

CONSTITUTION AND BYLAWS
OF
THE GREAT NECK TEACHERS ASSOCIATION

NYSUT, AFT-NEA, AFL-CIO

LOCAL #2686

GREAT NECK, NEW YORK 11020

Adopted 1974
Revised 1979
Revised 1985
Revised 1987
Revised 2013
Revised 2014
Revised 2019
Revised 2023
Revised 2024
Revised 2025

MISSION STATEMENT

The mission of the Great Neck Teachers Association is to promote and support the welfare of its members and to safeguard the excellence of a Great Neck education for all students. The GNTA fosters communication between teachers and other stakeholders and works to strengthen the educational process in an ever-changing environment.

Great Neck, New York

CONSTITUTION

ARTICLE 1

NAME

This organization shall be known as the Great Neck Teachers Association (GNTA). This organization shall be affiliated with NYSUT, AFT-NEA, and AFL-CIO. Chapters of the association shall maintain affiliations with the GNTA and its affiliates. Chapters shall be entitled to participate in the election process for representation at the NYSUT Representative Assembly and the AFT Convention.

ARTICLE II

PURPOSES

- Section 1.** To work for the welfare of school children, the advancement of education, and the improvement of instructional opportunities for all.
- Section 2.** To promote education as a social institution for developing the capacities of the young, for enlightening adults, and for working toward a society motivated by the ideal of service and democratic participation.
- Section 3.** To develop and promote the adoption of such ethical practices, personnel policies and standards of preparation and participation as mark a profession.
- Section 4.** To establish the active participation of members in the formulation of educational policies and to work for democratic administration and supervision.
- Section 5.** To encourage and promote the right of members to exercise their professional judgment without influence of special interest groups.
- Section 6.** To encourage members to exercise their political rights as citizens, individually and collectively, in order to strengthen the teaching profession and to advance the economic and professional interests of members.
- Section 7.** To defend and extend the individual and collective rights and interests of members.

Section 8. To act as the representative of members in dealings with employing authorities.

Section 9. To hold property and funds and to employ a staff for the attainment of these purposes.

ARTICLE III

MEMBERSHIP

Section 1. **In-Service** membership in this organization shall be open to any person whose title is delineated in the collective bargaining agreement with the employer.

Section 2. **Retiree** membership shall be open to employees who have retired from in-service membership in this organization. Retiree membership shall be organized by the Retired Educators Chapter.

Section 3. **Honorary** membership may be created for any person by a majority vote of the Delegate Assembly.

Section 4. Membership in good standing shall be maintained through the payment of all required GNTA and affiliate dues. GNTA Chapters shall submit required GNTA dues in addition to NYSUT, AFT-NEA and AFL-CIO dues through the GNTA.

A member who wishes to drop his/her membership must do so within the annual drop period beginning on August 1 and ending on August 31. A member who drops his/her membership at any other time during the year shall nonetheless be obligated to continue payroll dues deduction until the beginning of the next official drop period. Notice of intention to drop one's membership must be made by submitting a membership withdrawal form provided by the President or Treasurer of the GNTA.

The GNTA shall comport with future changes to the Taylor Law.

Section 5. The Association shall not deny membership, nor shall it discriminate against its members on the basis of sex, creed, color, race, age, national origin, sexual orientation, or political belief, nor shall any organization which so denies membership be affiliated with the Association. It shall offer its full protection to all members consistent with the Constitution and Bylaws.

ARTICLE IV

STRUCTURE

Section 1. Delegate Assembly. The Delegate Assembly shall be the legislative and policy-making authority of the Association. It shall consist of the Executive Board, Delegates representing the faculty of each school building in the District, a delegate representing the Retired Educators Chapter, and a non-voting Parliamentarian.

Section 2. Executive Board. The Executive Board shall be the executive authority of the Association. It shall consist of the following:

- (a) A President, four Vice Presidents, and a Treasurer
- (b) four Directors who shall represent, respectively: Elementary Primary (PreK-2), Elementary Intermediate (3-5), Middle Schools (6-8), and High Schools (9-12).

