

Prairie Spirit Teachers' Association

2025 Constitution Amendments: Motions for Approval

Introduction

Over the past year, the Prairie Spirit Teachers' Association (PSTA) conducted a comprehensive review of its Constitution (last updated in 2023) to ensure alignment with Saskatchewan Teachers' Federation (STF) requirements, current organizational needs, and best governance practices. The STF provided detailed feedback in October 2024 and March 2025, and the PSTA's Policies and Guidelines (2018) were consulted to integrate important operational details into the Constitution. As a result, a **2025 Draft Constitution** has been prepared with various changes ranging from minor edits to significant structural updates.

This document presents the proposed constitutional changes organized into three grouped motions for approval by the membership at the August 2025 General Assembly. Each motion groups related changes together to streamline discussion and voting:

1. Minor language and structural edits that do not change intent
2. Addition of the Teacher Wellness Committee
3. All other significant or substantive changes

For each motion, the specific changes are outlined along with the rationale behind them. References are provided to the relevant sections of the **2023 Constitution**, the **2025 Draft Constitution**, the **STF review documents** (Oct 2024 and Mar 2025), and the **PSTA Policies and Guidelines (2018)** where applicable. This will help members clearly see what is changing and why, prior to voting. Sections of the Constitution not mentioned in any motion (e.g. Sections 4, 5, 11, 13, 14) remain unchanged or only received minor formatting updates with no impact on meaning.

Process & Purpose: These amendments have been reviewed by the PSTA Executive, the Representative Assembly, and the STF. The goal is to modernize the Constitution, clarify roles and procedures, incorporate current priorities (like teacher wellness), and ensure compliance with STF bylaws and provincial legislation, all while maintaining the spirit and intent of the original document. Members are encouraged to review each motion carefully. Approval of all motions will result in the adoption of the 2025 Constitution as drafted.

Table of Contents

1. Introduction
2. Motion 1: Minor Language and Structural Edits (No Change in Intent)
3. Motion 2: Addition of the Teacher Wellness Committee

4. Motion 3: Other Significant/Substantive Changes

Motion 1: Minor Language and Structural Edits (No Change in Intent)

Motion 1 proposes to approve all minor wording changes, rephrasing, and structural reordering in the 2025 Draft Constitution that do not alter the original intent of the provisions. These edits improve clarity, consistency, and alignment with STF standards, but they do not introduce new rights, obligations, or changes in governance structure. The changes grouped in this motion are largely housekeeping in nature, addressing issues identified in the STF reviews and by the Constitution Review Committee. Key edits included in this motion are:

- **Official recognition and alignment statements:** The PSTA's status as an STF local is now explicitly stated on the cover page of the Constitution, aligning the document with *The Teachers' Federation Act, 2006* as recommended by the STF. This addition simply affirms existing reality (PSTA has always been an STF local) and ensures legal consistency without changing PSTA's role. The name of the employing school division (Prairie Spirit School Division No. 206) is also added and defined as "PSSD" for clarity, focusing the Name article on the local association (per STF feedback).
- **Terminology updates for consistency:** Several terms have been updated to mirror STF's preferred language and improve readability. For example, "Regular members of the STF employed by PSSD" is used instead of the full division name in defining membership, and references to "50% plus one" have been rephrased as "more than 50%" to describe majority requirements. These edits do not change any numerical requirements; they simply use clearer wording. Similarly, the term "**school staff representatives**" is now used instead of "school staff liaisons" when referring to members of the Representative Assembly, aligning with common practice and STF terminology (the underlying role of these individuals remains the same).
- **Clarifications of existing membership rights:** The draft clarifies that **substitute teachers** have full PSTA membership rights within the local. This was always the intent (as per STF Bylaws), but the 2023 Constitution's wording was made more explicit in response to STF's October 2024 review. This clarification assures that substitutes are not treated as a separate class without altering their actual rights (which were already upheld in practice).
- **Removal of redundant "associate member" clause:** The old constitution included a clause on associate membership (for superannuates, teachers in First Nations schools, etc.) with limited privileges. This has been removed in 2025 because associate status is governed by STF bylaws and PSTA policy rather than the local constitution. Eliminating this clause streamlines the document; it does not revoke any membership category recognized by the STF, but simply avoids unnecessary duplication. (For reference, PSTA Policy 1.2 already outlines

associate membership rights and limitations, so the constitution need not restate them.)

