

**LRID Bylaw Changes Rationale 4/02/2022 (Items 4 - 25)**

Item & Requestor	Bylaws Page #	Current Language	Proposed Language	Rationale/Financial Impact
4. <b>Senior Citizen Dues, Fees &amp; Assessments</b>		NONE	Not Applicable	It has been the desire of the Board (DMelendez) to have this benefit privilege for our members. <b>Committee: IN SUPPORT</b> of establishing dues, fees & assessments for senior citizen members. RID offers this as a benefit to its members. <b>ACTION:</b> A motion and vote will be required if the Association desires to offer senior citizens to have the benefit of reduced dues, fees, & assessments and referred to the PPM committee for inclusion in the PPM.
5. <b>Formatting</b>	entire document	association	<b>Association</b>	Capitalization
		member	<b>Member</b>	
		general business meeting	<b>General Business Meeting</b>	
		voting member	<b>Voting Member</b>	
		Wording/Language	Revised/Corrected	spelling, grammar, punctuation, etc.
Articles of Incorporation/Bylaws	Formating Bylaws to Mirror RIDs	Formatting to include changes, deletions, & additions made to LRID's bylaws; once the membership approves the Bylaws, the Bylaws Comm. will review & verify formatting		
6. a. <b>Certified: Retired, voting</b>	1. ARTICLE III. MEMBERSHIP, Sec 1: Categories & Eligibility of Membership, A. Voting Members	A. Voting Members A Voting Member shall be a resident of Louisiana and a member in good standing of any voting membership category of RID.	A. Voting Members A Voting Member shall be a resident of Louisiana and a member in good standing of any voting membership category of RID. <b>Certified: Retired Members shall continue to have voting privileges.</b>	Refer to Item 2. a., above (if the membership voted to have this membership category type; This allows Certified: Retired to continue voting.

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<p>6. b. <b>Certified Voting Members</b></p>	<p>1. &amp; 2. ARTICLE III. MEMBERSHIP, Sec 2: Voting Rights and Requirements</p>	<p>ARTICLE III. MEMBERSHIP, Sec 2: Voting Rights and Requirements</p>	<p>ARTICLE III. MEMBERSHIP, Sec 2: Voting Rights and Requirements <b>B. Meetings, referenda, and elections pertaining to evaluations, certifications, and standards/ethics may only be voted upon by active, Certified Voting Members.</b></p>	<p>There has been an "unwritten rule" the Association has been following; recommend adding language to support any future conflicts</p>
<p>7. <b>Proxy Voting</b></p>			<p><b>C. Proxy votes are not permitted.</b></p>	<p>Added language; RRO suggests having language in bylaws to address proxy votes; this addition provides clarity; with technology advancements, LRID may consider allowing members who are geographically dispersed to participate and vote through electronic video format</p>
<p>8. <b>Dues, Fees, &amp; Assessments</b></p>	<p>Page 2 ARTICLE III. MEMBERSHIP; Sec 2: Voting rights and Requirements; B.</p>	<p>B. Upon receipt of appropriate documentation, a member who has a change in membership category will immediately be entitled to the privileges thereof. Beginning with the next fiscal year, all dues for that member shall be based on the new membership category.</p>	<p><del>DB.</del> .....Beginning with the next fiscal year, all dues, <b>fees and assessments</b> for that member shall be based on the new membership category.</p>	<p>if Item 24, ARTICLE X. <b>FEES, AND DUES, AND ASSESSMENTS</b> is approved, then this wording needs to be added to reflect the change</p>
<p>9. a. <b>LAD Rep to</b></p>		<p>Section 1: Composition of Board of Directors The Board of Directors shall be comprised of President Vice-</p>	<p><i>The Board of Directors shall be composed</i> <del>comprised</del> of the President of <del>President,</del></p>	<p><b>LAD Rep to LRID</b> - Membership wanted to remove this position March 2010 membership decided to retain position; President to meet with LAD Board *LAD was in favor of removing the position *10/23/20 Fall Conference no action was taken  *LRID has been functioning w 5 member BOD to date</p>

