

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

Adopted August 9, 2009

ARTICLE I - MISSION

The mission of the Association for Teachers of English in Korea shall be to:

- establish the Association for Teachers of English in Korea as the voice of English instructors employed in the Republic of Korea;
- advance English education as a science, art, and profession;
- advocate for and represent members to all levels of stakeholders in English education;
- improve the living and working conditions of members;
- improve the usefulness of English teachers through high standards of ethics and conduct and provision of advice related to the same;
- increase and spread best practices in education through meetings, professional contacts, reports, papers, discussions, publications, and online forums; and
- provide a community where English teachers can come together in a spirit of mutual collaboration to advance their common goals.

ARTICLE II - PARLIAMENTARY PROCEDURE

Robert's Rules of Order, 1915 Edition shall be the parliamentary procedure used by this Association, unless superseded by these bylaws or other rules of the Association.

ARTICLE III - NATURE OF ENTITY

The Association is hereby established in the Republic of Korea and all relevant jurisdictions as a non-profit organization.

ARTICLE IV - MEMBERSHIP

1. The Association shall consist of two classes of members: General Members and Associate Members.
2. General Members of the Association shall be persons who meet the following requirements.
 - (a) Employment Requirement: Must be currently employed as a teacher of English (including instructors speaking English while teaching any subject) or have been employed as such within the last three months;
 - (b) Residency Requirement: Must legally reside in Korea.
3. Associate Members of the Association shall be persons who do not meet the above conditions, but are interested in the mission and objectives of ATEK.

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

Associate Members may not vote or hold office in the Association, but shall be entitled to all rights and privileges of the Association not specifically denied them by these bylaws. Associate Members who later meet the requirements for General Membership may upgrade their membership.

4. Resignations of General Members or Associate Members may be accepted only by the National Council. In the ordinary course, the National Council will, in its discretion, refuse to accept a resignation tendered by a General Member or Associate Member while such member is under the scrutiny of the Ethics Committee.

5. Members who are not under investigation or sanction of the Ethics Committee are considered to be in good standing.

ARTICLE V - BILL OF RIGHTS FOR MEMBERS

1. All General Members shall have the right to vote, to hold office, and to secure fair consideration for appointment to office in the Association. Voting in any Association election may be done in-person, by mail, or online poll.

2. All members shall be treated with respect and without discrimination on the basis of race, national or ethnic origin, religion, gender, gender identity or sexual orientation, age, mental or physical disability, or social background. This does not preclude the Association from fulfilling its obligation to carry out activities or programs that have as their goal the amelioration of conditions that may restrict Members from full participation in the Association or its activities and programs.

3. Any individual Member or group of individual Members who believe their rights as Members of the Association, as specified in this Article, or any other rights, have been abridged by actions taken by an element of the Association's governance structure may seek remedies through the Association Ombudsman.

ARTICLE VI - POWER AND FUNCTIONS OF THE COUNCIL OF REPRESENTATIVES

1. There shall be a Council of Representatives which shall be the legislative body of the Association and shall have full power and authority over the affairs and funds of the Association within the limitations set by all applicable laws and these bylaws, including the power to review, upon its own initiative, the actions of any board, committee, commission, other deliberative group, or affiliated organization.

2. A business meeting of Council shall be held at the time and place of the Annual Convention and at such other times as shall be specified by Council.

3. Council shall record and publish minutes from in-person meetings and allow inspection of its electronic proceedings by any Members. If one-fourth of the

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

Representatives present at an in-person meeting so request, the minutes shall include a record of those Representatives voting for and against a motion. If one-fourth of the Representatives present so request, the Recording Secretary shall record in the minutes a brief description of majority and minority positions on any given Council action. Meetings and proceedings of Council, except those specifically designated as executive sessions, shall be open to Members of the Association, but are required to follow procedures and policies as by Council.

4. Upon petition of 2% of the Members in good standing, at the time of the petition's filing, with the Recording Secretary or upon vote of any Commission or Provincial/Metropolitan Association, any matter of legislation may be brought to the attention of Council, which shall vote upon it at its next in-person meeting, or electronically within two weeks, whichever comes first. Petitions shall be presented to Council through its online deliberation system or next in-person meeting and executed through Council parliamentary procedure.

