

September 23, 2025

Proposal #1

Existing:

Constitution ARTICLE V, ELECTIONS Section 12, (a) Number 10.

10. All elections will be held with paper ballots, regardless of the number of candidates. Ballots and signed membership list shall be kept on file at the school for a minimum of two years.

Proposed:

10. All elections will be held with paper ballots, regardless of the number of candidates. **Shop teachers can only vote for a candidate running for the shop rep position, academic teachers can only vote for a candidate running for the academic rep position.** Ballots and signed membership list shall be kept on file at the school for a minimum of two years.

Rationale:

The new language better reflects the democratic process of these two groups being able to select their choice to represent them.

Proposal #2

Existing:

Constitution ARTICLE V, ELECTIONS Section 12

Each technical high school shall elect two union representatives: one representative shall be chosen from the shop instruction area and one from the academic area. If there is no one available from the shop area or the academic area, the Union Representative may come from the same area. Each satellite school will elect one union representative.

Proposed:

Each technical high school shall elect two union representatives: one representative shall be chosen from the shop instruction area and one from the academic area. If there is no one available from the shop area or the academic area, the Union Representative may come from the same area. **Schools with less than twenty (20) bargaining unit members will no longer have Representative elections and will be represented by the Executive Union Representative once the sitting Representatives either retire, transfer, or no longer wants to hold the position. Members in schools with less than twenty (20) bargaining unit members can be represented by the Executive Union Representative at their choosing.**

Rationale:

This language aligns us with industry norms. With the ever-rising costs of doing business and wanting to keep the line on costs, it allows us to save money and still deliver proper membership service.

September 23, 2025

Proposal #3

Proposed:

ARTICLE IV – OFFICERS Section Two

STANDING COMMITTEES SHALL BE:

J. ~~Minority Teacher Committee~~ **Outreach and Retention Committee**

ARTICLE VI - EXECUTIVE COMMITTEE Section One

The Executive Committee shall be the elected officers and the chairperson of the ~~Minority Teacher~~ **Outreach and Retention** Committee, as a non-voting member.

ARTICLE IV - DUTIES OF COMMITTEE

Section Two

Section (J) The ~~Minority Teacher Committee (MTC)~~ **Outreach and Retention Committee** – Shall work to advocate the viewpoints, concerns, and issues impacting ~~minority~~ teachers **of diverse backgrounds**. In partnership with CTECS, the committee shall support opportunities which increase the recruitment and retention of ~~minority~~ teachers **of diverse backgrounds** within the district. Most importantly, ~~MTC~~ **the Outreach and Retention Committee** will strive to promote a more culturally competent learning community **within CTECS and SVFT**.

Section Three

Special Committees shall be:

- (A)Crisis
- (B) Nominations & Elections necessary by the organization
- (C) ~~Minority Teacher Recruitment and Retention~~
- (D)Opioid Crisis
- (E) DACA Support for Students
- (F) Any other as deemed

Rationale:

The term “minority” is outdated and does not reflect the members or the purpose of the committee.