- **Merging of Affiliation article into Name:** The brief “**Affiliation**” section in the 2023 Constitution (which stated that the PSTA is affiliated with the STF and must remain consistent with STF legislation and bylaws) was removed as a standalone article. Its essential content is now included in **Section 1: Name**, since the Name article already declares PSTA as a local of the STF and the requirement to be consistent with STF rules. This structural merge avoids redundancy and was recommended in the STF review. There is no change in meaning; the PSTA’s affiliation and consistency with STF bylaws remain firmly in place, but are expressed more succinctly in one section.
- **Section renumbering and reordering:** Due to the above merger and the addition of a new article later (Offices and Duties in Motion 3), the section numbers in the 2025 Draft have shifted. For example, what was Section 7 (Governance Organization) in 2023 is now Section 6, and subsequent sections are renumbered accordingly. These numerical changes are purely structural. Cross-references within the constitution have been updated to reflect the new numbering, with no effect on the substance of the rules.
- **Consolidation of budget and fee approvals:** In the General Assembly’s responsibilities, the approval of the annual budget and the setting of membership fees have been **combined into a single resolution** (now listed together under one clause). Previously, the budget and fee schedule might have been approved in separate motions; merging them simplifies the process but does not reduce member control over finances. Members will still vote on fees and budgets, only now it will happen in one unified vote for efficiency. This change was noted as an STF suggestion to make the constitution more concise.
- **Standardized formatting and phrasing:** Throughout the document, minor edits were made for consistency and clarity. This includes using uniform date formats and terms, correcting grammar or typos (such as italicizing legislation titles like *The Teachers’ Federation Act, 2006*), and ensuring each clause is clearly numbered or lettered. None of these alter the meaning of any clause; they are simply editorial improvements intended to make the constitution easier to read and reference (for example, adding headings in the financial section for easier navigation was an STF formatting recommendation).

Rationale: All of the above changes are **housekeeping amendments** intended to make the constitution more clear, accessible, and in line with STF’s standard local constitution format. They do *not* change the rights, responsibilities, or governance structure of the PSTA; instead, they reinforce the intended meaning of the 2023 Constitution. Adopting these edits will help avoid confusion (by using consistent language and terminology) and ensure our constitution passes STF’s compliance checks. The STF review process explicitly identified many of these minor issues (e.g. phrasing, formatting, redundancies) and the PSTA has addressed them here. Approving Motion 1 means the membership agrees to update the constitution with these non-controversial improvements for a clearer, more polished final document.

Motion 2: Addition of the Teacher Wellness Committee

Motion 2 proposes to formally establish the Teacher Wellness Committee as a new standing committee in the PSTA Constitution, and to approve all related amendments (in various sections) that implement this addition. This committee has been created to address and promote teacher wellness and staff well-being, reflecting a current priority for the Association and its members. The motion covers the introduction of the committee in the list of standing committees, the inclusion of its chair on the PSTA Executive, and its incorporation into election procedures.

The changes associated with adding the **Teacher Wellness Committee** are as follows:

- **New Standing Committee Article:** The **Teacher Wellness Committee** is added as a standing committee in the constitution. In the 2025 Draft, it appears as Section **7.3.5** (under the Committees article). The constitution outlines the basic structure of this committee: it consists of three members, those members elect a Chair from among themselves, and the term of office runs from July 1 to June 30 each year. This committee exists to represent PSTA members on the Wellness Committee established under Section 13 of the LINC agreement. Its role is to focus on teacher wellness initiatives and support systems for members. (Detailed responsibilities are outlined in PSTA policy rather than written in full in the constitution, consistent with other committees such as Professional Development and Communications.) This addition does not diminish the work of other active committees; it acknowledges wellness as a dedicated area of focus.
- **Representation on the Executive:** The Chair of the Teacher Wellness Committee is now included as a member of the PSTA Executive. Section **6.3.5** of the draft constitution (Executive composition) lists the “teacher wellness committee chair” among the executive roles, alongside positions like LINC Chair, Professional Development Chair, etc.. This means the Wellness Committee Chair will sit on the Executive, ensuring that wellness perspectives are represented in executive discussions.
- **Election of Committee Members:** The new Teacher Wellness Committee positions are integrated into our **election process**. As with other standing committees, the three members of the Wellness Committee will be **elected by the Representative Assembly** (RA). In the constitution’s section on the Representative Assembly’s authority, the draft now includes the mandate to “elect all Executive and Committee Members except the president”, which by definition covers the Teacher Wellness Committee members as well. Furthermore, Section 12 (Elections) explicitly lists the Teacher Wellness Committee among the positions elected by the RA (this was added to the elections article to avoid any ambiguity). In short, the RA will hold elections for the Teacher Wellness Committee annually, just as it does for other standing committees like Professional Development or Communications.
- **Rationale for Adding the Committee:** The creation of a Teacher Wellness Committee recognizes that educator wellness and mental health are critical components of a productive educational environment. In recent years, supporting

