

CHAPTER BYLAWS

TOPPENISH SCHOOL DISTRICT

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON

1990 - 1991

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P R E A M B L E

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

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

We are both employees and citizens.

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

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

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

THEREFORE, we, the classified school employees of Toppenish School District, in meeting, adopt these Bylaws this 12th day of March, 1991.

A R T I C L E I

The name of this organization shall be the Public School Employees of Toppenish School District.

A R T I C L E II

This local organization shall be affiliated with and be a chapter of the Public School Employees of Washington. This organization was chartered by Public School Employees of Washington on March 12, 1991.

A R T I C L E III

This organization shall continue until a majority of all of 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 in the Toppenish School District.
- C. To promote the welfare of the membership and the classified employees of the Toppenish 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 Toppenish 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 the 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.

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 Toppenish School District, and who are members of the Public School Employees of Washington, are eligible for membership in the organization.

1 **Section 2. Local Dues.**
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- 3 A. Application for membership shall be made on a standard application form provided by the
4 Board of Trustees. Unless such form includes a valid authorization for payroll deduction
5 of dues, the application shall be accompanied by the current month's dues.
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7 B. Membership dues of this organization shall be one dollar (\$1.00) per month.
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9 C. Any persons who are paying dues through a system of regular payroll deduction shall, for
10 as long as they continue to pay through such payroll deduction, be considered to be in
11 good standing.
12
13 D. Membership dues are not refundable except where an error resulting in an overpayment
14 exists.
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16 **Section 3. Rights.**
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- 18 A. Members shall suffer no impairment of freedom of speech concerning the operations of
19 this organization. Active discussions of organization affairs shall be encouraged and
20 protected within this organization.
21
22 B. Members shall have the right to fair and democratic elections at all levels of the
23 organization. This includes due notice of nominations and elections, equal opportunities
24 for competing candidates, and proper election procedures which shall be specifically set
25 forth.
26
27 C. Members shall have an equal right to run and hold office, except those persons set forth in
28 RCW 41.56.030 Par. 2, a, b, and c, and those employees classified either by State statute
29 or appropriate State regulatory agencies as being a "supervisory employee."
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31 D. Members shall have the right to full participation, through discussion and vote, in the
32 decision making processes of the organization and to pertinent information needed for the
33 exercises of this right.
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38 **ARTICLE VI**

39 **MEETINGS**
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41 **Section 1.** General membership meetings of this organization shall be held at least four (4) times
42 annually at a time and place to be fixed by the membership or the Board of Trustees.
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44 **Section 2.** Special meetings may be called by the President, the Board of Trustees, or by petition
45 filed with the President and signed by twenty percent (20%) of the members of this organization.
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1 **Section 3.** The President shall provide notification to all members of any meeting called.
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3 **Section 4.** At any meeting of the membership of this organization, each member present shall be
4 entitled to one (1) vote. A member must be present to vote - no proxy vote will be allowed. A
5 minimum of _____ members present will constitute a quorum before any organization business
6 may be transacted.
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10 **ARTICLE VII**
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12 **MANAGEMENT**
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14 **Section 1.** The business and property of this organization shall be managed by a Board of
15 Trustees, except when the meetings of the organization are in session. All matters affecting the
16 purposes, aims and means of accomplishing the purposes of this organization, not specifically
17 provided for in these Bylaws or by action of the members at a regular or special meeting shall be
18 decided by the Board of Trustees.
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20 **Section 2.** The Board of Trustees shall be composed of the President, Vice President, Secretary,
21 Treasurer, and a unit representative elected by the unit from each of the following classifications of
22 employees of the school district if represented by the local Public School Employees organization.
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- 24 Classifications:
- 25 1. Transportation
 - 26 2. Food Service
 - 27 3. Secretarial and Clerical
 - 28 4. Custodial
 - 29 5. Maintenance
 - 30 6. Aides
 - 31 7. Special Services

32 **Section 3.** The term of office of the trustees of this organization shall be for a period of one (1)
33 year from the date of election.
34

35 **Section 4.** The Board of Trustees shall hold meetings as the President or the Board shall deem
36 necessary for the competent management of affairs of the organization.
37

38 **Section 5.** Each member of the Board of Trustees shall possess one (1) vote in matters coming
39 before the Board. All voting at meetings of the Board of Trustees shall be by each member present
40 in person, and voting by proxy shall not be allowed. A majority of the members of the Board of
41 Trustees shall constitute a quorum.
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1 **Section 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
5 for the proposed removal.
6

7 **Section 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
9 because of excessive absenteeism shall not require the two-thirds (2/3) vote of membership.
10

11 **Section 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. All other trustees vacancies shall be filled from the
14 classification of which they are representatives. Such appointee shall serve during the unexpired
15 term of the trustee whose position has become vacant.
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19 ARTICLE VIII

20 OFFICERS, NOMINATIONS AND ELECTIONS

21 **Section 1.** The officers of this organization shall be a President, a Vice President, a Secretary and
22 Treasurer. All officers shall be elected for a term of one (1) year.
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24 **Section 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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30 **Section 3.** To be eligible for office, a member must be in good standing for one (1) year
31 immediately preceding the election, except in the initial election held in this organization, and must
32 qualify under the provisions of Article V, Section 3-C.
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34 **Section 4.** Officers shall be elected by secret ballot vote, and the balloting shall be so conducted as
35 to afford all members a reasonable opportunity to vote. At least ten (10) days advance notice shall
36 be given the membership prior to the holding of the election.
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38 **Section 5.** Every officer and trustee shall, upon assuming office, subscribe to the obligation of an
39 officer and trustee, contained in these Bylaws.
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ARTICLE IX

DUTIES OF OFFICERS

Section 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 as prescribed in the Bylaws and perform such other duties usually inherent in such office.

Section 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 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 and Board of Trustees may direct.

Section 4. Treasurer. The 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 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 2. Except to the extent 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 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.

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ARTICLE XI

COMMITTEES AND DELEGATES

Section 1. Grievance Committee. A Grievance Committee shall be composed of the President and/or Vice President and at least one (1) unit representative from each represented unit of the Chapter.

Section 2. Negotiating Committee. A Negotiating Committee shall be selected by the Board of Trustees. They shall be authorized to accept or reject a working contract upon approval of a majority of membership.

Section 3. 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 4. Convention Delegates. Delegates shall be selected by the Board of Trustees.

Section 5. Nominating Committee. Nominating Committee may be appointed by the Board of Trustees or elected to make nominations.

ARTICLE XII

AMENDMENTS

Section 1. These Bylaws may be amended by a majority vote of the membership present at any regular or special meeting thereof; providing, that 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.

Adopted by the membership this 12th day of March, 1991.

 /s/ Kathleen Garza
 Secretary