

Fayetteville Education Association

LOCAL CONSTITUTION AND BYLAWS

PREAMBLE

We, the members of the Fayetteville Education Association, Arkansas Education Association (AEA), and National Education Association (NEA) believing that the active participation of education personnel in the development of educational policy is essential for sound education in a democratic society, have joined together, as herein defined in this Constitution and Bylaws, for the purpose of exerting a collective and positive influence on education in the Fayetteville Public School District and education in the State of Arkansas.

The Fayetteville Education Association shall provide a united voice for public education, leadership in education, innovation, dedication to Arkansas students and families, and an unwavering commitment to the welfare of our members.

The Fayetteville Education Association shall be a local organization that provides professional service to its members by building and maintaining a strong, effective membership. The Fayetteville Education Association shall be committed to democracy in the workplace and within the organization.

If any provisions of this constitution and bylaws conflict or violate the constitution and bylaws of the AEA or the NEA, the provisions of the state and national organizations shall supersede those contained herein.

MISSION

The mission of the Fayetteville Education Association is to promote excellence in our educational community, to foster and support partnerships, and to provide a voice for teachers and staff of Fayetteville Public Schools.

VISION

The Fayetteville Education Association will achieve effective partnerships to meet the challenging demands of our educational community by providing direction, leadership, and collaborative and expanding membership.

Article I - Affiliations

The Fayetteville Education Association is affiliated with the AEA and the NEA in accordance with the provisions of the constitution and bylaws of these bodies. Individuals will be members of the AEA and the NEA.

- Section 1 – The Fayetteville Education Association shall remain in good standing in regard to dues payment and general compliance with the rules and regulations of AEA and NEA.
- Section 2 – Whenever the affiliated organizations increase their dues to the local, the Executive Board shall have the right to pass these costs on to the local members in the form of increased dues payment.
- Section 3 – Certified dues shall be \$14 per year. Classified dues shall be \$7 per year.

Article II – Purposes

- Section 1 – To work for the welfare of school children, 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 as mark a profession.
- Section 3 – To unify and strengthen the education profession and to secure and improve salaries, retirement, tenure, professional and sick leave, and other working conditions necessary to support all certified and classified staff.
- Section 4 – To enable members to speak with a common voice on matters pertaining to the education profession and to present their individual and common interests before the Board of Education and other legal authorities.
- Section 5 – To encourage all Fayetteville Public School staff members to exercise their rights and responsibilities as citizens and to provide leadership in civil affairs.

Article III- Membership

- Section 1 – Active Members: a. Active membership in the Associations shall be open to any person employed in, or on a limited leave of absence from the Fayetteville School District; b. Active membership shall be continuous until the member leaves the school district, resigns from the Association, or fails to pay professional membership dues; c. Membership may occur at any time during the school year with dues being pro-rated; d. Any person eligible for active membership who is contracted for one-half time or less may become an active member by paying one-half the annual active member fee; e. All categories and fees will be aligned with those established by AEA.

Section 2 – Associate Members: a. Associate members will include retired members and student members; b. Associate members will pay one-half the local dues.

Section 3 – The membership year shall be the same as that of the AEA and the NEA.

Article IV – Officers and Executive Board

Section 1 – The Officers of the Fayetteville Education Association shall consist of a President, Vice-President, Secretary, and a Treasurer.

Section 2 – The Executive Board shall consist of the Officers of the Fayetteville Education Association and five Members-At-Large to include the Immediate Past-President (if an active member) and the Membership Chair.

Section 3 – The Officers and the Executive Board shall be the legislative and policy forming body of the Fayetteville Education Association.

Article V Due Process

No member may be censured, suspended, expelled, or impeached without due process as outlined in the procedures of the Association.

Article VI Amendments

Amendments may be made to this constitution by a two-thirds majority of the Executive Board, provided that the amendments have been introduced at the preceding regular meeting of the Fayetteville Education Association and that copies of the proposed amendments have then been distributed to members for input. Information shall be provided at least one week prior to the meeting in which the vote shall occur.

BYLAWS

ARTICLE I Meetings

Section 1 – The Executive Board shall have at least one meeting per month. The president shall have the power to call special meetings. The Officers shall prepare the agenda for each meeting and shall circulate it at least one week in advance to all members.

Section 2 – General Membership Meetings will occur one time per month or at the discretion of a two-thirds majority of the Executive Board. Members must be notified of the date of the meeting and the agenda at least one week in advance.

ARTICLE II Quorum

The members present shall constitute a quorum.

