

**CONSTITUTION OF THE
POWAY FEDERATION OF TEACHERS**
Amended June 2014

ARTICLE I – NAME

- 1.1 The name of this organization shall be Poway Federation of Teachers. It is Local 2357 of the American Federation of Teachers, AFL-CIO.

ARTICLE II – JURISDICTION

- 2.1 This organization, after this called “PFT”, shall exercise jurisdiction for the American Federation of Teachers on all campuses and within all facilities operating under the direction of the governing Boarding of the Poway Unified School District, on behalf of all certificated employees for which the PFT is the exclusive representative, which include all classroom teachers, teachers of special education, ROP teachers, teachers on special assignment, school librarians, nurses, speech therapists, reading specialists, temporary teachers, summer school teachers, full-time substitutes under contract, and adult education teachers teaching more than six hours per week, all of whom will after this be referred to as “teachers”.

ARTICLE III – PURPOSES

- 3.1 Generally, PFT seeks excellence of education for students and excellence of academic and professional environment for teachers.
- 3.2 Specifically, PFT endeavors to:
- (1) Establish and maintain a learning environment within which students can aspire to the highest intellectual, vocational and social aims; and
 - (2) Endow students with the information and skills necessary to achieve those aims.
- 3.3 The assumptions of PFT’s membership which underlie its commitment to these high purposes include the following:
- (1) Teachers are professionals, and their professional judgment, individually and collectively, about matters academic and instructional, is therefore to be accorded the greatest regard;
 - (2) Teachers must be assured a professional level of compensation;
 - (3) Teachers must not be subject to arbitrary or capricious restriction of their academic freedom; and
 - (4) Students must have the widest possible access to learning opportunities.

ARTICLE IV – AFFILIATIONS

- 4.1 PFT shall affiliate with the American Federation of Teachers and the California Federation of teachers. It shall also affiliate with the San Diego/Imperial Counties Labor Council and the California Federation of Labor. PFT may also affiliate with other San Diego County AFT locals according to agreements determined by participating locals and may have working arrangements with other organizations whose goals are deemed by the PFT Representative

Council to be consonant with those of PFT set out in this Constitution, subject to conditions described in the By-Laws of PFT (after this, "By-Laws").

ARTICLE V – MEMBERSHIP

- 5.1 Regular Membership In Good Standing (after this "Membership" or "Members), shall be open to all teachers whose dues, established as defined in provisions of the By-Laws, are paid in full.

ARTICLE VI – OFFICERS

- 6.1 Elected Officers of PFT shall be:
President
Elementary Vice-President
Middle School Vice-President
High School Vice-President
SPED Vice-President
Secretary
Treasurer

- 6.2 The Elected Officers shall be elected at-large from among all PFT Members

- 6.3 All PFT Officers shall be elected for a two year term.

6.3.1 The Presidential two year election cycle will begin after the May 2014 election for the 2014 – 15 and 2015 – 16 school years.

6.3.2 All other Elected Officers shall begin two year election cycles after the May 2015 election for the 2015 – 16 and 2016 – 17 school years.

- 6.3 Appointive Officers of PFT shall be:

Any of the offices listed in section 6.1 for which the total number of ballots cast for that office is less than twenty percent (20.0%) of the total number of votes cast in the election.

The PFT President shall appoint, and the Representative Council confirm by majority vote, these Appointive Officers.

ARTICLE VII - SITE REPRESENTATIVES

- 7.1 Site Representatives shall be elected at each site within the District at which Members are employed. Members employed at each site shall elect by secret ballot, in the manner described in the By-Laws, one Site Representative, who shall be a Member employed at the site, for each twenty-five Members employed at the site, or a major fraction of such number of Members.

- 7.2 Site Representatives shall be elected for a two year term.

7.2.1 All Site Representatives shall begin two year election cycles after the May 2014 election for the 2015 – 16 and 2016 – 17 school years.

ARTICLE VIII - EXECUTIVE COUNCIL

- 8.1 The Elected and Appointive Officers shall constitute the Executive Council of the PFT. The Executive Council shall be responsible for the conduct of PFT day-to-day administrative and business operations and execution of PFT policy. The Executive Council may suggest and formulate PFT policy, subject to confirmation by the PFT Representative Council. All PFT business, except those items with legal or personnel implications, may only be conducted during a meeting of the Executive Council which is open to attendance by any Member of the Representative Council.
- 8.2 The Executive Council shall employ the PFT President as the PFT Chief Executive Officer for the term of his or her election. If the President declines such employment, the Executive Council shall have discretion to interview for and hire an Executive Director, whose responsibilities shall be stipulated by the PFT President, subject to approval by the Executive Council. The Executive Director shall be accountable to the PFT President. Compensation and benefits to be paid to the Chief Executive Officer or Executive Director shall be included in the annual budget of PFT which shall be subject to approval by the Executive Council and, after approval, shall be submitted to the Representative Council with recommendation for its adoption.
- 8.3 The Executive Council shall have discretion to employ full time release staff whose responsibilities shall be stipulated by the PFT President, subject to approval by the Executive Council. The exercise of the discretion to employ full time release staff shall be reflected by adoption of a budget which provides for payment of compensation and benefits for those positions following approval of such budget by the Executive Council and its submission to the Representative Council and the budget's adoption.

