



Hemet Teachers Association

Standing Rules

Updated December 2022

**Hemet Teachers Association
Standing Rules
Table of Contents**

Preface 3

STANDING RULES

001: Membership Expense Reimbursement Policy.....4-5
002: Budget Preparation Policy6
003: Audit Policy 6
004: Contract Ratification and Voting Policy..... 7
005: Contract Ratification Policy in a Bargaining Crisis Policy..... 8
006: Committee Policies
 Grievance, Budget.....8-9
 Catastrophic Leave, Elections, Insurance, Bylaws, Negotiations..... 9-10
 Organizing/Crisis, PAC, PAR, Policy, Special Ed, Retirement..... 10-11

007: Authorization of Delegates to Conventions and Special Meetings 12
008: Memorandum of Understanding Process (MOU) 12
009: Executive Spending Limits 13
010: Internal Controls 14
011: Union Code of Conduct 14
012: Conference Procedure 15
013: Staggered Terms..... 16
014: Action During State of Emergency 16
015: BIPOC Representation 16
016: Holding Title to Real Property.....16

APPENDIX A
 Key Holder Policy 17
APPENDIX B
 Credit Card Policy 19

Preface

As per Robert's Rules of Order, the following should be followed when attempting to change/amend/suspend these rules:

1. Standing Rules contain only such rules are may be adopted without previous notice by a majority vote at any business meeting.
2. The vote on their adoption, or their amendment, before or after adoption, may be reconsidered.
3. At any meeting they may be suspended by a majority vote, or they may be amended or rescinded by a two-thirds (2/3) vote.
4. If notice of the proposed action was given at a previous meeting or in the call for this meeting (agenda), they may be amended or rescinded by a majority vote.

Rule 001: Membership Expense Reimbursement Policy

1. General Authorization. The rules governing the reimbursement of expenses of members on business of the Association are authorized by the Executive Board and Representative Council as follows:

a. Travel

(1) PLANE: Actual, most economical coach fare (with receipt), up to two checked bags (with receipt). Prior approval must be obtained from HTA Treasurer for reimbursement for more than two checked bags or oversized overweight bags, while traveling by air.

(2) TRAIN OR BUS: Actual fare (with receipt).

(3) AUTO:

(a) The standard business mile rate as set by the Internal Revenue Service for transportation expenses. Mileage reimbursement cannot exceed the cost of coach plane fare.

(b) Mileage to and from the member's home airport at the standard business mileage rate as set by the Internal Revenue Service for transportation expenses.

(4) AIRPORT SHUTTLE: HTA will reimburse the cost of airport shuttles to and from the meeting site. Taxi/Uber/Lyft fare shall be reimbursed only when no other form of transportation is available (with receipt).

(5) PARKING: Actual costs of airport parking and hotel parking (with receipt).

b. Lodging

(1) Members will be reimbursed the cost of the CTA- negotiated rate of a double occupancy hotel room, with copy of actual detailed hotel bill as receipt. When attending a non-CTA conference, members will be reimbursed for the conference rate of a double- occupancy hotel room. In the rare event of not being able to secure a room at either the CTA-discount rate or the conference rate, approval for the additional expense must be obtained from the Executive Board **prior to conference attendance** if one wishes to be reimbursed at a higher rate.

(2) Reimbursement for CTA contracted lodging, such as, NEA Representative Assembly will be compensated up to the highest CTA contracted rate for the cost of a double-occupancy hotel room including applicable taxes as long as hotel rate and other expenses accrued are not over the authorized cap allowed for HTA elected delegates with receipt of a copy of the actual detailed hotel rate.

(3) If travel by private car means an extra hotel or motel charge, such charge is not reimbursable.

(4) Personal charges such as laundry, valet, telephone calls, snacks, and entertainment are not reimbursable.

c. Meals

Members shall receive a per diem payment of \$85.00 each official conference day that the member attends. Members representing HTA at State Council, NEA RA, conferences, trainings, or other Association business requiring reimbursement, are required to present a report to the Representative Council verbally or in writing at the next scheduled Representative Council meeting. If no report is given, the member will not receive any conference related reimbursements for the remainder of the school year.

