

BREMERTON EDUCATION ASSOCIATION

CONSTITUTION

Revised 11/2007

ARTICLE I NAME AND INCORPORATION

Section 1 The name of this organization shall be the Bremerton Education Association, hereinafter 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

The purpose of the Association shall be as follows:

- a. To work for the welfare of school children, the advancement of public education, and the improvement of educational opportunities of all;
- b. To develop and promote the adoption of such ethical practices, personnel policies and standards of preparation and participation as mark a profession;
- c. To unify and strengthen the teaching profession and to secure and maintain the working conditions necessary to support teaching as a profession;
- d. To enable members to speak with a common voice on matters pertaining to the teaching profession and to present their individual and common concerns before the District Board of Directors and other legal authorities;
- e. To conduct collective bargaining with the Bremerton School District as the exclusive bargaining representative for all certificated educational employees of the District while the Association is acting as lawfully elected bargaining representative for all certificated educational employees of the District except those exempted pursuant to or specifically excluded by law or state regulation;
- f. To protect and promote security of employment and legal rights of individuals in the teaching profession;
- g. To hold property and funds and to employ staff for the attainment of these purposes; and
- h. To engage in any and all lawful activities that may be incidental or reasonably necessary to the accomplishment of any of the foregoing purposes, and to have and exercise all other powers and authority now or hereafter conferred upon nonprofit corporations under the laws of the State of Washington.

(RCW 24.03)

ARTICLE III AFFILIATION

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

ARTICLE IV MEMBERSHIP

Section 1 Active membership shall be limited to any person engaged in educational work of a professional nature contracted by Bremerton School District 100-C in a position which requires that person to hold a baccalaureate degree or higher degree or a Washington State Certificate (where required), and who is willing to abide by the Constitutions and Bylaws of the National Education Association and the Washington Education Association.

Section 2 All active members must enroll in all three associations (local, state and national). Such membership shall be continuous until the member leaves the school system.

Section 3 All members of the Association shall have equal rights and privileges within the Association which includes:

- 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 Council meetings.

Section 4 Unless otherwise expressly provided by law, persons who tender agency shop fees shall have no rights or privileges within this Association.

ARTICLE V DUES, FEES AND ASSESSMENTS

Section 1 Agency shop fee persons shall pay dues/fees 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 REPRESENTATIVE COUNCIL

Section 1 The legislative and policy making body of the Association shall be named the Representative Council.

Section 2 The Representative Council shall consist of the Executive Board and one or more representatives from each educational center.

Section 3 Members of each educational center shall elect for a term of one (1) year, one Representative Council member for each ten (10) members or major fraction thereof. There shall be at least one (1) member per educational center.

Section 4 Each term of office shall be for one (1) year.

Section 5 The President shall serve as Chairperson of the Council.

Section 6 The composition of the Representative Council must reflect ethnic-minority representation at least proportionate to the total ethnic-minority membership of the Association.

Section 7 Any member of the Association who is not a member of the Representative Council may attend its meetings and may receive permission to speak, but will not have voting privileges.

ARTICLE VII OFFICERS

Section 1 The officers of the Association shall consist of a President, Vice-President, Secretary/Treasurer.

Section 2 The active members of the Association in each building, during the months of April and May, may nominate candidates for President, Vice-President, Secretary/Treasurer. The active members of the Association in each building during the months of September and October may nominate candidates for National Education and Washington Education Association Representative Assemblies and delegates to the Olympic Uniserve Council. Members may nominate candidates from the floor at meetings of the Representative council. In all elections for Delegates, candidates failing to be elected become Successor Delegates in order of most votes attained for the corresponding position.

In the event of an emergency, an election for any of the positions mentioned in the immediate preceding paragraph may be conducted at the discretion of the Rep. Council or Executive Board.

Nominations shall be open and any active member may be nominated for any elective position.

Section 3 The term of office for officers shall be two (2) years, from September 1 through August 31. All officers may be re-elected without an intervening term.

Section 4 In the event of vacancy in the office of president, the Vice-President shall become president for the balance of the term.

Section 5 Duties of the officers shall be provided in the Bylaws.

ARTICLE VIII EXECUTIVE BOARD

Section 1 The Executive Board shall consist of the elected officers and five (5) members elected by and from the Representative Council. Of these five (5) At-large Representatives, at least two (2) shall be elementary, two (2) shall be secondary and one (1) ESA.

Section 2 It shall be the duty of the Executive Board to carry out the program and policies of the Representative Council and to exercise the general authority of the Representative Council between its meetings. It shall be the duty of the Executive Board to insure that all expenditures are within the guidelines of the annual budget.

Section 3 At-large representatives shall be elected as set forth in the Bylaws.

Section 4 The Bylaws shall guarantee and set forth procedures for ethnic-minority representation on the Executive Board proportionate to the Association's ethnic-minority membership.

Section 5 Whenever a majority of the Executive Board shall agree that any one of its members has been grossly negligent of the duties defined in the Bylaws or is incapacitated, they shall recommend to the Representative Council that the office be declared vacant. If the Council so votes by a two-thirds (2/3) majority, it shall immediately declare the position vacant and shall, through appropriate procedure for that position, fill the vacant position for the unexpired term. 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 shall be initiated within 30 days of recall initiation, followed by a vote of entire membership. The Executive Board shall notify in writing any officer who has been recommended for recall.

ARTICLE IX POLICY AUTHORITY

A majority vote 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

Section 1 The current edition of Sturgis Standard Code of Parliamentary Procedure shall be the parliamentary authority of the Association on all questions not covered by the Constitution, Bylaws and such standing rules as the Representative Council may adopt.

Section 2 Questions of Constitution and Bylaws interpretation shall be referred to the Executive Board for resolution.

ARTICLE XI AMENDMENTS

This Constitution may be amended by a two-thirds (2/3) majority vote at any regular meeting of the Representative Council provided that proposed amendments have been previously studied by the Executive Board and that copies have been sent to Faculty Representatives ten (10) days in advance of the meeting.