5. A simple majority (i.e. half plus one) of the members of Council shall constitute a quorum for real-time meetings. For online votes, all members of Council who have not previously announced that they will be absent for a specified period of time are required to vote "Yes," "No," or "Abstaining" (see Article VII. 7.). Unless otherwise specified in these bylaws, decisions shall be by a majority of those voting.

6. Council shall be authorized quarterly to present rules and codes for the transaction of the business of the Association to the National Council for consideration and/or adoption, provided the same do not conflict with these bylaws or any applicable laws of the Republic of Korea or other applicable jurisdictions.

7. Council shall have the power to designate additional requirements for acceptance to General Member or Associate Member status.

ARTICLE VII - COMPOSITION AND CONDUCT OF THE COUNCIL OF REPRESENTATIVES

1. Council shall be composed of up to four delegates from each province, metropolitan city, and special city in the Republic of Korea. One representative from each province/city shall be employed at a public institution of primary or secondary education, and represent others so employed. One representative from each province will be employed at a private academy (hagwon) that primarily educates children and represent others so employed. One representative from each province will be employed at an institution or corporation that primarily educates adults and represent others so employed. One representative shall be legally employed as an English teacher whilst on an F-class visa. Representatives shall hold office until their successors are elected and qualify, or until they are no longer qualified (through changes in employment or province of residence),

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

except that a Representative who has been elected to the National Council shall continue to be a member of Council after the expiration of his/her term as Provincial/Metropolitan Representative, and after the election and qualification of his/her successor as Provincial/Metropolitan Representative, until the expiration of his/her term as a member of the National Council.

2. Representatives to Council shall be elected from Provincial/Metropolitan Associations (see Article XIV). If Council Representatives are not provided by a Provincial or Metropolitan Association in local elections, quorum will be determined from the total number of elected Council Representatives.

3. No person shall be eligible to represent more than one organization in Council at any one time.

4. Council Representatives of a Provincial/Metropolitan Association shall be members of the Provincial/Metropolitan Association, and General Members of the Association, and shall be elected for a period not to exceed one year.

5. Only Provincial/Metropolitan Associations will be allowed to nominate and elect their Council Representatives.

6. A Council Member who has served for five consecutive years shall not be eligible for election or appointment for a period of one year as a Representative from any Provincial/Metropolitan Association.

7. Council Members must notify the National Council if they have a change in visa or employment status, or if they have a change in address, phone number, email address, or other contact information.

8. Council Members reporting a change in employment status may be subject to recall by their Provincial or Metropolitan Association, as the Provincial/Metropolitan Association may decide that the Council Member no longer represents the interests of constituents which elected the Council Member. This is left to each Provincial/Metropolitan Association to decide.

9. Motions brought before Council through the Council Forum or other non-real-time formats must be given a reasonable window of response, so that all Council Members have a chance to deliberate and vote. At least five days should be given from the introduction of a motion to Council, to the start of voting on said motion, unless debate is ended early through legitimate parliamentary procedure.

10. It is the duty of every Council Member to check the Council Forum regularly and ensure that he/she votes 'Yes,' 'No,' or 'Abstaining,' on every motion presented, unless the Council Member has notified the National Council that they will be out of contact with the Association for a specific period of time. Council Members

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

who repeatedly miss votes are derelict in their duties. No Council Member may vote by proxy.

ARTICLE VIII - STANDING COMMISSIONS

1. Standing commissions exist to research and report on particular areas of interest as defined by the mission of the Association (see Article I) and represent major professional interests which are of concern to one of several particular groups that exist within the Association and shall abide by the bylaws and other governing documents established for the administration of Commissions.
2. The Association recognizes four Commissions: the Commission on Public Schools, the Commission on Hagwons, the Commission on Adult Education, and the Commission for Non-employment Visa Holders. Each Commission is comprised of the particular Representative from each province that was elected to represent that Commission's constituents. These Representatives comprise the governing body of the Commission. Any Member of the Association may apply for membership in one Commission under the rules of eligibility established by the Commission. Associate Members or General Members may remain Associate Members or General Members without Commission affiliation. A Commission may include in its membership those who do not qualify for or do not desire membership in the Association. It may determine its own qualifications for its membership classes.
3. A Commission remains autonomous in all matters within its professional interests that are not reserved to the Association and Council by these bylaws or Association Rules. Commissions may not establish or enforce standards for ethics, accreditation, certification, or credentialing. Commissions must comply with all ATEK bylaws, Association rules and current policies.
4. A Commission shall have a Chair, elected from one of the Council of Representatives currently serving as a member of that Commission, and such other officers as it may desire. The qualifications for its officers and the method of their election shall be determined by the Commission. A Commission's Council Members will vote to enact legislation, but the General Members and Associate Members of a Commission may vote in a non-binding advisory capacity. The Association shall provide each Commission an electronic mechanism to poll their members.
5. Council Representatives who change jobs remain in their respective Commission even if their new position would qualify them for membership in another Commission. In other words, members of Council never change their Commission during their term.
6. Each Commission may draw up and maintain its own bylaws(s) and rules of procedure within the framework of these bylaws. Each Commission may appoint

