

Rochester Education Association

CONSTITUTION

November 4, 2020

Education Minnesota

Rochester Education Association Constitution

PREAMBLE

The name of this organization shall be Rochester Education Association (REA).

We, the members of Rochester Education Association, Education Minnesota, National Education Association (NEA), and American Federation of Teachers (AFT), believing that the active participation of non supervisory licensed education personnel in the development of all educational policy is essential for sound education in a democratic society, have joined together, as herein defined in this Constitution and Bylaws, for the purpose of exerting a collective and positive influence on education in Independent School District 535, Rochester Public Schools.

Rochester Education Association shall provide a united voice for public education, leadership in education innovation, dedication to Minnesota students and families, and an unwavering commitment to the welfare of our members.

Rochester Education Association shall be a local organization that provides professional service to its members by building and maintaining a strong, effective local and by promoting instructional advocacy. Rochester Education Association shall be committed to democracy in the workplace and within the organization.

PURPOSES

Section 1 - to work for the welfare of school children, the advancement of education, and the improvement of instructional opportunities for all.

Section 2 - to develop and promote the adoption of such ethical practices, personnel policies, and standards of preparation and participation as mark a profession.

Section 3 - to unify and strengthen the teaching profession and to secure and maintain the salaries, retirement, tenure, professional and sick leave, and other working conditions necessary to support teaching as a profession.

Section 4 - to enable members to speak with a common voice on matters pertaining to the teaching profession and to present their individual and common interests before the Board of Education and other authorities or constituencies.

If any provisions of this constitution and bylaws conflict or violate the constitution and bylaws of Education Minnesota, NEA or AFT, the provisions of the state and national organizations shall supersede those contained herein.

AFFILIATIONS

The Rochester Education Association is affiliated with Education Minnesota, the American Federation of Teachers (AFT), the National Education Association (NEA), American Federation of Labor and the Congress of Industrial Organizations (AFL-CIO), and Southeast Minnesota Area Labor Council in accordance with the provisions of the constitution and bylaws of these bodies. Individuals will be members of Education Minnesota, the American Federation of Teachers, and the National Education Association.

Any additional affiliations must be approved by a 2/3 majority of the Faculty Representatives.

MEMBERSHIP

Membership in the Rochester Education Association shall be in accordance with the constitution and bylaws of Education Minnesota, NEA, and AFT. The membership year shall be September 1 through August 31. No one shall hold office in the Rochester Education Association who is not an active member of Education Minnesota, NEA, and AFT.

Section 1 - Active Members

- a. All persons who hold a bachelor's or higher academic degree (other than an honorary degree) or hold a current teaching certificate issued by the Minnesota State Board of Teaching and employed by Rochester Public School District #535 in a professional educational capacity or on an approved leave of absence shall be eligible for membership.
- b. Active membership shall be continuous, but may be terminated by a (1) failure to meet active membership requirements; (2) written resignation from membership to the Rochester Education Association president, effective with the month of August following receipt of the resignation; (3) nonpayment of dues; (4) where the association has determined and individual's membership may prejudice the purposes of the Rochester Education Association; or (5) upon termination of employment.

Section 2 - Associate Member

Persons employed by Rochester Public School District #535 who are not eligible to become active members may upon payment of dues enroll as reserve members with all the rights and responsibilities of active members except the right to vote, to hold office, or to represent the Rochester Education Association.

Section 3 - Disciplinary Action

The Rochester Education Association Executive Board shall, after a member's due process rights have been observed, have the power to censor, suspend, or expel a member for violation of the National Education Association Code of Ethics of the Education Profession or other sufficient cause. The member shall have the right to appeal any adverse decision to the Education Minnesota Board of Directors or, failing there, the National Education Association Review Board.

In the case of misfeasance, malfeasance, or nonfeasance on the part of an officer, member of the Executive Board, or member of the Faculty Representative Assembly for the Rochester Education Association, a majority of the executive board or 15 members of the faculty representative assembly may recommend to the assembly that that position be declared vacant. The Faculty Representative Assembly may declare the office vacant by a two-thirds majority of those voting.

