



WEA
WASHINGTON
EDUCATION
ASSOCIATION

CONSTITUTION AND BYLAWS

2019

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CONSTITUTION

(As amended by the 2019 WEA Representative Assembly.)

Article I—Name

The name of this organization shall be the Washington Education Association herein referred to as the "WEA" and the "Association."

Article II—Mission Statement, Goals, and Core Values

The Mission Statement, Goals, and Core Values of the WEA have been adopted by the WEA Representative Assembly and are reviewed annually by that body.

Article III—Membership

Section 1. The membership of the WEA shall consist of a class of active members and other such classes as provided in the Bylaws. Active members shall belong to state, national, and local affiliates where eligible. The Constitution and Bylaws shall prescribe eligibility of membership in such classes.

Section 2. Membership shall be open, as provided in the Bylaws, to all persons who shall agree to:

- (a) subscribe to the goals and objectives of the WEA;
- (b) abide by its Constitution and Bylaws; and
- (c) adhere to the National Education Association (NEA) Code of Ethics of the Education Profession if engaged in teaching or other educational work.

Section 3. Membership shall be subject to review and discontinuance as provided in the Constitution and Bylaws.

In acquiring and retaining membership status, every member becomes and remains obligated to comply with all provisions of this Constitution, the WEA Bylaws, and lawful decisions of the WEA Board.

Section 4. Membership shall not be denied to individuals on the basis of race, creed, national origin, or gender.

Section 5. Any person who transfers into the state during the current year, is a paid-up member in the state from which they transferred, and meets the other WEA membership requirements shall be given all rights and privileges until the end of the WEA membership year. This particular membership is only authorized when the other state offers and states in writing that a reciprocal membership agreement will be offered on a like basis to WEA transferees. Written communication by the applicant showing all such qualifications shall activate the membership.

Section 6. The membership year and the fiscal year shall be September 1 through August 31.

Section 7. Membership shall be permanent or continuing from year to year except upon resignation, retirement, death, expulsion, suspension, or discontinuance as provided in the Bylaws.

Section 8. Only active and student members have the right to vote. Only active members shall have the right to seek and to hold an elective position in the state Association. Exceptions to this section are set forth in the WEA Bylaws.

Section 9. The WEA Board of Directors shall have power to censure, suspend, or expel a member for cause, after due process, including notice and hearing. The WEA Board shall have power to reinstate a suspended or expelled member. The WEA Board shall prescribe the procedures for the exercise of its power to censure, suspend, expel, and reinstate members pursuant to the requirements in the Bylaws.

Article IV—Dues and Assessments

Section 1. The annual dues of an active member shall not exceed eight-tenths (8/10) of one (1) percent of the average classroom teacher's salary for the preceding year as published by the Superintendent of Public Instruction. Dues must be paid for the entire year and, except as provided in the Bylaws, may not be prorated for a partial year's membership. Dues may be collected in installments as provided by the WEA Board, but the termination prior to the payment of all installments shall not excuse the payment of the balance of the dues.

Section 2. Membership in the WEA or an affiliated association is conditional upon the payment of local, UniServ, state, and national dues.

Section 3. The WEA may levy special assessments on its membership as provided in the Bylaws.

Article V—Representative Assembly

Section 1. The Representative Assembly of delegates shall be the supreme governing body of the WEA. The Representative Assembly shall adopt a set of standing rules. The Representative Assembly shall meet once a year and may meet in special session at the direction of the Representative Assembly or by order of petition of at least forty (40) affiliated WEA units.

Section 2. The WEA Board shall be ex officio members of the Representative Assembly. The WEA Board shall be the officers of the Representative Assembly. The WEA president shall be the chairperson of the Representative Assembly.

Section 3. The WEA Board shall establish a ratio of delegates to members for the Representative Assembly which shall conform to the NEA representation requirements. This ratio will be established prior to the Representative Assembly and must be confirmed by the Representative Assembly in order to go into effect. The WEA Board shall review the apportionment ratio at least once every three (3) years.

Section 4. The WEA Board may adopt a ratio of delegates to WEA-Retired members which is different from but not greater than that of active members.

