

RCG BOCES
TEACHERS' ASSOCIATION
10 EMPIRE STATE BLVD. CASTLETON, NY 12033
CONSTITUTION August, 2002

ARTICLE I NAME

The name of this Association shall be called the Rensselaer-Columbia-Greene County BOCES Teachers' Association.

ARTICLE II PURPOSES

Section 1 - to enable members to speak with a common voice on matters pertaining to the teaching profession and to present their individual and common interests before the Board of Education and other legal authorities.

Section 2 - to work for the welfare of school children, the advancement of education, and the improvement of instructional opportunity for all.

Section 3 - to develop and promote the adoption of such ethical practices, personnel policies, and standards of preparation and participation as the maker of a profession.

Section 4 - to unify and strengthen the teaching profession and to secure and maintain salaries, retirement, tenure, professional and sick leave, and other working conditions necessary to support teaching as a profession.

Section 5 - to hold property and funds for the attainment of these purposes.

ARTICLE III MEMBERSHIP

Section 1 - a. Active membership in the Association shall be open to teachers, psychologists, speech therapists, librarians, social workers, vocational counselors, learning specialists, guidance counselors, diagnosticians, prescribers, early childhood specialists, training specialists, occupational therapists, physical therapists, crisis intervention specialists, school nurse practitioners and any other educator that the Association votes at a general meeting.

b. All members of the Association are required to join our local, NYSUT, and AFT.

Section 2 - a. Active membership is from September 1st to August 31st.

b. This authority shall remain in full force and effect for all purposes while employed in this school system, or until revoked by the person in writing to the Assistant Superintendent of Business Administration and the Membership Chairperson of the Association between September 1st and September 15th of any given year.

ARTICLE IV OFFICERS

The elected officers of the Association shall consist of a President, Vice-President, Secretary, Treasurer, Grievance Chairperson, Membership Chairperson, two NYSUT delegates, and two AFL-CIO delegates.

Section 1 - President - The President shall preside over meetings of the Association and the Executive Council, appoint chairmen and members of standing committees, in negotiating years will appoint, with

the advice of the Executive Council, a chief negotiator and such team members as necessary, by ex officio a member of all standing committees, and shall be the Executive Officer of the Association. The President shall represent the Association before the public either personally or through delegates and shall perform all other functions usually attributed to this office. The President will distribute at the September meeting of the Association a schedule of all Association and Executive Council meetings for the school year. The President will also distribute at the September meeting copies of the Constitution and contract. The President will maintain the official Association files.

Section 2 - Vice-President - The Vice-President shall assume the duties of the President if such office becomes vacant between elections or if the President is absent from meetings. The Vice-President will perform the functions usually attributed to that office. The specific areas of responsibility of the Vice-President will be delegated by the President as needs arise.

Section 3 - Secretary - The Secretary will be responsible for keeping accurate minutes of all Association, Executive Council and Special Meetings including the typing and distribution of said minutes.

Section 4 - Treasurer - The Treasurer shall hold the funds of the Association and shall make a monthly report of the financial status at each Association meeting. The treasurer shall disburse funds in accordance with the Articles and By-Laws of the Constitution and the ratified minutes of the Association. In addition, he/she will provide a complete analysis of all expenses at each Executive Council meeting. He/she shall be responsible for the collection of all dues and the transmittal of dues to NYSUT. The treasurer shall propose the draft of the annual budget to the Executive Council by the May meeting. The budget must be in place by the June meeting. The Assistant Superintendent of Business Administration must be notified by July 1st of dues deduction for the following year.

Section 5 - Grievance Chairperson - The Grievance Chairperson shall head the Grievance Committee. He/she shall recruit, select and appoint members of the committee. The Grievance Chairperson will assist the processing of grievances by any bargaining unit members. The Grievance Chairperson will make a recommendation to the Executive council whether a grievance should be taken by the Association to Level 3.

Section 6 - NYSUT-AFT Delegate(s) - The NYSUT-AFT Delegate(s) will attend ED#10 meetings and make a written report at the Association meeting. The NYSUT-AFT Delegate(s) will attend the annual R.A. and, where approved by the Executive Council, the AFT Convention.

Section 7 - AFL-CIO Delegate(s) will attend local labor council meetings and make a written report at the Association meeting. AFL-CIO Delegate(s) will attend the AFL-CIO Convention where approved by the Executive Council.

Section 8 - Membership Chairperson - The Membership Chairperson will contact all new employees and all employees resigning. The Chairperson will be the first contact person for the Association, they will solicit that person for membership in the Association. The Chairperson will also keep files on the reasons for employees leaving the organization.

