



DESERT SANDS TEACHERS ASSOCIATION

STANDING RULES

I. FISCAL YEAR

- A. The fiscal year of the Association shall begin on September 1 and end on August 31.

II. MEMBERSHIP YEAR - CHAPTER DUES CALCULATION

- A. The membership year shall begin on August 15 and end on August 14.
- B. Annual chapter dues shall be indexed to CTA dues in order to maintain eligibility for CTA Arbitration Reimbursement Funds
 - 1. \$5.00 per member of local dues money will be annually transferred to the PAC, not to exceed \$24,000 in local transfers. Should a member object in writing to the Treasurer, their portion of dues money designated for this transfer shall remain in the General Fund.
 - 2. \$11.00 per member of local dues money will be annually transferred to the Scholarship Fund.
 - 3. \$5.00 per member of local dues money will be annually transferred to the Arbitration Fund.

III. TRAVEL, CONFERENCES AND TRAINING

- A. Any exception or variations from the rules covering travel expenses shall be allowed only with approval of the Executive Board. All expenses must receive prior approval by the Executive Board, according to the following guidelines:
- B. Travel Reimbursement:
 - 1. All requests for reimbursement must be submitted to the Association Treasurer or designee with original receipts for hotels, meals, and other costs. If receipts are missing, the member will complete a Report of Missing Receipt (Appendix A) and submit it to the Executive Board who will conduct a vote of whether or not to allow the reimbursement.
 - 2. Air Travel: Actual most economical fare with backup copy of ticket or itinerary, and payment statement as receipt required for reimbursement.
 - 3. Train, bus or transportation service: Actual fare with receipt required for reimbursement.
 - 4. Automobile: Current rate per the IRS ([irs.gov](https://www.irs.gov)) guideline with the point of origin being the DSTA office (79440 Corporate Centre Drive, #116, La Quinta CA)

92253), traveled highway route, not to exceed cost of coach fare is required for reimbursement.

- a) Car-pooling may be required for reimbursement. In the case in which one person is driving alone to an event, the member must receive prior approval of the Executive Board or President for reimbursement.
 - b) The President's travel does not require carpooling.
5. Rental Cars: Submit actual receipts. Economy class car rentals are required, if available. Car rental requires Executive Board approval in advance for reimbursement.
6. Mileage Reimbursement
 - a) Executive Board members, site representatives, committee chairs and active members may be reimbursed for mileage for official business, excluding monthly site representative and Executive Board meetings, with submission of complete and detailed mileage logs within (15) calendar days from which the mileage expenses were incurred.
 - b) Mileage logs must be submitted with actual miles driven using the most direct routes, with the point of origin being the DSTA office (79440 Corporate Centre Drive, #116, La Quinta CA 92253), documented to the tenth of a mile and not rounded up.
7. Airport shuttle: Cost of shuttles to and from the meeting site are reimbursed. Taxi or transportation service fares reimbursed only when shuttles are unavailable with statements and/or receipts.
8. Parking: Actual cost of airport or hotel parking fees are reimbursed with statements and/or receipts.
9. Lodging: Hotel costs will be reimbursed with statements and/or receipts.. No charges for hotel accommodations shall be allowed for travel within a radius of seventy-five (75) miles of the Association office. Hotel internet may be reimbursed with approval of the Executive Board or the President.
10. Personal charges such as telephone charges, valet (except where valet parking is the only option), snacks, and spouse/partner and family expenses are not reimbursed.
11. Meals will reimbursed at the actual amount paid, including tax, and tips up to 20%, subject to the following guidelines:
 - a) The actual daily allocation for meals shall be one hundred dollars (\$100.00), up to sixty-five dollars (\$65) per single meal.
 - b) No reimbursement shall be provided for meals that are included as part of the conference/workshop/meeting package.
 - c) Extra meal expenditures due to elective travel are not reimbursable.
 - d) Other expenses not reimbursed include: parties and gifts, gift cards, traffic fines, first class airfare, additional luggage overage expenses, travel insurance, inflight movies, internet, refreshments, airline club dues, hotel room movies and snacks, laundry, phone calls and alcohol unless consumed as part of business meals.
12. No member of the Executive Board, including the President, shall promise groups or individuals expense reimbursements without approval by the Executive Board.