Section 5. Only active, WEA-Retired, and student members of the state Association shall be eligible to be delegates or to vote for the election of delegates. Such members shall vote in one (1) affiliated association only. WEA-Retired members shall be eligible to vote for WEA-Retired delegates only.

Article VI—Officers

Section 1. The officers of the WEA shall be the president and the vice president.

Section 2. The president and vice president shall be elected by secret ballot following open nominations by the Representative Assembly for a two-year term with a limit of

three (3) consecutive terms and shall assume office upon adjournment of the NEA Representative Assembly except as provided in Sections 4 and 5 of this Article.

Section 3. In the event that the president is unable to serve for his/her full term of office, the vice president shall assume the office of president for the balance of the unexpired term.

Section 4. The president or vice president may be recalled or removed with cause at any annual or special meeting of the Representative Assembly by a two-thirds (2/3) vote of all delegates present and voting. In the event the president is recalled or removed, the vice president shall assume the office of president for the balance of the unexpired term.

Section 5. In the event that the office of vice president, or the offices of president and vice president simultaneously become vacant for any reason, the WEA Board shall appoint a new officer(s) until a new officer(s) can be chosen by the next Representative Assembly for the balance of an unexpired term or for a full term.

Section 6. In the event that an officer's physician determines that the officer is disabled and unable to perform the duties of office, that officer shall be placed on paid leave. The leave shall continue until the physician determines the officer is able to resume the duties of office.

If, in the opinion of the WEA Executive Committee, an officer is unable to perform the duties of office due to health reasons, the officer shall be placed on paid leave until such time as the officer's physician determines that the officer is able to resume the duties of office.

For purposes of this Section only, the succession and/or appointment of an officer described in this Article shall be on an acting basis only. When an on-leave officer resumes the duties of office, an acting officer determined by succession shall resume the duties of office held.

Article VII—Board of Directors

Section 1. The WEA Board of Directors shall consist of the following: the president and vice president of the state association, the NEA state directors, UniServ Council presidents by virtue of their office and concurrent with their term of office, directors from the UniServ Councils, at-large directors, and others as provided in the Bylaws. WEA members who are executive committee members of the NEA, at-large directors of the NEA board, and presidents or chairs of national organizations who act as observers at NEA board meetings shall be recognized as nonvoting ex officio members of the WEA Board at no cost to the WEA.

Section 2. It shall be the duty of the WEA Board to carry out the program and policies of the Representative Assembly and to exercise the general authority of the Representative Assembly between its annual meetings. It shall be the duty of the WEA Board to employ the executive director and appoint the chief financial officer of the Association. The WEA Board shall have the authority to interpret the WEA Constitution and Bylaws.

The WEA Board shall develop and adopt standing rules for the Board and shall recommend a set of standing rules for adoption by the WEA Representative Assembly.

Section 3. Election of WEA Board members representing UniServ Councils shall be by WEA members within each UniServ Council. Such directors shall be elected for a two-

year term and may be elected to three (3) consecutive two-year terms. A WEA Board director, representing any UniServ Council or serving as an at-large director, shall not serve more than seven (7) consecutive years in the same role. Following an interval of one (1) full year without service on the Board in that same role, a UniServ Council Board director and/or an at-large director may again serve as an appointed or elected director representing a UniServ Council or serving as an at-large director. A UniServ Council President who serves as a member of the WEA Board by virtue of that office is only subject to term limits if imposed by the UniServ Council.

Section 4. Each UniServ Council shall establish governance procedures to provide for voting representation at WEA Board meetings in the event of an elected director's absence.

An at-large member of the WEA Board shall choose an alternate to provide for voting representation at WEA Board meetings in the event of that elected at-large director's absence. An alternate serving as an ex officio member of the WEA Representative Assembly may not vote in the election of NEA State Directors.

Section 5. A director vacancy in a UniServ Council shall be filled by appointment or special election as provided for in the UniServ Council governance procedures.

A vacancy in an at-large WEA Board position shall be filled by appointment by the WEA president and confirmed by the next regularly scheduled Board meeting.

