

# THE CONSTITUTION OF THE SCOTTSDALE EDUCATION ASSOCIATION

## Article I Name

The name of this association shall be the Scottsdale Education Association.

## Article II Purposes

Section 1--To work for the welfare of teachers and 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 and participation as mark a profession.

Section 3--To develop and promote a continuing program to improve salaries, fringe benefits, working conditions, and instruction through all possible means including negotiations with the Board of Trustees.

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 community, Board of Trustees, and other agencies.

Section 5--To hold property and funds and to employ such staff as needed for the attainment of these purposes.

Section 6--To promote and protect human and civil rights.

Section 7--Nothing in this Constitution or in the Bylaws shall be construed to prevent the Association from pursuing objectives which are consistent with the stated goals of the united teaching profession.

## Article III Membership

Section 1--Membership shall be of three classes: active, associate, and honorary.

**Active membership** in the Association shall be open to any person employed in the Scottsdale School District, except administrative and supervisory personnel, who holds a valid teaching certificate issued by the Arizona State Board of Education.

**Associate membership** shall be open to any employee who is interested in advancing the cause of public education but who is not eligible for any other class of membership in the Association.

**Honorary membership** may be conferred upon members of the teaching profession or other persons for distinguished service to education and the profession. Honorary members shall enjoy all the privileges of the Association except those of voting and holding office.

Section 2--Rights of Membership

a. Every active member shall have equal rights and privileges within the organization to nominate, to be nominated, to hold office, to vote by secret ballot in elections or on referenda of the association, to attend membership meetings, to participate in the deliberations and voting upon the business of such members.

b. Every member shall have the right to meet and assemble fully with other members; to express views at meetings upon candidates in an election of the Association or upon any business properly brought before the meeting.

c. Each member shall be guaranteed "due process." No member shall be fined, suspended, expelled or otherwise disciplined except for non-payment of dues without being served with specific written charges and given full "due process" rights including an administrative hearing before the Executive Board.

#### Article IV Officers

Officers of the Association shall be President, Vice-President, Secretary, Treasurer, and immediate Past President.

#### Article V Representative Assembly

##### Section 1--Definition

The legislative and policy-forming body of the Association, acting upon instruction from the membership shall be the Representative Assembly.

##### Section 2--Membership

- a. The Executive Board shall consist of the officers and 7 members-at-large elected by the total active membership. The Executive Board shall be the executive authority of the association.
- b. The Building Representatives elected by members at their respective buildings.
- c. Chairpersons of the Standing Committees shall serve as ex-officio members without voting privileges.

##### Section 3--Employment of Staff

Upon recommendation and approval of the Representative Assembly and within the annual budget, the Executive Board shall have the power to employ staff for the efficient management of the Association.

##### Section 4--Recall or Impeachment

Whenever a majority of the Executive Board shall agree that one of its officers has been grossly negligent of the duties defined in the Bylaws, they shall notify that member, in writing of the intent to recall and the reasons for the recall. The officer may appeal the intent to recall, in writing, to the Executive Board and is guaranteed "due process" in every instance. The Executive Board shall schedule hearings to review the recall and appeal. If deemed necessary, the Executive Board shall then recommend to the Representative Assembly that the office be declared vacant. If the Representative Assembly votes to vacate the office by a 2/3 majority, the office shall be vacated. The vacancy shall be filled either by a special election or by selecting the next highest vote-getter from the previous election at the discretion of the Executive Board.

#### Article VI Affiliation

The Association shall affiliate with the National Education Association under its rules, and the Arizona Education Association under its rules.

#### Article VII Amendments

This constitution may be amended by a two-thirds majority of the total secret ballots cast by the membership provided that amendments have been introduced at the preceding regular meeting of the Representative Assembly and that copies of proposed amendments have been immediately distributed to members of the Representative Assembly for faculty discussion at the building sites.

#### Article VIII Ratification

This constitution shall take effect as soon as it has been adopted by a majority vote of the members present at a General Membership meeting.

#### Article IX Ethnic Minority Representation

The Association shall guarantee ethnic minority representation on the Executive Board and Representative Assembly at least proportionate to its active ethnic minority membership.

## Article X Dissolution of the Organization

Section 1-- Should the Association membership vote (by a 2/3 majority) to dissolve the organization, all outstanding financial obligations will first be met. Should any money remain in the treasury after all accounts are settled, the following procedures will be followed:

- a. Local Dues (or a percentage of dues) will be rebated to members who were enrolled as of January first of the year in which the organization is dissolved.
- b. Should additional monies remain in the treasury, a second year's local dues will be rebated to members who have been in the organization for two full school years.
- c. Any remaining monies will be donated to the Arizona Education Association.

Section 2--Should the Association membership vote to dissolve the original organization and reorganize into a new organization, the membership will vote to either transfer the treasury to the new organization or disperse existing monies according to Article X., section 1. It will require a 2/3 majority of active members to enact this clause.