

**MOTIONS THAT PASSED**  
2025 TSTA House of Delegates / San Marcos, Texas

**NBI #1 - I MOVE that the CB&E Committee be directed to draft and present a bylaw amendment to revise substantially the Acknowledgements and Recognitions requirements. The amendment shall provide for acknowledgements and recognitions being flexible to evolving language and understanding. The bylaw may delegate to the TSTA Board of Directors the authority to establish by Board Policy the requirements.**

**ACTION:** CB&E drafted and is presenting a bylaw amendment to the 2026 House of Delegates.

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**NBI #3 – I MOVE that TSTA solicit the membership for articles to publish in the Advocate.**

**ACTION:** An item soliciting articles from membership ran in the Spring 26, Fall 25 and Summer 25 Advocates. We have received one submission, which will be considered for the Summer 26 issue upon review. We have also reached out to membership through social media about contributing to Advocate articles relating to cell phone bans and AI in the classroom.

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**NBI #4 – I MOVE that TSTA will expand action items/mobilization efforts in each Advocate publication to include an action the reader can do.**

**ACTION:** In addition to running content that covers our legislative advocacy and organizing efforts throughout the state, we have included calls to action in the Advocate, most notably calls to switch to autopay as we are running a statewide conversion campaign. Articles in the Advocate also included suggestions for ways to be more involved, including contributing to the TSTA PAC, encouragement to join curriculum standards workgroups with TEA, candidate endorsements and get out the vote efforts, guidelines for staying safe on social media, information about supporting vulnerable student populations, among other issues. Due to the time constraints of a quarterly printing schedule and to honor the spirit of this NBI while also taking advantage of a much more frequent publishing schedule, we include all Action Alerts in the weekly Briefing, often as the lead story.

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**NBI #5 - I MOVE that TSTA utilize current NEA and TSTA resources to educate locals on how to take advantage of release time for local presidents and specifically notify potential qualifying locals.**

**ACTION:** This information was shared with local presidents during local presidents calls, in person training and via email. For years 1-2, locals in a full-time release grant must cover 45% of the cost of a full-time release president (NEA will cover 45% up to a total of 25K and the state affiliate covers 10% of the cost). For year 3, NEA will cover 30% up to \$16,500 and the state affiliate picks up 7% of the cost, while the local covers 63%. TSTA has supported local efforts to build density through membership recruitment and retention to assist locals in their efforts to build a revenue stream that can sustain release-time partnerships.

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**NBI #6 – I MOVE that TSTA develop and present a webinar, utilizing existing NEA and TSTA resources, to support Aspiring Educator (AE) members in their transition to active membership and full-time teaching. This webinar will highlight the benefits of union membership in the early career.**

**ACTION:** TSTA is continuing to work with TSTA -AE on updating the TSTA-AE website and NEA has assisted in creating resources for AE to organize around the issue of pay for student-teaching. TSTA is in the process of leveraging the focus on this organizing issue to bridge AE to active membership with plans to expand it to a webinar to be launched at the Organizing Institute.

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**NBI #8 – I MOVE that TSTA will continue to inform local presidents and add informing Region Presidents if any of their members have been selected by state to attend NEA convenings.**

**ACTION:** TSTA staff has implemented standard operating procedures to include Region Presidents not only Local Presidents to these notices. The TSTA President routinely asks local and region presidents for participant recommendations to NEA convenings.

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**NBI #9 – I MOVE that TSTA create a local application to be used in determining which locals are selected for TOO's that includes a members' pathway to leadership. The application will be reviewed by the TSTA Board of Directors.**

**ACTION:** OCALD and CEG have been working on a complete review and evaluation of the TOO process. To maximize our organizing efforts, the local application for TOO's will be incorporated into the local compliance application process. The applications will include a plan for leadership identification.

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**NBI #10 – I MOVE that TSTA establish digital communications focused exclusively on strengthening the association's social media presence and that TSTA will also support local associations in developing their own social media strategies and communication procedures through an application process submitted by the local executive board.**

**ACTION:** We have greatly expanded the "look and feel" along with the number and scope of our social media posts over the past year. These efforts will continue to be built upon. Additionally, we are piloting a program to connect locals with social media resources. The first step of this program includes a local communication survey launching in April which will identify communication and local social media needs, interests, and commitment to create a plan. Participating locals will receive customized assistance.