teacher well-being has become a priority across many school divisions and local associations. By formally establishing this committee, it operates under PSTA policy guidance and reports to the Representative Assembly. The STF's March 2025 review was supportive of clearly defining all committees and ensuring the constitution reflects current organizational structure. This committee's responsibilities, outlined in policy, will complement existing supports and may work closely with bodies like the Professional Development Committee or LINC if wellness issues intersect with working conditions.

In summary, **approving Motion 2** will enshrine the Teacher Wellness Committee in our constitution, which confirms the PSTA's commitment to teacher wellness and ensures that this important area has a permanent voice in our Association's governance. This change is forward-looking but non-controversial: it does not negatively affect any other aspect of the constitution or member rights. Rather, it strengthens our association by addressing an aspect of teachers' professional lives that has often been handled ad hoc. Members should feel confident that supporting this motion will help promote a healthier, more supportive environment for all PSSD teachers.

Motion 3: Other Significant/Substantive Changes

Motion 3 seeks approval for all other substantive amendments to the PSTA Constitution. These changes are more significant in nature, affecting governance structure, roles, and procedures. The motion covers a broad range of updates not already included in Motions 1 and 2, ranging from new clauses that align PSTA with STF bylaws, to revised election and term provisions, to an overhaul of the removal-from-office process, among others. Each change in this category is described below, along with the rationale:

- **Enhanced Alignment with STF Governance Standards:** Several new clauses were added to ensure the PSTA's activities remain in line with STF policies and provincial standards:
 - *Purposes of the Association:* The PSTA's **objectives (Section 3)** now include explicit commitments to act in solidarity with the STF. New clauses state that the PSTA will act **"in a manner aligned to the collective interests of the teaching profession in Saskatchewan"** and will **not publicly oppose** strategic initiatives of the STF or other locals. These additions were made to comply with STF Bylaw 4.5, as highlighted in the STF reviews. While this reflects a restriction (e.g. the PSTA cannot take a public stance against STF campaigns or another local's efforts), it essentially formalizes expectations that already exist for locals within the Federation. It does not prevent healthy internal debate; it simply means externally the PSTA must present a united front with the broader profession.
 - *Government Relations:* The draft broadens the clause about making representations to government. Previously, the constitution referenced seeking STF approval before approaching the provincial government. Now, **any advocacy to provincial or federal government entities or officials** requires prior STF Executive approval. This was a direct recommendation from STF (since STF Bylaw 4.5 covers both levels) and was clarified in the October 2024 review. The intent remains the same (coordination with STF in political lobbying), but now it's clearly applied to all levels of government, preventing any misunderstanding.
 - *Member Obligations to Policies:* A new clause in **Section 2 (Membership)** extends the expectation of adhering to PSTA policies to *all members*. In the 2023 Constitution, a similar statement was limited to executive members in the "Officers and Officials" section. Now, **"All members shall carry out their duties and responsibilities as outlined in PSTA policy."** This change was guided by STF's March 2025 feedback calling for role clarity and consistent standards. Substantively, it emphasizes that every PSTA member (not just leaders) is expected to follow our local association's policies (for example, a PSTA professional development funding policy or a conduct guideline). It doesn't introduce a punitive measure by itself, but it lays a foundation that all members share responsibility in upholding our collective agreements and standards.

