSOURI STATE TEACHERS ASSOCIATION

2026 Assembly of Delegates

& MSTA Annual Report

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Thank you for participating in this year's MSTA Assembly of Delegates. All delegates must have their credentials before they may enter the Assembly of Delegates. Attendees and guests without credentials must sit in a designated guest section of the assembly hall.

This book includes the MSTA Annual Report and contains all the information for the Assembly of Delegates.

Delegate Registration

Wyndham Executive Center, Picadilly
Wednesday, November 18, 7-9 P.M. and
Thursday, November 19, 7-9:25 A.M.

Assembly of Delegates

Wyndham Executive Center, Expo Center
Thursday, November 19, 9:15 A.M. to finish

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 Assembly of Delegates' order of business includes committee progress reports, the election of the MSTA president-elect and vice president, consideration of amendments to the MSTA Articles of Incorporation Bylaws, and changes to the Adopted Resolutions.

Standing rules and committee reports are shared with delegates in advance to allow them to study the rules and committees' findings and recommendations. Delegates owe it to themselves and their CTAs to be well-informed about 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 association's attention their views concerning the immediate and future needs of the membership.

Following the meeting, many delegates give detailed reports of the Assembly of Delegates' actions 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 with members throughout the state.

Convention app information

Use the MSTA Convention app to keep everything you need for Open Hearings and the MSTA Convention at your fingertips. Search for MSTA Events in the Google Play or Apple App stores, or follow the link at ***msta.org/convention***.





Please silence your phone

MISSOURI STATE TEACHERS ASSOCIATION

Delegates,

MSTA's direction begins with its members. At the 2026 Assembly of Delegates, you have the responsibility of turning your experiences and concerns into decisions that guide our association. Thank you for accepting that responsibility.

You arrive with knowledge that no agenda or committee report can fully capture. You know your schools, your students, and the colleagues who selected you to represent them. That perspective belongs in this room, whether this is your first Assembly or you have served for many years.

The Open Hearing process gives members an opportunity to examine proposals, ask questions, and suggest changes before the Assembly meets. Your work here carries that discussion forward. Thoughtful debate helps us test ideas, understand their consequences, and decide where MSTA should stand.

This year's proposals connect the work of our association to the conditions educators need to succeed. They address access to student discipline information, clear expectations for technology use, support for addressing chronic absenteeism, and protection from harmful AI-generated media. Other proposals focus on the state's funding commitment and reducing requirements that pull educators away from instruction.

The proposed bylaws amendment concerning CTA delegate representation also invites us to consider participation within MSTA itself. How do we help local associations sustain their involvement and prepare more members for leadership? That question deserves the same care we bring to our education policy discussions.

I encourage you to read closely, ask for clarification, and speak when you have something to contribute. Listen with the expectation that another delegate may see something you have missed. We can disagree respectfully and still do good work together.

Beyond the Assembly, I hope you take advantage of Convention's professional learning and the chance to connect with educators from across Missouri. Those relationships can support you long after we leave Columbia.

Our staff is here to assist you throughout these days. Thank you for giving your time and judgment to this work. The decisions you make matter to the members you represent and to the future of MSTA.

Warmly,



Bruce Moe
Executive Director
Missouri State Teachers Association

P.S. As I look ahead to my announced retirement, I want to thank you for the opportunity to serve you all these years. Your trust, friendship, and dedication to public education have made this work deeply meaningful to me. I'm grateful.

Order of Business

- Order of Business
- Meeting called to order
- Invocation
- Pledge of Allegiance and National Anthem
- Introductions
- Instructions on electronic voting and practice votes
- Report of Committee on Credentials
- Adoption of Convention Standing Rules
- Announcement of 30-minute timeframe
- Adoption of Program
- Appointment of Minutes Approval Committee
- President's speech
- Reports of the Board of Directors and other committees
- Nominations of officers, candidate speeches and elections
- Report of AB&R Committee and consideration of Bylaws amendments
- Report of the Education Policy Committee and consideration of resolutions
- Awards
- Announcements
- Adjournment

(The chair will announce the time to recess for lunch. The chair will also announce the time to reconvene.)

Voting on candidates for president-elect and vice president will occur before the lunch break.

During the afternoon, the chair may ask, "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 necessary by the assembly to transact the association's business.

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

Special Participants

INVOCATION

John Cross	Perry County 32	Southeast Region

PLEDGE OF ALLEGIANCE

Kayla Gilmore	St. Charles R-VI	Greater St. Louis Region

NATIONAL ANTHEM

Sarah Johnson	Joplin R-VIII	Southwest Region

ELECTION JUDGES

Adam Hogan, Chair	Webb City R-VII	Southwest Region
Marty Lewis	Monett R-I	Southwest Region
Jeffrey Pettibone	Springfield R-XII	Southwest Region

CREDENTIALS COMMITTEE

Mark Savage	Sikeston R-6	Southeast Region
Melody Cochran	Iberia R-V	South Central Region
Lori Waltz	Nixa Public Schools	Southwest Region

Unsung Heroes

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

Some factors of consideration for selecting these individuals may include:

- Individual leadership style
- Understanding of MSTA's mission
- Actions that reflect MSTA's mission
- Commitment and follow-through to the leadership role and CTA
- Service beyond the CTA to children, their school district, the community, or MSTA
- Interpersonal and communication skills
- Creative thinking and problem-solving
- Ability to handle crises or extreme circumstances in their role as CTA leader

2026 UNSUNG HEROES

Amy Adams	*East Buchanan Co. C-I*	*Northwest Region*
Megan Alderton	*Clark Co. R-I*	*Northeast Region*
Miranda Bock	*Blair Oaks R-II*	*Central Region*
Dannelle Chugg	*Johnson Co. R-VII*	*Central Region*
Shelly Clift	*Marshfield R-I*	*Southwest Region*
Tammy Davis	*Miller R-II*	*Southwest Region*
Rhonda Dobbs	*Northwest R-I*	*Jefferson County Region*
Rebecca Dunnell	*Mehlville R-IX*	*Greater St. Louis Region*
Christi Eddy	*Miami R-I*	*Central Region*
Norma Enochs	*East Carter Co. R-II*	*Southeast Region*
Stephanie Grable	*St. Joseph*	*St. Joseph Region*
Chee Harris	*Joplin R-VIII*	*Southwest Region*
Cherity Johnson	*Clinton*	*Central Region*
Kathy Keim	*Palmyra R-I*	*Northeast Region*
Michelle Laughlin	*Stoutland R-II*	*Southwest Region*
Tiffany Lindley	*Springfield R-XII*	*Southwest Region*
Stacey Littleton	*Perry Co. 32*	*Southeast Region*
Angie Miller	*Aurora R-VIII*	*Southwest Region*
Mary Beth Palmer	*West Plains R-VII*	*Southwest Region*
Katie Porterfield	*Kennett 39*	*Southeast Region*
Danielle Riley	*Grandview C-4*	*Greater Kansas City Region*
Shelly Sybert	*Savannah R-III*	*Northwest Region*
Melanie Utterback	*Community R-VI*	*Northeast Region*
Julie Westermeyer	*New Haven*	*South Central Region*
Shannon Wolfe	*Osage Co. R-II*	*South Central Region*
Rodney Wolken	*Lexington R-V*	*Central Region*
Samantha Yoko	*Chillicothe R-II*	*Northwest Region*

MSTA staff recognition

20 YEARS

Mike Lising
Krista Meyer

10 YEARS

Matt Michelson

5 YEARS

Tracy Darian
Darbie Valenti Huff

2026 Assembly of Delegates Proposed Standing Rules

All additions are underlined and highlighted yellow; Deletions are ~~struck-through and highlighted blue~~

Adopted by the MSTA Assembly of Delegates at Convention on November 20, 2025.

Proposed changes by AB&R Committee on May 2, 2026.

Changes approved for delegate consideration by State Board of Directors on May 2, 2026.

Under the 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 the 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 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,
Katie Webb, Hannibal 60 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 the seating of delegates.

RULE 2. DELEGATE REGISTRATION, CERTIFICATION, AND SEATING

a. Registration procedures for the annual meeting shall be under the immediate direction of the Board of Directors.
   1. Delegate credentials will be available for pickup on-site. Credentials must be worn when entering and remaining in the delegate seating area.
   2. The Chair of the Credentials Committee must approve delegates who register on-site or any changes to a CTA's preregistered delegates list.
   3. Delegate registration will conclude ten minutes after the Assembly of Delegates has been called to order.

b. Delegates shall be entitled to seats in the permanent organization of the Assembly of Delegates when their credentials have been approved by the Credentials Committee.
   1. 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.
   2. 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.

c. Meetings of the Assembly of Delegates shall be open to members of the association insofar as seating arrangements permit.
   1. 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. Nondelegates shall be given appropriate badges, which must be worn when entering and remaining in the designated seating area.
   2. Members of the press shall wear appropriate badges.
   3. MSTA staff members whose duties require them to be in the assembly hall shall wear appropriate badges.

RULE 3. USE OF COMMUNICATION DEVICES

The use of audible cellular phones are not allowed within the Assembly of Delegates. All devices shall be placed on the silent feature.

RULE 4. ORDER OF BUSINESS AND DEBATE

a. The adoption of the Order of Business shall be the Assembly of Delegate's next item of business following the report of the Credentials Committee and the report on Standing Rules at the opening session of the assembly. 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 under 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 a majority vote of the Assembly.
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 5. 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 6. 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 chair or a majority vote of the assembly decides otherwise.
b. Proposed Resolutions printed in the annual Assembly of Delegates & MSTA Annual Report may be amended from the floor of the assembly by a simple majority vote.
c. All proposals submitted as amendments to the MSTA Adopted Resolutions that are not prepared and presented by the Education Policy Committee or new resolutions shall be presented to the Education Policy Committee in writing before

Notes

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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 CTA of which they are members, and a rationale for the proposed resolution. These shall be considered in the order of their submission and be submitted from the floor of the assembly upon a two-thirds vote of the delegates. Such resolutions so considered may be amended on the floor by a majority vote.

d. No delegate shall reverse the intent of a proposed resolution with an amendment from the floor.

RULE 7. STATE CANDIDATE ELECTIONS ~~AND VOTING~~

At the first session of the Assembly of Delegates, the 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. Nominations shall be made by credentialed delegates.
b. The AB&R Committee shall monitor the 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.
    1. There shall be no more than one nominating speech for any one candidate. Nominating speeches shall be limited to three minutes each.
    2. The candidates nominated for president-elect and vice president shall be allowed to speak for no more than five minutes.
c. Voting must be conducted by secret ballot unless there is only one nominee for an office. In such, the election for that office shall be done by a voice vote.
d. 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 a second ballot.
e. Three judges appointed by the president of the state association will oversee the process of voting.
f. Delegates requiring assistance with the voting process should report to a designee at the 30-minute table.
g. If electronic voting is not available, the chair will make arrangements for an election via paper ballot.

RULE 8. VOTING

The following voting methods are allowable during the Assembly of Delegates and are used at the discretion of the president:

a. Voice Vote: Delegates verbally indicate "yes" or "no." This is a simple and quick method for decisions where the outcome is likely clear.
b. Standing Vote: Delegates stand to indicate their vote. Used when there is a question about the result of a voice vote or if the chair is in doubt. This method may be used when a two-thirds (2/3rds) vote is required. The vote is visually counted.
c. Standing Counted Vote: If there is uncertainty about the standing vote, this method is used. Delegates are counted by their Region President, or designee, who then reports the results to the Chair. This can be called by the Chair or by any two delegates.
d. Voting Cards: specific cards may be provided prior to the start of the Assembly. The President may also use the front and back of the Assembly of Delegates booklet if they are contrasting colors.
e. Paper Ballots: Available for delegates who require assistance with the voting process.
f. Electronic Voting: For specific votes such as officer elections and by-law, electronic or paper ballots are used.

RULE 89. DISTRIBUTION OF MATERIALS

a. General distribution of any type of printed material in the Assembly of Delegates and adjacent spaces shall require clearance with the chair 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 assembly, nor be visible from the seating area, or polling places.
c. No distribution of materials is to occur by the candidate or anyone representing the candidate. Clothing or other materials promoting the candidacy of any candidate may not be worn in or displayed around the assembly.

RULE 910: DUES INCREASE BASED ON CONSUMER PRICE INDEX

The Board of Directors shall report to the Assembly of Delegates 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.

~~RULE 10: 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.~~

~~a. 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.~~
~~b. Candidates filing after March 1 but before August 1 will have their information published. 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, the order of publication will be determined by the first to file. All candidates filing on or before August 1 will be encouraged to prepare a four-minute speech to be recorded on video and available for viewing on the MSTA website and shown at MSTA open hearings if possible. 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 flyer, with or without a photo, to be distributed by MSTA in Open Hearing and Assembly of Delegate materials. Candidates will also be invited to participate, individually, in a question-and-answer style podcast. The video, podcast, and flyer will be included on a campaign webpage located on the MSTA website.~~

c. 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.

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

e. 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.

f. 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, audiovisuals, and other media will not be allowed at any time.

g. On the day of the assembly, no distribution of materials is to occur by the candidate or anyone representing the candidate. Clothing or other materials promoting the candidacy of any candidate may not be worn in or displayed around the assembly. Rules governing nominating and candidate speeches are contained in the MSTA Standing Rules (7).

h. Any materials distributed at the MSTA Convention shall comply with the MSTA Standing Rules (8).

i. 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.

Notes

2026 Standing Rules for Candidates Running for MSTA State Office

All additions are underlined and highlighted yellow; Deletions are ~~struck-through and highlighted blue~~

Proposed changes by AB&R on April 11, 2026.
Approved by the State Board of Directors on May 2, 2026.

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

a. 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.

b. Candidates filing after March 1 but before August 1 will have their information published. 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, the order of publication will be determined by the first to file. All candidates filing on or before August 1 will be encouraged to prepare a four-minute speech to be recorded on video and available for viewing on the MSTA website and shown at MSTA open hearings upon request. 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 flyer, with or without a photo, to be distributed by MSTA in Open Hearing and Assembly of Delegate materials. Candidates will also be invited to participate, individually, in a question-and-answer style podcast. The video, podcast, and flyer will be included on a campaign webpage located on the MSTA website.

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MSTA

CALL FOR *leadership conference* WORKSHOP *proposals!*

SAVE THE DATE

Share what you know. Inspire fellow CTA Leaders. Submit a proposal to present at Leadership Conference 2027!





