

# TACOMA EDUCATION ASSOCIATION CONSTITUTION AND BYLAWS



Adopted May 2011

Amended May 2013, Feb 2015, Feb 2016,  
November 2017, May 2019

# CONSTITUTION

## Tacoma Education Association

### Article I Name and Incorporation

Section 1. The name of this organization shall be the Tacoma Education Association, hereafter referred to as the Association or TEA.

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 promote public education and student learning by providing quality services, advocacy, and mutual protection for members through representation of all members in bargaining, grievances, and in all matters relating to terms and conditions of employment with the Tacoma School District.

### Article III Affiliation

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

### Article IV Membership

Section 1. All employees who meet the active membership requirements of the Washington Education Association and the National Education Association and who are members of a collective bargaining unit represented by TEA 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 fined, censured, suspended, expelled, or otherwise disciplined, except as provided in the WEA Constitution and Bylaws.

Section 4. Active members of the Association shall have equal rights and privileges within the Association which include:

- a. nominating candidates,
- b. voting in elections or on referenda of this Association,
- c. serving as an officer of this Association,
- d. participating in the deliberations of the organization and to vote on contract ratification, and
- e. attending in a non-voting capacity any meeting of the Association at which business is conducted.

Section 5. Active membership and all rights in the Association shall terminate when a member:

- (1) ceases to be an employee of Tacoma Public Schools,
- (2) requests in writing to end membership 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 Section 1 above, or
- (5) is expelled from the Association.

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

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

Section 2. The Association may levy special assessments as provided in the Bylaws.

#### Article VI Officers

Section 1. The officers of the Association shall consist of a president, vice president, recording secretary, and treasurer.

Section 2. Nominations and elections of officers shall be determined according to the Bylaws and the guidelines specified by the Executive Board.

Section 3. The term of office for officers shall be two-year terms. Terms shall begin July 1st or at the conclusion of the NEA Representative Assembly, whichever is later.

- 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. In the event of vacancy in 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 with executive board approval replacements for any other officer 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 by the general membership.
- 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 signed by one-third (1/3) of active members of TEA. Following the general membership meeting, the recall election shall be by secret ballot of the entire membership. A two-thirds (2/3) majority of those voting shall be required for recall.

## Article VII Association Representative Assembly

- Section 1. The Association Representative Assembly shall be the legislative and policy-making body of the Association.
- Section 2. The Association Representative Assembly shall consist of all Association Representatives and members of the Executive Board.
- Section 3. Members at each work site shall select Association Representatives as specified in the Bylaws. The term shall be for one (1) year, and there shall be at least one representative per work site. Persons with more than one work site shall vote and be counted at only one site.
- Section 4. Members of the Association Representative Assembly shall be elected as set forth in the Bylaws.
- Section 5. The specific duties of the Association Representative Assembly shall be provided in the Bylaws.
- Section 6. A recall election shall be held after the receipt of a petition bearing the signatures of at least one third (1/3) of the representative's constituency. The recall election will then be held within thirty (30) days of the receipt of the petition. A two-thirds (2/3) majority of those voting shall be required for recall.

- Section 7. Any TEA member who is not an Association Representative may attend Assembly meetings and receive permission to speak, but will not have voting privileges.
- Section 8. The Representative Assembly shall act on all matters affecting the welfare and/or interests of the members of the Association not otherwise specifically delegated to the Executive Board or to the general membership.

## Article VIII Executive Board

- Section 1. The Executive Board shall be comprised of the officers, the certificated zone representatives, classified chapter representatives, ex-officio and at-large positions 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. The term of office for non-officer Executive Board members shall two- year terms. Terms shall begin July 1, or at the conclusion of the NEA Representative Assembly, whichever is later.
- Section 4. Zone and chapter representatives shall be elected as set forth in the Bylaws.
- Section 5. The specific duties of the zone and chapter representatives and of the Executive Board shall be provided in the Bylaws.
- Section 6. Zone or chapter representatives may be recalled in the same manner as is outlined above in Article VI, Section 7.
- Section 7. The Bylaws shall guarantee and set forth procedures for ethnic-minority representation on the Executive Board.
- Section 8. Except for the officers, vacancies shall be filled by Executive Board appointment.
- Section 9. Executive Board members also serving in more than one capacity shall have only one vote on Board decisions.

Article IX      Policy Authority

A majority vote of the membership present and voting at any general membership meeting or Association Representative Assembly 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 The Standard Code of Parliamentary Procedure (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.

Article XI      Amendments

Section 1.      Proposals to amend this Constitution may be made by the Executive Board or by petition of one- third (1/3) of the membership. This Constitution shall be amended by a secret ballot. A two-thirds (2/3) majority of those voting shall be required for approval of amendments to this Constitution. Notice of this election and the proposed amendment(s) shall be delivered to each member at least twenty (20) days in advance of the vote. 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.

Section 2.      The Executive Board is authorized to make non-substantive housekeeping changes to the Constitution.