

# **Constitution of the Olympia Education Association**

## **ARTICLE I Name**

The name of this Association shall be the Olympia Education Association (OEA).

## **ARTICLE II Purpose**

The purpose of the Olympia Education Association shall be to protect the integrity of the Collective Bargaining Agreement between OEA and Olympia School District (OSD).

## **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 Voting**

Votes may be taken using paper, digital, or other ballots, as decided by the Executive Board.

## **ARTICLE V Dues and Assessment**

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 VI Officers**

### **Section 1**

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

### **Section 2**

Elected 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 VII 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. All reasonable efforts shall be made to include one elementary, one middle school, and one high school member in the at large positions. Once elected, a member maintains that position regardless of their assignment for the rest of their term.

### **Section 2**

In the event a vacancy occurs on the Executive Board delegates shall be elected by the Representative Council and such delegates shall serve until the last day in June. If there is less than one year left in the term the Executive Board members shall appoint a replacement and notify the Representative 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 next Representative Council meeting following

the vacancy and close them at the next Representative 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 Representative Council meeting.

### **Section 3**

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

### **Section 4**

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

## **ARTICLE VIII 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 Representative Council shall consist of:

- 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.
- the members of the Executive Board
- committee chairs as non-voting members unless included in A or B above.

### **Section 3**

If an election is necessary for positions on the Representative Council, the OEA Election Committee will conduct the vote.

### **Section 4**

Representatives Council Members shall take office at the beginning of the school year.

## **ARTICLE IX 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-X 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 Representative 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 Representative Council, after which it shall be submitted to a vote of the Representative Council. A two-thirds (2/3) majority vote is required for adoption.

Amended: October 29, 1997, October 21, 1998, June 4, 2010, November 18, 2020, January 18, 2023