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

such committees, develop such local chapters and/or sections, and adopt such rules of procedure for the conduct of its business as it may desire, except that its committee and governance structure is subject to review by the National Council of the Association. Commissions shall oversee the activities of their sections and/or chapters and monitor for their compliance with the ATEK bylaws, Associations Rules, and current policies. Each Commission shall file with the National Council a copy of its current governing document(s); rules of procedure; committee and governance structure; and chapter and section information, including their charter and rules of procedure. Local chapters and sections of Commissions must comply with ATEK bylaws, Association rules and current ATEK policy.

Annually, each Commission shall submit to the National Council a report which covers the activities of the Commission and its chapters and sections during the preceding year.

ARTICLE X - OFFICERS

1. The officers of the Association shall be as follows: a President, a Vice President, a Communications Officer, a Membership Officer, and one or more Fiduciary Officers. They shall hold office until their successors are elected or appointed and qualify and are appointed by the National Council.
2. The President shall be a General Member of the Association, elected by the General Membership in a General Election. During the term of office, the President shall serve as presiding officer of the Association and the Council. The President shall perform such other duties as are prescribed in the bylaws, as are incident to the office, or as may properly be required of the President by vote of Council. The President may not serve concurrently in any Commission or hold any other position or office within the Association during his or her term as President of the Association.
3. The Vice President shall be a Provincial/Metropolitan Representative, elected by Council. During the term of office, the Vice-President shall serve as presiding officer of the Association and the Council in the absence of the President.
4. In the event that the President shall not serve out a term for any reason, the Vice President shall succeed to the unexpired remainder thereof.
5. In the event that the Vice President shall not be able to serve out a term, Council will elect a new Vice President from among its members.
6. In the event that both the President and the Vice President shall be unable to serve, the National Council shall elect one of its members to serve as presiding officer of the Association and the Council.

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

7. The Communications Officer shall be a Member of the Association, elected by the immediately previous Council and shall serve for a term of one year, beginning on the date specified by the Election Committee following his/her election, and shall not succeed himself/herself more than once in this office. During the term of office, the Communications Officer shall serve as secretary of the Council and shall perform such other duties as may be prescribed in these bylaws. It shall be the duty of the Communications Officer to keep the records of all meetings of the Council; to file and hold subject to call and to direct the publication of such records, reports, and proceedings as are authorized by these bylaws and by vote of the Council at any duly constituted meeting; and to perform all other secretarial duties for the Council. The ATEK Communications Officer is the person responsible to promote ATEK's aims and objectives to audiences in order to enhance awareness and understanding. This includes planning and conducting media relations, internal communications, and community relations. Media Relations activities are designed to provide information through all mass communication means to media outlets. Internal Communications efforts facilitate communication with and among the ATEK governance structure and ATEK members. Its purpose is to facilitate the effective flow of information to and from Directors, members of council, and members of ATEK as well as ATEK commissions, boards, committees, provincial/metropolitan associations, and other groups. Community Relations efforts are associated with the interaction between ATEK and its surrounding communities. These efforts can take the form of addressing issues of interest to and fostering relations with the general public, business, government officials, school officials, and/or other non-news media entities. The Communications Director will be responsible for developing a comprehensive communications policy and presenting it to the National Council for approval.