Section 6. Any WEA Board member representing a UniServ Council may be recalled or removed with cause by a two-thirds (2/3) vote of those members voting by secret ballot within such Council at a special election called by the WEA Board upon petition of one-third (1/3) of the units or members within such Council.

Section 7. The officers of the WEA shall be the officers of the WEA Board.

Article VIII—Executive Committee

Section 1. There shall be an Executive Committee of the WEA Board to carry out the program and policies of the Representative Assembly and the WEA Board and to exercise the general authority of the Representative Assembly and Board between their meetings. This Committee shall be composed of the Association president, the Association vice president, and at least six (6) members-at-large elected from the WEA Board by the Board by secret ballot after open nomination. The Committee shall take office following the NEA Representative Assembly and shall serve one (1) year. The president shall be the chairperson of the Executive Committee. Actions of the Executive Committee may be subject to approval by the WEA Board.

Section 2. Meetings of the Executive Committee shall be held in accordance with action of the WEA Board, at the call of the president, or upon request of the majority of the Executive Committee members.

Article IX—Appointed Groups

Section 1. All appointed groups authorized by the Representative Assembly, the WEA Board, or the WEA Executive Committee shall continue only so long as they have charges that need to be accomplished. Reports on charges shall be made to the initiating body or as required in the charges.

Section 2. All appointments to groups outlined in Section 1 of this Article shall be made by the WEA President except for appointments in the area of instruction and professional development that shall be made by the WEA Vice President. All

appointments shall be reviewed by the WEA Board and shall reflect representation of persons of color, classified Education Support Professionals (ESP), and women.

Article X—Person of Color Guarantees

The WEA shall take all reasonable and legally permissible steps to achieve on its elective and appointive bodies person of color representation that is at least proportionate to the person of color population within the state.

Article XI—Affiliated Associations

Section 1. A local association whose members desire to be affiliated with the WEA may be affiliated upon approval of the WEA Board provided they qualify for affiliation under the Constitution and Bylaws of the WEA and the NEA.

Section 2. Any affiliated association failing to meet the minimum requirements for affiliation for two (2) successive years or failing to satisfy the minimum requirements and standards for affiliation in the Constitution and Bylaws of the WEA and NEA shall be subject to forfeiture of its affiliation.

Section 3. Except as provided in Article VI of the Bylaws, the WEA Board shall have the authority to act on all affiliation matters.

Article XII—Associate Status

The WEA Board may permit a state or an area-wide professional organization or an individual to associate with the WEA as provided in the Bylaws.

Article XIII—Affiliation with the National Education Association

Section 1. The WEA ratifies the Charter and the NEA Constitution and Bylaws, declares its relation to the NEA as an affiliated state association, and pledges its active assistance and support in promoting the program outlined by the NEA in the fulfillment of its purposes and objectives.

Section 2. Delegates to the Representative Assembly of the NEA to which the WEA may become entitled through affiliation shall be elected as provided by the WEA Board and consistent with the requirements of the NEA Constitution and Bylaws.

Section 3. The positions of state directors of the NEA shall be filled for three-year terms by the Representative Assembly in the manner prescribed for election of officers of the WEA. By virtue of their election to the office of president and vice president of the WEA, the president shall serve as first alternate and the vice president as second alternate to the NEA state directors. Eligibility for, nomination, and election to that office shall be consistent with the requirements of the NEA Constitution and Bylaws.

Section 4. If a director's position has to be dropped because of a reduction in NEA membership, it shall be the last director elected providing the other director(s) is eligible to maintain the position(s) or runs for re-election.

Article XIV—Parliamentary Authority

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

Article XV—Amendments

Section 1. This Constitution may be amended by any annual or special meeting of the Representative Assembly by a two-thirds (2/3) vote of all delegates present and voting provided that the text of the proposed amendment shall have been submitted to WEA at least eight (8) weeks prior to the meeting of the Representative Assembly in order to be sent to all affiliated associations at least four (4) weeks prior to the meeting of the Representative Assembly.