Section 3. Officers. The Officers of the Association shall be a President, Four Vice Presidents, and a Treasurer.

Section 4. Only in-service members of the Association at the time of election may serve as members of the Delegate Assembly, or as members of the Executive Board, or as officers except that one regular member of the Retired Educators Chapter may serve as a member of the Delegate Assembly. Such persons must remain members in good standing during the time for which they are elected.

No person may hold more than one elective local Association office at a time.

Section 5. Building Representation Committees. The Building Representation Committees shall be the representatives of Association members in each school building. Its membership shall consist of all the building Delegates and no more than an equal number of in-service Association members elected by the in-service members in that building.

Section 6. The term of office of members of the Delegate Assembly, Officers and Directors shall be two years.

ARTICLE V

AMENDING PROCEDURES

Section 1. The Delegate Assembly may vote an amendment at any regular meeting of the Assembly providing the proposed amendment has been submitted to the Executive Board and that copies have been sent to all delegates two calendar weeks in advance of the Assembly meeting.

The Delegate Assembly must pass the amendment by a two-thirds majority of the Delegate Assembly present and voting, subject to ratification by a majority of votes cast by in-service members, except that any amendment affecting the retired members will be subject to ratification by a majority of the votes cast by in-service members and regular members of the Retired Educators Chapter.

Section 2. Ratification by the membership of the Association shall be by secret ballot three weeks after the Delegate Assembly votes for the proposals, provided that proposed amendments have been made available to eligible members of the Association two calendar weeks prior to the voting date.

BYLAWS

ARTICLE I

MEMBERSHIP

- Section 1.** **In-Service** membership in this organization shall be open to any person whose title is delineated in the collective bargaining agreement with the employer.
- Section 2.** **Retiree** membership shall be open to employees who have retired from in-service membership in this organization. Retiree membership shall be organized by the Retired Educators Chapter.
- Section 3.** **Honorary** membership may be created for any person by a majority vote of the Delegate Assembly.
- Section 4.** Membership in good standing shall be maintained through the payment of all required GNTA and affiliate dues. GNTA Chapters shall submit required GNTA dues in addition to NYSUT, AFT-NEA and AFL-CIO dues through the GNTA.

A member who wishes to drop his/her membership must do so within the annual drop period beginning on August 1 and ending on August 31. A member who drops his/her membership at any other time during the year shall nonetheless be obligated to continue payroll dues deduction until the beginning of the next official drop period. Notice of intention to drop one's membership must be made by submitting a membership withdrawal form provided by the President or Treasurer of the GNTA.

The GNTA shall comport with future changes to the Taylor Law.

- Section 5.** The Association shall not deny membership, nor shall it discriminate against its members on the basis of sex, creed, color, race, age, national origin, sexual orientation, or political belief, nor shall any organization which so denies membership be affiliated with the Association. It shall offer its full protection to all members consistent with the Constitution and Bylaws.
- Section 6.** **Rights and Limitations.** The right to vote and to hold elective office in GNTA shall be limited to in-service members.

Members of the Retired Educators Chapter shall participate in election of delegates to the NYSUT Representative Assembly and the American Federation of Teachers biennial convention in accordance with Article II Section 3 of these Bylaws and the Bylaws of the Retired Educators Chapter.

- Section 7.** **Membership Censure, Suspension, and Expulsion.** Members who fail to adhere to the conditions of membership in this Constitution and Bylaws shall be subject to censure, suspension, or expulsion.