ARTICLE III Powers of the Officers and the Executive Board

The Officers and the Executive Board shall: 1.) Approve the budget. 2.) Act on reports of committees. 3.) Approve resolution and other policy statements. 4.) Execute any other powers, as deemed necessary by the general membership of the Fayetteville Education Association and approved by the Executive Board.

ARTICLE IV Duties of Officers

- Section 1 – President. The President shall preside over meetings of the Executive Board and Representative Council, appoint the chairpersons of special committees, be an ex-officio member of all committees (except nominating committee), and shall be the executive officer of the Fayetteville Education Association. The President shall represent the Fayetteville Education Association before the public either personally or through delegates, and shall perform all other functions usually attributed to the office, including communicating information to the Executive Board and the membership from the Fayetteville Education Association, AEA, and NEA.
- Section 2 – Vice-President. The Vice-President will work in coordination with the President to fill all duties listed above. In the event that the President is not present, the Vice-President shall assume all duties of the President.
- Section 3 – Immediate Past-President. The Immediate Past-President shall advise the Executive Board and assist the President when requested.
- Section 4 – Secretary. The Secretary shall keep accurate minutes of all meetings of the Executive Board and the General Membership, distribute copies of the minutes approved by the Officers to members of each group within one week after each meeting, maintain official minutes, and assist the President with Fayetteville Education Association correspondence.
- Section 5 – Treasurer. The Treasurer shall monitor the funds of the Fayetteville Education Association and disburse them upon authorization by the Executive Board. The Treasurer shall keep accurate accounts of receipts and disbursements, report to each meeting of the Executive Board, and prepare an annual financial statement which shall be presented to the general membership.
- Section 6 – Terms and Succession
 - a. The officers shall serve for one year and are eligible for re-election.
 - b. Vacancies in office other than that of the President or

Vice-President occurring during the year shall be filled by the Executive Board.

Section 7 – Officers are expected to attend Executive Board meetings and share in the attendance of Fayetteville Public Schools School Board meetings. Failure to do so may result in removal from office.

ARTICLE V Duties of the Executive Board

Section 1 – The Executive Board shall be responsible for the management of the Fayetteville Education Association, approve all expenditures, carry out policies, report its transactions, attend regular meetings, and suggest policies for consideration.

Section 2 – Executive Board members (as defined in Article IV, Section 2 of the Constitution) are expected to attend Executive Board meetings and share in the attendance of Fayetteville Public Schools School Board meetings. Failure to do so may result in removal from office.

ARTICLE VI Executive Board Members-At-Large

Section 1 – Five Executive Board members-at-large—one from secondary, one from middle, and one from elementary—shall be elected from the membership as a whole. The Immediate Past-President and the Membership Chair shall also serve as at-large members of the Board. In the event that the Immediate Past-President or the Membership Chair are no longer active members, vacancies may be filled from any level.

Section 2 – The term of office for Members-At-Large shall be one year and are eligible for re-election.

Section 3 – Executive Board Members-At-Large are expected to attend Executive Board meetings and share in the attendance of Fayetteville Public Schools School Board meetings. Failure to do so may result in removal from office.

Article VII Building Representation

Every effort shall be made to have a representative from each building for general membership meetings.

Article VIII Special Committees/Conferences

Section 1 – Each year the President shall appoint special committees as deemed necessary.

Section 2 – The Executive Board shall determine representation to any or all AEA/NEA conferences/meetings. Anyone in the general membership may be considered.

Article IX Elections

Section 1 – Nominations

- a. The President shall call for the nominations of and convene the Committee on Elections in March of each year.
- b. The Committee on Elections shall be appointed by the Executive Board.
- c. The Committee on Elections shall report all nominations to the general membership meeting in March. The general membership may nominate other candidates from the floor.
- d. The Committee on Elections shall present to the Fayetteville Education Association members brief information on each candidate.

Section 2 – Election

- a. Elections shall take place in April on an electronic ballot and/or in accordance with procedures developed by the Committee on Elections and approved by the Executive Board. The Committee on Elections shall report results to the President who shall publish them.
- b. New Officers of the Fayetteville Education Association will be installed at the May meeting of the general membership and assume their duties as of June 1.

ARTICLE X Authority

Robert's Rules of Order, current edition, shall be the parliamentary authority for the Fayetteville Education Association on questions not covered by the Constitution and Bylaws and such standing rules as the Executive Board may adopt.

ARTICLE XI Amendment

The Bylaws shall be amended in the same manner as the Constitution.