Section 2. The WEA Board is authorized to make nonsubstantive housekeeping changes in the Constitution.

BYLAWS

(As amended by the 2019 WEA Representative Assembly.)

Article I—Membership

Section 1. Enrollment blanks embodying the unified plan of membership shall be furnished by the state Association.

Section 2. There shall be the following classes of membership in the WEA:

(a) **Active Membership** shall be open to:

- (1) Any person engaged in the profession of teaching or in other education work within the K-12 education system who is employed in a nonsupervisory position which requires that person to hold a baccalaureate degree, higher degree, or a Washington State Certificate (where required);
- (2) Any person engaged in the profession of teaching within the community or technical colleges or universities who is employed in a nonsupervisory position;
- (3) Any classified educational support professional (ESP) of any school district, college, university, or other educational institution who is employed in a nonsupervisory position and not otherwise eligible under subsection (1) above; and
- (4) Officers of the WEA or WEA affiliates who pay active-member WEA dues.

(b) **Reserve Membership** shall be limited to any person who is otherwise eligible for active membership but is on limited leave of absence from educational employment or has held active membership in the Association but whose employment status no longer qualifies that individual for such membership. Reserve members shall adhere to the NEA Code of Ethics of the Education Profession.

(c) **Student Membership** shall be limited to any person who is eligible for student membership in the NEA.

(d) **Staff Membership** shall be open to any person employed by the Association or any of its affiliates or UniServ Councils in a staff position.

(e) **WEA-Retired Membership** shall be limited to any person who has held active membership in the Association prior to retirement or an education association of any state other than Washington, and/or who is an annuitant of a public education employees' retirement system or a retirement system of a college or university or education agency; however, no person who has served as a school administrator may be a member of WEA-Retired unless such person was an active WEA member who was not employed as an administrator at the time of retirement. To be eligible for membership in WEA-Retired, a person must become a member of NEA-Retired and any retired class local affiliate that might exist. Any individual who held retired membership prior to the existence of WEA-Retired shall not be entitled to membership in WEA-Retired without payment of WEA-Retired dues but shall retain any right or privileges of retired membership that such individuals enjoyed prior to the creation of WEA-Retired.

Section 3. Continuing membership shall be subject to discontinuance in the case of any member whose dues are not paid by January 1 or who has not authorized the deduction of such dues installments thereof.

Section 4. Any member may be expelled or suspended from membership, censured, and/or fined for the following cause or causes:

- (a) refusing to abide by the Constitution and Bylaws;
- (b) working in opposition to a local WEA affiliate's exercise of its professional rights or legal or contractual obligations;
- (c) working as a strikebreaker, crossing a picket line of any WEA affiliate in the event of a work stoppage which has been approved by a majority of those members present and voting at a meeting called to decide such issues, or knowingly giving or attempting to give information to a struck employer which tends to undermine the position of the WEA and its affiliates; and
- (d) filing charges against another member in bad faith or out of malice.

Prior to any such censure, suspension, expulsion, and/or fine, the WEA Board shall inform the accused member of the alleged cause or causes for the proposed action and the member's opportunity for a hearing if requested within twenty (20) calendar days of receiving notice. The WEA Board may conduct the hearing or delegate responsibility to an appointed group which shall make findings and recommendations to the WEA Board. Thereafter the WEA Board may conduct other hearings it considers appropriate and upon making a decision shall inform the member of the decision and the reasons thereof. The WEA Board shall adopt procedural rules consistent with due process it deems appropriate to implement this section.

Article II—Dues and Assessments

Section 1. The annual dues of an active certified K-12 member shall be seven tenths (0.700) of one (1) percent of the state average classroom teacher salary. Dues are to be adjusted in an amount to the nearest whole dollar. All certified and classified dues changes for the ensuing year will be announced at the annual Representative Assembly meeting and will go into effect on September 1 of each school year.

The annual dues of a certified or classified member, employed after the first month of the school year (September 1 — September 30) shall be the regular dues prorated by the number of months remaining in the school year.

The WEA Board shall annually set the dues for the following categories of membership:

- (a) members employed as part-time teachers;
- (b) substitute members;
- (c) student members;
- (d) staff members; and
- (e) reserve members.