C. Conferences, NEA Representative Assembly, and other Training:

1. The Executive Board will identify and prioritize available conferences on the DSTA scheduling calendar with application deadlines, and determine the maximum number of attendees within the budget to be expended for priority

trainings.

2. Unless the attendee is in DSTA Leadership (Executive Board, Representative Council, Bargaining Team Member or an active Team Lead/ Committee Chair), all attendees shall be asked to write or present a report with highlights and information to the association for the benefit of other members. This requirement shall be communicated to the attendees prior to the conference. Report expectations will be given to attendees by a Representative of the Executive Board at the start of the conference. Attendee reports should be submitted to the Executive Board no more than thirty (30) school days after the completion of the conference. Failure to submit these reports may affect future conference registrations.

- a) Attendees will have the first CTA conference that they attend as members of DSTA exempted from the above reporting requirements

3. Any exceptions or variations from the above rules governing travel and other expenses shall be allowed only by the authorization of the Executive Board.

D. Selection:

1. Members requesting to attend conferences or similar activities must submit a Prior Conference Authorization Form to the Executive Board. Information and Prior Conference Authorization Forms may be available on the Association website, at the DSTA office, or through site representatives.
2. The President will present all requests to the Executive Board for approval.
3. Any member attending conferences or training without prior approval is responsible for their own expenses.
4. Prioritized selection criteria for approving requests/Prior Conference Authorization Forms:
 - a) Active membership
 - b) Timeliness of application
 - c) Members appointed on an annual basis
 - d) Representation from grade level, subject matter taught, and/or special interest
 - e) Lesser experienced DSTA members

E. Expense Advances:

1. In the case of unusually high expenses, a member may receive an advance payment. Members will submit expense forms and receipts upon return.
2. In the event an advance was made to a unit member attending a conference/workshop, and no receipts are submitted within the timeline allowed, the unit member will be required to reimburse the Association for the amount advanced. Such reimbursement shall be made within sixty (60) calendar days. If said reimbursement is not made, the unit member will receive a 1099 Misc. Income Form for the advanced amount.

F. Conference Budgets:

1. The Association budget for conferences and similar activities will be developed around the number of participants authorized to attend the various CTA, NEA and service center conferences. The Executive Board may increase the number attending if revenue sources are identified and transferred. DSTA delegates attending the NEA/RA will receive reimbursement of actual expenses up to the same amount as state CTA delegates receive.

IV. NON TRAVEL RELATED EXPENSES AND REIMBURSEMENT

- A. Only expenses approved by the Executive Board are eligible for reimbursement.

- B. Reimbursement of expenses will only be made upon submission of receipts for expenses accompanied by proper and complete expense forms.
- C. Non-travel requests for reimbursement must be submitted within thirty (30) calendar days of the end of the event in which they were incurred, with the exception of summer requests, which are required within sixty (60) calendar days. The Treasurer must receive receipts by the fifteenth day of each month with documentation.
- D. No member of the Executive Board shall contract or hire or terminate any employee to work for the Association without prior consent and approval of the Executive Board.
- E. Primary signatories on payments out of any account containing DSTA funds shall be the President and Treasurer. In the absence of either of these, the Vice President or Recording Secretary may be signatories. No Association member shall sign any check drawing on DSTA funds on which they are the payee.

V. OFFICIAL PUBLICATIONS AND COMMUNICATION

- A. Any publications including social media representing official DSTA communication must be approved by the Executive Board and/or the President prior to distribution or release.
- B. The President, as the chief spokesperson for the Association, may publish their own informational newsletter or communicate for bulletins and information.

VI. AUDITS

- A. The accounts and other financial records of the Association shall be reviewed annually by an independent outside agency as selected by the Executive Board. This report of the annual audit shall then be presented by the Association Treasurer to the Representative Council for review.

