

Kennewick Education Association Constitution

Ratified December 26, 2022

Article I: Name and Incorporation

Section 1

The name of this organization will be the Kennewick Education Association, hereafter referred to as the “Association.”

Section 2

The Association will be incorporated as a nonprofit corporation under the laws of the State of Washington.

Article II: Purpose

Section 1

The purpose of the Association will 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 will affiliate with the Washington Education Association and the National Education Association.

Article IV: Membership

Section 1

All certificated 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 will be members of the Washington Education Association and the National Education Association.

Section 3

Except for nonpayment of dues and assessments, no member will 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 will have equal rights and privileges within the Association, which include:

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

Section 5

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

Article V: Dues, Fees, and Assessments

Section 1

Association members will pay dues as established in the Bylaws. The dues will be payable within 60 days of Sept. 1, or date of employment, 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 will consist of a President, Vice President, and Secretary/Treasurer.

Section 2

Nomination of officers will 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 will be in the Bylaws. The election will be held no less than 15 nor more than 30 days after nominations have been closed.

Section 3

The term of office for President will be two years, beginning at the end of the National Education Association Representative Assembly. The President will be limited to three 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 will become president for the balance of the term.

Section 6

The duties of officers will 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 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 2/3's vote of all members will result in a recall of that officer.

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

Article VII: Representative Assembly

Section 1

The Representative Assembly will be the legislative and policy-making body of the Association.

Section 2

The Representative Assembly will 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 will elect for a term of one year one Representative Assembly member for each 10 members or majority fraction of 10. There will be at least one member per work site or special group.

Section 4

Each term of office will be for one year.

Section 5

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

Section 6

Members of the Representative Assembly will be elected as set forth in the Bylaws.

Section 7

The specific duties of the Representative Assembly will be provided in the Bylaws.

Section 8

The composition of the Representative Assembly 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 Assembly will attend regular meetings of the Representative Assembly. Representatives not in attendance will be provided with electronic copies of all documents from the meeting.

Section 10

A recall election will 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 30 days of receipt of the petition.

Section 11

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

Article VIII: Executive Board

Section 1

The Executive Board will be comprised of the President, Vice President, Secretary/Treasurer and representatives for high school, middle school, intermediate (grades 3-5), primary (grades Pre-K to 2) and four at-large representatives.

Section 2

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

Section 3

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

Section 4

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

Section 5

A representative may be recalled in the same manner as is outlined above in Article VI, Section 7.

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 will be filled as follows: a) if six months or more remain in the term, by special election; and b) if less than six months remain, 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 Assembly will determine the policies and actions of the Association, except as otherwise provided in this Constitution and in the 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 10% of the membership. This Constitution will be amended by 60% secret ballot vote of the members voting. Notice of this election and the proposed amendment(s) will have been delivered to each member at least 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 will become effective immediately, unless otherwise provided.