

BETHLEHEM CENTRAL TEACHERS ASSOCIATION – CONSTITUTION
(Amended: 1976, 1986, 1999, 2004, 2005, 2008)

ARTICLE I -NAME

The name of this association shall be the Bethlehem Central Teachers Association.

ARTICLE II- PURPOSES

Section 1: To work for the welfare of school children, the advancement of education, and the improvement of instructional opportunities for all.

Section 2: To develop and promote the adoption of such ethical practices, personnel policies and standards of preparation and participation as make a profession.

Section 3: To unify and strengthen the teaching profession and to secure and maintain the salaries, retirement, tenure, and professional and sick leave, and other working conditions necessary to support teaching as a profession.

Section 4: To enable members to speak with a common voice on matters pertaining to the teaching profession and to present their individual and common interests before the Board of Education and other legal authorities.

ARTICLE III -MEMBERSHIP

Section 1: Active Members

- A. Active membership in the Association shall be open to all professional personnel employed in the Bethlehem Central School District who hold an earned bachelor's or higher degree (or hold a regular vocational or technical certificate) and where required hold or are eligible to hold a regular legal certificate, who pays dues to the Bethlehem Central Teachers Association, and who agree to abide by the Code of Ethics of the Education Profession.
- B. The first restriction in the preceding paragraph shall not affect professional personnel who join before September 1, 1965.
- C. Active membership shall be continuous until the member leaves the school system, resigns from the Association, or fails to pay membership dues.

Section 2: Revocation of Membership -According to procedures adopted by the Representative Council, the Executive Board may suspend from membership or expel any member.

Section 3: Retired Members

- A. Retired membership in the Association shall be open to all individuals who retired from the Bethlehem Central School District and were active members of the Association at the time of their retirement. The retired members shall join the Bethlehem Central Teachers Association Retiree Chapter which shall be recognized by the Association as the representative body of the retired members.
- B. Retired members shall have the same rights and responsibilities of active members except for the right to vote and hold any elected position, other than retiree chapter representative to the Representative Council. Retired members shall not pay local Association dues and shall not be counted as part of the voting membership.
- C. Retired members shall have one elected representative from the retiree chapter to serve as a non-voting member of the Representative Council. This non-voting representative shall have the right to speak on behalf of the retiree chapter at Representative Council meetings.

ARTICLE IV- OFFICERS

The officers of the Association shall consist of a president-1 st delegate, a first vice-president, a second vice-president, the immediate past president, a secretary, and a treasurer.

ARTICLE V- EXECUTIVE BOARD

Section 1: The Executive Board shall consist of the officers and two members elected at large from the Representative Council. It shall be the executive authority of the Association.

Section 2: Under personnel policies adopted by the Representative Council and within the annual budget, the Executive Board shall have power to employ clerical help when necessary for the efficient management of the Association.

Section 3: Whenever a majority of the Executive Board shall agree that an officer has been grossly negligent of the duties defined in the bylaws or is incapacitated, they shall recommend to the Representative Council that the office be declared vacant. If the Council so votes by two-thirds majority, it shall immediately elect a replacement to fill the unexpired term.

ARTICLE VI -REPRESENTATIVE COUNCIL

Section 1: The legislative and policy-forming body of the Association shall be the Representative Council.

Section 2: The Representative Council shall consist of the Executive Board, one representative elected by each elementary school, three representatives elected by the middle school, four representatives elected by the high school, one representative elected by the supervisory staff, and one non-voting representative elected by the Bethlehem Central Teachers Association Retiree Chapter.

Section 3: Any member of the Association who is not a member of the Representative Council may attend its meetings, shall sit apart from the voting body, but may receive permission to speak.

ARTICLE VII- AGREEMENTS BETWEEN BCTA AND BCSD

Section 1: All members of the Association upon receipt of the written copy of the memorandum of agreement (contract) shall vote by secret written ballot.

Section 2: A majority vote of the membership shall constitute ratification of the new agreement. Two weeks shall elapse between the distribution of the proposal and the balloting.

Section 3: The Representative Council shall propose changes to the existing contract which have already been negotiated with the district to the membership affected by the change. The change to the contract shall be approved when ratified by two-thirds vote of those affected by the change. Voting shall be done by secret written ballot. Two weeks shall elapse between the proposal and the balloting to allow for discussion.

ARTICLE VIII- AFFILIATIONS

This Association shall affiliate with the New York State United Teachers (NYSUT) and its national affiliates.

ARTICLE IX- PROTECTION OF RIGHTS OF MEMBERS

This Association shall show no discrimination toward any individual or group of individuals on the basis of sex, sexual orientation, creed, color, race, national origin, or political activities and beliefs.”

ARTICLE X- AMENDMENTS

The Representative Council, whenever two-thirds of its membership shall deem it necessary, shall propose amendments to this constitution which shall be valid as part of this constitution when ratified by two-thirds vote of the Association voting by secret written ballot. Two weeks shall elapse between the proposal and the balloting, to allow for discussion.