

Marlborough Educators Association, Inc. BYLAWS- Proposed Changes

Spring 2020- Bylaws committee

Eboard supported and moved to election 5/13

Vote: May 29,2020

ARTICLE IV Membership

<p>Current Language “Section 1. Any personnel in the Marlborough Public School System certified by the State Department of Education is eligible for membership with a teacher’s contract. (Revised 11/17/08) Members of the Marlborough Educators Association, Inc. are automatically members of the Massachusetts Teachers Association and the National Education Association and must pay dues for all three.”</p>	<p>Proposal and rationale “Section 1. Any personnel in the Marlborough Public School System certified by the State Department of Education is eligible for membership with a teacher’s contract. (Revised 11/17/08) Members of the Marlborough Educators Association, Inc. are automatically members of the Unit A bargaining unit and may join the Massachusetts Teachers Association and the National Education Association. If one chooses to join, he/she must join and pay dues for all three.</p> <p>Rationale: Agency fee considerations: not required any longer but if choose to join, it's all or nothing for dues</p>
<p>Current Language Section 4. Membership shall be continuous unless a written resignation is received by the MEA Treasurer prior to October 15 of the school year. Prior to October 15, those intending to become members shall so signify by signing the appropriate *form provided by their Faculty Representative. (Revised 2/12/08)</p>	<p>Proposed change *form provided by MEA in August</p> <p>Rationale: Current Practice</p>

ARTICLE V Officers and Executive Board

<p>Current Language Section 2. Executive Board a. The Executive Board of the Association shall consist of the officers, immediate past president, faculty representatives from the high school, faculty representatives from the Whitcomb Middle School (Revised 9/4/11 and 11/17/08), faculty representatives from Kane, Richer, Jaworek, **the Early Childhood Center, the Phoenix Program (Revised 11/17/08) and the parliamentarian as a voting member. * (Revised 3/27/01, 4/2/02 and 2/12/08)</p>	<p>Add: *Webmaster is a non voting member of the executive board.</p>
<p>e. Faculty Representatives and parliamentarian shall be paid a fee. (Revised 3/27/01)</p>	<p>e. Faculty Representatives, webmaster and parliamentarian shall be paid a fee. (Revised 3/27/01)</p>

Article VI STANDING COMMITTEES

<p>Section 2. Public Relations Committee</p> <p>a. This committee shall consist of the vice president, the corresponding secretary, the recording secretary of the Association, and one member from each building to be elected within their building for a term of one year. The vice president shall be chairperson of this committee.</p> <p>b. The President of the Association, or this committee as a whole, shall be considered the sole spokesperson of the Association to all nonmembers (including the news media) regarding meetings or other business of the Association. The only exception to this shall be reservation of sole representative status to the Negotiating Committee Chairperson as provided for in Article VI, Section 1.</p> <p>c. If a position on the committee becomes vacant, the vacancy for the unexpired term shall be filled by an election within that building. The replacement must have been a member for at least one full year.</p>	<p>Change Title to Public Relations</p> <p>Remove a. & c.</p> <p>b. The President of the Association, or his or her designee, shall be considered the sole spokesperson of the Association to all nonmembers (including the news media) regarding meetings or other business of the Association. The only exception to this shall be reservation of sole representative status to the Negotiating Committee Chairperson as provided for in Article VI, Section 1.</p> <p>Rationale: Current Practice In past years, committees are often running with multiple vacancies. These roles and duties have been reassigned to other members of the MEA executive board.</p>
<p>Section 4. ByLaws Committee</p> <p>b. A secretary of this committee shall be elected by the committee from among its members at their first meeting to be held by October 1 of each school year.</p>	<p>Remove part B</p> <p>Rationale:Current Practice</p>
<p>Section 5. Social Committee</p>	<p>a. This committee shall be composed of the faculty representatives.</p> <p>b. The Chairperson and secretary of the committee shall be elected from among its members at its first meeting to be held by October 1 of each year. The chair will receive a stipend according to the current policy manual.</p> <p>Rationale: Current Practice In past years, committees are often running with multiple vacancies. These roles and duties have been reassigned to other members of the MEA executive board.</p>

