

**EDUCATION ASSOCIATION OF LEICESTER
LEICESTER, MASSACHUSETTS 01524
BY-LAWS**

ARTICLE I – NAME

This Association shall be called the Education Association of Leicester

ARTICLE II – PURPOSES

The purpose of this Association shall be to:

- a. Maintain and improve quality education for all.
- b. Help each student realize his/her potential as a worthy and effective member of the society.
- c. Advance the interest of public education and increase the efficiency of education as a public service.
- d. Cooperate with and help promote all efforts directed to improve the educational life of the community of Leicester.
- e. Uphold high professional standards and to advance the socio-economic well being of educators.
- f. Promote respect for the professional, and to foster unity and understanding within the profession.
- g. Develop and promote such ethical practices and standards of preparation and participation as mark the profession.

ARTICLE III – AFFILIATION

This Association shall be affiliated with the National Education Association and the Massachusetts Teachers Association.

ARTICLE IV – MEMBERSHIP

Section 1: Membership of the EAL shall consist of Active Members, Honorary Life Members, and Associate Members.

Section 2: Active Membership shall consist of all educational employees appointed by the Leicester School Committee, and who have paid the dues of the EAL, MTA, and NEA for the current year. Active Members only are entitled to vote and to hold office

Section 3: Any member, upon retirement, shall become an Honorary Life Member. Honorary Members shall be entitled to all privileges of the Active Member with the exception of holding office, voting, and shall be exempt from the payment of dues.

Section 4: Associate Members shall be entitled to all privileges of an Active Member except that they cannot vote or hold office.

Section 5: Membership year shall be from September 1 to August 31. Dues shall be paid on or before November 1 unless they are using the payroll deduction. A person who has been a past member of the EAL has the rights and privileges of active membership without paying dues until November 1. New members become Active Members when the dues are paid in full. Any member who is delinquent in dues shall be so notified within three (3) days. If payment is not made within two (2) days after that time, he/she shall forfeit any dues paid to the General Fund and will be dropped as an Active Member.

Section 6: Educational employees hired during the school year may become Active Members upon payment of their dues within forty-five (45) days of the beginning of their employment. Teachers entering the Leicester School System with paid membership in MTA/NEA for the current school year shall be granted active membership in the Association upon payment of the local EAL dues.

ARTICLE V – OFFICERS

Section 1: The officers of the EAL shall be a President, Vice-President, Secretary, and Treasurer.

Section 2: The officers shall be personnel on tenure.

Section 3: The Executive Board shall consist of the officers, the past president, the building representatives, and one member at large from each building.

Section 4: Officers shall serve for two years and may be re-elected.

Section 5: The term of office shall be from July 1 to June 30.

ARTICLE VI – AMENDMENTS

Section 1: This Constitution shall be altered, amended, or repealed at a regular or special meeting provided such proposals for action have been given to the membership five (5) school days prior to their acceptance or rejection.

Section 2: The Constitution may be altered, amended, or repealed in the following manner:

- a. At a special or regular meeting by a 60% vote of the members present.
- b. At a meeting called by 30% of the membership in a signed petition to the Executive Board. The meeting shall be held within thirty (30) days of receipt of the petition for membership action.
- c. By a written request of a member of the EAL to the Executive Board. The Executive Board shall decide upon the validity and time of presentation, if any, of such a request.

ARTICLE VII – MEETINGS

Section 1: There shall be an organizational meeting on the day before school begins, a meeting in the fall, and an annual business meeting in the spring.

Section 2: Special meetings of the EAL shall be called by the Executive Board when necessary.

A notice of five (5) days prior to such a meeting may be waived in cases of emergency.

Section 3: A quorum shall consist of 25% of the membership. A two-thirds majority shall be required to pass any item on the agenda, if less than 50% of the membership is present.

Section 4: Meetings shall be conducted according to the parliamentary procedures of Robert's Rules.

ARTICLE VIII – DUES

Section 1: Annual dues shall be set by the Executive Committee and voted upon at the annual meeting in June.

Section 2:

- a. All Association dues of the President shall be paid by the EAL with an additional stipend of \$200 per annum.
- b. Fifty percent (50%) of all Association dues shall be paid by the EAL for the treasurer.

ARTICLE IX – NOMINATIONS

Section 1: Any Active Tenured Member of the EAL may be a candidate for EAL office. To become a candidate, the person's name must be submitted to the Nominating Committee by April 15. Names may

be submitted by anyone who would like to hold office or by anyone who feels another person would do a good job in the office.

Section 2: The Nominating Committee shall take all names under advisement and report their choice at the annual meeting.

Section 3: If no names are submitted to the Committee, the Committee shall nominate at their discretion. Results of the Committee are final.

ARTICLE X – POWER OF THE OFFICERS

Section 1: No one may hold more than one elected office at any one time.

Section 2: Vice-President will ascend to the Presidency when the occupant of that office has vacated his/her office or is unable to fulfill the duties of the office.

Section 3: The President of the EAL shall have the following responsibilities:

- a. President shall preside over meetings of the Executive Board.
- b. Be ex-officio member of all committees except the Nominating Committee.
- c. Shall appoint the chairmen and members of necessary committees.
- d. Shall preside over all meetings of the EAL.
- e. Endeavor to promote the interests and purposes of the EAL.
- f. Represent the EAL or provide representation for the Association at all civic, professional, and fraternal gatherings where representation from EAL is deemed necessary. (School Committee, PTA, Mothers' Club, etc.)
- g. Shall have the power to expend reasonable sums for the execution of his/her duties.
- h. Call all meetings as necessary.
- i. Fill, by appointment until next selection, any vacancies which occur.
- j. Enforce observance of the Constitution and By-Laws.