Deadline for Filing Claims. All claims must be filed within thirty days of the end of the event (conference, training, etc.) in which they are incurred. An additional thirty-day period may be granted for extenuating circumstances set forth in a letter of explanation and filed with the claim. Claims filed more than sixty days after the end of the event (conference, training, etc.) in which they are incurred shall require approval by the Executive Board.

Board approved 2012
Updated December, 2012
Updated December, 2015
Updated February, 2016
Updated March, 2016
Updated February, 2017
Updated February, 2018
Updated September, 2022

Rule 002: Budget Preparation Policy

The following general procedures and timelines shall be followed in preparation of the budget:

1. Dues Computation. The Executive Board shall release to the Budget Committee the computed dues figures for the following fiscal year at the February Representative Council Meeting.
2. Arbitration account funded at the rate of \$3.00 per FTE member, with ending-year balances carried over to the next fiscal year.
3. PAC account funded at the rate of \$10.00 per FTE member, with the ending-year balances carried over to the next fiscal year.
4. Draft Budget. The Budget Committee shall prepare and present a Draft Budget for the Executive Board in March. Discussion to take place in the April meeting. This budget shall reflect a projection of current program levels and all known or predictable cost increases.
5. Representative Council. The Budget Committee shall present the draft budget to the Representative Council in March. Discussion to take place in the April meeting.
6. Final Budget Recommendation. The Executive Board shall consider the results of the Representative Council discussion along with any other recommendations deemed appropriate and shall make such adjustments to the Draft Budget as needed. The Final Budget proposal shall be presented with updates for adoption at the May Executive Board meeting and May Representative Council meeting.

Board Approved December, 2015

Updated October 2019

Rule 003: Audit Policy

1. Audit. The accounts and other financial records of the Association shall be audited annually by an independent certified public accountant or accounting firm, to be designated by the Executive Board.

Board Approved December, 2015

Rule 004: Contract Ratification and Voting Policy

The following general procedures and timelines shall be followed in all voting instances:

1. **New Contract Language Review.** The Executive Board shall post new language on the HTA Website and alert members to review the new language through electronic mail, intra-district mail and/or social media, for review within one business day of a completion of negotiation.
2. **Voting information dissemination.** The Executive Board shall disseminate, through any means possible including, but not limited to, electronic mail, intra-district mailer, website, and social media, the locations, dates and times for voting on any matter including contract ratification.
3. **Contract forum.** The Executive Board shall require the Negotiations committee to present new contract language to general membership and answer questions from general membership at two locations, one within the Hemet Valley schools and one for outlying schools (located near Hamilton, Idyllwild or Cottonwood schools) or by virtual means at the Executive Board's discretion.
4. **Voting opportunities.** The Executive Board shall allow at least three (3) days for contract voting, one opportunity after each Contract Forum, and a third day for voting at the HTA Office itself.
5. **Results.** Vote counting for contract items will be done by the Executive Board after completion of the third day of balloting, and results disseminated through electronic mail and/or social media within one business day of vote tabulation. Vote counting for non- contract items shall be overseen by the Executive Board immediately after the close of the voting window and shall be disseminated by electronic mail and/or social media within one day of vote tabulation. The Elections committee chair will assist the Executive Board to ensure that all voting complies with the best practices for voting and elections as outlined in the CTA Elections Manual.

Board Approved December 2015

Updated February 2021

Rule 005: Contract Ratification in a Bargaining Crisis Policy

1. The HTA Executive Officers recommend to the membership the following contract ratification procedure in a bargaining crisis as a standing rule to the

bylaws:

- a. The membership shall authorize the Executive Officers to establish the voting timeline and procedures should a tentative agreement be reached in Fact Finding or during the course of a resolution to a strike.
- b. All unit members represented by HTA will be eligible to cast a ballot.
- c. The decision to ratify or reject the tentative agreement shall be determined by the majority of ballots cast by eligible members.