<p>Section 6 Budget Committee</p> <p>b. The committee shall be composed of four members (including the Treasurer), and three members appointed by the President after the annual election. If the outgoing treasurer does not stand for reelection, he/she must be one of the appointments.</p> <p>c. By May thirtieth, the committee shall contact the Executive Board and all standing committees for their expected or proposed expenses for the coming year. From this information, they shall draw up a proposed budget to be presented by June thirtieth to the Executive Board for adjustment and approval. The Executive Board will authorize all necessary expenditures until the first General Meeting of the new school year when the budget will be formally approved by the General Assembly.</p>	<p>Remove part b.</p> <p>CHANGE</p> <p>c. By May thirtieth, the treasurer shall contact the Executive Board and all standing committees for their expected or proposed expenses for the coming year. From this information, He or she shall draw up a proposed budget to be presented by June thirtieth to the Executive Board for adjustment and approval. The Executive Board will authorize all necessary expenditures until the first General Meeting of the new school year when the budget will be formally approved by the General Assembly.</p> <p>Rationale: Current Practice In past years, committees are often running with multiple vacancies. These roles and duties have been reassigned to other members of the MEA executive board.</p>
<p>Section 7. Nominating Committee</p> <p>a. This committee is to be composed of one person elected from each building to meet as of March 1, and serve a one year term. (Revised 3/27/01) Each building shall elect its own committee member who shall be installed at the Annual Meeting.</p> <p>b. If a school goes on double sessions, a committee member for each session shall be elected from the membership of that session for as long as the school remains on double sessions.</p> <p>c. The Chairperson shall be elected from among committee members at their first meeting.</p> <p>f. Should an office become vacant, this committee shall present a list of candidates for the vacancy to the next General Meeting for election. The Executive Board shall make an interim appointment to fill the vacancy until the next General Meeting.</p> <p>g. Should a position on this committee become vacant, the position shall be filled by electing a replacement for the unexpired term at a building meeting.</p>	<p>Change: Section 7. Nominating Process Remove parts a-c, f & g</p> <p>Rationale: Current Practice In past years, committees are often running with multiple vacancies. These roles and duties have not been necessary in routine operations.</p>
<p>Section 8. Sick Leave Bank Committee</p>	<p>Change:</p>

<p>b. The two MEA members will be selected by the membership at the annual election held during the last school week in April.</p>	<p>b. The two MEA members will be selected by the membership at the annual election held during the Spring.</p>
<p>Section 11. Professional Development Committee</p> <p>a. A Professional Development Committee will be formed by the MEA. The committee will consist of one representative from each building. Each building shall elect its own committee member, who shall be installed at the Annual Meeting.</p> <p>B. The committee will seek input from teachers regarding professional development workshops to be given during professional development day. This input will be shared with the Curriculum Directors.</p>	<p>a. A Professional Development Committee will be formed by the MEA. The committee will consist of one representative from each building. Each building shall elect its own committee member, who shall be introduced at a general meeting.</p> <p>b. In conjunction with district administration, the committee will seek input from teachers regarding professional development workshops to be given during professional development day.</p> <p>Rationale: Current Practice. This committee is a collaborative district effort.</p>

Article VII- Elections

<p>Section 1. All officers, members of standing committees and the parliamentarian shall be elected at the annual meeting in the spring. This is to be done according to the procedures prescribed in Article VI, Section 7. To assure a smooth transition, officers, parliamentarian, and committee members elect shall assume their responsibilities as of July first following their election.</p>	<p>CHANGE All officers, members of standing committees and the parliamentarian shall be elected at the annual meeting in the spring. This is to be done according to the procedures prescribed in Article VI, Section 7. To assure a smooth transition, officers, parliamentarian, and committee members elect shall assume their responsibilities as of July first following their election.</p> <p>Rationale: Current Practice</p>
<p>Section 3 Faculty Representatives shall be elected by the Association members from their own building at some time in the spring prior to the Annual Meeting. Their names shall be presented to the general membership at the first general meeting Annual Meeting. The</p>	<p>Faculty Representatives shall be elected by the Association members from their own building at some time in the spring prior to the Annual Meeting. Their names shall be presented to the general membership at the first general meeting</p>

<p>term of office shall be one year. (Revised 1998) Vacancies to this position shall be filled for the unexpired term at a building meeting.</p>	<p>in the fall. The term of office shall be one year. (Revised 1998) Vacancies to this position shall be filled for the unexpired term at a building meeting.</p> <p>Rationale: Current Practice (fall)</p>
<p>Section 3 The replacement must have been a MEA member for at least one year.</p>	<p>The replacement must have been a MEA member for at least one year or a member with less than one year membership with the minimum of one year previous teaching experience.</p> <p>Rationale: To be inclusive of experienced staff joining from other districts and allow them immediate opportunities to participate in the union leadership activities.</p>
<p>Section 4 At the Annual Meeting, members of the Negotiating Committee shall be elected by Association members, whose school level (High School, Whitcomb Middle School (Revised 9/4/11 and 11/17/08), Elementary schools) they will represent in building elections.</p>	<p>Section 4. At the Annual Meeting, mMembers of the Negotiating Committee shall be elected by Association members, whose school level (High School, Whitcomb Middle School (Revised 9/4/11 and 11/17/08), Elementary schools) they will represent in building elections.</p>
<p>Section 6</p>	<p>Create sections- Title sections ADD NEW SECTIONS as follows: Section 6. Voting</p> <p>Voting Processes</p> <p>6a. Election of officers- parts a,c,d</p> <p>6b. Building Based elections- parts a,c,d ADD: Voting may be available at the beginning and/ or end of day</p> <p>6 c. Ratification Ratification Votes- a,b,d (refer to voting sections in negotiating committee-parts g-j) ADD: Voting will be held for one hour after the contractual end of the school day by building Representatives</p> <p>Rationale: Voting information here is combined for elections and contract ratification. We divided it into appropriate subheadings and added information on when voting occurs according to current practices.</p>
<p>Section 6</p>	<p>CHANGE:</p>

