

PENINSULA EDUCATION ASSOCIATION CONSTITUTION

August 26, 2015

ARTICLE I NAME AND INCORPORATION

Section 1 The name of this organization shall be the Peninsula Education Association, hereinafter referred to as the Association.

Section 2 The Association shall be incorporated as a non-profit corporation under the laws of the State of Washington.

ARTICLE II GOALS

The goals of this Association shall be:

1. To provide an independent, self-governing, homogeneous organization for members of the teaching profession with which all teachers can identify;
2. To represent all members in bargaining, grievances, and in all matters relating to terms and conditions of employment with the Peninsula School District #401; and
3. To effectively advocate Association positions in public affairs and public opinion.

ARTICLE III AFFILIATION

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

ARTICLE IV MEMBERSHIP

Section 1 All certificated employees of the Peninsula School District #401 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 membership shall be continuous until the member leaves the Peninsula School District. An elected officer must hold a continuing contract with the District through the duration of their term of office.

Section 3 Active members of the association shall also be members of the Washington Education Association and the National Education Association.

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 be a building representative;
- d. to participate in the deliberations of the organization and to vote on contract ratification;
- e. to attend membership and/or Representative Council meetings.

Section 5 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 6 Unless otherwise expressly provided by law, persons who tender agency shop fees shall have no rights or privileges within this Association.

Section 7 Eligibility for nomination to WEA or NEA Representative Assembly requires the member to hold a continuing contract.

Section 8 The PEA President will hold a continuing contract with the Peninsula School District, 1.0 FTE. The Association shall pay the President's salary according to his/her standing on the District salary schedule.

ARTICLE V DUES, FEES, AND ASSESSMENTS

Section 1 Association members and 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 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 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 the special services unit, one of whom will serve as the Election Officer for that building.

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

Section 4 Building Representatives shall have been members in good standing and shall maintain their membership in good standing during their term of service.

Section 5 The composition of the Representative Council must reflect ethnic-minority representation at least proportionate to the total ethnic-minority membership of the Association. That proportion shall be one (1) per ten (10) or major fraction thereof.

Section 6 A recall election shall be held after the receipt of a petition bearing the signatures of at least fifty- percent (50%) of the representative's local constituency. The recall election will then be held within thirty (30) days of the receipt of the petition.

Section 7 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 VII OFFICERS

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

Section 2 Nominations of officers shall be closed at the April Representative Council meeting following notice to all members and 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 not less than fifteen (15) days nor more than thirty (30) days after nominations have been closed.

Section 3 Eligibility to serve as an officer requires that the nominee must have a continuing contract. The term of office for officers shall be two (2) years, beginning the day following the close of school and there is no limitation of successive terms.

Section 4 In the event of vacancy in the office of President, the Vice-President shall become president for the balance of the term, and a new Vice-President shall be chosen by and from the members of the Representative Council.

Section 5 Whenever the offices of both President and Vice-President become vacant between elections, the remaining members of the Representative Council shall choose one of their members to serve as President *pro-tempore* until the Association can fill the vacancies.

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 after receipt by the Executive Board of a petition bearing the signatures of at least fifty-one percent (51%) of the officer's constituency.

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

A General Membership meeting will be scheduled prior to the recall election within thirty (30) days after receipt of the recall petition. Within ten (10) working days following the General Membership meeting, the recall election shall be held by secret ballot of the entire membership.

ARTICLE VIII EXECUTIVE BOARD

Section 1 The Executive Board shall consist of the officers of the Association, five (5) At-Large Representatives, a representative from the PEA-CC, and the Executive Committee Chairpersons.

Section 2 The Executive Board shall be the body through which the general administration and executive functions of the Association shall be carried out.

Section 3 At-Large Representatives shall be elected as set forth in the Bylaws, Article IV, and Section 1f.

Section 4 Except for the offices of the President and Vice President, vacancies of elected members on the Executive Board shall be filled by appointment by the Representative Council at the next Council meeting.

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

The most recent Edition of Sturgis governs this organization in all parliamentary situations that are not provided for in the law or in its chapter, constitution, and bylaws or adopted rules.

ARTICLE XI AMENDMENTS

Proposals to amend this Constitution may be made by the Executive Board or by petition of ten percent (10%) of the membership. This constitution shall be amended by a simple majority vote of the ballots returned. Notice of this election and the proposed amendment(s) shall have been delivered to each member at least twenty (20) days in advance. Amendments shall become effective immediately unless otherwise provided.