



Oregon Association of Latino(a) Administrators

OALA BY-LAWS AND COLLECTIVE AGREEMENTS

ARTICLE I – NAME, VISION, AND MISSION STATEMENT

The name of this organization shall be the Oregon Association of Latino(a) Administrators (OALA).

MISSION

The mission of the Oregon Association of Latino(a) Administrators (OALA) is to promote Latino(a) educators, both current and aspiring into positions of leadership through mentorship, networking, and professional development. OALA will affect the educational interests of all students in Oregon, particularly those of Latino(a) heritage in order to ensure their educational success.

ARTICLE II – PURPOSE

To increase the number of Latino(a) Administrators and Educators to be proportionate to the number of Latino(a) students in the state of Oregon.

ARTICLE III – GOALS

1. To promote Latino(a) educators into leadership positions.
 - Provide professional development for career advancement
 - Serve as a clearinghouse for administrative vacancies
 - Provide mentoring and support for aspiring administrators

2. To ensure educational equity for all students especially those of Latino(a) heritage.
 - Increase researched based educational programs geared to meet the unique needs of Latino(a) students
 - Serve as role models, mentors and advocates of the Latino(a) community

OALA By-Laws (continued)

3. To advocate at the federal, state, and local level for equitable educational policies impacting Latino(a) students.
 - Prioritize resources to impact policies and programs focusing on traditionally underserved students
 - Provide advocacy for representation on boards and committees on the regional, state, and federal levels and on educational agencies.
 - Use scientifically based research to inform state and local entities through discussion, reflection, and formulation of position statements and recommendations from the association.
4. To disseminate data related to the changing demographics and their implications for schools in Oregon.
 - To examine statistically disaggregated data related to minority and linguistically diverse students i.e. ethnicity, socioeconomic status, test scores, drop out rates, higher education enrollment, and graduation rate.
 - Aggressively pursue the recruitment and retention of Latino(a) educators proportionate to the Latino(a) student population in Oregon.
5. To develop strategic partnerships with organizations throughout the state that acknowledges and supports the accomplishments of Latino(a) youth. Included but not limited to are:
 - Hispanic Chamber of Commerce
 - El Consulado de Mexico
 - Oregon Department of Education Oregon Leadership Network (OLN)
 - Association of Latino(a) Superintendents and Administrators (ALAS)
 - Institutions of Higher Education
 - Oregon School Districts
 - Oregon Association of Bilingual Education (OABE)
 - Oregon School Boards Association (OSBA) State Board of Higher Education
 - Oregon Department of Education, Teacher Standards and Practices Commission (TSPC)
 - Confederation of Oregon School Administrators (COSA)
6. To provide opportunities to build the capacity in the organization and of its members.
 - Provide a forum where various areas of expertise are shared.
 - Promote a professional learning community culture within the organization.
 - Sponsor and organize statewide events and conferences.

ARTICLE IV – MEMBERSHIP

Membership in OALA shall be classified as active student and honorary. Active membership shall be extended to administrators in grades K-16, state education agencies and other aspiring administrators.

OALA By-Laws (continued)

Student membership shall be extended to individuals pursuing an undergraduate degree.

Honorary membership shall be extended to individuals in recognition of their interest and service in promoting the goals of OALA. Honorary members shall include all rights and privileges of OALA members except the right to vote and hold office.

Annual membership is established upon payment of OALA dues:

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

ARTICLE V – MEMBERSHIP DUES

The annual membership dues of the Oregon Association of Latino(a) Administrators shall be fixed by action of OALA Board and shall cover the period from February 1 to January 31 of the following year.

ARTICLE VI – OFFICERS

The officers of OALA shall be a president, vice president, treasurer, secretary, and historian/publicist.

DUTIES:

President: The president shall preside at all meetings of OALA and may sign all letters, reports, and other communications to the OALA membership. It shall also be the president's responsibility, in conjunction with the other officers to compile and set the agenda for all OALA 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 OALA spokesperson.