Leadership Conference
July 12-13, 2027

MSTA Convention
November 18-19, 2027

- Engagement & Communication
- Leadership Time Management
- Membership Recruitment & Retention

SCAN FOR MORE INFORMATION & TO SUBMIT YOUR PROPOSAL!

Proposals Due By January 18, 2027

Interested in Presenting? Scan for All the Details!

Compensation • Time • Travel • Important Info

Being Heard at a 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, 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 unless there is only one nominee for an office. In such case election for that office shall be done by a voice vote. Voting will take place immediately after nominating and candidate speeches. 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. Informational committee reports are not subject to amendment.

MOTIONS

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 a motion, against a motion, or are you asking for a request for information or other secondary motion?
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 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 allow everyone 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.

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 call the 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. 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.

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 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.

Request for information. This is a request for information on the pending motion.

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

SEE IT THROUGH

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

Notes

Committee Reports

MSTA **advocates** for and **empowers** public educators so they can **teach**.

MSTA Board Of Directors

The 2025-2026 year showed strong increases in member participation in a variety of MSTA events and benefits.

CTA Leadership Conference: A key event for MSTA volunteers, the CTA Leadership Conference takes place in Columbia each July. The event brings together volunteer leaders from across the state to learn more about how MSTA can help leaders recruit and serve our local teachers and school personnel. In addition, it highlights services and benefits available for CTAs and individuals. This year's theme was MSTA All Stars, celebrating the teacher leaders who are the real MVPs of the association. CTA and leader registration were at a 5 year high.

Capitol Visits: An important aspect of MSTA's legislative impact are the Capitol Visits by members. This past year the 10 MSTA regions coordinated separate visits to Jefferson City. Participants met with the MSTA lobbyists to get updates on legislation, ask any questions and get talking points before meeting with their legislators. While a valuable benefit to the association, members are finding it increasingly difficult to get away and visit the Capitol. The 2026 year saw an increase in participation. The legislative team continues to work to improve the training, messaging and participation.

Professional Learning: The department continues to serve teachers with varying levels of experience and across a variety of subject matters. MSTA assists hundreds of teachers annually, either online or in person, with the Beginning Teacher Assistance Program. In addition, the department continues to add online courses, mini-courses and 30-minute webinars plus in-district training and virtual coaching. Topics include classroom management, student engagement, ideas for diverse learners and pedagogy. All are available to review at www.msta.org/professional-learning. Not interested in a course? Beyond the Book Club continues to grow. A curated book aligned to effective teaching practices, participants enjoy an online discussion with a facilitator. Titles and options are also listed on the website.

Salary and Research: MSTA continues to lead the way with information and research on district salaries and benefits. The Salary and Research Department provides members and local CTAs with the information needed to advocate effectively for competitive salaries and benefits. Through district-specific financial analyses, the annual Salary and Benefits Report, school-finance workshops, and on-demand training resources, MSTA's experienced consultants help members understand revenue, expenditures, fund balances, and salary trends. Members can download the Salary and Benefits report from the MSTA website.

Respectfully submitted,

Lana Moore, President	*Mt. Vernon R-V*	*Southwest Region*
Steve Blakley, President Elect	*Rolla 31*	*South Central Region*
Noelle Horner, Vice President	*Hillsboro R-III*	*Jefferson County Region*
Andrew Reynolds, Treasurer	*Centralia R-VI*	*Northeast Region*
Amy Kelsey, Past President	*East Buchanan Co. C-I*	*Northwest Region*
Jill Blue	*Rolla 31*	*South Central Region*
Karmen Carson	*Poplar Bluff R-I*	*Southeast Region*
Angela Cicalla	*Mt. Vernon R-V*	*Southwest Region*
Dana Cravens	*Richmond R-XVI*	*Central Region*
Darren Farmer	*Polo R-VII*	*Northwest Region*
Amy Fiene	*Independence 30*	*Greater Kansas City Region*
Diane Gonzales	*Neosho R-V*	*Southwest Region*
Tyler Lappe	*Neelyville R-IV*	*Southeast Region*
Elizabeth Leible	*Dunklin R-V*	*Jefferson County Region*
Jessica Myers	*Troy R-III*	*Greater St. Louis Region*
Denise Peters	*St. Joseph*	*St. Joseph Region*
Jeffrey Pettibone	*Springfield R-XII*	*Southwest Region*
Jessica Tierney	*Columbia 93*	*Northeast Region*

Friends of Bunker Hill

The 2025 season brought another year of guests enjoying Bunker Hill Retreat and continued progress in caring for this special place. Adult guest nights increased by approximately 200, with total guest nights up 117 from the previous year. The new online reservation system has improved reservations, communication, deposits, and accounting, with advance credit card deposits proving especially helpful.

Friends of Bunker Hill ended 2025 in a positive financial position, helped in part by approximately $74,000 in timber sales. The Board continues to be mindful of expenses and looks for practical ways to stretch available resources. Managers Matt and Stefanie have done an excellent job finding creative ways to save money, including developing an in-house road-sealing solution at a fraction of the cost of outside contractors.

The outlook for the 2026 season is encouraging, with strong reservations for the summer months and October. Staffing remains an important part of preparing for each season, with several returning employees and increased interest in groundskeeping positions. Recruitment through local high schools is also underway.

The Board approved a 2027 rate increase to help keep guest receipts in line with operating costs and protect the long-term financial health of Bunker Hill.

A lot has been happening around Bunker Hill. Dead and problematic trees were removed, drainage was added along the tennis court trail, gutter replacement was completed, fence repairs began, and the former cattle guard was replaced with a culvert and gravel. Other projects include a new basketball backboard and a museum area upstairs in the library. Several donated taxidermized animals have already helped get the museum project started.

Bunker Hill continues to welcome family groups as well as outdoor enthusiasts and organizations. Guests have included the Audubon Society, Missouri Smallmouth Alliance, Missouri Department of Conservation, and Missouri Naturalist groups. MSTA workshops and meetings have also returned to the retreat.

Bunker Hill's setting on the Jacks Fork River and within the Ozark National Scenic Riverways continues to make it a special place to gather, relax, and enjoy the outdoors.

The generosity of those who support Friends of Bunker Hill remains an important part of the retreat's future. While donations have become more challenging as regional budgets tighten, the Board will continue looking for creative ways to encourage support. Every gift, donated item, and volunteer hour helps with the ongoing care and improvement of Bunker Hill. We are grateful to everyone who continues to give their time and resources. Timber management is also an important part of responsible stewardship. The 2025 timber harvest was successfully completed, and approximately 138 acres were marked in 2026 for possible future harvesting. With timber values currently low, cutting has been delayed in hopes of better market conditions.

Bunker Hill would not be what it is today without the many people who give their time and talents to make it possible. Matt and Stefanie continue to do an outstanding job managing the retreat, finding practical solutions, controlling costs, and preparing for each season. We also said goodbye to longtime President Julia Veatch, whose years of leadership and dedication helped guide Friends of Bunker Hill through continued growth and change. We are grateful for her service.

New officers for the coming year are Stacy Blakley, President; Zach Funk, Vice President; Dana Cravens, Secretary; and Susie Adams, Treasurer.

The Board, staff, and volunteers remain committed to maintaining Bunker Hill as a place where families, friends, and groups can gather, enjoy the outdoors, and create lasting memories.

Bunker Hill Retreat remains a wonderful place to slow down, spend time together, and enjoy the beauty of the Ozarks. Whether you are visiting with family, gathering with a group, or simply looking for a few quiet days away, we hope you will come see us. Take a walk, enjoy the grounds, sit and visit with friends, or simply relax and recharge. We are grateful to everyone who helps make Bunker Hill possible and look forward to welcoming you for another season.

We hope to see you at Bunker Hill soon!

Respectfully submitted,

Stacy Blakley, President	*Rolla 31*	*South Central Region*
Zachary Funk, Vice President	*Pleasant Hope R-VI*	*Southwest Region*
Dana Cravens, Secretary	*Richmond R-XVI*	*Central Region*
Susie Adams	*Retired*	
Jill Blue	*Rolla 31*	*South Central Region*
Abrie Enloe	*Salem R-80*	*South Central Region*
Lisa Reid	*Cassville R-IV*	*Southwest Region*

BUNKER HILL DONATIONS

Council Ring ($1000+)
Central Region
Jefferson County Region
Southeast Region
Southwest Region

Woodland Schoolhouse ($500-$999)
Gail McCray
Bruce Moe
Northeast Region
Greater KC Region
Greater St. Louis Region
Julia Veatch

Clark Lodge ($250-$499)
D'Eagle Donation
Emily Dunn - in memory of Patrick and Charlotte Kelly
Susanna Speir
Marcus Veatch

Friends of Bunker Hill (up to $249)
Susie Adams
Judy Bartshe
Laura Bolerjack
Eric Bordeleau
Bolivar CTA
Cole Camp CTA
Hannibal CTA
Harrisonville CTA
St Joseph CTA
Warrensburg CTA
Andrew Day
Rhonda Dobbs
Terri and Samuel Durbin
Reese Eckert
Abrie Enloe
Glenda Ennis
Rabitha Eutsler
Nate Gillian
Diane Gonzales
Robert Heddinger
Noelle Horner
Sarah Howell
Owen Keene
Cyndi Kinder
Jessica Lambert
Carrie Levy
LA Lowrance
Laura May
Stacy Menees
Beth Ogden
Tiffany Powell
Andrea Price
Chris and Linda Rebstock
Kelly Rice
Pamela Riley
Matthew Rogers
Tammy Samek
Wayne Sheets
Smantha Tinsley
Kyle Warren
Kyla Waters
Deidre Wiley

New Professional Committee

The New Professional Committee exists to further MSTA's goal of assisting teachers at the beginning of their career. Collecting input from new professionals allows the committee to identify specific needs and ensure that meaningful resources and guidance are available. The committee is made of one new professional from each region.

MSTA hosted the twelfth annual New Professional Training Camp July 6-8, 2026, at Bunker Hill. Fourteen participants from across the state attended, including seven people returning for their second time. All participants were able to attend at no cost thanks to generous scholarships offered by their MSTA regions.

NPTC offers a valuable opportunity for early-career teachers to connect, learn, and grow. Content in 2026 included: an introduction to MSTA, classroom management tips, personal finance for educators, how to have difficult conversations, generational differences in the workplace, and student engagement strategies. In addition to formal presentations, participants engaged in grade-level group discussions, where they could share experiences, ask questions, and discuss plans for the upcoming school year. Recreation time allowed the teachers to relax and unwind before heading into the new school year. We look forward to hosting the thirteenth New Professional Training Camp July 19-21, 2027, at Bunker Hill.

Respectfully submitted,

Mikayla Andersen	*North Kansas City 74*	*Greater Kansas City Region*
Angel Cameron	*Hillsboro R-III*	*Jefferson County Region*
Chee Harris	*Joplin R-VIII*	*Southwest Region*
Melissa Henke	*Troy R-III*	*Greater St. Louis Region*
Emily Little	*North Andrew Co. R-VI*	*Northwest Region*
Kimberly Pearman	*Marceline R-V*	*Northeast Region*
Taylor Rawlings	*Rolla 31*	*South Central Region*
Sarah Russell	*East Lynne 40*	*Central Region*
Jessica Tierney, MSTA Board Liaison	*Columbia 93*	*Northeast Region*

RMSTA Committee

RMSTA has a new benefit with our Active & Fit Plan. Members can choose from over 12,800 standard gyms, including 24 Hour Fitness, Crunch, Anytime Fitness, and more. You can also check out other specialty fitness studios like Pilates, cycling, rowing, and more at one of over 10,200 premium exercise studio options with discounts of 20% - 70% off retail. There are no annual fees or long-term contracts.

RMSTA continues to provide the best protection for retirees who return to the classroom. RMSTA Optional Plus Protection has been increased to $35, but it remains the most competitive option for any retired teacher going back to teaching. The Plus Protection program includes $1 million in professional liability insurance and legal services from MSTA staff attorneys and member service coordinators. No other retiree organization can offer these benefits at this price.

The RMSTA committee met in person at the MSTA Leadership Conference in July. This is the third time we have met during the summer instead of during the MSTA Convention in November. Holding our meeting in July rather than November frees up space at the convention for an RMSTA luncheon. We discussed our November Convention luncheon speaker and the return of the August Bunker Hill event for RMSTA members. As always, the committee played a key role in making our promotional store a success.

Last November, more than 15 RMSTA members joined us for a lunch meeting during the Convention. Dearld Snider, PSRS Director, spoke to those in attendance about the retirement system's financial stability and any legislative issues that might affect it.

Todd Fuller, MSTA marketing and communication director, continues to serve as the MSTA liaison to RMSTA. Feel free to contact Todd at tfuller@msta.org with any questions, comments, or ideas.

Respectfully submitted,

Yvonne Heath, Chair		*Southwest Region*
Brian Endicott		*Northwest Region*
Cynthia Jackson		*Jefferson County Region*
Lucretta Kinder		*South Central Region*
Beth Ogden		*Southeast Region*
Patty Solomon		*Central Region*
Patty Wood		*Greater St. Louis Region*
Angela Cicalla, MSTA Board Liaison	*Mt. Vernon R-V*	*Southwest Region*

Student MSTA Committee

The 2025 SMSTA state meeting was held on Nov. 21. Three statewide ambassadors planned and presided over the meeting: Kylee Copeland, Missouri University of Science and Technology; Jeanna Smathers, Southwest Baptist University; Gabby Kozuszek, Southeast Missouri State University.

110 students and advisors from eleven colleges and universities were in attendance. The 2025 state meeting included:

- A report on the 2025 Assembly of Delegates from student delegates Kylee Copeland and Jeanna Smathers
- Impactful keynote address about the importance of teaching and building relationships from Melissa Willoughby, teacher at Joel E. Barber schools
- Breakout sessions for students to meet based on the grade level they will be teaching and for advisors to share ideas about activities for their chapters
- Election of 2026 Student Ambassadors: Modiest Phillips, University of Missouri-St.Louis; Landree Gray, Southwest Baptist University; Daisy Ernst and Addyson Thorne, Southeast Missouri State University.

The 2026 Student MSTA meeting will be held on Nov. 20 in Columbia.

Respectfully submitted,

Daisy Ernst	*Southeast Missouri State University*	*Southeast Region*
Landree Gray	*Southwest Baptist University-Main Campus*	*Southwest Region*
Modiest Phillips	*MO University of Science and Technology*	*South Central Region*
Addyson Thorne	*Southeast Missouri State University*	*Southeast Region*

Missouri State Teachers Foundation

The Missouri State Teachers Foundation (MSTF) is a 501(c)(3) public foundation led by a volunteer Board of Directors composed of active and retired educators from across Missouri. Appointed by the MSTA Board of Directors, the Foundation Board represents a geographically and professionally diverse group of leaders committed to supporting Missouri educators and advancing public education.