VII. GRIEVANCE PROCESSING

- A. When a member believes management has violated their contractual rights, that member may rightfully initiate a personal grievance against the District.
- B. When filing a grievance, the Association shall:
 - 1. Follow the grievance process established in Article 9 of the DSTA-DSUSD Collective Bargaining Agreement
 - 2. Help identify the section(s) of the contract that have been violated.
 - 3. Provide forms and monitor timelines.
 - 4. Carry grievances through the informal level, with site representatives serving as liaisons to the appropriate grade level directors.
- C. Binding Arbitration and Appeals Process:
 - 1. The Executive Board shall determine if a grievance should proceed to Level 4 (binding arbitration) within fifteen (15) days of a request from the grievant.
 - 2. The grievant may make a presentation to the Executive Board regarding the grievance.
 - 3. Following the decision of the Executive Board, the grievant will be notified in writing. If the request for arbitration has been denied, the reasons for such denial will be made available to the grievant. If the grievant is not satisfied with the decision of the Executive Board, the grievant may appeal to the Representative Council.
 - 4. The Grievance Committee chair shall present any relevant information regarding the grievance to the Executive Board and/or Representative Council.
 - 5. The grievant shall be notified in writing of the date, time, and place of the Representative Council meeting to consider an appeal for arbitration.

6. The decision of the Representative Council shall be final. Following the decision of the Representative Council, the grievant will be notified in writing.
 7. The Grievance Committee chair shall be responsible for keeping copies of all paperwork relevant to the Association's contract maintenance efforts. A record of all contract maintenance activities shall be maintained in a file at the DSTA office.
- D. The President shall serve as the Grievance Committee chair during the summer months and receive the associated stipend.

VIII. BARGAINING AND RATIFICATION

- A. The Association will establish a Bargaining Committee to support the efforts of the Bargaining Team.
- B. The Executive Board is distinct and separate from the Bargaining Team.
- C. Selection criteria for participation on the Bargaining Team:
 1. Active membership
 2. Timeliness of application
 3. Representation from grade level, subject matter taught, and/or special interest
 4. Willingness to participate in training
 5. Commitment to participate in all steps of the bargaining cycle
- D. Ratification of Collective Bargaining Agreements:
 1. Ratification of all negotiated agreements shall be by a majority of all active unit members voting.
 2. As soon as practical following the conclusion of negotiations, a copy of the negotiated agreement will be made available to members.
 3. No sooner than three (3) business days from the time the negotiated tentative agreement is made available to the members, general meetings will be announced to explain and discuss the provisions in the agreement. The meetings will be held in Indio, Palm Desert, and La Quinta, on three (3) different dates and times. The meetings may be held virtually as long as they are offered on three different dates and at three different times.
 4. Ratification voting procedures, meetings and timelines shall be determined by the Executive Board prior to the ratification vote, and employ a registry of active members.
 5. Active unit members may vote to ratify the agreement at the conclusion of these meetings, at the DSTA Office, or online, during the ratification period, as established by the Executive Board.
 6. All ballots, voter sign up sheets, and ballot boxes shall be returned to the Election Committee Chairperson within three (3) business days following the last general meeting.
 7. The Elections Chair shall announce the results to the membership and submit the final report to the President.
- E. Ratification of Memoranda of Understanding (MOUs)
 1. Ratification of all Memoranda of Understanding (MOUs) shall be by majority of the Executive Board Members voting.
 2. As soon as practical following the adoption of the MOUs, a copy of the MOUs will be made available to all members.

IX. DSTA SCHOLARSHIP ELIGIBILITY

- A. Graduating high school seniors must have a cumulative grade point average (GPA) of at

least 3.0 on the DSUSD weighted grading calculation.

- B. Currently enrolled college students must have a cumulative GPA of at least a 2.5 on a 4.0-point system to be eligible. Eligibility continues over a period up to four (4) continuous years of study, with an additional year of eligibility for those students pursuing a recognized education credential.
- C. The published deadline with the application procedure is absolute and no waivers may be granted.

X. DSTA OFFICE

- A. The main purpose of the DSTA office is to conduct Association business. This includes, but is not limited to, Executive Board meetings, Committee meetings, Rep Council, Association presentations, etc.
- B. All official records for DSTA are maintained in the DSTA office.
- C. The following Association leaders shall be provided keys to the Association main office: President, Vice President, Recording Secretary, Treasurer, and others as needed on a temporary basis as determined by the President.

