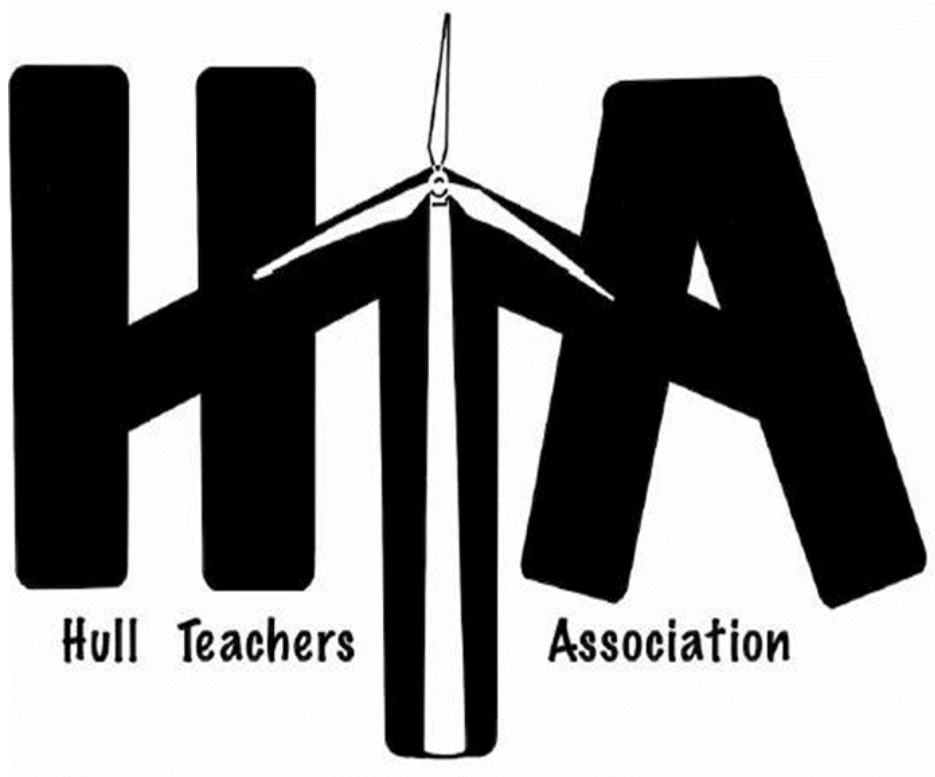




Hull Teachers Association Constitution and Bylaws

Revised 2025

CONSTITUTION OF THE HULL TEACHERS ASSOCIATION

ARTICLE 1: TITLE

The name of the organization shall be the Hull Teachers Association.

ARTICLE 2: PURPOSE

The purpose of the Hull Teachers Association shall be to provide leadership; to bargain for improved working conditions for our members; to promote greater respect for the educators within this community; to work on behalf of all educators and students in the Town of Hull. It is also the aim of the organization to promote cultural, civic, and professional engagement.

ARTICLE 3: MEMBERSHIP

Section 1 Active Membership

All professional educational personnel of the Hull Public School System, as defined in the Units A and B of the collective bargaining agreements shall be eligible for membership.

Section 2 Honorary Membership

Any active member of the Association, upon the completion of thirty (30) years of professional service to the Town of Hull, (or upon retirement) shall be designated as an Honorary Member of the Hull Teachers Association. No dues shall be fixed.

Section 3 Dues for Active Members

Dues shall be paid to the National Education Association, the Massachusetts Teachers Association and the Hull Teachers Association.

Section 4 Membership Drive

Shall be initiated at the New Teacher Orientation at the beginning of the school year. This shall be attended by a Co-President and/or Treasurer and/or New Member Liaison.

The Co-Presidents shall also give a presentation at the General Faculty Meeting in the Fall, called by the Superintendent of Schools. At this

meeting the Co-President(s) shall have a written report of the activities of the previous year and a summation of the goals for the coming year to present to all in attendance. They shall urge all professional personnel to become members of the Association and to take an active interest. The Co-Presidents of the Association shall obtain permission from the Superintendent of Schools to make this report.

Section 5 Required by MTA Bylaws

All personnel must be members of the Massachusetts Teachers Association (hereinafter referred to as MTA) and the National Education Association (hereinafter referred to as NEA) in order to be accepted as members of the Hull Teachers Association.