2. The HTA Executive Officers recommend to the membership the following strike authorization procedure as a standing rule to the bylaws:

- a. The membership authorizes the Executive Officers to call for a strike vote of the general membership.
- b. The authorization will allow the HTA Executive Officers to conduct a strike vote of the membership if a fair settlement is not reached with the district.
- c. The membership shall receive notification when the strike vote is to be conducted.
- d. After votes are cast, the HTA Executive Officers will determine if there is a mandate to strike.

Board Approved 2014

Rule 006: Committee Policies

Grievance Committee

The Grievance Committee shall consist of a Grievance Chair and at least three (3) members (representing elementary, middle, and secondary levels when possible). Every member will be represented by their local site representative upon request.

1. The duties of the Site Representatives shall be:
 - a. To advise members in grievance processing at level I.
 - b. To provide grievance forms and resources.
 - c. To act as teacher advocates and take an active role in managing member grievances.
 - d. To forward summary information of level I records to the Grievance Committee.

2. The duties of the Grievance Committee shall be:
 - a. To advise and represent members in the grievance process.
 - b. To assist members with work problems not directly related to the grievance process.
 - c. To attend at least monthly meetings to review grievances and provide an open forum for members to present possible grievance issues to the

Committee.

- d. To keep the Executive Board and Representative Council informed regarding grievance matters and recommendations.
- e. To evaluate the Association's grievance policies and procedures.
- f. To keep records of all grievance matters.
- g. To attend CTA workshops annually and provide HTA members with trainings and grievance related information regarding the grievance process.

The chairperson shall be paid a stipend based on the approved budget in the given year.

Budget Committee

The chair of this committee shall be the elected HTA Treasurer. The budget committee shall hold hearings each winter for any HTA member to give input on budget goals and allotments. They shall present to the Representative Council each Spring a proposed budget for advice and consent. They shall submit reports at least each fiscal quarter to HTA.

Catastrophic Leave Committee

As specified in our Collective Bargaining agreement. For confidentiality this will consist of the HTA President and one of the Vice-Presidents. In the event of a tie, the other non- member Vice-President will break ties.

This committee will receive and coordinate Catastrophic Leave requests with Hemet Unified School District. In the event a request for leave falls short at the site level, HTA will utilize its membership rolls to solicit donations.

Elections Committee

The elections committee shall conduct all elections as specified and directed by the CTA Elections manual, under the direction of the HTA By-Laws. The chairperson shall be paid a stipend based on the approved budget in the given year. The chair is also responsible for distribution of election materials (ie. ballot boxes, voter rolls, and envelopes), notification of candidates, and processing election challenges

Insurance Committee

Will serve HTA as specified in Article 8 of the Collective Bargaining Agreement. The chairperson and committee members shall be remunerated an annual stipend based on the approved budget in the given year. They shall report quarterly to HTA.

Bylaws Committee

A temporary ad hoc committee created by special dispensation of the Representative Council to expire in June 2016.

Negotiations Committee

The negotiations committee shall meet regularly to fulfill the requirements specified by state law for bargaining. They shall conduct surveys of membership to determine bargaining needs and priorities. They shall report monthly during periods of active negotiations, as needed when negotiations are inactive.

The chairperson and five additional members shall be remunerated an annual stipend based on the approved budget in the given year.

Organizing/Crisis Committee

The organizing committee shall act to improve communications and build labor capacity to support the unit and bargaining goals. The organizing team will meet at least quarterly to implement organizing goals.

PAC Committee

The Political Action Committee shall serve to educate voters on school issues, as well as recruit and campaign for local candidates. They shall report to HTA biannually during non- election years, and at least quarterly during election years.

The PAC Treasurer shall be responsible for all filing statements, and fiduciary responsibilities associated with this position.

The chairperson and Treasurer shall be remunerated an annual stipend based on the approved budget in the given year.

PAR Committee

As specified in Article 17 of the Collective Bargaining Agreement, a joint committee made up of HTA members and Hemet Unified administrators. Each member will be appointed to serve a term of four (4) years.

