

**HEATH BROOK/TRAHAN ELEMENTARY SCHOOLS PARENT
ADVISORY COUNCIL (PAC) BY-LAWS**

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ARTICLE 1- NAME

The name of this organization is the Heath Brook/Trahan Elementary Schools Parent Advisory Council, hereafter referred to as the Heath Brook/Trahan PAC.

ARTICLE II- MISSION STATEMENT

The PAC acts as a liaison between parents and teachers for the purpose of understanding and communicating the educational goals of the school and, working with parents and teachers, to extend those educational goals.

ARTICLE III- OBJECTIVES

In order to assist staff in attaining the best possible education for the students, the PAC has the following objectives:

- To foster an atmosphere that encourages all parents/guardians to become an active member of the school community.
- To foster communication among staff and parents by helping parents learn about the school community
- To raise funds to provide educational and social enrichment opportunities that enhance the students' school experience.

ARTICLE IV- MEMBERSHIP

The PAC is comprised of all interested parents/guardians of children who attend the Heath Brook and/or Trahan Elementary Schools. The PAC invites the Principals and any teacher wishing to be a representative to the monthly meetings.

ARTICLE V- OFFICERS

SECTION 1- BOARD OF DIRECTORS

The Board of Directors of PAC shall be (2 or more) Co-Chairpersons, (1) Secretary, (1) Treasurer and (1) Assistant Treasurer (if available).

All Board members shall attempt to attend all regular meetings of the PAC.

It is the duty of the outgoing officers to train the new officers so that the PAC will continue to function smoothly. It is also the duty of the outgoing Treasurer to turn over all PAC current and historical financial records to the incoming Treasurer by after the end of the current fiscal year (by July 15th).

All Board members may be assisted in fulfilling their duties by Sub-Committees, consisting of members of the General Membership.

To be eligible for the office of Co-Chairperson, the individuals must have been an active PAC member for one year, attending a minimum of 50% of the prior years' meetings.

SECTION 2- DUTIES

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The **Co-chairpersons** shall be the Chief Executive Officers and shall preside over all meetings of the PAC and of the Board of Directors. The Co-chairpersons shall be members of all standing and special committees. They shall be responsible for the guidance and direction of the Board Members and functions. The Co-chairpersons shall be responsible for designating an independent member of the PAC to randomly review the financial records.

The **Secretary** shall take minutes at the meeting and make reports available to current and incoming Officers within 10 days of the meeting. The Secretary is responsible for preparing and distributing sharing the agenda and supporting documents to the membership publicist prior to each meeting.

The **Treasurer** shall be responsible for maintaining the bank account and keeping accurate records of the PAC finances. The Treasurer shall disburse funds on the order of the Board of Directors and get receipts for the same. The Treasurer shall have accurate records available at monthly meetings. The Treasurer shall hold the checkbook and make sure any purchases over the amount of \$50.00 have been voted on by the general PAC, unless these expenses are already approved with a budget for PAC events. In the case of an extreme situation, the board may, with the majority vote of the Board of Directors, expend funds in excess of \$50.00, with an explanation at the next open general meeting. The Treasurer must turn over all current and historical financial records to the designated member of the PAC when a random review is requested.

The Treasurer shall not issue any funds unless it meets one of the criteria in accordance with Article X.

The Assistant Treasurer is responsible for all treasurer duties upon request of the current Treasurer or in the event of incapacity of the current Treasurer.

ARTICLE VI- ELECTIONS

SECTION 1- METHOD

At the February meeting , a list of the Board positions will be made available to the General Membership. These same lists will be posted on the Tewksbury Public School website and blasted out via email for the benefit of those who could not attend the February meeting. The positions will remain open until the next general meeting. Treasurer nominations must be submitted by March 1st for election at the April meeting. All other Board nominations must be submitted by the April meeting for elections at the May meeting. In the event that a position does not receive a nomination at the referenced meeting, any nomination made at a subsequent meeting, shall be voted on at the following meeting.