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<p><b>LRID</b></p>	<p>Page 2 ARTICLE IV. BOARD OF DIRECTORS; Sec 1: Composition of Board of Directors</p>	<p>President, Secretary, Treasurer, Member-at- Large, and <b>LAD Representative to LRID</b>. In addition, the <b>Immediate Past President</b> may attend board meetings. (LAD-Louisiana Association of the Deaf)</p>	<p>Vice-President, Secretary, Treasurer, and Member-at- Large. <del>and LAD Representative to LRID. In addition, the Immediate Past President may attend board meetings. (LAD-Louisiana Association of the Deaf)</del></p>	<p>K.David &amp; J. Gore (LAD President) met on 2/9/22 &amp; in writing, 2/28/22</p> <ol style="list-style-type: none"> <li>1. move forward with removing the position; and</li> <li>2. fill the Member-at-Large with a qualified person who is d/Deaf, DeafBlind, or HoH at the time of the election; if not, a hearing interpreter this impacts item 14.a. &amp; 15. (below)</li> </ol>
<p>9. b. <b>Immediate Past President</b></p>				<p><b>Immediate Past President</b> - Remove position; every position that is vacated due to elections serves a transitional period; Since creating this position, the practice of having the immediate past President has not been practiced</p>
<p>10. a. <b>Director's General Duties</b></p>	<p>Page 2 &amp; 3 ARTICLE IV. BOARD OF DIRECTORS; Sec 3: Duties; A. General Duties</p>	<p>A.General Duties 1.Perform duties as prescribed by the membership.</p>	<p>A. General Duties <b>The LRID Policy and Procedures Manual (PPM) contains information that may expand on specific duties for each Board Member.</b></p> <p>1. Perform duties as prescribed by the membership.</p>	<p>Added language; PPM is a new document being developed &amp; presented to membership for approval at the GBM on 4/2/22; Rule of Thumb: <u>Bylaws</u> tell the Association what to do; the <u>PPM</u> explains how the Association will do something or the details</p>
<p>10. b. <b>CEU Coordinator</b></p>		<p>4. Appoint a CMP Coordinator to manage all activities involving CEUs sponsored by the association.</p>	<p>4. Appoint a <u>CMP CEU</u> Coordinator to manage all activities involving CEUs sponsored by the Association.</p>	<p>LRID does not sponsor a Certification Maintenance Program, RID does; LRID pays a fee to serve as an RID CEU Sponsor; LRID offers professional development that have CEUs available to membership who are tracking CEUs through RID; the CEU Coordinator is trained &amp; approved by RID and works closely with RID in approving CEUs offered through LRID; sometimes this responsibility is shared by two individuals who serve as Co-Coordinators</p>

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11. <b>Organization vs Association</b>	Page 3 ARTICLE IV. BOARD OF DIRECTORS; Sec 3: General Duties; B. Officers	B. Officers	B. Officers	Corrected terminology; clarification for the bank; changing signatures when change in Board members
		1. President	1. President	
		e) Appoints, suspends, removes person(s) authorized to make <b>organizational</b> banking, financial accounts, transactions, and/or commitments.	e. Appoints, suspends, removes person(s) authorized to make <del>organizational</del> banking, financial accounts, transactions, and/or <del>other</del> commitments <b>for the Association.</b>	
12. <b>Secretary Duties</b>	Page 4 ARTICLE IV. BOARD OF DIRECTORS; Sec 3: General Duties; B. Officers	3. Secretary	3. Secretary	Added language
		c) Coordinates and distributes information of the association via newsletter and/or website.	c. Coordinates and distributes information of the <del>a</del> Association via newsletter, <b>email</b> , and/or website.	
13. <b>Verification of Documents</b>	Page 4 ARTICLE IV. BOARD OF DIRECTORS; Sec 3: General Duties; B. Officers	4. Treasurer	Distributes membership <del>cards</del> <b>verification documents</b>	Current language is limiting; the PPM will include specifics; RID does not automatically issue membership cards, can request; LRID to follow same practice
		b) Distributes membership cards		
		5. Member-at-Large	5. Member-at-Large <del>a) Shall attend meetings of the Louisiana Association of the Deaf; serve as liaison, between LRID and LAD; and be a member in good standing with LAD</del>	