Section 6 Eligibility to Attend Meetings

Only those members in good standing with regard to payment of dues shall be considered eligible to attend Association meetings, vote on Association ballots and in elections, and participate in all other Association activities.

Section 7 Copy of Collective Bargaining Agreement

Every member should receive a copy of the Collective Bargaining Agreement (CBA) upon being hired as full-time personnel in the Hull Public School System.

ARTICLE 4: OFFICERS

The officers of the Association shall be three Co-Presidents (one PK-3, one 4-7, and one 8-12), Secretary, and Treasurer.

ARTICLE 5 EXECUTIVE BOARD

Section 1 Executive Board Members

There shall be an Executive Board that shall consist of the Officers of the Association, the immediate Past President, all Faculty Representatives, ESP Representatives, and the Chairperson of PR&R.

Section 2 Chairperson

Chairperson of the Board shall be the current Co-Presidents of the Association.

Section 3 Meetings

The Executive Board may meet once a month, and may also meet on emergency problems on notification of the Chairman; or shall meet within five school days upon receipt of a petition from their HTA members to the Chairman of the Board.

Section 4 Representatives

- A. Faculty Representatives shall be elected on an annual basis by the certified members of the Association within their respective buildings. There shall be three Faculty Representatives for each building. Elections are to be held within the first month of the school year in person or electronically.
- B. ESP Representatives shall be elected on an annual basis by the ESP members within their respective buildings. There shall be one ESP representative for each building. Elections are to be held each year in the month of September in person.

Section 5 Duties

The following duties shall be assumed by the Executive Board:

- A. The Executive Board shall have power to act for the membership between meetings for the entire body.
- B. The Executive Board shall prepare an agenda for each general meeting. Through their Building Representatives, Association members may arrange to have an item or items placed on the agenda, providing the item or items are submitted in writing a week before the general meeting to their Building Representative.
- C. The Executive Board shall consider all issues affecting the Association and its membership, and make recommendations to be acted upon by the general membership.
- D. The Executive Board may direct the payment of funds necessary for the operation of the Association as provided by the annual budget.
- E. The Executive Board shall notify the secretary at the time of prolonged illness of any active member, or in the event of death of the immediate family of any active member, so appropriate remembrances shall be made.

ARTICLE 6: ELECTIONS

Section 1 Terms

The officers shall be elected at the annual business meeting in May for a term of two years.

Section 2 Staggered Executive Board Terms

All executive board positions shall serve two-year terms. To ensure continuity of leadership, elections shall be staggered as follows:

In odd-numbered years, elections will be held for one Co-President position and the Secretary.

In even-numbered years, elections will be held for the other two Co-President positions and the Treasurer.

Section 3 Elections

There shall be an electronic survey sent out to members to announce their intention to run for an office. Members interested will then be placed on a ballot to be voted on at the HTA Annual Meeting.

Section 4 Vacancy in any Office

In the event of a vacancy in any office, said vacancy shall be filled by the Executive Board until a special election at the next General Meeting of the Association.

Section 5 MTA Annual Meeting

Executive Board of the Association shall appoint delegates for the MTA Annual Meeting. In the event that additional delegates are needed, delegates shall be chosen from the membership.

Section 6 Appointment of Bargaining Committee

1. This committee shall include the following members:
 - Union Leadership
 - One Representative from Each Building (when applicable)
2. In the event of a vacancy, the Co-President shall appoint a member to fill that position.

3. In case of delay in the previous year's bargaining, the incumbent Bargaining Committee will remain at the table until the completion of the bargaining process.

ARTICLE 7: QUORUM

The number of members at a meeting shall not be less than one-quarter ($\frac{1}{4}$) of the active members. The number of members at an Executive Board meeting and all committee meetings shall not be less than a majority of its members.

ARTICLE 8: AMENDMENTS

The Constitution and its Bylaws may be amended at the annual meeting of the Association. An affirmative vote of $\frac{2}{3}$ shall be required for an amendment that has been presented in writing to all members two weeks prior to vote.

ARTICLE 9: AFFILIATIONS

The Hull Teachers Association shall be affiliated with the National Teachers Association and the Massachusetts Teachers Association.

ARTICLE 10: ROBERT'S RULES OF ORDER

Robert's Rules of Order shall govern all proceedings of the meetings of the Association.

ARTICLE 11: MEETINGS

Section 1 The HTA Annual Meeting of the Association shall be held during the third week in May (when feasible) on a date set by the Executive Board of the Association. Notice of said meeting shall be given two weeks prior to meeting.