Section 4: Vice-President:

- a. Preside in absence of the President at his/her request.
- b. Handle all other duties assigned by the President.

Section 5: Secretary

- a. Keep all records, correspondence, reports, etc.
- b. Shall be in charge of all public relations reported to the news media after having been cleared by the Executive Committee and/or President.

Section 6: Treasurer:

- a. Collect and pay all dues of the combined associations.
- b. Provide and collect all dues cards at the first meeting in September.
- c. Pay out all funds.
- d. Itemize all paid out and received monies.
- e. Recommend and advise yearly dues changes.
- f. Notify bank of officer changes at the end of fiscal year.

Section 7: Executive Board:

- a. Advise and assist the President in the execution of his/her duties.
- b. Shall have power to take emergency action when necessary.
- c. All business within the board is transacted by a simple majority vote.
- d. It shall be responsible for the management of the Association and the carrying out of its policies.
- e. It shall report its actions to the general membership and consider policies recommended by them.

ARTICLE XI – COMMITTEES

Section 1: The President shall appoint annually all standing committees with the exception of the Nominating Committee which shall be ELECTED by ballot at the first building meeting. The Nominating Committee shall consist of one (1) member from each building. He/she must be an Active Member and on tenure. The Committee will elect its own chairman at their choice.

Section 2: The President shall appoint the following committees:

- a. Professional Rights and Responsibilities Committee (Bargaining).
- b. Scholarship Committee (High School).
- c. Any committees that are deemed necessary for the current year.
- d. Political Action Committee.
- e. Public Relations Committee.

Section 3: The Professional Rights and Responsibilities Committee shall represent the Association and all teachers (178G Chapter 149 of the Massachusetts General Laws) in the Leicester School System in all negotiations with the Leicester School Committee or its agents with regards to wages, hours, and other conditions of employment which come under the scope of Massachusetts General Laws, 763 of the Acts of 1965.

Paragraph 1: That this Committee shall consist of the President of the Association (ex-officio) and five (5) other members of the Association (prefer one from each building). All members are to be on tenure. Period of service shall be for the length of the contract negotiated.

Paragraph 2: That all members of the Association will be required to abide by all agreements reached between the Professional Rights and Responsibilities Committee and the School Committee, providing such agreements have been authorized by a majority vote of the membership at a regular or special meeting after their presentation to the School Committee. It shall be the privilege of members at any regular meeting to discuss any proposed agreement in its entirety before it is presented to the School Committee.

Paragraph 3: If a regular or special meeting is called for the purpose of presenting such proposals to the members and if a quorum is not present, members will have waived their right to a vote and the Professional Rights and Responsibilities Committee shall proceed to resolve issues pending according to their own best judgment.

Section 4: Building Representative Committee shall consist of one (1) representative from each building, and one Assistant Representative from each building with twenty (20) or more members. They shall be elected annually by members from their own building, and they shall serve on the Executive Committee.

- a. This Committee is responsible for the distribution of all EAL notices, forms, and correspondence to their respective buildings and from the membership back to the officers and Executive Board.
- b. This Committee shall be charged with the recruiting of members and the collection of dues. They shall also submit a list of Association Members to the President by October 1. Said list will be duplicated and posted in each building.
- c. Each member shall serve as a Good Will Committee of one (1) for his/her building and is empowered to spend such monies as the President outlines at the beginning of the year.
- d. This Committee will aid the Executive Board in the physical preparations (refreshments, ballots, etc.) for all meetings.

Section 5: Scholarship Committee shall consist of five (5) members from the High School.

- a. To coordinate the Scholarship fund raising events held to increase the Scholarship Fund.
- b. To determine the number and amounts of awards commensurate and reasonable with available funds.
- c. To select recipients of EAL scholarships from the senior class of Leicester High School.
- d. The committee shall be composed of one guidance person, Senior Class Advisor, and three classroom teachers. Names to be submitted by April 1 to the President.

Section 6: All Delegates and Committees are responsible to the President and, as such, should be prepared to report to him/her and to the membership if deemed necessary by the President.

ARTICLE XII – CONTRACT RATIFICATION

Section 1: The Bargaining Committee will hold a general assembly meeting for all EAL members for the purpose of presenting and discussing the new language. This meeting will be in one central location and shall be posted five (5) days prior to such meeting.

Section 2: Within two (2) school days following such meeting, the ratification vote shall be scheduled in the following manner:

Paragraph 1: Each building will vote separately, but on the same day as determined by the Bargaining Committee. A representative from the Bargaining Committee shall be assigned to oversee the ratification vote in each building.

Paragraph 2: The ratification vote will be by written, secret ballot, the format of which shall be determined by the Bargaining Committee.

Paragraph 3: An absentee ballot is permissible, provided the absent EAL member makes a request to a member of the Bargaining Committee prior to the ratification vote. Absentee ballots will also be formulated by the Bargaining Committee.

Paragraph 4: A two-thirds (2/3) majority of the vote cast is required for ratification.