- A. No member shall be subject to disciplinary action without a hearing to the charges before an impartial specially-constituted hearing panel.
- B. Such a panel shall be constituted upon written petition of one-third of the members of the Delegate Assembly and shall consist of one member nominated by the President and confirmed by the Delegate Assembly, one member appointed by the defendant, and a third member, who shall serve as chairperson of the panel, selected by the other two.
- C. Due process shall be observed throughout the proceedings.
- D. Such charges of cause as may be brought by the petitioners shall be included in the petition from Delegates, and said petitioners shall have the right to call witnesses and present other evidence in support of the charges.
- E. The defendant member shall enjoy the right to counsel and the right to call witnesses and present other evidence in defense against the charges.
- F. The hearing panel shall render adjudication on the charges of cause on the basis of evidence introduced during testimony and shall direct that the Executive Board carry out such disciplinary measures as the hearing panel deems appropriate.
- G. The defendant member shall have the right of appeal to the Executive Board prior to the implementation of disciplinary measures but on procedural grounds only.
- H. Nothing in this section shall be construed to mean that the Association is automatically required to pay any costs whatsoever, without the express approval of the Delegate Assembly.

Section 8. Meetings of the Membership.

- A. General membership meetings may be called by the Executive Board and/or by the Delegate Assembly for the purpose of reporting upon the work of the Association or for the discussion of professional matters.
- B. Such meetings shall also be convened upon petition of 50 Association members.

Section 9. Building Membership Meetings.

- A. Meetings of the membership of each building shall be called periodically by appropriate Building Representation Committees to communicate and consult with the building membership on the implementation of Association policies and the effective representation of building membership interests.

- B. Such meetings shall also be convened upon petition of twenty-five percent of the in-service members in a building.

ARTICLE II

ELECTIONS

Section 1. Nomination and Election of Officers and Directors

- A. All Officers and Directors shall be elected by a system-wide vote of the in-service membership.
- B. The Administrative Vice President shall, at least four weeks before the regular Delegate Assembly meeting for March of the election year, notify in-service members of the election of Officers and Directors and explain nominating procedures.
- C. Nomination shall take place by petition of at least 20 in-service members and endorsed with signature of the candidate. Nominees for Directors representing the various grade levels will come from the grade levels they represent.
- D. Nominations shall be submitted to the Elections Committee by the regular March meeting, at which time a formal nominating report will be made to the Delegate Assembly.
- E. Within 10 school days after formal nomination, the Administrative Vice President shall distribute the names of all nominees with pertinent biographical data provided by nominees to in-service members of the Association.
- F. Notice of time and place of election and the positions to be filled shall be mailed to the last known address of each in-service member at least 15 days before the elections.
- G. The election of Officers and Directors shall take place on the last school Monday in April.

Section 2. Election of Delegates

The number of Delegates shall be determined by the Association membership on May first of the current year according to the ratio of one Delegate per ten in-service Association members, or any major fraction thereof, providing, however, that every building shall have at least one Delegate. The election of Delegates to the Association's Delegate Assembly and Alternates for each shall take place by the close of the school year. These elections are the responsibility of the building BRC.

Section 3. Voting Procedures

- A.** The Delegate Assembly shall be responsible for conducting elections and ratifications. All voting for Association office, Delegates and Alternate Delegates to local, state and national representative assemblies shall be by secret ballot.
- B.** There shall be no slate balloting or endorsements, either actual or implied, of any candidate or grouping of candidates for office specified in paragraph A above by any official body of the Association such as, but not limited to, the Delegate Assembly or the Executive Board.
- C.** Local Delegates shall be tellers for all secret balloting and shall assume responsibility for maintaining voter validation sheets.
- D.** Local Delegates shall tally votes and inform the Elections Committee through its Chairperson of the results immediately after the close of balloting.
- E.** Absentee ballots shall be mailed to in-service members on extended sick leave and those who are away from the District on other approved leave, upon request, no later than two weeks before the election. Validation procedures for these ballots shall be established and administered by the Elections Committee in accordance with Robert's Rules of Order (newly revised, 2011), Chapter XIII, Section 44.
- F.** Those members who will be away the day of the election may, during the week before the election, come to the Association office, sign a validation sheet and fill out a ballot using procedures established for mailed ballots in Section E above.
- G.** Local Delegates shall present all ballots and validation sheets to the Elections Committee, who will deliver them to the Administrative Vice-President, who will be responsible for filing these in the Association office. At the end of one year, the Executive Board may dispose of the ballots.
- H.** Voting by respective teaching faculties shall take place in each school building and for unassigned members at the Association office.
- I.** The election of Officers and Directors shall take place on the last school Monday in April or the next available Monday.
- J.** The Retired Educators Chapter shall be entitled to one delegate and alternate to the NYSUT Representative Assembly and one delegate and alternate to the American Federation of Teachers biennial convention.