ARTICLE IX – REPRESENTATIVE COUNCIL

- 9.1 The Representative Council comprises the PFT Elected and Appointive Officers, Site Representatives, and Chairs of Standing Committees appointed as provided by the By-Laws.
- 9.2 The Representative Council shall establish PFT policy to be administered by the Executive Council.
- 9.3 The Representative Council adopts the annual budget of the PFT.
- 9.4 All matters within the jurisdiction of the Representative Council, except those matters with legal or personnel implications, shall be considered and acted upon only in a meeting of the Representative Council which is open to attendance by any Member.

ARTICLE X – ELECTION

- 10.1 Elected Officers and Site Representatives shall be elected by a secret ballot election held in the month of May in the manner described in the By-Laws. The President shall be elected in May in the manner described in the By-Laws.
 - 10.1 Balloting for PFT elections may be distributed and collected electronically or on paper ballots distributed and collected by individual members at individual sites in the manner described in the By-Laws.
- 10.2 Nominations for Elected officers may be made upon written petition of exactly ten Members, except for the office of the President. Nomination by petition for President may be made

upon written petition of a number of Members equal to ten percent (10%) of the total PFT Membership, or one hundred (100) Members, whichever is less. Membership in good standing for purposes of this Article shall refer to those Members who meet the requirements of Article V as of March 10 of the year for election of Elected Officers, other than the President, and for Site Representatives. Membership in good standing for purposes of this Article shall refer to those Members who meet the requirements of Article V as of March 10th of the year for election of the President.

- 10.3 Candidates for Elected Officers and Site Representatives shall be presented at the March meeting of the Representative Council during the second year of the two year term of office. If any Elected Officer or Site Representative position is void of a candidate at that meeting then the Nominations and Elections Committee shall select a qualified nominee to be presented at the next Representative Council meeting in the month of April.
- 10.4 Candidates for President shall be presented at the March meeting of the Representative Council during the second year of the two year term of office. If the position of President is void of a candidate at that meeting then the Nominations and Elections Committee shall select a qualified nominee to be presented at the next Representative Council meeting in the month of April.
- 10.5 A Member will be entitled to vote in an election for Site Representative only if the Member has the largest percentage of her/his assignment at that site. A member with an equal percentage of assignment at more than one site may declare for which site he/she wishes to vote.
- 10.6 Except where a site is entitled to elect more than one Site Representative a majority of votes cast shall be necessary to elect. Where no majority exists, the two (2) persons with the largest number of votes will contest in a run-off election conducted according to the provisions of the By-Laws. Where a site is entitled to elect more than one Site Representative, the candidates receiving the greatest number of votes shall be elected.
- 10.7 Newly Elected Officers and Site Representatives shall be installed no later than thirty (30) days following their election in the manner prescribed by the By-Laws.

ARTICLE XI - REFERENDUM AND RECALL

- 11.1 A referendum regarding adoption of PFT policy or recall of an Elected Officer or Site Representative shall be conducted, under the supervision of the Representative Council, within two (2) weeks after its meeting following delivery to the Second Vice-President of a petition signed by no less than twenty percent (20%) of the number of Members entitled to vote for an office which is the subject of a recall petition, or fifteen percent (15%) of the entire Membership if a petition for referendum. If approved by a majority of votes cast, the referendum shall then become policy of PFT. Recall shall require a two-thirds (2/3) majority of the votes cast except in those cases where the total number of votes cast is less than one-third (1/3) of the membership entitled to vote for the office which is the subject of the petition determined as of January 10 of the current academic year, in which case recall shall require seventy-five percent (75%) of votes cast.
- 11.2 If an Officer misses three consecutive regularly scheduled meetings of the Executive Council or three consecutive regularly scheduled meetings of the Representative Council, or a Site

Representative misses three regularly scheduled meetings of the Representative Council, she/he may be removed by a two-thirds vote of all office holder members of the respective Council.

ARTICLE XII - VACANCIES

- 12.1 Vacancies in office shall be filled by appointment by the President subject to ratification by a majority vote of the Representative Council.

ARTICLE XIII – AMENDMENTS

- 13.1 Amendments to this Constitution and/or its By-Laws may be proposed by two-thirds (2/3) vote of the Representative council or by written petition of a number of Members equal to twenty-five percent (25%) of the PFT Membership as of the most recent pay period.
- 13.2 Ratification of any proposed amendment shall be by secret ballot election conducted as provided by the By-Laws. Two-thirds (2/3) of votes cast shall be sufficient to ratify.

ARTICLE XIV – BY-LAWS

- 14.1 All matters not covered in this Constitution and those matters requiring further interpretation or elaboration shall be referred to the By-Laws.