

Alief American Federation of Teachers and Support Employees Constitution

Article I

Name

This organization shall be known as the Alief American Federation of Teachers and School Employees. The official abbreviation of the organization shall be AAFTSE.

Article II

Objectives

- Section 1.** To achieve collective bargaining for all school employees through enabling legislation at the national and/or state level.
- Section 2.** To achieve a binding, negotiated master contract that will move the Alief Independent School District (AISD) toward the basic goals of the American Federation of Teachers (AFT).
- Section 3.** To provide support for legislation concerning the improvement of rights and working conditions of all school employees.
- Section 4.** To diligently support any person employed as a teacher and/or para-professional to meet their highest professional standards of education, practical training, and performance ability.
- Section 5.** To establish sick leave, health insurance, retirement, and other benefits for all school employees equal to or in excess of those employees in private industry and in public employment on the national, state, or local levels.
- Section 6.** To establish a safe, orderly, cooperative climate in the schools so that student behavior problems are minimal, with a clearly-understood policy of support for employees by administrators and proper procedures and facilities for managing disruptive students so that teachers can teach and students can learn.

Article III

Affiliation

- Section 1.** AAFTSE shall affiliate with the American Federation of Teachers, the Texas Federation of Teachers, the Texas AFL-CIO, and the Harris County Central Labor Council.

Article IV

Membership

- Section 1.** Membership in AAFTSE shall be open to all school employees excluding those in administration and/or individuals in supervisory capacity with the ability to hire and fire and the police department.
- Section 2.** Membership in AAFTSE shall also include but not limited to full-time substitutes, members on leave of absence, part-time employees, and retirees.
- Section 3.** Members shall be considered in good standing if they are no more than two (2) months behind in their dues.
- Section 4.** A quorum for the conduct of business at any Membership Meeting shall be twenty (20) members in good standing. A quorum may be declared or denied at any time by the President.

Article V

Membership Meetings

- Section 1.** There shall be no less than two membership meetings per school year held during the months that the school is in session and two week notice shall be given to members about the scheduled meeting.
- Section 2.** The membership meetings must be held in the first half of the school year before December 20th and the second meeting in the second half of the school year no later than the last day of school.
- Section 3.** Called meetings may be held at any time at the discretion of the President
- Section 4.** Membership meetings shall be considered properly called upon a two weeks notice given to all members by the President or his/her designee. Authorization to call a Membership meeting shall be by approval of 3/4ths of the Executive Board or by determination of the President.

Article VI

Elected Officers

Section 1.

The elected officers of AAFITSE shall be President, Vice President, Secretary and Treasurer.

Section 2.

An Oath of Office will be administered to each officer prior to taking office. The oath will be:

I, _____, do hereby promise to faithfully perform all the duties of the office to which I have been elected, to keep my membership in good standing, and to uphold the Constitution, By Laws, and Policies of the AAFITSE.

Section 3.

There will be two paraprofessional positions and two certified positions appointed by the President with the approval of the executive board.

Section 4.

The Executive Board of AAFITSE shall consist of the elected officers and appointed officers.

Section 5.

In the event that the President is unable to fulfill his/her duties for any reason, the Vice President shall assume these duties.

Section 6.

In the event that the Vice President is unable to assume the duties of the President then the Treasurer will assume the duties.

Section 7.

The duties of the President shall be to preside at all AAFITSE meetings of the organization and the Executive Board; to be an ad hoc member of all regular or special committees (except the nominating committee); to be a delegate to all conventions to which AAFITSE is entitled to one or more delegates.

Section 8.

The President shall be in charge of all delegations of AAFITSE and will administer all the affairs of the organization and execute policies.

Article VII

Executive Board

Section 1.

The duties of the Executive Board shall be to deal with all affairs of the organization during the period between general membership meetings, to interpret and enforce this constitution and bylaws, and to prepare a budget for the approval of the first general membership meeting of each school year.

Section 2.

The Executive Board shall meet at the call of the President at least once a month.

Section 3.

The Executive Board shall be in charge of contracts with any person on the AAFITSE payroll and will have the authority to negotiate that contract.

Section 4.

The Executive Board shall appoint a parliamentarian for all general membership meetings and Executive Board meetings. The vote shall be by simple majority.

Section 5.

Any Executive Board Member who has a total of three (3) unexcused combined absences from Executive Board and/or Membership meetings, or any Executive Board Member who has a total of five (5) combined absences from Executive Board and/or Membership meetings, either excused or unexcused, within any twelve (12) month period, shall be considered to have resigned his/her office by an affirmative vote of a majority of the Executive Board Members in attendance at a regularly called Executive Board meeting. However, where an Executive Board and a Membership meeting occur on the same day, no more than one absence shall accrue. Any Executive Board Member who is on official AAFITSE business at the time of the Executive Board meeting or Membership meeting will be counted as present for the Executive Board meeting or Membership meeting.

Article VIII

Committees

Section 1.

The President shall appoint and assign the duties of all committees with the approval of the Executive Board, except the nominations committee.

Section 2.

Committees shall exist for a length of time determined by the Executive Board.

Article IX

Rules for Amending Constitution

Section 1.

Amendments to this constitution shall be proposed in writing as a motion and shall be voted on after reading at each of two (2) separate membership meetings.

Section 2.

The meetings may be regular or specially called. The motion may be made by any member of AAFITSE.

Section 3.

If such motion passes by the majority of members in attendance at the meeting where the motion has been first made, the proposed amendment shall be sent within seven (7) days to all members of the organization.

Section 4.

The motion for amendment shall be re-made at the second meeting, seconded and debated, and shall pass upon two-thirds (2/3) vote of approval by the members present and voting at the meeting.