Section 4. Contract Ratification

- A. Within ten school days, but no less than seven school days, a vote to accept or reject the tentative contract shall be taken by the Delegate Assembly.
- B. In the event the Delegate Assembly accepts the tentative contract, a vote by secret ballot shall be taken by the in-service membership covered by the Collective Bargaining Agreement within seven days, but no less than three, to accept or reject the tentative contract.
- C. In the event the Delegate Assembly rejects the tentative contract it shall be returned to the negotiating team for renegotiation.

Section 5. Terms of Office, Succession, and Recall Procedure

- A. The Officers and Directors shall be elected for terms of two years to be effective on July 1 of the year elected.
- B. Recall Procedure: Upon receipt of a petition of one-third of the in-service membership signifying a lack of confidence in an officer or Director, the Delegate Assembly shall order a recall election to be held within 20 school days.
 - 1. Upon receipt of a recall petition, the Delegate Assembly shall notify the Officer or Director named in the petition, and if that person desires, he or she may appear before the Delegate Assembly to make a statement of position.
 - 2. If he or she desires, said statement shall be distributed to the membership prior to the recall elections.
 - 3. If two-thirds of the in-service membership voting vote affirmatively that a lack of confidence does, in fact, exist, that person shall be removed from office.
 - 4. If more than a school year remains of that person's term, a special election shall be held to fill the vacancy within 20 school days of recall. If less than a school year remains, the vacancy shall be filled by election by the Delegate Assembly within 20 school days.
- C. The members of the Delegate Assembly shall be elected for two years to be effective on July 1 of the year elected. However, upon receipt of a petition of one-third of the constituency of a Delegate signifying a lack of confidence in that Delegate, the Delegate Assembly shall order an election to be held in that Delegate's building within 20 school days; and, if in that election, two-thirds of the in-service members of the constituency voting vote affirmatively that such a lack of confidence does, in fact, exist, that person shall be removed from office.

- D. Whenever any office or directorship becomes vacant other than by recall and more than a school year remains, a special election by the in-service membership shall be held within 20 school days of the occurrence of such vacancy. If less than a school year remains, the vacancy shall be filled by election by the Delegate Assembly.

ARTICLE III

DELEGATE ASSEMBLY

- Section 1. Powers and Duties.** Powers and duties not delegated to the Executive Board, the Officers, or other groups in the Association shall be exercised by the Delegate Assembly. Specifically, the Delegate Assembly is empowered:
- A. To review the recommendations of the Contract Improvement Committee and to authorize the submission of contract proposals to the Board of Education on behalf of the Association;
 - B. To review and to make a recommendation to the in-service membership concerning the tentative contract prior to membership ratification;
 - C. To nominate and elect annually an Elections Committee to recommend such procedures, according to the Constitution and Bylaws, as may be necessary in the conduct of elections and ratifications;
 - D. To act upon the Budget Committee's recommendations of an annual Association budget and to set dues for the following year;
 - E. To approve the appointment and/or nomination of in-service members to all District committees subject to contract;
 - F. To approve the appointment of all Association committee chairpersons and to assist in the staffing of all Association committees;
 - G. To receive and act upon policy recommendations from the Executive Board;
 - H. To serve as the final authority on interpreting this Constitution and Bylaws;
 - I. To receive periodic reports of the transactions of the Great Neck Teachers Association Benefit Trust Fund, and to make recommendations regarding any anticipated changes in the benefits provided;
 - J. To adopt an agenda and such rules as may be necessary to govern its meetings.

