

The TSO Bylaws and Rules Committee presents for consideration by members these proposed amendments to the Texas State Organization governing documents.

THAT the following proposals be considered as amendments to the State Bylaws and Rules:

**Proposal 1: State Bylaws - Article IV Finance – Section G, 3**

Which now reads:

Article IV Finance, Section G.3. The state president and the state treasurer, in consultation with the finance chair and the state executive secretary, shall provide funds to specified state organization and chapter personnel for participation in official Society activities.

Be amended as follows:

Replace “state treasurer” with “**state financial administrator**” and replace “state executive secretary” with “**state executive administrator**”.

If adopted would read:

Article IV Finance, Section G.3. The state president and the state financial administrator, in consultation with the finance chair and the state executive administrator, shall provide funds to specified state organization and chapter personnel for participation in official Society activities.

**Rationale:** This change would align titles for TSO Headquarters employees with standard human resource practices. This change will be made throughout all TSO documents.

**Financial Impact:** None

**Proposed by:** TSO Personnel Committee

**Endorsed by:** State Executive Committee

**Proposal 2: State Bylaws - Article VII Section A. Conventions**

Which now reads:

Section A. Conventions

1. The business of Texas State Organization shall be conducted annually at the state convention held as determined by the State Executive Committee.
2. A quorum shall be a majority of the members who have registered at the state convention.

Be amended as follows:

In 1, replace “annually at the state convention held as determined by the State Executive Committee” with “**in odd years at the TSO Convention or done electronically as determined by the State Executive Committee**”. In 2, after the end of the sentence add “**or as determined by the State Executive Committee for electronic business**”.

If adopted would read:

Section A. Conventions

1. The business of Texas State Organization shall be conducted in odd years at the TSO Convention or done electronically as determined by the State Executive Committee.
2. A quorum shall be a majority of the members who have registered at the state convention or as determined by the State Executive Committee for electronic business.

**Rationale:** TSO needs to be able to conduct business at conventions and/or electronically as determined by the State Executive Committee and/or state president.

**Financial Impact:** None

**Proposed by:** TSO Bylaws and Rules Committee

**Endorsed by:** State Executive Committee

**Proposal 3: State Bylaws - Article VII Section B. Other State Meetings. 1**

Which now reads:

Section B. Other State Meetings

1. Area workshops shall be held once each biennium for the purposes of leadership training and dissemination of Society information.

Be amended as follows:

Replace “Area workshops” with “**TSO Regional Conferences**” and after “biennium” add “**in even years**”.

If adopted would read:

Section B. Other State Meetings

1. TSO Regional Conferences shall be held once each biennium in even years for the purposes of leadership training and dissemination of Society information.

**Rationale:** Replacing Area Workshops with the TSO Regional Conferences reflects current practices. This change will be made throughout all TSO documents.

**Financial Impact:** None

**Proposed and endorsed by:** State Executive Committee

**Proposal 4: State Bylaws - Article IX Committees, Section A. Standing Committees, 1. Society Business, i**

Which now reads:

- i. Leadership Orientation for State Personnel (LOSP)

Be amended as follows:

Change the name of this committee from “Leadership Orientation for State Personnel (LOSP)” to “**State Leader Training (SLT)**”.

If adopted would read:

- i. State Leader Training (SLT)

**Rationale:** The term Leadership Orientation of State Personnel (LOSP) has been confusing since TSO has hired staff known as personnel. State Leader Training directly identifies the State Leaders serving as officers, committee chairs and area coordinators. Subsequently, change all references of Leadership Orientation of State Personnel (LOSP) to State Leader Training (SLT) throughout all TSO documents.

**Financial Impact:** None

**Proposed by:** President Bonnie Moore

**Endorsed by:** State Executive Committee

#### **Proposal 5: State Rules - Section 4. Finance, 4.2 Annual Dues, 4.21**

Which now reads:

4.21 The state active dues shall be Twenty and No/100 Dollars (\$20.00) and reserve dues shall be Seven and No/100 Dollars (\$7.00).

