

BYLAWS

of the Montgomery County Association of Administrators and Principals

Article 1 - Negotiating Team

Section 1. The negotiating team shall be appointed by the president and shall be made up of not more than twelve (12) active members including the president, vice-presidents, executive director, and other active members who are representative of the membership of the association.

Section 2. The negotiating team or a sub-committee of the team shall have the authority to represent and to act on behalf of the membership in all matters related to the negotiation or renegotiations of the current or future agreement(s) between the board of education and the association.

- a. Decisions of the negotiating team affecting current agreement(s) which are technical, minor, or temporary amendments are subject to the approval of the board of directors of the association and shall not be subject to member ratification.
- b. Decisions of the negotiating team regarding new agreement(s) or affecting the current agreement(s) which are substantive and/or permanent are subject to the approval of the board of directors and the ratification of the members.

Section 3. The negotiating team members shall serve during the period when the negotiation process begins and continue through the duration of the negotiated agreements until such time as a new team is chosen.

Article 2 - Ratification of the Negotiated Agreement

Section 1. The tentative agreement(s) between the board of education and the association as agreed to by the negotiating team shall be presented to the board of directors for its review and approval.

Section 2. The board of directors shall present its written recommendations to the full active membership at a special ratification meeting. The president shall call such special meeting at least three (3) days prior to the meeting. In the event of an emergency, the president may waive the three day notice requirement. The purpose of the meeting will be for discussion and distribution of the details of the amendments and revisions to the negotiated agreement(s).

Section 3. The ratification vote shall be by electronic or written ballot made available to all active members of the association at the close of the special ratification meeting. The voting period shall continue during the next two (2) working days following the special meeting. When using the written ballot, active members who cannot attend the meeting may request and cast their vote via FAX or in person at the association office during the two-day voting period.

Section 4. Ratification of the negotiated agreement(s) shall be by simple majority of those electronic or written ballots cast and received by the association office within the voting period described above.

Section 5. The association shall report the result of the ratification vote within 24 hours following the conclusion of the voting period. Members may call the association office for the results. Written results shall be communicated to members in a timely manner.

Article 3 - Amendments to a Current Negotiated Agreement

Section 1. This Article applies to the renegotiations of substantive and/or permanent amendments to a current agreement. Amendments, which are technical, minor, or temporary, shall be governed by Article 1, Section 2a.

Section 2. The negotiating team shall release information to the active members within 24 hours or as soon as reasonably possible when the current agreement has been reopened and renegotiations are in effect.

Section 3. The ratification process of amendments to a current agreement shall be the same as described in Article 2 of these Bylaws.

Article 4 - Recall of Officers

Section 1. A recall of an officer is defined as the removal of an officer by a vote of the membership.

Section 2. A petition including a statement of reasons for the recall and containing the legal signatures of ten (10) percent of the active membership shall be sufficient to commence a recall of any officer including the president of the association.

Section 3. The recall process must be completed within two (2) months of the receipt and verification of the signatures on the petition.

Section 4. A recall process shall be developed by the board of directors and approved by the membership and shall include the following:

- a. Adequate notice to both the officer(s) under recall consideration and the membership.
- b. Statement of reasons to the officer(s) and the membership.
- c. Opportunity for the officer(s) to respond and share his/her response with the governance and the membership.
- d. Treatment of each officer shall be handled separately.
- e. Written or electronic ballot to all members.
- f. Description of the recall process and any necessary interim actions.
- g. Announcement of the results of a recall action.
- h. Next steps if the recall effort is successful.
- i. Effect of a successful recall upon an officer's present and future role in association governance.

Section 5. A two-thirds affirmative vote of the members voting is required to approve a recall of an officer.

Section 6. Vacancies resulting from the recall process shall be governed by the Constitution, Article X-Vacancies.

Article 5 – Waiver of Term Limit

Section 1: This article provides a waiver of the term limitation for the office of president as set forth in the Constitution, Article V – Officers, Section 3. The constitution limits a president to two consecutive terms.

Section 2: The waiver shall be in effect for the term of office which will commence on July 1, 2009 and constitutes a one-time waiver and is not intended to be a permanent change to the consecutive term limitation for the office of president.

Section 3: The waiver shall be cancelled by either of the following events:

- a. The president in office as of June 2009 and who is completing a second term chooses not to be considered for a third term.
- b. A member other than the president in office as of June 2009 is selected to be president commencing July 1, 2009.

Section 4: The selection process for this next term of president shall be governed by the Constitution, Article XI-Nominations and Elections.

Approved by Executive Board on November 18, 1993

Adopted by Membership in December 1993

Revised and approved in May 2000

Revised and approved in March 2002

Revised and approved in April 2009