

**SPOKANE EDUCATION ASSOCIATION
CONSTITUTION**
Amended 3-21-2019

ARTICLE I – NAME AND INCORPORATION

1.1 The name of this organization shall be the Spokane Education Association (SEA.)

ARTICLE II – AFFILIATION

2.1 The SEA shall be affiliated with the Washington Education Association and the National Education Association.

ARTICLE III – PURPOSE

3.1 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 Spokane Public Schools. Additionally, the Association must work for the advancement of public education, the welfare of school children, and the improvement of educational opportunities for all.

ARTICLE IV – MEMBERSHIP

4.1 Active Membership

- a. All certificated and classified employees who meet the active membership requirements of WEA and NEA and who are members of a collective bargaining unit represented by SEA may, upon payment of dues as provided herein, become active members of this Association with full rights and privileges of membership.
- b. Active membership shall cease and all rights in and to the corporation and its assets shall be terminated without reimbursement when a member (1) ceases to be an employee of Spokane Public Schools, (2) resigns from the Association, (3) fails to pay membership dues in the manner and at the time required by these Bylaws or the Collective Bargaining Agreement, (4) ceases to be a member of the collective bargaining unit as defined in paragraph 1 above, or (5) is expelled.
- c. Any member whose membership ceases as a result of item 2 above (resigns from the association) must rejoin and be a member in good standing for one (1) calendar year from the date of rejoining to participate in SEA general membership meetings, voting, or elections carried out for members of the SEA. This provision does not apply to elections or meetings held by WEA or NEA.
- d. Active members in SEA shall also be members of WEA and NEA.

ARTICLE V – DUES, FEES AND ASSESSMENTS

- 5.1 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.**
- 5.2 The Association may levy special assessments as provided in the Bylaws.**
- 5.3 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 Representative Council meetings.**

ARTICLE VI – OFFICERS

- 6.1 The officers of the Association shall consist of a President, Vice President, Recording Secretary and Financial Secretary.**
- 6.2 Nominations of officers shall be closed at the February meeting following a 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.**
- 6.3 The term of office for officers shall be three years, beginning the last day of the school year. Term limits of two consecutive terms within the same position.**
- 6.4 If no candidates have been nominated at the close of nominations of officers, an officer who otherwise would not be eligible to run for the office due to term limits may be nominated for and run for re-election to an additional three-year term. Such officers will be notified of eligibility within 24 hours of the close of nominations and will be given 24 hours to complete the nomination process.**
- 6.5 In the event of vacancy of the office of President, the Vice President shall become President for the balance of the term.**
- 6.6 In the event of vacancy of the office of the Vice President, the President shall make a recommendation and the executive board shall select a voting member**

from the executive board for the balance of the Vice President's term. The President shall appoint replacements for any other vacancies.

- 6.7 The duties of officers shall be as provided in the Bylaws.
- 6.8 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 scheduled prior to the recall election within thirty (30) days after the receipt of the recall petition. Following the general membership meeting, the recall election shall be by secret ballot of the entire membership. The Executive Board shall notify in writing any officer who has been recommended for recall.

ARTICLE VII – EXECUTIVE BOARD

- 7.1 The Executive Board shall be comprised of the officers: five (5) Zone Directors, two (2) ESP Directors, WEA or NEA Board members who are members of the SEA, two (2) Uniserv Directors (non-voting,) and the WEA-PAC chairperson (non-voting), as outlined in the Bylaws. All Executive Board members must be members of the SEA. Any member holding more than one position will carry only one vote.
- 7.2 The term of office for Executive Board members shall be three years, beginning the last day of the school year. Term limits of two consecutive terms within the same position. WEA or NEA Board positions will follow the term conditions of those boards.
- 7.3 If no candidates have been nominated at the close of nominations of officers, an Executive Board member who otherwise would not be eligible to run for the office due to term limits may be nominated for and run for re-election to an additional three-year term. Such Executive Board members will be notified of eligibility within 24 hours of the close of nominations and will be given 24 hours to complete the nomination process.
- 7.4 The Bylaws shall guarantee and set forth procedures for optional representation of at least two (2) elementary certificated members, one (1) middle school certificated member, and one (1) senior high certificated member, as well as having ethnic minority representation at least proportionate to the total ethnic minority member ratio serving positions as designated above. If the above ratios are filled, no optional positions will be appointed.
- 7.5 Optional Representatives shall serve one (1) year after June 15th following their appointment. These positions will be non-voting.
- 7.6 A recall election shall be held after the receipt of a petition bearing the signatures of at least 25% of the Officers' or Executive Board Members' constituency. The recall election will then be held within thirty (30) days of the receipt of the petition.

ARTICLE VIII – REPRESENTATIVE COUNCIL

- 8.1 The Representative Council shall be the legislative and policy making body of the Association.
- 8.2 The Representative Council shall consist of the Executive Board and Association Representatives.
- 8.3 Members at each school or work location or group shall elect for a term of two (2) years, one representative for each 20 members or fraction thereof. There shall be at least one member per worksite.
- 8.4 Each term of office shall be for two years.
- 8.5 Members of the Representative Council shall be elected as set forth in the Bylaws.
- 8.6 The composition of the Representative Council should reflect ethnic minority representation at least proportionate to the total ethnic minority of the Association.
- 8.7 Each member of the Representative Council shall attend regular meetings of the Representative Council or provide an alternate unless an alternate is unavailable. An alternate retains the voting rights of the person they are replacing at the Council meeting.
- 8.8 A recall election shall be held after the receipt of a petition bearing the signatures of at least 25% of the representatives' local constituency. The recall election will then be held within thirty (30) days of the receipt of the petition.
- 8.9 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.
- 8.10 The Representative Council shall act on all matters affecting the welfare and/or interests of the members of the SEA not otherwise specifically delegated to the Executive Board or to the general membership.

ARTICLE IX – POLICY AUTHORITY

- 9.1 A majority vote of the Representative Council shall determine the policies and actions and actions of the Association except as otherwise provided in the Constitution and Bylaws.

ARTICLE X – PARLIAMENTARY AUTHORITY

- 10.1 The current edition of Sturgis Standard Code of Parliamentary Procedure governs this organization in all parliamentary situations that are not provided in the law or in its charter, constitution, bylaws or adopted rules.

ARTICLE XI – AMENDMENTS

- 11.1 Proposals to amend this Constitution may be made by the Executive Board or by petition of 25% of the SEA membership.
- 11.2 This Constitution shall be amended by a secret ballot vote of the general membership. The amendment will be confirmed by two-thirds (2/3) of the members voting.
- 11.3 Notice of the election and the proposed amendment(s) shall be delivered to each member at least twenty (20) days in advance.
- 11.4 Voting, at the discretion of the Executive Board, may be part of the annual or special meeting or through other established election procedures.
- 11.5 Amendments shall become effective immediately unless otherwise provided.