XI. DSTA COMMITTEES

- A. A request for active members to serve on committees, with a list of committees and a brief description of duties, shall be made available to all members each year. Members are appointed to committees on an annual basis.
- B. Criteria for selection of committee members shall include:
 - 1. Active membership
 - 2. Desire to give the time necessary to be effective
 - 3. Representation from grade level, subject matter taught, and/or special interest
 - 4. Willingness to attend and participate in training
- C. Committee Chairs:
 - 1. Committee Chair stipends, amounts, and duties are listed in Appendix A of the Standing Rules. Stipends are approved as part of the budget approval process and contingent on submission of timely monthly written reports. If no reports are submitted, stipends may be pro-rated.
 - 2. Committee Chairs may request additional stipends for extended time served, meetings, reports to the Executive Board. Details of all meeting notes, including committee minutes, members present, and actions taken, must be included in the request to show cause for receipt of stipend. Only the Executive Board can authorize amounts and payment of additional stipends.
- D. Committee Reports:
 - 1. Committee chairs, and any member of DSTA holding a CTA/NEA office, shall regularly provide written reports to the Executive Board and Representative Council.
 - 2. Reports must be provided in writing 24 hours in advance and listed on the appropriate meeting agendas.

XII. DSTA REPRESENTATIVE COUNCIL

- A. Representative Council members shall attend regular monthly meetings. To be excused, representatives must contact the Association President within 24 hours of the regularly scheduled Representative Council meeting and make every effort possible to have a designee attend the meeting in their place.
- B. Representatives provide information to their site members following each

- Representative Council meeting.
- C. Representatives who attend at least eighty percent 80% of scheduled monthly meetings will have the DSTA portion of their annual dues reimbursed. New Representative Council members shall be required to attend training.
 - D. Site based elections of Representative Council members shall be conducted annually in the month of May. Results and documentation of site based representative elections are submitted to the DSTA Executive Board.
 - E. Special elections of the Representative Council members shall be held as needed and according to the following guidelines:
 - 1. If the vacancy occurs before the expiration of the current Representative Council member's elected term, a special election shall be held within two (2) weeks of announcement of vacancy or prior to the next regularly scheduled meeting of the Representative Council, whichever comes first.
 - 2. If a vacancy in the position of Representative Council member should exist at the beginning of a school year, a site based special election shall be held no later than the first week following the onset of the vacancy.
 - 3. If no unit member is chosen from the site at which the vacancy exists, the President, with the approval of the Executive Board, shall have authority to appoint an interim representative.
 - 4. An interim faculty representative shall not be an officer of the Executive Board.
 - 5. The service of the interim Representative Council member shall terminate at the time a site based special election is conducted and an active unit member employed at the site is chosen to complete the remainder of the term of service.
 - 6. Should discrepancies about site based elections exist at the site, said special election shall be conducted by the Elections Chair or designee.
 - F. Sites allotted a single Representative may elect Co-Representatives. Co-Representatives shall collaboratively share the duties of a single representative and come to an agreement on the allocation of those duties. For local dues reimbursement, so long as the site is represented at the 80% of the meetings to which those Representatives were elected, a check for one-half of the local dues shall be sent to each of the Co-Reps. Any further changes to the allocation of the reimbursement will be made between the elected Co-Representatives.

XIII. CTA State Council Representatives, Service Center Representatives, and NEA Delegates

- A. CTA State Council Representatives and alternates, San Geronio Service Center Representatives and NEA Representative Assembly delegates shall report to the Representative Council and Executive Board as directed by the Executive Board.
- B. CTA State Council Representatives and alternates shall be elected with open nomination and secret ballot.
- C. The term of office of the CTA State Council Representatives and alternate(s) shall be for three (3) years, or as specified by CTA.
- D. NEA Representative Assembly delegates shall be elected with open nominations and secret ballot, for a one (1) year term. The election may be waived when the number of candidates is equal to or less than the number of delegate positions to be filled in accordance with the CTA Election Manual (Section VI-2.5).

XIV. DSTA OFFICERS AND EXECUTIVE BOARD

- A. Terms: Officers shall be elected for a term of three (3) years, commencing on the first business day following the last regular school day of the year elected, on alternate years with the following breakdown:

1. The first group shall be composed of the President, Vice-President, Ethnic Member Representative and First Elementary School Grade Level Director.
2. The second group shall be composed of the Secretary, Treasurer, Second Elementary School Grade Level Director, Middle School Grade Level Director, and High School Grade Level Director.

