BY-LAWS

THE ORGANIZATION OF SCHOOL ADMINISTRATORS AND SUPERVISORS

Adopted November 14, 2016
BY-LAWS
of the
ORGANIZATION OF SCHOOL ADMINISTRATORS AND SUPERVISORS
(OSAS)

FULL-TIME PRESIDENT

The salary of the Union President is based on the highest OSAS salary paid by the Detroit Public Schools Community District (DPSCD). OSAS will reimburse DPSCD the salary and cost of benefits for its full-time President.

The Union President will have salary and benefits adjusted in the same manner as the membership; i.e., if OSAS members receives a reduction or increase, so does the President.

PART-TIME PRESIDENT

The salary range of a part-time President will be a $25,000 (minimum) to $45,000 (maximum), to be determined by the Executive Board. The part-time Union President will have salary and benefits adjusted in the same manner as the membership; i.e., if OSAS members receive a reduction or increase, so does the President.

DIRECTOR

A Director may be assigned to the Union President. OSAS will pay the Director an hourly wage between $50 and $100 an hour, to be determined by the Executive Board. The Director’s hourly rate will be based on the task at hand.

The Director can be a retired administrator, consultant, or attorney.

APPROVAL OF EXPENDITURES

The President may spend up to $1,500 for union business, without Executive Board approval.

NATIONAL UNION CONFERENCE

The President and Vice-President attending a national union conference or convention shall have all expenses paid by OSAS. He or she will arrange his or her own airfare, accommodations and event registration.
OSAS will reimburse the cost of airfare. All other expenses should be provided one week prior to the conference or convention.

The member must sign an agreement to return all monies advanced by the Union, if he or she does not attend the event.

Other qualifying Executive Board members may be approved by the Executive Board to attend national events. To qualify, in the prior 12 months, the member:

- Must have physically attended a minimum of seven (7) Executive Board meetings and at least one (1) General Membership meeting.
- Must have attended at least two (2) union functions/classes.
- Must be in good standing, with their union dues payments up-to-date.

LABOR CONFERENCES AND MEETINGS

The President and Vice-President may attend approved meetings, classes and conferences, all expenses paid.

MEMBER PARTICIPATION IN UNION FUNCTIONS

An Executive Board member (other than the President or Vice-President) requesting union reimbursement to attend a relevant conference/function, must have approval of the Board or President (if less than $1,500).

The Union will reimburse the cost of:

- Labor classes, conference or webinar registration fees
- Parking fees
- Mileage
- Meals
- Accommodations
- Travel Expenses

SOCIAL MEDIA

All OSAS media accounts belong to Union. When an Executive Board member leaves the Union, all passwords must be surrendered to OSAS.

EXECUTIVE BOARD MEMBER STIPENDS

An Executive Board member in good standing, with their union dues payments up-to-date, shall receive $50 for each monthly Executive Board meeting attended. The
stipend is only paid if the member is not more than 15 minutes late and does not leave the meeting more than 15 minutes before the timed agenda.

An Executive Board member in good standing, with their union dues payments up-to-date, shall receive $25 for each additional meeting called by the President. The stipend is only paid if the member is not more than 15 minutes late and does not leave the meeting more than 15 minutes before the timed agenda.

OSAS By-laws adopted November 14, 2016.