The Pflugerville Educators Association/

Texas State Teachers Association

We the members of the Pflugerville Educators Association are the voice of education professionals. Our work is fundamental to Pflugerville and we accept the profound trust placed in us.

Our Vision

Our vision is a great public school for every student.

Our Mission

It is the mission of Pflugerville Educators Association to unite the education family, from the teacher to the custodian, to advance and promote quality education.

UNITE. ADVOCATE. EMPOWER.

Core Values

We believe individuals are strengthened when they work together for the common good. As education professionals we improve both our professional status and the quality of public education when we unite and advocate effectively.

Pflugerville Educators Association/

Texas State Teachers Association

Constitution

Article I-Name and Purpose

Section I. Name: The organization shall be known as the Pflugerville Educators Association (PfEA), local association of the Texas State Teachers Association (TSTA) and the National Education Association (NEA).

Section II. Purpose: This local association will attempt to:

1. Cooperate with TSTA and NEA in the promotion within the teaching groups of the highest professional practices: to encourage active participation off all teachers in the solution of school problems; to encourage every member to be a progressive student of education; and to arouse allegiance to a genuine code of professional ethics.
2. Encourage higher qualifications for entrance into the teaching profession; to guide young people to select teaching as a life work to improve the social and economic status of teachers; and to form a representative body able to speak with authority for them.
3. Develop and influence public opinion in favor of education.
4. Encourage teachers to exercise their rights and privileges as citizens and to willingly accept leadership in civic affairs.

Article II-Membership

Section I. Eligibility for membership: All professional personnel who are regularly employed in Pflugerville ISD who are members of TSTA and NEA shall be eligible for professional membership in this local association.

Section II. Life Members: Life members of TSTA shall not be required to be members of NEA to become a member of this local association.

Section III. Paraprofessionals: Paraprofessionals of Pflugerville ISD shall be eligible as associate members.

Article III-Organization

Section I. Officers: The officers of the association shall consist of a president, vice president, secretary, treasurer and such additional officers as the association deems necessary.

Section II. Executive Committee: There shall be an executive committee composed of the elected officers, the immediate past president, the association representatives, and such additional members as deemed necessary which is representative of membership.

Article IV-Affiliation and Federation Plan

Section I. Federated Plan: This association shall be operated under the principle of the federated plans as provided in the TSTA Constitution.

Section II. Affiliation: The association shall affiliate with the Texas State Teachers Association and the National Education Association. This association shall not affiliate with any other state or national group, union, or association that competes for membership with TSTA or NEA.

Article V-Process of Amendment

Section I. Rules for amendments: This Constitution and the attached bylaws may be amended at any regular meeting by a two-thirds (2/3) vote of the membership present and voting, provided the proposed amendment has been submitted to the secretary before regular meeting.

Section II. Provisions for Suspension: Any section of any article of this constitution may be suspended at any business meeting of the association by a four-fifths (4/5) vote of the members present: provided that any request for suspension must be accompanied by a statement of the purpose for the suspension and provided further that any amendment to this constitution proposed after suspension of the rules must be adopted by a two-thirds (2/3) vote of the members present and voting.

Section III. Effective date: Any amendment(s) to this constitution shall become effective after the approval by the membership.

Bylaws

Article I-Rules of Order

Section I. Rules of order: Robert's Rule of Order, Newly Revised shall be the authority on all questions of procedure not specifically stated in this constitution and bylaws.

Article II-Officers of the Association

Section I. Terms of Officers: The officers, elected by the members, shall take office on July 15 and shall serve for a term of two years or until their successors are duly qualified. The officers of this association shall consist of a president, vice president, secretary, treasurer, and vice president of educational assistants. All officers shall be elected to three year terms and shall not serve more than six consecutive years in the same office. [TSTA Bylaws, Art IV, Sec 2. D. 2. b] The president and the vice president shall be elected in 2018-19 school year and every 3 years following. The secretary, treasurer, and vice president of education assistants shall be elected in 2019-20 school year and every 3 years following. Should no candidate for an office receive a majority of the votes cast, a run-off election shall be held between the two candidates who receive the highest number of votes. The election of officers shall be by secret ballot.

