

Constitution of the Olympia Education Association

ARTICLE I Name

The name of this Association shall be the Olympia Education Association.

ARTICLE II Purpose

The purpose of the Olympia Education Association shall be to advance the interests of the profession of teaching and to promote the cause of education in the Olympia School District and the State of Washington.

ARTICLE III Membership

Section 1

The membership of the Olympia Education Association shall consist of a class of active members and other such classes as are provided for in the Bylaws. Active members shall belong to local, state and national Associations. The Bylaws shall prescribe eligibility of membership in other classes.

Section 2

Membership shall be open, as provided in the Bylaws, to all members of the bargaining unit who agree to (a) subscribe to the goals and objectives of the Olympia Education Association and the Washington Education Association and the National Education Association; (b) abide by their Constitutions and Bylaws; and (c) adhere to the Code of Ethics of the Education Profession, if engaged in teaching or other educational work.

Section 3

The membership year and fiscal year shall be coincident, September 1 (first) to August 31 (thirty-first), inclusive.

Section 4

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

Section 5

Only active members have the right to vote. Only active members shall have the right to seek and to hold an elective position in the Association.

Section 6

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

Section 7

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

Section 8

The Olympia Education Association Executive Board shall have power to censure, suspend or expel any member for cause, after due process including notice and hearing. The Olympia Education Association Executive 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

The annual dues of an active member shall not exceed eight-tenths (8/10) of one percent (.008) of the base salary of the OEA Certificated Employees Salary Schedule. Dues must be paid for the entire year and may be paid in installments.

ARTICLE V Officers

Section 1

The officers of the Association shall consist of a president, a vice-president, a secretary, a treasurer, a director for racial and social justice, and, when available, an immediate past-president.

Section 2

The officers shall take office on the last day of school.

Section 3

Election of officers and delegates shall be by secret ballot following open nominations by the General Membership.

ARTICLE VI Executive Board

Section 1

There shall be an Executive Board, which shall consist of the officers of the Association and three at-large members, except as provided in Section 2 below. At large members shall include one elementary, one middle school, and one high school member.

Section 2

In the event a vacancy occurs on the Executive Board additional at-large delegates shall be elected by the Representative Council and such delegates shall serve until June 15. If there is less than one year left in the unexpired term the president shall appoint a replacement and notify the Council at its next meeting. If there is more than one year in the unexpired term, the president shall open nominations for that position at the Council meeting following the vacancy and close them at the subsequent Council meeting. In the event that a nominee is unopposed the president shall ask the Representative Council to declare that candidate elected. The Nominations and Elections Committee shall conduct any necessary election for the position by ballot no later than the next scheduled Council meeting. If the elected candidate is other than the person chosen by the Council to fill the position, he or she shall take office on the last day of school. A report of the

Committee shall be sent to each educational unit in a timely fashion following the election.

Section 3

The total membership of the Executive Board shall not exceed nine members.

Section 4

The members of the Executive Board shall take office on the last day of school.

ARTICLE VII Representative Council

Section 1

There shall be a representative body with full governing powers, except as stated otherwise in this Constitution and Bylaws, to be known as the Representative Council.

Section 2

The Council shall consist of:

- A. a representative for each ten (10) active Olympia Education Association members or additional major fraction thereof, for each school or educational site with a minimum of two (2) per building when possible.
- B. the members of the Executive Board
- C. committee chairs as non-voting members unless included in A or B above.
- D. a representative for each seven (7) active members, or additional major fraction thereof, of the Olympia Education Association/Activities and Athletics Department, who are not already members of the Olympia Education Association.

Section 3

Faculty representatives shall take office at the beginning of the school year.

ARTICLE VIII Recall of Officers, Board Members, Representatives

The officers, members of the Executive Board, and faculty representatives may be recalled or removed with cause, at any regular or special meeting of the Representative Council by a three-fourths (3/4) vote of all delegates present and voting.

A recall motion may be introduced at any regular or special meeting of the Council, to be acted upon at a subsequent regular or special meeting, but not later than two subsequent meetings.

ARTICLE IX Affiliation

The Olympia Education Association shall affiliate with the Washington Education Association and the National Education Association.

ARTICLE X Rules of Order and Parliamentarian

Section 1

Sturgis Standard Code of Parliamentary Procedure shall be the authority on all questions of procedure not specifically stated in this Constitution and Bylaws.

Section 2

A parliamentarian may be appointed by the President with the approval of the Executive Board and shall be responsible for the interpretation of parliamentary procedures at all meetings of the Association.

ARTICLE XI Rules of Amending

Amendments to this Constitution may be introduced at any regular or special meeting of the Council, to be acted upon at a subsequent regular or special meeting, but not later than two subsequent meetings. A copy of the proposed amendment, together with the recommendation of the Executive Board shall be sent to each member of the Council, after which it shall be submitted to a vote of the Council. A two-thirds (2/3) majority vote is required for adoption.

Amended: October 29, 1997
 October 21, 1998
 November 18, 2020