Section 2 All other meetings of the Association, except where otherwise stated, shall be called at the discretion of the President with the minimum of five (5) school days of notice, except in emergency, when the Co-President shall call a meeting when they deem necessary.

Section 3 Electronic ballots in the HTA voting will be allowed for the purpose of:

- a. Contract ratification as long as a copy of proposed contract is in members' hands five (5) working days in advance;
- b. Union protected activity, such as work to rule;
- c. Any issue that the Executive Board deems appropriate.

BYLAWS OF THE HULL TEACHERS ASSOCIATION

ARTICLE 1 DUTIES OF THE CO-PRESIDENTS

The Co-Presidents shall preside at all meetings.

They shall be a member of, or designate another executive board member to, all committees, supervise all plans for the efficient work of the Association, and perform other presidential responsibilities. The Co-Presidents shall appoint the chairperson of all standing committees with the approval of the Executive Board.

The Co-Presidents shall send out all correspondence to the Membership in a timely manner via hullteachersassociation@gmail.com.

ARTICLE 2: DUTIES OF THE SECRETARY

The office of the Secretary shall be defined as a recording secretary to the Association.

The Secretary shall be responsible for the recording of the minutes of all the Executive Board and Association meetings.

The Secretary shall work with the Treasurer to be responsible for the updating of the HTA Membership contact list on Google Drive. This includes adding and removing members when necessary and updating personal information (i.e. e-mail address, name, or address changes). Any changes in membership status shall be immediately communicated to the MTA Membership Department. A full reconciliation of membership shall be completed in cooperation with MTA every October and April.

The Secretary shall work with the Treasurer on facilitating the School Committee presentation sign up sheet and stipend administering.

The Secretary may be responsible for other duties as outlined under Article IX Policies.

ARTICLE 3 DUTIES OF THE TREASURER

Section 1 Duties

The Treasurer shall be the custodian of all funds belonging to the Association.

A financial report shall be made at each meeting.

An audited, if requested, financial report shall be presented at the annual business meeting. Said auditor, if necessary, shall be compensated with Executive Board approval. Compensation to be taken from Association funds.

The Treasurer shall complete the duties set forth in the MTA Treasurer's Timeline.

The Treasurer shall award HTA E-Board stipends by the last day of the school year to be cashed by June 30.

The Treasurer will be a part of a 5 person committee consisting of the treasurer, two more members of the HTA appointed by the co-presidents and two persons appointed by the superintendent. This committee shall administer the Sick Bank according to the provisions of the Collective Bargaining Agreement.

The Treasurer shall award the HTA Scholarship to graduating Seniors as outlined in Article VII.

The Treasurer shall work with the Secretary on facilitating the School Committee presentation sign up sheet and stipend administering.

Section 2 Donations

The Treasurer shall be empowered to donate to charitable organizations with the approval of the officers of the Association without calling a general meeting.

ARTICLE 4: COMMITTEES

The standing committees shall be:

1. Bargaining Committee
2. Professional Rights & Responsibilities (PR&R) Committee
3. Social Committee

Ad Hoc committees may be established by the President and/or the Executive Board as needed. Said committees may be:

1. Legislative and Political Action
2. Nominating
3. Fundraising
4. Bylaw Review
5. Action Committees

Unless otherwise stated, committees shall be appointed by the Co-Presidents.

ARTICLE 5: DUTIES OF STANDING COMMITTEES

Section 1 Bargaining Committee

- a. The Bargaining Committee shall negotiate with the School Committee (after approval by active members of the H.T.A.) a ~~contact~~-collective bargaining agreement for Units A & B in accordance with Massachusetts General Law 150E,
- b. It shall annually evaluate hours, wages, and working conditions of the Hull Public School System and submit to the Association those items it deems to be in the best interest of the membership as a whole. These items shall be presented to the School Committee by the Bargaining Committee for bargaining.
- c. Building Representatives shall keep all active members in their building informed of significant meetings of the Bargaining Committee.
- d. The lead negotiators shall be designated by the co-presidents. The lead negotiators shall be responsible for the majority of the research and proposal development as well as lead negotiations between the district and the association.
- e. The Bargaining Committee shall take advantage of all MTA assistance (including legal counsel of the MTA) when preparing collective bargaining with the School Committee. The Association reserves the

right to instruct the Bargaining Committee to bargain on any specific point which receives a majority of votes from the members at large.