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<p>14. a. <b>Member at Large (Deaf Person)</b></p>	<p>Page 4 ARTICLE IV. BOARD OF DIRECTORS; Sec 3: General Duties; B. Officers</p>	<p>a) Shall attend meetings of the Louisiana Association of the Deaf; serve as liaison, between LRID and LAD; and be a member in good standing with LAD</p>	<p>a. It is preferred that a d/Deaf, Deaf Blind, <u>Deaf-Disabled</u>, or Hard-of-Hearing person occupy the position. Alternatively, if a d/Deaf, Deaf Blind, <u>Deaf-Disabled</u>, or Hard-of-Hearing person is not <u>available during the voting</u> eligible and elected or appointed that an <u>eligible</u> hearing interpreter <u>may be nominated and elected to</u> occupy the position.</p>	<p>Refers to items 9. a. &amp; 15. <b><u>DISCUSS ITEM 15.. FIRST</u></b>; if item 15 is approved, LRID should make a strong effort to recruit a qualified/eligible d/Deaf, DB, D-D, or HoH person to serve on LRID Board of Directors. We need the input, voice and advocacy from the Deaf Community.</p>
<p>14. b. <b>Member at Large Membership &amp; Travel Expense</b></p>		<p>d) LRID reimburses membership fees, as approved by the Board, for those serving in this position as needed by the board member</p>	<p><b>d. For those serving in the position, LRID will pay membership to other organizations as needed and approved by the Board of Directors. LRID reimburses membership fees, as approved by the Board, for those serving in this position as needed by the board member.</b></p>	<p>Language change</p>
		<p>None</p>	<p><b>e. Attend meetings of other organizations, pending the availability of funds.</b></p>	<p>It is possible this position may require additional travel (beyond regular board travel) to conferences, meetings representing LRID as liaison, coordinate activities and communication between organizations.</p>
	<p>Page 4 ARTICLE</p>	<p>6. Louisiana Association of the Deaf (LAD) Representative to LRID a) Appointed by the LAD</p>		

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<p>15. <b>LAD Rep to LRID - Remove Position</b></p>	<p>Page 4 ARTICLE IV. BOARD OF DIRECTORS; Sec 3: General Duties; B. Officers</p>	<p>b) Attend LRID Board and general membership meetings</p> <hr/> <p>c) Serves as liaison between the two said organizations</p>	<p align="center">Not Applicable</p>	<p>If items 9. a. &amp; 14 (above), ARTICLE IV. BOARD OF DIRECTORS; Sec 1: Composition of Board of Directors removing LAD from BOD is approved, then remove this section from the Bylaws</p>
<p>16. <b>Immediate Past President - Remove Position</b></p>	<p>Page 4 ARTICLE IV. BOARD OF DIRECTORS; Sec 3: General Duties; B. Officers</p>	<p>7. Immediate Past President</p> <p>Serves in a non-voting capacity</p> <p>a) Assists the president during the transition into office</p> <p>b) Serves as an advisor to the president</p> <p>c) May assume special assignments as determined by the president</p> <p>d) May attend board meetings</p>	<p align="center">Not Applicable</p>	<p>If item 9. b. (above), is approved to remove the Immediate Past President, then this Section will be removed</p>
		<p><u>Section 7: Vacancies</u></p> <hr/> <p>Vacancies are created by the death, resignation, or removal of any director.</p>	<p>Section 7: Vacancies</p> <hr/> <p>Vacancies are created by the <b>resignation, removal, incapacitation, or death</b> <del>death, resignation, or removal</del> of any <b>Director</b>. <b>Additionally, a vacancy will be created when a Director moves out of state more than three (3) months prior to the completion of their term. This situation would require the Director's immediate resignation.</b></p>	<p><b>1st sentence</b>, reordered wording &amp; added incapacitation; <b>2nd sentence</b> During this committee's work on Bylaws, a Director moved out of state; realizing language addressing this issue in the Bylaws was absent; adding this language provides clarity; RID does the same when a Regional Representative moves out of their region to another region</p>