B. Vacancies:

1. A vacancy shall exist in the case of death, resignation, recall or inability to serve in any of the offices in the Association.
2. In the event a vacancy exists, a special election of the Association shall be called to elect a successor to fill unexpired terms having at least 16 (sixteen) weeks or four (4) remaining in the school year.
 - a) If less than 16 (sixteen) weeks or four (4) months prior to the end of the school year, an interim replacement will be selected from within the Representative Council by the Representative Council at a regularly scheduled meeting.
 - b) The election of an interim replacement must be included as part of the Representative Council meeting agenda and made available to the council members in advance of the meeting. The election will be conducted with regular ballots unless there is only one uncontested nominee. The nominee receiving a majority of votes from a quorum of Representative Council members in an official meeting will occupy the vacated office for the duration of the term. If the election results in a tie between two or more candidates, a runoff election will immediately take place after the ballot count is verified.

C. Meetings:

1. All elected officers, including each Grade Level Director and Ethnic Member Representative shall attend regularly scheduled Executive Board meetings and Representative Council meetings unless excused by the Association President within 24 hours of said meeting, excluding emergencies.
 - a) Failure to attend at least eighty percent (80%) of required regular Executive Board and Representative Council meetings in a school year, may result in the rescission of their position resulting in an election for a new office to fill that position.
 - b) The Executive Board will determine whether any challenged unexcused absences will result in a proration of the monthly stipend by majority vote.
2. A special meeting of the Executive Board may be held at a time different from that of any regular meeting, and convened only to consider one item of business specified in the call of the meeting, unless an agenda is provided 48 hours in advance. Such a meeting(s) shall be called by the President but can be the result of a request by 50% of the voting members of the Executive Board. Notice shall include the time, place, and exact purpose of the meeting, and must be presented in writing to all members.

D. Duties:

1. In addition to the duties outlined in the Association Bylaws, the President attends meetings of the Board of Education of the Desert Sands Unified School District, or if unable to attend, delegates the Vice President;
2. In addition to the duties outlined in the Association Bylaws, the Vice President acts as the liaison between the Executive Board and all committees; keeps a roster of all committee members, and attends Board of Education meetings in

- the absence of the President.
3. In addition to the duties outlined in the Association Bylaws, the Recording Secretary shall file all minutes of official meetings to the DSTA Office for reproduction and distribution when necessary, and keep an accurate roster of membership of the Association:
 4. The duties of the Grade Level Directors shall include:
 - a) Meeting with constituents and report concerns or recommendations to the Representative Council, Executive Board, or President as appropriate;
 - b) Attending all meetings of the district Curriculum Council for their grade level;
 - c) Calling grade level meetings of the school Representative Council Members as required and nominate teachers to DSTA committees;
 - d) Monitoring grade level issues by surveying teachers and representatives;
 - e) Carrying out other duties as assigned by the President;
 - f) Assisting grade level Representative Council Members and grievants at the “Informal” and “Level I” steps of the grievance procedure, and communicating results to the DSTA Grievance Committee.
 - g) Serve as interim site representative for their assigned grade level and/or site in the event no site member is willing to perform the duties at their site.
 5. In addition to the duties outlined in the Association Bylaws, the Treasurer shall:
 - a) Attend all functions/meetings of the Executive Board and Representative Council;
 - b) Provide a written financial report for each regular meeting of the Representative Council and Executive Board
 - c) Be responsible for submitting membership and financial reports to CTA, NEA or other agencies as required by law;
 - d) Prepare a written financial report in the form of a balance sheet and operating statement signed and certified by the officers of the organization; and further be responsible for providing each member with a copy of this financial report upon request.
 6. The Ethnic Member Representative shall:
 - a) Be a member of the Human Rights Committee;
 - b) Attend all functions/meetings of the Executive Board and Representative Council;
 - c) Report to the Executive Board and Representative Council;
 - d) Attend Issues Conferences and report to the Executive Board and Representative Council;
 - e) Identify issues of importance to minorities and promote solutions; and perform other duties as assigned by the President.
 7. For emergency meetings during crisis situations, the Executive Board shall adopt procedures to communicate with DSTA membership.

