

# **Kennewick Education Association Constitution**

## **Article I: Name and Incorporation**

### ***Section 1***

The name of this organization shall be the Kennewick Education Association, Washington Education Association, and the National Education Association, hereafter referred to as the Association.

### ***Section 2***

The association shall be incorporated as a nonprofit corporation under the laws of the State of Washington.

## **Article II: Purpose**

### ***Section 1***

The purpose of the Association shall be to represent all members in bargaining, grievances, and in all matters relating to terms and conditions of employment with the Kennewick School District.

### ***Section 2***

The Association works for the welfare of school children, the advancement of public education, and the improvement of instructional opportunities for all.

### ***Section 3***

The Association works to unify and enable members to speak with a common voice on matters pertaining to the teaching profession.

## **Article III: Affiliation**

The Association shall affiliate with the Washington Education Association and the National Education Association.

## **Article IV: Membership**

### ***Section 1***

All certified employees who meet the active membership requirements of the Washington Education Association and the National Education Association may, upon payment of dues as herein provided, become active members of this Association with full rights and privileges of membership.

### ***Section 2***

Active members in this Association shall be members of the Washington Education Association and the National Education Association.

### **Section 3**

Except for nonpayment of dues and assessments, no member shall be fined, censured, suspended, expelled, or otherwise disciplined, except as provided in the Washington Education Association Constitution and Bylaws.

### **Section 4**

All members of the Association shall have equal rights and privileges within the Association which include:

- A. to nominate candidates
- B. to vote in elections or on referenda of this Association
- C. to hold office
- D. to participate in the deliberations of the organization and to vote on contract ratification, and
- E. to attend membership and Representative Assembly meetings

### **Section 5**

Unless otherwise expressly provided by law, persons who do not join and pay dues shall have no rights or privileges within this Association.

## **Article V: Dues, Fees, and Assessments**

### **Section 1**

Association members shall pay dues as established in the Bylaws. The dues shall be payable within sixty (60) days of September 1 or date of employment or through monthly payroll deductions.

### **Section 2**

The Association may levy special assessments on its membership as provided in the Bylaws.

## **Article VI: Officers**

### **Section 1**

The officers of the Association shall consist of a President, Vice President and Secretary/Treasurer.

### **Section 2**

Nomination of officers shall be closed at the April Representative Assembly following notice to all members of an open period for nominations. Specific requirements concerning this notice and this open period shall be contained in

the Bylaws. The election shall be held no less than fifteen (15) nor more than thirty (30) days after nominations have been closed.

### **Section 3**

The term of office for President shall be two (2) years, beginning at the end of the National Education Association Representative Assembly. The President shall be limited to three (3) successive terms.

### **Section 4**

There is no term limit on the offices of Vice President or Secretary/Treasurer.

### **Section 5**

In the event of vacancy in the office of President, the Vice President shall become president for the balance of the term.

### **Section 6**

The duties of officers shall be as provided in the Bylaws.

### **Section 7**

An elected officer may be removed from office for cause by a recall election which may be initiated by the general membership.

A general membership meeting will be scheduled prior to a recall election within thirty (30) days after receipt of the recall petition. Following a general membership meeting, the recall election will be by secret ballot of the entire membership. A two-thirds (2/3) vote of all members will result in a recall of that officer.

The Executive Board shall notify in writing any officer who has been recommended for recall.

## **Article VII: Representative Council**

### **Section 1**

The Representative Council shall be the legislative and policy making body of the Association.

### **Section 2**

The Representative Council shall consist of the Executive Board and one or more representatives from each school faculty and each special interest group.

### **Section 3**

Members at each school or work location or group shall elect for a term of one year one Representative Council member for each ten (10) members or

majority fraction of ten (10). There shall be at least one member per work site or special group.

**Section 4**

Each term of office shall be for one year.

**Section 5**

The term of office for a building representative shall not be limited.

**Section 6**

Members of the Representative Council shall be elected as set forth in the Bylaws.

**Section 7**

The specific duties of the Representative Council shall be provided in the Bylaws.

**Section 8**

The composition of the Representative Council will ideally reflect ethnic-minority representation at least proportional to the total ethnic-minority membership of the Association.

**Section 9**

Each member of the Representative Council shall attend regular meetings of the Representative Council. Representatives not in attendance will be provided with electronic copies of all documents from the meeting.

**Section 10**

A recall election shall be held after the receipt of a petition bearing the signatures of at least 50% of the representative's local constituency. The recall election will then be held within thirty (30) days of receipt of the petition.

**Section 11**

Any member of the Association who is not a member of the Representative Council may attend its meetings, may receive permission to speak, but will not have voting privileges.

**Article VIII: Executive Board**

**Section 1**

The Executive Board shall be comprised of the President, Vice President, Secretary/Treasurer and representatives for high school, middle school, intermediate (grades 3-5), primary (grades PreK-2) and two at-large representatives.

## **Section 2**

The Executive Board shall be a body through which the general administrative and executive functions of the Association shall be carried out.

## **Section 3**

At-large representatives shall be elected as set forth in the Bylaws.

## **Section 4**

The specific duties of the representatives and of the Executive Board shall be provided in the Bylaws.

## **Section 5**

A representative may be recalled in the same manner as is outlined above in Article VI, Section 6.

## **Section 6**

The association will strive for ethnic-minority representation on the Executive Board proportional to the Association's ethnic-minority membership.

## **Section 7**

Except for the office of the president, vacancies on the Executive Board shall be filled as follows: a) if six (6) months or more remain in the term, then by special election; and b) if less than six (6) months remains, then by appointment of the Executive Board.

## **Article IX: Policy Authority**

A majority vote of the membership present and voting at any duly authorized meeting of the Representative Council shall determine the policies and actions of the Association except as otherwise provided in this Constitution and Bylaws.

## **Article X: Parliamentary Authority**

The current edition of *The Standard Code of Parliamentary Procedure* by Sturgis governs this organization in all parliamentary situations that are not provided for in the law or its charter, constitution, bylaws or adopted rules.

## **Article XI: Amendments**

Proposals to amend this Constitution may be made by the Executive Board or by ten percent (10%) of the membership. This constitution shall be amended by sixty percent (60%) secret ballot vote of the members voting. Notice of this election and the proposed amendment(s) shall have been delivered to each member at least twenty (20) days in advance. Voting, at the discretion of the

Executive Board, may be part of an annual or special meeting or through other established election procedures. Amendments shall become effective immediately unless otherwise provided.