

Constitution of the Tucson Federation of Teachers

Article I: NAME

This organization shall be known as the Tucson Federation of Teachers, Local 4274, American Federation of Teachers, AFL-CIO.

Article II: OBJECTIVES

The objectives of this organization shall be:

1. **UNITY:** to bring groups of school employees into relations of mutual assistance and cooperation.
2. **RIGHTS:** to obtain for them the rights to which they are entitled.
3. **STANDARDS:** to raise the standards of education by securing the conditions essential to the best professional service.
4. **DEMOCRACY:** to promote such a democratization of the schools as will enable them better to equip their pupils to take their place in the economic, social and political life of the community.
5. **CRITICAL THINKING:** to promote the teaching of thinking and reasoning skills.
6. **WELFARE of MINORS:** to promote the welfare of minors by providing progressively better educational opportunities for all, regardless of race, color, creed, gender, sexual orientation, physical or mental ability, and social, political or economic status.
7. **OPPOSE BIAS:** to fight all forms of bias due to race, color, creed, gender, sexual orientation, physical or mental ability, social political or economic status, in education and by educational personnel.
8. **DEFENSE:** to protect pupils, teachers and all employees from the arbitrary acts of administrators, governing boards and from those who seek, through unfriendly proposals, to stifle or eliminate free public school education.

Article III: MEMBERSHIP

Section 1: All non-supervisory personnel of Tucson Unified School District #1, except those under the jurisdiction of other AFL-CIO unions, are eligible for membership.

Section 2: Supervisory personnel above or equal to the rank of Assistant Principal shall not obtain membership. Members who are promoted to such a position will automatically be removed from membership on the effective date of their promotion. Any dues paid for any time after that date will be refunded.

Article III: MEMBERSHIP continued

Section 3: Retired non-supervisory school personnel from TUSD or living in the Tucson area are eligible for membership.

Section 4: Students in teacher training in the Tucson area are eligible for membership.

Section 5: All members in good standing have equal status and rights, regardless of their dues status.

Section 6: No discrimination shall ever be shown towards individual members or applicants for membership in accordance with Article II, Section 7.

Section 7: A member may be expelled for acts detrimental to the Federation upon presentation of written charges signed by at least 10% of the total membership, or on the Executive Board and approved by at least 75% of the Executive Board. The member shall have the right to appeal the decision to the membership, at the following membership meeting and shall be reinstated with full rights if a majority of members present vote for reinstatement.

Section 8: Members not on dues deduct must pay by the 15th of the month if the member becomes delinquent by the sum of three months dues for three months, the Executive Board may vote to remove the member, with loss of benefits, with the national office. The member may be reinstated upon the payment of all back dues within the school year.

Article IV: ELECTIONS, VACANCIES and RECALL

Section 1: The following officers shall be elected biennially by this Federation:

- a. President
- b. Executive Vice-President
- c. Regional Vice-President
- d. Treasurer
- e. Secretary

Section 2: A Regional Vice-President will be elected, at large, from each TUSD administrative region with at least 100 members.

Section 3: Membership in good standing is required to hold office. Student teacher members may not be candidates for an office that requires participation in a body in which they do not pay per-capitas.

Article IV: ELECTIONS, VACANCIES and RECALL continued

Section 4: Nominations for office shall be made at the general membership meeting prior to April. Notice shall be provided to each member at least 15 days prior to this meeting. Nominations will be accompanied by a signed pledge to serve by the candidate.

Section 5: The election committee shall prepare and mail ballots to each member in good standing by the 15th of April. Ballots shall be returned to the election committee with a postmark at least 15 days from the date originally sent to the members.

- a. Student teachers may only vote for: President, Executive and Regional Vice-President, Treasurer, Secretary and Regional Representatives.
- b. The candidate receiving a plurality of at least 40% of the votes vast for said office shall be declared elected.
- c. If the plurality of 40% is not obtained, a run-off election of the two receiving the most votes shall be held according to the above procedure.
- d. Write-in candidates must receive at least 3 votes and have a signed pledge to serve, dated no later then the last day to mail ballots, to be elected.

Section 6: Officers shall be installed at the first general membership meeting after the election or before the end of May, whichever comes first.

Section 7: If the office of President becomes vacant, the Executive Vice-President will become President. The order of succession after the Executive Vice-President shall be: Regional Vice-Presidents, in order of votes received; Treasurer, then Secretary. Vacancies in any other office shall be filled by nomination and election at a general membership meeting.