Elections will be held at the General Meeting by secret ballot and the candidates receiving the majority of the votes shall be declared elected. Members must be present at the meeting to vote and to be elected.

SECTION 2- VACANCY

If a Board of Director is temporarily unable to fulfill the duties of their position, the Board has the ability to designate an active member of the PAC to fulfill the duties of the temporary vacancy. The Board must notify the General Membership of the designation by the next meeting.

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Board of Directors are required to provide a one month, written notice if, for any reason, they must vacate their elected position.

The permanent vacancy of any Board position during the school year may be filled by any member of the General Membership. This appointment shall follow Section IV Election Method and require a nomination and subsequent vote.

ARTICLE VII- MEETINGS

The PAC will meet one night per month to be decided upon in advance.

The monthly meetings will alternate between Heath Brook Elementary School and Trahan Elementary School and will be open to all interested parents/guardians and PAC members.

Meetings will follow a specific agenda arranged before the meeting. Members wishing to be placed on the agenda shall contact a Co-Chairperson no later than four days before the meeting.

Meetings will be conducted under the direction of the Co-Chairpersons and will be held in an orderly manner with one speaker allowed the floor at a time.

The PAC Board may hold an Executive Session when deemed necessary.

All Board Members shall attempt to attend all Board and regular PAC meetings.

ARTICLE VIII- INDEMNIFICATION

Every Board of Directors member will be indemnified by the PAC against all expenses and liabilities, including counsel fees, reasonably incurred or imposed upon such members of the Board of Directors in connection with any threatened, pending, or completed action, suit or proceeding to which she/he become involved by reason of her/his being or having been a Board of Directors member of the PAC, or any settlement thereof, unless adjudged therein be liable for negligence or misconduct in the performance of her/his duties. Provided, however, that in the event of settlement, the indemnification herein shall only apply when the Board of Directors approves such settlement and reimbursement as being in the best interest of the PAC. The foregoing right of indemnification shall be in addition and not exclusive of all other rights which Board of Director members are entitled.

ARTICLE IX- PERSONAL LIABILITY

The officers of the PAC shall not be personally liable for any debt, liability or obligation of the PAC. All persons, corporations or other entities extending credit to, contracting with, or having any claim against, the PAC, may look only to the funds and property of the PAC for the payment of any such contract or claim, or for the payment of any debt, damages, judgment or decree, or of any money that may otherwise become due or payable to them from the PAC.

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ARTICLE X- APPROPRIATION OF FUNDS

Any request, including teachers' requests, over \$100 must be submitted with supporting documentation to the Co-Chairpersons four days prior to the meeting to be placed on the agenda under "requests" and voted on by the general membership at the that month's meeting.

Any request over \$300 must be submitted to the Co-Chairpersons by the 20th of the month in order to ensure that it is printed on the agenda for viewing by the General Membership.

Any request that is made that is less than \$100 can be presented at any meeting as long as all information necessary to make the decision is available. If members have questions/concerns that can not be answered then the vote will need to be postponed until the next meeting giving the person(s) time to gather more information, unless the Board feels the person bringing forward the request has done his/her due diligence.

A request will only be postponed once to the next meeting and must be voted on at the next meeting, therefore eliminating the possibility of "dragging" something out.

The Co-Chairpersons and Treasurer have the authority to approve any expenditure they are faced with in an emergency situation, but not to exceed \$50 in total per situation. The Board of Directors must have a decision and have equal say. Majority wins.

Start up monies, for any event or activity, must be requested to the Treasurer or at least 7 (seven) days prior to the event.

ARTICLE XI- HANDLING OF FUNDS

All money collected at a PAC sponsored event shall be counted by a Co-Chairperson or designated representative of that event, and the Treasurer or Assistant Treasurer, before the funds may leave the building. If the Treasurer or Assistant Treasurer is not available, the Co-Chairperson or another Officer/Committee Chair may fill in for the Treasurer. No less than 2 people shall count the money and record the dollar amount along with their initials on a piece of paper before it can leave the event.