- Section 2. The dues, contributions, and special assessments for classified employees and members employed as instructors in the community technical colleges or universities shall be established by the WEA Board. The WEA Board shall establish the requirements for unified dues and membership.
- Section 3. The annual dues of an active member shall include an additional twelve dollars (\$12) annually dedicated to the political education component of the Washington Education Association. The twelve dollars (\$12) shall be divided equally, fifty percent (50%) to the state and fifty percent (50%) to the UniServ Councils.
- Section 4. The local, state, UniServ, and national dues and contributions or special assessments of all members shall be payable to the affiliated association or to the executive director of the WEA. Affiliated associations, in turn, shall forward the state dues with a list of members whose dues are included in each remittance to the executive director. Local affiliates shall enter into contracts with the WEA relative to the forwarding of dues to the respective affiliated levels.
- Section 5. Special assessments may be levied by a two-thirds (2/3) vote of the Representative Assembly provided a termination of the special assessment is included in either dollar amounts or a specific date.

Article III—Representative Assembly

- Section 1. Delegates shall be accredited by the WEA Board whose designee shall have power to seat all delegates subject to an appeal to the Representative Assembly.
- Section 2. Meetings of the Representative Assembly shall be held in such cities as may be determined by the WEA Board.
- Section 3. No local president delegate expense shall be borne by the WEA.
- Section 4. A quorum of the Representative Assembly shall consist of one-half (1/2) of the registered delegates.
- Section 5. Delegates to the Representative Assembly shall be elected by secret ballot after open nominations. The WEA Board shall provide uniform rules and procedures to ensure compliance with the Constitution and Bylaws of the WEA and NEA including those applicable provisions relative to one (1) person, one (1) vote, and person of color representation.

Article IV—Board of Directors

- Section 1. The WEA Board shall review the membership population of each UniServ Council as of January 15 in even-numbered years prior to the call for director elections in that year for two-year terms beginning after that year's NEA Representative Assembly and shall make such adjustments as may be necessary in the number of directors representing each UniServ Council to ensure, as near as practicable, adherence to the representation principle of one (1) person, one (1) vote.
- Section 2. The rules and procedures of the WEA Board shall ensure compliance with the Constitution and Bylaws of the WEA and NEA including those applicable provisions relative to one (1) person, one (1) vote and person of color representation and shall provide proportional representation for higher education and classified ESP members. Classified ESP members, community and technical college members, United Faculty of Washington members, student members, and WEA-Retired members shall each elect one (1) ex officio voting member to the WEA Board.

Section 3. If, after the even-numbered year UniServ Council director elections, the WEA Board determines that the WEA Constitutional provisions relative to person of color, higher education, and classified ESP representation at the UniServ Council level has not been satisfied, it shall provide for the election by secret ballot after open nominations for two-year terms by the next Representative Assembly of the necessary number of at-large directors to satisfy such requirements.

Section 4. The directors representing a UniServ Council shall be elected by secret ballot after open nominations by the membership of their UniServ Council. In the event that only one (1) candidate is nominated during the period of open nominations, the UniServ Council may forgo a secret ballot election and declare the single nominee elected. Statewide publicity will be given to all candidates nominated before the publication deadlines. Except for those directors elected or appointed to fill vacancies, newly elected directors shall take office after that year's NEA Representative Assembly.

Each UniServ Council is entitled to representation based on one (1) director for each one thousand five hundred (1,500) members with a guarantee that each UniServ Council shall be entitled to one (1) director.

The WEA Board shall serve as an election review board, adopt rules and procedures for elections, and, by a majority vote, may void any contested election. If an election is declared void by the WEA Board, a new director shall be elected by the affected UniServ Council provided that the election is supervised by the WEA Board.

Section 5. Meetings of the WEA Board shall be held in accordance with action of the WEA Board, at the call of the president, or upon request of a majority of the WEA Board.

