

CONSTITUTION OF THE KENT EDUCATION ASSOCIATION

Article I Name

The name of this organization shall be the *Kent Education Association* (KEA), an affiliate of the Washington Education Association (WEA) and the National Education Association (NEA).

Article II Purpose

The purpose of this organization shall be:

- A. To advance the interests of the profession of teaching;
- B. To fairly represent all employees in the association and bargaining unit without discrimination based on age, color, ethnic background, gender, marital status, national origin, physical disability or size, political activities or beliefs, race, religious beliefs, sexual orientation, or because of their membership or non-membership affiliation; and
- C. To promote the cause of education in the Kent School District and the State of Washington.

Article III Membership

Section 1 All employees of the Kent School District #415 who hold a professional certificate issued by the State Department of Education and who are eligible to be represented by the Kent Education Association in a bargaining unit may hold professional membership in the Kent Education Association.

Article IV Officers

Section 1 The officers of the Association shall be a president, a vice-president, and a secretary-treasurer.

Section 2

- A. The officers shall be elected by secret ballot following open nominations by the general membership as provided in the bylaws.
- B. The officers shall serve a two (2) year term beginning June 30 in odd numbered years following their election and may serve no more than three (3) consecutive terms in the same office.
- C. All officers must be KEA members.

Section 3 In the event the president is unable to serve a full term of office, the vice-president shall assume the office of president for the balance of the term. The resulting vacancy in the office of vice-president, as well as any other vacancies occurring in elected offices, shall be filled for the remainder of the term by special election as provided in the bylaws.

Section 4 Any officer may be recalled by a two-thirds (2/3) majority of the general membership voting. Such action must be initiated by a petition signed by five (5) percent of the general membership.

Article V Executive Board

Section 1 The Executive Board shall consist of:

- A. The three (3) officers of the Association elected in odd numbered years.
- B. One (1) elementary representative, one (1) middle school representative, one (1) high school representative and one (1) at-large representative elected in even numbered years from and by the Representative Council.
- C. One (1) elementary representative, one (1) high school representative and one(1) at-large representative elected in odd numbered years from and by the Representative Council.
- D. The WEA Board Director for the Kent Education Association elected by the general membership.

Section 2 The Executive Board shall be the executive authority of the Association subject to the will of the Representative Council.

Section 3 Under personnel policies adopted by the Representative Council and within the annual budget, the Executive Board shall have the power to employ staff for the efficient management of the Association.

Article VI Representative Council

Section 1 The Representative Council shall consist of the three (3) officers of the Association, the WEA Board Director for the Kent Education Association, and the building representatives.

Section 2 Any professional member of the Association may attend any council meeting. The Representative Council shall meet at the call of the president or by petition of one-fourth (1/4) of the Representative Council. Meetings shall be held at least monthly except in July and August.

Section 3 The government of the Kent Education Association shall be vested in the Representative Council, subject to the will of the membership.

Article VII WEA Board Directors

Section 1 The WEA Board Director position(s) shall be filled consistent with the requirements of WEA.

Article VIII Finances

Section 1

- A. The Executive Board shall be responsible for the receipt and disbursement of all funds of the Association. All funds shall be deposited in a reliable bank and shall be disbursed by check. All checks shall be signed by at least two (2) officers of the Association.
- B. The Executive Board shall inform the Representative Council of the existing financial condition of the Association upon their request. At the end of the year, the secretary-treasurer and/or designee shall make a written report to the Representative Council showing all financial transactions of the year and prepare accounts for audit as prescribed by law.

Section 2

The Representative Council shall approve a preliminary budget by June 15 for the ensuing year and shall adopt a final budget by November 1. A copy of the final budget shall be sent to each member of the Representative Council.

Article IX Delegates

Section 1

Delegates to the Representative Assemblies of the WEA and the NEA shall include the three (3) elected officers of the Association (president, vice-president, and secretary-treasurer), and the remaining delegates shall be elected by secret ballot following open nominations by the general membership as provided in the bylaws and in accordance with the guidelines of WEA and NEA.

Article X Commissions

Section 1

Commissions may be established by amendment to the bylaws for the purpose of studying and recommending action on affairs of long-standing, reoccurring, or continuing concern to the Association.

Section 2

Commissions are responsible to and shall report to the Representative Council upon request.

Article XI Committees

Section 1

Committees shall be appointed by the president. Size and composition of committees shall be at the discretion of the president, unless otherwise directed by the Representative Council. These committees are responsible to and shall report to the Representative Council upon request.

Article XII Meetings

Section 1 The association shall meet at the call of the president. General meetings shall be called by the president or upon recommendation of the Representative Council, or by written request signed by five (5) percent of the Association membership.

Article XIII Amendments

Section 1 Amendments to this constitution shall be adopted by a majority of the voting members of the Association. Amendments shall be proposed by a vote of the Representative Council or by petition of five (5) percent of the general membership. The petition for amendment must be acted upon by the membership within thirty (30) school days of submission.

Section 2 The Representative Council is authorized to make the following non-substantive housekeeping changes in this constitution:

- A. Change grammar or syntax that improves readability without altering meaning or intent.
- B. Rename Article titles when appropriate.
- C. Renumber Articles or Sections when appropriate.
- D. Delete language rendered obsolete by amendment.

Amended: February 19, 1994, May 21, 2008, October 13, 2011, June 5, 2019, September 18, 2019 (housekeeping changes).