Section 9 - Area Representatives - The Executive Council will meet to determine the needs for area representatives and their appointed members. The representatives for each area will be responsible for establishing a method of communication to all members they represent. The representatives will also make an effort to meet all new employees in their area and to make them aware of the organization.

Section 10 - Election of Officers

- a. Nomination of officers will open at the beginning of the February meeting and close at the end of the March meeting with elections to be held at the April meeting of that year. Officers will declare intent to remain in office at the February meeting. A Nomination Committee will be formed to seek interested candidates. Members interested in running for an office can either be nominated from the floor at either the February or March meeting or can contact the Nominations Chairperson during that period of time.
- b. The officers shall serve for a term of one year.
- c. The President shall have the power to appoint any vacant office until an election can be held.

Section 11 - The officers shall be paid a yearly honorarium of: President \$1500., Vice President \$1,000., Secretary \$1,000., Treasurer \$1,000., Membership \$700., Grievance Chair \$700.

Two Delegates for ED#10 will be paid \$500. each and two Delegates for AFL-CIO will be paid \$500. each. If only one position of delegate is filled for either ED# 10 or AFL-CIO then the second honorarium that would ordinarily go to that delegate would go to the lone delegate. In addition, the negotiations team will be paid after the ratification of a contract an honorarium of: Chief Negotiator \$700. and each team member (not to exceed 5 more persons) \$500.each.

Section 12 - In years of negotiations, the election of officers shall be suspended until both parties have ratified the contract. The nominations will be held at the next scheduled general meeting, held after ratification, and the elections one meeting after the nominations.

ARTICLE V EXECUTIVE COUNCIL

The Executive Council will consist of all elected officers.

ARTICLE VI REMOVAL OF OFFICERS

Elected officers and representatives may be removed from office by a two-thirds vote of membership for reason of negligence of duty or incapacitation.

ARTICLE VII AMENDMENTS

The Association members may adopt amendments to this constitution by a two-thirds majority of those voting at any regular meeting provided that the amendments have been introduced at the preceding regular meeting.

BY-LAWS

ARTICLE I MEETINGS

Section 1 - There will be a minimum of seven Association Meetings each year open to the membership.

Section 2 - - There will be a minimum of three Executive Council Meetings each year with a half hour period preceding each meeting for general concerns of the membership.

Section 3 - A Special Association or Executive Council Meeting may be called by the President or by written request of five Association members or three Executive Council members respectively.

ARTICLE II QUORUM

A majority of those present at general meetings shall be a quorum for the Association. Executive Council and Committees shall have as a quorum a majority of their members.

ARTICLE III AGENCY FEE REFUND

Any person making agency fee payments to the Association in lieu of dues under agency fee provisions in the Association's Collective Bargaining Agreement, shall have the right to object to the expenditure of his/her portion of any part of such agency fee deduction which represents the employee's pro-rata share, if any, of expenditures by the Association in aid of activities or cause of a political or ideological nature only incidentally related to terms and conditions of employment.

Such objections shall be made, if at all, by the objector individually notifying the Association President and Treasurer of his/her objection by registered or certified mail, during the period between September 1-15 of each year.

The approximate proportion of service fees spent by the Association for such purposes shall be determined annually at the end of the Association's fiscal year. Rebate of a pro-rated portion of his/her service fees corresponding to such proportion shall thereafter be made to each individual who has timely filed a notice of objection, as provided above.

ARTICLE IV EXPENDITURES

Dues money is utilized for annual operation of the association, education of its members, and to further terms and conditions of employment.

Article IV, Section 1

December 16, 2004

The Executive Board will appoint a temporary President from one of the three Vice Presidents until the next schedule general election. The appointed Vice President will perform the functions usually attributed to the office of the President. The specific areas of responsibility of the Vice Presidents will be delegated by the President.

The three Vice presidents will represent the areas of:

Career/Technical Education

Continuing/Adult Education

Special/General Education

Article IV, Section 2

December 16, 2004

The officers shall be paid a yearly honorarium of: President \$1500.00, Vice President(s) \$1000.00, Secretary \$1000.00, Treasurer \$1000.00, Membership \$700.00, Grievance Chair \$700.00, Two Delegates for ED #10 will be paid \$500.00 each and Two Delegates for AFL-CIO will be paid \$500.00 each.

Article IV, Section 3

October 15, 2009

Increase the honorariums for the Grievance Chairperson and Membership from \$700.00 to \$1000.00.