Money used to sell tickets in the lobby of the school for an event should follow the same procedure as listed above. If no one is available to count the money, or if the money is to be saved for the next days' ticket sales, it should be locked up in the PAC lock box in the school office until it is needed again.

ARTICLE XII- PLANNING AND SPENDING PAC MONEY

At the June meeting, an estimate of surplus funds will be provided. No surplus funds will be offered for spending until final review after the closing of the fiscal year (June 30th) and presentation at the September PAC Meeting for the next school year. The Board of Directors will meet and plan the budget in August. Budgets for each committee, if applicable, will be determined. The Board of Directors will also allocate a "carry over" amount to be used for the following school year's budget, which, at a minimum, should be enough to cover projected

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Enrichment Committee expenses. All allocations will be discussed as part of the agenda for the September meeting for a vote/approval.

Any money left over after everything has been allocated will be reported to the general membership at the September meeting and become a line item in the Treasurer's report as "available money/not allocated".

ARTICLE XIII- BYLAWS

The bylaws shall be reviewed annually by the General Membership.

Copies of the bylaws shall be kept by the Board of Directors and will be made available to any interested person via email or hard copy provided at earliest convenience.

The bylaws may be amended by a two-thirds vote of the General Membership in attendance, at the meeting, provided that notice of intent to amend is given at the meeting previous to any such vote.

ARTICLE XIV- CONFLICT OF INTEREST POLICY

No member of the PAC or Board of Directors shall derive any personal profit or gain, directly or indirectly, by reason of his or her participation with the PAC. Each individual shall disclose to the PAC any personal interest in which he or she may have in any matter pending before the PAC and shall refrain from participation in any decision on such matter.

Any member of the PAC or Board of Directors shall refrain from obtaining a list of clients for personal or private solicitation purposes at any time during the term of their affiliation. In addition Board of Director members are expected to:

- Maintain mutual respect for other members
- Handle fiduciary responsibilities in a responsible way
- Properly and fairly represent the PAC to PAC members and demonstrate a positive public image
- Ensure all activities initiated on behalf of the PAC are consistent with the PAC mission statement and/or articles of incorporation
- Not use the relationship with the PAC to enhance personal opportunities, to elicit favor with a special interest groups, and/or receive gratuities or compensation when approved by the Board of Directors

All members of the PAC and the Board of Directors must comply with the Conflict of Interest Policy. Considering the policy is stated in general terms, all members of the PAC should use their best judgment in complying with the policy.

ARTICLE XV-SCHOLARSHIPS

If funds allow, the PAC will award five annual scholarships. Two scholarships will be awarded to Trahan School alumni; Both of these scholarships are in the name of George S. Paul and one will be awarded to a student from Tewksbury Memorial High School. The recipients will be selected by George S. Paul. This authority was granted to Mr. Paul as a gift from the PAC upon Mr. Paul's retirement. Mr. Paul will continue to select the recipients of the Trahan scholarships

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until he informs the PAC that he is no longer interested in doing so. Three scholarships will be awarded to Heath Brook School alumni; One in the name of Angela Monroe will be awarded to the student with the highest GPA from Tewksbury Memorial High School. The Co-Chairpersons and school faculty members shall serve as the committee to select the recipients of the scholarships. The recipients of all scholarships are required to submit their first semester grades to the PAC Treasurer in order to receive the scholarship. The Board of Directors will set the dollar amount of the scholarships given. The Board of Directors has the discretion at any time to continue or discontinue the scholarship awards.

ARTICLE XVI- DISSOLUTION

The PAC may be dissolved with previous notice to all PAC members and a two-thirds vote of those present at the meeting. Upon the dissolution of the PAC, any remaining funds should be used to pay any outstanding bills, and, with the PAC member's approval, spent for the benefit of the school.

Dated: August 16, 2013

As amended: October 3, 2013

As amended: November 5, 2015