8. The Membership Officer of the Association shall be a Member of the Association, elected by the immediately previous Council following nominations by the National Council. The Membership Officer shall oversee volunteer coordination, provision of Association benefits to members, and coordinate the activities of the Provincial and Metropolitan Associations. In the case of the death, incapacity, resignation, or removal of the Membership Director, the Vice-Chair is authorized to perform the duties normally assigned to the Membership Director until such time as a new Membership Director assumes the duties of his/her office.

11. Designating official spokespersons is the responsibility of the ATEK National Council. Official spokespersons are those persons who by virtue of their position or appointment are expected to speak to the media, the public, or internally about ATEK affairs. This includes the President, the Communications Director (exofficio) and others that the National Council may designate.

12. If it appears that the best interest of the Association is not being served, any officer may be removed from office before the expiration of his/her term by a two-thirds vote of those present at a meeting of Council.

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

ARTICLE XI - NOMINATION AND ELECTION OF THE ASSOCIATION
PRESIDENT

1. The Election Committee shall issue annually a call by email to all voting members of the Association for nominations for the office of President. Fourteen days after announcing the opening of nominations, the Election Committee shall close nominations and shall make a preferential count of nominees for President-elect. The Election Committee shall then prepare for the final election ballot a slate including the names of the five persons who receive the largest numbers of votes.
2. The Election Committee shall post notice of the opening of nominations to the Association Member Forum, by private email to each General Member, and by prominent notice on the official ATEK website. Any nominations in advance of this notice shall be ruled invalid. Nominations must be made on the Association Member Forum. Only self-nominations shall be accepted. Only General Members in good standing shall be eligible for nomination. General Members not in good standing, Associate Members and non-members shall be ineligible for nomination.
3. Nominations must be seconded by one or more General Members in good standing. Members may second as many nominees as they wish. The five nominees with the largest number of seconding votes will be listed on the final election ballot.
3. The Election Committee shall post the closure of nominations to the Association Member Forum, by private email to each General Member, and by prominent notice on the official ATEK website. Nominations received after the posted close of nominations shall be ruled invalid.
4. The Election Committee shall prepare an electronic ballot listing the names of all eligible candidates individually in alphabetical order. The National Council shall include all voluntarily submitted statements of candidates as an addendum to the ballot. An electronic ballot shall be placed on the official Association website accessible to all General Members. Paper ballots shall be mailed to any General Member on written request to the National Council by said member.
5. Members shall be notified of the opening of voting by a public announcement on the Association Member Forum, by private email to each General Member, and by prominent notice on the official ATEK website. Voting shall be open for not less than 14 calendar days and not more than 30 calendar days.
6. Only General Members in good standing may vote in the election, each General Member casting a single ballot consisting of votes for one candidate. A tabulation of all votes cast will be sent to the Election Committee for validation.

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

7. The Election Committee shall post (1) a notice announcing the closure of voting five days prior to the last day of voting, and (2) a notice announcing the closure of voting to the Association Member Forum, by private email to the each General Member, and by prominent notice on the official ATEK website. Ballots cast after the posted close of voting shall be ruled invalid.

8. If two or more candidates shall receive an equal number of valid votes, and this tie affects the outcome of the election, the tie shall be resolved by a new round of voting. The only candidates on the new ballot shall be those tied in the previous round of voting, and voting shall be open not less than seven calendar days. All General Members shall be eligible to vote, irrespective of whether or not they voted in the initial round.

9. The Election Committee shall announce the results of the election to the members via the Association Member Forum, by private email to each General Member, and by prominent notice on the official ATEK website within five calendar days of the conclusion of voting. Such notice shall include, at minimum, the winner, final vote tallies by candidate, and number of challenged votes. It shall not include the individual votes cast by the General Members.

10. If no candidate receives more than 50% of eligible votes, a run-off between the two highest vote-getters will take place. The run-off election will be open not less than seven days and not more than fourteen days.

ARTICLE XII - REFERENDUM

1. The National Council and/or General Membership shall be empowered to call a general vote to decide issues of special importance or controversy. The Council of Representatives may, at its discretion, schedule a referendum at any time on any topic of its choosing by majority vote of the Council.

2. The General Membership may call for a referendum at any time on any topic under consideration of Council by submitting a petition or petitions to the National Council, of four percent of the total registered General Members. On receiving such a petition or petitions, the National Council shall report to the official Association Member Forum on its validity within five calendar days, and, if it shall be deemed valid under the criteria set forth below, schedule a general election on the question.