MSTF empowers Missouri educators to shape the future for their students. The Foundation fulfills this mission through Classroom Innovation Grants, disaster relief, scholarships and other initiatives that directly support teaching and learning.

Each year, MSTF awards 40 Classroom Innovation Grants of $200 each, investing $8,000 annually directly into Missouri classrooms. The program attracts applications from educators throughout the state and helps teachers bring creative projects, instructional resources and new learning opportunities to their students.

MSTF also responds when Missouri educators face unexpected hardship through its HOPE Disaster Relief initiative. HOPE provides emergency financial assistance to educators affected by natural disasters and other significant events, helping meet immediate needs during difficult circumstances. The program allows the Foundation to respond quickly when Missouri educators need support and demonstrates MSTF's commitment to caring for educators beyond the classroom.

The Foundation continues to maintain a strong financial position, supported by a diversified investment portfolio and positive investment performance. This financial stability provides a solid foundation for current programs while supporting thoughtful, sustainable growth in the years ahead.

MSTF has also experienced positive organizational growth under the direction of its Board of Directors. Recent efforts have included a refreshed strategic focus, a new Foundation logo, increased visibility at MSTA events, expanded digital giving opportunities and a renewed emphasis on long-term fundraising and donor development.

The Foundation is currently developing the Past Presidents Scholarship, an initiative intended to honor the legacy and service of MSTA's past presidents while creating an additional opportunity to support educators or students. The scholarship remains in the funding and program-development stage, with its award amount, purpose and criteria still being established.

Fundraising continues to support MSTF's programs and future growth. Contributions are received from individuals, local Community Teachers Associations, MSTA Regions and other supporters. Annual fundraising activities include the Wine & Spirit Pull at the MSTA Annual Convention and Foundation fundraising activities during the MSTA Leadership Conference. An online giving and raffle platform has also expanded the Foundation's ability to accept credit-card payments and participate in digital fundraising.

Looking ahead, MSTF is developing a more intentional fundraising and partnership strategy focused on strengthening existing programs before expanding into new initiatives. Opportunities being explored include corporate support for the Classroom Innovation Grant Program, renewed relationships with organizations that supported the Foundation during its early years, additional grant opportunities, planned giving and long-term investment growth.

In 2027, MSTF will celebrate its 35th anniversary, providing an opportunity to recognize 35 years of investing in Missouri educators while reconnecting with former supporters, highlighting the Foundation's history and building support for its next chapter.

Laura Smith, MSTA Executive Assistant, currently serves as Executive Director of the Missouri State Teachers Foundation. For more information about Foundation programs or opportunities to support MSTF, contact Laura at lsmith@msta.org or visit msta.org/mstf.

Respectfully submitted,

Tonni Schmidt, President	*Warrensburg R-VI*	*Central Region*
James Kreyling, Vice President	*Mehlville R-IX*	*Greater St. Louis Region*
Denise Peters, Secretary	*St. Joseph*	*St. Joseph Region*
Sara Hedge, Treasurer	*Rolla 31*	*South Central Region*
Lisa Funk	*Retired*	
Melissa Meyer	*Platte Co. R-III*	*Greater Kansas City Region*

MSTF donations

Amalee Adams
Monique Agueros
Tammy Allen
Rusty Allgier
Debra Armbruster
Jennifer Asquith
Jonetta Atkinson
Magdalene Babayco
Kristi Banken
Skylar Bauer
Joshua Bauman
Sean Berry
Nancy Bettels
Jill Blue
Laura Bolerjack
Cary Boschert
Kiersten Bowdish
Alice Breeze
Charles Brooks
Jeania Burton
Karis Butler
Angel Cameron
Jennifer Christy
Angela Cicalla
Melody Cochran
Rose Cohen
Anna Cox
Dana Cravens
Dana Cravens
Anitra Crisp
Courtney Crow
Marlene Crowley
Harrisonville CTA
Rolla CTA
Sikeston CTA
Warrensburg CTA
Donna Davis
Philip Dean
Heaven-Leigh Dempsey
Mary Driemeyer
Raelyn Eskridge
Shyanne Fisher
Annette Flores
Robert Garrett
GFI Digital
Stephanie Gladbach
Lacey Gordy
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Chee Harris
David Heldlage
Randall Helm
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Makayla Keesee
Dennis & Georganna Krumlinde
Luke Lannert
Katherine Lawson
Madisyn Leary
Gabrielle Lopez
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Aaron Manfull
Lindsey Marcum
Laura May
Laura McAvoy
Gail McCray
Larissa Mehmert
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Northeast Region
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William Rieck
Judy Rodriguez
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Margaret Schaffer
Grayden Schmidt
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Kaleigh Wallweber
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Matthew Willis
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Penny Woodall
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Kristal Zerr

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Krista Antill
Lindsey Bankes
Laura Bolerjack
Kenneth Craney
Poplar Bluff CTA
St. Joseph CTA
Jessica Davidson
Lisa Essley
Carolin Flynn
Matthew Fornes
Charlene Fristoe
Michelle Fronick
Sabrina Grant
Tracy Green
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Becky Halfaker
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Tami Heldbrink
David Heldlage
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Sarah Smythe
Kyla Trantham
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Frances Wells
Kaleigh Wigg
Ella Yawitz

Past President Donations

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Lisa Funk
Brett Hoch
Kris & Amy Kelsey
Pam Lowe
Lana Moore
Dennise & Tami Pasley
Nickie Pillow
Halley Russell
Ralf Trusty
Stacy Williamson

Education Policy Committee

The Education Policy Committee (Ed Policy Committee) is responsible for developing resolutions to propose for Delegate Assembly adoption, and set legislative priorities based on adopted resolutions to assist in promoting MSTA Governmental relations program.

The committee met on September 12, 2026, in Columbia. During this meeting, the committee received an update from MSTA staff regarding the progress of MSTA Education Policy Priorities and discussed issues relating to legislation, the budget, State Board of Education, and the PSRS/PEERS retirement system. They also reviewed and considered proposed new resolutions and amendments to adopted resolutions. Resolutions approved by the committee were included in the 2026 Open Hearing Materials book for discussion at each of the region open hearings in September and October.

The committee met again on Saturday, Oct. 10th, via Zoom to review feedback from the region open hearings, consider additional resolutions and prepare for the 2026 Assembly of Delegates. The results of these recommendations are reflected in this Assembly of Delegates book.

The committee will meet again on Nov. 19th following the Delegates Assembly to establish the MSTA Education Policy Priorities for the next year.

Respectfully submitted,

Michelle Davis, Chair	*Otterville R-VI*	*Central Region*
Jacob Adamson	*Raytown C-2*	*Greater Kansas City Region*
Stacy Blakley	*Rolla 31*	*South Central Region*
Kelly Bristol	*St. Joseph*	*St. Joseph Region*
Carrie Brown	*Lathrop R-II*	*Northwest Region*
Holly Dow	*Dunklin R-V*	*Jefferson County Region*
Rebecca Dunnell	*Mehlville R-IX*	*Greater St. Louis Region*
Lisa Funk	*Retired*	
Angela Gochenour	*Marshall*	*Central Region*
Kayla Hart	*Montgomery Co. R-II*	*Northeast Region*
Adam Hogan	*Webb City R-VII*	*Southwest Region*
Angela Miller	*Aurora R-VIII*	*Southwest Region*
Melissa Mollus	*St. Joseph*	*St. Joseph Region*
Lindsey Mueller	*Columbia 93*	*Northeast Region*
Halley Russell	*Cape Girardeau 63*	*Southeast Region*
Jonathan Sipp	*East Prairie R-II*	*Southeast Region*
Emily Wilson	*Webb City R-VII*	*Southwest Region*
Karmen Carson, MSTA Board Liaison	*Poplar Bluff R-I*	*Southeast Region*

IMPACT donation list

Heather Aldrich
Monique Aqueros
Amalee Barnes
Ruby Basso
Shannon Berghoff
Stacy Blakley
Steve Blakley
Sydney Braun
Joy Bridges
Brittney Burke
Glenn Bussen
Angel Cameron
Leah Cecil
Lisa Chisholm
Jennifer Christy
Adam Clark
Kristopher Clark
Melody Cochran
Kelly Cook
Dana Cravens
John Cross
Cole Camp CTA
Columbia MSTA
Hannibal CTA
Potosi CTA
Sikeston R-6 CTA
St. Joseph CTA
Warrensburg CTA
Webb City CTA
Sumer Culver
Angela Davis
Heaven-Leigh Dempsey
Holly Dow
Emily Druffel
Blinda Duncan
Rebecca Dunnell
Terri Durbin
Darren Farmer
Tara Fugate
Kelly Gard
Cassaday Good
Charles Gumucio
Mike Harris
Kayla Hart
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Sara Hedge
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Candice Heider
David Heidlage
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Malinda Howard
Lori Jacobsen
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Shannon Kieschnick
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Heather May
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Chelsea Pulley
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Anna Raymond
Emily Recor
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Greater Kansas City Region
Greater St. Louis Region
Jefferson County Region
Northeast Region
Northwest Region
Southeast Region
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Jessica Rolves
Kristy Rose
Halley Russell
Jennifer Ruzicka
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Kyle Vinyard
Mindy Walker
Mike Walsh
Victoria Washam
Katie Webb
Darla Wells
Frances Wells
Kimberly Weston
Tonya Whitehead
Teresa Wiegand
Emily Wilson
Shellie Wolfenbarger

Articles, Bylaws and Rules Committee

The Articles, Bylaws and Rules Committee (AB&R Committee) is responsible for maintaining the documents which govern the operation of the association.

A spring meeting was held on April 11, 2026, at the MSTA Headquarters in Columbia to review and consider updates to the Assembly of Delegates Standing Rules, Standing Rules for Candidates and Order of Business. The proposed bylaw amendment to Article V: Meetings 8 A. CTA Delegates was reviewed and considered. The committee finalized its recommendations to the Board of Directors for consideration. The Board accepted the committee's recommendations as presented at their May 2nd meeting.

The committee met again on Saturday, August 29, 2026 via Zoom to complete preparations for the 2026 Open Hearings and Assembly of Delegates.

The results of these recommendations and consequent Board action are reflected in this Assembly of Delegates book. The committee will meet again in April 2027 to consider any proposed changes.

Respectfully submitted,

Katie Webb, Chair	*Hannibal 60*	*Northeast Region*
Jeannine Branstetter	*Rolla 31*	*South Central Region*
Adam Brown	*St. Joseph*	*St. Joseph Region*
Jaime Burger	*Kelso C-7*	*Southeast Region*
Kim Cribbs	*Bolivar R-I*	*Southwest Region*
Michelle Krog	*Slater*	*Central Region*
Heather May	*Lathrop R-II*	*Northwest Region*
Chaz Mayes	*Willard R-II*	*Southwest Region*
Jacquelyn Mitchell	*Hillsboro R-III*	*Jefferson County Region*
Kathy O'Dell	*Retired*	
Trudy Puckett	*Willard R-II*	*Southwest Region*
Sarah Randall	*Affton 101*	*Greater St. Louis Region*
Debra Ritchey	*Salem R-80*	*South Central Region*
Hannah Rogers	*Puxico R-VIII*	*Southeast Region*
Todd Smart	*Cole Camp R-I*	*Central Region*
Melanie Snook	*Centralia R-VI*	*Northeast Region*
Stacy Williamson	*Kansas City 33*	*Greater Kansas City Region*
Tyler Lappe, MSTA Board Liaison	*Neelyville R-IV*	*Southeast Region*

Notes

Noelle Horner for MSTA President Elect

a helping hand for the members of the Missouri State Teachers Association

THE RIGHT CHOICE

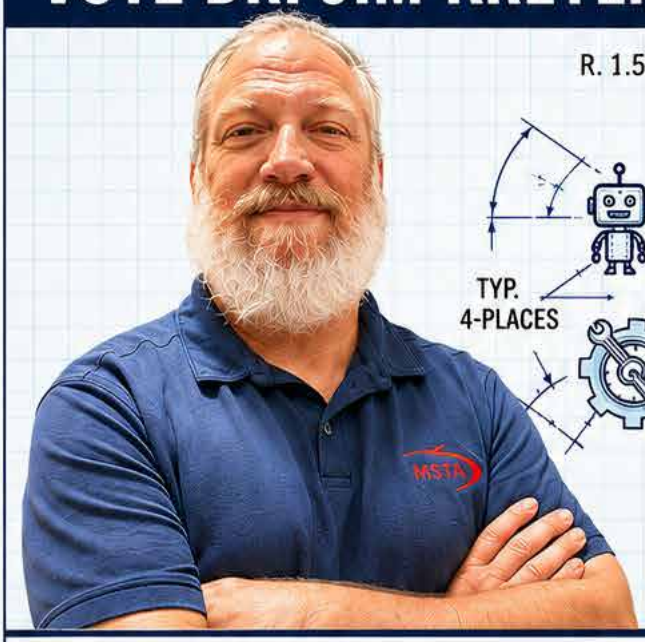
25 years teaching experience - 5th grade & Special Education - Vice President - Board of Directors - Finance & Audit Committee - Articles, Bylaws, & Rules Committee - Region & CTA President

TARGETS

Positivity - Advocacy for Students & Teachers - Collaboration for All

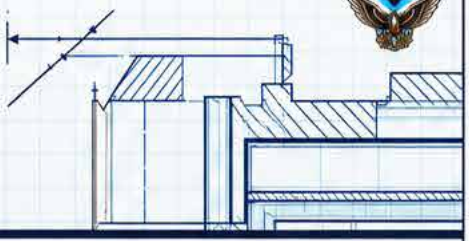


VOTE DR. JIM KREYLING | MSTA VICE PRESIDENT



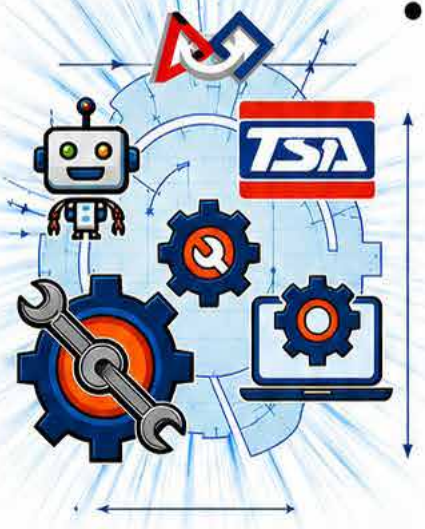
PREPARED TO LEAD. BUILT TO SERVE.





