

Proposed ECAE Constitution & Bylaw Changes; based on re-structuring in Feb., March, April, 2008

ALL MEMBERS: *The following is reflective of the extensive work done by the ECAE Executive committee, and shared with Building Reps. Our goal: to provide the best delivery of services to our members while maintaining fiscal efficiency.*

We are proposing the following changes in the ECAE Constitution; MOST NOTABLE: (yellow highlights): elimination of three VP positions, and re-structuring of the Executive committee, to include President, one Vice President, and chair positions for Negotiations and Public Relations, while eliminating the positions of VP for Instruction and Professional Development and Political Action officer. In addition, stipend allocations for President and Vice President would be reduced by 5%, and by 6% for Negotiations and Public Relations chairs (see last section). The treasurer position was approved for increase by 3% last year. Approximate savings to ECAE membership is between \$12 and \$15,000.

Article VI Section 1 subtractions *additions*

Offices – The offices of the Association shall consist of a president, a first vice-president, a second vice-president, a third vice-president, *chair of negotiations*, *chair of public relations*, a treasurer, a recording secretary, a political action officer and three level representatives; PreK-5, 6-8, and 9-12 grades respectively.

Bylaw II Section 1 new

- All terms of office of Executive Committee shall be for three years

Bylaw II Terms and Succession of Office

(CURRENT)

2003	2004	2005	2006	2007	2008
1st VP – Negotiations	President	2nd VP – IPD	1st VP – Negotiations	President	2nd VP – IPD
Secretary	Treasurer	3rd VP - PR	Secretary	Treasurer	3rd VP - PR
PreK – 5 Rep	Middle School Rep	Political Action	PreK – 5 Rep	Middle School Rep	Political Action
		High School Rep			High School Rep

Bylaw II (proposed) Section 2 **(NEW)** Schedule of Elections

2008	2009	2010	2011	2012	2013
Vice-President	Negotiation Chair	President	Vice-President	Negotiation Chair	President
Public Relation	Secretary	Treasurer	Public Relation	Secretary	Treasurer
High School Rep	PreK – 5 Rep	Middle School Rep	High School Rep	PreK – 5 Rep	Middle School Rep

Bylaw III Section 2
Duties of Elected Offices (*proposed*)

■ Position Title : *Vice-President*

■ *The Vice President shall, in the absence of the President, assume appropriate duties and responsibilities of that office. This person shall serve as the chairperson or find appropriate members to serve on the Legislative Committee, the Political Action Committee, the New Teacher Concerns Committee, Instructional and Professional Development Committee, Constitutional Review Committee, and Scholarship Committee. Position relationships and responsibilities shall be assigned as established in the ECAE Policies and Procedures Handbook.*

Bylaw II section 3
new bylaw

Whenever the office of President shall become vacant, the Vice President shall assume the duties of President until the next general election.

Bylaw II section 2 4
subtractions *additions*

Whenever the offices of both President and First Vice President, shall become vacant between *general* elections, the remaining members of the Executive Committee shall choose one of their members to serve as President pro tempore until the Representative Assembly can fill the vacancies, *until the next general election.*

Bylaw I II Section 8 5
subtractions *additions*

■ The Executive Committee may appoint an individual to complete a vacated office until the next General Election, *except President and Vice President (if the vacancies are filled per Bylaw II section 3 or Bylaw II section 4)*

Bylaw II Section 1 6
subtractions *additions*

- The officers shall serve stated term and may be re-elected to a second term, serving a maximum of two three-year terms *in a single office*.

Bylaw III Section 2
Duties of Elected Offices
eliminate officer title; identify as ‘chair’

Bylaw III Section 3
subtractions additions

- Position Title: First Vice-President for Chair of Negotiations
- This person shall serve as chairperson of the Negotiations Committee for the elected term of office and shall recommend the Negotiations Committee members with the approval of the Executive Committee. Position relationships and responsibilities shall be assigned as established in the ECAE Policies and Procedures Handbook.