Section II. Duties of the President: The president shall preside at all meetings of the association and of the executive committee. The officer shall, with the treasurer, sign all vouchers authorized by the executive committee. The president shall appoint all committees not otherwise provided for and be an ex-officio member of all committees. The president shall approve all official communications sent out in the name of the association. The president shall file a written report of the year's work with the secretary at the last meeting along with such recommendations concerning policies as he may deem it wise for the association to consider. The president shall be responsible for notifying TSTA and NEA of any changes in the officers of the association.

Section III. Duties of the Vice-President: The Vice-President shall assume the duties of the president in the absence of the president program committee.

Section IV. Duties of the Secretary: The secretary shall keep a record of all meetings of the association and of the executive committee. The officer shall prepare and keep on file a correct list of the names and addresses of the members of the executive committee and of the organization. The secretary shall submit to the local president a report covering the local association meetings and a list of the officers elected to serve the following year**.**

Section V. Duties of the Treasurer: The treasurer shall receive and disburse all money subject to the order of the president and the approval of the executive committee. The treasurer shall keep an accurate ledger of receipts and expenditures, shall report the financial status at each meeting of the association, shall furnish a monthly written itemized statement to the secretary for the minutes. The treasurer shall issue a written annual report at the final meeting of the year for the budget and auditing committee. The treasurer shall serve as a member of the budget and membership committee.

Section VI. Duties of the Vice-President of Educational Assistants: Monitor issues related to educational assistants and communicate with educational assistants.

Article III- Executive Committee

Section I. Meetings: The executive committee shall meet at the call for the president or at the call of the majority of the executive committee. It shall be the duty of the committee to act upon matters of business which are to be presented at the regular meetings of the association and to fill the vacancies which may arise.

Section II. Vacancies: In the event of a resignation, death, or the absence of a member of the executive committee for three consecutive meetings of the committee, the office shall be declared vacant by the president. Such vacancy shall be filled by the executive committee of this association by appointing a qualified person to serve the remainder of the term.

Section III. Terms of Office: The members of the executive committee shall serve for a period of three years or until their successors are duly qualified, elected on years in accordance with the Terms of Officers.

Article IV-General Meetings

Section I. Meetings: The association shall hold a minimum of 3 meetings a year at a time and location to be determined by the executive committee. Notice of all meetings shall be communicated to all buildings of the association.

Section II. Special Meetings: Special meetings shall be held at the call of the president: or the president shall call a special meeting for a specific purpose upon the written request of majority of members.

Section III. Order of Business: The order of business shall be as follows unless changed by vote of the present:

1. President's Report
2. Secretary's Report
3. Treasurer's Report
4. Report of officers and committees
5. Unfinished business
6. New business
7. Program
8. Announcements
9. Adjournment

Because of the press of local association business: it is suggested that the local association increase the number of general meetings beyond three required by Article IV of the TSTA State Constitution.

Article V-Nominations and Elections

Section I. Duties of the election committee: There shall be an open filing procedure with names being submitted to the elections committee. The election committee shall be responsible for submitting election returns to the association at the last meeting before June 1.

Section II. Nominations from the floor: Additional nominations may be made from the floor at the general meeting held prior to the voting provided the nominee's consent has been secured.

Section III. Method of Election: The election should be at a general meeting or online. In the event that there is only one candidate for a position the candidate may be declared elected.

Section I. Committees: There shall be the following standing committees: Audit committee and Hearing committee. All committees shall be appointed by the president with the approval of the Executive Committee except the Audit committee. The audit committee shall be elected at a general meeting.

A. Composition
    1. The Audit committee shall be composed of three (3) members elected by the members. No member of the Local Executive Committee any run for a position on the Audit Committee. The President shall appoint a chair from the winning candidates.
    2. All committees shall be comprised of no fewer than three (3) members.
B. Purposes
    1. The Audit Committee shall submit an audit report covering all receipts and disbursements beginning September 1 and ending August 31 of the current year to the Board of Directors. In addition, a copy of the audit must be transmitted to TSTA within sixty days from the end of the terms of the outgoing region officers for the year that has just concluded.
    2. The Hearing Committee shall hear charges against the officers, local Executive Committee members, or members of the association.
    3. Any other committees shall coordinate programs and activities. to meet **the needs of the members of the local.**

Section II. Task Forces: Other task forces may be initiated by the President, Local Executive Committee, or House of Delegates (e.g. convention, credentials, and elections committees). All task forces shall have clearly stated objectives and beginning and ending dates.

Article VII-Special Committees

Section I. Formula for Refunds. The association shall receive refunds of 6% for each professional and associate membership paid to TSTA by members residing within the boundaries of the association.

