

CHAPTER BYLAWS

Public School Employees of San Juan Island School District

Public School Employees Of Washington
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1 **PREAMBLE**

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5 Employees organize primarily to secure better wages and better working conditions.

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7 We hold that they also organize in order to participate in the decisions which affect them at work. One
8 of the fundamental tenets of Democratic government is the consent of the governed.

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10 We are both employees and citizens.

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

14
15 In the same way that we are organized to improve the terms and conditions of employment, we are
16 equally dedicated to exert ourselves, individually and collectively, to fulfill the promise of American
17 life. Amidst unparalleled abundance, there should not be want.

18
19 We are under a solemn obligation to represent the members of this organization forcefully and
20 effectively in negotiations with the management of the San Juan Island School District and to conduct
21 internal organizational affairs according to democratic standards.

22
23 THEREFORE, we, the classified school employees of San Juan Island School District, in meeting,
24 adopt these Bylaws this 1st day of March 1984.

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28 **ARTICLE I**

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30 The name of this organization shall be the Public School Employees of San Juan Island School
31 District.

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35 **ARTICLE II**

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37 This local organization shall be affiliated with and be a chapter of the Public School Employees of
38 Washington. This organization was chartered by Public School Employees of Washington on March
39 4, 1976.

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43 **ARTICLE III**

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45 This organization shall continue until a majority of all the members vote to dissolve the 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 of San Juan Island School District.
- C. To promote the welfare of the membership and the classified employees of the San Juan Island 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, vacations, holidays and other conditions of employment for the classified employees of San Juan Island School District.
- E. Both as members and as citizens, we shall also employ available legislative and political action to establish adequate financial provisions for the improvement of public school education and equitable consideration for the classified school employees from State Legislators.
- F. To establish better fellowship and understanding among classified school employees and to strive for their overall betterment through training, legislation and Association benefits.

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ARTICLE V

MEMBERSHIP

Section 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 San Juan Island School District, and who are members of the Public School Employees of Washington, are eligible for membership in the organization.

Section 2. 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.

- 1 B. Members shall have the right to fair and democratic elections at all levels of the organization.
2 This includes due notice of nominations and elections, equal opportunities for competing
3 candidates and proper election procedures which shall be specifically set forth.
4
- 5 C. Members shall have an equal right to run and hold office, except those persons set forth in
6 RCW 41.56.030 Par. 2, a, b and c; and those employees classified either by State statute or
7 appropriate State regulatory agencies as being a “supervisory employee”.
8
- 9 D. Members shall have the right to a full and clear accounting of all organization funds. At all
10 levels such accounting shall include, but not be limited to, periodical reports to the membership
11 by appropriate fiscal officers or by independent auditors not otherwise connected with the
12 organization, and a financial audit at least once a year which is made available to all members.
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- 14 E. Members shall have the right to full participation, through discussion and vote, in the decision
15 making processes of the organization and to pertinent information needed for the exercises of
16 this right.
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20 **ARTICLE VI**

21 **MEETINGS**

22 **Section 1.** General membership meetings of this organization shall be held at least four (4) times
23 annually at a time and place to be fixed by the membership or the Board of Trustees.

24 **Section 2.** Special meetings may be called by the President(s), the Board of Trustees, or by petition
25 filed with the President(s) and signed by twenty percent (20%) of the members of this organization.
26

27 **Section 3.** The President shall provide at least five (5) days notification to all members of any meeting
28 called. However, said five (5) days notice may be waived by the Board of Trustees provided that every
29 reasonable effort is employed to notify the membership of the meeting.
30

31 **Section 4.** At any meeting of the membership of this organization, each member present shall be
32 entitled to one (1) vote. A member must be present to vote - no proxy vote will be allowed. A
33 minimum of six (6) members must be present to constitute a quorum before any organization business
34 may be transacted.
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41 **ARTICLE VII**

42 **BOARD OF TRUSTEES**

43 **Section 1.** The business and property of this organization shall be managed by a Board of Trustees,
44 except when the meetings of the organization are in session. All matters affecting the purposes, aims
45 and means of accomplishing the purposes of this organization, not specifically provided for in these
46 Bylaws or by action of the members at a regular or special meeting, shall be decided by the Board of
47 Trustees.
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1 **Section 2.** The Board of Trustees shall be composed of the President or Co-Presidents, Vice President,
2 Secretary, Treasurer, and representatives elected from the following classifications of employees of the
3 school district if represented by the local Public School Employees organization:

4
5 Classifications:

- 6 1. Transportation
- 7 2. Food Service
- 8 3. Secretarial
- 9 4. Custodial/Maintenance
- 10 5. Paraeducators
- 11 6. Program Coordinators/Technology

12
13 **Section 3.** The term of office of the officers/trustees of this organization shall be for a period of one
14 (1) year from the date of election. New officers/trustees shall be elected in June and take office in
15 September.

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17 **Section 4.** The Board of Trustees shall hold meetings necessary for the competent management of
18 affairs of the organization.