- *Local Bargaining Guidance:* In the **Local Collective Bargaining** article (Section 10), a new clause was added requiring that “*PSTA shall seek guidance from the Federation on matters concerning the negotiation and implementation of the local collective bargaining agreement.*”. Practically, this means before and during local negotiations, our LINC committee will proactively consult STF staff/executive for advice, as a safeguard to ensure our local bargaining strategies don’t conflict with provincial norms or legal frameworks. This addition reinforces existing practice (the PSTA often does consult the STF on bargaining), but now it’s an explicit constitutional duty, aligning with STF Bylaw 4.4.7 on local bargaining support.
- **Governance Structure and Procedures:** A number of changes modify how our Representative Assembly and Executive operate, with the aim of improving democratic processes, continuity, and clarity:
 - *Representative Assembly (RA) Quorum:* A **quorum requirement** was introduced for RA meetings. The constitution now stipulates that **more than 50% of RA members must be present** to constitute a valid RA meeting. Previously, no specific quorum for the RA was stated. This addition, recommended in the STF review, ensures that decisions made at RA truly represent a majority of school representatives, preventing a small fraction from making major decisions. It is a substantive governance improvement but should have minimal impact if attendance remains strong; it simply codifies that at least half of the school reps should be involved in RA decisions.
 - *RA Authority over Policies:* The RA’s role in policy decisions has been **clarified and strengthened**. A clause from the old constitution (former 9.1) which empowered the Association to make policy was relocated under the RA’s authority. Now the RA explicitly has the power to “**make decisions regarding the policies and guidelines of the local association**”, including adoption of new policies..By moving this into the RA section, it’s clear that our representative body, rather than just the executive, governs PSTA policies aligning with democratic principles. This change was made per STF’s suggestion to logically group governance functions. In practice, the RA was already approving policies as implied in the 2023 Constitution and our customs; now the constitution plainly reflects that role.
 - *Elections by Representative Assembly:* The **election process for PSTA leadership** has been streamlined. Except for the President, who continues to be elected by a vote of the general membership (all teachers), all other Executive and committee positions will be **elected at the Representative Assembly**. In the 2023 Constitution, some positions (e.g. Vice-President, STF Councillors, LINC, PD, Communications chairs) were already elected by the RA, but this has now been consolidated and expanded to include *all* standing committee members and executive roles in one comprehensive statement. This means the RA will elect roles like the Professional Development Committee members, Communications

Committee members, and now also the new Teacher Wellness Committee members (as noted in Motion 2), rather than those being elected at a General Assembly or appointed. This consolidation was aimed at simplifying the election cycle and was developed in response to STF feedback on making the constitution more functional. It also empowers school representatives to choose committee members directly. The President remains a special case, elected by all members at large (since the president represents the whole membership and is STF councillor by virtue of office).

- *Executive Composition and Roles:* The **Executive Council** has been adjusted in two ways:
 - The composition of the Executive is updated to list all positions, including the addition of the Teacher Wellness Committee Chair (as covered in Motion 2) and clarifying that the **Past President** is part of the Executive for one year if applicable. The new list of executive members in Section 6.3.5 reads: *past president, president, vice-president, STF councillors, LINC chair, professional development chair, communications chair, teacher wellness committee chair, secretary, and treasurer*. (Secretaries and Treasurers remain non-voting officers on the executive, as before.) This comprehensive listing brings transparency to who sits on the Executive. Removing ambiguity here was part of ensuring the constitution “clearly defines responsibilities and removes duplication” per STF’s March 2025 recommendations.
 - A new clause (**Section 6.3.4**) explicitly states that “*The executive is invested with the authority to make decisions regarding the practices and procedures of the executive.*”. This provision was relocated from the old Section 9.5. It essentially affirms that the Executive can govern its own meeting procedures and internal operations (as long as consistent with the constitution and policies). Including it in the Executive section groups executive powers together logically. It’s a substantive clarification: if, for example, the Executive needs to set its meeting schedule or form sub-committees, it has clear authority to do so. This change was advised in STF feedback to improve logical organization.
- *Terms of Office and Continuity:* To promote stability in leadership, the terms of office for Local Implementation and Negotiation Committee (LINC) members have been revised. Members will now serve staggered two-year terms. In practice, half of the LINC (three members) will be elected each year for two-year terms, rather than the entire LINC being elected annually.
 - The draft includes a transitional plan: after adoption, all six LINC members are elected, with the top three vote-getters receiving two-year terms and the other three receiving an initial one-year

term. Thereafter, elections will rotate so that half the positions are contested each year.