EXPERIENCED EDUCATOR & LEADER

- 23 Years of Classroom Experience
- 6 Years on MSTA Board
- Holds an Ed.D.
- Combines the "science of the system" with the "feel of the wrench"
- Bridges gap between classroom and Jefferson City policy



DEDICATED TO STUDENTS & INNOVATION

- Coaches regional-winning ***FIRST*** Robotics team
- Gateway Robotics Challenge host
- 2023 TSA Advisor of the Year
- Dirt Track Racecar Pit Crew Member
- TSA Board of Directors Member

SYSTEMS ENGINEER

FIRST

SYSTEMS ENGINEER: Interdisciplinary expert managing complex systems across their life cycle. Optimizes performance, cost, and schedule by integrating distinct mechanical, digital, and human components.

LET'S SHIFT MSTA INTO HIGH GEAR!

VOTE DR. JIM KREYLING



VOTE

JESSICA TIERNEY FOR V.P.

-20 years in Public Schools
-Current Board of Directors Member
-Over 10 years of CTA Leadership
-Over 5 years of Region Leadership
-13 Leadership Conferences
-EDS in Educational Leadership & Mental Health Practices in Schools

We are Family

Jon Sipp

MSTA VICE PRESIDENT



- Hard-Working
- Dependable
- Advocate

Science Educator at East Prairie High School (2002 – Present)

FAMILY

- Married to wife Emily for 21 years
- Father of five children: Anna Grace (18), Sarah Beth (16), Jackson (12), Addie (9), & RueIvy (6)

VOLUNTEER

- Teacher, deacon, and trustee at First Baptist Church of East Prairie
- Ed Policy Committee Member (2025 – Present)
- Impact Committee Member & Chair (2018 – 2025)
- Past Southeast Region President (2021 & 2024)
- Southeast Region President (2020 & 2023)
- Southeast Region President-Elect (2019 & 2022)
- Southeast Region Vice President (2018)
- Southeast Region Board Member (2015-2018 & 2024 – Present)
- East Prairie CTA President (2021 & Current)
- East Prairie CTA Vice President (2020 & 2025)
- East Prairie CTA Secretary (2015 – 2019)

2026 Proposed Bylaw Amendment

All additions are underlined and highlighted yellow; Deletions are ~~struck-through and highlighted blue~~

ARTICLE V: MEETINGS 8 A. CTA Delegates: Each CTA shall elect one delegate for each 25 members or major fraction thereof except that CTAs with ~~twelve (12)~~ sixty-two (62) or fewer members shall be authorized to elect ~~one (1) delegate~~ two (2) delegates. 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.

Rationale:

- *Improves continuity and reliability of representation: A two-delegate minimum ensures CTAs are still represented when illness, emergencies, or work conflicts prevent one delegate from attending, reducing gaps in participation and protecting smaller locals from losing their voice entirely.*
- *Strengthens leadership development and succession: Pairing delegates allows experienced leaders to mentor emerging ones, expands the leadership pipeline, and reduces overreliance on the same individuals year after year.*
- *Increases engagement and communication: Shared responsibility makes Assembly participation more accessible and less isolating, improves attendance, and leads to clearer, more credible communication back to members.*
- *Delivers strong value for the cost: The marginal expense of an additional delegate is outweighed by gains in governance quality, continuity, and engagement, without meaningfully shifting voting balance or adding administrative complexity.*

2026 Proposed Resolutions

For Consideration of the Assembly of Delegates

All additions are underlined and highlighted yellow; Deletions are ~~struck-through and highlighted blue~~

A-7: School Report Card
MSTA opposes:

3. Use of assigned letter grades for accreditation, or any punitive measures

Rationale: *In 2026, Gov. Kehoe signed an executive order for the Department of Elementary and Secondary Education to create an A-F letter grade for all Local Education Agencies as well as all school buildings. This policy is being created outside of the normal legislative or rulemaking authority of the Department. Missouri already has a school accountability system in place. The Department should be prohibited from using the scores from this misguided metric for accreditation or any possible punitive measures that would impact students.*

A-12: Access to Communication
MSTA supports:

4. Local school districts adopting clear, consistently enforced technology policies that include information relating to acceptable technology use, student screen time, and data safety measures

Rationale: *Technology policies continue to evolve at a quicker pace, and districts should involve the entire education community when considering how the policy will meet all stakeholders' needs. Expectations for technology use should be clearly outlined for all of those in the education community.*

All additions are underlined and highlighted yellow; Deletions are ~~struck-through and highlighted blue~~

A-16: Safe Schools
MSTA supports:

12. Requiring timely access to all records of student discipline ~~relating to acts of violence and possession of weapons be shared with~~ for school employees directly involved in the instruction or supervision of the student, including transfer of such records to a receiving school

Rationale: *Education professionals responsible for students need timely and accurate information about disciplinary history to anticipate safety concerns, recognize patterns of behavior, and maintain consistent expectations and supports. Without a complete picture of this information, educators may unknowingly place students or themselves at risk and may be unable to prepare an effective classroom management plan.*

Upon adoption, Resolution would read:

12. Requiring timely access to all records of student discipline for school employees directly involved in the instruction or supervision of the student, including transfer of such records to a receiving school

A-17: Discipline and Student Behavior
MSTA supports:

13. State support for districts to address chronic absenteeism through evidence-based, locally appropriate interventions

Rationale: *Chronic absenteeism reduces student achievement, disrupts instruction, and increases the difficulty of helping students remain academically engaged. Its causes often extend well beyond the classroom. Placing primary responsibility for attendance intervention on classroom teachers not only increases their administrative workload and diverts time away from instruction, but it also places them in a position to address issues where they lack the specialized training, resources, or authority necessary to resolve the underlying barriers that cause repeated absences. The state must create a comprehensive plan and provide districts with adequate data, training, and funding to support locally appropriate solutions to meet the needs of Missouri students.*

A-21: Artificial Intelligence in Education
MSTA supports:

6. Enforcement of criminal penalties and establishment of civil remedies for creating, distributing, or threatening to distribute sexually explicit or defamatory AI-generated media depicting any identifiable student or school employee

Rationale: *AI-generated sexual or defamatory media can cause immediate and lasting harm to students and school employees. Missouri law and district policies must hold offenders accountable and protect all individuals in the school community.*

B-1: State Support of Education
MSTA opposes:

5. Revision of the school foundation formula that lowers the state's calculated funding obligation to create the appearance of full funding, reduces the state's overall commitment to public education, or diminishes services available to students

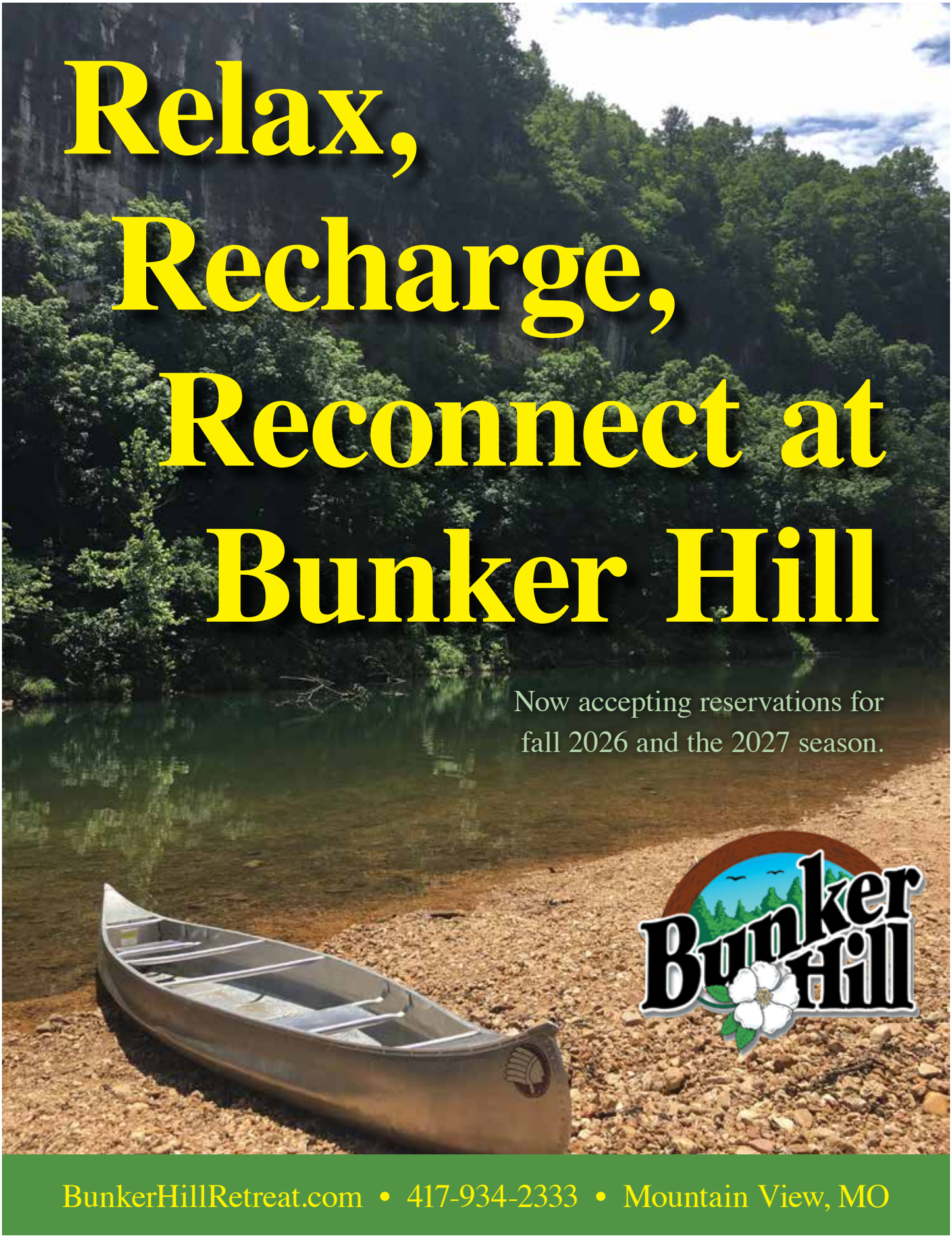
Rationale: *Full funding for the foundation formula is only meaningful if the formula reflects the actual cost of providing every student with an adequate and equitable education. Creating a formula based on the state's ability to comfortably afford it would harm the very students the formula is intended to serve.*

C-8: Teaching Assignments
MSTA supports:

12. Reducing administrative, documentation, reporting, data-entry, and compliance requirements that take educators away from instruction, student support, planning, and other professional responsibilities

Rationale: *Although many well-intentioned initiatives have been enacted into law over the past decade, their unfunded administrative and compliance requirements often fall on educators. These added responsibilities reduce the time available for instruction, collaboration, lesson planning, and direct student support.*

Notes


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Adopted Resolutions

As adopted by the Missouri State Teachers Association 105th Assembly of Delegates
November 20, 2025

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 an accountability system 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
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 or long-term closure

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: Local School Boards

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
3. Professionalism and accountability for defamation and slander of opponents and members of the community and district employees in school board elections and over the course of their terms in school board elections

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 and open enrollment
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, and digital and media literacy, 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. School districts adopting policies that protect staff from false and/or malicious allegations by ensuring proper due processes are followed
3. School boards adopting polices which include appropriate consequences for student and/or staff who initiates false allegations
4. Requiring all threats of violence and other intimidating statements to be investigated by school officials and be subject to strong disciplinary action
5. Allowing reasonable measures for search and seizure of property when there is knowledge of or suspicion of violent intent
6. Disclosing information of or suspicion of violence to all members of the school community
7. Cooperation with law-enforcement officials in dealing with violence or threats of violence
8. 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
9. The local school board identifying those objects considered weapons and those activities considered violent in nature
10. Suspension or expulsion for acts of violence, felony sexual offenses or weapon possession
11. Requiring students involved in a school safety incident

to undergo a mental health or medical evaluation by a licensed professional prior to returning to school or participating in district activities
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

MSTA opposes:

1. Punitive measures as a result of the data collection and reporting for the Department of Elementary and Secondary Education and the State Board of Education regarding the use of seclusion and restraint in Missouri public school districts

A-17: Discipline and Student Behavior

MSTA supports:

1. Local control of disciplinary policies
2. Increased involvement and responsibility by parents for their children's attendance, academic performance, and behavior in public schools until completion of the academic program as outlined by the local school-district policy
3. 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
4. Requiring all students to be held responsible and accountable for maintaining a safe school environment
5. Clear and consistently applied discipline policies for student behavior that prioritize safe and productive learning environments for all students and education employees
6. Regular review and revision of school disciplinary policies with direct input from classroom teachers and other school staff to ensure that policies are fair, effective, and aligned with current best practices
7. Empowering educators with the authority to manage classroom behavior effectively, including the use of researched-based disciplinary measures and support from school administration to maintain a safe and productive learning environment
8. 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
9. Requiring students to be held accountable for behavior that disrupts the learning environment, including clear consequences for repeated disruptions to ensure a safe and productive learning environment
10. Certification programs providing coursework and training in classroom and behavior management
11. Development and funding of evidence-based behavioral intervention programs designed to assist students with recurrent disruptive behavior, with the aim of reducing classroom disruptions and supporting positive behavior change
12. Ongoing professional development for teachers and school staff on effective classroom management and discipline strategies, ensuring that all staff are equipped to handle disciplinary issues in a consistent and equitable manner as determined by the local district

A-18: 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-19: 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

6. A public comment period at all public school board meetings

A-20: 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. RPDCs profiting from charging speakers' fees and/or mileage expenses

A-21: Artificial Intelligence in Education

MSTA supports:

1. Ethical, responsible, and transparent use of artificial intelligence (AI) in public education to enhance teaching and learning
2. Professional development and training for educators in the effective and equitable use of AI tools and resources
3. Local control in the adoption and implementation of AI technologies, with input from educators, parents, students, and community stakeholders
4. Policies that protect student and educator data privacy and security in all uses of AI
5. Equitable access to AI technologies and resources for all students and educators, regardless of district size or location

MSTA opposes:

1. Use of AI as a replacement for education staff or as the sole measure of teacher effectiveness or student achievement
2. The sole use of AI in the creation of district-adopted curriculum

