

STA Bylaw Changes

Last Time Edited: 2016

Current Bylaw	Bylaw Proposal
<p data-bbox="188 354 469 386">Article IV: Membership</p> <p data-bbox="188 428 306 459">Section III</p> <p data-bbox="188 499 781 600">As a part of its collective bargaining agreement(s), the Association may establish the payment of an Agency Service Fee (agency fee).</p> <p data-bbox="188 640 732 779">The privileges of individuals paying such a fee shall be limited to the area of collective bargaining as provided by governing labor law and regulations.</p> <p data-bbox="188 819 781 850">The administration of the agency service fee shall:</p> <ol data-bbox="285 890 781 1703" style="list-style-type: none"><li data-bbox="285 890 781 1026">1. Be in accordance with the contract agreement that creates it, as well as the state and federal regulations that govern it.<li data-bbox="285 1066 781 1310">2. Utilize the rebate procedure for challenging agency service fees demanded by local affiliates of the Massachusetts Teachers' Association and the National Education Association as most recently published by MTA.<li data-bbox="285 1350 781 1451">3. Provide for receipt of a copy of said procedure by any member requesting it in writing.<li data-bbox="285 1491 781 1703">4. Provide for delivery of a copy of said procedure (along with all other materials required by said procedure) to any individual from whom payment of an agency fee is demanded.	<p data-bbox="810 354 1091 386">Article IV: Membership</p> <p data-bbox="810 428 928 459">Section III</p> <p data-bbox="810 499 1346 531">Strike this language due to the Janis decision.</p>
Article V: Organization	Section I

<p>Section I The elected officers shall be a President, two Vice-Presidents, a Treasurer, and a Secretary who shall serve for a term of two (2) years and are eligible for re-election. One of the Vice-Presidents must be from the Somerset Berkley Regional School District (High School) and the other from the Somerset School District (Middle and Elementary respectively).</p> <p>Section II The appointed officers shall be a Chairperson of the Negotiations Committee, a Chairperson of the Professional Rights and Responsibilities Committee, a Chairperson of the Acknowledgement Committee, a Chairperson of the Membership Committee, a Chairperson of the Professional Development Committee, Chairperson of the Nominative and Election Committee, two representatives of the Bristol County Educators Association, a Parent-Teacher Conference Representative from each school level, two (2) Sick Bank Committee Representatives, and the Chairperson of the Social Committee.</p>	<p>The elected officers shall be a President, two Vice-Presidents, a Treasurer, Secretary and a Unit Specific Representative(s) who shall serve for a term of two (2) years and are eligible for re-election. One of the Vice-Presidents must be from the Somerset Berkley Regional School District (High School) and the other from the Somerset School District (Middle and Elementary respectively).</p> <p>Section II The appointed officers shall be a Chairperson of the Unit A Negotiations Committee, a Chairperson of the Professional Rights and Responsibilities Committee, a Chairperson of the Acknowledgement Committee, a Chairperson of the Membership Committee, a Chairperson of the Professional Development Committee, Chairperson of the Nominative and Election Committee, two representatives of the Bristol County Educators Association, a Parent-Teacher Conference Representative from each school level, two (2) Sick Bank Committee Representatives, and the Chairperson of the Social Committee.</p> <p>Section IV In the event that future units are added to the STA, such as with Unit B (Content Coordinators), the names of unit will go alphabetically as Unit C, D, etc. There will be an additional compensated "Representative" officer that will serve on the Executive board as an Officer and will be the main contact for the professional rights and responsibilities and bargaining chairperson duties of that specific unit, while working in conjunction with the Unit A counterparts. The election of said representative position will be voted on specifically by the members of that Unit.</p>
<p>Article VI: Duties of Officers and Committees</p> <p>Section X: The Chairperson of the Negotiations Committee shall: A. Form separate committees for Unit A and B (subject to the Executive Committee approval).</p>	<p>Article VI: Duties of Officers and Committees</p> <p>Section X: The Chairperson of the Unit A Negotiations Committee shall: A. Form a committee for Unit A (subject to the Executive Committee approval). B. With the assistance of the Executive Committee and Unit Representative(s)conduct</p>

<p>B. With the assistance of the Executive Committee conduct the appropriate activities necessary to achieve the purposes of the negotiating committees.</p> <p>C. At the request of the Executive Committee report negotiations progress to groups called by the President to receive such reports.</p> <p>D. Preside at all meetings of the Negotiating Committees.</p> <p>E. See that accurate and complete records of negotiating committee activities are maintained.</p> <p>F. Keep accurate records and file reports of all activities of the office.</p>	<p>the appropriate activities necessary to achieve the purposes of the negotiating committees.</p>
<p>Section XI: The Negotiations Committees</p> <p>A. Purpose & The Negotiations Committees shall have as their purpose the generation of contracts between the School Committees of Somerset and the Somerset-Berkley and the various bargaining units within the Association, the consideration of any request made to the Association to act as bargaining agent, and through its Chairperson, the presentation of its recommendations to a general meeting for consideration and ratification.</p> <p>B. Organization</p> <p>1. The committees shall be responsible for membership classes covered by the Teachers Contracts.</p> <p>a.) The Chairperson of Negotiations shall serve on the committees as their chairperson, and with Executive Board approval, may create subcommittees as needed to deal with issues.</p> <p>b.) The MTA field representative shall serve on the committees unless the bargaining unit's STA membership shall request his/her deletion.</p> <p>c.) A Secretary shall be named for each of the committees by the Chairperson if he/she desires.</p> <p>2. The committee shall have the Executive Board as an advisory unit and a direct negotiations unit, which shall be formed as follows:</p>	<p>B. Organization</p> <p>1. The unit specific committees shall be responsible for membership classes covered by the STA Unit Contracts.</p> <p>a.) The Chairperson(s) of the Unit Negotiations shall serve on their respective committees as the chairperson, and with Executive Board approval, may create subcommittees as needed to deal with issues.</p> <p>2. The committee shall have the Executive Board as an advisory unit and a direct negotiations unit, which shall be formed as follows:</p> <p>a.) The direct Unit A negotiations unit's composition shall include the Chairperson of Negotiations and the MTA field rep. In addition to the negotiations Chairperson, it shall have two (2) representatives from each level: elementary, middle, high and two (2) representatives at large to serve in the direct negotiations unit (subject to Executive Committees approval).</p> <p>b. The direct Unit B negotiations units' s composition shall include the Unit representative, and the MTA field rep. In addition to the Representative it shall have one (1) representative from 9-12, one (1) representative 6-8 and one member at large.</p> <p>C. If other Units come under the umbrella of the STA, those units will form their own committees</p>