- This staggering ensures experienced LINC members are always in place to mentor newcomers and maintain negotiating expertise year over year. They are substantive in that they alter election timing and term expectations, but they are expected to strengthen the PSTA's effectiveness.
- *Executive Duties and Accountability:* The constitution now codifies certain **responsibilities of the Executive** to enhance accountability:
 - The Executive is explicitly required to ensure proper maintenance of **financial records and meeting minutes**, and to make them available to the STF upon request. While the PSTA already did this in practice, enshrining it in the constitution (Section 6.3.12) makes the duty clear and permanent.
 - The Executive must also ensure the PSTA has a **Code of Conduct policy for executive members**, aligned with the STF Executive Code of Conduct. This was added as Section 6.3.13, reinforcing ethical standards at the local level. Essentially, it means the PSTA will maintain a policy (outside the constitution) that outlines expected conduct for its leaders (e.g., conflict of interest rules, professional behavior), mirroring STF's own code. Including this in the constitution was strongly recommended by STF to promote accountability.
- **Streamlining and Updating Committees:** Aside from the addition of the Wellness Committee (Motion 2), other adjustments were made to the constitution's treatment of committees:
 - *Removal of Defunct Committees:* Three standing committees that were previously mentioned in the constitution; **Partnership Advisory Committee, Superannuation Recognition Committee, and Social Committee**; have been **removed** from the constitutional list. These committees were either no longer active or their functions were absorbed by other means. For instance, the Social Committee (which organized social events) can operate on an ad hoc basis under the executive's purview, and the Superannuation Recognition function (honoring retirees) can be handled through policy or annual events without a formal constitutional committee. Removing them as standing committees simplifies the structure and eliminates constitutional obligations for committees that PSTA isn't regularly convening. This change was part of making the constitution focused and "functional and policy-aligned," as noted in the review. It's a substantive change in that these committees will no longer be elected or have guaranteed representation; however, it does *not* prevent the PSTA from continuing those activities informally or re-establishing committees via policy if needed.
 - *Standardization across Committees:* The descriptions of committees were edited for uniformity. For example, for each committee the constitution now

consistently notes that members are elected by the RA, terms run from July 1 to June 30, and that each committee will choose a chair who serves on the executive. In 2023, most of this was the case but some committees had slightly varied language (or in the case of removed committees, different appointment methods). The 2025 Draft made sure every standing committee follows the same template. This improves clarity, as any member reading the constitution can readily understand how committees are formed and operate in a consistent way..

- *Link to Policies:* Each committee clause ends with a note that the committee **“shall carry out the duties as described in the PSTA Policy and Guidelines.”** This is an important link because detailed duties (e.g., how the Professional Development Committee adjudicates PD fund applications, or how the LINC Committee handles grievances) are contained in our policy manual. By explicitly referencing the policy, the constitution acknowledges those details without having to enumerate them, and it reminds committees to follow the current policy. This structure was retained and emphasized in the new draft, aligning with STF’s advice that some operational specifics are best kept in policy but clearly connected to the constitution.
- **New “Offices and Duties” Article:** One of the most significant additions is an entire new article (Section 9 in the 2025 Draft) that **incorporates the roles and responsibilities of various PSTA officers and representatives directly into the constitution.** Previously, these details were found only in the PSTA Policies and Guidelines (2018) Section 3. Key points about this change:
 - The new article, titled **“Offices and Duties,”** brings in the duty statements for positions such as Committee Chairs, LINC Committee, Past President, President, Vice-President, School Staff Representatives (formerly called liaisons), Secretary, Treasurer, and STF Councillors. These are largely copied *verbatim* or with minor adjustments from the 2018 policy document, which had an entire section detailing these roles. For example, the duties of Committee Chairs (calling meetings, liaising with the local and provincial organizations, reporting, etc.) that were in Policy 3.2.2 are now Article 9.1 in the constitution. The LINC Committee’s role and the LINC Chair’s specific duties from Policy 3.4.1–3.4.6 are now embedded in the constitution’s text. Similarly, the position descriptions for Past President, President, and Vice-President from Policy 3.5, 3.6, 3.12 are now constitutional clauses. The School Staff Representative’s duties (from Policy 3.8, formerly named “liaison”) are included, minus the example of “legal advice” to ensure alignment with STF’s guidance.
 - **Why embed these in the Constitution?** The rationale is to *“ensure alignment with STF Bylaw 4.4.6–4.4.9”* which pertain to local association governance, including transparency and accountability in duties. By having these roles in the constitution, they cannot be altered without membership approval (whereas previously, they could be changed by an executive motion amending policy). This provides stability and clarity: every member can reference the constitution to know what, for example,