Section II. Life Membership: The association receives no part of life membership fees paid to TSTA.

Section III. Requirements for refunds: This allocation is contingent upon fulfillment of the following provisions: (1) to hold at least 3 scheduled representative meetings between June 1 and May 31 of each year and to report these meetings to the state headquarters office of TSTA; (2) to submit an audit report of the local association to the headquarters office of TSTA covering all receipts and disbursements beginning June 1 and ending May 31 of the current year, such reports to be signed by the treasurer and approved by an auditing committee appointed by the president for that purpose; (3) to have on file at the headquarters office of TSTA the names and addresses of the current officers of the local association; (4) to have on file at the headquarters office of TSTA a copy of the currently adopted bylaws and constitution of the local association as adopted by its members which shall not conflict with the state TSTA constitution. Upon the fulfillment of those requirements heretofore set forth, the Executive Secretary-Treasurer of TSTA is authorized to issue a refund check to each local association complying with the terms hereto set forth in the constitution.

Article IX-Financial Limitation

Section I. Limitation: This local association shall not bind or obligate the funds or credit of TSTA/NEA of the district association with which we are affiliated.

Article X-Specific Objectives

Section I. Specific objectives: The objectives of the association come from the general goal.

Section II. List of Objectives: The objectives of the association are as follows:

1. To improve the structure of the association in order to insure the full and effective participation of all members, thereby establishing and maintaining an independent, self-governing organization.
2. To promote continuous improvement of instruction and of curriculum.
3. To promote and to protect the rights and welfare of its members.
4. To advance professional rights and to enhance professional responsibilities in order to further the consistent development and improvement of the profession and its practitioners.

5. To work for broad support of education and for improved attitudes toward the profession.
6. To secure adequate financial support for public education.
7. To promote the rights and welfare of all students.
8. To assist each student in realizing his maximum potential.
9. To develop and provide leadership in solving social problems: and
10. To protect and support active members as employees on disputes with employer or with those acting on behalf of employers.

Article XI-Allocation of Delegates

Section I. TSTA District Delegates: District delegate credentials are based on a ratio of 1:25 professional association members or a major fraction thereof.

Section II. TSTA State Delegates: State delegate credentials are based on a ratio of 1:100 professional and professional life members or major fraction thereof.

Section III. NEA Delegates: National delegate credentials are based on a ratio of 1:150 professional members or major fraction thereof.

Section III: Ethnic minority representation: (a) District and state delegates shall have an ethnic-minority representation at least equal to the proportion of identified ethnic-minority membership, (b) NEA delegates shall have an ethnic-minority representation at least equal to the proportion of identified ethnic minority within Texas.

Article XII-Guarantee

Section I: Elections: The association shall conduct elections with open nominations.

Section II: Proportional representation: The association shall provide proportionate representation between its classroom teachers and administrators in all elective and appointed positions.

Section III. Minority guarantees: The association shall guarantee ethnic-minority representation in all elective and appointed positions in proportion of identified ethnic-minority membership.

Article XIII-Quorum

Section I. General meetings: A quorum for all meetings of the association shall consist of a majority of the members.

Section II. Committee meetings: A quorum for all committee meetings shall consist of a majority of its members.

Article XIV-Dues, Membership, and Fiscal Year

Section I. Local dues: The annual dues for this association shall be no more than $50/year. It is specifically provided that each member of this association must be a member of TSTA and NEA. Annual dues for this association shall be paid by Dec. 1 of each year or by payroll deduction.

Section II. Membership and fiscal year: The dues cover the membership and fiscal year which shall be September 1 through August 31.

Article XV-Definitions

Section I: Definitions of terms: As used in the Constitution, these bylaws, and the standing rules, the association adopts and adheres to the following definitions of terms:

Section IA: Classroom teacher: Classroom teacher shall mean any person who is certified, where required, and who spends a major part of her/his time in direct contact with students or who performs allied work which places her/him on a local salary schedule for teachers.

Section IB: Ex Officio: Ex Officio shall mean by virtue of office. This designation shall carry all rights except to make motions and to vote.

Section IC: Ethnic-minority: Ethnic-minority shall mean those persons designated as ethnic minority by statistics published by the United States Bureau of the Census.

Originally Adopted March 21, 1977

Clean copy May 18, 2009

Amended Sept. 2018