<p>a.) The direct Unit A negotiations unit's composition shall include the Chairperson of Negotiations and the MTA field rep. In addition to the negotiations Chairperson, it shall have two (2) representatives from each level: elementary, middle, high and two (2) representatives at large to serve in the direct negotiations unit (subject to Executive Committees approval).</p> <p>b. The direct Unit B negotiations units' s composition shall include the Chairperson of Negotiations and the MTA field rep. In addition to the Negotiations Chairperson it shall have one (1) representative from 9-12, one (1) representative 6-8 and one member at large.</p>	<p>as outlined in Section 2b above, with respect their Unit members.</p>
<p>Article VII: Elections and Appointments</p> <p>Section II</p> <p>A. The Executive Officers (President, Vice Presidents, Secretary and Treasurer) shall be elected at the general meeting in May biannually; all other officers shall be elected annually at this election. The Nominating and Election Committee shall conduct the election and report the results to the membership.</p> <p>Section IV</p> <p>A. The President, Treasurer, and Professional Rights and Responsibility chairperson must attend the annual MTA summer conference and participate in the offered training that is most appropriate to his/her office or the first available training for their office. This requirement must only be met once.</p> <p>B. It is also recommended that any newly elected or appointed officer other than those listed above attend the annual MTA summer conference and participate in the offered training that is most appropriate for his/her office.</p> <p>C. If the President, Treasurer, and Professional Rights and Responsibility chairperson cannot attend the MTA summer conference due to a documented hardship, then their position will need to be reviewed by the executive board.</p>	<p>Article VII: Elections and Appointments</p> <p>Section II</p> <p>A. The Executive Officers (President, two Vice-Presidents, a Treasurer, Secretary and a Unit Specific Representative(s) shall be elected at the general meeting in May biannually; all other officers shall be elected annually at this election. The Nominating and Election Committee shall conduct the election and report the results to the membership.</p> <p>Section IV</p> <p>A. The President, Treasurer, Professional Rights and Responsibility chairperson and the Unit Specific Representatives(s) must attend the annual MTA summer conference and participate in the offered training that is most appropriate to his/her office or the first available training for their office. This requirement must only be met once.</p> <p>B. It is also recommended that any newly elected or appointed officer other than those listed above attend the annual MTA summer conference and participate in the offered training that is most appropriate for his/her office.</p> <p>C. If the President, Treasurer, Professional Rights and Responsibility chairperson and the Unit Specific Representatives(s) cannot attend the</p>

	<p>MTA summer conference due to a documented hardship, then their position will need to be reviewed by the executive board.</p>
<p>Section V: Bargaining Unit Meetings</p> <p>B. The Negotiations Committee, following a majority vote of its members, or upon direction from the Executive Committee, will call a meeting of all bargaining unit members to consider matters arising as a part of collective bargaining.</p> <p>1. The Negotiations Chairperson shall inform the STA President of any vote conducted under part “B” of this section.</p>	<p>Section V: Bargaining Unit Meetings</p> <p>B. The Negotiations Committee(s), following a majority vote of its members, or upon direction from the Executive Committee, will call a meeting of all bargaining unit members to consider matters arising as a part of collective bargaining.</p> <p>1. The Negotiations Chairperson(s) shall inform the STA President of any vote conducted under part “B” of this section.</p>
<p>Article X: Salaries</p> <p>Section I</p> <p>The annual salary of the President shall be \$5000. The annual salary of the Vice Presidents shall be \$1000. The annual salary of the Treasurer shall be \$2000. The annual salary of the Secretary shall be \$1000. The annual salary of the Chairperson of Professional Rights and Responsibilities shall be \$3200. The annual salary of the Chairperson of Negotiations shall be \$1800. The annual salary of the Membership Chairperson shall be \$1000.</p> <p>(18000)</p>	<p>Article X: Salaries</p> <p>Section I</p> <p>The annual salary of the President shall be \$7000. The annual salary of the Vice Presidents shall be \$1500. The annual salary of the Treasurer shall be \$2500. The annual salary of the Secretary shall be \$1500. The annual salary of the Chairperson of Professional Rights and Responsibilities shall be \$3700. The annual salary of the Chairperson of Unit A Negotiations shall be \$2000. The annual salary of the Membership Chairperson shall be \$1200. The annual salary of Unit Specific Representatives shall be \$2000.</p> <p>(22900)</p>