

CODE OF BYLAWS OF
UNITED SUBSTITUTE ORGANIZATION
MADISON TEACHERS INC.

ARTICLE I. IDENTIFICATION

Section 1. Name

The name of this association shall be the UNITED SUBSTITUTES ORGANIZATION OF MADISON TEACHERS INC.

Section 2. Fiscal Year

The fiscal year of the association shall be July 1 through June 30.

ARTICLE II. MEMBERSHIP

Section 1. Active Membership

Active membership in the United Substitutes Organization of Madison Teachers Inc. shall be open to all substitutes employed by the Madison Metropolitan School District.

Section 2. Termination and Revocation of Membership

- a. Membership in the association shall be terminated by death, voluntary withdrawal, or expulsion, and thereafter all the rights of the member in the association or in its property shall cease.
- b. In addition, active membership shall terminate when the member leaves the school system, voluntarily resigns, or fails to pay membership dues.
- c. No member may transfer his/her membership or any right arising therefrom.
- d. The Board of Directors may suspend from membership or expel any member for just cause and may reinstate any member who has previously been suspended or expelled from the association.

ARTICLE III. MEMBERS

Section 1. Rights and Privileges of Active Membership

- a. Only active members in the association shall have the right to vote, to hold office, to serve on committees.
- b. Any active member who has a complaint or grievance concerning the performance of any committee or committee member, may submit same in writing to the chairperson of the committee or to the Board of Directors. If the problem is not resolved it should be sent in writing, along with committee chairperson's comments, to the President and Executive Director who may take whatever action they jointly deem necessary.

ARTICLE IV. BOARD OF DIRECTORS

Section 1. Composition

The Board of Directors shall consist of the President, Vice-President (At-Large), Vice-President (K-6), Vice-President (7-12) and Secretary. (Rev. 12/86)

Section 2. Powers and Duties

The Board of Directors shall manage the affairs of the association.

Section 3. Meetings

- a. Regular Meetings
The Board of Directors shall hold at least one regular meeting each three months.
- b. The President shall call at least one general meeting per year.
- c. Special Meetings
Special meetings may be called by the President or at the request of three members of the Board.
- d. Quorum
A majority of the number of Directors shall constitute a quorum at a meeting of the Directors.

Section 4. Notice of Meetings
Regular meetings of the Board of Directors may be held without notice. Special meetings of the Board of Directors shall be held upon notice given to each director not less than three hours before the hour set for such meetings in writing personally, or orally either personally or by telephone.

Section 5. Removal of Directors
A director may be removed from office for cause by the Board of Directors. Removal shall be by two-thirds majority of those voting, and the Board of Directors shall immediately elect a replacement to fill the unexpired term.

ARTICLE V. OFFICERS

Section 1. Structure
The officers of this association shall be a President, three Vice-Presidents, and a Secretary. (Rev. 12/86)

Section 2. Powers and Duties

- a. President
The President shall preside over meetings of the Board of Directors, serve as the association's financial officer, appoint the chairpersons and members of the USO-MTI standing committees, appoint USO-MTI special committees, appoint members to joint standing committees, serve on the Joint Fiscal Group and be ex officio a member of all USO-MTI standing committees. The President with the Executive Director shall represent the association before the public, either personally or through delegates, and shall perform all other functions usually attributed to this office. The President, or his/her designee, shall represent the association on the Cabinet on Personnel pursuant to the MTI Bylaws.

- b. Vice-Presidents
The Vice-President as designated by the President or in his/her absence by the Executive Director shall assume the duties of the President in the absence of the President. He/she shall maintain contact with all committees and shall perform such other duties as may be delegated by the President.

- c. Secretary
The secretary shall keep accurate minutes of all meetings of the Board of Directors.