Policy Committee

The policy committee shall consist of a total of five (5) members of the Association and be chaired by a member of the executive board without additional stipend. The purpose of the committee is to hold monthly meetings open to all members in order to gather input on the creation of Association policies. The committee shall engage the membership by providing suggested topics for consideration, an agenda for each meeting, by taking part in objective discussion, and by other means as deemed appropriate by the committee. The committee shall make recommendations for policy guide changes or additions to the representative council, based solely on the input obtained from members during committee meetings.

Special Ed Committee

The Special Education committee will act as special liaisons in communicating special education issues to the HTA body. They will act to communicate state law to members, potential grievance issues to grievance committee, and create a forum for special education issues to be discussed and communicated to the negotiations committee. The chairperson shall be paid a stipend based on the approved budget in the given year.

Retirement Committee

The retirement committee will consider all matters that may be presented relative to the welfare of the teachers, to the teaching profession, and to the improvement of education. The retirement committee will serve:

1. To be an information collecting arm for the Executive Board
2. To actively encourage members of HTA to plan wisely and in a timely manner when considering retirement.
3. To inform all members of the Association as the status of existing and recent changes in our District Benefits Package pertaining to the Member's retirement options when planning for future retirement from Hemet Unified School District.
4. To monitor possible changes in Cal-STRS policy and procedures that may affect member's retirement planning and partner with our CTA Reps to provide Retirement Information sessions with CTA and Cal-STRS.
5. To inform and advise Negotiation Committee, as to the status of HTA in comparison to other Teacher Associations in Riverside County, so as to bring about positive change within our Contract as to improve our member's Retirement Benefit Package.

LCAP Committee

LCAP Committee Meet with the district committee to provide suggestions of items to include or remove from the LCAP, based on a review of the current year document. Committee members shall analyze current programs included within the LCAP and make recommendations to the committee according to that analysis.

Board Approved (Grievance) 2014

Board Approved (Budget, Catastrophic Leave, Elections, Insurance, Bylaws, Negotiations, Organizing/Crisis, PAC, Special Ed.) February, 2016

Updated March, 2016

Board Approved (Retirement) April 2016

Board Approved (updated Insurance) May

2017 Board Approved (Negotiations) Feb

2018 Board Approved (LCAP) Oct 2018

Board Approved (Policy) August 2019

Board Approved (Stipends for committees) April 2021

Rule 007: Authorization of Delegates to Conventions and Special Meetings

1. Representation Authority. No person shall have authority to attend conventions or other professional meetings as an official delegate or representative of the Association unless such representation has been approved by the Executive Board and Representative Council.
2. Reimbursement of Expenses. The Executive Board and Representative Council shall determine the extent to which any such delegate or representative shall receive reimbursement of expenses from the Association.
3. An election for NEA Local Delegates(s) may be waived and the candidate(s) declared elected if, following a period of open nominations, the number of candidates is equal to or less than the number of delegate positions to be filled. This election practice will not generate successor delegates unless the nomination process requires candidates for both regular and successor delegate positions.

Board Approved December 2015

Updated Board Approval February 2017

Rule 008: Memorandum of Understanding process (MOU)

Applications for a site MOU shall originate from the Association members at the site and shall not come from administration. Any MOU originating from any other source shall be addressed apart from this Standing Rule process. Bargaining unit members who are not members of the Association shall be permitted to provide input on the merits of the proposed MOU but shall not be considered in the voting process.

Any HTA member working full time at a Hemet Unified School District (HUSD) site may apply to the Hemet Teachers Association (HTA) for a Memorandum of Understanding (MOU) to the existing Collective Bargaining Agreement (CBA). The requested MOU shall address specific provisions of the CBA to be changed and explicitly state the exact nature of the changes. (Any MOU that changes minutes must specifically address planning/passing time minutes and duties of members during times waived.)