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**NBI #12 – I MOVE that TSTA will reach out to members of any unchartered local eligible to bring at least one (1) delegate to HoD to survey membership in those locals about interest in forming an organizing committee and report those results to the TSTA Board of Directors; and notify those local members that resources are available to help them form organizing committees and become chartered.**

**ACTION:** TSTA has used current Spring allocations to identify locals that are uncharted but eligible to bring 1 delegate to the HoD and included organizing committee information in allocation distribution. A follow-up email to membership in the identified locals will be sent in May to align with compliance notice and support. This does not change the process of having members in unchartered locals eligible to participate in cluster elections.

**NBI #13 – I MOVE that a board report be sent to the TSTA membership once the minutes of the Board of Directors meeting are approved.**

**ACTION:** A section for board minutes has been created in the members only section of the TSTA website. Copies of minutes from 2020 on were made available on the website and they continue to be updated with approved minutes. Notice of this site was and will continue to be sent in member briefings.

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**NBI #14 – I MOVE that [TSTA] provide region officers access to chartered and Aspiring Ed local membership information.**

**ACTION:** TSTA staff has implemented standard operating procedures to include these notices.

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**NBI #15 – I MOVE that [the] TSTA HoD recommends that the board of directors explore the hiring of an Aspiring Ed staff organizer that works exclusively for the Aspiring Ed. members in their organizing efforts, advocacy, and leadership development.**

**ACTION:** TSTA Leadership met with TSTA-AE Leadership several times to discuss along with the needs that TSTA-AE presented for their programming efforts. This position was not added to the TSTA Budget.

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**NBI #16 – I MOVE that TSTA survey local leaders about their district TIA plans so as to find inclusive practices that will be shared as a report to the general membership.**

**ACTION:** Since this NBI passed, the Texas Legislature passed an enhanced TIA system to promote the commissioner’s education objectives for Texas teachers. The new system is currently being assessed, and a survey document is in development for our local leaders. The TSTA/Sam Houston State University Moonlighting Survey is also currently in the field and includes several questions related to TIA. Survey results will be shared with membership. TSTA has created a NEA 360 EdCommunities section for presidents to share plans and have dialogue around this issue.

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**NBI #17 – I MOVE that TSTA will send two participants to attend the Leadership Summit. This opportunity is available to local officers or Association Representatives (ARs) who are within their first four years of service in an official capacity. An application process will be implemented, and participants will be selected by the Board of Directors.**

**ACTION:** This application and selection process was created and launched resulting in the TSTA Board of Directors selecting two participants to the past Leadership Summit that took place in March in Chicago.

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**NBI #18 – I MOVE that TSTA will find ways to ensure that all locals are actively working to get safe school resolutions passed at their school districts, including but not limited to trainings to help locals understand the process of passing resolutions in their districts.**

**ACTION:** SAFE schools trainings have taken place in several spaces - including the TSTA Board Meeting, TSTA Local Presidents Training, TSTA Leadership Academy, and will be delivered at the TSTA HoD. In addition, information about SAFE schools has been distributed to leaders via email and promoted during local presidents' calls.

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**NBI #19 – I MOVE that the TSTA President will create several statewide advocacy days a year to highlight education issues and when possible, highlight the work being done on those issues at the local, state and national levels. These advocacy days can include but are not limited to - trainings, webinars, and wear your association shirt days.**

**ACTION:** TSTA President Ovidia Molina has promoted, highlighted, and supported national, state, and local advocacy days throughout the year including No Kings and May Day. In addition, NEA and coalition partner advocacy opportunities have been routinely shared with leaders and promoted among membership.