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

Treasurer: The treasurer will be responsible for maintaining all financial records of OALA along with the filing of all necessary documentation with governmental entities for the official operation of OALA. The Treasurer will maintain fiscal records.

OALA By-Laws (continued)

Secretary: The secretary will keep the minutes of all regular and special OALA meetings. The secretary shall promptly transmit to each member the minutes of such meetings and see that all notices are duly given in accordance with the provisions of the By-Laws. The secretary will 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 shall maintain the history as well as the archives of OALA.

ARTICLE VII – BOARD MEMBERSHIP

The OALA Board shall consist of seven voting members, the five officers, and **two** members at large. OALA will strive to provide diverse geographic representation in the board.

Annual general membership meetings shall be set by the Board.

The Board shall meet a minimum of four times a year or as often as the Board deems necessary.

The Board shall fill vacancies in offices; determine the amount of the annual dues; direct the manner of approval and payment of bills; have the accounts of OALA audited annually; establish such commissions and committees as are necessary to carry out the work of OALA; advise the President concerning Committee appointments; and exercise all powers and prerogatives of OALA.

ARTICLE VIII – ELECTION OF OALA BOARD

Terms of Office: The president serves a two-year term, the vice president serves a three-year term, the treasurer, secretary, and historian/publicist all serve a one-year term. The two at-large members shall each serve a term of three years, with their terms so divided that a balance of new and experienced members is maintained.

Members of the OALA Board will nominate potential new board members. Additional nominations may be made by current OALA members by correspondence including e-mail at the time of the report to the Board.

Eligibility: Any active member of OALA is eligible to hold the position of officer of OALA when elected or appointed in the manner prescribed in these operating procedures.

Elections: The election of officers of OALA shall be by written ballots as chosen by the general membership.

Assumption of Office: Those newly elected shall assume office on July 1 of each year and shall serve until successors are chosen. The Vice-President of the past year shall serve as President the following year.

Vacancies: The OALA 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 statements which are official OALA statements.

- A recommended position on an issue for distribution to a governmental agency or the press will be brought to the OALA Board for consideration.
- The OALA Board will meet to discuss the issue. The Board will solicit information and research from the affected stakeholders.
- 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 – RELATIONSHIP WITH COSA

See management agreement between the Oregon Association of Latino(a) Administrators (OALA) and the Confederation of Oregon School Administrators (COSA). Agreement signed September 9, 2005.

ARTICLE XI – PARLIAMENTARY AUTHORITY

Group agreements and appropriate decision-making models shall be the parliamentary authority of OALA subject to the By-Laws and special rules, which have been, or may be adopted.

ARTICLE XII – AMENDMENTS

Proposals for amending these By-Laws must be submitted in writing to the OALA 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 OALA.

OALA By-Laws (continued)

The By-Laws were first ratified on September 22, 2004.

OFFICERS: Mario Alba, President, Carlos Pérez, Vice President, Perla Rodriguez, Treasurer, Verenice Gutierrez, Secretary, Chris Gutierrez, Publicist/Historian, Rogelio Martinez and Saideh Haghighi, Executive Committee members at Large.

OALA – Code of Ethics.

- We agree to be respectful of one another even when we disagree on a position, issue, or topic.
- We agree to follow the protocols stated in the OALA By-Laws for developing official position statements.
- We agree to read all materials or information provided in order to be well-informed members.
- We agree to represent the organization in a professional and ethical manner.
- We agree to employ inclusive decision-making models.
- We agree to remain focused on our mission and goals.
- We agree to provide opportunities for leadership experience and professional growth to all of our members.
- We agree to distribute an agenda and minutes for all meetings
- We agree to remain solution-oriented.

OALA By-Laws (continued)

Officers:

President, Mario Alba – malba@fgsd.k12.or.us

Vice President, Carlos Pérez – perezc@hsd.k12.or.us

Treasurer, Perla Rodríguez – prodriguez@fgsd.k12.or.us

Secretary, Verenice Gutierrez – vgutierr@pps.k12.or.us

Historian/Publicist, Chris Gutierrez – cgutierr@pps.k12.or.us

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