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20 **Section 5.** Each member of the Board of Trustees shall possess one (1) vote in matters coming before
21 the Board. All voting at meetings of the Board of Trustees shall be by each member present in person,
22 and voting by proxy shall not be allowed. A majority of the members of the Board of Trustees shall
23 constitute a quorum.

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

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31 **Section 7.** Unexcused absences from three (3) consecutive meetings of the Board of Trustees shall be
32 due cause for removal of the trustee by the Board of Trustees. Removal of a Board member because of
33 excessive absenteeism shall not require the two-thirds (2/3) vote of the membership.

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35 **Section 8.** Any vacancies occurring on the Board of Trustees by reason of death, resignation or
36 removal shall be filled by the remaining trustees. In the event that such trustee is an officer, such
37 selection shall be from the membership at large. All other trustees' vacancies shall be filled from the
38 classification of which they are representatives. Such appointee shall serve during the unexpired term
39 of the trustees whose position has become vacant.

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ARTICLE VIII

OFFICERS, NOMINATIONS AND ELECTIONS

Section 1. The officers of this organization shall be a President or Co-Presidents, Vice President, Secretary and Treasurer. At the option of the Association, the Secretary and Treasurer can be the same person. All officers shall be elected for a one (1) year term.

Section 2. Nominations may be made by the Nominating Committee, but whether or not such Nominating Committee is used, nominations shall be permitted from the floor at the meeting held to elect officers.

Section 3. To be eligible for office, a member must be in good standing and must qualify under the provisions of Article V, Section 2-C.

Section 4. Officers shall be elected by secret ballot vote, and the balloting shall be so conducted as to afford all members a reasonable opportunity to vote. At least ten (10) days advance notice shall be given the membership prior to the holding of the election.

Section 5. Every officer and trustee shall, upon assuming office, subscribe to the obligation of an officer and trustee, contained in these Bylaws.

ARTICLE IX

OFFICERS

Section 1. President or Co-Presidents. The President(s) shall preside at all meetings of the organization and of the Board of Trustees. The President(s) shall supervise all activities of the organization; execute all instruments in its behalf; countersign all checks drawn against the funds 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)'s official acts; perform all other duties as prescribed in the Bylaws and perform such other duties usually inherent in such office.

In case of there being Co-Presidents, should one (1) of the Co-Presidents resign or be removed from office, the other Co-President will assume all the duties of the President's office until the end of their elected term.

Section 2. Vice President. The Vice President shall act for the President(s) in the President(s)' absence and perform such other acts as the President(s) 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(s) or Secretary.

Section 3. Secretary. It shall be the duty of the Secretary to keep all records of the organization, the Board of Trustees, and to perform such other acts as the President(s) and Board of Trustees may direct.

1 **Section 4. Treasurer.** The Treasurer shall receive and be accountable for all funds and monies
2 belonging to the organization; pay all obligations incurred by the organization in payment as
3 authorized by the Board of Trustees; keep an accurate record of receipts and disbursements; and
4 maintain bank accounts and depositories designated by the Board of Trustees; and such money shall be
5 withdrawn only by checks signed by the President(s) and/or Vice President and the Treasurer; and
6 shall render periodical financial reports as required by the Board of Trustees or by the membership;
7 and keep an accurate record of receipts and disbursements; and shall act as custodian of all properties
8 of the organization.
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12 ARTICLE X

13 MISCELLANEOUS PROVISIONS

14 **Section 1.** This organization shall be at all times subject to the provisions of the Articles of
15 Incorporation and Bylaws of the Public School Employees of Washington.
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18 **Section 2.** Except to the extent specified in the Bylaws, no officer of this organization shall have the
19 power to act as agent for, or otherwise bind this organization in any way whatsoever. No members or
20 group of members or any other person or persons shall have the power to act on behalf of or otherwise
21 bind the organization except to the extent specifically authorized in writing by the President(s) or
22 Board of Trustees of the organization.
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25 **Section 3.** The latest edition of Robert's Rules of Order shall be the guide in all cases in which they
26 are applicable, and in which they are not inconsistent with the Constitution, Bylaws and special rules
27 of this organization or of the Public School Employees of Washington.
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31 ARTICLE XI

32 COMMITTEES AND DELEGATES

33 **Section 1. Grievance and Conference Committee.** A Grievance and Conference Committee shall be
34 composed of the President(s) or Vice President and each unit representative on the Board of Trustees.
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37 **Section 2. Negotiating Committee.** A Negotiating Committee shall consist of one (1) elected
38 representative from each classification. Negotiations will commence/continue if a classification does
39 not elect a representative.
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42 **Section 3. Nominating Committee.** A Nominating Committee may be appointed by the Board of
43 Trustees or elected to make nominations.
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46 **Section 4. Other Or Special Committees.** The Board of Trustees shall designate such special
47 committees as they determine necessary in the carrying out of the objectives and purposes of this
48 organization.
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ARTICLE XII

AMENDMENTS

Section 1. These Bylaws may be amended by a majority vote of the Board of Trustees 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 7th day of March 2007.

By:

Niki Truesdale, Chapter President

Date

Adopted by the membership March 1, 1984.

Amended by the membership March 7, 2007.