



AMERICAN SIGN LANGUAGE TEACHERS ASSOCIATION

Online Board Agenda & Meeting Minutes

Sunday, January 7, 2018

Time: 7 PM [EST], 6 PM [CST], 5 PM [MST] & 4 PM [PST]

1. Roll Call

Arlene Garcia, Interim President

Jenny Gough, Vice President

Raychelle Harris, Secretary

David Martin, Communications Director

Jason Zinza, World Languages Director

Daniel Gough, Advocacy Co-Director

Rayburn Boland, Heritage Language Co-Director

Petra Horn-Marsh, Heritage Language Co-Director

Janice Smith-Warshaw, Professional Development Director

Beatrice Pfaff, Chapters/Regions Director

a. Invited Guests(s):

Leslie Greer

Joshua Beckman

a. Absence(s):

Daniel Heinze, Treasurer

Kristine Hall, NDPC 2019 Chair

Tim Riker, Advocacy Co-Director

Amy June Rowley, Evaluation Director

2. Meeting called to order at 7:08 pm EST

3. Interim President Garcia

No Report

4. Vice President J. Gough

Let's have an open discussion regarding 2015 bylaws, with our invited guests, Joshua Beckman and Leslie Greer, both parliamentarians by training, so we can ask more questions to better understand prior decisions and plan for the future better.

Parliamentarian: During the 2015 conference, there were infrastructure issues that required immediate attention, which included additional board positions to help address those issues. This change was voted on by the officers, not the members. Part of the infrastructure changes included a 1-year period for board members who are not yet certified, to receive their certification.

Another Parliamentarian: What should have been done was to move the "new board positions/members" to "standing committees".

Board Member: Some of the decisions we made regarding the infrastructure were made without realizing it conflicted with the bylaws, for example, giving recently voted in board members one year to receive their certifications.

Parliamentarian: True. What can we do now? Recognize what we did in the past, and focus on the future, ensuring that we follow the bylaws.

Board Member: The new board members for the new positions were voted in by the members. That in itself send an implicit message that the members approved the new board positions, even though it is not officially in the bylaws. If the members opposed the positions, they could have said something there during the 2017 business meeting instead of voting in support of the newly elected board members (and their positions)?

Parliamentarian: Technically, yes. It's better to be explicit, but in that case, yes. Infrastructure changes are often classified as "operations", how the board is facilitated.

Board Member: Members did not know that the bylaws were "suspended" and members did not know that we changed the structure of the board and positions. What was the rationale for those changes? And the requirement for board members to be certified - seems to be a barrier for people to join the board. How do we solve the issue of our board members not having certification?

Parliamentarian: Tell the truth. We're struggling with completing board duties because we need help, we struggle with recruiting help for the board, so we decided to give them an extension on the requirements.

Board Member: How do we fix what we did? I do question why our parliamentarian at that time did not intervene and tell us that what we were doing was out of order? How do we solve this issue?

Parliamentarian: The infrastructure changes were based on organizational need - the organization couldn't find people interested in running for the board who already had certification, so therefore, in order to keep the organization up and running, some flexibility is needed to ensure the organization does not disband due to vacant positions on the board. Now you know, whenever you make changes to the bylaws, they need to be voted on at the biannual national meeting by the members.

Board Member: The problem is when we allow uncertified board members to keep their positions, we are undermining the whole point of requiring our board members to be certified - which ensures that the people running for the positions are qualified, period.

Various solutions/ideas shared during this discussion:

- 1) Return to old board positions/infrastructure (President, Vice President, Secretary, Treasurer, Member-at-Large); remaining positions become standing committees (e.g. Advocacy, Heritage, World Language, Conference Chair, Evaluation).
- 2) Remove board members who do not have certification, and advertise those vacancies to certified members - which would be current VP and Treasurer.
- 3) Acknowledge our bylaw violations, and show steps on how we are resolving them (e.g. draft bylaws with new positions, and including one-year period for certification in order to recruit people to run for board positions, etc.).
- 4) Have everyone resign from the board, the organization becomes inactive, allowing the people involved to revamp the bylaws, organization infrastructure and more, in time for the 2019 conference, but the repercussions of this option seems to be very dire (e.g. IRS, financial status, non-profit organization status, etc.).
- 5) Have our current VP move up to President, so the interim President becomes Ex-Officio, resolving some of the issues in the bylaws.

MOTION: I, Petra Horn-Marsh, move that we implement Option A. Option A means all of the new positions (that were not voted on by members) are converted to standing committees with voting privileges only for motions that do not involve finances.

Seconded: Bea Pfaff

Support: 3

Abstain: 3

Disagree: 3

President is asked to break the vote. President votes to support the motion, so the motion is passed.

MEETING ADJOURNED 8:54 EST

Meeting Minutes respectfully submitted by Secretary R. Harris

Future meetings:

January 21, 2018 at 7 pm EST
February 4, 2018 at 7 pm EST
February 18, 2018 at 7 pm EST
March 4, 2018 at 7 pm EST
March 18, 2018 at 7 pm EST
April 1, 2018 at 7 pm EST
April 15, 2018 at 7 pm EST
May 6, 2018 at 7 pm EST
May 20, 2018 at 7 pm EST
June 3, 2018 at 7 pm EST
June 24, 2018 at 7 pm EST