

# **Tumwater Education Association Constitution**

## **Article I Name and Incorporation**

### **Section 1**

The name of this organization shall be the Tumwater 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**

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 Tumwater School District.

## **Article III Affiliation**

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

## **Article IV Membership**

### **Section 1**

All certificated employees who meet the active membership requirements of the Washington Education Association and 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 of this Association shall also 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 suspended, expelled, or otherwise disciplined, except as provided in the WEA Constitution and Bylaws.

### **Section 4**

Membership shall be continuous until the member leaves the school district, resigns from the Association, fails to pay membership dues, suffers revocation of teaching certificate, or is expelled from the Association for reasons and by procedures specified in these Bylaws or amendments thereto.

## **Section 5**

The holder of a current membership in the Association whose employment has been terminated by the school district, and who pursues through due process a protest of the legality or the propriety of such termination of employment, shall have the option of maintaining membership in the Association during the pursuit of the protest.

## **Section 6**

The holder of a current membership in the Association, whose teaching certificate has been suspended or revoked for reasons other than expiration of the certificate, shall have the option of maintaining membership in the Association during the pursuit of the protest.

## **Section 7**

A membership terminated solely for reasons of resignation from the Association and/or non-payment of dues shall be reinstated upon payment of unified dues for the membership year then current. The Association shall not require retroactive payment of delinquent dues as a condition of such reinstatement of membership with respect to previous membership years.

## **Section 8**

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 General Membership and/or Representative Council Meetings.

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

## **Section 1**

Association members 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. No dues are refundable.

## **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 and Vice-President, Secretary and Treasurer.

### **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), nor more than thirty (30) days, after nominations have been closed.

### **Section 3**

The term of office for officers shall be two (2) years, beginning July 1. There is no limitation of successive terms. The offices of President and Secretary shall be elected in even numbered years. The offices of Vice President and Treasurer shall be elected in odd numbered years.

### **Section 4**

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

### **Section 5**

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

### **Section 6**

The recall of any member of the Executive Board may be initiated by a petition signed by twenty-five (25) percent of the membership of the Association. The petition shall state the specific charges or reasons for the Executive Board, unless that officer is the target of the recall. The Secretary shall, within three (3) days of the receipt of the petition, notify the officer concerned of the nature of the petition and charges contained therein and shall within fourteen (14) days of the receipt of the petition convene a special session of the Representative Council for the hearing of the charges. The officer concerned shall have reasonable opportunity to answer the charges and shall have the right to present witnesses. A two-thirds (2/3) majority of the representatives present and voting shall be necessary to execute recall.

## **Article VII Representative Council**

### **Section 1**

The Representative Council shall be the legislative and policy making body of the Association. Powers not delegated by the Council in these Bylaws or elsewhere shall be reserved to the Council.

**Section 2**

The Representative Council shall consist of the Executive Board and a representative(s) from each site.

**Section 4**

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

**Section 5**

There is no limitation of successive terms.

**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 these Bylaws.

**Section 8**

Ethnic-minority representatives on the Representative Council will be encouraged and every opportunity afforded that representation.

**Section 9**

Each member of the Representative Council shall attend regular meetings of the Representative Council or provide a substitute.

**Section 10**

The recall of any Representative Council Member may be initiated by a petition signed by twenty-five (25) percent of the membership of the representative's local constituency. The petition shall state the specific charges or reasons for which the recall is requested and shall be deposited with the Secretary of the Executive Board. The Secretary shall, within three (3) days of the receipt of the petition, notify the representative concerned of the nature of the petition and charges contained therein and shall within fourteen (14) days of the receipt of the petition convene a special session of the local constituency for the hearing of the charges. The Representative Council Member shall have the reasonable opportunity to answer the charges and shall have the right to present witnesses. The recall election will then be held by secret ballot with two-thirds (2/3) majority of the local constituency present and voting to execute recall.

**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 officers, Member Advocate, and Members At-Large, as outlined in the Bylaws.

### **Section 2**

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

### **Section 3**

Members At-Large shall be elected as set forth in the Bylaws.

The Member Advocate shall be appointed by the President and subject to approval of the Representative Council.

### **Section 4**

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

### **Section 5**

A Member At-Large may be recalled in the same manner as is outlined above in Article VI, Section 6.

### **Section 6**

Ethnic-minority representation on the Executive Board will be encouraged and every opportunity afforded that representation.

### **Section 7**

A vacancy on the Executive Board shall exist in case of death, resignation, recall or inability to serve. The Representative Council shall immediately, as a regular order of business, appoint a replacement to fill unexpired terms, except that the Vice-President shall succeed to the unexpired term of the President.

## **Article IX Policy Authority**

A majority 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 Robert's Rules of Order shall govern this organization in all parliamentary situations that are not provided for in the law, or in its charter, Constitution, and Bylaws or adopted rules.

## **Article XI Amendments**

This Constitution may be amended by a simple majority of those present and voting at any regular meeting of the Representative Council; provided that proposed amendments have been introduced at the previous regular meeting of the Council. The Representative Council may, by a majority vote of those present, determine that a General Membership vote should be used for particular amendments.

Amended: October 23, 2024