The Site MOU process shall follow this sequence of steps:

1. Create an MOU to address the needs of the site.
2. Discuss/consult with admin to gain their support.
3. HTA Site Reps shall schedule a meeting date to discuss the application and the proposed changes with all site bargaining unit members. Site reps shall inform the HTA Executive Board so that they or their representative shall

attend such a meeting. Due to privacy considerations, administrators shall not be present during this scheduled meeting. This meeting shall occur on or before April 6th in order to observe all timelines

4. Final wording of the MOU shall be given to the Executive Board by the end of this meeting.
5. Site reps shall create a list of eligible Association members at their site and submit to the HTA office for verification. Once verified, this list shall constitute the list of eligible voters at the site.
6. At least three (3) weeks after the meeting date, voting may begin. The voting window shall be at least three (3) calendar days in length. The vote shall be conducted by electronic means.
7. To be considered for adoption, there shall be at least seventy-five percent (75%) of the eligible voters at the site who have voted in favor of the MOU. The failure of any eligible voter to cast a vote shall be treated as a “no” vote.
8. The Executive Board shall verify the voting results, give a final consideration to the MOU, and share that decision and the voting results with the Bargaining Unit members at the site.
9. Site reps or a member of the Executive Board shall present the MOU to admin for signatures.

All waivers shall be for one (1) school year.

This process shall be completed in its entirety on or before April 30th of any school year to be in effect for the following school year. In the event this deadline is not met and members at a site still desire an MOU, the HTA Executive Board may pursue such options with the district. In no event shall any site MOU be agreed to without the support of at least seventy-five percent (75%) of the members at the site in question, as determined by electronic ballot by the process described above.

Any site MOU request is subject to approval of both the HTA Executive Board and HUSD before taking effect.

Moved from Bylaws Board Approved April 2016
Updated and Board Approved January, 2017
Updated March 2019
Updated May 2022

Rule 009: Executive Spending Limits

Routine day-to-day expenditures (e.g. bills, rent, payroll) to maintain HTA business will be authorized monthly when financial report is presented at Representative Council. Unexpected one-time expenditures (i.g. repairs on equipment, broken windows) will be authorized up to \$1500 without direct prior approval of Representative

Council. Crisis expenditures above the \$1500 threshold will require a majority vote by Representative Council members to authorize expenditure. A special meeting will be held during the school year if special time lines are needed to minimize costs if expenditure is time limited. If crisis occurs during the summer, representatives need to be contacted – via phone to inform members of the crisis and the need for an electronic vote to be conducted. Voting will be conducted via email through a system devised by the 2nd Vice President who will collect votes and tabulate vote count. A quorum of 51% of the Representative Council membership must participate in the vote organized by the 2nd Vice President. Voting window will close 48 hours after Representative notification has been sent out. Representatives will be provided an email copy of the results of the vote. Failure to receive a majority vote in favor of the expenditure will result in the issue failing. A quorum is defined as anyone who responds to the e-mail as a yes, no, or present vote.

Moved from Bylaws and Board Approved April, 2016

Rule 010: Internal Controls

Internal controls are to act as safeguards over financial information and provide a checks and balances system for the Executive board and employees of HTA.

1. All checks, deposit slips, account numbers, deposit stamps, and any other bank account information will be kept locked. Executive board members have the key to unlock those items and should be in visual contact of said items at all times while unlocked.
2. All checks require two signatures by bank approved signers, said signers must sign in the presence of each other.
3. All Bank Statements and Credit Card Statements are opened (physically or electronically) and the paper copy is initialed in the presence of at least two Executive board members.
4. All extra keys are to be kept locked up, executive board members will have a key to unlock those items.

Board Approved April 2016

Updated March 2021

Rule 011: Union Code of Conduct

I will not criticize any union colleague except to the individual directly.

If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.

I will not participate in any conversations with management that criticizes, or

negatively speculates about any union colleague.

I will settle my differences with colleagues within my union.

I will engage in debate, offer others every opportunity to debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.