Bylaw III Section 4
subtractions additions

- Position Title: Third Vice-President for Chair of Public Relations
- The Third Vice-President shall, in the absence of the President, First Vice-President, and Second Vice-President, assume appropriate duties and responsibilities of that office. This person shall serve as the ECAE public relations officer and will coordinate internal and external activities that promote understanding and goodwill within and for the ECAE. Position relationships and responsibilities shall be assigned as established in the ECAE Policies and Procedures Handbook

Bylaw V Section 1
subtractions additions

- The Representative Assembly shall approve the budget, act on reports of committees, approve resolutions and other policy statements, and shall adopt procedures for implementing the Bill of Teacher Rights of the Education profession and those to be followed in censuring, suspending, and expelling members for cause or for reinstating members. It may adopt such rules governing the employment of staff, the conduct of the Association, and the conduct of meetings as are consistent with this Constitution and Bylaws. It shall be the final judge of the qualifications and election of officers and Building Representatives. Powers not delegated to the Executive Committee, the officers, or other groups in the Association shall be vested in the Representative Assembly.

Bylaw VII Section 4
subtractions additions

- C) Grievance: The Grievance Committee shall be a representative of the teachers in any matter of grievance and shall comply with the procedures set forth in the Master Contract. Members of the Grievance Committee shall be the President of the Association, the First the Vice-President, Chairs, the Second Vice-President, and the Building Level Representatives. One person shall be chosen to chair the committee and one person shall be chosen as a recorder.
- Negotiations: The Negotiations Committee shall give the members of the Association an opportunity to present items to be considered for negotiation prior to the time that negotiations commence. (A status report of negotiations shall be given at the monthly meetings.) There shall

be a minimum of seven (7) members recommended to the Negotiations Committee by the First Vice-President Chair of Negotiations and approved by the Executive Committee. The First Vice-President of the Association shall serve as chairperson of the Negotiations Committee. One member of this committee shall also be appointed as a member of the Calendar Committee. The President of the Association shall serve as an ex-officio member of this committee. It is recommended that members of this committee be selected from each of the teaching levels (three PreK-5, three 6-8 and two 9-12)

- G) Instructional and Professional Development
- Instructional and Professional Development: The Instruction and Professional Development Committee shall be the body responsible for reviewing and disseminating information impacting the instructional and professional development of ECAE members. The Second Vice-President (the IPD officer) shall serve as chairperson of the committee. The IPD Committee voting membership will include the chairperson and at least three teachers. The IPD Committee will connect to related resources who join in the work on an issue by issue basis. The IPD officer will recommend three teachers to serve on the committee, one representing elementary, one middle and one high school. The IPD chair will be responsible to convey information relating to wages, hours and working conditions to the ECAE Executive Board.
- Public Relations: The Public Relations Committee shall be the body responsible for assisting in the coordination of internal and external activities that promote understanding and good relations within the Association as well as the community. The committee will foster better understanding for our Association, the integrity of our teachers and the importance of the work we do. The Third Vice-President Chair of Public Relations shall serve as chairperson of the committee. The Public Relations Committee voting membership will include the chairperson, and at least three ECAE members, preferably representing elementary, middle and high school.
- New Teacher Concerns: The New Teacher Concerns Committee shall be the body responsible for reviewing District and ECAE policies and procedures for first year teachers, as well as teachers within their first 4 years. The Second Vice-President for IPD shall serve as chairperson of the committee, and will recommend at least three teachers to serve on the committee, representing each level of teaching
- Scholarship: The Scholarship Committee shall be charged with screening the applications of students for the ECAE Scholarships, and selecting recipients each year. The Third Vice-President for public relations shall serve as chairperson of the committee, with at least 4 representatives from the membership .

Bylaw XV
subtractions additions

- The members of the Executive Committee shall each be paid an annual salary computed by taking the percentages below times the base salary of the current contract. This salary shall be payable on a monthly basis.
- President – 20% *If full-time release, 0%; if 80%; 15%*
- First Vice-President – 20% *15%*
- Second Vice-President Negotiations Chair– 18% *12%*
- Third Vice-President Public Relations Chair– 18% *12%*

■ Treasurer – 12% 15%

■ Recording Secretary – 8%

■ Political Action Officer – 18%

■ High School Representative – 2%

■ Middle School Representative – 2%

■ Elementary Representative – 2%

Cost savings (depending on release time for president); approximately \$12 - \$15,000.