3. The petition or petitions may be in either paper or electronic form. If in electronic form, the petition shall consist of emails sent by individual General Members to the National Council. The petition must clearly and unambiguously state the question to be decided by general vote. It must also state whether the vote shall be binding or advisory in nature. Petitions in paper form must have verified signatures of the petitioning General Members. Electronic petitions must be sent from the email addresses of General Members as recorded in those

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

Members' registrations on file with the Recording Secretary. The National Council may verify petitions by contacting the individual petitioners for confirmation.

4. The membership shall be notified of a referendum and the topic of said referendum via the official Association Forum, by private email to each General Member, and by prominent notice on the official ATEK website not less than seven calendar days before the start of voting. The National Council shall prepare a ballot stating the issue to be decided in the form of a question to be answered yes or no by the voters. An electronic ballot shall be placed on the official ATEK website accessible to all General Members. Paper ballots shall be mailed to any General Member on written request to the National Council by said member.

5. Members shall be notified of the opening of voting by a public announcement on the official Association Forum, by private email to each General Member, and by prominent notice on the official ATEK website. Voting shall be open for not less than ten calendar days and not more than twenty calendar days. Only General Members may vote, with each General Member casting a single ballot. Tallies of all votes cast will be sent to the current National Council for validation.

6. The National Council shall post the closure of voting to the official Association Forum, by private email to each General Member, and by prominent notice on the official ATEK website. Ballots cast after the posted close of voting shall be ruled invalid. A tie vote shall be broken by the President.

7. The National Council shall announce the results of the vote to the members via the official Association Forum, by private email to each General Member, and by prominent notice on the official ATEK website within five calendar days of the conclusion of voting. Such notice shall include, at minimum, the result, final vote tally, and number of challenged votes. It shall not include the individual votes cast by the General Members.

ARTICLE XIII - DELIBERATIVE GROUPS

1. The deliberative groups of the Association, whether they be called Boards, Committees, Commissions, Working Groups, or by other names, shall consist of the standing groups provided by these bylaws and such other groups as may be established in accordance with the Association rules. Members of standing groups, except those serving ex officio or as otherwise stated in these bylaws, shall be self-nominated and appointed by the a member of Council, subject to confirmation by Council vote. Appointment of candidates shall be the responsibility of the National Council, after receiving recommendations from the relevant groups. Selections of members to committees other than standing groups and those reporting directly to the Council shall be the responsibility of the group through which the committee reports. The respective standing groups shall have the responsibility for the supervision and coordination of the groups of the

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

Association whose activities fall within their scope. Except as otherwise provided in these bylaws, each standing group shall annually elect its own Chair. Standing groups shall report annually in writing to the Council. If a standing group believes that there is reasonable cause to remove a member from its body, a vote may be taken by the group to petition the National Council to remove said member. If, with the exception of the individual in question, two-thirds of all members vote to remove said member, then a petition requesting removal shall inform the National Council of the basis for, and the evidence supporting, said removal. The National Council shall give said member the opportunity to fully respond in writing to the petition. The National Council, by a two-thirds vote, may remove said member if it determines that there is reasonable cause for removal and that removal is in the best interest of the Association.

2. The Board of Convention Affairs shall consist of not fewer than four Members of the Association, elected every other year for a term of not less than four years. The President may each year appoint to this Board one or more Members of the Association for terms of one to four years at his/her discretion. It shall be the responsibility of this Board to recommend policies and procedures to be followed in planning the Annual Convention, to coordinate the programs of Commissions and other organized groups within the Association, and to arrange for programs of general interest at the time of the Annual Convention.

