



ARTICLE I MEMBERSHIP

Section 1 Membership forms provided by the State Association and embodying the unified plan of membership shall be furnished.

Section 2 There shall be the following classes of membership in the Mount Vernon Education Association:

a. Active Membership shall be open to any teacher and other such professional who is employed by the Mount Vernon School District and also holds a Washington state certificate where required.

Teacher means educator employees who are certified where required and whose main function is the direct or indirect delivery of educational services to students and does not include persons who represent the employer in negotiating or bargaining or otherwise dealing with educator employees or their representatives, in their employment relationship and/or persons who supervise teachers.

Individuals affected may appeal to the WEA Board for final determination regarding state membership.

Membership in this Association includes membership in the Regional UniServ Council, Washington Education Association and the National Education Association. No person shall be eligible for membership who is delinquent in payment of dues and/or assessments to the Association.

b. Reserve Membership shall be limited to any person who is otherwise eligible for active membership but is on limited leave of absence from professional educational work. Reserve members shall adhere to the Code of Ethics of the Education Profession.

c. Retired Membership shall be limited to any person who has retired from teaching or other educational work.

d. Substitute Membership shall be limited to those persons qualifying as substitutes as delineated in the Collective Bargaining Agreement.

Section 3 Membership may be terminated by expulsion or suspension or a member may be censured in accordance with the WEA Constitution for a violation

of the Code of Ethics, or for refusing to abide by the WEA Constitution and Bylaws. Such determination will be made by the MVEA Executive Board.

Section 4 The membership and fiscal year shall be September 1 through August 31.

ARTICLE II DUES AND ASSESSMENTS

Section 1 Local dues shall be set according to the limitations established by Article IV Section 1 of the Mount Vernon Education Association Constitution. Dues changes for the ensuing year will be set by a vote of the Representative Council in spring and will go into effect on September 1 of each school year. Said dues are to be adjusted in amount to the nearest whole dollar (\$1.00). The annual dues of teachers who present proof of part-time employment will be prorated to the nearest quarter. The annual dues of any person eligible for reserve, retired, or substitute membership shall be \$1. Teachers who have been rehired under the retire-rehire program will pay dues on the same schedule as other active members.

Section 2 Special assessments may be levied by a two-thirds (2/3) vote of the general membership at any properly called meeting.

ARTICLE III OFFICERS

ELECTED OFFICERS

Section 1 **PRESIDENT**

The president shall:

- schedule meetings of the Association or Representative Council as required and/or allowed by the Constitution and Bylaws.
- appoint chairpersons and members of committees and commissions.
- appoint special committees.
- appoint others as necessary to carry out the program and policies of the MVEA.
- be an ex-officio member of all committees and commissions; and shall be the executive officer of the Association.
- represent the Association before the public, either personally or through delegates.
- assist the clock hours chair in compliance with state clock hour rules.
- assist the head bargainer with contract negotiations.
- prepare for and file grievances, attend grievance hearings, and meet with grievants as needed.

VICE-PRESIDENT

Section 2 The Vice-President shall act as program coordinator and as president in the absence of the President. The Vice-President shall attend labor management meetings, Representative Council meetings, regularly scheduled school board meetings and organize summer activities of

the union. The Vice-President shall perform all duties as assigned by the President and/or the Representative Council.

Section 3

SECRETARY

The Secretary shall act as custodian of the minutes and all other records concerning meetings, attendance, and elections of the Association, and of the Representative Council, and see that all members concerned are notified in advance of any meeting called by the President.

Section 4

TREASURER

a. The treasurer shall hold the funds of the Association and shall disburse them upon proper authorization. She/he shall keep accurate records of receipts disbursements, shall report at meetings of the associations, and shall prepare an annual financial statement for publication to members as directed by the Representative Council. He/she shall keep the executive officers informed of the financial condition of the Association.

b. The treasurer shall prepare and submit at the first Representative Council meeting in September a proposed budget for the ensuing year. Upon approval by the Representative Council, said budget shall be published to the general membership in the fall.

Section 5

MEMBERSHIP OFFICER

a. The Membership Officer shall enroll new members, keep membership lists updated, supply membership lists as needed for elections or other purposes, calculate dues for members, distribute dues information and keep all necessary membership records.

b. The Membership Office will be responsible for actively recruiting minority members into leadership positions within MVEA. Specifically the Membership Officer will:

1. Semi-Annually, in the fall and the month prior to elections for the Washington Education Association's Representative Assembly, the Membership Officer will hold information/recruiting session(s) to encourage diversity in governance. The Membership Officer will be responsible for ensuring minority members are aware of these meetings. These meetings may be combined if the election time frame is less than two months apart and the MVEA Representative Council approves.
2. The Membership Office (or other Executive Board Member in cases of date/time conflict) will meet with all newly hired members of MVEA during their orientation to the school district and inform them of the leadership opportunities in MVEA. The Membership Officer (or Board Representative) will emphasize MVEA's desire for diverse member participation in all aspects of the MVEA.

Section 6

APPOINTED OFFICERS

Other officers may be appointed by the president as approved by the Representative Council. Such officers will be considered Executive Officers and will regularly attend Executive Board meetings.