Section 2. Delegate Building Responsibilities. Delegates shall, through their respective Building Representation Committees, represent the interest of the in-service membership to the Delegate Assembly, the Executive Board, and the appropriate building administration, and shall have specific responsibility:

- A. To report to in-service membership on matters to be acted upon by the Delegate Assembly;
- B. To consult with building membership on matters to be acted upon by the Delegate Assembly;
- C. To serve on the appropriate Building Representation Committee to achieve the implementation of contract provisions on the building level;
- D. To be guided by the recommendation of in-service members in the building, but not to be bound by them.
- E. The Retired Educator Chapter delegate shall serve as liaison between the Delegate Assembly and the Retired Educators Chapter.

Section 3. Meetings of the Delegate Assembly

- A. Regular meetings of the Delegate Assembly shall be convened by the President of the Association at least seven times during the school year, preferably on the same day of the week.
- B. Other meetings shall be convened upon receipt by the President of a written petition of a majority of Delegates.
- C. Tentative agendas shall be prepared, proposed and circulated, along with such materials as may be germane, by the President at least one week in advance of each regularly scheduled meeting.
- D. A majority of the elected Delegates or their Alternates shall constitute a quorum.

Section 4. Vacancies. Should a Delegate resign, the President shall order an election to fill the unexpired term.

Section 5. Membership Participation. Any member may attend meetings of the Delegate Assembly and may speak at the discretion of the presiding Officer.

ARTICLE IV

EXECUTIVE BOARD

- Section 1. Powers and Duties.** The Executive Board shall have responsibility for the general management of the Association and shall be specifically empowered:
- A.** To prepare and make recommendations to the Delegate Assembly on policy matters;
 - B.** To report transactions and pertinent deliberations to the Assembly prior to each regular Assembly meeting;
 - C.** To carry out policies established by the Delegate Assembly;
 - D.** To present progress reports of its and the Assembly's activities to the membership;
 - E.** To approve all expenditures;
 - F.** To provide for an annual professional audit of the Association's accounts at the end of each fiscal year, and to make such audits available to the membership;
 - G.** To advise the President in the appointment of committee chairpersons, in filling vacancies in committee posts as they occur, to plan for an organizational committee conference each year, to review and supervise committee plans and to decide any jurisdictional dispute between committees.
 - H.** To represent the Association in all non-contractual negotiations or meetings between the Association and the Board of Education and in all meetings concerning amendments or alterations of the current agreement while in effect, and to submit any amendments as may be agreed upon for membership ratification according to provisions in Article II, Section 4 of these Bylaws;
 - I.** To define the specific roles and responsibilities of its members within the restrictions of the Constitution and Bylaws of the Association subject to the approval of the Delegate Assembly;
 - J.** To recommend to the Delegate Assembly that the office of an Executive Board member be declared vacant whenever a majority of the Executive Board agrees that such member of the Board has been grossly negligent of the duties defined in the Constitution and Bylaws, or is permanently incapacitated and, should the Delegate Assembly vacate, to fill the vacancy according to these Bylaws;
 - K.** To employ, within the limitations of the annual budget, a salaried staff for the efficient management of the Association;

- L. To act as the Financial Aid Committee, soliciting and dispersing funds under policies established by the Delegate Assembly and making decisions concerning cases referred to it.

ARTICLE V

OFFICERS AND DIRECTORS

Section 1. Powers and Duties of the President. The President:

- A. Shall act as the chief executive of the Association; preside at all meetings of the membership, the Delegate Assembly, the Executive Board, and the Negotiating Team;
- B. Shall appoint the chairperson of all Association committees except the Elections Committee, subject to the approval of the Delegate Assembly, and shall be an ex-officio member of all committees;
- C. Shall represent the Association before the public either personally or through a personal representative;
- D. Shall exercise leadership and supervision of Association interests and undertakings in furthering its purposes and policies;
- E. Shall countersign all contracts and other instruments of the Association;
- F. Shall be bonded and may be a co-signer of Association checks;
- G. Shall, with the assistance of the Executive Board, appoint and/or nominate representatives for attendance at conferences, workshops or other professional meetings pertaining to the work of the Association. Participants shall inform the Delegate Assembly of what happened at the meetings;
- H. Shall assist and serve on the Great Neck Teachers Association Negotiating Team;
- I. Shall perform such other duties as directed and defined by the Delegate Assembly or the Executive Board or such duties as are usually attributed to the office.