<p>Absentee Ballots</p> <p>Absentee ballots will be allowed when the following conditions prevent a member from voting in person, and only when the following preconditions exist:</p> <p>a. The member has demonstrated to his/ her faculty representative that contractual obligations, preapproved school absence, family emergency, or illness precludes him from exercising his or her voting rights because of the time at which the vote is to be held. (Revised, 4/2/02)</p> <p>b. The member has requested his/ her faculty representative an official absentee ballot at least two days prior to the day of the vote. (Revised, 4/2/02)</p>	<p>Absentee Ballots and Limited Proxy Voting</p> <p>Absentee ballots and limited proxy voting will be allowed when the following conditions prevent a member from voting in person, and only when the following preconditions exist:</p> <p>a. The member has demonstrated to his/ her faculty representative that contractual obligations, preapproved school absence, family emergency, or illness precludes him from exercising his or her voting rights because of the time at which the vote is to be held. (Revised, 4/2/02)</p> <p>b. In the event of a preplanned absence or other known conditions prevent a member from voting in person, the member should request his/ her faculty representative an official absentee ballot at least two days prior to the day of the vote. (Revised, 4/2/02)</p> <p>c. After casting his/ her vote, the member will return the official ballot to his/ her faculty representative, who will surrender it to the chairperson in charge of voting. (Revised, 4/2/02)</p>
<p>Section 6</p>	<p>Add proxy voting</p> <p>D. Proxy Voting- Limited proxy voting will be allowed in instances of illness, family emergency that precludes the member from exercising his or her voting rights. A limited proxy is a signed proxy in which the signer stipulates the way that the holder is to vote on specific issues; the proxy holder must cast the member's vote the way the signer designated on the proxy.</p> <p>Rationale: We want to ensure that all members are able to participate in all activities in the MEA so allowing Limited Proxy voting will give those who want to vote but cannot attend an opportunity to vote through an assigned proxy. This proxy must vote as the member instructs the proxy.</p>

Article IX FINANCE

<p>Section 5.</p> <p>Agency Fee members of the Bargaining Unit must submit fees as provided for in the contract between the Association and the School Committee. The deadline date for notification of payroll deductions of agency fees is the same as that for dues</p>	<p>Remove Section 5-</p> <p>Relative to recent agency fee decisions- recommended removal by MTA</p>
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deduction by a member. That date is October 15.	
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Duties of Officers and Executive Board

<p>Section 1. The President shall preside at all meetings of the Association and the Executive Board, shall supervise the affairs of the Association, shall submit an annual report to the membership at the Annual Meeting in April, and shall serve as association representative to the Marlborough School Committee.</p>	<p>CHANGE: The President shall preside at all meetings of the Association and the Executive Board, shall supervise the affairs of the Association, shall submit an annual report to the membership at the Annual Meeting in the spring, and shall serve as association representative to the Marlborough School Committee. Rationale: CURRENT PRACTICE</p>
<p>Section 1 (PRESIDENT) He/she shall be a voting member of all committees except the Nominating Committee.</p>	<p>REMOVE: except the Nominating Committee. RATIONALE: No Committee</p>
<p>Section 2. (VICE PRESIDENT) He/she shall be Chairperson of the Public Relations Committee.</p>	<p>CHANGE: He/she shall be the contact and local organizer for Mass Child</p>
<p>Section 3 (RECORDING SECRETARY) The Recording Secretary shall keep full and accurate minutes of all business transactions by the Association and by the Executive Board. He/she shall be a member of the Public Relations Committee.</p>	<p>ADD: The minutes from the Executive Board will be shared with all members of the Executive Board one week in advance of the next meeting. REMOVE He/she shall be a member of the Public Relations Committee. Rationale: No committee</p>
<p>Section 4 (Corresponding Secretary) The Corresponding Secretary shall conduct the correspondence of the Association, preserve its documents, and provide the Recording Secretary of the Association with such information as he/she may require. He/she shall be a member of the Public Relations Committee. b. It will be the duty of the Corresponding Secretary to oversee the preparation of the Seniority List each year. It will be his/her duty to see that the list is up to date and accurate. The list will be presented to the President and Executive Board for review no later than December 1st of each year, and will be distributed to the membership by the end of February. (Revised 2/12/08)</p>	<p>REMOVE He/she shall be a member of the Public Relations Committee. Rationale: No committee REMOVE Part b RATIONALE: Seniority Lists have been replaced by new teacher evaluation standards according to state regulations</p>
<p>Section 5. The Treasurer</p>	<p>REMOVE The Treasurer shall be custodian of the</p>

The Treasurer shall be custodian of the funds of the Association and shall be a member of the Budget Committee.

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Rationale: No Committee