



BREVARD FEDERATION OF TEACHERS
1007 FLORIDA AVENUE SOUTH
ROCKLEDGE, FL 32955
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JANUARY 15, 2026

THE ADVISOR

Potential Changes to the BFT Constitution & Bylaws

This Advisor is intended for BFT Members only.

The following are proposed changes to the BFT Constitution & Bylaws. According to the BFT Constitution & Bylaws in ARTICLE IX: AMENDMENT OF CONSTITUTION/BY-LAWS:

“This Constitution and By-Laws may be amended by a majority of members voting by secret ballot at a General Membership Meeting, provided that specific written notice of the contemplated change(s) will be provided to all members in good standing no later than 15 days before a general membership meeting. After discussion at that General Membership Meeting, the reviewed Constitution/Bylaws shall be posted on the BFT website and in Union publications. Balloting shall occur at the next General Membership meeting.”

This Advisor will serve as notice of the contemplated changes. The changes are indicated using red for the additions and strikethroughs for the removals. To review the BFT Constitution & Bylaws in its entirety, email Vanessa.Skipper@floridaea.org for the password to the members only part of our website. The changes will be discussed at the February 18th BFT General Membership meeting and voted upon at the April 23rd BFT General Membership meeting. Both meetings will begin at 5:30 and will be located at the BFT office in Rockledge. Dinner is served at 5 PM.

Constitution Proposed Changes:

Article II: Objectives- 1: To ~~obtain for~~ **advocate for and uphold** teachers the rights of teachers as **essential pillars of a free and equitable** ~~to which they are entitled in a free society.~~

Article III: Membership- 4: A member in good standing is defined as one whose dues are current **as per BFT Board Policy(Member Not in Good Standing).**

Article IV: Executive Board Officers- 3: In order to hold office, a member must be in good standing for at least one year prior to the election. Beginning with the spring 2018 election: To qualify as a candidate, a member must have attended at least 2 general membership meetings **and two Executive Board meetings** within ~~the two~~ **two** calendar years ~~before prior to the election~~ **nomination meeting**. To qualify as a paid, full-time release officer, a candidate must have also attended at least 4 Executive Board meetings and 4 general membership meetings within ~~a~~ **two** calendar years prior to the nomination meeting or have served on the Executive Board within the past 6 years. Serving as a delegate and fulfilling all your responsibilities to the NEA Representative Assembly, AFT Convention, or FEA Delegate Assembly within a calendar can replace attendance at one 1 General Membership Meeting for the purpose of qualifying to hold office; serving as a delegate for multiple conventions cannot be used to replace more than 1 General Membership meeting.

Article IV: Executive Board Officers- 4: Terms for officers and delegates shall be from ~~June 1 to May 31,~~ **August 1 to July 31** or in the case of appointment by the Executive Board, from the date of appointment to ~~May 31~~ **July 31.**

Article IV: Executive Board Officers- 6: The offices of President, First Vice President and Second Vice President are paid, full-time release, positions pending funding. ~~If the Treasurer is serving in the role of Member Rights Specialist it shall be a paid, full-time release position.~~ If a position is not full-time release, stipends for the non-release positions will be determined by the Executive Board. Priority funding for release officers shall be as follows: 1. President 2. Vice President ~~3. Treasurer if they are serving in the role of Member Rights Specialist. If not, they move to position # 4.~~ **4. Second Vice President 3. Second Vice President 4. Treasurer.**

Questions?
Call the BFT Office
at 321-636-3323,
or email one of the officers.

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Potential Changes to the BFT Constitution & Bylaws Continued:

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Article V: Building Representatives- 1: Election of Building Representatives shall take place by secret ballot during ~~March~~ **the Spring Semester** or when a vacancy occurs. The term of office shall be ~~2~~ **1** years from June 1 - May 31. **A Building Representative shall be reelected by acclamation if there is no other member in good standing who wishes to run for the position.** Any member in good standing may vote for or run for Building Representative. The BFT **Officers** shall conduct ~~be notified immediately of the result of the election.~~ All schools are eligible for at least one Building Representative and an alternate **selected by the elected Building Representative. If the elected Building Representative is no longer in the position, the alternate shall not become the Building Representative without an election or following the notification process outlined below.** Building Representatives shall not be appointed by the previous Building Representative. If an officer notifies all members, who the unions has personal emails addresses for, at a school about a Building Representative vacancy to see if there is anyone interested in the position and there is only one response by the deadline, there will be no election.

Article VI: Delegates to Conventions- 5: Delegates will abide by the expense guidelines set forth by the Brevard Federation of Teachers. All expenses must be accompanied by receipts, and the receipts must be itemized. All expense reports must be timely submitted within 30 days of the last day of the conference. Expense reports must be organized by day and are subject to refusal if not submitted properly. **If a delegate does not fulfill their duties, he or she may be subject to reimburse the federation for the costs incurred by the federation as decided by the Release Officers or Executive Board when necessary.**

Bylaw Proposed Changes:

Article 1, Section 2.a- Beginning in **2023** ~~2008~~, the President's three-year term began. In **2024** ~~2009~~, the First Vice President's **and Treasurer's** three-year terms began. In **2025** ~~2007~~, the Second Vice President's three-year term began. Henceforth, one of the release time offices will come up for an election each year. The president's, first vice president's, and second vice president's term is three years.

Article 2, Section 2: Absentee voting **(Only applies if the vote is not conducted electronically).**

Article 3, Section 8: The Political Coordinator shall keep the membership informed of political activities and events. The Political Coordinator shall also keep all affiliates of the Federation apprised of its political activities. The Political Coordinator shall be a liaison between the candidates and the Brevard Federation of Teachers and assist the Federation in political action. ~~The Political Coordinator shall be the chairperson of the Brevard TIGER Board.~~

Article 4, Section 5: The Executive Board shall meet at least once each month throughout the **school** calendar year.

Article 4, Section 6: Expenditures by the Release Officers beyond approved budget items of more than ~~\$100~~ **\$150** shall be brought to the Executive Board for approval.

Article 4, Section 9: ~~The Executive Board shall approve all committee appointments.~~

Article VI: Committees- The President shall seek volunteers to chair and serve on all **active** committees.

Article VII, Section 2: Dues for part-time teachers shall be ~~70%~~ **50%** of the regular membership dues.

February General Membership Nomination Meeting

- Nominations for elected office for BFT will be made at the February General Membership meeting on February 18, 2026, beginning at 5:30 PM; dinner will be served at 5 PM. The meeting will be at the BFT office located at 1007 Florida Ave. S. in Rockledge.
- Additional nominations for those who cannot attend the nomination meeting may be submitted in writing and must be received in the BFT office no later than March 4, 2026.
- Nomination forms will be available on the website after the meeting.
- Members who have questions about the qualifications needed to run for the open positions below should email Vanessa.Skipper@floridaea.org.

Positions open include:

President, Executive Board vacancies to include one of the South Area Directors (fulfilling the second year of the term), the Political Coordinator (fulfilling the second year of the term), delegates to the National Education Association Representative Assembly, delegates to the American Federation of Teachers National Convention, and delegates to the Florida Education Association Delegate Assembly.