3. The Ethics Committee shall consist of not fewer than eight persons, at least seven of whom shall be Members of the Association, appointed from different provinces, for staggered terms of not less than one year. The Ethics Committee shall have the power to receive, initiate, and investigate complaints of unethical conduct of General and Associate Members; to report on types of cases investigated with specific description of difficult or recalcitrant cases; to dismiss or recommend action on ethical cases investigated; to resolve cases by agreement where appropriate; to formulate rules or principles of ethics for adoption by the Association; to formulate rules and procedures governing the conduct of the ethics or disciplinary process for approval by the National Council; and to interpret, apply, and otherwise administer those rules and procedures. The work of the Ethics Committee, including information and recommendation on all cases before it, shall be kept confidential, except as provided by the Ethics Committee in rules and procedures approved by the National Council, consistent with the objectives of the Committee and the interest of the Association. A General Member or Associate Member may be dropped from membership or otherwise disciplined for conduct which violates the Ethical Principles of the Association, which tends to injure the Association or to affect adversely its reputation, or which is contrary to or destructive of its mission. Allegations of such conduct shall be submitted to the Ethics Committee. The Ethics Committee shall formulate rules and procedures governing the conduct of the ethics and disciplinary process. However, such rules and procedures and any changes therein must be approved by the National Council. The Ethics Committee, acting at its own discretion or on direction of the National Council, shall review such rules and procedures

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

periodically and may amend them from time to time, provided, however, that no such amendment shall adversely affect the substantive rights of a General Member, or Associate Member whose conduct is being investigated or against whom formal charges have been filed at the time of amendment. A person who has been dropped from membership pursuant to the rules and procedures of the Ethics Committee may reapply for membership after five years have elapsed from the date of termination of his/her membership. A person who has been permitted to resign under a stipulated agreement may reapply for membership only after the period of time stipulated in the agreement has elapsed, and all other conditions set forth in such agreement have been discharged. In all cases the General Member or Associate Member must show that he/she is ethically as well as technically qualified for membership.

Such reapplications shall be considered first by the Ethics Committee, which shall make recommendation to the Membership Board.

4. The Election Committee shall consist of one statutory officer ex-officio, acting as Chair, and two General Members of the Association who currently neither hold nor are candidates for any office. The Ethics Committee must confirm the appointment of members of the Election Committee, and such appointment certifies that no apparent conflicts of interest exist. The Election Committee shall be responsible for the conduct of elections by voting Members of the Association, shall determine the results of all such elections, shall investigate complaints about ATEK elections, and shall certify the outcome of elections to the Council. The Election Committee shall also oversee the voting for bylaws amendments and shall certify the results.

5. The Board of Educational Affairs shall consist of not fewer than six General Members of the Association, who shall serve for staggered terms of not less than one year each. It shall have general concern for all teaching and teacher training affairs, including (but not limited to) sharing of best practices by members, teaching tips, curriculum development resources, etc. Members of the Board of Educational Affairs shall be selected to represent the range of interests characteristic of English education in all its aspects.

6. The Board of Professional Affairs shall consist of no fewer than six General Members of the Association, who shall serve for staggered terms of one year each, except when filling a vacancy on the Board. The Board of Professional Affairs shall be responsible for developing recommendations for standards and guidelines for the profession of English education, maintaining relationships with other professional organizations and groups appropriate to its mission, recognizing contributions to the profession of English education through awards and honors, and proposing to the Association ways to enhance the profession of English education. Insofar as possible, members of the Board of Professional Affairs shall be elected to represent the range of interests characteristic of the profession of English education.

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

7. The Board of Legal Affairs shall consist of no fewer than three members, who shall serve for staggered terms of one year each, except when filling a vacancy on the Board. The Board of Legal Affairs shall be responsible for advancing the understanding of Korean labor law, tax law, immigration law, and all other laws and rules applicable to living and working in South Korea on a visa. The Board of Legal Affairs shall develop resources to help Members interface efficiently with government.

8. The Board of Expatriate Residency shall consist of no fewer than three members, who shall serve for staggered terms of one year each, except when filling a vacancy on the Board. The Board of Expatriate Residency shall be responsible for identifying and sharing issues common to teachers establishing residency in Korea, developing solutions for common problems, and providing information and resources to Members.

9. The Press Committee shall consist of no fewer than four members, who shall serve for staggered terms of not less than one year each. The ATEK Press Committee shall be responsible for overseeing the production and publication of any print materials produced by the association including the Teacher's Guide to Korea, receiving and reviewing submissions, and shall ensure that a rigid editorial process is in place to edit and review all material being released to members and/or the public in the name of ATEK Press. This may include soliciting the help of non-members such as professionals and academics to be involved in production and publication of such materials.