Section 8: Recall of officers shall be initiated by a petition of 10% of the members in good standing, detailing charges, and submitted to the executive Board. Within 30 days of filing the petition, the Executive Board will hold a recall election. Removal will be by majority vote.

Article V: REGIONAL REPRESENTATIVES

Section 1: A representative from each TUSD administrative region will be elected annually by members in good standing, within the region. There shall be an additional representative for 200 members in the region.

Section 2: There will be one additional region encompassing substitute teachers, retirees and any other member not covered by the administrative regions.

Section 3: The executive Board may combine regions if the total Federation membership is less than 100 and/or has less than 20 members.

Section 4: The election procedure for representative shall be the same as in Article IV except conducted annually. Nominations may be from the membership at large.

Article VI: DUTIES of OFFICERS

Section 1: The PRESIDENT shall preside at all meetings of the Federation and the Executive Board. S/he shall be an ex-officio member of all committees, shall sign all necessary papers and documents, and represent the local when and where necessary. S/he shall be a member of the Arizona Federation of Teachers Union's Executive Board and the Southern Arizona Central Labor Council.

Section 2: The EXECUTIVE VICE-PRESIDENT shall perform the duties of the absentee President.

Section 3: The REGIONAL VICE-PRESIDENT shall be the ombudsperson for their respective regions.

Section 4: The TREASURER shall:

- a. Receive, record and deposit, in the name of the Federation, all monies from dues and other sources.
- b. Keep the membership roll, issue receipts and delinquent notices.
- c. Forward all per-capita dues and current membership list to the National Office and affiliated organizations. Per-capita tax through 30 June shall be sent to the National office no later than 14 days prior to the opening date of the National Convention.

Article VI: DUTIES of OFFICERS: Section 4 continued

- d. Chair the Budget Committee and present a written budget to the general membership at the last meeting prior to 1 August.
- e. Report the financial status of the local at each regularly scheduled Executive Board and general membership meeting.
- f. Pay all bills authorized by the adopted budget, retaining voucher or invoice for same. Expenses not authorized in the budget must be presented to the Executive Board for authorization.

Section 5: The SECRETARY shall issue all notices, answer correspondence at the direction of the President and report outside correspondence to the President and the Executive Board. The Secretary shall record the minutes of the Executive Board and the general membership meetings.

ARTICLE VII: EXECUTIVE BOARD

Section 1: The Executive Board of this Federation shall consist of:

- a. All elected officers
- b. All regional representatives
- c. The past-President of the Federation (non-voting)
- d. The editor of the Federation Newsletter (non-voting)

Section 2: The Executive Board shall administer the policy of this Federation as set by the membership at general membership meetings. It shall have the power to act for the good of the Federation in emergency situations where the policy can not be set by the membership.

Section 3: The chair of the Executive Board shall be the President of the Federation.

Section 4: The Executive Board shall have the power to employ any personnel deemed necessary.

Section 5: The Executive Board shall have the power to incur debt.

Section 6: The Executive Board shall report at each general membership meeting.

ARTICLE VIII: COMMITTEES

Section 1: BUDGET COMMITTEE shall prepare a budget for adoption by the membership meeting prior to 1 August. The chair will be the Treasurer. Members of the Election Committee shall be appointed by the chair with the consent of a majority of the President.

Section 2: AUDIT COMMITTEE shall audit the accounts of the Federation annually in August. The committee shall send a copy of the audit to the National office by the first of January of the following year. The chair and members of the Audit Committee shall be appointed by the President with consent of a majority of the Executive Board. The Treasurer shall not serve on the committee.

Section 3: ELECTION COMMITTEE shall run elections as specified by other articles of this constitution. The chair and members of the Election Committee shall be appointed by the President with consent of a majority of the Executive Board for each election.

Section 4: All other committees shall be formed as needed. The chair of the committee shall be appointed by the President with consent of a majority of the Executive Board. Members of the committee shall be appointed by the chair with the consent of a majority of the President.

Article IX: AFFILIATIONS

Section 1: This Federation shall maintain affiliation and send delegates to:

- a. The American Federation of Teachers and the Arizona Federation of Teachers Unions
 - (1) All delegates and alternates to the National Convention shall be elected by a plurality vote during the annual election of the convention year.
 - (2) All delegates and alternates to the AFTU Convention shall be elected by a plurality vote during the annual election. The President and Treasurer shall certify the election and forward the credentials of all elected delegates and alternates to the state office prior to the convention.