Be amended as follows:

Add “**plus the appropriate scholarship fee**” at the end of sentence one. Add a second sentence: “**Collegiate dues shall be Eight and No/100 Dollars (\$8.00).**”

If adopted would read:

4.21 The state active dues shall be Twenty and No/100 Dollars (\$20.00) and reserve dues shall be Seven and No/100 Dollars (\$7.00) plus the appropriate scholarship fee. Collegiate dues shall be Eight and No/100 Dollars (\$8.00).

**Rationale:** TSO for many years has collected One and No/100 Dollar (\$1.00) for the scholarship fee. Collegiate dues have been collected as Eight and No/100 Dollars (\$8.00). These two practices have not been reflected in the State Rules.

**Financial Impact:** None

**Proposed by:** TSO Bylaws and Rules Committee

**Endorsed by:** TSO Finance Committee

**Proposal 6: State Rules - Section 4. Finance, 4.6 Financial Controls, 4.64 Reimbursements, b. General Expenses, 1- 4 and c. Meetings, 2**

Which now reads:

4.64.b. General Expenses

1. The state president shall be reimbursed for expenses, not to exceed Five Thousand and No/100 Dollars (\$5,000.00) per year.
2. The state executive secretary and state treasurer shall be reimbursed for expenses, not to exceed a combined total of Two Thousand and No/100 Dollars (\$2,000.00) per year.
3. The first vice-president, second vice-president, recording secretary, corresponding secretary, parliamentarian, and immediate past state president shall each be reimbursed up to Two Hundred Fifty and No/100 Dollars (\$250.00) per year for expenses of visiting chapters and conducting official business with prior approval of the state president.
4. The newly-elected state president shall be reimbursed for up to Five Hundred and No/100 Dollars (\$500.00) for expenses of organizing for the next biennium.

4.64.c. Meetings

2. The first vice-president, second vice-president, recording secretary, corresponding secretary, parliamentarian, and membership chair shall be reimbursed up to Four Hundred and No/100 Dollars (\$400.00) for expenses to attend the international convention and the appropriate international conference.

Be amended as follows:

Remove all dollar amounts and replace with **“as designated in the approved budget for the current biennium”**.

If adopted would read:

4.64.b. General Expenses

1. The state president shall be reimbursed for expenses as designated in the approved budget for the current biennium.
2. The state executive secretary and state treasurer (if Proposal 1 is adopted: state executive administrator and state financial administrator) shall be reimbursed for expenses as designated in the approved budget for the current biennium.
3. The first vice-president, second vice-president, recording secretary, corresponding secretary, parliamentarian, and immediate past president shall be reimbursed for expenses of visiting chapters and conducting official business, with prior approval of the state president, as designated in the approved budget for the current biennium.
4. The newly elected state president shall be reimbursed for expenses of organizing for the next biennium as designated in the approved budget for the current biennium.

4.64.c. Meetings

2. The first-vice president, second-vice president, recording secretary, corresponding secretary, parliamentarian, and membership chair shall be reimbursed for expenses to attend the international

convention and appropriate international conference as designated in the approved budget for the current biennium.

**Rationale:** The dollar amounts provided as reimbursements in each of these situations can vary from year to year based on the approved budget for the current biennium.

**Financial Impact:** As determined in the current approved budget

**Proposed and endorsed by:** TSO Finance Committee

**Proposal 7: State Rules – 9.11 Society Business f.**

Which now reads:

9.11.f. The Finance Committee shall prepare the budget, recommend expenditures, supervise investments, provide for an annual audit, and recommend policies concerning finances. The committee includes six (6) members elected by convention vote. Members serve a term of four (4) years with three (3) members' terms expiring at the end of each biennium. The chair is a continuing member appointed by the state president.

Be amended as follows:

Strike the second and third sentences "The committee includes six (6) members elected by convention vote. Members serve a term of four (4) years with three (3) members' terms expiring at the end of each biennium." Replace with "**The committee consists of a chair and six (6) members. Committee members are elected for a term of four (4) years, with four (4) members elected at the beginning of one (1) biennium and three (3) elected at the beginning of the next biennium.**"

If adopted would read:

9.11.f. The Finance Committee shall prepare the budget, recommend expenditures, supervise investments, provide for an annual audit, and recommend policies concerning finances. The committee consists of a chair and six (6) members. Committee members are elected for a term of four (4) years, with four (4) members elected at the beginning of one (1) biennium and three (3) elected at the beginning of the next biennium. The chair is a continuing member appointed by the state president.