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<p>17. <b>Board of Directors - Vacancies - Director Moves Out of State, VP becomes President</b></p>	<p>Page 6 ARTICLE IV. BOARD OF DIRECTORS; Sec 7: Vacancies</p>	None	<p><b>B. In case of vacancy of the President, the Vice President automatically becomes President for the unexpired term.</b></p>	<p>Added language for clarity; current language does not address this; RRO does not specifically state that the VP automatically moves up, however they may do this</p>
		<p>B. Removal of any director shall be done for any of the following reasons:</p>	<p><del>B</del>C. Removal of any <del>d</del>Director shall be done for any of the following reasons:</p>	<p>Formatting numbering</p>
		<p>1) has any legal action for cause as detailed in Robert's Rules of Order Newly Revised;</p>	<p>1). has any legal action or for cause as detailed in Robert's Rules of Order Newly Revised;</p>	<p>Formatting [ 1), 2).... to 1., 2., 3., ....</p>
		<p>2) does not maintain membership in the association and RID;</p>	<p>2. through 5. <b>No change</b></p>	
		<p>3) has a substantiated formal grievance against him or her;</p>		
		<p>4) fails to attend two (2) scheduled Board meetings within a twelve-month period; or</p>		
		<p>5) has not acted in good faith in the fulfillment of the duties inherent in the office</p>		
NONE	<p><b>A decision for removal of a Director must be approved by a majority of the Board of Directors or the Voting Members present and voting. Notification shall be given to the entire Board of Directors or the Voting Members at least seven (7) days prior to such a meeting. The procedures governing the removal of a Director are contained in the Policy and Procedures Manual.</b></p>	<p>New language to provide clarity; removing a Director; BoD or the Voting Members majority vote; advance notification to the BoD or the Voting Members; and process to be outlined in PPM</p>		

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18. <b>Majority Vote</b>	Page 6 ARTICLE IV. BOARD OF DIRECTORS; Sec 7: Vacancies	C. The Board of Directors shall appoint a person satisfying the qualifications to fill the vacancy for the remaining term of office. Such an appointment will not constitute a term of office.	<del>C</del> D. The Board of Directors, <b>by majority vote</b> , shall appoint a person satisfying the qualifications to fill the vacancy for the remaining term of office. Such an appointment will not	Clarification on vote
19. a. <b>Committees</b>	Pages 6 & 7 ARTICLE V. COMMITTEES	The President shall appoint any standing, special, and/or ad hoc committee as deemed necessary to carry out the objective of the association.	ARTICLE V. COMMITTEES The President, <b>with the Board of Director's approval</b> , shall appoint the <b>member(s) of all any</b> standing, special, <del>advisory</del> , and/or ad hoc <b>committees</b> as deemed necessary to <b>Committees report directly to the Board of Directors. Detailed charges, timelines, and scope of work for each committee shall be contained in the Policies and Procedures Manual.</b>	Added language providing clarity; details to be contained in PPM
19. b. <b>Committee Listing</b>		None	<del>Section 1. Committee Categories</del> <del>A. Audit Committee</del>  <del>B. Comprehensive Maintenance Program (RID Certification)</del> <del>C. Nomination &amp; Election Committee</del>	Removed this section since website posting, 2/14/22
19. c. <b>Advisory Member(s)</b>		None	<del>Section 2: Advisory Member(s)</del> <del>A. Immediate Past President</del>	Removed this section since website posting, 2/14/22