A. Head Bargainer

The Head Bargainer organizes and oversees the collective bargaining process. Responsibilities include soliciting member input, appointing bargainers and acting as an agent for the Association negotiating the Collective Bargaining Agreement.

B. Bargainers

Bargainers will attend bargaining sessions, meet with members to discuss bargaining issues and act as agents for the MVEA during the contract negotiations.

C. Clock Hours Chair(s)

The Clock Hours Chair will apply annually to the OSPI for MVEA certification as a clock hours provider, organize and oversee the clock hours committee and review and approve applications for clock hours.

D. Web/Tech Coordinator

The Web/Tech Coordinator will maintain and regularly update the MVEA website and any MVEA social media sites. In addition, the Web/Tech Coordinator will manage any tech related activities as assigned by the Executive Board.

ARTICLE IV COMPENSATION

Section 1

The rate of compensation shall be based on the average Mount Vernon School District teacher's salary as published by the State Superintendent of Public Instruction. The rate of compensation for each position in the Mount Vernon Education Association is as follows:

Elected Officers

Vice-President	2.5%
Secretary	2.5%
Treasurer	2.5%
Membership Officer	2.5%
Building Reps	0.175% + 1 hour per diem at average MVSD teacher salary for each meeting attended

Appointed Officers

Head Bargainer	11.5%
Other Bargainers	2.5%
Web/Tech Coordinator	2.5%
Clock Hour Chair(s)	1.75%

Section 2 Compensation for the association president shall be determined by the MVEA Representative Council as described in the MVEA Policy Manual.

Section 3 Members who are on MVEA business and who's sub is paid for by MVEA, will be paid for the creation of their sub plans at the rate of \$50 per day for a full day sub and \$25 for a half day sub.

- a. An MVEA President selecting release time as compensation shall not be eligible for this compensation, a president who is teaching full time shall be eligible for this compensation.

Section 4 Stipends are subject to the financial health of the MVEA. Therefore, the MVEA Representative Council may declare a temporary financial emergency. Such a declaration will be effective for the year in which it is declared and will empower the Treasurer to reduce all stipends in the year of declaration as deemed necessary in order to maintain the financial health of the MVEA.

ARTICLE V REPRESENTATIVE COUNCIL

Section 1 MVEA Representative Council membership consists of the President, Vice President, other elected executive officers, and building representatives who shall attend scheduled Representative Council meetings.

Section 2 It shall be the duty of the Representative Council to meet upon the call of the president and as per adopted schedule to carry out the program and policies of the membership and to exercise the general authority of the membership between its meetings. The Representative Council shall have the authority to interpret the MVEA Constitution and Bylaws. The Representative Council shall develop and adopt standing rules for the Representative Council committees and commissions.

Section 3 Election of building representatives shall occur as stated in Article VI, Section 3 of the MVEA Constitution.

Section 4 With the exception of the President, all members of the MVEA Representative Council shall have full voting privileges. The President can only vote in the case of a tie.

Section 5 If a person is both an elected executive officer and a building representative, they are entitled to only one vote.

ARTICLE VI ELECTION OF OFFICERS

Section 1 The elected officers of the MVEA (President, Vice-President, Secretary, Treasurer, Membership Officer) shall be elected each spring and shall take office on July 1, except that the Treasurer shall be elected every other spring in odd numbered years. Any member of the MVEA may nominate a candidate for president, vice-president, secretary, and treasurer and/or membership officer.

Section 2 Building Representatives shall serve as the election committee. This committee shall follow the established procedures for voting. They shall report the results to the President who shall cause them to be published.

Section 3 Procedures for the election of officers

- a. The Committee shall provide ballots listing the nominees for each position and leaving a place for write-ins for each office.
- b. The committee shall obtain from the membership officer an up-to-date list of all members to determine eligibility for voting.
- c. The time of the election shall be from the time nominations are closed until a date and time set by the Representative Council.

ARTICLE VII VOTING

Section 1 If a majority of those present at a Representative Council or general membership meeting approve, voting on matters that require general membership approval may be conducted through electronic means, such as e-mail or web based polling.

ARTICLE VIII AMENDMENTS

Section 1 The Bylaws of the MVEA may be amended by a majority vote at any regular meeting of the MVEA provided that the membership received one week's notice.

Section 2 A committee shall be established by the Executive Board of the MVEA at least every odd numbered year to review the by-laws and constitution for any updating or changes that should be made.

ARTICLE IX WAIVER OF COLLECTIVE BARGAINING AGREEMENT

Section 1 Waivers of the Contract Bargaining Agreement require 2/3 approval of the Representative Council.

ARTICLE X

RATIFICATION OF AGREEMENT & STRIKE AUTHORIZATION

Section 1

The president and the head bargainer shall be authorized to sign a legal, binding, yearly or multi-year agreement with the employing board only after completion of the following procedure at a general membership meeting:

- a. a report and recommendation by the bargaining team,
- b. discussion by the membership, and
- c. a simple majority affirmative vote by the active membership present and voting.

Section 2

Ratification of amendments to the negotiated agreement shall occur at a Representative Council meeting.

Section 3

Except in a work stoppage situation, at least a twenty-four (24) hour notice of the ratification meeting is required. The notice shall specify the date, time, place and purpose of the meeting.

Section 4

Strike action must be authorized by at least a 60 percent majority vote of those members present and voting in a general membership meeting.