the Vice-President is expected to do, or what the Treasurer's obligations are. The STF strongly encouraged this move in both reviews, seeing it as a way to meet expectations for "**transparency, duty of office, and governance accountability.**" In short, it prevents "scope creep" or neglect of duties; the fundamental expectations for each role are formally set.

- **Notable details in this integration:** While most content was transferred directly, a few adjustments were made in line with STF feedback:
 - For the **Communications Committee**, one duty (managing the website domain) that used to belong to that committee was reassigned to the President's duties. The Communications Committee still retains responsibilities like handling association merchandise and boosting the local's profile as those remain in the constitution.
 - The **School Staff Representative** role (formerly Liaison) had a bullet in policy about linking members to STF supports, with examples including counseling, **legal advice**, etc.. The STF review in March 2025 advised removing "legal advice" from the examples, since legal advice is a service provided centrally (via STF's Member Assistance) rather than something a local representative should be seen to offer. In the constitution, this duty is phrased more generally (e.g., "links members to supports and services within the STF" without mentioning legal advice specifically). This keeps the intent; reps direct colleagues to available supports; while aligning with STF's guidance that locals shouldn't be perceived as giving legal counsel.
 - For **STF Councillors**, the policy description was adjusted to avoid implying councillors individually give advice. The new text focuses on their role as connectors to STF programs and informing STF of local issues. This addresses an STF note that councillors "advise members of and refer them to Federation services" rather than personally advising on everything.
 - The **Treasurer's duties** in the constitution were expanded beyond what was in the 2018 policy. Now included are specifics such as arranging for annual financial review/audit and presenting budgets. Some of these elements were mentioned in Section 11 (Financial Matters) of the constitution or implied, but now they are also listed as duties of the Treasurer, ensuring individual responsibility is assigned. This ties into STF's emphasis on financial transparency and clearly assigned duties.
- **Bottom line:** Including the Offices and Duties section is a major substantive change that strengthens governance. Members should recognize that while it makes the constitution longer, it doesn't create new work, but rather it formalizes duties that were already in place via policy.

Approving this as part of Motion 3 means agreeing that these important role definitions should have constitutional status. This helps protect the Association by requiring future changes to these duties to come back to a general assembly for a vote, rather than being alterable by a small group.

- **Officer Removal Process (Section 12 revision):** The procedure for removing an elected officer (Executive member) has been **completely revised** to ensure fairness, clarity, and consistency with legal and STF standards. In the 2023 Constitution, the removal process was brief and did not fully articulate how due process would be handled. The STF provided extensive guidance on this in the March 2025 review, emphasizing “natural justice and legal review” and the involvement of the general membership in removing a President. The new removal process, now outlined in Section 12, includes:
 - **Clear Grounds for Removal:** It specifies reasons an officer may be removed, such as: violating the codes and standards of the teaching profession, conduct that significantly impedes the work of the Association, or failing to carry out the duties of their office. Listing these grounds sets a high bar and ensures officers are not removed for arbitrary reasons.
 - **Notice and Initial Executive Motion:** A notice of motion for removal must be presented to all Executive members at least three working days before an Executive meeting where removal is considered. At that meeting, a motion to remove the officer must pass with at least 80% of voting Executive members in favour. Our draft reflects this high threshold. This two-step process, consisting of advance notice and an 80% vote, protects against snap decisions and ensures the case is compelling to nearly all Executive members before it proceeds.
 - **Membership Ratification:** If the Executive’s removal motion passes, **final approval shifts to the broader membership.** For the President, removal must be confirmed by a simple majority vote at a General Assembly of members; for any other officer, by a simple majority at a Representative Assembly. This distinction is because the President is elected by all members, so all members should have a say in a President’s removal; other officers are elected by the RA, so the RA can decide their fate. This layered approach was explicitly required by STF to align with the principle that the body which elects an official should be involved in removing them. It also ensures transparency, with the wider membership being aware and having input on such a serious decision.
 - **Right to be Heard:** The new process guarantees that the individual facing removal and the mover of the removal motion both have the opportunity to address the Executive and the General Assembly/Representative Assembly before any final decision. This satisfies “due process,” as the accused officer can defend themselves and the accuser can state their case, ensuring the voting members are fully informed.
 - **Conditions for Proceedings:** Additional conditions are set to ensure fairness (e.g., likely ensuring quorum is present, conflict of interest is managed, and confidentiality or support from STF if needed). The detailed

