

CONSTITUTION OF THE SPENCERPORT TEACHERS' ASSOCIATION

ARTICLE I

The name of this organization shall be the Spencerport Teachers' Association hereinafter called the STA. The STA represents members of the Association and Agency Fee Payers.

ARTICLE II

The purposes of this organization shall be:

- Section I:** To promote the welfare and well-being of its members.
- Section II:** To promote the best interests of children and education in the Spencerport Central School District.
- Section III:** To secure the conditions necessary to provide the greatest rewards for its members in their work environment.
- Section IV:** To promote the unity and strength of its members.
- Section V:** To promote better understanding and communication between the school and community.
- Section VI:** To promote a better understanding between the STA, school administration and Board of Education.
- Section VII:** To promote mutual assistance and cooperation with other organizations with which it is associated.
- Section VIII:** To promote the aims and objectives of the New York State United TEACHERS AND ITS NATIONAL AFFILIATES.
- Section IX:** To permit the association to hold property and employ a staff as necessary to fulfill the purposes of the STA.
- Section X:** To work and further the cause of social justice through the trade union movement.

ARTICLE III

Affiliations

This association is affiliated with the New York State United Teachers (NYSUT) and its national affiliates.

ARTICLE IV

Membership

Section I: Active Membership

- a) Active membership in the STA shall be open to all professional and paraprofessional personnel who are members of the teachers' bargaining unit or the teaching assistants' bargaining unit represented by the STA and shall become effective upon signing membership card.
- b) Active membership shall be continuous until the member leaves the school system, resigns from the Association, or fails to pay membership dues.

Section II: Special Membership (Non-voting status)

Retiree membership in this organization shall be open to all members who have retired.

Section III: Termination of Membership (Agency Fee Payer)

Anyone desiring termination of membership must inform, in writing, the 2nd Vice President between September 1 and September 15.

ARTICLE V

Dues

Section I:

The amount of dues will be established and/or changed by a majority vote of the Executive Council. Dues will be outlined in the annual budget

Section II:

- a) Payroll deduction in accordance with guidelines established by the Spencerport Central School District and the STA.
- b) Cash payment as established by the treasurer of the STA with approval of the Executive Council.

ARTICLE VI

Officers

Section I: The Officers

The elected officers of the STA shall be the President, 1st Vice-President, 2nd Vice-President, Secretary, and Treasurer. Duly elected officers and at-large delegates shall serve a two year term commencing July 1.

ARTICLE VII

Elections of Officers

Section I: Procedures

a) Procedures

- 1) Secret ballot will be used in officer elections.
- 2) The STA shall refrain from discrimination in favor of or against any candidate with respect to the use of lists of members.
- 3) The STA shall provide safeguards to ensure a fair election including, but not limited to, the right of any candidate to have an observer at the polls and at the counting of the ballots.
- 4) Every member in good standing shall be eligible to be a candidate and to hold office
- 5) Every member in good standing shall have the right to vote or otherwise support the candidate(s) of his/her choice, without being subject to penalty, discipline or improper interference or reprisal of any kind by the STA or any of its members.
- 6) Elections for officers and standing committees shall be held before the last school day in May but not prior to the first school day in May.
- 7) At least fifteen school days prior to the election, a notice thereof shall be mailed to each member at his last known address.
- 8) Each member in good standing shall be entitled to one vote.
- 9) Election results will be published in the Executive Council minutes.
- 10) Ballots and elections records shall be preserved for at least one year.
- 11) Candidates for office are prohibited from using union funds to promote their candidacy.

Section 2: Procedure for Resolving Election Protests

Any challenge regarding eligibility of any candidate or of any member appearing to vote and any protest regarding the conduct of the election shall be referred to the Elections committee, which after conducting a hearing on such challenge shall make a decision and report to the Executive Council.

A member wishing to challenge an officer election must file a written protest to Election Committee chairperson within ten (10) days after the election, stating the specific reasons for the protest.

Election committee officials shall meet to review the allegations raised in the protest, discuss and gather information that will be needed to resolve the protest.