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20. a. <b>Meetings</b>		ARTICLE VI. CONFERENCE AND TRAININGS	<del>ARTICLE VI. CONFERENCE AND TRAININGS MEETINGS OF MEMBERS</del>	Separate meetings and the conference into two (2) Articles; Conference changed to Professional Development because conferences are designed for training in addition to General Business Meetings
20. b. <b>General Business Meeting</b>		<u>Section 1: Conference and General Business Meeting</u>	<u>Section 1: Conference and General Business Meeting</u>	
		A statewide conference shall be held annually for the purpose of conducting the business of the association, as well as providing educational opportunities and professional development.	A statewide <b>General Business Meeting</b> <del>conference</del> shall be held annually for the purpose of to conduct the business of the Association. <del>as well as providing educational opportunities and</del>	Updated language providing clarification & separating out ed opportunities & professional development (moved to its own Article)
		A. A general membership meeting will be held during the conference.	<b>A. This Meetings should occur in conjunction with the annual conference.</b> <del>A general membership meeting will be held during the conference.</del>	Updated language
		B. A quorum shall consist of ten (10) percent of eligible voting members.	<b>B. Dates and locations will be designated by the Board of Directors or the Membership and written notice given to the membership at least thirty (30) days prior to the meeting.</b> <del>A quorum shall consist of ten (10) percent of eligible voting members present at the meeting.</del>	Updated language

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	<p>Page 7 CONFERENCE AND TRAININGS</p>	<p>C. Notice of the general business meeting will be given to the membership at least thirty (30) days prior to the meeting.</p>	<p><b>C. Locations will rotate among membership areas.</b> <del>Notice of the General Business Meeting</del> <del>general business meeting will be given to the membership at least thirty (30) days prior to the meeting.</del></p>	<p>Updated language</p>
		<p>D. Conference dates and locations will rotate among membership areas.</p>	<p><b>D. Minutes will be disseminated to the membership within forty-five (45) days after the conclusion of the meeting.</b> <del>Conference dates and locations will rotate among membership areas.</del></p>	<p>Updated language; change from 30 days to 45</p>
<p>20. c. <b>Special Meetings</b></p>		<p><u>Section 2: Trainings</u></p>	<p><b>Section 2: Special Meetings</b> <u>Trainings</u></p>	<p>Trainings moved to ARTICLE VII. PROFESSIONAL DEVELOPMENT</p>
		<p>One-day trainings shall be provided by the association at least twice a year for the purpose of individual and professional development. Training dates and locations will rotate among membership areas.</p>	<p><del>One day trainings shall be provided by the association at least twice a year for the purpose of individual and professional development. Training dates and locations will rotate among membership areas.</del></p>	
		<p><u>Section 3: Special Meetings</u></p>	<p><b>Section 3: Special Meetings</b></p>	
		<p>A. Special Meetings may be called by the Board of Directors for the purpose of conducting business of the association.</p>	<p>A. Special Meetings may be called at any time by the Board of Directors <b>or by petition sent to the Board of Directors from a minimum of ten (10) percent of the Voting Members of the Association</b> for the purpose of conducting business of the Association.</p>	<p>Added language; provision for the membership to call a special meeting, if needed; RRO allows this</p>

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		B. Results of any special meeting shall be disseminated to the membership within forty-five days after the meeting date.	B. Results of any <del>Special membership</del> Meeting shall be disseminated to the membership within forty-five (45) days after the <del>conclusion</del> of the meeting <del>date</del> .	
20. d. <b>Quorum Clarification</b>			<del>Section 3: <b>Quorum Special Meetings</b></del>	
			<del>A quorum shall consist of ten (10) percent of eligible voting members present at the meeting.</del>	Clarified the quorum needed for GBM, Special Meetings & Special Referendum; combined the 3 meeting types into one section
	Page 8, ARTICLE VII., Section 3: Special Meetings	<u>Section 3: Special Meetings</u> A quorum shall consist of ten (10) percent of eligible voting members present at the meeting.	<b>A. A quorum To conduct business at a General Business Meeting a Special Meeting, or a Special Referendum, a quorum shall consist of no less than ten (10) percent of eligible Voting Members registered for the Conference of the Association.</b>	
			<del>B. A quorum to conduct business at a Special Meeting shall consist of no less than ten (10) percent of the eligible Voting Members present at the meeting.</del>	

