

Association of Latino Administrators and Superintendents

ALAS de NUEVO MEXICO BYLAWS AND COLLECTIVE AGREEMENTS

ARTICLE I – NAME, MISSION AND VISION STATEMENTS

NAME

The name of this organization shall be the Association of Latino Administrators and Superintendents de Nuevo México (ALAS de NM).

MISSION

The mission of ALAS de Nuevo México is to advocate for public education by inspiring and cultivating the development and promotion of Hispano/Latino educational leaders for the benefit of all students.

VISION

Together...capturing the leadership potential.

ARTICLE II – PURPOSE

The purpose of ALAS de Nuevo México is to:

1. Establish networks that support educational advancement for all students
2. Advocate for the improvement of the educational process
3. Develop pathways for leadership opportunities and
4. Provide mentorship and support.

ARTICLE III – GOALS

The goals of ALAS de Nuevo México are to:

1. Promote Latino educators into leadership positions by:
 - Providing professional development for career advancement
 - Serving as a clearinghouse for administrative vacancies
 - Mentoring and supporting aspiring administrators
 - Creating networking opportunities to share resources and expertise.
2. Ensure educational equity for all students especially those of Latino heritage by:
 - Increasing research-based educational programs geared to meet the unique needs of Latino students
 - Serving as role models, mentors and advocates of the Latino community
 - Providing resources and information for leaders regarding community support and advocacy programs for families.
3. Advocate on issues at the federal, state, and local level that support equitable educational policies impacting Latino students by:
 - Prioritizing resources to impact policies and programs focusing on traditionally underserved students
 - Providing advocacy for representation on boards and committees on the

- regional, state, and federal levels and on educational agencies
 - Using scientifically based research to inform and educate federal, state and local entities through discussion, reflection, and formulation of position statements and recommendations from the association.
4. Provide opportunities to build the capacity of the organization and its members by:
 - Providing a forum where various areas of expertise are shared
 - Promoting a professional learning community culture within the organization
 - Sponsoring and organizing statewide events and conferences in conjunction with conferences of our affiliates
 - Providing networking opportunities with statewide organizations and all school districts.
 5. Develop strategic partnerships with various organizations throughout the state and at the national level that acknowledge and support the academic achievement of Latino youth.

ARTICLE IV – MEMBERSHIP

Membership in ALAS de NM shall be classified as Active, Student, Honorary or Retired:

- **Active membership** shall be extended to administrators and aspiring administrators in education.
- **Student membership** shall be extended to individuals pursuing a degree in education administration or related fields.
- **Retired membership** shall be extended to retired education administrators.
- **Honorary membership** shall be extended to individuals in recognition of their interest and service in promoting the goals of ALAS de NM. Honorary membership shall include all rights and privileges of ALAS de NM membership except the right to vote and hold office.
- **Institutional membership** shall be extended to any school, district or agency in New Mexico that recognizes, shares and promotes the goals of ALAS de NM.

ARTICLE V – MEMBERSHIP DUES

The annual membership dues shall be fixed by action of ALAS de NM Board of Directors by July 1 of each year, shall be due by August 15 of each year, and shall cover the period from September 1 to August 31 of the following year.

Annual membership is established upon payment of ALAS de NM dues.

Dues beginning with the 2013/14 school year are as follows:

- Active Member: \$50.00
- Student Member: \$25.00
- Retired/Honorary Member: None
- Institutional member: \$400.00

ARTICLE VI – OFFICERS & DUTIES

OFFICERS

The officers of ALAS de NM shall be a President, Vice President, Treasurer, Secretary and Historian/Publicist. Interim officers will be elected in October 2012. It will be the responsibility of the interim board to set the election date, time and process for the first elected board. The provision for an Executive Director should be considered at a future date.

DUTIES

President: The president shall preside over all meetings of ALAS de NM and may sign all letters, reports and other communications to the ALAS de NM membership and on its behalf. It shall also be the president's responsibility, in conjunction with the other officers, to compile and set the agenda for all ALAS de NM meetings. The president shall perform all duties incidental to the office of the president and such other duties as may be prescribed by the membership. The president or the president's designee will serve as the official ALAS de NM spokesperson.

Vice President: The vice president shall serve as president-elect and preside in the absence of the president and perform all duties as assigned by the president oversight of fundraising activities. In this capacity, the vice president shall represent ALAS de NM as the office dictates.