Section 2. Powers and Duties of the Administrative Vice President. The Administrative Vice President:

- A. Shall assist the President in administrative duties;
- B. Shall act in the President's role at the request of the President or in the President's temporary absence;

- C. Shall be bonded and may be a co-signer of Association checks;
- D. Shall assume such special duties as mutually agreed upon by the Administrative Vice President, the President, and the Executive Board;
- E. Shall supervise the recording, distribution, and filing of the official business of the Association;
- F. Shall assist the President in conducting the correspondence of the Association;
- G. Shall supervise elections as set forth in Article II, Sections 1B and 1D. Shall receive ballots and validation sheets from the Elections Committee and file them in the Association office.
- H. Shall assist and serve on the Great Neck Teachers Association Negotiating Team.

Section 3. Powers and Duties of the Vice-President for Professional Rights and Responsibilities. The Vice-President for Professional Rights and Responsibilities:

- A. Shall assume responsibility for the implementation of contract provisions throughout the School District;
- B. Shall serve as chairperson of the Grievance Committee;
- C. Shall be bonded and may be a co-signer of Association checks;
- D. Shall assist and serve on the Great Neck Teachers Association Negotiating Team;
- E. Shall assume such special duties as the Vice-President for Professional Rights and Responsibilities, the President, and the Executive Board may agree upon.

Section 4. Powers and Duties of the Vice-President for Professional Development. The Vice-President for Professional Development:

- A. Shall assist and participate in the activities of the Association for instructional and professional development;
- B. Shall assist and communicate with building curriculum committees and serve as liaison to Building Curriculum Groups;
- C. Shall assist and participate in the activities of the Association Summer Scholarship program;
- D. Shall assist and serve on the District Inservice Committee;
- E. Shall be bonded and may be a co-signer of the Association checks;

- F. Shall assist and serve on the Great Neck Teachers Association Negotiating Team;
- G. Shall assume such special duties as the Vice-President for Professional Development, the President, and the Executive Board may agree upon.

Section 5. Powers and Duties of the Vice-President for Member Advocacy. The Vice-President for Member Advocacy:

- A. Shall coordinate the Association political action initiatives and annual VOTE-COPE campaign;
- B. Shall organize, lead, and coordinate the efforts of the Contract Improvement Committee;
- C. Shall serve as the Association liaison to the Retired Educators Chapter and NYSUT for all matters associated with political action;
- D. Shall be bonded and may be a co-signer of the Association checks;
- E. Shall assist and serve on the Great Neck Teachers Association Negotiating Team;
- F. Shall assume such special duties as the Vice-President for Member Advocacy, the President, and Executive Board may agree upon.

Section 6. Powers and Duties of the Treasurer. The Treasurer:

- A. Shall hold the funds of the Association and disperse them upon authorization by the Executive Board;
- B. Shall collect annual dues and maintain a roll of Association members;
- C. Shall keep accurate records of receipts and disbursements;
- D. Shall provide monthly financial and membership reports to the Delegate Assembly;
- E. Shall prepare an annual financial statement for publication to members;
- F. Shall be bonded and shall be a co-signer of the Association checks.
- G. Shall oversee the formulation and presentation of the annual budget;
- H. Shall supervise the membership drive and such other activities involving the collection of funds as may be necessary.

- I. Shall assist and serve on the Great Neck Teachers Association Negotiating Team.

Section 7. Responsibilities of Grade-Level Directors. Directors representing the four grade levels (Primary PreK-2, Intermediate 3-5, Middle School, and High School) shall have specific responsibility:

- A. To represent the interests of their grade levels to the Executive Board;
- B. To act as liaison from the Executive Board to their grade levels;
- C. To assist grade-level members in the implementation of contract provisions;
- D. To assume such other responsibilities as may be directed by the Delegate Assembly and/or the Executive Board;
- E. To serve as members of the C.I.C;
- F. To act as coordinators of B.R.C.s on their grade levels;
- G. To assist and serve on the Great Neck Teachers Association Negotiating Team.

