

CONSTITUTION OF THE
MCALLEN AMERICAN FEDERATION OF TEACHERS
LOCAL 6329

ARTICLE I
NAME

This organization shall be known as McAllen American Federation of Teachers, Local Number 6329. The official abbreviation of the organization will be McAllen AFT.

ARTICLE II
OBJECTIVES

- Section 1 To achieve collective bargaining for all school employees through enabling legislation at the national or state level.
- Section 2 To provide support for legislation concerning the improvement of rights and working conditions of all McAllen ISD employees.
- Section 3 To seek insurance, retirement, improved pay, sick leave, vacation time, and other benefits for all McAllen ISD employees equal to, or greater than, those employed in private industry and in public employment on the local, state, and national levels.
- Section 4 To achieve a binding, negotiated master contract that will move McAllen ISD toward the goals of the American Federation of Teachers (AFT).
- Section 5 To guarantee that any person employed as a teacher meets professional standards of education, practical training, and performance.
- Section 6 To establish an orderly, cooperative, and safe climate in the schools, where student behavior problems are minimal and where there is a clearly understood policy of administrative support for employees and proper procedures and facilities for handling students with chronic behavior problems.
- Section 7 To secure equal treatment of all McAllen ISD employees regardless of ethnicity, color, religion, gender, and socioeconomic status.
- Section 8 To give every child a quality education regardless of environmental or other restrictions that may otherwise inhibit his/her ability to learn.
- Section 9 To provide McAllen AFT members with information (through all available means) to keep them apprised of the latest legislation, voting records of legislators, changes in McAllen ISD policies and procedures, proceedings of McAllen ISD school board meetings, and other essential educational issues.

ARTICLE III
AFFILIATION

McAllen AFT shall affiliate with the American Federation of Teachers, the Texas American Federation of Teachers, the AFL-CIO, the Texas AFL-CIO, and the Rio Grande Valley Central Labor Council.

ARTICLE IV
MEMBERSHIP

- Section 1 Membership in McAllen AFT shall be open to all district employees, with the exception of administrators and employees of the district police department.
- Section 2 Membership in McAllen AFT shall also include 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 three months behind in their dues.

ARTICLE V
MEMBERSHIP MEETINGS

- Section 1 There shall be no fewer than two membership meetings per school year, held during the months school is in session, one each semester. Absent unusual circumstances, the membership meetings will take place in August and in May. Two-week notice shall be given to members, notifying them of these meetings. In election years, a general membership meeting will be held in February for the purpose of beginning the nomination process. Nominations will be accepted from that meeting until March 1 of the Election Year.
- Section 2 The president calls general membership meetings. Called meetings may also be held at any time at the discretion of a majority of the executive board or at the request of no fewer than 20 McAllen AFT members in good standing. Called meetings shall be set by the executive board no later than 10 working days following the members' request.
- Section 3 At the official membership meetings, a quorum shall consist of 20 McAllen AFT members in good standing.
- Section 4 In addition to the official membership meetings, McAllen AFT may have informal mixers for its members.

