

# CHAPTER BYLAWS

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## INCHELIUM

**Public School Employees Of Washington**  
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**P R E A M B L E**

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3 Employees organize primarily to secure better wages and better working conditions.  
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5 We hold that they also organize in order to participate in the decisions which affect them at work. One  
6 of the fundamental tenets of Democratic government is the consent of the governed.  
7

8 We are both employees and citizens.  
9

10 Collective bargaining is the expression of citizenship in employment. Participation in the political life  
11 of the nation, State, local municipalities, and school district is but another aspect of that citizenship.  
12

13 We are under a solemn obligation to represent the members of this organization forcefully and  
14 effectively in negotiations with the management of Inchelium School District and to conduct internal  
15 organization affairs according to democratic standards.  
16

17 THEREFORE, we, the classified school employees of Inchelium School District, in meeting, adopt  
18 these Bylaws this 15<sup>th</sup> day of April, 1986.  
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22 **A R T I C L E I**  
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24 The name of this organization shall be the Public School Employees of Inchelium School District.  
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28 **A R T I C L E II**  
29

30 This local organization shall be affiliated with and be a chapter of the Public School Employees of  
31 Washington. This organization was chartered by Public School Employees of Washington on April 15,  
32 1986.  
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36 **A R T I C L E III**  
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38 This organization shall continue until a majority of all of the members vote to dissolve the  
39 organization.  
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ARTICLE IV

The objectives and purposes of this organization are:

- A. To carry out and assist on a local basis the objectives and purposes of the Public School Employees of Washington.
- B. To promote the organization of Public School Employees in the Inchelium School District.
- C. To promote the welfare of the membership and the classified employees of the Inchelium School District, and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as a desirable, democratic and effective method to achieve this.
- D. To promote and provide systematic and effective employee management through collective bargaining; to confer and negotiate in good faith, with respect to grievance procedures and collective negotiations on personnel matters, including wages, hours, and working conditions, vacation, holidays and other conditions of employment for the classified employees of the Inchelium School District.
- E. Both as members and as citizens, we shall also employ available legislative and political action to establish adequate financial provision for the improvement of public school education and equitable consideration for the classified school employees from the state Legislators.
- F. To establish better fellowship and understanding among classified employees and to strive for their overall betterment through training, legislative and association benefits.

ARTICLE V

**MEMBERSHIP**

**Section 5.1. Eligibility.** Except as otherwise provided in these Bylaws, any person without regard to race, creed, color, national origin, sex or political belief, who meets the requirements hereinafter listed shall be eligible for membership.

- A. All persons regularly employed as a classified school employee (as defined by the Public School Employees of Washington) by or in Inchelium School District, and who are members of the Public School Employees of Washington, are eligible for membership in the organization

**Section 5.3. Rights.**

- A. Members shall suffer no impairment of freedom of speech concerning the operations of this organization. Active discussions of organization affairs shall be encouraged and protected within this organization.
- B. Members shall have the right to fair and democratic elections at all levels of the organization. This includes due notice of nominations and elections, equal opportunities for competing candidates, and proper election procedures which shall be specifically set forth.
- C. Members shall have an equal right to run and hold office, except those persons set forth in RCW 41.56.030 Par. 2, a, b and c: and those employees classified either by State statute or appropriate State regulatory agencies as being a "supervisory employee".
- D. Members shall have the right to a full and clear accounting of all organization funds. At all levels such accounting shall include, but not be limited to, periodical reports to the membership by appropriate fiscal officers or by independent auditors not otherwise the organization, and a financial audit at least once a year which is made available to all members.
- E. Members shall have the right to full participation, through discussion and vote, in the decision making process of the organization and to pertinent information needed for the exercises of this right.

ARTICLE VI

MEETINGS

Section 6.1. General membership meetings of this organization shall be held at least four (4) times annually at a time and place to be fixed by the membership or the Board of Trustees.

Section 6.2. Special meetings may be called by the President, the Board of Trustees or by petition filed with the President and signed by twenty percent (20%) of the members of this organization.

Section 6.3. The President shall provide at least five (5) days notification to all members of any meeting called. However, said five (5) days notice may be waived by the Board of Trustees provided that every reasonable effort is employed to notify the membership of the meeting.

Section 6.4. At any meeting of the membership of this organization, each member present shall be entitled to one vote. A member must be present to vote – no proxy vote will be allowed. A minimum of five (5) members must be present to constitute a quorum before any organization business may be transacted.

ARTICLE VII

MANAGEMENT

Section 7.1. The business and property of this organization shall be managed by a Board of Trustees, except when the meetings of the organization are in session. All matters affecting the purposes, aims and means of accomplishing the purposes of this organization, not specifically provided for in these Bylaws or by action of the members at a regular or special meeting shall be decided by the Board of Trustees.

Section 7.2. The Board of Trustees shall be composed of the President, Vice President, Secretary, Treasurer and a unit representative elected by the unit from each of the following classifications of employees of the school district if represented by the local Public School Employees organization.

Classification: Paraeducator

Section 7.3. The term of office of the trustees of this organization shall be for a period of one (1) year from the date of election. Elections will be held in September.

Section 7.4. The Board of Trustees shall hold two meetings per year, and such special meetings as the President or the Board shall deem necessary for the competent management of affairs of the organization.

Section 7.5. Each member of the Board of Trustees shall possess one (1) vote in matters coming before the Board. All voting at meetings of the Board of Trustees shall be by each member present in person, and voting by proxy shall not be allowed. A majority of the members of the Board of Trustees shall constitute a quorum.