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 recognizing 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. Continuous state funding to increase salaries for all public education professionals
6. 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
7. State funding for school districts for the renovation and construction of essential school facilities
8. Funding for the increased cost to any local districts of any state-mandated assessment
9. 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)
10. Increase funding for gifted education
11. A 10 percent surcharge on all political advertisements in Missouri (newspaper, radio, television, etc.) to fund the foundation formula

B-4: Voting School I

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

B-3: Local Support for Education

MSTA supports:

1. Equalized property assessments throughout Missouri be maintained in a uniform manner
2. A certificate of value be filed following the sale of each parcel of real property
3. Allowing counties in Missouri to collect and distribute local real-estate taxes semi-annually
4. A two-year reassessment cycle

B-4: Voting School Levies and Bonds

MSTA supports:

1. Constitutional changes that would authorize the passage of all school levies and bond issues by a simple majority

B-5: School Elections

MSTA supports:

1. Current number of annual school election dates
2. A school district annexation law that is student centered

B-6: Federal Support of Public Education

MSTA supports:

1. Full funding for Every Student Succeeds Act
2. Distributing federal funds used in workforce-development education for classroom training and vocational education
3. Using federal funds for capital improvements of state schools operating for handicapped students and for vocational schools
4. Federal assistance to bring the nation's schools up to modern standards by providing energy-efficient buildings
5. Federal and state funding and support for employment and training of school district staff to fulfill the requirements of the IDEA

MSTA opposes:

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

B-7: Tuition Tax Credits

MSTA opposes:

1. Federal tuition tax credits for private and parochial education

B-8: Tax-Relief Incentives

MSTA supports:

1. Ensuring tax-relief incentives will not be granted unless approved by the affected school districts
2. Creating a percentage limit established for each school district that reflects the combined use of tax-increment financing, enterprise zones, tax abatement or any other revenue-related decisions that will adversely impact the tax base of the school district

B-9: State Tax Credits

MSTA supports:

1. Accountability and control of state tax credits

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 accrued leave benefits 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) $45,000 as a minimum starting salary for five years or less experience; (2) $50,000 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) $55,000 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) $60,000 minimum salary for teachers with a master's degree or equivalent hours and 20 years of experience; and (5) $65,000 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
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

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. Continuous state funding of the program
2. Increasing award amounts without increasing costs to participating districts
3. Plans being developed by the local school board
4. Mentoring, tutoring and peer coaching as Career Ladder activities
5. 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
2. Statutes that enable principals to earn tenure as teachers in public elementary and secondary schools
3. Teachers gaining tenure following three years of continuous service in local school districts
4. Providing each new employee with information regarding evaluation criteria, performance expectations and teacher options following formal evaluation
5. Tenured teachers in lapsed or dissolved districts receiving employment as a tenured teacher in the district that has annexed territory of the lapsed or dissolved district if a vacancy exists for which they are qualified
6. Due process rights for staff with extra duty contracts
7. Providing teachers with a written 30-day notice of any issues that if not corrected may result in termination charges
8. Delaying any potential employment action until all action on any criminal charges has been completed
9. Tenure rights for certified pre-K teachers employed by public schools
10. Use of an independent hearing officer to conduct termination hearings
11. Tenure rights for certified teachers employed in a multi-district cooperative regardless of which district is sponsoring the cooperative
12. Local school districts allowing teacher tenure to be transferable provided the teacher was not terminated from their previous position and completes a probationary period of 1 year and not more than 3 years as determined by the district

MSTA opposes:

1. Action that would endanger the due-process rights of teachers as guaranteed under the Tenure Act
2. Undefined liquidated damage clauses in teacher contracts

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 that 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
8. Allowing employees to utilize leave benefits without requiring documentation or explanation, unless required by law

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
9. Minimum of 30 minutes travel time allotted from site to site not including allotted time for clean-up and preparation at either site for traveling teachers
10. Ensuring that planning periods, duty-free lunch, and designated collaboration time remain uninterrupted
11. When coverage is unavoidable, districts providing compensatory time or a stipend at a locally negotiated rate

MSTA opposes:

1. Pupil/teacher ratios that include administrators, support and auxiliary personnel
2. Travel time being included as part of planning time
3. State mandates that require additional professional development or assignments that are unrelated to classroom instruction without compensation to employees from additional state dollars

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
9. Requiring retirement system membership for certificated employees of all virtual education providers that serve public school students

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

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. Establishing a 2.6 factor for 33 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' meeting 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

C-13: Women and Minorities in Administration

MSTA supports:

1. Promoting qualified women and minorities into administrative positions in all education fields

C-14: Professional Liability

MSTA supports:

1. Establishing immunity from liability for school employees for incidents within the scope of their duties as outlined in local board policy or for acts involving an exercise of judgment or discretion on the part of professional employees

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
7. State-funded financial compensation for student teachers

MSTA opposes:

1. Changes to Federal Public Service Loan Forgiveness or Teacher Loan Forgiveness that would make it more difficult for public school employees to obtain federal student loan forgiveness

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

Glossary

Open Hearing & 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 4, Item A.

Amendments:

- **To a proposed amendment to the Bylaws or Articles of Incorporation:** An amendment to the proposed amendment; offered to change the proposed amendment. The amendment to the proposed amendment will be voted on first, then voting for the proposed amendment, as amended, will take place.
- **To a resolution:** Used to amend a resolution. The amendment may contain additional language and/or deleted language.
- **To the Bylaws or Articles of Incorporation:** A proposed amendment is offered to change the Bylaws or Articles of Incorporation. 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 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 and vice president, and adopting the bylaws or Articles of Incorporation 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; and, 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:** A 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 MSTA Board of Directors officers 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 the 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-friendly candidates. Dues money is not used to support candidates. Impact donors can be assured that their donations are disbursed to candidates who share MSTA's vision for education in the state. The Impact Committee reviews each candidate in every legislative race to ensure that Impact dollars are well spent. The Impact Committee has one MSTA member from each region and directs

every aspect of the endorsement process. These members then call on local members to receive input, conduct interviews, and evaluate candidates. If you are interested in becoming involved in this process for future elections, contact Matt Michelson at mmichelson@msta.org.

Consideration of the:

- Proposed Bylaws or Articles of Incorporation 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 the 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 the 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 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 the 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 and Articles of Incorporation 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 amendment(s) to Articles of Incorporation and Bylaws, if any.

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.
- **Resolutions form:** For submitting a New Resolution or to amend a Resolution for consideration by the Assembly.

Information on the Proposed Bylaws Amendment(s) and/or Articles of Incorporation: The proposed bylaws amendment(s) and/or Articles of Incorporation, 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 4. Order of Business and Debate.

Parliamentarian: On stage to assist the chair with parliamentary procedures according to *Robert's Rules of Order, Newly Revised*. Helps delegates move through the 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 the 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 regional 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, amendments to resolutions, or reversed resolutions to the Education Policy Committee in writing 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 7, item f, a run-off election for the top two nominees will be conducted.
- **Ballot items only:** Voting for the president-elect and vice president, and adopting the bylaws or Articles of Incorporation 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, approving reports, considering bylaws and Articles of Incorporation 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 a 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 and/or Articles of Incorporation, as suggested by the Articles, Bylaws & Rules Committee.

Preliminary delegate list

Delegates are listed as reported to the MSTA headquarters by Oct. 26, 2026. 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 verified MSTA/CTA memberships as of the MSTA Delegate Assembly date.

The delegate list is made up of these members as prescribed in the bylaws:

- Delegates elected by each CTA
- the president, president-elect, and immediate past president of each MSTA Region
- at-large delegates from districts without a CTA appointed by regions
- all past state presidents who are active professional members
- two student delegates appointed by the MSTA president
- two retired delegates appointed by the MSTA president
- all elected officers of the MSTA and members of the MSTA Board of Directors (listed under the MSTA Board of Directors report)
- all members of the Articles, Bylaws and Rules and Education Policy standing committees (listed under their respective committee reports)

CENTRAL REGION

BLAIR OAKS R-II
Miranda Bock

BOONVILLE R-I
Danielle Bentley-Russell
Melissa Harvey
Melissa Hundley
Lauren Metzner

BOSWORTH R-V
Cheri Crose

CARROLLTON R-VII
Becky Fisher
Marissa Tague

COLE CAMP R-I
Tammy Eckhoff
Amber Gladman
R. Hesse

COLE CO. R-V
Kim Bax
Tawnya Morrow

ELDON R-I
Colby Davis
Jennifer Hoecker
Jacob Koelling
Darren Koelling

HARRISONVILLE R-IX
Laura Boland
Brianna Dooley
Lisa Elifrits
Carrie Ginther
Jessica Jarrett
Collin Shepherd

JEFFERSON CITY
Stacy Buschman
Megan McReynolds

KNOB NOSTER R-VIII
Maria Lytle

LA MONTE R-IV
Jessie Elwell

LEETON R-X
Suzanne Collins

MALTA BEND R-V
Gayla Woolery

MARSHALL
Tonya Johnson

NORBORNE R-VIII
Samantha Long

OAK GROVE R-VI
Jacquie Butler
Jayme Donovan
Katherine Ferbet

OTTERVILLE R-VI
Desirae Nau

PILOT GROVE C-4
Emily McNeal

PRAIRIE HOME R-V
Nichole Bruce

RICHMOND R-XVI
Crissy Cheney
Peggy Doolan
Tara Fugate

SCHOOL OF THE OSAGE R-II
Tami Heidbrink

SEDALIA 200
Holly Cain
Jessica Hale
Echo Madrid
Misty Musick
Jamie Wolf

TIPTON R-VI
Bronc Woodruff

WARRENSBURG R-VI
Katelin Brown
Angela Campbell
Christa Collins
Jennifer English
Madison Knight
Katherine Lawson
Heidi Ruhnke

GREATER KANSAS CITY REGION

BELTON 124
Cindy Gann
Jennifer Mosakowski
Miranda Russell

BLUE SPRINGS R-IV
Jessica Collins
Christina Cox
Kylie Crichton
Diane Hughes
Nicole Johnson
Catherine Lane
Leslie Mills
Tiffany Morris
Karin Schafer
Kelley Schotte
Becky Stanton
Shellie Wolfenbarger

CENTER 58
Brian Phillips
Monica Phillips

EXCELSIOR SPRINGS 40
Andrea Marsh

FORT OSAGE R-I
Jaclyn Adams
Samantha Brown
Rachel Smith
Lauren Vaughan

GRANDVIEW C-4
Danielle Riley

KEARNEY R-I
Angie Carmack
Lori Jacobsen
Elizabeth Mael
Matthew Reynolds
Mendy Salmonson

LEE'S SUMMIT R-VII
Angie Alexander
Brittany Barr
Lisa Boeck
Angela Chambers
Nicole Decker
Julie Devine
Emma Fischer
Brenda Hall
Lanny Lewis
Amy Phillips
Rebecca Shipley
Nate Smith
Krista Strader

NORTH KANSAS CITY 74
Courtney Campbell
Madea Hayden
Emily Metcalfe

GREATER ST. LOUIS REGION

MEHLVILLE R-IX
Susan Kreyling
James Kreyling

ST. CHARLES R-VI
Gina Linhoff
Beatrice Underwood-Sweet

TROY R-III
Ruby Basso
Molly Hatcher
Sarah Larson
McKenzie Moore
Rachael Rush
Morgan Smith
Lisa Toebben
Amanda Wandling

WENTZVILLE R-IV
Bridget Campbell
Hannah Cwiklowski
Amanda Hill
Amy Pryor
Peyton Sawyers
Brooke Schreiber
Melissa Stephens

JEFFERSON COUNTY REGION

FOX C-6
Kathie O'Connor

HILLSBORO R-III
Angel Cameron
Stephanie Franklin
Tabatha Moore
Shelley Provenzano

NORTHEAST REGION

CANTON R-V
Heather Feldkamp

CENTRALIA R-VI
Jessica Bach

COLUMBIA 93
Kari Schuster

HANNIBAL 60
Deanine Haynes
Tricia Moore
Christina Strode
Sharla Voepel

HARRISBURG R-VIII
Carrie Edwards

KIRKSVILLE R-III
Anitra Crisp

LEWIS CO. C-1
Tricia Hinton

LOUISIANA R-II
Tina Chidster
Rebecca Dempsey

MONTGOMERY CO. R-II
Lisa Chisholm
Heaven-Leigh Dempsey
Christina Harms

PARIS R-II
Hope Blomquist
Vanessa Forrest

SALISBURY R-IV
Patricia Butler

WELLSVILLE-MIDDLETOWN R-I
Leslie King

NORTHWEST REGION

CAMERON R-I
Eden Beasley
Tonya O'Boyle

CHILLICOTHE R-II
Kim Kieffer
Anne McKiddy
Madelyn Wilford
Samantha Yoko

EAST BUCHANAN CO. C-I
Amy Adams
Kristin Giffin
Natalie Mummert

KING CITY R-I
Melissa Adcock

LATHROP R-II
Casey Austin
Erin Holliway

MARYVILLE R-II
Brianne McDermott

MID-BUCHANAN CO R-V
Mary Kelly
Kara Partridge

NORTH ANDREW CO. R-VI
Sara Knorr

OSBORN R-O
Michele Hoover

POLO R-VII
Mallory Hawkins

SAVANNAH R-III
Zoe O'Meara
Breanne Preston
Shelly Sybert
Carma Way
Amie Whipple

TRENTON R-IX
Joy Bridges
Anna Muselman
Sarah Pauley
Vanessa Pauley

TRI-COUNTY R-VII
Jessica Nelson

SOUTH CENTRAL REGION

DENT-PHELPS R-III
Amanda Crocker

DIXON R-I
Darlene Eckert
Cora Thomas

GASCONADE CO. R-I
Kyle Schroer

IBERIA R-V
Amber Atwill
Melody Cochran
Betsy Johnson
Laura Patterson

LAQUEY R-V
Sara Helm
Randall Helm
Katie Marlin

MARIES CO. R-I
Sara Campbell
Malinda Howard

MARIES CO. R-II
Abigail Lambeth

NEW HAVEN
Julie Westermeyer

NORTH WOOD R-IV
Wilma McFarland

OSAGE CO. R-II
Shannon Wolfe

ROLLA 31
Melissa Austin
Michelle Berry
Rachael Drabczyk
Sara Hedge
Dana Jenkins
Charles Jenkins
Casey Kotschedoff
Karen Lambeth
Daniel Lambeth
Kaylee Molenhour
Tina Morse
Allison Patterson
Aubri Sinnott
Mikah Williams
Melissa Yoakum