ARTICLE XIV - PROVINCIAL AND METROPOLITAN ASSOCIATIONS

1. A Provincial or Metropolitan Association may, upon vote of Council, be affiliated with ATEK, provided that ten or more of its members are General Members of ATEK, and the Provincial or Metropolitan Association's bylaws are in accordance with Association standards (set by Council). Continuing affiliation shall depend upon the Provincial/Metropolitan Association's conforming to the purposes and stated policies of the Association.

2. A Provincial/Metropolitan Association shall be representative of all the professional interests of English educators within its province or city. Its name should be the name of the province or city, followed by the words 'Association for Teachers of English in Korea.' Its objectives shall fall within the scope of those specified in Article I of these bylaws, and its membership shall not be restricted on any basis other than qualifications or place of residence or work. The term Provincial/Metropolitan Association, as used in these bylaws, shall mean a Provincial/Metropolitan Association affiliated with the Association.

3. In the event that Council finds that the conditions of affiliation are not being fulfilled by a Provincial/Metropolitan Association or that its affiliation is no longer in the best interest of ATEK, the principal officers of the

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

Provincial/Metropolitan Association shall be so informed and the affiliation may thereafter be terminated by a two-thirds vote of Council.

4. In matters of mutual concern to the Provincial/Metropolitan Associations and the Association, it shall be the responsibility of ATEK to encourage and assist the Provincial/Metropolitan Associations in taking responsible action and, when advisable, to formulate standards of uniform practice that will guide the Provincial/Metropolitan Associations. It shall be the responsibility of each Provincial/Metropolitan Association to keep the Association and other Provincial/Metropolitan

Associations adequately informed of actions affecting the welfare of Members beyond its own provincial/metropolitan boundaries. 5. The Association shall not be responsible for the acts or omissions of its Provincial/Metropolitan Association Affiliates, except as specifically authorized by these bylaws or other duly promulgated rule of Council.

ARTICLE XV - AFFILIATION OF THE ASSOCIATION WITH OTHER ORGANIZATIONS

Council may establish affiliation with national and international professional organizations by two-thirds vote of those present at a meeting (as long as the affiliation does not require the National Council or Officers to travel outside the jurisdiction of Korea), may elect such representatives thereto as are necessary and proper, may authorize the payment of appropriate fees for such affiliation, and by two-thirds vote of those present at a meeting, may terminate such affiliation when it is not in the interest of the Association.

ARTICLE XVI - CENTRAL OFFICE

The Association shall endeavor to maintain a Central Office for the promotion of the objectives of the Association, its Commissions, and Associations. The Central Office shall be established at such a place and with such facilities and functions as Council may direct.

ARTICLE XVII - PUBLICATIONS

Such records, reports, proceedings, journals, and other documents shall be published as are authorized by these bylaws or by vote of the Council. The Association may publish an official organ and may maintain information services for members, such as lesson plans, curriculum plans, teaching tips, etc. The publication of all shall be reviewed by and approved by the Press Committee.

ARTICLE XVIII - ANNUAL CONVENTION

Bylaws for the Association for Teachers of English in Korea
Adopted August 9, 2009

There shall be an Annual Convention of the Association at a time and place to be determined by the National Council. Joint meetings with related societies shall be subject to the approval of the National Council.

ARTICLE XIX - SEVERABILITY

In the event that any one or more of the provisions contained herein shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of these bylaws, but these bylaws shall be construed as if such invalid, illegal or unenforceable provisions had never been contained herein, unless the deletion of such provision or provisions would result in such a material change so as to cause completion of the transactions contemplated herein to be unreasonable.

ARTICLE XX - AMENDMENTS

1. The Association, by vote of the voting Members on the official rolls of the Association at the time of sending, may adopt such bylaws or amendments to the bylaws as are deemed necessary for the management of the affairs of the Association.
2. Amendments may be proposed (a) by Council, or (b) by petition of four percent or more of the Members of the Association. A copy of each amendment proposed, with space appropriate for voting and such explanations of the amendments as are deemed necessary, shall be sent to the last recorded address of each General Member. Pro and con statements shall accompany amendments unless two thirds of the representatives present and voting consider such statements to be unnecessary. Thirty days after the date of sending, the poll shall be closed and the votes counted by the Election Committee, which shall certify the result to Council at its next meeting, at which time the amendment, if passed by two thirds of all the Members voting, shall take effect.