XV. DSTA NOMINATIONS AND ELECTIONS

A. Elections Committee:

1. There shall be an Elections Committee charged with ensuring that elections are conducted in a fair and impartial manner.
2. The Elections Committee and Chairperson shall be appointed by the President and approved by the Executive Board to which it is responsible.
3. The Committee shall be composed of three (3) or more non-Executive Board

- members, who are familiar with the unit operation, and are not seeking election.
4. Should a member become a candidate for any elected position within DSTA/CTA/NEA, said member shall abstain from participation in Elections Committee activities during the period in which they or their immediate family is a candidate.
 5. The Elections Committee shall determine and advertise all election timelines. All election timelines will be submitted to the Executive Board for approval.
 6. If, in the event that paper ballots are provided, and there are irregularities or more votes than signatures from any work site, or if votes are turned in after the deadline, all voter materials from that site shall be sealed by the Elections Committee Chair without the votes being counted and held until the time for challenge has elapsed.
 7. Upon receipt of ballots, tally sheets and signature sheets, the Elections Committee shall count the ballots in a secure area with only the Elections Committee members and observers present.
- B. Elections Procedures
1. DSTA elections will follow CTA elections guidance and standing rules.
 2. DSTA elections challenges will follow CTA elections guidance and standing rules.

XVI. PARLIAMENTARIAN

- A. Prior to the first Representative Council meeting of the school year, the Executive Board may confirm the appointment (as recommended by the President) of an active member to serve as Parliamentarian for the school year.
- B. The Parliamentarian would be present at the meeting during the time in which the Elections Committee will count ballots for all elections.
- C. The Parliamentarian would be compensated in accordance with their attendance at meetings as provided to concur with reimbursement for site representatives.

XVII. EXCEPTIONS

- A. Any exceptions to the Association Standing Rules shall be allowed only on the approval by a recorded vote of the Executive Board. Exceptions may not be made to Standing Rules for which “no exceptions” are expressly stated.

XVIII. ASSOCIATION BYLAWS

- A. Notice in writing of Bylaw revisions will be provided by the Governance Committee to the Representative Council following approval by the CTA Board of Directors.
- B. Bylaws shall be submitted to the Secretary and provided to all members of the Representative Council at the meeting preceding the one at which it is to be voted upon. Ratification of Bylaw revisions will be by majority vote of the Representative Council.

XIX. ASSOCIATION STANDING RULES

- A. Standing Rules revisions and amendments are approved by majority vote of the Executive Board.
- B. The Representative Council may, by majority vote, offer amendments to the Standing Rules for approval by the Executive Board.
- C. All revisions and amendments to the Association’s Standing Rules must be in agreement with the Association and CTA Bylaws.

APPENDIX A

Position	Amount	Frequency
Executive Board		
President	\$8,500.00	Yearly
Vice President	\$1500.00	Yearly
Treasurer	\$3600.00	Yearly
Secretary	\$1500.00	Yearly
Elementary Director I	\$1200.00	Yearly
Elementary Director II	\$1200.00	Yearly
Middle School Director	\$1200.00	Yearly
High School Director	\$1200.00	Yearly
Ethnic Member Representative	\$1200.00	Yearly
Committee Chairs		
Awards & Recognition	\$1,000.00	Yearly
Elections	\$100.00	Once per Teller Report
Communications	\$600.00	Yearly
Governance Chair	\$100.00	Yearly
Governance Member	\$75.00	Yearly
Grievance	\$1800.00	Yearly
Human Rights	\$1000.00	Yearly
Health Insurance Chair	\$1000.00	Yearly
Health Insurance Member	\$75.00	Once per Joint committee meeting
Member Engagement	\$1000.00	Yearly
Negotiations/Bargaining Chair	\$1500.00	Yearly
Negotiations/Bargaining Member	\$120.00	Monthly for each "at the table"
PAR Panel		See Appendix D of CBA
PAC Chair	\$1000.00	Yearly
PAC Member	\$750.00	Yearly
Safety Chair	\$1000.00	Yearly
Safety Member	\$750.00	Yearly
San G Service Center	\$100.00	Per meeting
Scholarship Chair	\$150.00	Yearly
Scholarship Member	\$75.00	Yearly
Special Education Chair	\$1000.00	Yearly
State Council	\$100.00	Per meeting
Sunshine Chair	\$300.00	Yearly