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**NBI #20 – I MOVE that TSTA will survey locals on what best practices for the retention of Early Career Educator Teacher and ESP Members are being implemented at the local level. TSTA will then compile and make available (through existing channels) collected local best practices for the retention of Early Career Educator and ESP Members are being implemented and working throughout the state.**

**ACTION:** TSTA is in the process of curating resources for Early Career Educators and Education Support Professionals and has reached out to NEA regarding an updated survey. TSTA has also reached out to the NEA ESP Quality Department to obtain potential survey information. TSTA will survey members utilizing and expanding on these potential resources in order to present information for summer and fall member engagement planning and initiatives.

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**NBI #21 – I MOVE that TSTA will share information about the National Council of Urban Education Associations - including its work, conferences, and role within NEA - with local leaders at any organizing events. The session should be 15 minutes for any convening that is one-half to a full day, and 30 minutes for any multi-day event, whether in-person or virtual. For online organizing events, this shall apply only to conferences with multiple sessions/topics, not single webinars.**

**ACTION:** TSTA has compiled information and is working with NCUEA to collect more resources to share with members at the organizing institute and future organizing events. The resources will also be made available to local presidents after the organizing institute.

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**NBI #22 – I MOVE that [the] TSTA HoD recommends to the ED sending one Organizing Center for Affiliate and Leadership Development staff member to attend either the Fall or Summer NCUEA Conference in the 25-26 membership year. TSTA HoD recommends that the Executive Director decide the parameters for who is selected to attend and their post-conference responsibilities. Further, TSTA HoD recommends that the ED will also report to the Budget Committee whether the ED believes the expense should be continued in the 26-27 budget.**

**ACTION:** A TSTA Officer attended the 25-26 Fall Conference. At least one TSTA staff member will attend a conference in the 26-27 year.

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**NBI #24 – I MOVE that TSTA research insurance coverage that would allow the insurance company to provide a certificate of liability to Regions for the purpose of renting transportation to attend rallies/events that pertain to our legislative agenda.**

**ACTION:** A Certificate of Liability (COL) cannot be provided using buses that are not TSTA owned. The possibility of an affiliated group buying a separate special event liability policy and the generation of a “Transportation Liability Limits Acknowledgement” to help guide a group to accept additional or decline additional coverage is also something that is being researched. Locals are encouraged to work with the existing transportation provider in order use their COL.

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**NBI #25 – I MOVE that Texas State Teachers’ Association will support locals in taking coordinated action for public education, democracy, and workers’ rights on May 1, 2028; and TSTA will support locals getting action ready for May 1, 2028; and TSTA will encourage all locals to participate in this coordinated action campaign as a way to advance racial, economic, and social justice.**

**ACTION:** TSTA has promoted and raised awareness about May Day activities in local presidents’ calls, at the TSTA Board, and through sharing resources with members and leaders. TSTA will continue to canvass participating locals and working with them to support their action plans and initiatives.

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**NBI #27 – I MOVE that beginning with the 2026 House of Delegates, for any budget estimate provided by staff, all NBIs that include staffing costs in their budget estimates must provide a description of the work performed by staff that is associated with those costs. CB&E will review standing rules and policies and suggest any changes needed to make this possible.**

**ACTION:** Staff cost descriptions will be included with budget estimates beginning 2026. The budget committee reviews and cost NBI’s. Additionally, we provide a costing sheet based on NEA’s to assist in the costing of NBIs.

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**NBI #28 – I MOVE that TSTA will run an email campaign for any SBOE meetings in accordance with our legislative agenda and add to our TSTA newsbriefs a debrief before and after monthly committee SBOE meetings.**

**ACTION:** State Board of Education meetings are a regular feature of the Briefing, both pre-meeting information once agendas are published and recaps, often including TSTA testimony. We have created campaigns, including member action opportunities, to send out via email and Hustle that addresses issues before the board, most recently involving social studies TEKS rewrites and mandated reading lists.

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**NBI #30 – I MOVE that TSTA present the TSTA model bylaws at the TSTA Organizing Institute, where TSTA will also provide a comprehensive, hands-on session on the minimum requirements and best practices for local bylaws.**

**ACTION:** TSTA has provided bylaws training to local presidents in person and local boards virtually. The bylaws basics document has been made available to local leaders and is in the local presidents trainings website. A bylaws training will be delivered at the organizing institute.