ARTICLE VI

COMMITTEES

Section 1. Standing Committees.

- A. Each standing committee shall have at least five members and shall be responsible to the Delegate Assembly for organizing specific activities for the Association. Membership on each committee, except the Elections Committee, shall be on a voluntary basis.
- B. Each standing committee shall meet regularly.
- C. Each standing committee shall choose a secretary who shall keep a record of decision and activities. Any action affecting Association policy or procedures shall be subject to Delegate Assembly approval. Chairpersons shall prepare annual written reports for the Delegate Assembly.
- D. **The Contract Improvement Committee** shall study and evaluate the existing agreement to analyze areas for improvement of said agreement. It shall submit suggested revisions for the improvement of the agreement to the Delegate Assembly for review. It may create sub-committees with particular areas of responsibility in such fields as teacher welfare and educational policies.

- E. The Grievance Committee** shall function in an advisory or representative capacity in all group or individual grievances. It shall function in an advisory or representative capacity at the request of the Agreement to ensure that all parties function within the agreement. It shall make recommendations to the Contract Improvement Committee for revisions in the Agreement.
- F. The Elections Committee** shall be established by the Delegate Assembly. The members of the Committee shall select their own Chairperson. With the Administrative Vice President, the Elections Committee shall be responsible for all aspects of conducting and running elections and ratifications. The Elections Committee shall recommend policies to the Delegate Assembly for the holding of elections.
- G. The Budget Committee** shall consist of the Treasurer and four members of the Executive Board. It shall evaluate the current year's budget as a means of achieving the purposes of the Association, recommend the allocation of funds for the succeeding fiscal year, September 1 to August 31, and recommend to the Delegate Assembly changes in dues at the Delegate Assembly meeting in April. The Delegate Assembly shall review the document and vote on it at the May meeting.

Section 2. The Special Committees. The Executive Board, with the approval of the Delegate Assembly, may authorize such special committees as it deems necessary and discharge them upon completion of their duties. These committees shall operate according to rules and procedures approved by the Delegate Assembly.

Section 3. District Committees. These committees established pursuant to the agreement between the Association and the Board of Education shall have their teacher members approved by the Delegate Assembly under procedures established by the Assembly.

ARTICLE VII

THE NEGOTIATING TEAM

- Section 1. Composition.** The Negotiating Team shall represent the Association in contractual negotiations with the Board of Education. It shall consist of the members of the Executive Board.
- Section 2. Formation.** The Negotiating Team shall be formed whenever formal negotiations with the Board of Education are needed, and it shall serve until the completion of negotiations which result in a ratified agreement.
- Section 3. The Chief Negotiator.** The Executive Board shall designate one member of the negotiating Team as Chief Negotiator. It shall be the responsibility of the Chief Negotiator to keep the Executive Board informed of the progress of negotiations throughout the negotiating process.
- Section 4.** A majority of the members shall constitute a quorum.
- Section 5.** In the event that vacancies occur on the Negotiating Team, replacements shall be made by the same method as the original appointment.
- Section 6.** The negotiating Team shall present a tentative agreement to the Delegate Assembly for review, approval or rejection, and, finally, to the in-service membership for ratification by a majority of those voting according to the provisions of Article II, Section 5, of these Bylaws.

ARTICLE VIII

AMENDMENTS

- Section 1.** These Bylaws may be amended by a majority vote of the Delegate Assembly present and voting at any regular meeting of the Assembly, provided the proposed amendment was previously submitted to the Executive Board and that copies have been sent to all Delegates two calendar weeks in advance of the Assembly meeting.

ARTICLE IX

AUTHORITY

The most recent edition of Robert's Rules of Order (newly revised, 2020) shall be the parliamentary authority for the Association on all questions not covered by this constitution and Bylaws.

Adopted 1974
Revised 1979
Revised 1985
Revised 1987
Revised 2013
Revised 2014
Revised 2019
Revised 2023
Revised 2024