

Proposed changes to BEA Constitution and Bylaws. Language to remove is strikethrough text. Language to add is underlined red text. Changes are listed in order in which they appear in our Governing Documents, with the Article listed in blue text. The proposed changes are on the left. Reason for the change is on the right.

BEA Constitution Proposed Changes

Proposed Constitution change	Reason for proposed change
<p>ARTICLE VII—REPRESENTATIVE COUNCIL</p> <p><u>Section 4. Formally recognized and affiliated caucuses or groups within the BEA shall elect for a term of one (1) year, two (2) Representative Council representatives. Recognized groups may elect a third rep with 60 members, a fourth rep with 80 members, a fifth rep with 100 members, etc. To be formally recognized, the group will submit a request to the Representative Council for approval.</u></p>	<p>This change allows for Rep Council to formally recognize organized affinity groups or caucuses within BEA. Once approved, such groups would be able to elect representatives to the Representative Council.</p>
<p>ARTICLE VII—REPRESENTATIVE COUNCIL</p> <p><u>Section 45.</u> One at-large member of rep council shall be elected for a term of one (1) year from each of the following constituency groups for a total of nine (9) <u>fifteen (15)</u> at-large positions:</p> <p><u>Pre-K Special Education (PALS)</u> <u>Elementary Special Education</u> <u>Secondary Special Education</u> OT, PT SLP <u>Elementary Counselors</u> <u>Secondary Counselors</u> Psychologists and Social Workers Nurses Curriculum and technology <u>Elementary MLL, Title 1, & LAP</u> <u>Secondary MLL, Title 1, & LAP</u> <u>Dual Language</u> MLL, Title 1 and Advanced Learning Elementary Specialists</p>	<p>These changes address several areas where members have indicated a need for increased representation by adding 6 new at-large positions. This would add two additional positions for Special Education and specifically identify Pre-K, Elementary, and Secondary. This would add one additional position for Counselors and specifically identify the difference in roles between Elementary and Secondary. This would separate the one role currently serving MLL, Title 1, LAP, and Advanced Learning into three separate positions and specifically identify the difference in roles between Elementary and Secondary. This would add a position specific to Dual Language.</p>
<p>ARTICLE VII—REPRESENTATIVE COUNCIL</p> <p><u>Section 56.</u> Terms will begin on the first Representative Council meeting in September <u>July 10</u>. Any vacancy will be filled by election in the building/<u>department</u> for the remainder of the term.</p>	<p>This change would allow for more organizing to occur over the summer and at the start of the school year.</p>

ARTICLE VIII—EXECUTIVE BOARD

Section 2. At-large members of the Executive Board shall be elected by the membership for a term of two (2) years from each of the following constituency groups for a total of ~~seven~~ nine (9) at-large positions:

Two representing elementary

One representing middle school

One representing high school

One representing classroom-based student services, including teachers of special education; Advanced Learning, MLL and Title I students

One representing ESA student services, including elementary and secondary counselors, OT/PT/SLP, psychologists, nurses, and social workers

One representing specialists, including art, music, and physical education; librarians; CTE; curriculum and technology department

One Equity Specialist

One Early Career Educator Specialist

This change would add two at-large positions to the Executive Board.

The intent of the Equity Specialist role is to ensure that we are clear on our equity advancing priorities and are living up to them, supporting affinity groups and caucuses that are connected with BEA, and possibly chair of the Antiracist Oversight Committee.

The intent of the Early Career Educator Specialist role is to be filled by a new educator or someone who has experience to well support new educators, almost like an Instructional Mentor role for the Union. This person's role would be ensuring transparency of process, information sessions and resources for members, and clear communication to all incoming members about how the union works.