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	Page 8, ARTICLE VII., Section 3: Special Meetings	None	<del>CB. A quorum to conduct business at Meetings, referenda, or elections pertaining to evaluations, certifications, and standards/ethics shall have a quorum of no less than ten (10) percent of the eligible active, Certified Voting Members of the Association.</del>	Clarified the quorum needed; when Certified Voting Members vote on issues related to evaluations, certifications & standards/ethics
21. PROFESSIONAL DEVELOPMENT	Page 8 ARTICLE VII. SPECIAL REFERENDUM	ARTICLE VI. CONFERENCE AND TRAININGS	ARTICLE VII. PROFESSIONAL DEVELOPMENT	New Article; new terminology (professional development instead of training)
		<u>Section 1: Conference and General Business Meeting</u>	<del>One day trainings shall be provided by the association at least twice a year for the purpose of individual and professional development. Training dates and locations will rotate among membership areas.</del>	updated language
		A statewide conference shall be held annually for the purpose of conducting the business of the association, as well as providing educational opportunities and	Training opportunities will be provided at least once a year for the purpose of individual professional development.	
			A. A statewide conference will be held annually in conjunction with the General Business Meeting, providing educational opportunities and professional development.	
			B. Other training(s) shall be provided by the Association at least once a year, if feasible.	

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		professional development.	<b>C. Dates and locations will be designated by the Board of Directors and written notice given to the membership at least thirty (30) days prior to the event.</b>	Updated language
			<b>D. Conference dates and Locations will rotate among membership areas.</b>	Updated language
23. <b>SPECIAL REFERENDUM</b>	ARTICLE VII. SPECIAL REFERENDUM	ARTICLE VII. SPECIAL REFERENDUM	ARTICLE VIII. SPECIAL REFERENDUM	ReNUMBER Article; no other change
		Motions may be voted on by the membership by special referendum in the following manner:	Motions may be voted on by the membership by special referendum in the following manner:	
		ARTICLE IX. FEES AND DUES	ARTICLE X. FEES, AND DUES, AND ASSESSMENTS	
		A. Annual membership fees are due by the first day of July of each fiscal year.	<b>A. To remain in good standing, a member must pay annual dues in advance of July 1st of each fiscal year, in amounts to be fixed from time to time by the Board of Directors. Dues are in arrears as of August 1st of each fiscal year.</b> <del>Annual membership fees are due by the first day of July of each fiscal year.</del>	Updated language for clarity; provides date for a member in good standing & when a member is in arrears

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<p>24. <b>FEEES, DUES, AND ASSESSMENTS</b></p>	<p>Page 9 ARTICLE X. FEES AND DUES</p>	<p>B. The Board of Directors shall not increase or decrease membership dues by more than ten percent without a majority vote of the membership at the general business meeting or by special referendum.</p>	<p>B. The Board of Directors shall not increase or decrease membership dues by more than ten percent without a majority vote of the membership <b>either</b> at the <b>General Business Meeting</b> <del>general business meeting</del> or by <del>special</del> referendum.</p>	<p>Updated language/format; adding info will be included in the PPM</p>
			<p>C. Dues may vary for each category <b>and shall be contained in the LRID Policy and Procedures Manual</b>. Notification of any changes in dues must be available to the membership at least forty-five (45) days prior to the anticipated</p>	
<p>25. <b>Non-Discrimination Policy Update</b></p>	<p>Page 10 ARTICLE XI. NON-DISCRIMINATION POLICY</p>	<p>ARTICLE XI. NON-DISCRIMINATION POLICY The association shall not discriminate in matters of membership on the basis of age, color, creed, disability, ethnicity, hearing status, national origin, race, religion, sex, or sexual orientation</p>	<p><b>ARTICLE XII. NON-DISCRIMINATION POLICY</b>  The <del>a</del>Association <b>does not and</b> shall not discriminate on the basis of age, color, creed, disability, ethnicity, <b>gender, gender expression, gender identity, hearing status, martial status, military status, national origin (ancestry), race, religion, sex, or sexual orientation, in any of its activities or operations.</b></p>	<p>Updage language to current use; we need to reflect our Association's commitment to treating everyone equally</p>