Section 3. Elections

- a. Nominations

The active members in each unit, after August 25 but before October 15 may nominate candidates for President, Vice-President (s), and Secretary. Following receipt of the list of nominations, the President shall call a meeting of the Board of Directors. Such meeting shall be held on or before October 15. At this meeting further nominations shall be in order. At the end of said meeting nominations shall be closed. The Elections Committee shall furnish brief information on each candidate for the membership. Should there be more than two candidates for each office, the Elections Committee shall conduct a primary election. The two candidates receiving the most votes shall be placed on the final ballot. Under the direction of the Elections Committee, the Executive Director shall be responsible for the preparation and distribution of ballots to the membership. The general will take place at the annual general membership meeting. (rev. 4/89)

b. Balloting

On the third Monday of October or on October 20, whichever is later, active members shall vote for the officers of the Board. Balloting shall be secret and in accordance with procedures developed by the Elections Committee and approved by the Board of Directors. The Elections Committee shall report results to the President who shall have them published. New officers shall be installed into office November 1. (rev. 04/89)

b. Terms and Succession

(1) The officers shall serve for one year and may be re-elected without and intervening term.

(2) Whenever the offices of both President and Vice-President shall become vacant between elections, the remaining members of the Board of Directors shall choose one of their number to serve as President pro tempore until another election can be held to fill the vacancies.

(3) Whenever any other office shall become vacant between elections, the Board of Directors shall fill the vacancy.

Section 4. Compensation

Duly elected officers shall serve without compensation for the performance of the duties of their respective offices.

Section 5. Removal of Officers

Any officer may be removed from office by the Board of Directors whenever, in their judgment, the best interests of the association may be served thereby. Removal shall be by a two-thirds majority of those voting.

ARTICLE VI. STANDING COMMITTEES

Section 1. Structure

Unless otherwise provided by the Board of Directors, the Executive Director shall recommend names of persons for each committee. Recommendations are subject to approval of the Board of Directors. Members may be appointed for overlapping terms of three years. Each committee may, with the approval of the Board of Directors, organize special subcommittees from the general membership.

Section 2. Meetings

Each standing committee shall hold regular meetings and may hold special meetings at the call of the Chairperson.

Section 3. Reports
Each committee shall choose a recording secretary who shall keep a continuing record of activities. Chairpersons shall report as necessary to the Executive Director.

Section 4. Titles and Duties

- a. Elections Committee
The Elections Committee shall prepare specific and detailed procedures governing the nomination and election of the Board of Directors. It shall report to the Board of Directors any violations of the procedures which have been adopted.
- b. Constitution Committee
The Constitution Committee shall receive and study any proposed amendments to the Code of Bylaws, and shall submit them with its recommendation to the Board of Directors. The Committee shall also be authorized to draft amendments and submit them to the Board of Directors.
- c. Grievance Committee
The Grievance Committee shall explore and prepare action programs for securing satisfactory personnel policies and procedures and shall research grievances submitted to the association.

Section 5. Quorum
A majority of their members shall constitute a quorum at meetings of the standing committees.

ARTICLE VII. JOINT STANDING COMMITTEE

Section 1. Structure
Pursuant to Article XII, Section 1, of the MTI Bylaws, the President shall appoint, subject to the approval of the USO-MTI Board of Directors, representatives to the Public Relations, Legislative-Citizenship, Human Relations, Labor Liaison, and Finance Committees.

ARTICLE VIII. NEGOTIATIONS TEAM

Section 1. Structure

- a. The Negotiations Team shall consist of the President, the Executive Director or her/his designee and any United Substitutes Organization members appointed by the Board of Directors.
- b. The Negotiations Team shall have the power to establish subcommittees for the purpose of carrying out its responsibilities.

Section 2. Powers and Duties
The Negotiations Team shall be the agent of the association in negotiations with the Board of Education on all matters involved in the negotiating of a new contract.

Sections 3. Operating Procedures

- a. The Negotiations Team shall accept recommendations for items to negotiate from the

regular standing committees, from individual members or groups of members, from the Board of Directors, from special committees, and from the Executive Director, and may itself suggest items for negotiations.

