

Renton Education Association Constitution

Article I—Name and Incorporation

- Section 1. The name of this organization shall be the Renton Education Association (REA).
- 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 organize and represent all members in bargaining, grievances, and in all matters relating to terms and conditions of employment with the Renton School District.

Article III—Affiliation

The Association shall affiliate with the Rainier UniServ Council, Washington Education Association, and the National Education Association.

Article IV—Membership

- Section 1. All certificated employees who meet the active membership requirements of the Washington Education Association and National Education Association may, upon payment of dues as herein provided, become active members of this Association with full rights and privileges of membership. Membership shall not be denied to individuals on the basis of race/color, creed, national origin, disability, sex/gender, marital status, age, sexual orientation, or gender identity/presentation.
- Section 2. Active members of this Association shall also be members of the Rainier UniServ Council, 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. All members of the Association shall have equal rights and privileges within the Association which include:
- a. to nominate candidates,
 - b. to vote in elections or on appropriate business of this Association, including contract ratification,
 - c. to hold office,
 - d. to participate in the deliberations of the organization,

- e. to attend general membership, Executive Board, and Representative Council meetings as stated in the Bylaws.

Section 5. The membership year and fiscal year shall be established by the Bylaws of the Association.

Section 6. Unless otherwise expressly provided by law, persons who are non-members have no rights or privileges within this Association.

Article V—Dues, Fees, and Assessments

Section 1. Association members shall pay dues as established in the Bylaws. The dues shall be payable within sixty (60) days of September 1 or date of employment, or through monthly payroll deductions.

Section 2. The Representative Council may, by a two-thirds majority vote, propose a change in annual dues or a special assessment to be added. Such dues and assessments must be ratified by a majority of the ballots cast by the General Membership.

Article VI—Officers

Section 1. The officers of the Association shall consist of a President, Vice-President, Treasurer and Secretary.

Section 2. Nominations and election procedures for officers shall be defined in the Bylaws and corresponding Policy that may only be amended by a two-thirds majority vote of the representative council and in accordance with relevant WEA and NEA Policy and guidelines and applicable state and federal labor laws.

Section 3. The term of office for officers shall begin at the close of the NEA Representative Assembly.

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. The duties of officers shall be as provided in the Bylaws.

Section 6. Whenever two-thirds of the Representatives present and voting at a Representative Council meeting (provided there is a quorum) agree that an officer has been grossly negligent of their duties as defined in the Bylaws or is incapacitated it shall declare that office vacant.

Section 7. Officers may be recalled or removed with cause if 20% of the membership petition for a recall election. The recall election shall be conducted in the same manner as the representative election, except that a two-thirds vote will be required. The recall shall

be held within thirty (30) calendar days after the petitions are received.

Article VII—Representative Council

- Section 1. The Representative Council shall be the sole legislative, governing, and policy making body of the Association when the General Membership is not in session. Policies that can be modified include Nominations and Elections Policies, Financial Policies, and other Policies that the body adopts.
- Section 2. Voting members of Representative Council shall consist of:
- a. Officers (excepting the presiding officer of the meeting)
 - b. Executive Board members
 - c. Representatives as provided in the bylaws
 - d. REA Members serving on the NEA Board, WEA Board, or Rainier Uniserv Council Board
- Section 3. There shall be at least one building representative per unit as defined in the bylaws.
- Section 4. Members of the Representative Council shall be elected as set forth in the Bylaws.
- Section 5. The specific duties of the Representative Council shall be provided in the Bylaws.
- Section 6. Each member of the Representative Council shall attend regular meetings of the Representative Council.
- Section 7. Representative Council Building Representatives may be recalled or removed with cause by a two-thirds vote of the majority of the total building unit members.
- Section 8. Any member of the Association who is not a member of the Representative Council may attend its meetings, may receive permission to speak, but will not have voting privileges.