SALEM R-80
Abrie Enloe
Jennifer Fleener
Kimberly Thompson

SULLIVAN
Elizabeth Keller
Christina Sego
Dayla Strubberg

WAYNESVILLE R-VI
Joanna Baughman
Kennedy Beauchamp
Timberly Calvert
Kimberly Devault
Kelly Gard
Chris Kramer
Tina Kramer
LaTonya Mekis
Shawna Olney
Andrea Santana
Michell Thomas
Darla Wells

SOUTHEAST REGION

CAPE GIRARDEAU 63
Carolyn Allen
Kathy Harris
Candice Heider
Diane Huntington
Elizabeth Lieser
Erin Malady
Emily Smith
Miguel Valdes
Tonya Whitehead

DEXTER R-XI
Kristopher Clark
Lara Simmons
Heather Waddle

EAST CARTER CO. R-II
Norma Enochs
Rachel Turner

FARMINGTON R-VII
Casey Burch
Chrissy Cooper
Brandi Farrow
Candy Husk
Laura Murray
Dustin Murray
Sheri Whitener

FREDERICKTOWN R-I
Dana Myers

KENNETT 39
Melinda Mowrer
Mary (Katie) Porterfield
Katie Scherer
Amy Williams
Mary Wyatt

KINGSTON K-14
Ryan Weeks
Tana White

PERRY CO. 32
John Cross
Stacey Littleton

POPLAR BLUFF R-I
Christine Fiske
Justin Knapp
Michelle Massey

POTOSI R-III
Caroline Meyers

PUXICO R-VIII
Samantha Lawrence

SIKESTON R-VI
Kristy Beaird
April Gilbert
Rebecca Quante
Heather Sapp
Mark Savage
Jaclyn Scott
Sarah Sloan

STE GENEVIEVE CO. R-II
Dustin Kueker
Rachel McDaniel

SOUTHWEST REGION

AURORA R-VIII
Monica McVey
Nicole Portzen

BOLIVAR R-I
Nicole Grant
Brooke Reynolds
Elise Shoemaker
Kelsey Sloan

BRANSON R-IV
Scott Miller
Sunnie Miller
Christy Rice

CARL JUNCTION R-I
Annette Elam
Sarah Graham
Jennifer Starchman

CARTHAGE R-IX
Madisyn Leary
Savannah Malcolm
Barbara Poindexter
Melissa Stremke

CLIMAX SPRINGS R-IV
Diane Northington

EAST NEWTON CO. R-VI
Samuel Bennion
Alaina Main
Megan Sanders

HICKORY CO. R-I
Leslie Anderson
Tiffany Harrison

HUMANSVILLE R-IV
Rebecca Carson
Donna Root

JASPER CO. R-V
Jessica Wagner

JOPLIN R-VIII
Chee Harris
Jessica Irvin
Debi Oaks
Morgan Sprouls

MCDONALD CO. R-I
Terri Casto
Lorie McCammon

MILLER R-II
Cindy Coffman

MONETT R-I
Marty Lewis
Leslie Prewitt
Ariel Snyder
Carmen Tharp

MT. VERNON R-V
Lisa Ladd
Rebecca Powell
Sarah Smith
Irena Sokol

NIXA R-II
Harmony Gantt
Brooke Gantt
Jodi Hazlewood
Ashley Newberry
Moira Olmsted
Lori Waltz

OZARK R-VI
Kara George
Whitley Karanja

PLEASANT HOPE R-VI
Zachary Funk

SARCOXIE R-II
Geoff Hall

SEYMOUR R-II
Heather Fry
LeAnne Kastning

SHELL KNOB 78
Dean Ferguson

Special Delegate list

SPRINGFIELD R-XII
Christina Burt
Brandi Compass
Emily Holman
Kimberly Jenkins
Anne Oliver

STOUTLAND R-II
Michelle Laughlin

STRAFFORD R-VI
Russell Lee
Melinda Lee
Erika Lundien

SUMMERSVILLE R-II
Taylor LaGrand
Debra Prisco

WEBB CITY R-VII
Julie Maskus
Kelsey Orson
Victoria Robertson
Andrea Stephens
Kendal Wolf

WILLARD R-II
Stephen Brabo

ST. JOSEPH REGION

ST. JOSEPH
Gina Babcock
Ashley Cawthon
Sara Dwyer
Jennifer Goss
Stephanie Grable
Shablix Jones
William Rieck
Tabitha Ritter
Amanda Saxton

MSTA BOARD OF DIRECTORS
Lana Moore, President, Mt. Vernon R-V
Steve Blakley, President Elect, Rolla 31
Noelle Horner, Vice President, Hillsboro R-III
Amy Kelsey, Past President, East Buchanan Co. C-I
Andrew Reynolds, Treasurer, Centralia R-VI
Jill Blue, Rolla 31
Karmen Carson, Poplar Bluff R-I
Angela Cicalla, Mt. Vernon R-V
Dana Cravens, Richmond R-XVI
Darren Farmer, Polo R-VII
Amy Fiene, Independence 30
Diane Gonzales, Neosho R-V
Tyler Lappe, Neelyville R-IV
Elizabeth Leible, Dunklin R-V
Jessica Myers, Troy R-III
Denise Peters, St. Joseph
Jeffrey Pettibone, Springfield R-XII
Jessica Tierney, Columbia 93

ARTICLES, BYLAWS AND RULES COMMITTEE
Katie Webb, Chair, Hannibal 60
Jeannine Branstetter, Rolla 31
Adam Brown, St. Joseph
Jaime Burger, Kelso C-7
Kim Cribbs, Bolivar R-I
Heather May, Lathrop R-II
Chaz Mayes, Willard R-II
Jacquelyn Mitchell, Hillsboro R-III
Kathy O'Dell, Retired Lifetime
Trudy Puckett, Willard R-II
Sarah Randall, Affton 101
Debra Ritchey, Salem R-80
Hannah Rogers, Puxico R-VIII
Melanie Snook, Centralia R-VI

EDUCATION POLICY
Michelle Davis, Otterville R-VI
Jacob Adamson, Raytown C-2
Carrie Brown, Lathrop R-II
Holly Dow, Dunklin R-V
Rebecca Dunnell, Mehlville R-IX
Lisa Funk, Retired Lifetime
Angela Gochenour, Marshall
Kayla Hart, Montgomery Co. R-II
Adam Hogan, Webb City R-VII
Angela Miller, Aurora R-VIII
Melissa Mollus, St. Joseph
Lindsey Mueller, Columbia 93
Jonathan Sipp, East Prairie R-II
Emily Wilson, Webb City R-VII

PAST PRESIDENTS
Stacy Blakley, Rolla 31
Halley Russell, Cape Girardeau 63
Tonni Schmidt, Warrensburg R-VI
Stacy Williamson, Kansas City 33

RETIRED MEMBER COMMITTEE
Yvonne Heath, Republic R-III
Carolyn Jonas, Retired Lifetime

STUDENT MEMBER COMMITTEE
Daisy Ernst, Southeast Missouri State University
Modiest Phillips, Missouri University of Science and Technology

CENTRAL REGION BOARD
Michelle Krog, Slater
Calli Larson, Sedalia 200
Tamara Morrow, Miami R-I
Todd Smart, Cole Camp R-I

GREATER ST. LOUIS REGION BOARD
Christina Atkinson, Riverview Gardens
Terri Durbin, Wentzville R-IV
Kayla Gilmore, St. Charles R-VI

JEFFERSON COUNTY REGION BOARD
April Birkholz, Jefferson Co. R-VII
Valerie Peters, Windsor C-1
Trish Porter, Fox C-6

NORTHEAST REGION BOARD
Lacey Gordy, Kirksville R-III
Lindsay Overfelt, Madison C-3

NORTHWEST REGION BOARD
Brittney Burke, Gallatin R-V
Valerie Parman, Tri-County R-VII
Becky Ross, Polo R-VII

SOUTH CENTRAL REGION BOARD
Karen Huff, North Wood R-IV
Taylor Rawlings, Rolla 31
Laurel Rogers, Laquey R-V

SOUTHEAST REGION BOARD
Shannon Berghoff, Cape Girardeau 63
Mackenzie Thompson, Scott Co. R-IV

SOUTHWEST REGION BOARD
Sarah Johnson, Joplin R-VIII

ST. JOSEPH REGION BOARD
Kelly Bristol, St. Joseph
Beth Reinert, St. Joseph

Articles of Incorporation

Adopted: November 8, 1919
Revised: November 14, 2024

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 publish on the website at least 30 days before that Delegate Assembly meeting, publish in the annual meeting official program, and 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.

Missouri State Teachers Association Bylaws

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MISSOURI STATE TEACHERS ASSOCIATION

BYLAWS

ARTICLE I: NAME

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.
   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 that 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 not employed full time by an education institution and does not meet the description of a professional educator, associate member, or retired member 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, 2025:
   A. Professional Educator Members Employed Full-Time: $245
   B. First-Time members: $140
   C. Professional Educator Members Employed Half-Time or Less: $130
   D. Associate Members: $95
   E. Retired Members: $25, or $250 for a life membership
   F. Student Members: $0
   G. 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.
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 to MSTA within 60 days of receipt.
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.
   B. Transfer: Membership is nontransferable.
   C. Resignation: A member may resign in communication with MSTA staff. Resignation shall be effective upon receipt. Resignation shall not relieve the member of the obligation to pay dues and other assessments accrued before the effective date of the resignation.
   D. Use of Intellectual Property: Members shall use MSTA names, trademarks, logos, symbols and other intellectual property, including property they create for MSTA, consistent with these Bylaws and MSTA policies.
   E. Ownership Rights: Membership is a privilege and not a right. No member shall have an ownership or property right in MSTA funds, property or other assets. All property that members create for MSTA shall be immediately and always owned by MSTA.

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.
5. Quorum: The presence of at least a majority of the delegates shall constitute a quorum to transact business.
6. 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.
7. Time Held: Unless the Board requires otherwise, the Delegate Assembly shall be held only once a year at the MSTA Annual Convention.
8. 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, the Articles, Bylaws, and Rules Committee and the Education Policy Committee 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.
9. 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.
10. First Delegate: 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.

11. 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, they 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, they 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: MSTA 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 MSTA's Articles of Incorporation or Bylaws to the Delegate Assembly;
    3) terminating the employment of MSTA's Executive Director/Chief Executive (except as provided by the employment contract between MSTA 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 MSTA 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 MSTA 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 MSTA.
    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, Vice President, Treasurer, Immediate Past President. 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 committee 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, symbols 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 remitted by members and no other distribution of funds 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 they were or are 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 they, after exhausting possible appeals, are 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 by members, standing or special committees, or the Board of Directors only by the following two-part approval process provided that the proposed amendment has been submitted to the Articles, Bylaws and Rules Committee on the official form by September 1 of each year:
      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. If any proposed amendment is further amended within the scope of the previous notice at the Delegate Assembly, the Board of Directors must approve the final wording of the amendment by a two-thirds (2/3rds) vote of the Board members present and voting.
   C. Notice of any proposed amendment approved by the Board of Directors 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.
   D. 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.

2026 MSTA Audit Report

GRAVES and ASSOCIATES, CPAs, LLC
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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Missouri State Teachers Association, Inc.
Columbia, Missouri:

Opinion

We have audited the accompanying financial statements of the Missouri State Teachers Association, Inc. (the "Association") (a nonprofit corporation), which comprise the Statements of Financial Position as of June 30, 2026 and 2025, and the related Statements of Activities, Functional Expenses, and Cash Flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Association as of June 30, 2026 and 2025, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis of Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Association and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

« American Institute of Certified Public Accountants » Missouri Society of Certified Public Accountants »

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Graves and Associates, CPAs, LLC

GRAVES AND ASSOCIATES, CPAs, LLC
Jefferson City, Missouri

September 10, 2026

MISSOURI STATE TEACHERS ASSOCIATION, INC.

STATEMENTS OF FINANCIAL POSITION
June 30, 2026 and 2025

	2026	2025
ASSETS		
CURRENT ASSETS:		
Cash and Cash Equivalents	$ 331,054	$ 547,662
Investments	1,545,362	1,254,442
Accounts Receivable - Membership Dues, Net of Allowance	3,293,018	3,225,420
Accounts Receivable - Other	104,625	67,465
Prepaid Expenses	505,655	555,770
Inventories	50,350	53,972
Total Current Assets	5,830,064	5,704,731
OTHER ASSETS:		
Deferred Compensation Plan Assets	-	90,578
Total Other Assets	-	90,578
PROPERTY AND EQUIPMENT:		
Property, Buildings, and Equipment, Net	839,552	892,064
Total Property and Equipment	839,552	892,064
RIGHT OF USE ASSETS:		
Right of Use - Finance Leases	322,335	322,335
Less: Accumulated Amortization	(204,146)	(139,679)
Right of Use - Operating Leases	120,541	70,324
Less: Accumulated Amortization	(20,815)	(46,555)
Net Right of Use Assets	217,915	206,425
TOTAL ASSETS	$ 6,887,531	$ 6,893,798
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts Payable	$ 148,672	$ 212,418
Region and CTA Dues Collected	241,028	242,001
Accrued Payroll, Taxes, and Benefits	295,820	286,589
Deferred Membership Dues and Other	3,243,734	3,172,633
Operating Leases Payable	13,141	14,586
Finance Leases Payable	66,890	64,580
Total Current Liabilities	4,009,285	3,992,807
NONCURRENT LIABILITIES:		
Operating Leases Payable	86,585	9,183
Finance Leases Payable	57,548	124,438
Total Noncurrent Liabilities	144,133	133,621
OTHER LIABILITIES:		
Deferred Compensation Plan Liabilities	-	90,578
Total Other Liabilities	-	90,578
TOTAL LIABILITIES	4,153,418	4,217,006
NET ASSETS WITHOUT RESTRICTIONS		
Undesignated	1,894,561	1,784,728
Invested in Property and Equipment, Net	839,552	892,064
TOTAL NET ASSETS WITHOUT RESTRICTIONS	2,734,113	2,676,792
TOTAL LIABILITIES AND NET ASSETS	$ 6,887,531	$ 6,893,798

The accompanying notes are an integral part of these financial statements.

MISSOURI STATE TEACHERS ASSOCIATION, INC.

