

**CONSTITUTION OF THE BATTLE GROUND EDUCATION
ASSOCIATION
(Amended June 2016)**

ARTICLE I NAME AND INCORPORATION

- A. The name of this organization shall be the Battle Ground Education Association hereafter referred to as BGEA.
- B. BGEA shall be incorporated as a nonprofit corporation under the laws of the State of Washington.

ARTICLE II PURPOSE

- A. To unify and strengthen the teaching profession through the collective bargaining of wages, hours, terms, and conditions of employment in compliance with the Statutes of the State of Washington.
- B. To advance the interests of the teaching profession by promoting best professional practices.
- C. To support the individual and common interests of members before the Board of Education, other legal authorities, and the general public.
- D. To engage in any and all lawful activities necessary to accomplish any of the foregoing purposes.

ARTICLE III AFFILIATION

- A. BGEA shall affiliate with the WEA Riverside UniServ Council (RUC), the Washington Education Association (WEA), and the National Education Association (NEA).

ARTICLE IV MEMBERSHIP

- A. All certificated employees of Battle Ground Public Schools (BGPS) who meet the active membership requirement of the WEA and NEA may, upon payment of dues as herein provided, become active members of BGEA with full rights and privileges of membership.
- B. Active members of BGEA shall also be members of RUC, WEA, and NEA.
- C. Except for nonpayment of dues or assessments, no members shall be fined, censured, suspended, expelled, or otherwise disciplined, except as provided in the BGEA Constitution and Bylaws.

- D. Active membership shall be continuous until the member leaves BGPS, takes an unpaid leave of absence, or assumes an administrative position in the district.
- E. All members of BGEA shall also have equal rights and privileges within BGEA, including:
 - a. Attendance at General Membership, Representative Council, Executive Board, and other meetings as called by Leadership,
 - b. Participation in the deliberations of BGEA,
 - c. Nomination of candidates,
 - d. Voting in elections, on contract ratification, and/or referenda of BGEA,
 - e. Holding elected or appointed office.
- F. Unless otherwise expressly provided by law, fair share fee payers shall have no rights or privileges within BGEA.

ARTICLE V DUES, FEES, AND ASSESSMENTS

- A. BGEA members and fair share fee payers shall pay dues/fees as established in the Bylaws. The dues shall be payable through monthly payroll deductions.
- B. BGEA may levy special assessments on its membership as provided in the Bylaws.

ARTICLE VI OFFICERS

- A. The officers of BGEA shall consist of President, Vice President of Advocacy, Vice President of Membership, Secretary, and Treasurer.

ARTICLE VII EXECUTIVE BOARD

- B. The voting members of the Executive Board include WEA Political Action Chair and the Representatives-at-Large for Primary, Middle, and High Schools and all officers listed in Article VI.
- C. The Executive Board shall be the body through which the general administrative and executive functions of BGEA shall be carried out.
- D. The specific duties of the Executive Board shall be provided in the Bylaws.
- E. Nominations for Executive Board positions will be opened at the March Representative Council meeting and shall be closed at the April Representative Council meeting. Specific requirements concerning this notice and this open period shall be contained in the Bylaws.

- F. The term of office for Executive Board positions shall begin at 5 p.m. of July 1st of the year elected and continue through 4:59 p.m. on July 1st of the final year of the term.
- G. If an Executive Board member resigns before completing his/her term of office, a letter of resignation will be submitted to the Executive Board.
- H. In the event of vacancy in the Office of President, the Vice President of Advocacy shall become President for the balance of the term.
- I. Except for the Office of President, vacancies on the Executive Board shall be filled in the following manner:
 - a. The President shall appoint a person from the Executive Board (and they will not bitch about it!)
 - b. A special election will be held for the replacement of the unexpired term of office (Policy #3)
- J. Whenever a majority of the Executive Board agrees that a member of the Executive Board has been grossly negligent of the duties defined in the Bylaws or is incapacitated:
 - a. they shall recommend to the Representative Council that the position be declared vacant.
 - b. If the Council votes by a two-thirds majority, the Representative Council shall immediately elect a replacement to fill the expired term.
- K. Every attempt will be made to have the composition of the Executive Board reflect ethnic-minority representation at least proportionate to the total ethnic-minority membership of BGEA.

ARTICLE VIII REPRESENTATIVE COUNCIL

- A. The Representative Council shall be the legislative and policy making body of BGEA.
- B. The Representative Council shall consist of the Executive Board and one representative for every ten building members, rounding up, per each building/work site. There shall be at least one representative per building/work site.
- C. The term of office for representatives shall begin at 5 p.m. of July 1st of the year elected and continue through 4:59 p.m. on July 14th of the following year. There is no limitation of successive terms.
- D. Members of the Representative Council shall be elected as set forth in the Bylaws.
- E. The specific duties of the Representative Council shall be provided in the Bylaws.

- F. Every attempt will be made to have the composition of the Representative Council reflect ethnic-minority representation at least proportionate to the total ethnic-minority membership of BGEA.
- G. Each member of the Representative Council shall attend regular meetings of the Representative Council.
- H. A member of the Representative Council may be recalled with cause.
- I. A Representative's building members may inform the Executive Board of negligence of their duties, as defined in the Bylaws. The Executive Board will review and respond to the situation accordingly.
- J. All members of BGEA may attend Representative Council Meetings. Those members attending who are not representatives do not have voting privileges. They may address the council only with permission from the President.

ARTICLE IX POLICY AUTHORITY

- A. A majority vote of 50% + 1 of the Representative Council shall determine the policies and actions of BGEA except as otherwise provided in this Constitution and Bylaws.

ARTICLE X PARLIAMENTARY AUTHORITY

- A. The current edition of the Standard Code of Parliamentary Procedure by Alice Sturgis governs this organization in all parliamentary situations that are not provided for in the law or in its Charter, Constitution, Bylaws, or adopted rules.

ARTICLE XI AMENDMENTS

- B. Proposals to amend this Constitution may be made by the Executive Board.
- C. Notice of the proposed amendment(s) shall have been delivered to all members at least 10 working days in advance of a Representative Council meeting.
- D. The Constitution shall be amended by a two-thirds majority vote of Representatives at the Representative Council meeting.
- E. Amendments shall become effective immediately unless otherwise provided.