1 **Section 7.6.** Any trustee may be removed from office by a two-thirds (2/3/) majority vote of the  
2 membership at any regular or special meeting of the membership of the organization. Notice of the  
3 proposed removal of the trustee must be given to the trustee five (5) days prior to the date of the  
4 meeting at which the removal is to be voted upon. Such notice to the trustee must state the cause for  
5 the proposed removal.  
6

7 **Section 7.7.** Unexcused absences from three (3) consecutive meetings of the Board of Trustees shall  
8 be due cause for removal of the trustee by the Board of Trustees. Removal of a Board member because  
9 of excessive absenteeism shall not require the 2/3 vote of membership.  
10

11 **Section 7.8.** Any vacancies occurring on the Board of Trustees by reason of death, resignation or  
12 removal shall be filled by the remaining trustee. In the event that such trustee is an officer, such  
13 selection shall be from the membership at large.  
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17 **ARTICLE VIII**

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19 **OFFICERS, NOMINATIONS AND ELECTIONS**

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21 **Section 8.1.** The officers of this organization shall be a President, a Vice President, and a  
22 Secretary/Treasurer. All officers shall be elected for a term of one year.  
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24 **Section 8.2.** Nominations may be made by the nominating committee, but whether or not such  
25 nominating committee is used, nominations shall be permitted from the floor at the meeting held to  
26 elect officers.  
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28 **Section 8.3.** To be eligible for office, a member must be in good standing for one year immediately  
29 preceding the election, except in the initial election held in this organization and must qualify under the  
30 provisions of Article V, Section 5.3-C.  
31

32 **Section 8.4.** Officers shall be elected by the membership, and the voting shall be so conducted as to  
33 afford all members a reasonable opportunity to vote. At least ten (10) days advance notice shall be  
34 given the membership prior to the holding of the election.  
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36 **Section 8.5.** Every officer, upon assuming office, shall subscribe to the obligation of an officer,  
37 contained in these Bylaws.  
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ARTICLE IX

DUTIES OF OFFICERS

**Section 9.1. President.** The President shall preside at all meetings of the organization and of the Board of Trustees. The President shall supervise all activities of the organization; execute all instruments in its behalf; counter-sign all checks drawn against the fund of the organization; appoint all special committees of the organization subject to the approval of the Board of Trustees; report periodically to the membership regarding the progress and standing of the organization in regard to the President's official acts; perform all other duties such as prescribed in the Bylaws and perform such other duties usually inherent in such office.

**Section 9.2. Vice President.** The Vice President shall act for the President in the President's absence and perform such other acts as the President or Board of Trustees may direct. The Vice President may be authorized, by the Board of Trustees, to act as a co-signer of checks drawn on the funds of the organization in place of or in addition to either the President or Secretary.

**Section 9.3. Secretary/Treasurer.** It shall be the duty of the Secretary to keep all records of the organization, the Board of Trustees, and perform such other acts as the President and Board of Trustees may direct. The Secretary/Treasurer shall receive and be accountable for all funds and monies belonging to the organization; pay all obligations incurred by the organization in payment as authorized by the Board of Trustees; maintain bank accounts and depositories designated by the Board of Trustees; and such money shall be withdrawn only by checks signed by the President and/or Vice President and the Treasurer; and shall render periodical financial reports as required by the Board of Trustees or by the membership; and keep an accurate record of receipts and disbursements; and shall act as custodian of all properties of the organization.

ARTICLE X

MISCELLANEOUS PROVISIONS

**Section 10.1.** This organization shall be at all times subject to the provisions of the Articles of Incorporation and Bylaws of the Public School Employees of Washington.

**Section 10.2.** Except to the intent specified in the Bylaws, no officer of this organization shall have the power to act as agent for, or otherwise bind this organization in any way whatsoever. No member or group of members or any other person or persons shall have the power to act on behalf of or otherwise bind the organization except to the extent specifically authorized in writing by the President or Board of Trustees of the organization.

**Section 10.3.** The latest edition of Robert's Rules of Order shall be the guide in all cases in which they are applicable, and in which they are not inconsistent with the Constitution, bylaws and special rules of this organization or of the Public School Employees of Washington.



ARTICLE XI

COMMITTEES AND DELEGATES

**Section 11.1. Grievance Committee.** A Grievance Committee shall be composed of the President or Vice President and at least two (2) people appointed by the president from the membership at large.

**Section 11.2. Negotiating Committee.** A Negotiating Committee shall be selected by membership.

**Section 11.3. Audit Committee.** An Audit Committee shall be selected by the Board of Trustees.

**Section 11.4. Other or Special Committees.** The Board of Trustees shall designate such special committees as they determine necessary in the carrying out of the objectives and purposes of this organization.

**Section 11.5. Convention Delegates.** Delegates shall be selected by membership using a secret ballot.

**Section 11.6. Nominating Committee.** A Nominating Committee may be appointed by the Board of Trustees or elected to make nominations.

ARTICLE XII

AMENDMENTS

**Section 12.1.** These Bylaws may be amended by a majority vote of the membership at any regular or special meeting thereof; providing, that a notice of the intent to amend any specific provision be given to the members of the Board of Trustees at least five (5) days prior to the meeting at which said vote is to be taken.

Amended by the membership this 9<sup>th</sup> day of January, 2002

BY: \_\_\_\_\_ /s/ Joyce Kohler  
President

DATE: \_\_\_\_\_ September 19, 2002

Adopted by the membership April 15, 1986.  
Amended by the membership April 13, 1992.