

Manchester Township Education Association

Constitution/Bylaws Committee (CBC)

February 2011

The following topics have been added or revised by the Constitution/Bylaws Committee.

- The addition of the position of Second Vice President  
*Rationale: The additional position will ease workload burden on top leadership and will allow for delegation of obligations by President and First VP.*
- Further clarification of “recall language”.  
*Rationale: Committee recognized the need for clarification which was also noted by Uniserve Consultant.*
- Restructuring of Association Representatives (ARs), and increasing number of ARs.  
*Rationale: Secretary and Para Reps are underutilized in part, due to their location and their constituents being scattered throughout the district. It is much easier to access an AR within the building. Since **all** reps are trained to represent **all** members within the Association, the CBC has recommended the renaming of the Secretary and Para Rep position to Association Representative and an increase in the number of ARs in each building. This will result in an increase in the Member/AR ratio in each building, a suggestion made by the Uniserve Consultants. Current Secretary and Para Reps will be placed in those additional positions in their building and as the new revisions are implemented on adoption, they will fill those positions until they complete their terms. They will be eligible for reelection at that time. It is not the intention of the CBC to remove those individuals currently serving as Para and Secretary Reps. This revision renames those positions to better utilize their talent and experience...and adds positions for better advocacy support to our members.*
- Reorganization of Executive Board and the establishment of a Representative Council  
*The current MTEA organizational structure has been utilized for more than 20 years and is considered to be “reactionary” in nature in today’s work environment. The establishment of a “Representative Council” and the process that it involves will impact the Association as follows:*
  - ◆ *Most of the Executive Board will be elected individuals as opposed to the current composition which includes elected and appointed individuals.*
  - ◆ *The structure and process will allow for more interaction between the ARs and membership establishing two-way communication between the Executive Board and the General Membership, lines of accountability and stated deadlines.*
  - ◆ *The process should streamline the work of the Executive Board and ARs.*
  - ◆ *The process is ‘proactive’ since it seeks out issues before they become crises.*
  - ◆ *Most NJEA locals of our size use a “Rep Council” organizational structure*
- Clarification of the process for submitting amendments to the Constitution and Bylaws.  
*This article needed clarification as well as to become consistent with other clauses requiring a percentage of membership participation and building involvement.*
- Revisions and additional language re: meetings and quorums  
*This supports the new Executive Board/Representative Council structure.*

- New Attendance Article  
*Provides a written attendance policy: accountability and consequence.*
- New language re: elected positions, roles and responsibilities.  
*The addition of language for training and attendance requirements.*
- Powers and Responsibilities of the Representative Council  
*This language is consistent with language provided for the Executive Board as a body of this Association.*
- Update for several committees.  
*This language updates the functions and the composition of the committees.*
- New Language regarding Negotiations, Bargaining, and Ratification  
*This language addresses all aspects of negotiations, bargaining, ratification, accountability, and timelines through the ratification vote.*
- New language outlining the expansion of the nominations and election process.  
*This language provides more opportunities for the General Membership to nominate others they might recognize as leaders among themselves, a structure for nominating members from the floor, and further clarification regarding the absentee ballot and process for its use.*
- New article entitled “Association Funds”  
*This language outlines the procedures required for the management of Association funds. These requirements are also found under “Treasurer”. There is a new paragraph which addresses “dues increases” and requires that Association leadership provide supporting data along with the request for an increase in dues. Currently, there is no specific language requiring a membership vote for a dues increase.*