STATEMENTS OF ACTIVITIES
For the Years Ended June 30, 2026 and 2025

	Without Restrictions 2026	Without Restrictions 2025
REVENUES:		
Membership Dues and Fees	$ 6,851,518	$ 6,450,193
Conferences and Events	80,569	116,388
Advertising	28,689	22,771
Investment Income (Loss)	298,518	152,771
Royalties	6,219	7,246
Promotional Sales	65,801	42,792
Gain (Loss) on Sales of Assets	250	21,459
Affiliation Agreement	271,348	254,656
Other Revenues	500	830
Promotional/Publication Sales	28,211	34,483
Less: Cost of Goods Sold	(24,668)	(31,213)
Net Promotional/Publication Sales	3,543	3,270
Total Revenue	7,606,955	7,072,376
EXPENSES:		
Program Services:		
Educator Services	5,221,272	5,067,030
Education Policy	611,390	603,980
Conferences and Events	334,551	412,373
Communication and Marketing	1,190,692	1,315,338
Total Program Services	7,357,905	7,398,721
Supporting Services:		
Governance	191,729	188,524
Total Supporting Services	191,729	188,524
Total Expenses	7,549,634	7,587,245
Change in Net Assets Before Other Income (Expenses)	57,321	(514,869)
NET ASSETS WITHOUT RESTRICTIONS, BEGINNING	2,676,792	3,191,661
NET ASSETS WITHOUT RESTRICTIONS, ENDING	$ 2,734,113	$ 2,676,792

The accompanying notes are an integral part of these financial statements.

MISSOURI STATE TEACHERS ASSOCIATION, INC.

STATEMENT OF FUNCTIONAL EXPENSES
For the Year Ended June 30, 2026

	Program Services					Support Services			
	Educator Services	Education Policy	Conference and Events	Communication and Marketing	Total Program Services	Governance	General and Administration	Total Support Services	Total All Funds
Expenses:									
Specifically Identified Expenses									
Compensation and Benefits	$ 2,637,739	$ 370,837	$ -	$ 444,451	$ 3,453,027	$ 10,330	$ 1,757,926	$ 1,768,256	$ 5,221,283
Fees for Services	66,462	-	7,265	13,167	86,894	22,715	119,935	142,650	229,544
Advertising and Promotion	23,116	137	10,761	11,891	45,905	1,270	376	1,646	47,551
Office Expenses	88,981	6,456	8,940	13,360	117,737	11,695	160,232	171,927	289,664
Information Technology	123,811	8,879	209	179,922	312,821	12,835	336,483	349,318	662,159
Lease Expense	-	-	-	-	-	-	17,644	17,644	17,644
Occupancy	4,500	-	-	-	4,500	-	184,402	184,402	188,902
Travel	105,310	4,665	138,219	8,078	256,272	75,379	66,288	141,667	397,939
Conference Expenses	3,896	-	59,651	-	63,547	-	-	-	63,547
Interest Expense	-	-	-	-	-	-	5,618	5,618	5,618
Depreciation and Amortization	-	-	-	1,053	1,053	-	119,726	119,726	120,779
Insurance	240,121	-	-	-	240,121	4,752	-	4,752	244,873
Cost of Goods Sold	-	-	-	24,668	24,668	-	-	-	24,668
Other Expenses	33,139	-	-	2,450	35,589	-	34,743	34,743	70,332
Total Specifically Identified Expenses	3,326,685	391,004	225,054	699,049	4,641,852	128,977	2,803,473	2,932,450	7,574,302
Allocation of General and Administration to Other Functional Expenses	1,894,587	220,326	109,497	516,311	2,740,721	62,752	(2,803,473)	(2,740,721)	-
Total Expenses by Function	5,221,272	611,330	334,551	1,215,360	7,382,573	191,729	-	191,729	7,574,302
Less: Expenses Included with Revenues on the Statement of Activities:									
Cost of Goods Sold	-	-	-	(24,668)	(24,668)	-	-	-	(24,668)
Subtotal	-	-	-	(24,668)	(24,668)	-	-	-	(24,668)
Total Expenses	$ 5,221,272	$ 611,330	$ 334,551	$ 1,190,692	$ 7,357,905	$ 191,729	$ -	$ 191,729	$ 7,549,634

The accompanying notes are an integral part of these financial statements.

MISSOURI STATE TEACHERS ASSOCIATION, INC.

STATEMENT OF FUNCTIONAL EXPENSES
For the Year Ended June 30, 2025

	Program Services					Support Services			
	Educator Services	Education Policy	Conference and Events	Communication and Marketing	Total Program Services	Governance	General and Administration	Total Support Services	Total All Funds
Expenses:									
Specifically Identified Expenses									
Compensation and Benefits	$ 2,594,835	$ 364,174	$ -	$ 436,444	$ 3,395,453	$ 7,200	$ 1,735,750	$ 1,742,950	$ 5,138,403
Fees for Services	81,972	-	6,046	75,836	163,854	20,650	111,455	132,105	295,959
Advertising and Promotion	20,703	116	9,762	15,455	46,036	3,747	666	4,413	50,449
Office Expenses	82,170	7,715	9,127	34,052	133,064	3,097	143,368	146,465	279,529
Information Technology	124,748	10,379	169	195,255	330,551	11,991	304,011	316,002	646,553
Lease Expense	4,315	-	2,075	-	6,390	-	270,314	270,314	276,704
Occupancy	113,250	10,059	175,796	6,694	305,799	77,728	54,764	132,492	438,291
Travel	6,173	-	79,439	-	85,612	-	-	-	85,612
Conference Expenses	-	-	-	-	-	-	7,849	7,849	7,849
Interest Expense	8,585	-	-	1,706	10,291	-	124,704	124,704	134,995
Depreciation and Amortization	238,698	-	-	-	238,698	4,698	-	4,698	243,396
Insurance	-	-	-	31,213	31,213	-	-	-	31,213
Cost of Goods Sold	-	-	-	3,240	3,240	-	57,175	57,175	60,415
Other Expenses	-	-	-	-	-	-	-	-	-
Total Specifically Identified Expenses	3,275,359	392,443	282,414	799,895	4,750,111	129,111	2,739,911	2,869,022	7,619,133
Allocation of General and Administration to Other Functional Expenses	1,792,346	211,537	129,959	546,656	2,680,498	59,413	(2,739,911)	(2,680,498)	-
Total Expenses by Function	5,067,705	603,980	412,373	1,346,551	7,430,609	188,524	-	188,524	7,619,133
Less: Expenses Included with Revenues on the Statement of Activities:									
Non-CTA Support	(675)	-	-	-	(675)	-	-	-	(675)
Cost of Goods Sold	-	-	-	(31,213)	(31,213)	-	-	-	(31,213)
Subtotal	(675)	-	-	(31,213)	(31,888)	-	-	-	(31,888)
Total Expenses	$ 5,067,030	$ 603,980	$ 412,373	$ 1,315,338	$ 7,398,721	$ 188,524	$ -	$ 188,524	$ 7,587,245

The accompanying notes are an integral part of these financial statements.

MISSOURI STATE TEACHERS ASSOCIATION, INC.

STATEMENTS OF CASH FLOWS
For the Years Ended June 30, 2026 and 2025

	2026	2025
Cash Flows From Operating Activities:		
Change in Net Assets	$ 57,321	$ (514,869)
Adjustments To Reconcile Changes In Net Assets To Net Cash Provided (Used) By Operating Activities:		
Depreciation and Amortization	120,779	134,996
(Gain) Loss on Sales of Assets	(250)	(21,459)
Realized and Unrealized (Gains) Losses on Investments	(264,657)	(128,133)
(Increase) Decrease:		
Accounts Receivable - Membership Dues	(67,598)	(142,605)
Accounts Receivable - Other	(37,160)	26,298
Prepaid Expenses	50,115	(120,693)
Inventories	3,622	(13,465)
Deferred Compensation Plan Assets	90,578	(9,045)
Right of use Assets- Operating, Net	(75,957)	19,483
(Decrease) Increase:		
Accounts Payable	(63,746)	(22,074)
Region and CTA Dues Collected	(973)	(790)
Accrued Payroll, Taxes, and Benefits	9,231	41,751
Deferred Membership Dues and Other	71,101	107,499
Deferred Compensation Plan Liabilities	(90,578)	9,045
Operating Lease Payable	75,957	(19,483)
Total Adjustments	(179,536)	(138,675)
Net Cash Provided (Used) By Operating Activities	(122,215)	(653,544)
Cash Flows From Investing Activities:		
Purchases of Investments	(374,144)	(287,111)
Proceeds from Sales of Investments	347,881	263,999
Property, Buildings and Equipment Purchases	(3,800)	-
Proceeds from Sales of Assets	250	29,506
Net Cash Provided (Used) By Investing Activities	(29,813)	6,394
Cash Flows From Financing Activities:		
Payments on Finance Lease Payable	(64,580)	(62,350)
Net Cash Provided (Used) By Financing Activities	(64,580)	(62,350)
Change in Cash and Cash Equivalents	(216,608)	(709,500)
Cash and Cash Equivalents, Beginning	547,662	1,257,162
Cash and Cash Equivalents, Ending	$ 331,054	$ 547,662

Supplemental Disclosures of Cash Flow Information:

Cash paid during the year for:	2026	2025
Interest Expense	$ 5,618	$ 7,849
Taxes	$ -	$ -

Disclosure of Accounting Policy:
The Association considers all highly liquid investments, except those held for long-term investment, with an original maturity of three months or less when purchased to be cash equivalents.

The accompanying notes are an integral part of these financial statements.

MISSOURI STATE TEACHERS ASSOCIATION, INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED JUNE 30, 2026 and 2025

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Nature of Activities

The purpose of the Missouri State Teachers Association, Inc. (the "Association") is to promote the common interest of teachers and other education personnel by providing information resources, workshops, and other services. Members of the Association include prospective, active, and retired teachers and other school employees in private, parochial, and public schools throughout the State of Missouri.

Basis of Accounting

The financial statements of the Association are prepared on the accrual basis of accounting whereby revenue is recognized when earned and expenditures when incurred. Accordingly, the financial statements reflect all significant receivables, payables, and other liabilities.

Cash and Cash Equivalents

The Association considers all highly liquid investments, except those held for long-term investment, with original maturities of three months or less when purchased to be cash equivalents. The Association maintains cash balances at established financial institutions. The Association's cash accounts are insured by the Federal Deposit Insurance Corporation ("FDIC") subject to the FDIC's current coverage limitations on interest-bearing accounts. The balances generally exceed the FDIC insurance limits.

Inventory

Inventory is valued at average cost. Inventory for the Association's regular operations consists of clothing, jewelry, classroom supplies, specialty items, Association collector items, and various other items.

Property and Equipment

Property and equipment are recorded at cost and depreciated over their estimated useful lives, ranging from 3 to 39 years, using the straight-line method. The Association's policy is to capitalize individual purchases of $3,000, or more. Donated assets are recorded at fair market value at the date of the gift. When assets are sold or otherwise disposed of, the cost and related depreciation or amortization are removed from the accounts, and any resulting gain or loss is included in the Statement of Activities. Costs of maintenance and repairs that do not improve or extend the useful lives of the respective assets are expensed as incurred.

2026 MSTA Audit Report: Continued

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Leases

The Association has implemented Accounting Standards Update (ASU) No. 2016-02 – *Leases (Topic 842)*, and ASU No. 2021-09 *Leases (Topic 842): Discount Rate for Lessees That Are Not Public Business Entities,* as amended, to account for leases for which the Association is the *Lessee* and when the Association is the *Lessor*. Upon adoption, the Association has made an accounting policy election not to recognize right-of-use assets and lease liabilities that arise from short-term leases for any class of underlying asset. The Association has also elected to use a risk-free-rate as the discount rate for any class of underlying asset when there is not an explicit rate.

Revenue Recognition

The Association recognizes revenue from membership dues ratably throughout the year as services are simultaneously received and consumed by the members. The performance obligations consist of providing members access to its facilities, and the promise to deliver services through its various programs. The Association offers a number of options for paying dues that have been billed. Uncollectible amounts are normally not significant to the total dues revenue. As of the years ended, the allowance for uncollectible dues receivable was $20,000 and $20,000, respectively.

Revenues derived from advertising and registration fees, for conferences and events, are recognized as the services are provided. Amounts paid in advance are deferred to the period in which the services are provided.

Affiliation Agreement income represents reimbursement from Friends of Bunker Hill ("FOBH") for staffing; office space, equipment, furniture, and supplies; and other administrative supports that are provided by the Association to FOBH. Reimbursement for expenses is billed monthly based on actual time spent on FOBH programs, activities, and administration.

Basis of Presentation

The Association reports information regarding its financial position and activities in accordance with the requirements of the Financial Accounting Standards Board. Net assets, revenues, gains, and losses are classified based on the existence or absence of donor (or certain grantor) imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Basis of Presentation (Continued)

Net Assets Without Donor/ Member Restrictions: Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

Net Assets With Donor/ Member Restrictions: Net assets subject to donor (or certain grantor) imposed restrictions. Some donor imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

For the years ended, the Association's net assets were undesignated, without donor or member restrictions.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Functional Allocation of Expenses

The expenses associated with providing the various programs and other activities have been summarized on a functional basis for presentation in the Statements of Activities. The Statements of Functional Expenses present the natural classification detail of expense by function. Accordingly, certain costs have been allocated among the programs and support services benefited.

Income Tax Status

The Association is exempt from Federal and state income tax under Section 501(c)(6) of the Internal Revenue Code ("IRC") and a similar Missouri state statute, except for any income that meets the IRC definition for unrelated business income. Accordingly, no provision for income taxes has been reflected in the Association's financial statements as of the years ended, respectively.

Missouri State Teachers Association, Inc.
2026-27 Adopted Budget

Department/Program	Annual Budget
Income	
101 Dues & Fees Revenue	6,854,422
105 Professional Learning	55,652
120 Retired MSTA	500
130 FTA, SMSTA and New Professionals	1,410
330 Convention/Conferences	33,268
412 Communication	28,689
413 Promotional	26,900
676 Business Operations	552,990
678 Reimbursable Expense	-
Total Income	**7,553,831**
Expense	
102 Liability Insurance	225,095
104 Membership	317,772
105 Professional Learning	252,221
108 Salary & Research	12,096
109 Recruitment & Retention	34,623
110 Legal Services	546,452
120 Retired MSTA	600
130 FTA, SMSTA and New Professionals	145,795
145 Field Service	1,660,553
225 Education Policy	418,324
330 Convention/Conferences	232,496
412 Communication	620,051
413 Promotional	27,058
560 Board of Directors	109,578
562 Leadership Support	24,090
671 Accounting	665,259
672 Executive Management	653,437
673 Facilities	208,413
674 Unallocated Personnel	52,112
675 Information Technology	513,957
676 Business Operations	341,148
678 Reimbursable Expense	-
679 Friends of Bunker Hill	269,753
Total Expense	**7,330,884**
Net Gain/Loss	**222,947**

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.*
_____ At conclusion of business to recognize individual's efforts, etc.