- b. All suggested items will be forwarded to the appropriate standing committee for research and drafting, with a copy to the Executive Director.
- c. The drafted items will then be returned to the Negotiations Team with the recommendation of the standing committee. The Negotiations Team will then have the right to make revisions, but must so inform the committee originally handling the item and the Executive Director.
- d. The committee shall have the power to establish a priority of negotiable items in preparing a contract proposal. Upon receiving the items from the various committees and making any revisions, the Negotiations Team will incorporate the items in an organized package.
- e. The committee shall present each proposed contract to the Board of Directors for approval prior to presenting it to the Board Education for negotiation. There will be an opportunity at this time for the original committee to present their point of view if they are in disagreement with the revisions made by the Negotiations Team. If the Board of Directors does not approve one or more of the proposals, the proposal (s) will not be submitted to the Board of Education. The proposals as approved will then be negotiated with the Board of Education.

Section 4. Ratification

A negotiated contract shall not be binding on the membership until it is approved by at least a majority of all members voting on the contract.

Section 5. Removal of Negotiations Team Members

Any member of the Negotiations Team may be removed from office by the Board of Directors whenever in their judgment the best interests of the association may be served thereby. Removal shall be a two-thirds majority of those voting.

Section 6. Quorum

A quorum shall exist at a meeting of the Negotiations Team when three (3) members are present.

ARTICLE IX. EXECUTIVE DIRECTOR

The Executive Director shall be the agent of the association and shall execute the policies of the association.

ARTICLE X. CABINET ON PERSONNEL

The President, or his/her designee, shall represent the association on the Cabinet on Personnel for a term, which term shall coincide with that of the presidency, in addition to any Director who is elected by majority vote of the Board of Directors, provided such additional representative(s) are authorized under Article VI, Section 1 of the MTI Bylaws (rev. 03/06/89)

ARTICLE XI. JOINT FISCAL GROUP

The association shall be represented on the Joint Fiscal Group by the President, as well as Directors, up to the number of representatives authorized under Article VI, Section 1 of the MTI Bylaws, who are elected by majority vote of the Board of Directors. If any representative(s) in addition to the above are authorized under said article, such representative(s) shall be elected by majority vote of the Board of Directors from the membership at large. If a Director is unable to serve on the Joint Fiscal Group, then the Board of Directors shall elect, by majority vote, a representative from the membership at large.

ARTICLE XII.

DUES

The Board of Directors shall establish the amount of dues and/or assessment(s).

ARTICLE XIII.

QUESTIONNAIRES, OPINIONNAIRES AND POLLS

The following procedures and guidelines shall be made available to the membership:

- (1) All questionnaires, OPINIONNAIRES or polls which originate in committees must be submitted to the Board of Directors for approval.
- (2) Each questionnaire, opinionnaire or poll must identify its author and state the purpose for which it is intended or the use to which it will be put.
- (3) The results of such questionnaire, opinionnaire or poll must be made available to the Board of Directors. Members shall be informed of the results upon request to the Board.
- (4) With the approval of the Board of Directors, the Executive Director may formulate and distribute questionnaires, opinionnaires and polls.

ARTICLE XIV.

RULES OF ORDER

All meetings of the Board of Directors, Committees and members shall be governed by the parliamentary rules and usages contained in the then current edition of Robert's Rules of Order.

ARTICLE XV.

AMENDMENT OF BYLAWS

Section 1.

A proposed change in the bylaws may be submitted by any member of the Board of Directors, Executive Director, or petition by ten percent of the membership.

Section 2.

Upon submission to the Board of Directors, the proposed amendment will be referred to the Constitution Committee for study. No proposal shall be voted upon at the Board of Directors meeting at which it was initially presented, unless such is with the approval of two-thirds of the Directors present and voting.

Section 3.

At the next regularly scheduled meeting, the Constitution Committee will submit its recommendations to the Board of Directors. The Board of Directors will then vote, a majority of those voting being sufficient to carry the proposal.