Section 6. The preparation of the preliminary budget and the final budget shall be the responsibility of the executive director. Both the preliminary budget and the proposed final budget shall be reviewed and adjusted as necessary by the Board designee and be submitted to the WEA Board in order for the Board to adopt the final budget in a timely manner consistent with established accounting principles.

Section 7. Each UniServ Council director, by virtue of election as a UniServ Council director, shall serve as an ex officio voting officer of the UniServ Council.

Article V—Employed Staff

Section 1. The WEA Board shall employ the executive director, appoint the chief financial officer, and, upon recommendation of the executive director, shall employ professional personnel. The executive director or his/her designee shall employ all other personnel.

Section 2. The executive director shall have general administrative charge, under direction of the WEA Board, of all activities maintained by the WEA.

Section 3. The chief financial officer shall maintain an adequate accounting system, prepare monthly financial reports to the WEA Board for their regular meetings, arrange for an annual audit of the WEA's financial transactions, and prepare such other financial reports as may be required. The chief financial officer shall have no voting power nor be a member of any policy-making group of the WEA.

Section 4. All invoices and bills submitted for payment must be approved prior to payment thereof by either the executive director or the chief financial officer.

Section 5. All monies received by the WEA shall be placed and kept in such accounts as the WEA Board shall determine and shall be disbursed by such officers and in such manner as the WEA Board shall determine.

Section 6. Official stationery and official title shall be used only in the promotion of policies that have been approved by the respective organizations.

Article VI—Affiliated Associations

Section 1. Associations shall meet and maintain the following criteria:

- (a) a budget for the Association based on financial participation in UniServ of no less than thirteen dollars (\$13) per member and an additional ten dollars (\$10) local dues, and projected participation in national, state, and local association activities;
- (b) acceptance of the WEA and NEA Constitution and Bylaws;
- (c) a constitution and/or bylaws in conformity with the WEA and NEA Constitution and Bylaws; and
- (d) other such minimum criteria as established by the WEA Board.

Section 2. Except as provided in this Article, the WEA Board shall have the authority to act on all affiliation matters.

Section 3. If the WEA Board finds that the proposed association does not meet the minimum standards for chartering or if the WEA Board concludes that granting the charter is not in the best interest of all concerned, the Board shall advise the local association by setting forth in writing its reason or reasons for disapproval of the application for a charter. The Representative Assembly by a two-thirds (2/3) vote may approve a charter request that has been rejected by the WEA Board. Prior to filing an application for chartering, the local group or association must submit a request in writing to the WEA director of the UniServ Council in which the group is located. The director shall report in writing to the WEA Board the recommendation for affiliation before formal action is taken.

Section 4. A charter shall be revoked if the unit has become nonexistent.

Article VII—Trusteeship Over An Affiliated Local Association

Section 1. The Association may establish a trusteeship over a chartered or otherwise affiliated local association for the purpose of:

- (a) correcting corruption or financial malpractice; or
- (b) restoring democratic procedures.

Section 2. The following procedures shall be used to establish a trusteeship:

- (a) If the Executive Committee determines, by a two-thirds (2/3) vote that there is adequate cause under Section 1 of this Article to establish a trusteeship, it shall recommend to the WEA Board of Directors that a trusteeship be established, and may also, in case of emergency, where the best interests of the local affiliate and the Association require, establish an immediate trusteeship pending action by the Board. The Executive Committee shall, as soon as possible, send such recommendation, including a written statement setting

forth the specific basis for it, to the WEA Board with a copy to the president of the local affiliate.

- (b) No sooner than twenty-one (21) days and no later than thirty (30) days after the Executive Committee has sent the recommendation to the Board and the president of the local affiliate, a hearing, to receive evidence and hear arguments, shall be held before the Board or, if the Board is not scheduled to meet during that period, a trusteeship committee created by the Board. The trusteeship committee shall report to the next meeting of the Board.
- (c) The Board shall vote on the question of whether a trusteeship should be established. If more than one-third (1/3) of the members of the Board who vote on the question vote "no," a trusteeship shall not be established. If two-thirds (2/3) or more of the members of the Board who vote on the questions vote "yes," a trusteeship shall be established, effective with the announcement of the vote. Once a trusteeship has been established, the Executive Committee shall appoint a trustee, as soon as possible, which it may replace at any time.
- (d) No financial obligation or liability of the local affiliate, which may exist at the time the trusteeship is established or which may be incurred during a trusteeship, shall be assumed by or become an obligation of the Association.