Section 4 - Dues and Budget

State and national dues will be assessed in accordance with the dues categories and policies of Education Minnesota, NEA and AFT.

Rochester Education Association shall determine local membership dues in the following manner. All teachers employed for a normal school year shall pay 100 percent of the established dues. Dues shall be assessed in 10 equal installments through payroll deduction or by cash payment in one lump sum, payable to the Rochester Education Association by September 30th of each year.

All ABE/ECFE teachers on an hourly rate of pay shall have 50% of their local dues waived.

For a teacher working less than a normal school year dues shall be based on the prorated salary a teacher would earn, with appropriate lane placement, as projected for a full year of employment. Dues shall be collected only during the months the teacher is employed.

All persons that pay and transmit a fair share assessment in the amount of 85 % shall be entitled to the full program of services available to an REA member except for the following: the right to vote, the right to hold office in the Association, the right to participate in REA committees and affairs, REA Economic and Special Services, conferences, workshops and training programs, and consultation and assistance not related to the contract and not related to exclusive representation.

Local dues of the REA president will be waived from the time he/she takes office until they leave the Association. He/she will be granted an honorary life membership in the Rochester Education Association. The vice president, secretary, treasurer, and elected representatives to the Executive Board shall have local dues waived during the years they hold office.

No net earnings shall inure to the benefit of any member.

OFFICERS

The officers of the Rochester Education Association shall be the president, vice president, secretary, and treasurer.

EXECUTIVE BOARD

Section 1 - The executive board shall consist of the officers of the Rochester Education Association and eleven elected members. The eleven elected executive board positions shall include two positions reserved for elementary teachers, one position reserved for a middle school teacher, one position reserved for a high school teacher, one position reserved for a student support services teacher, and one position reserved for a special area teacher, one position for membership, one position for Government Relations (GR), one position for Professional Development (PD), and two positions reserved for liaisons from the members of color committee, one from elementary and one from secondary. Special area may include any of our pre-K program teachers, alternative teachers, Early Childhood Family Education teachers, or Adult Basic Education teachers.

A Rochester Education Association member who is a National Education Association or American Federation of Teachers officer or director shall be an ex officio nonvoting member. An Education Minnesota director from Election District M may serve as an ex officio nonvoting member.

All chairpersons of the REA standing committees shall also be ex officio nonvoting members. The standing committees may include Communications, Member Services, Negotiations, Teacher Rights, and Political Action.

Section 2 - The elected officers and the nine elected teacher representatives shall vote on all issues/motions that come before the board for action.

Section 3 - The Executive Board shall exercise the executive authority of the Rochester Education Association. Minutes of each meeting of the Executive Board shall be reported to the Faculty Representative Assembly.

FACULTY REPRESENTATIVE ASSEMBLY

Section 1 - The legislative and policy forming body of the Rochester Education Association shall be the Faculty Representative Assembly.

Section 2 - The Faculty Representative Assembly of the Rochester Education Association shall comprise of representatives elected from each school's faculty and from other areas of the staff not assigned to specific schools administered by Rochester Public School District #535.

Section 3 - Any member of the Rochester Education Association who is not a member of the Faculty Representative Assembly may attend its meetings. Those persons must be seated apart from the voting body and must request permission to speak.

VACANCIES

Section 1 - If a vacancy occurs in the office of President before the term of office expires, the Vice President shall assume the duties of the office of the President for the remainder of the term. If the Vice-President is unable to assume the duties of the office of President, the Executive Board shall appoint a President pro tempore until a special election can be held.

Section 2 - If a vacancy occurs in the office of Vice President, Secretary, Treasurer, or for an Executive Board member, a special election in the general membership shall be called by the Faculty Representative Assembly to fill the office for the remainder of the term unless the Faculty Representative Assembly, by majority vote, authorizes a temporary appointment by the President.

AMENDMENTS

The Faculty Representative Assembly may adopt amendments to this constitution by two-thirds (2/3) majority of those voting at any regular meeting provided that amendments have been introduced at the preceding regular meeting of the faculty representative assembly. Copies of proposed amendments must be distributed to members of the faculty representative assembly at that first meeting, for faculty discussion.