

**AUBURN EDUCATION ASSOCIATION  
CONSTITUTION**

**ARTICLE I - NAME AND INCORPORATION**

**Section 1** - The name of this association shall be the Auburn Education Association.

**Section 2** - The association shall be incorporated as a nonprofit corporation under the laws of the State of Washington.

**ARTICLE II - PURPOSES**

**Section 1** - To work for the welfare of students, the advancement of education, and the improvement of instructional opportunities for all.

**Section 2** - To develop and promote the adoption of such ethical practices, personnel policies, and standards of preparation and participation as mark a profession.

**Section 3** - To unify and strengthen the teaching profession and to secure and maintain the salaries, retirement, professional and sick leave, and other working conditions necessary to support teaching as a profession.

**Section 4** - To enable members to speak with a common voice on matters pertaining to the teaching profession and to present their individual and common interests before the Board of Education and other legal authorities.

**Section 5** - To hold property and funds and to employ a staff for the attainment of these purposes as set down in **Article 2**.

**Section 6** - To represent all members in bargaining, grievances, and in all matters relating to terms and conditions of employment with the Auburn School District.

**ARTICLE III - AFFILIATION**

Revised 11/2011

**Section 1** - The Association shall affiliate with the National Education Association and the Washington Education Association, under their respective rules.

## **ARTICLE IV - MEMBERSHIP**

### **Section 1 - Active Members**

Revised 5/2010

Revised 11/2011

- a. Active membership in the Association is defined as being all dues-paying employees of the bargaining unit as defined in the negotiated agreement. Representation fee payers are not included as members.
- b. Active membership shall be continuous until the member leaves the Auburn School District.
- c. Active members of the Association shall also be members of the Washington Education Association and the National Education Association.

### **Section 2 - Rights and Privileges**

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 both membership and Representative Council meetings.

## **ARTICLE V - DUES, AND ASSESSMENTS**

Revised 5/2010

**Section 1** - Association members shall pay dues as established in the Bylaws. The dues shall be payable through monthly payroll deductions.

**Section 2** - The Association may levy special assessments on its membership as provided in the Bylaws.

## **ARTICLE VI – OFFICERS**

Revised 5/2015

**Section 1** - The officers of the Association shall consist of a president, a vice president, a recorder, a treasurer, and a Member Awareness Committee chairperson.

**Section 2** - Nominations of officers shall be open to all active members. Specific requirements shall be contained in the Bylaws.

**Section 3** - The term of office for officers shall be two years, beginning July 1 till June 30. There is no limitation of successive terms.

The **President** and **Recorder** shall be elected in even numbered years.

The **Vice-President, Treasurer** and **Member Awareness Committee Chairperson (MAC Chair)** shall be elected in odd numbered years.

**Section 4** - The duties of officers shall be as provided in the Bylaws.

## **ARTICLE VII - EXECUTIVE BOARD**

Revised 8/2006

Revised 5/2010

Revised 5/2015

Revised 10/2021

**Section 1** - The Executive Board shall consist of the officers and eight (8) members in good standing elected at large, consisting of: one Education Staff Associate (ESA), one Primary Rep, one Middle School Rep, and one Career and Technical Rep, elected in even numbered years; one Intermediate Rep, one High School Rep, and one Special Education Rep, and one Equity Rep elected in odd numbered years.

**Section 2:** The members of the Executive Board need to be a member of the group for which they represent.

**Section 3-** The Executive Board shall be the executive authority of the Association.

**Section 4** - The Executive Board shall have power to employ staff for the efficient management of the Association within the annual budget and will set conditions of employment.

**Section 5** - The specific duties of the Executive Board shall be provided in the Bylaws.

**Section 6** - Whenever a majority of the Executive Board shall agree that an officer 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 majority, it shall immediately elect a replacement to fill the unexpired term.

**Section 7-** Whenever a majority of the Representative Council shall agree that an officer has been grossly negligent of the duties defined in the bylaws or is incapacitated; they shall recommend to the members present of the Representative Council that the office be declared vacant. If the Representative Council members present (not including substitutes) so vote by a two-thirds majority, it shall immediately elect a replacement to fill the unexpired term.

**Section 8** - Whenever possible, ensure that ethnic minority representation on the Executive Board is at least equal to or greater to the proportion of ethnic minorities that make up the membership.

## **ARTICLE VIII - REPRESENTATIVE COUNCIL**

Revised 5/2010

Revised 1/2017

**Section 1** - The legislative and policy-forming body of the Association shall be the Representative Council.

**Section 2** - The Representative Council shall consist of the Executive Board and one or more representative from each work site. Each work site is entitled to a building representative at a ratio of one building representative to ten members.

**Section 3** - 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.

**Section 4** - The specific duties of the Representative Council shall be provided in the Bylaws.

**Section 5** - Whenever possible, ensure that ethnic minority representation on the Rep Council is at least equal to or greater than the proportion of ethnic minorities that make up the membership.

## **Article IX- QUORUM**

Revised 1/2017

**Section 1** - Quorum at any duly authorized business meeting of the Executive Board or Representative Council or any committee shall be a majority of its members.

**Section 2** - Quorum for ratification of the negotiated agreement shall be 25% of the total Association membership.

**Section 3** - Quorum for strike action must be authorized by a 75% affirmative vote of 75% of the total association membership.

**Section 4** - Quorum for actions other than a strike shall be determined by the Executive Board.

## **ARTICLE X - AMENDMENTS**

**Section 1** - Proposals to amend this Constitution may be made:

- a. by/through the Executive Board or;
- b. by petition of 50 percent of the membership.

**Section 2** - This Constitution shall be amended by a two-thirds 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.

**ARTICLE XI - PARLIAMENTARY AUTHORITY**

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

Revised: January 20, 1986  
June 1989  
January 1990  
June 1998  
June 1999  
August 2006  
May 2010  
November 2011  
May 2015  
January 23, 2017  
October 18, 2021