Section 2 Social Committee

The Social Committee shall consist of members from each building (when feasible) and a Chairman. The duties of this committee shall be the planning of the HTA social functions.

ARTICLE 6: HTA SCHOLARSHIP

A scholarship or scholarships in the amount of \$250 each shall be presented at Hull High School Scholarship Night to the graduating senior of an active HTA member. In the case of a year without a graduating child of a member, the HTA may award (1) scholarship to a student who plans to enter the teaching profession. Scholarship(s) shall not be given to the recipients until the completion of one (1) semester of the school of educational year after unofficial transcripts have been submitted to the HTA.

ARTICLE 7: STIPENDS

Section 1 Officers and elected Executive Board Members shall receive an annual stipend to be as follows:

Co-Presidents	\$3,000 each
Secretary	\$1,500
Treasurer	\$1,500
PR&R	\$1,200
Representatives	\$500 each

Section 2 A stipend shall be paid to all members of the Bargaining Committee at the completion of the bargaining process or at the discretion of the Executive Board as deemed appropriate. Stipends shall be:

Lead Negotiators: \$800 per person

Bargaining Team Members: \$450 each

Section 3 A stipend will be paid to any member of the Hull Teachers Association for attending a School Committee meeting and supplying an update on the membership. Compensation will be paid in the amount of \$50 per meeting.

This amount may be split amongst multiple members who choose to present together. There will be a sign up sheet presented to the membership when the School Committee agenda becomes available.

- Section 4** All stipends shall be prorated based on attendance at meetings except when excused by a Co-President or Chairman.

ARTICLE 8: POLICIES

- Section 1** It shall be the policy of the faculty of each building to plan suitable activities when one its faculty is resigning.
- Section 2** It shall be the policy of the faculty of each building to honor any member of its staff who has been promoted to some other position within the system.
- Section 3** It shall be the policy of the Association to present an appropriate gift to any active member who shall leave the School System in Hull.
- Section 4** It shall be the policy of the Association to encourage its members (as individuals) to become active in politics.
- Section** Use of the Hull Teachers Association name in any manner other than outlined in the Bylaws is not condoned by the Association and shall be refuted by the Executive Board by local press releases when it is considered to be in the best of the Association.
- Section 6** It shall be in the policy of the Hull Teachers Association to send a letter of congratulations to the elected School Committee member or members.

ARTICLE 9: CENSURE OF MEMBERS

- Section 1** Censure and Discipline
1. In the event an accusation is submitted to the HTA Executive Board against a member (for actions that undermine the association or another member's actions) which calls for the censure, suspension, or expulsion of the member being accused, the Executive Board shall conduct a due process hearing and rule on the accusation.
 - a. Due process shall consist of:
 - 1) Advance notification to the member being accused;
 - 2) A copy of the accusation(s) submitted to the Executive Board in writing and provided to the member in writing within forty-eight (48) hours;
 - 3) The opportunity for the member to review documents used to support the accusation(s); and

- 4) The opportunity to appear in person before the HTA Executive Board in executive session to respond to the accusation(s).
2. The HTA Executive Board shall deliberate in Executive Session and reach a decision on the disposition of the charge by consensus, if possible, or by simple majority if consensus is not possible.

- Section 2.** The decision of the Executive Board may be appealed to the General Membership by either the complainant or the member.
- a. In the event of such an appeal, a special meeting of the General Membership shall be convened within ten (10) days of the filing of the appeal with the Co-Presidents.
 - b. There must be a quorum of at least one quarter ($\frac{1}{4}$) of the total membership present in order for the appeal to proceed.
 - c. The Executive Committee shall make a presentation to the membership of the facts of the complaint and its disposition.
 - d. The appealing party shall have the right to speak to the General Membership.
 - e. The other party (the complainant or the member) shall have the right of rebuttal.
 - f. A vote on the appeal shall be held with members in attendance voting by secret ballot.
 - g. A two-thirds majority of those present and voting shall be necessary to overturn the prior decision of the Executive Committee.
 - h. The decision of the General Membership shall be final.

ARTICLE 10: NON-DISCRIMINATION

- Section A.** This Association shall not deny membership nor sanction members based upon race, color, national origin, religion, creed, gender, gender identity, sexual orientation, age, disability, marital status or economic status.

- Section B.** This Association shall dedicate itself to fighting for diversity, equity, and inclusion in public schools and within the Association.