

By-laws of the Indiana District Employee Association (IDEA)

Article I – Name

The name of the organization will be the Indiana District Employee Association (IDEA), and it shall be affiliated with the Indiana Association of Soil and Water Conservation Districts (IASWCD).

Article II – Objectives

Section 1. To enhance Indiana Soil and Water Conservation Districts (SWCD).

Section 2. To encourage excellent work ethic among all district employees, SWCD supervisors and the Indiana Conservation Partners.

Section 3. To promote professional development of all district employees.

Article III – Policies

This association will:

Section 1. Offer membership and services on a non-discriminatory basis, without regard to race, color, national origin, religion, sex, age, marital status or handicap.

Section 2. Uphold the by-laws of the Indiana District Employee Association, the Indiana Association of Soil and Water Conservation Districts and the National Association of Conservation Districts.

Section 3. Encourage representatives of the Indiana Association of Soil and Water Conservation Districts, the Natural Resources Conservation Service, the Indiana Department of Natural Resources, Indiana State Department of Agriculture, Purdue Cooperative Extension Service Conservation Program Specialists and the State Soil Conservation Board to participate in IDEA functions.

Section 4. Prohibit the use of this Association for collective bargaining.

Article IV – Membership and Dues

Section 1. Employees of any Soil and Water Conservation District who are supportive of the objectives and policies of the association may be a member upon payment of annual dues. Any other interested person or organization may become an associate member by paying dues. An associate member may not vote or hold office.

Section 2. Each member (except associate members), shall be entitled to one (1) vote at business meetings.

Section 3. Dues must be paid by June 30th of the current year (for current year).

Section 4. The amount of dues must be approved by the membership and can be changed by a majority vote of the members after a thirty-day notice of suggested change. Dues will be used to support the objectives of the IDEA.

Article V – Officers and Directors

Section 1. The organization will be managed by a board of directors comprised of one (1) director elected from each Region of the Indiana Association of Soil & Water Conservation Districts (IASWCD) as shown in Exhibit 1. The election of directors shall be held within each region prior to IDEA Annual Business Meeting. The director of each region is responsible for holding the election. In the event a region does not elect a director, a director will be nominated and elected at the IDEA Annual Business Meeting.

Section 2. Each Director will serve a four (4) year term. Beginning in 2010, elections will be held for the following regions North Northwest, South Southwest, South Northeast, and North Southeast and every four years thereafter. Beginning in 2012 elections for North Southwest, South Northwest, South Southeast, and North Northeast regions will be held and every four years thereafter. Directors may serve two (2) consecutive terms and may be re-elected after a one (1) year absence from the Board of Directors. If no other candidate is available, the one-year absence ruling can be waived.

Section 3. Exhibit 1 is an Indiana map showing the regions of IDEA representation. This map is part of the by-laws and may be amended via Article VIII; as well as other necessary changes within Article V.

Section 4. The Officers will be President, Vice-President, Secretary and Treasurer. Officers will serve a two (2) year term. The immediate past president may serve for a period of one (1) year as a non-voting member of the Board of Directors.

Officers are selected from the regional directors prior to the IDEA Annual Business Meeting.

Section 5. Business can be conducted by the directors if at least five (5) are present. A simple majority of those present is required to pass motions. Directors must be present to vote.

Section 6. Any director missing two (2) consecutive Directors meetings may be removed as a director by a majority vote of the remaining directors.

Section 7. If any office of the Directors becomes vacant for any reason, the remaining directors will, by majority vote, elect a successor who will hold the office for the unexpired term.

Section 8. In the event of a regional director vacancy the other regional directors will collaborate with IDEA members from the affected region to fill the vacancy/unexpired term.

Article VI – Meetings

Section 1. IDEA will conduct an annual business meeting.

Section 2. Region Directors will meet at least four times annually. Additional meetings will be held at the discretion of the President.

Article VII – Committees

Committees will be appointed by the President of IDEA for any purpose and will serve as long as they are needed. Committees will report to the Region Directors.

Article VIII – Amendments

Section 1. Amendments to these by-laws may be approved at the annual business meeting by a two-thirds (2/3) vote of the members present. Amendments become effective immediately following the vote.

Section 2. Proposed amendments, changes, or additions to the by-laws will be sent to all IDEA members thirty (30) days prior to the IDEA Annual Business Meeting.

Article IX – Dissolution

Section 1. If the total membership is less than ten (10) for three consecutive years, or by a motion approved by three-fourths (3/4) of the members, the IDEA will be dissolved.

Section 2. Upon dissolution of the Indiana District Employee Association, the Treasurer will transfer any possessions of that organization to the Indiana Association of Soil and Water Conservation Districts.

Article X – Adoption of by-laws

The foregoing by-laws of the Indiana District Employee Association were officially adopted at a meeting held on December 12, 1985.

Amended: December 2, 1986

December 2, 1987

November 28, 1989

December 3, 1991

January 10, 1996

January 13, 1998

January 12, 2000

January 5, 2004

October 23, 2006

October 7, 2008

October 14, 2010