Article IX: AFFILIATIONS: Section 1 continued

- b. ARIZONA AFL-CIO delegates and alternates shall be elected by a plurality vote during the annual election. The President and Treasurer shall certify the election and forward the credential of all elected delegates and alternates to the state office prior to the convention.
- c. Southern Arizona Central Labor Council delegates shall be elected by a plurality vote during the annual election.

Section 2: Delegates to affiliated organizations shall meet the same requirements as officers of this local.

Section 3: Every reasonable effort shall be made by this Federation to pay the legitimate expense of delegates to meetings and conventions.

Article X: MEETINGS

Section 1: There shall be at least six general membership meetings annually. There shall be an Executive Board meeting each month other than a general membership meeting unless it is canceled by 2/3 vote at the last general membership meeting prior to that Executive Board meeting.

Section 2: Quorum:

- a. Shall be those present at a general membership meeting that has been announced by a written agency, postmarked at least 5 days prior to the meeting.
- b. Shall be 50% of the voting members on the Executive Board.

Section 3: All meetings shall be open and shall only be closed by a 67% vote of the body.

Section 4: Roberts Rules of Order, Revised, shall govern in all cases not covered by this constitution or by the by-laws of this local.

Article XI: AMENDMENTS

Section 1: A CONSTITUTIONAL AMENDMENT may be submitted at any regular membership meeting and read to the assembled members. The amendment will be adopted by a 75% vote at the following membership meeting.

Article XI: AMENDMENTS continued

Section 2: A BY-LAW-AMENDMENT may be voted in by a majority of members at a general membership meeting providing notice has been given to the membership prior to the meeting. Notice may be mailed or given at the previous membership meeting.

By-Laws of the Tucson Federation of Teachers

Article I: DUES

Section 1: The regular annual dues for each member of the Federation shall be 150% of the per-capitas paid on that member.

Section 2: Members in teacher training shall pay \$10 for one year. If the student teacher member becomes an employee in TUSD, s/he shall pay according to Section 1 for the remainder of the fiscal year. Whenever a former student teacher member begins to pay regular dues to the Federation, s/he will receive a \$10 rebate.

Section 3: The fiscal and dues year shall be 1 August to 31 July.

Article II: MEETINGS

Section 1: General membership meetings shall be held on the last Saturday of each month, August through April, except in December.

Section 2: Executive Board meetings shall be held, if necessary, on conjunction with the general membership meeting or when called by the President.

Section 3: An emergency meeting of the general membership or Executive Board by the President of 10% of the body.

Section 4: There shall be no smoking at any meeting of this Federation.

Article III: DEFENSE FUND

Section 1: A defense fund shall be established and maintained separate from the unbudgeted funds, for the sole purpose of member defense.

Section 2: 5% of all dues shall be deposited in the defense fund.

Section 3: The Executive Board shall have control over allocation of the defense fund.

Article III: DEFENSE FUND continued

Section 4: If there are excess monies in the general fund at the end of the fiscal year, 90% shall go into the defense fund.

Section 5: If the Federation is under a deficit budget, section 2 shall be suspended until the deficit is made up.

Article IV: COPE FUND

Section 1: The Federation shall establish a Committee on Political Education (COPE). Membership in this committee shall be those members who contribute to the fund and the Federation Treasurer. The chair shall be appointed by the President from the committee members.

Section 2: The COPE fund account must be maintained separate from the general funds. This account must be by voluntary contributions.

Section 3: COPE shall present recommendations to the general membership for the expenditures of this fund.

Article V: INSURANCE

Section 1: The Federation shall provide on each working member:

- a. Occupational liability from the American Federation of Teachers.
- b. Accidental death insurance from the American Federation of Teachers.

Section 2: The Federation shall provide liability for the local and the officers from the American Federation of Teachers.

Article VI: PROFESSIONAL DEVELOPMENT

Section 1: The Federation shall pay expenses to workshops or conferences sponsored by affiliated organizations as allowed in the budget.

Section 2: A member in good standing may apply for a \$36 stipend to any workshops or conferences not covered in Section 1.

Section 3: Any member who receives monies under Sections 1 and 2 must be willing to share information gained to the rest of the membership.