ARTICLE VI
ELECTED OFFICERS AND EXECUTIVE BOARD MEMBERS

- Section 1 The elected officers of McAllen AFT shall be president, vice president, treasurer, and secretary.
- Section 2 The McAllen AFT executive board shall consist of the elected officers, four elected at-large professional representatives, two at-large elected paraprofessional/auxiliary representatives, and an elected retiree representative.
- Section 3 The duties of the executive board shall be to govern McAllen AFT during the period between general membership meetings and to interpret and enforce this constitution and the bylaws.
- Section 4 The duties of the president shall be to preside over all McAllen AFT membership and executive board meetings, to be an ad-hoc member of all regular and special committees (excluding the Nominating/Election Committee), and to be a delegate at all applicable conventions. The president shall also manage the day-to-day operations of the organization and execute policies determined by the McAllen AFT general membership and executive board. The president shall be one of the two authorized signatories on financial accounts of McAllen AFT, including checks.
- Section 5 The vice president shall assume all duties of the president in the event that the president is unable to meet the duties and responsibilities of the office. The next officer in line of succession shall be the treasurer. The vice president may serve as an authorized signatory on all financial accounts of McAllen AFT should the president or the treasurer be unable to fulfill this duty.
- Section 6 The duties of the treasurer shall be to maintain accurate and secure financial records for McAllen AFT, including the financial disclosures specified in the organization's policies, and to perform other duties as assigned by the executive board. The treasurer shall be one of the two authorized signatories on all financial accounts of McAllen AFT, including checks. (Do they mean checks specifically? I think so; if so, I would clarify).
- Section 7 The duties of the secretary shall be to record the minutes of all membership and executive board meetings, to make the membership minutes available to the members, to submit the executive board meeting minutes to the board for approval, and to perform other duties as assigned by the executive board.
- Section 8 All other executive board members shall be in contact with the members they represent to provide them with McAllen AFT information and to bring their concerns to the board and shall perform other duties as assigned by the executive board. One of these executive board members shall be selected to serve as parliamentarian for McAllen AFT. The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern all McAllen AFT meetings.
- Section 9 The term of office for all executive board members shall be four years.

- Section 10 The executive board shall meet the second Tuesday of every month at 5:30 p.m. at the McAllen AFT office. Additional meetings shall be held at the discretion of the executive board.
- Section 11 Executive board members are expected to attend all monthly executive board meetings.
- Section 12 The executive board shall determine which officer positions shall be full-time, paid positions, with the position of president being the first position to be full time. The executive board shall determine the wages, hours, and working conditions of any full-time, paid officer positions
- Section 13 All members of the executive board shall have the authority to submit agenda items for board meetings to the president. The president shall create all agendas and provide them to the board no later than 48 hours prior to the meeting.
- Section 14 Any and all contracts, including employee and service contracts, that affect McAllen AFT shall be authorized and approved by the executive board.
- Section 15 A quorum of the executive board will be one more than half of its members.

ARTICLE VII COMMITTEES AND CAMPUS REPRESENTATIVES

- Section 1 The executive board shall appoint McAllen AFT committee members and assign the duties of any committees deemed necessary, with the exception of the Nominating/Election Committee.
- Section 2 Campus representatives, also known as McAllen AFT Leadership Team members, are expected to fulfill the responsibilities outlined in the McAllen AFT Policies.

ARTICLE VIII ELECTIONS

- Section 1 The Nominating/Election Committee will be comprised of five members elected by McAllen AFT members, who are in good standing, during a February general membership meeting.
- Section 2 The Committee shall oversee the election timeline and process.
- Section 3 McAllen AFT shall hold elections for officers and executive board members the first Monday in May every four years. Ballots must be returned via mail or in person, in an official election envelope provided by McAllen AFT, during the two

weeks prior to Election Day. Ballots shall be picked up and counted by the Nominating/Election Committee the first Tuesday in every four years and members shall be notified that day of the results.

Section 4 The term of office for all McAllen ISD officers and executive board members shall be June 1 of the Election Year until May 30 of the next Election Year.

ARTICLE IX AMENDING THE CONSTITUTION

Section 1 Amendments to this constitution shall be proposed, in writing, as a motion and shall be voted upon after reading at two separate membership meetings. These meetings may be regularly or specially called.

Section 2 Motions to amend may be made by any McAllen AFT member in good standing.

Section 3 If the motion for amendment passes by a majority of members in attendance at the first meeting where the motion is proposed, the amendment shall immediately--at least one week prior to the second meeting--be sent to all members of McAllen AFT, along with a notice of the next meeting and the fact that the amendment will be considered at the next meeting. The motion to amend shall be re-read at the second meeting, shall be seconded and debated, and shall pass upon two-thirds vote of approval by the members in good standing who are present and voting at this meeting.

ARTICLE X COMPLIANCE WITH STATE LAW

If any provisions of this constitution are found to be contrary to state law, they will be ruled null and void. McAllen AFT is an organization that does not claim the right to strike.

ARTICLE XI CONVENTIONS

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