Election officials shall:

1. Review the election protest thoroughly to decide what information is needed to resolve the allegation outlined in the protest.
2. Talk to the protesting member in order to clearly understand the allegation and to obtain any specific information needed.
3. Review the following Association documents to determine if any sections were violated:
 - Constitution/Bylaws
 - Election rules
4. Review Election records (voter eligibility list, voter register) for irregularity.
5. Interview members and other persons, as necessary.
6. Decide if the allegation is true by reviewing all the information gathered by the election officials and discussing the finding as a team.
7. Determine how many votes may have been affected if allegation is true

After all allegations have been reviewed and the facts determined, election committee officials shall decide what action is appropriate. If the allegation has no merit, no corrective action is necessary and the protest will be denied. Any allegations which have merit shall be analyzed to determine its possible impact on the election results.

Election officials shall notify the protesting member of their decision in writing regardless of whether a protest is denied or a decision is made to rerun the election or take some other corrective action. If a protest is denied, election officials shall advise the protesting member of the basis for the decision and the procedures and time limits in the constitution and

by-laws that must be followed to appeal the decision. (*Appeal to executive council*)

Election officials are required to respond to the election protest within thirty (30) days.

If a rerun election is necessary, the same procedures and requirements which applied to the initial election will be followed.

ARTICLE VIII

Delegates to NYSUT and Other Affiliates

Section 1: The President

The President, as part of his/her official duties, shall be the first delegate to the NYSUT Representative Assembly, the AFT convention, and other national and state conventions as necessary by secret ballot

Section 2: The 1st Vice-President

The 1st Vice-President, as part of his/her official duties, shall be a delegate to the NYSUT Representative Assembly, the AFT convention, and other national and state conventions as necessary by secret ballot.

Section 3: Additional Delegates

Additional delegates to the NYSUT Representative Assembly, the American Federation of Teachers and other affiliates shall be elected by secret ballot in a manner consistent with the Constitution and Bylaws of the appropriate state and national organizations and with the Landrum-Griffin Act.

ARTICLE IX

The Executive Council

Membership:

- 1) President, 1st Vice-President, 2nd Vice-President, Secretary, and Treasurer.
- 2) Elected at-Large delegate(s).
- 3) Chairperson of Professional Advancement Committee.
- 4) Building Representatives

ARTICLE X

Contract Ratification and Voting Procedures

1. A special membership meeting will be called at least 2 days prior to the ratification vote for the purpose of informing the membership of the terms of the proposed Agreement.
2. Voting shall be by secret ballot at a designated site determined by the Elections Committee.
3. A simple majority of votes cast shall be necessary for the ratification of the contract.
4. Ballots will be tallied by the Elections committee.
5. The results of the ratification vote shall be announced to the membership by the Chairperson of the Elections committee.

ARTICLE XI

Protection of Rights of Members

1. Every active member in good standing of this organization shall have equal rights and privileges to nominate candidates to hold office, to vote in elections or referendum, to attend membership meetings, and to participate in deliberation and voting upon the business of the organization.
2. No member or officer may be suspended, expelled, or otherwise disciplined (except for non-payment of dues) by this organization unless such member has been served with written specific charges and given a reasonable time to prepare and afforded a full and fair hearing.
3. This organization shall show no discrimination toward any individual or group of individuals on the basis of sex, religion, color, race, marital status, sexual orientation, gender identity, national or ethnic origin, age, disability or political activities and beliefs.

ARTICLE XII

Amendments

1. An amendment to this Constitution may be proposed by:
 - a) A majority of the Executive Council.
 - b) No fewer than 20 % of the general membership.

2. A proposed amendment must be submitted in writing to the Executive Council at least 15 school days before the amendment vote and the general membership at least 10 days before the amendment vote.
3. Amendments to the Constitution will take effect if ratified by two-thirds (2/3) vote of members in good standing at a general membership meeting.

ARTICLE XIII

Parliamentary Authority

All meetings of the duly constituted bodies of this organization shall be governed by Robert's Rules of Order, Newly Revised on all questions of procedure not specified or fully stated in this Constitution and these By-Laws. .