

## Proposed BEA Constitution Changes

Proposed Constitution change	Reason for change
<p><b>ARTICLE IV—MEMBERSHIP</b>  <u>Section 2.</u> Active members of this Association shall also be members of the <del>Washington Education Association and the National Education Association</del> National Education Association, Washington Education Association, and WEA-Sammamish UniServ Council.</p>	<p>Clarifies current practice to include UniServ membership</p>
<p><del>Section 5. Unless otherwise expressly provided by law, persons who tender agency shop fees shall have no rights or privileges within this Association.</del></p>	<p>Adapting to the Janus Decision. Agency fees no longer exist.</p>
<p><b>ARTICLE V—DUES, FEES, AND ASSESSMENTS</b>  <u>Section 1.</u> Association members <del>and agency shop fee payers</del> shall pay dues/fees as established in the Bylaws. The dues/fees shall be payable through monthly payroll deductions.</p>	<p>Adaption to the Janus Decision. Agency fees no longer exist.</p>
<p><b>ARTICLE VI—OFFICERS</b>  <u>Section 3.</u> The term of office for officers shall be two (2) years, beginning July 10, <del>2004</del>. Terms of officers shall be limited to three (3) consecutive two-year terms or a total of no more than seven (7) consecutive years in any one officer position. Officers shall be elected in even years.</p>	<p>“House-keeping” editing. The date of this change is no longer needed in the text of the Constitution.</p>
<p><b>ARTICLE VII—REPRESENTATIVE COUNCIL</b>  <u>Section 3.</u> Members <del>at</del> each work site shall elect, for a term of one (1) year, two (2) Representative Council <del>members</del> <b>representatives</b>. Schools may elect a third rep with 60 members, a fourth rep with 80 members, a fifth rep with 100 members, etc. There shall be at least <del>one member representative</del> per work site.</p>	<p>“House-keeping” editing. Grammar corrections and changes term “members” (meaning members of Rep Council) to “representatives”</p>
<p><u>Section 4.</u> One at-large member of rep council shall be elected for a term of one (1) year from each of the following constituency groups for a total of nine (9) at-large positions:</p> <ul style="list-style-type: none"> <li>· special education</li> <li>· OT, PT</li> <li>· SLP</li> <li>· counselors</li> <li>· psychologists and social workers</li> <li>· nurses</li> <li>· curriculum, <del>TASS</del> and technology</li> <li>· <del>MLL</del>, Title I and <b>Advanced Learning</b></li> <li>· elementary specialists</li> </ul>	<p>Updates terms to those currently used in BSD</p>
<p><b>ARTICLE VIII—EXECUTIVE BOARD</b>  <u>Section 2.</u> At-large members of the Executive Board shall be elected by the membership for a term of two (2) years from each of the following constituency groups for a total of seven (7) at-large positions:</p> <ul style="list-style-type: none"> <li>• Two representing elementary</li> <li>• One representing middle school</li> <li>• One representing high school</li> <li>• One representing <b>classroom-based</b> student services, including teachers of special education; <del>gifted</del> <b>Advanced Learning</b>, <del>ESL</del> <b>MLL</b> and Title I students</li> <li>• One representing <b>ESA</b> student services, including elementary and secondary counselors, OT/PT/SLP, psychologists, nurses, and social workers</li> <li>• One representing specialists, including art, music, and physical education; librarians; CTE; curriculum and technology department</li> </ul>	<p>Updates terms to those currently used in BEA and BSD</p>

**ARTICLE VIII—EXECUTIVE BOARD**

Section 7. ~~The Bylaws will support efforts~~ Efforts will be made to have the composition of the Executive Board reflect the ethnic diversity of the Association membership.

“House-keeping” to clarify language. The Bylaws don’t make efforts. The membership does.

## Proposed BEA Bylaws Changes

Proposed Bylaws change	Reason for change
<p><b>ARTICLE II—DUES, FEES, AND ASSESSMENTS</b></p> <p>Section 1. Association members <del>and agency shop fee payers</del> shall pay annual BEA dues in the amount up to 1.0% of the base salary of the first cell (row 1, column A) on the previous year’s BSD salary schedule. Said dues are to be adjusted by quartiles to the nearest whole dollar within the following FTE: 0.00-0.25; 0.26-0.50; 0.51-0.75; 0.76-1.00. Any change from the current year’s dues will be proposed and voted on at the <b>May</b> meeting of the Representative Council and will go into effect the first contracted day of the following school year. Substitutes who join the Association will pay BEA dues equal to the 0.00-0.25 FTE quartile. Association members will be assessed annual dues for the WEA-Sammamish Council, WEA and NEA as per those organizations’ bylaws.</p>	<p>Adapting to the Janus Decision. Agency Shop Fees no longer exist.</p> <p>Adapting to WEA request for notice of dues amount by 5/31 each year.</p>
<p><b>ARTICLE VI—DUTIES OF THE EXECUTIVE BOARD</b></p> <p>Section 6. Each term of office shall be for two (2) year(s) and commence on July 10. Terms of office shall be staggered so that the Elementary Representative Position 1 and <b>Classroom-Based Student Services Representative Specialist</b> positions are elected in even years; and the High School Representative, Middle School Representative, Elementary Representative Position 2, and <b>ESA Student Services Representative</b> are elected in odd years.</p>	<p>Clarifies current practice and updates Bylaw language to reflect staggering elections of Board positions created in 2016.</p>
<p><b>ARTICLE VIII - NOMINATIONS AND ELECTION OF OFFICERS, EXECUTIVE BOARD REPRESENTATIVES, REPRESENTATIVE COUNCIL, SAMMAMISH COUNCIL BOARD OF DIRECTORS AND WEA AND NEA DELEGATES</b></p> <p>Section 2. Nominations from the floor for officers, Executive Board, and Sammamiṣh UniServ Council Board of Directors shall be called for and received at the March Representative Council meeting as described in the Internal Operating Procedures. <del>At the closing of the</del> <b>During the</b> Representative Council meeting in April the nominations shall be closed.</p>	<p>Clarifies language to reflect current practice. Nominations are closed during the Rep Council meeting by the Chair.</p>
<p>Section 4. The Executive Board shall approve the time and place of nominations and elections and ensure that they are convenient for the greatest possible <del>attendance and/or</del> participation by all active members. The election shall be by secret ballot, observing the one (1) person, one (1) vote principle. <b>When possible, on-line voting will be used in accordance with BEA Internal Procedures.</b></p>	<p>Clarifies language to reflect current practice of on-line voting.</p>
<p>Section 7. The election of WEA and NEA Representative Assembly delegates shall follow the election procedures outlined by WEA and NEA. These delegates shall be elected at-large. <b>To be elected as a WEA and/or NEA delegate and/or successor, a write-in candidate must receive at least five percent (5%) of the valid votes cast.</b></p>	<p>Additional language that aligns with election procedures recommended by NEA and WEA.</p>