Section 3. A trustee, subject to the control and direction of the Executive Committee, shall have the power to:

- (a) conduct the affairs of the local affiliate;
- (b) take possession of the books, records, funds, and other assets of the local affiliate to be held in trust for and used only in the proper conduct of its affairs;
- (c) remove officers and replace them, if deemed appropriate, for the duration of the trusteeship; and
- (d) take such other actions as in the trustee's judgment are necessary for the preservation of the rights and interests of the Association and the members of the local affiliate.

Section 4. The trustee's reasonable expenses incurred in the exercise of the powers outlined in Section 3 shall be paid first from available local affiliate funds.

Section 5. The following procedures shall be used to terminate a trusteeship:

- (a) The Executive Committee shall terminate a trusteeship, by a two-thirds (2/3) vote, as soon as the cause for its establishment has been remedied.
- (b) Prior to the termination of a trusteeship, a trustee shall conduct an election, in accordance with the applicable governing documents of the local affiliate, to fill as of the date of such termination, any officer positions vacated by removal or departure of former incumbents. Exceptions to the governing documents of the local affiliate may be made to ensure a timely election.
- (c) As of the date of termination of the trusteeship, the trustee shall return control of the books, records, funds, and other assets of the local affiliate to its appropriate officers.
- (d) A trustee shall make a final accounting of a trusteeship and submit copies to the Board and the local affiliate.

Section 6. The following procedures shall be used in the event a WEA local affiliate appeals a trusteeship decision:

- (a) The WEA Board may consider an appeal of a decision of the Executive Committee not to terminate a trusteeship. The Board may terminate a trusteeship if two-thirds (2/3) or more of the members of the Board of Directors, who vote on the question of whether the trusteeship should be terminated, vote "yes."
- (b) If the WEA Board establishes a trusteeship or refuses to terminate an established trusteeship, the local affiliate shall have the right to appeal to the WEA Representative Assembly within thirty (30) days after the decision of the Board, by:
 - (i) petition filed with the WEA President, which is signed by at least a majority of members in good standing of the local affiliate; or
 - (ii) a motion approved by a three-fourths (3/4) vote of the highest governing body of the local affiliate.
- (c) The WEA Representative Assembly shall rule by majority vote of the delegates on the appeal at its first meeting occurring after the appeal is filed. Pending an appeal, the decision of the Board shall remain in full force and effect.

Article VIII—Associate Status

Section 1. Any group or individual interested in education and subscribing to the mission, goals, and core values of the WEA may associate with the WEA in accordance with this section provided that the group or individual remits the annual fee determined by the WEA Board.

The group or individual shall be without representation at the Representative Assembly or on the WEA Board and such associate status may be subject to annual review by the WEA Board or Executive Committee.

Section 2. Local affiliates may grant associate membership to individuals whose actions are consistent with the WEA mission, goals, and core values.

Article IX—National Education Association

Active member delegates to the Representative Assembly shall elect candidates of the WEA for the offices of state directors in the NEA. All nominations for these offices shall be open and made from the floor. Elections shall be by secret ballot. WEA Board directors serving as ex officio members of the WEA Representative Assembly who have been appointed to a director position to fill a vacancy may not vote in the election of NEA state directors.

Article X—Amendments

Section 1. These Bylaws may be amended at any annual or special meeting of the Representative Assembly by a two-thirds (2/3) vote of all official delegates present and voting, provided that the amendment shall have been proposed in writing and submitted to the Representative Assembly no later than ten (10) a.m. of the first full day of its meeting. All amendments to these Bylaws shall be by secret ballot. The vote to amend the dues and/or establish assessments shall take place no later than noon of the final, scheduled day of the meeting of the Representative Assembly.

Section 2. The WEA Board is authorized to make nonsubstantive housekeeping changes in the Bylaws.