Board Approved May 2017

Rule 012: Conference Attendance Procedure

1. Members seeking HTA to reimburse them for conference attendance shall provide a written request to the executive board prior to registering for the conference, to include the following:
 - The member's name, assignment, school site all relevant details including, but not limited to:
 - Location
 - Cost (Conference Fee)
 - Name of organization hosting the conference
 - Hotel information (including cost of double-occupancy room) at the conference site or in close proximity to the conference event
2. The member agrees to **present** those details of the conference that the member deemed most valuable to other members at the site. This could be a part of the collaboration process at a site or across sites.
3. HTA shall reimburse up to 100% of the difference between the conference registration fee and grant amount (if a grant has been awarded) and other expenses as per Standing Rule 001, once approval to attend and receive reimbursement has been formally granted by the executive board.
4. Attendance to a conference must be in alignment with HTA's organizational priorities and/or budget goals. The organizational priorities are: meaningful participation in the LCAP Process, Communication, and Membership Engagement. The budget goals are: to promote organizational leadership and the training of members.
5. Priority approval to attend the CTA Good Teaching shall be given to 2-person teams from the same site or grade level that have not attended that conference previously and who are willing to share a hotel room.
6. The Executive Board and Committee chairs are encouraged to attend an annual leadership conference, subject to this policy and Standing Rule 001.
7. Site Reps are encouraged to attend conferences that reflect HTA's organizational priorities and budget goals. Every attempt should be made to include a member

from the rep's site who is not also a rep.

8. For the purpose of this policy, the NEA RA shall not be considered a conference due to the special attendance process and separate budgetary resources involved.

9. In an effort to observe budgetary guidelines set forth by the budget committee, the executive board shall make every attempt to allocate the budget for conference reimbursement equally over both halves of the school year.

Board approved November 2017

Updated April 2018

Updated April 2019

Updated September 2021

Rule 013: Staggered Terms

For the benefit of staggering Executive Board terms, the office of First Vice-President and Treasurer will be for a term of one (1) year for the Spring 2019 elections **only**. Beginning with the 2020 election, First Vice-President and Treasurer will resume two (2) year terms and will continue to be elected on any even numbered calendar year.

Board approved February 2019

Rule 014: Action During States of Emergency

In the event that a government entity declares a state of emergency that limits or eliminates opportunities for our members to meet, the Executive Board is empowered to take action they deem appropriate to ensure that the Association is able to conduct business and fulfill its responsibilities.

Board approved April 2020

Rule 015: BIPOC Representation

Active members who identify as black, indigenous, or a person of color (BIPOC) shall have access to the nearest person of color representative in cases where racial discrimination on the part of the district is suspected.

Board approved May 2021

Rule 016: Holding Title to Real Property

The Association is authorized to hold title to real property. The President has the authority to bind the association in real estate transactions **only** with the majority vote of Rep Council.

Board approved December 2022

APPENDIX A



KEY HOLDER POLICY

I HEARBY UNDERSTAND AND AGREE THAT:

- All keys issued to me by the Hemet Teachers Association remain the property of the Hemet Teachers Association and are to be returned at the end of the elected term as an Association Officer, or the termination of Employment Contract with the Association.
- I will ensure the keys are either in my possession or appropriately secured at all times.
- I will not loan, duplicate, or use the keys issued to me in any unauthorized manner.

SIGNED: _____ DATE: _____

HEMET TEACHERS ASSOCIATION KEYS

ISSUED TO: _____ DATE: _____

Front Door _____ Mailbox _____ Alarm Password _____ Alarm Code _____

File Drawer _____ Check Drawer _____

ISSUED BY: _____ DATE: _____

RETURNED TO: _____ DATE: _____

APPENDIX B



Credit Card Policy

The President and Second Vice President will be issued a HTA credit card in their names. The credit card will be used for HTA related business only. All receipts will be turned into the HTA following all purchases made by the President or the Second Vice President for HTA business. All credit card purchases will require the purchaser to complete a First Bankcard Requisition form and should be submitted with the appropriate paperwork within thirty (30) days of purchase.

All purchases are limited to \$500 unless prior approval is obtained by the Executive Board and/or Representative Council.

I have read and agreed to the above terms and conditions.

Print

Signature

Date