**Rationale:** The Finance Committee is crucial to the workings of TSO. They assist all chapter treasurers and provide training at the Regional Conference and Convention. Increasing the number of committee members allows for a mentor/trainer for each region of the state.

**Financial Impact:** Two Hundred Fifteen and No/100 Dollars (\$215.00)

**Proposed by:** TSO Finance Committee

**Endorsed by:** State Executive Committee

**Proposal 8: State Rules – 9.11 Society Business. m.**

Which now reads:

9.11.m. The Personnel Committee recommends the employment of qualified persons, recommends the salary for each, and obtains signed letters of intent. The committee provides support in areas of policy, training, and employment issues in order to attract and retain quality staff. The committee consists of a chair and six (6) members. Committee members serve a term of four (4) years, with three (3) members appointed at the beginning of one (1) biennium and four (4) appointed at the beginning of the next biennium and at least one (1) member actively serving on the ASTEF Board. The chair is a continuing member appointed by the state president.

Be amended as follows:

After the third sentence, insert **“The immediate past state president serves as a member for a term of two years and is one of the six members.”**

If adopted would read:

9.11.m. The Personnel Committee recommends the employment of qualified persons, recommends the salary for each, and obtains signed letters of intent. The committee provides support in areas of policy, training, and employment issues in order to attract and retain quality staff. The committee consists of a chair and six (6) members. The immediate past state president serves as a member for a term of two years and is one of the six members. Committee members serve a term of four (4) years, with three (3) members appointed at the beginning of one (1) biennium and four (4) appointed at the beginning of the next biennium and at least one (1) member actively serving on the ASTEF Board. The chair is a continuing member appointed by the state president.

**Rationale:** The immediate past state president is a member of the team that conducts annual evaluations of TSO staff. Due to interaction with the paid staff during her term as president, membership on the personnel committee would provide valuable knowledge and insight for the work of the committee.

**Financial impact:** None

**Proposed and endorsed by:** State Executive Committee

#### **Proposal 9: State Rules – 9.1 Standing Committees - 9.11 Society Business. n.**

Which now reads:

9.11.n. The Strategic Plan of Action Committee will monitor the measurable plan of action determined for the state. The committee will consist of no fewer than four (4) members. Members will be appointed for five (5) years. An evaluation of progress will be held every five (5) years.

Be amended as follows:

In the third sentence, replace the word and numeral **“five (5)”** with the word and numeral **“four (4).”**

If adopted would read:

9.11.n. The Strategic Plan of Action Committee will monitor the measurable plan of action determined for the state. The committee will consist of no fewer than four (4) members. Members will be appointed for four (4) years. An evaluation of progress will be held every five (5) years.

**Rationale:** With five-year terms, some committee members' terms end mid-TSO biennium. Decreasing the term to four years will align with the TSO biennium.

**Financial Impact:** None

**Proposed by:** TSO Strategic Plan of Action Committee

**Endorsed by:** State Executive Committee

**Proposal 10: State Rules – 9.1 Standing Committees - 9.11 Society Business. n-p and 9.12 Society Mission and Purposes**

Which now reads:

9.11.n. Strategic Plan of Action Committee

9.11.o. The Technology Committee

9.11.p. The Yearbook Committee

Be amended as follows:

Move the Strategic Plan of Action Committee from 9.11 Society Business. n to 9.12 Society Mission and Purposes, following 9.12.e. The Scholarship Committee

If adopted would read:

9.11 Society Business

n. The Technology Committee

o. The Yearbook Committee

9.12 Society Mission and Purposes

e. The Scholarship Committee

f. The Strategic Plan of Action Committee

**Rationale:** The Strategic Plan of Action Committee is under the Society Mission and Purposes Committee in the State Bylaws. This change aligns the State Rules to the Bylaws.

**Financial Impact:** None

**Proposed by:** TSO Bylaws and Rules Committee

**Endorsed by:** State Executive Committee

(After decisions are made on these proposed amendments, the Texas State Bylaws and Texas State Rules will be revised as indicated by convention voting. These revised documents and the July 2025 Model Chapter Rules document will be found on the TSO website on the Bylaws and Rules Committee page in July 2025.

Submitted by Beverly Richard, Chair, Bylaws and Rules Committee)