Section 5.

Only members in good standing can vote on amendments in all the above situations.

Article X

Ratification

This Constitution shall be ratified and any by-laws enforced at such time as the following conditions have been met.

- Section 1.** Majority approval of this constitution and bylaws at a membership meeting announced in advance to all members. The approval vote shall consist of the majority of those who attend.
- Section 2.** The elected officers of the organizing committee known as AAFTSE will remain in office after the ratification of this constitution and finish their terms in office with the majority approval of those who voted on this constitution.
- Section 3.** The chartering of AAFTSE will keep schedule of the term of office agreed to by the organizing committee prior to chartering.

Article XI

Compliance with State Statues and Laws

- Section 1.** If any provisions of this constitution are found to be contrary to state law, they will be ruled null and void. Alief American Federation of Teachers and Support Employees is an organization that does not claim the right to strike and is in accord with the provision of the state law on strikes.

Article XII

Parliamentary Authority

- Section 1.** The rules contained in the most current edition of Roberts Rules of Order Newly Revised, shall govern this organization in all cases in which they are not inconsistent with this constitution and/or bylaws.
- Section 2.** The parliamentarian is appointed by the Executive Board (see Article VII, Section 4 for rules concerning the appointment of this office).

By Laws

Alief American Federation of Teachers and Support Employees, AFL-CIO

Article I

Dues

- Section 1.** Dues for members with a salary of \$35,000 plus shall be \$450.00. Dues for members with a salary less then \$35,000 shall be \$303.40. Dues for members with a salary of less then \$15,000 shall be \$230. Retirees dues shall be \$1 per month or \$10 per year with \$10 COPE contribution.
- Section 2.** Members will be entitled to contribute \$12.00 per year to the C.O.P.E. or more if they so select.
- Section 3.** Whenever the *per capitas* or insurance to any AAFTSE affiliated organizations are increased, local dues shall be likewise increased at the beginning of the following school year.

Article IA

First election for officers

Within 30 days of the membership meeting voting to charter the Alief American Federation of Teachers and Support Employees as a local of the American Federation of Teachers and Texas Federation of Teachers, an initial election of officers shall occur.

- Section 1.** All officers shall be elected by a majority vote by ballot of those who attend.
- Section 2.** The initial term of office shall be from the date of the election to 3 years and two weeks later with the elected officer officially beginning June 1st of that year.
- Section 3.** All members in good standing shall be eligible to run for elected office, except members of the nominating committee.
- Section 4.** All members in good standing shall be eligible to vote for officers.
- Section 5.** A nominating committee of no less than three (3) persons shall be elected. The nominating committee shall certify the eligibility of all candidates filing for office.
- Section 6.** Nominations from the floor will be accepted at the nomination meeting.
- Section 7.** If only one candidate has been nominated for any office, that candidate shall be declared elected.
- Section 8.** The election of officers shall take place every third year at the General Membership meeting in May.

Article IB

Elections

- Section 1. All officers shall be elected by a majority vote by ballot of those who attend in May of the year each term expires.
Section 2. The three year term of office shall be from May 31 to June 1.
Section 3. All members in good standing shall be eligible to run for elected office, except members of the nominating committee.
Section 4. All members in good standing shall be eligible to vote for officers.
Section 5. In the event that the President is not able to fulfill his/her duties for any reason, the Executive Board shall appoint the Vice President to fill the office until the next election or until the Executive Board holds a special election to fill the position.
Section 6. A nominating committee of no less than three (3) persons shall be elected at the fall general membership meeting immediately preceding the year each term is expired. The nominating committee shall certify the eligibility of all candidates filing for office.
Section 7. Eligibility for candidates running for elected positions would require the member to be in good standing for three prior years to the election.
Section 8. The report of the nominating committee on nominees shall be given at a special January general membership meeting during the year each term expires.
Section 9. If only one candidate has been nominated for any office, that candidate may be declared elected.

Article II

Duties of Elected Officers

- Section 1. The **President** shall preside at all meetings.
Section 2. The **President** shall be an ex-officio member of all committees, except the nominating committee, and shall sign all necessary papers and documents, and represent the local when and where necessary.
Section 3. The **President** shall attend leadership training and conventions whenever possible.
Section 4. The **President** shall have the authority to sign checks and maintain signatory authority in all savings, checking and financial accounts of AAFTSE.
Section 5. The **President** may cast the deciding vote in the Executive Board if there is a tie.
Section 6. The **Vice President** shall be responsible for carrying out the duties of the Executive President when vacated, resigned, or as determined by the laws of this constitution.
Section 7. The **Vice President** shall have a vote on the Executive Board and may also be one of the signatures if needed on checking, savings, or monetary accounts of AAFTSE.
Section 8. The duties of the **Secretary** shall be to responsibly record the minutes of the Executive Board and general membership meetings and the security of all AAFTSE records and documents.
Section 9. The **Secretary** shall have a vote on the Executive Board.
Section 10. The **Treasurer** shall have the authority to be one of the signatures on checks made out of AAFTSE bank accounts.
Section 11. The **Treasurer** shall have a vote on the Executive Board
Section 12. The **Treasurer** shall be responsible for the financial records and accounts of the organization.
Section 13. The appointment of at-large-officers of the Executive Board will also come with the right to vote on Executive Board decisions.

Article III

Conventions

- Section 1. All convention delegates shall be elected according to the rules of the organization holding the convention.

Article IV

Rules of Amending

- Section 1. Amendments to the bylaws may be proposed at any regular or specially called membership meeting. The proposed amendment shall be adopted upon a majority vote of approval by the members present and 3/4ths of the Executive Board voting at said membership meeting.