“conditions” section from the STF template (not fully quoted above due to length) is incorporated to make the procedure legally sound.

Overall, this new removal process is far more robust and protective of both the Association’s integrity and individuals’ rights. It is a substantive change as it establishes a new mechanism that must be followed if removal is ever contemplated. Members should note that this change actually makes it somewhat harder to remove someone than before (because of notice and high voting thresholds), but that is by design, as it prevents capricious or politically motivated removals while still allowing action in cases of serious misconduct. Approving Motion 3 confirms that the membership accepts this careful balance, as recommended by the STF and legal advisors, to safeguard our democratic processes.

- **Financial Matters (Section 11) – Confirmation of Good Practice:** While Section 11 (Financial Matters) did not undergo major content changes, it is worth noting under Motion 3 that the section has been reviewed to ensure it meets all STF expectations for transparency and accountability. The 2025 Draft preserved the 2023 wording about audits, expenditures, signing authorities, etc., with only minor formatting improvements (such as adding headings for ease of reading, as suggested by STF). For example, requirements like having an external financial review or audit annually, membership approval of the financial statements, two-signature rule for payments, and the establishment of financial policies remain firmly in place. The STF reviews in 2024 and 2025 explicitly noted that PSTA’s financial provisions were strong and aligned with bylaw standards. Thus, Motion 3’s approval also acknowledges that members are maintaining these sound financial governance practices as part of the new constitution.

Rationale: The substantive changes above are driven by a combination of **STF policy requirements, practical governance improvements, and modernization efforts:**

- The PSTA must remain compliant with STF bylaws and directives, with changes such as those reinforcing alignment with STF initiatives and clarifying our authority boundaries (government relations, member conduct, etc.) helping to ensure we meet our obligations as an STF local.
- Strengthening democratic structures (RA quorum, election processes) and leadership continuity (two-year terms, staggered elections) helps the PSTA function more effectively and represent members more reliably. These changes were carefully considered to improve our operations without disenfranchising anyone. In fact, they often give representatives and members *more* say (e.g., RA electing all committees, GA involved in President removal).
- Incorporating the Offices and Duties article responds to STF’s push for transparency and codification of roles. It means our constitution will now serve not just as a governance framework but also as a reference manual for “who does what”, which is beneficial for accountability. For instance, new Executive

members or school reps can look at the constitution to understand their duties in black and white.

- The officer removal process revamp is a critical risk management update. It protects the Association from potential legal challenges by ensuring any removal is procedurally fair, and it protects members by making sure their elected leaders can only be removed with broad support and due cause. The inclusion of STF-recommended language here is particularly important; it reflects lessons learned and best practices from other locals and the Federation.
- Removing obsolete committees and standardizing committee operations declutters the constitution and focuses it on the structures we actually use. Anything removed can still exist in policy if needed, which is easier to adjust as our needs change, while the constitution now represents our active governance framework accurately.

By approving Motion 3, members will be affirming a comprehensive update that brings the PSTA Constitution up to date with current realities and expectations. All significant changes have been vetted through STF's review process and by our own committees. Together, they position the PSTA to be a more transparent, accountable, and effective organization going forward.

Conclusion: The PSTA Executive recommend a **YES** vote on Motion 3. This motion's changes, alongside those in Motions 1 and 2, will collectively result in a 2025 PSTA Constitution that faithfully serves our membership's interests, complies with all Federation requirements, and stands as a robust foundation for our local association's governance in the years to come.