Treasurer: The treasurer shall be responsible for maintaining all financial records of ALAS de NM along with the filing of all necessary documentation with governmental entities for the official operation of ALAS de NM. The treasurer also shall be responsible for collecting membership fees.

Secretary: The secretary shall keep the minutes of all regular and special ALAS de NM meetings. The secretary shall promptly post the minutes of such meetings on the ALAS de NM website once approved by the Board of Directors and see that all notices of meetings and other ALAS de NM events are duly given in accordance with the provisions of the bylaws. The secretary shall maintain the register of membership inclusive of names, addresses, phone numbers and email addresses. The secretary shall perform other duties as assigned. In the absence of the secretary, the president will appoint a member to take minutes.

Historian/Publicist: The historian/publicist shall maintain the history as well as the archives of ALAS de NM. As publicist, this officer also shall have oversight of the ALAS de NM website and communicate with the membership, public and media using a variety of tools including email and social media.

Members At-Large: The members at-large represent the general membership on issues of concern. They shall be elected by the general membership and not represent the same school district.

ARTICLE VII – BOARD MEMBERSHIP

The ALAS de NM Board of Directors shall consist of seven voting members: The five

officers and two members at large.

Responsibilities of the board include:

- Setting annual general membership meetings
- Meeting a minimum of four times a year or as often as deemed necessary
- Filling vacancies in offices
- Determining the amount of annual dues
- Directing the manner of approval and payment of bills
- Directing annual audits of financial accounts
- Establishing such commissions and committees as are necessary to carry out the work of ALAS de NM
- Advising the president concerning committee appointments
- Exercising all powers and prerogatives of ALAS de NM.

ARTICLE VIII – ELECTION OF ALAS de NM BOARD

ALAS de NM will strive to provide diverse racial, ethnic, gender and geographic representation on its Board of Directors.

Terms of Office:

- The president shall serve a two-year term
- The vice president shall serve a two-year term as vice president/president-elect and a two-year term as president
- The treasurer, secretary and historian/publicist shall serve one-year terms
- The two at-large members shall serve three-year terms.

Terms shall be staggered so that a balance of new and experienced members is maintained.

Nominations: Members of the ALAS de NM Board of Directors will nominate potential new board members. Nominations may be submitted by current ALAS de NM members by correspondence including email. Nominations need to include the nominee's name, job title or affiliation, email address and phone number. Nominees shall be contacted to determine if they are interested in being included on the ballot.

Eligibility: Any active member of ALAS de NM is eligible to hold the position of officer of ALAS de NM when elected or appointed in the manner prescribed in these operating procedures. Honorary members are not eligible to hold the position of officer.

Elections: The election of officers of ALAS de NM shall be as determined by the interim board.

Assumption of Office: Those newly elected shall assume office as determined by the interim board.

Vacancies: The ALAS de NM Board is empowered to fill any vacancies that may occur except as provided above for the remainder of the vacated term.

ARTICLE IX – OFFICIAL POSITIONS STATEMENTS

The following protocol is established to govern the release of official statements of ALAS de NM:

- A recommended position on an issue for distribution to a governmental agency or the press will be brought to the ALAS de NM Board for consideration.
- The ALAS de NM Board will meet to discuss the issue. The Board will solicit information and research from the affected stakeholders to determine if the position reflects the mission and vision of ALAS de NM.
- Discussion will be held on the merits of taking a particular position and the impacts of such on the membership.
- A majority vote of the Board will be required for the position statement to be adopted.

ARTICLE X – PROCESSES

ALAS de NM will utilize and disseminate data related to changing demographics and their implications for schools in New Mexico:

- For advocacy and program development
- To examine statistically disaggregated data related to minority and linguistically diverse students i.e. ethnicity, socioeconomic status, test scores, dropout rates, higher education enrollment, and graduation rate
- To aggressively pursue the recruitment and retention of Latino educators proportionate to the Latino student population in New Mexico
- To explain and educate the implications of the data on our students.

ARTICLE XI – PARLIAMENTARY AUTHORITY

Group agreements and appropriate decision-making models shall be the parliamentary authority of ALAS de NM subject to the bylaws and special rules, which have been, or may be adopted. The interim board will determine parliamentary procedures and amend the By-Laws as such.

ARTICLE XII – AMENDMENTS

Proposals for amending these bylaws must be submitted in writing to the ALAS de NM Board. Such proposals shall be sponsored by at least three active members. Proposals that are in order shall become effective when ratified by two-thirds of the members of the ALAS de NM.