_____**Request for 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}

_____

_____

_____

_____

_____

_____

_____

_____

_____

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 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
- Adjourn

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.
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).

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 debateable.
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.

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
- Request for Information

Privileged motions

- Raise a question of Privilege (if of immediate nature)
- Call for the Orders of the Day



MSTA 2026 Professional Development Certificate of Attendance

Attendee: _____

School: _____

Workshop sessions attended:

Thursday, Nov. 19, 2026

❑ **3:30-4:30 p.m.,**

_____

Presenter: _____

❑ **4:45-5:45 p.m.,**

_____

Presenter: _____

Friday, Nov. 20, 2026

❑ **7:30-8:30 a.m.,**

_____

Presenter: _____

❑ **9-10 a.m.,**

_____

Presenter: _____

❑ **10:30 a.m.-noon General Session with Keynote**

Keynote Speaker: Hal Elrod

2026-2027 HIGH QUALITY learningforward THE PROFESSIONAL LEARNING ASSOCIATION MISSOURI PROFESSIONAL LEARNING

Bruce A Moe

_____

Bruce Moe, MSTA Executive Director


MSTA
WEDNESDAY NIGHT FUN NIGHT!
Same Great People. A Brighter Tomorrow.
Play. Laugh. Relax. Repeat!
Put down the gradebook and join us for a night of friendly competition, laughs, prizes, and a little well-deserved relaxation!
BINGO
BINGO
Pick up your dauber and test your luck! We'll have fast-paced rounds, plenty of laughs, and real prizes up for grabs.
BACK TO 5TH GRADE BINGO CHALLENGE
MATH
SCIENCE
HISTORY
POP CULTURE
AND MORE!
Gather your team, put those thinking caps back on, and find out how much of that elementary-school knowledge you actually remember!
Relax & Recharge
Take a break from the competition and enjoy a complimentary 10-minute chair massage by Riversong Spa and Salon, Columbia.
Massage sign-up required (times available in 10-minute increments).
Please arrive 5 minutes before your scheduled massage.
Good Teachers Play Too!
Wednesday, November 18th
7:30 – 9:30 p.m.
Wyndham Executive Center
Columbia, MO
No Lesson Plans. No Grading. No Homework. Just Fun!
Bring your colleagues. Bring your competitive side. We'll bring the fun!
GAME ON!

Support the Impact Committee

Wednesday, Nov. 18, 2026 7:30-9:30 p.m.

Windsor Ballroom, Wyndham Executive Center, Columbia, MO

- **Silent Auction** 7:30-9:30 p.m.
- **FREE Bingo!** 7:30 p.m.
- **Live Auction** 8:45 p.m.

Help support the MSTA Impact Committee by donating an item for the silent or live auction. This is the largest fundraiser of the year to support the work of the Impact Committee to help elect education-friendly candidates.

MSTA IMPACT

The Impact Committee works hard to recruit, retain and support candidates in the Missouri General Assembly. After another important election cycle, help the committee replenish the PAC fund to prepare for our next election. The committee continues to be proactive and relevant in political campaigns and MSTA member involvement is more important than ever.

Bid on great prizes in the silent auction and join the fun for a short live auction at 8:45 p.m.

7:30 p.m. FREE Bingo! Compete for prizes and prestige in our always popular bingo game events.

If you or your CTA would like to donate items to the auction, please contact the Education Policy department or your member service coordinator.

Items for the live and silent auction may be dropped off after 5 p.m. Wednesday, Nov. 18, in the Windsor Ballroom.



DONATE TO THE

Missouri State Teachers Foundation

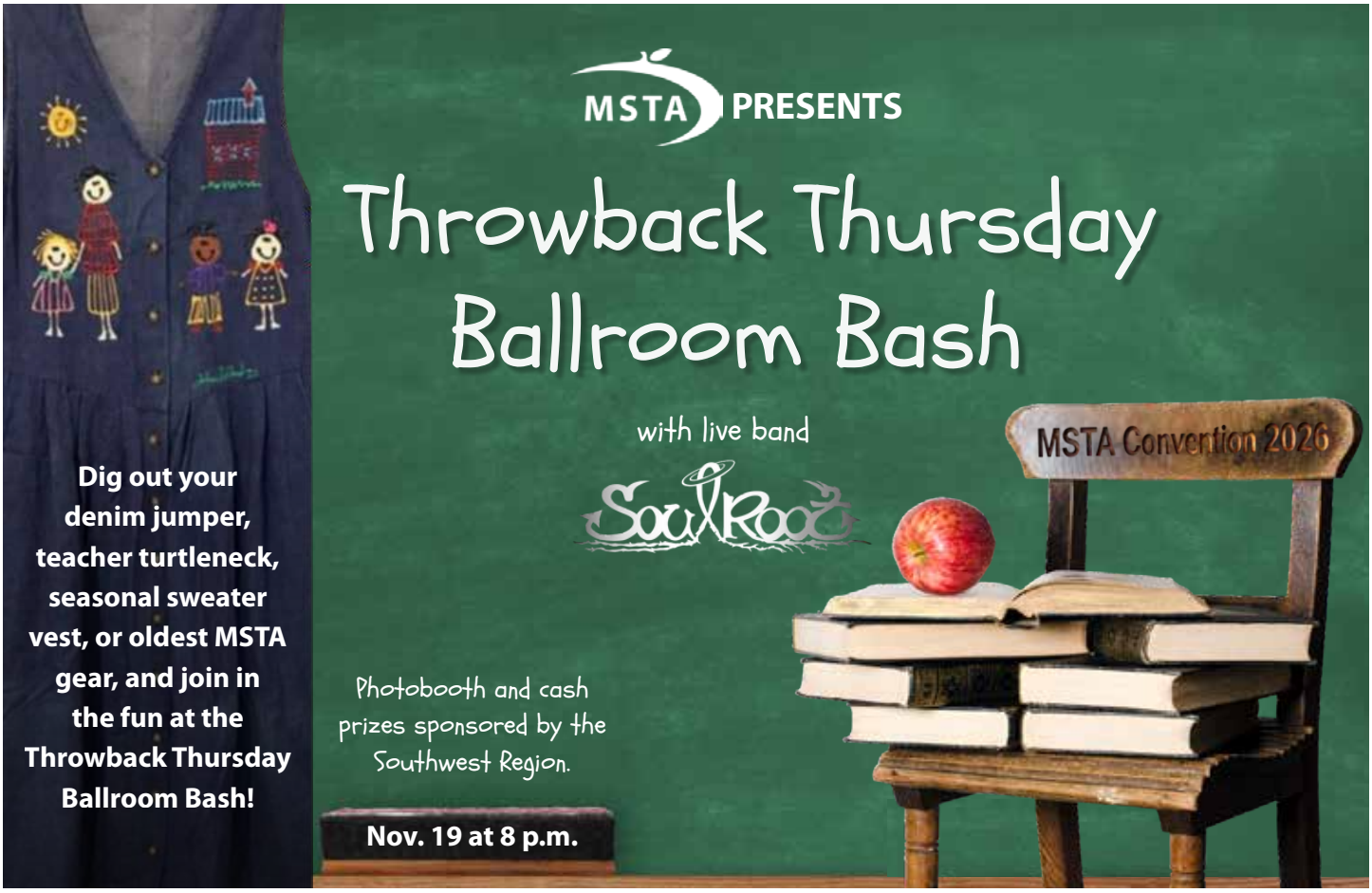
Wine and Spirit Pull



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

The Foundation Wine Pull will be Thursday, November 19th during the Ballroom Bash.

For more information or to donate to the wine pull, please contact Laura Smith at lsmith@msta.org.


MSTA PRESENTS
Throwback Thursday Ballroom Bash
with live band
SoulRoad
MSTA Convention 2026
Dig out your denim jumper, teacher turtleneck, seasonal sweater vest, or oldest MSTA gear, and join in the fun at the Throwback Thursday Ballroom Bash!
Photobooth and cash prizes sponsored by the Southwest Region.
Nov. 19 at 8 p.m.



Wednesday, November 18

7-9 p.m.	Delegate registration
7:30-9:30 p.m.	MSTA comedy bingo and IMPACT silent auction
8:15-8:30 p.m.	First-time delegate stand-up meeting

Thursday, November 19

7-9:25 a.m.	Delegate registration
7-8:30 a.m.	Complimentary delegate breakfast
7:30-7:45 a.m.	First-time delegate stand-up meeting
8-8:45 a.m.	Region meetings
9:15-11 a.m.	Assembly of Delegates
11 a.m.-1 p.m.	Exhibits open
11 a.m.-1 p.m.	Retired MSTA luncheon
1-3 p.m.	Assembly of Delegates
3-5 p.m.	Exhibits open
3:30-4:30 p.m.	New Professionals forum
3:30-4:30 p.m.	After school workshops
4:45-5:45 p.m.	After school workshops
5:00-7:00 p.m.	Networking Reception sponsored by William Woods (NEW)
6-8 p.m.	SMSTA mixer
8-11 p.m.	Ballroom Bash, Glow Party, and MSTF Wine Pull
8-11 p.m.	Game room

Friday, November 20

7:30-10 a.m.	Exhibits open
7:30-8:30 a.m.	Early bird workshops
8-9:30 a.m.	Unsung Heroes of MSTA breakfast
9-10 a.m.	Early bird workshops
10:30 a.m.-12 p.m.	General session
12-3 p.m.	SMSTA lunch and meeting

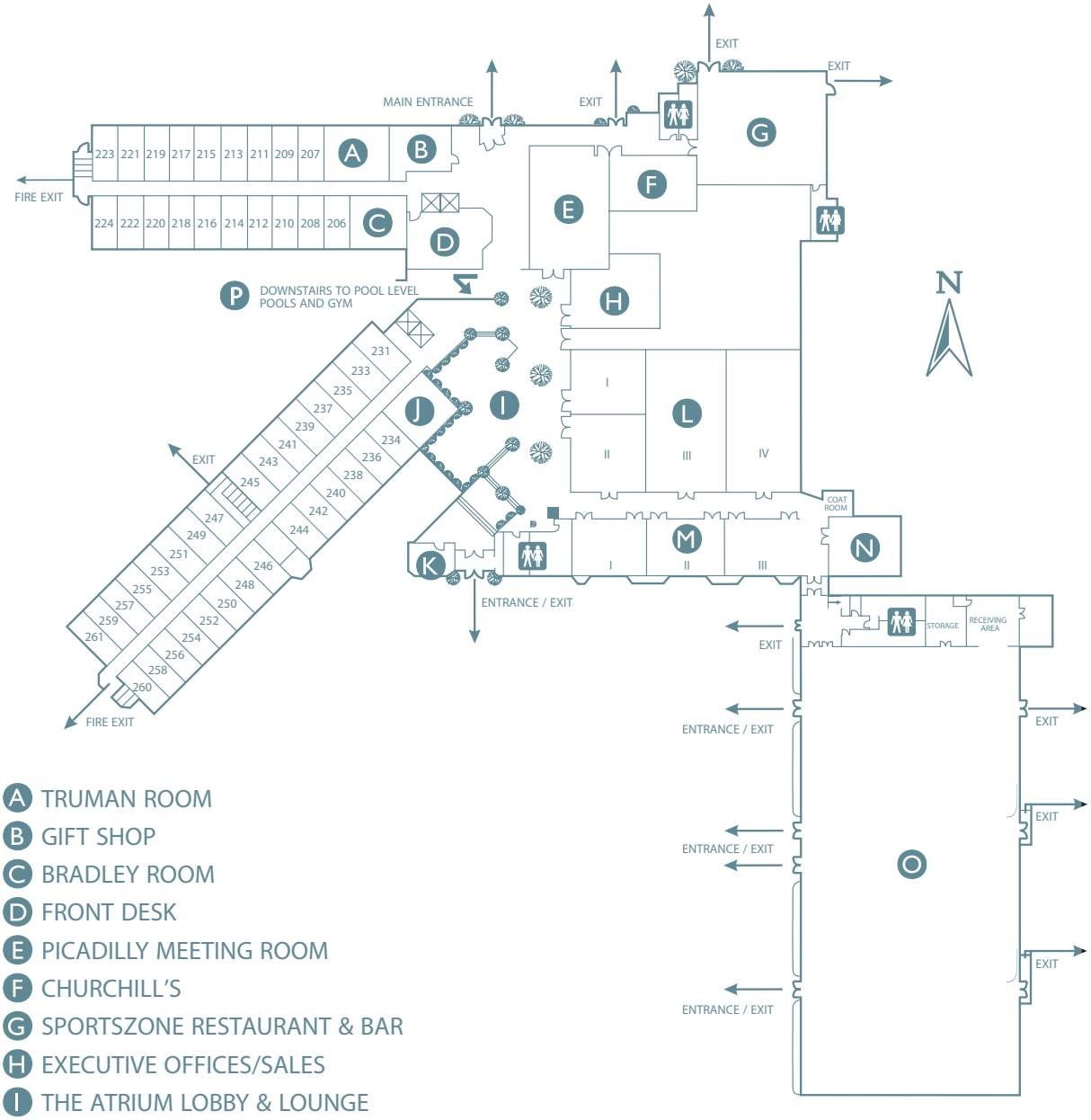
Save the Date

2027 MSTA Leadership Conference
July 12-13, 2027
Wyndham Executive Center, Expo Center
Columbia, Missouri

2027 MSTA Region Leader Conference
July 13-14, 2027
Wyndham Executive Center, Expo Center
Columbia, Missouri

MSTA State Convention
November 18-19, 2027
Wyndham Executive Center, Expo Center

HOTEL BANQUET AND MEETING FACILITIES MAP



- A TRUMAN ROOM
- B GIFT SHOP
- C BRADLEY ROOM
- D FRONT DESK
- E PICADILLY MEETING ROOM
- F CHURCHILL'S
- G SPORTSZONE RESTAURANT & BAR
- H EXECUTIVE OFFICES/SALES
- I THE ATRIUM LOBBY & LOUNGE
- J EXECUTIVE BOARD ROOM
- K HAIR SALON
- L WINDSOR BALLROOM
- M PARLIAMENT BALLROOM
- N THE POLO ROOM
- O COLUMBIA EXPO CENTER
- P POOLS & GYM
- RESTROOMS

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MISSOURI STATE TEACHERS ASSOCIATION