Article VIII—Executive Board

- Section 1. The Executive Board shall consist of four (4) officers, President, Vice- President, Treasurer, and Secretary, and representatives as defined in the bylaws. Any REA member serving on the WEA Board of Directors shall be invited to serve as a non-voting member of the Executive Board.
- Section 2. The composition of the Executive Board must be proportionate to Washington State's People of Color population percentage.
- Section 3. The representatives, as defined in the Bylaws, shall be composed of:
- a. two (2) elementary representatives,

- b. two (2) secondary representatives,
- c. one (1) Education Staff Associate (ESA) representative,
- d. one (1) Special Education Classroom Teacher representative
- e. one (1) Special Services representative,
- f. at-large representative(s), if needed.

- Section 4. The Executive Board shall be responsible for the executive management of the Association, shall make specific recommendations for potential consideration by the Representative Council, and shall implement all policies of the Representative Council and General Membership. It shall have such emergency or interim powers as set forth in the Bylaws.
- Section 5. If an Executive Board member has been grossly negligent of their duties as defined in the Bylaws or is incapacitated, two-thirds of the Representatives present and voting at a Representative Council meeting (provided there is a quorum) shall declare that office vacant.
- Section 6. Executive Board representatives may be recalled or removed with cause if 20% of the membership petition for a recall election. The recall election shall be conducted in the same manner as the representative election, except that a two-thirds vote will be required. The recall shall be held within thirty (30) calendar days after the petitions are received.
- Section 7. Except for the office of the President and Vice-President, vacancies on the Executive Board shall be filled as follows:
- a. if six (6) months or more remain in the term, then by special election; and
 - b. if less than six (6) months remain, then by appointment of the Executive Board subject to confirmation by the Representative Council.

Article IX—Committees

- Section 1. Committees, including the Bargaining Team, of the Association shall have appointive membership with continuing and overlapping terms of office as described in the bylaws.

Article X—Parliamentary Authority

- Section 1. The current edition of The American Institute of Parliamentarians Standard Code of Parliamentary Procedure (Sturgis) governs this organization in all parliamentary situations that are not provided for in the law or in its Constitution, Bylaws, Policies, or adopted rules.
- Section 2. A parliamentarian will be appointed as described in the bylaws.
- Section 3. The parliamentarian will attend Representative Council, Executive Board, General

Membership, and other meetings as assigned.

Article XI-Meetings

- Section 1. There shall be at least one meeting per year of the General Membership of the Association.
- Section 2. The Representative Council shall meet at least once per month during the school year.
- Section 3. The Executive Board shall meet at least once per month during the school year.
- Section 4. Standing Rules for any meeting of the association shall be adopted by that body and kept in the Policies document.
- Section 5. Any Association meetings may be held in person or virtually, either by phone or online platform following existing policies.

ARTICLE XII- Bylaws

- Section 1. The Bylaws of this Association shall contain all of the details necessary to amplify and carry out the provisions of the Constitution.
- Section 2. Any member may propose an amendment to the Bylaws as defined in the Bylaws.
- Section 3. The Bylaws shall be established and amended by a two-thirds majority of those Representatives voting at a Representative Council meeting provided there is a quorum.

Article XII--Standing Rules

- Section 1. The Representative Council and the Executive Board may establish standing rules for themselves provided that these rules shall be reviewed and approved annually by the respective bodies and are not in conflict with the Constitution, Bylaws, and Parliamentary Procedure to ensure democratic processes.

Article XIII—Amendments

- Section 1. Proposed amendments to this Constitution may be made by any active REA member and shall be first submitted in writing to the Representative Council thirty or more days prior to consideration. A two-thirds majority vote by the Representative Council is required to then put the amendment forward for consideration by the General Membership.

- Section 2. After such a decision by the Representative Council, the proposed amendment must be sent to each member by the Secretary via home email and posted in schools four weeks prior to voting by the General Membership.
- Section 3. A two-thirds majority of voting members will ratify the amendment. Amendments shall become effective immediately unless otherwise provided.

This Constitution was ADOPTED January 28, 2022 by REA Membership (98.4%)
And this document constitutes an overhaul of REA's past Constitution per recommendations and
guidelines provided by legal counsel of the Washington Education Association in SY
2019-

Future amendments will be noted below:

Date Amendment was Adopted:	Article & Section:	Notes: