



WEA

*Eastern
Washington*



Constitution And Bylaws

WEA-EASTERN WASHINGTON

CONSTITUTION

ARTICLE I - NAME

Section 1

The name of the organization shall be WEA-Eastern Washington, hereinafter referred to as the "Council."

Section 2

The Council shall be incorporated as a nonprofit corporation under the laws of the state of Washington.

ARTICLE II - PURPOSE

Section 1

The purpose of the Council is to serve as a conduit through which Local Association leadership obtains resources, education, training and support of the other locals, the Washington Education Association (WEA), and the National Education Association (NEA) so that leaders can:

- a. Meet expectations of members
- b. Positively manage Local Association programs
- c. Promote growth of healthy Local Associations, and in return, influence the direction of the Unified Education Profession.

ARTICLE III - MEMBERSHIP

Section 1

All active WEA/NEA members within the boundaries of the Council shall constitute the membership of the Council.

Section 2

Members shall be represented on the Council by delegates elected within the Local Associations.

Section 3

The ratio of the Council Delegates to the membership within each Local Association shall be set forth in the Bylaws.

ARTICLE IV - REPRESENTATION

Section 1

The officers of the Council shall consist of a President, a Vice President, a Secretary and a Treasurer.¹

Section 2

The Executive Board shall consist of the officers of the Council, the chairperson of the Advocacy Committee for Education (ACE), the Education Support Professional State Action Coordinating Team (ESP State ACT) representative, and two (2) At-Large representatives elected by the Representative Council. In the event that a member from locals representing fewer than 70 members is not elected to the Executive Board in the positions set out above, the Executive Board shall appoint representation of such as an additional position. The elected members of the WEA Board of Directors shall be ex officio voting members to the WEA-Eastern Washington Executive Board.²

Section 3

The Representative Council shall consist of the Officers of the Council and delegates elected by the Local Associations in the manner prescribed in the Bylaws. The WEA-Eastern Washington Directors to the WEA Board shall be ex officio voting members of the Representative Council.

Section 4

The Representative Council shall be the highest policy making body on all matters not specifically assigned to the Executive Board by the Constitution and Bylaws of the Council or by action of the Representative Council.

¹ Amended on: 03/06/2009, 03/13/2013

² Amended on: 03/12/2008, 10/11/2023

ARTICLE V – DUES AND ASSESSMENTS

Section 1

Membership dues and assessments shall be established in the Bylaws. Dues and assessments shall be due and payable within sixty (60) days of September 1st or the date of employment, or through monthly payroll deductions.³

Section 2

The Council may levy special assessments on its membership as provided in the Bylaws.

ARTICLE VI - PARLIAMENTARY AUTHORITY

Section 1

The most recent edition of Sturgis Standard Code of Parliamentary Procedure shall govern the Council in all parliamentary situations that are not covered in the Constitution, Bylaws or adopted rules.

ARTICLE VII - AMENDMENTS

Section 1

The Constitution may be amended by a two-thirds (2/3) vote of the Representative Council at any regularly scheduled meeting, provided the proposed amendment has been submitted to each affiliated Local Association at least thirty (30) days prior to the vote.

Adopted on:	May 10, 1989
Amended on:	June 5, 1991
Amended on:	March 18, 1998
Amended on:	October 10, 2001
Amended on:	March 11, 2009
Amended on:	March 13, 2013
Amended on:	May 8, 2019
Amended on:	December 12, 2021
Amended on:	October 11, 2023

³ Amended on: 10/11/2023

WEA-EASTERN WASHINGTON

BYLAWS

ARTICLE I - BUSINESS

Section 1

WEA-Eastern Washington shall have the authority to conduct business as a nonprofit corporation in the state of Washington.

Section 2

The Council shall have the authority to purchase the equipment and buildings necessary to carry out the operation of the Council.

Section 3

The Council shall have the authority to hire staff in accordance with WEA Policies and the Washington Education Association Staff Organization (WEASO) Collective Bargaining Agreement.

Section 4

All of the usual business activities, including those listed herein, shall be under the control of the Executive Board.

ARTICLE II - MEMBERSHIP

Section 1

All active WEA/NEA members within the boundaries of the Council shall be eligible for membership in the Council upon payment of the Dues and Assessments as specified in the Constitution and Bylaws.

Section 2

Only those members who are also members of a WEA affiliated local shall have representation on the Representative Council.

Section 3

Representation on the Representative Council from the WEA affiliated locals shall be based on one (1) representative for each fifty (50) members or major fraction thereof, provided that each WEA affiliated local shall have at least one (1) representative duly elected in accordance with their local bylaws. Locals that are not affiliated with WEA have no voting status.

Membership counts for the following school year will be based on January 31st enrollment numbers.⁴

Section 4

Members of WEA Retired may have one (1) non-voting representative on the WEA-Eastern Washington Representative Council.⁵

ARTICLE III - REPRESENTATIVE COUNCIL

Section 1

The Representative Council shall be the final policy making authority for WEA-Eastern Washington. The Council shall act at all times consistent with the purpose of the organization as specified in the Constitution.

Section 2

The Representative Council may take positions on issues to be considered by the WEA and/or NEA and communicate these positions through the officers or members of the Executive Board.

Section 3

The Representative Council may take positions on other issues consistent with the purpose of the organization.

⁴ Amended on: 05/09/2007, 10/11/2023

⁵ Amended on: 03/11/2009

Section 4

The Representative Council shall:⁶

- a. Elect the Officers and members of the Executive Board by a secret ballot following open nominations, except in non-contested cases.
- b. Review the actions of the Executive Board
- c. Have the power to amend the Constitution and Bylaws
- d. Adopt such policies, standing rules or procedures as it may choose
- e. Establish and abolish committees
- f. Set the dues for the Council
- g. Provide direction to the Officers and the Executive Board
- h. Retain all the power usually associated with such an organization
- i. Endorse candidates for WEA or NEA offices
- j. Approve the initial meeting calendar annually.

Section 5

The Representative Council shall meet on a regular basis during the regular school year. At the discretion of the Executive Board, regional meetings may be scheduled in lieu of Representative Council meetings. Special meetings of the Representative Council may be called by action of the Executive Board or by petition of ten (10) percent of the affiliated locals.⁷

Section 6

A quorum at any regular or special meeting of the Representative Council shall consist of the number of delegates present when a vote is to be taken.

⁶ Amended on 03/13/2013

⁷ Amended on: 10/11/2023

Section 7

The Council WEA Board Directors are responsible to hold a mock assembly prior to the WEA Representative Assembly.⁸

ARTICLE IV - OFFICERS AND EXECUTIVE BOARD

Section 1

The officers of the Council shall consist of a President, a Vice President, a Secretary and a Treasurer. Officers of the Council shall be members of the Executive Board. To run for office as an officer or executive board member, the candidate must be employed in the profession of teaching or other education work. Fulltime release from a school district to serve as an officer of the Association shall be considered employed.⁹

- a. The President shall be elected by the Representative Council and shall serve for a two (2) year term and shall assume office in even numbered years upon adjournment of the NEA Representative Assembly. The President must be an active, current WEA member and a delegate or alternate to the WEA-Eastern Washington Representative Council and may be nominated for office by any member of the Representative Council. In the event of a vacancy in the office of President the Vice President shall assume the position of President for the remainder of the term.¹⁰
- b. The Vice President shall be elected by the Representative Council and shall serve for a two (2) year term and shall assume office in odd numbered years upon adjournment of the NEA Representative Assembly. The Vice President must be an active, current WEA member and a delegate or alternate to the Representative Council and may be nominated for office by any member of the Representative Council. In the event of a vacancy in the office of Vice President the Executive Board shall appoint a delegate from the Representative Council to fill out the remainder of the term.¹¹
- c. The Secretary shall be elected by the Representative Council and shall serve for a two (2) year term and shall assume office in even numbered years upon adjournment of the NEA Representative Assembly. The Secretary must be an active, current WEA member and a delegate or alternate to the Representative Council and may be nominated for office by any member of the Representative Council. In the event of a vacancy in the

⁸ Amended on: 03/13/2013, 10/11/2023

⁹ Amended on: 05/09/2007, 03/12/2008

¹⁰ Amended on: 05/09/2007, 03/13/2013

¹¹ Amended on: 05/09/2007, 03/13/2013

office of Secretary the Executive Board shall appoint a delegate from the Representative Council to fill out the remainder of the term.¹²

- d. The Treasurer shall be elected by the Representative Council and shall serve for a two (2) year term and shall assume office in odd numbered years upon adjournment of the NEA Representative Assembly. The Treasurer must be an active, current member and a delegate or alternate to the Representative Council and may be nominated for office by any member of the Representative Council. In the event of a vacancy in the office of Treasurer the Executive Board shall appoint a delegate from the Representative Council to fill out the remainder of the term.¹³

Section 2

The Chairperson of the Advocacy Committee for Education (ACE) shall be elected by the Representative Council and shall serve for a two (2) year term and shall assume office in odd numbered years upon adjournment of the NEA Representative Assembly. The Chairperson must be an active, current WEA member, a delegate or alternateto the Representative Council, a current member of Washington Education Association political action committee (WEA-PAC), and may be nominated for office by any member of the Representative Council. In the event of a vacancy in the position of Chairperson the Executive Board shall appoint a delegate from the Representative Council to fill out the remainder of the term.¹⁴

Section 3

There shall be a position of Education Support Professional State Action Coordinating Team (ESP State ACT) representative serving on the Executive Board. The position shall be elected by the Representative Council and shall be for a two (2) year term, concurrent with the two (2) year WEA assignment, assuming office in even years upon adjournment of the NEA Representative Assembly. The ESP State ACT Team member must be an active WEA member and a delegate or alternate to the Representative Council and may be nominated for office by any member of the Representative Council. In the event of a vacancy the Executive Board shall appoint a delegate from the Representative Council to fill out the remainder of the term.¹⁵

Section 4

There shall be two (2) At-Large representatives to the Executive Board. The At-Large representatives shall be elected by the Representative Council and shall serve for a two (2) year term and shall assume office in staggered years upon adjournment of the NEA Representative

¹² Amended on: 05/09/2007, 03/13/2013

¹³ Amended on: 03/12/2008, 03/13/2013

¹⁴ Amended on: 04/12/2006, 05/09/2007, 03/13/2013

¹⁵ Amended on: 05/09/2007, 03/13/2013, 10/11/2023

Assembly as follows: At-Large Position #1 – odd years, At-Large Position #2 – even years In the event a member from locals representing fewer than seventy (70) members is not elected to the Executive Board, the Executive Board shall appoint representation of such as an additional position, assuming office in odd years upon adjournment of the NEA Representative Assembly. The At-Large representatives must be active, current WEA members and delegates or alternates to the Representative Council and may be nominated for office by any member of the Representative Council. In the event of a vacancy in either of the At-Large positions the Executive Board shall appoint a delegate from the Representative Council to fill out the remainder of the term.¹⁶

Section 5

The Executive Board shall have the general authority to manage the affairs of the Council. This includes but is not limited to:¹⁷

- a. Approving the employment of staff consistent with WEA Policies and the WEASO Collective Bargaining Agreement.
- b. The authority to purchase a building and to enter into any contracts necessary to build, repair, or replace said building.
- c. The Executive Board shall approve an annual budget and present copies of the Final Budget no later than the second Representative Council Meeting of the new financial year for final adoption.
- d. The Executive Board members shall communicate periodically with local presidents to gather and share information.

Section 6

The Executive Board shall meet on a regular basis during the school year. The Executive Board will set its own monthly meeting dates to be presented to the Representative Council. Special meetings may be called by the President or by a majority of the members of the Executive Board.¹⁸

Section 7

A quorum shall consist of a majority of the Executive Board.

¹⁶ Amended on: 05/09/2007, 03/12/2008, 03/13/2013, 10/11/2023

¹⁷ Amended on: 03/13/2013, 03/14/2018, 10/11/2023

¹⁸ Amended on: 03/13/2013

Section 8

If a WEA Board Director position is vacant for a single meeting, the replacement would be appointed by the President. If a position is vacated for the balance of the elected term, an election will be held to fill the position at the next Representative Council meeting. There must be twenty (20) days written notice to delegates of each local of an open position. Floor nominations would be received and elections would be held in the same manner as officers are elected.

Section 9

The President shall determine the location and format of the Executive Board meetings and the Representative Council meetings.¹⁹

Section 10

Stipends will be paid to Executive Board members as determined by an independent council committee.²⁰

¹⁹ Amended on: 01/20/1993, 10/11/2023

²⁰ Amended on: 01/14/2004

ARTICLE V – DUTIES OF OFFICERS

Section 1

The President shall:²¹

- a. preside at all official meetings and shall perform such duties as are customarily associated with the office
- b. appoint and/or discharge all committee members on behalf of the Executive Board and serve as an ex-officio member of all committees or designate someone to do so
- c. charge committees with their duties
- d. perform other duties of the office as specified in the WEA-Eastern Washington Policy Manual.

Section 2

The Vice President shall:²²

- a. assist the President and shall act in the absence of the President
- b. perform other duties of the office as specified in the WEA-Eastern Washington Policy Manual.

Section 3

The Secretary shall:²³

- a. keep accurate minutes of all Executive Board meetings or other meetings at the request of the President and make available copies of Executive Board minutes
- b. perform other duties of the office as specified in the WEA-Eastern Washington Policy Manual.

²¹ Amended on: 03/12/2008

²² Amended on: 03/12/2008

²³ Amended on: 03/12/2008

Section 4

The Treasurer shall:²⁴

- a. act as co-signor on Council bank accounts
- b. report at each membership meeting
- c. develop the budget in conjunction with the President and staff
- d. work in cooperation with the Executive Board and staff in preparing and presenting a preliminary budget to the Representative Council
- e. perform other duties of the office as specified in the WEA-Eastern Washington Policy Manual.

Section 5

The Advocacy Committee for Education (ACE) Chair shall:²⁵

- a. communicate with locals and WEA-PAC members within the Council for regional political action activities
- b. attend WEA-PAC Board meetings
- c. serve on the Council lobby team
- d. coordinate and facilitate the yearly WEA-PAC membership drive within the Council
- e. perform other duties of the office as specified in the WEA-Eastern Washington Policy Manual.

²⁴ Amended on: 03/12/2008, 10/11/2023

²⁵ Amended on: 03/12/2008

Section 6

The Education Support Professional State Action Coordinating Team (ESP State ACT) Representative shall:²⁶

- a. represent the Council at the quarterly ACT committee meetings
- b. coordinate and facilitate yearly ESP/CPEA issues conferences
- c. perform other duties of the office as specified in the WEA-Eastern Washington Policy Manual.

Section 7

The WEA Board Directors shall:²⁷

- a. provide the WEA-Eastern Washington Representative Council meetings with a report of WEA Board actions
- b. represent members of the WEA-Eastern Washington at WEA Board meetings
- c. develop a leadership relationship with Local Associations
- d. perform other duties of the office as specified in the WEA-Eastern Washington Policy Manual.

Section 8

The At-Large Positions #1 and #2 shall:²⁸

- a. develop a leadership relationship with Local Associations
- b. work with the Executive Board in promoting WEA-Eastern Washington Council policies and programs to Local Associations
- c. perform other duties of the office as specified in the WEA-Eastern Washington Policy Manual.

²⁶ Amended on: 03/12/2008, 10/11/2023

²⁷ Amended on: 03/12/2008

²⁸ Amended on: 03/12/2008

ARTICLE VI – DUTIES OF REPRESENTATIVE COUNCIL

Section 1

The duties of the Representative Council shall consist of the following:²⁹

- a. adopt the annual budget
- b. approve or ratify changes to the WEA-Eastern Washington Constitution and Bylaws
- c. approve or ratify payment of stipends
- d. approve the minutes of the Representative Council meetings
- e. enact such other measures as may be necessary to achieve the goals and objectives of the Council which are not in conflict with this Constitution and the Bylaws.

ARTICLE VII – COMMITTEES

Section 1

A nominations and elections committee will serve as a standing committee with its members being appointed by the President to conduct and certify elections. The purpose of the committee will be to recognize leadership and encourage delegates and alternates to run for office.³⁰

Section 2

A Constitution and Bylaws committee will serve as a standing committee with its members being appointed by the President. The purpose of the committee will be to periodically review and update the governing documents of the Council.³¹

²⁹ Amended on: 03/12/2008

³⁰ Amended on: 03/11/2009, 03/13/2013

³¹ Amended on: 03/13/2013

Section 3

A grants committee will serve as a standing committee with its members being appointed by the President and will periodically review grant policies.³²

Section 4

The budget committee will serve as a standing committee with its members being appointed by the President and will assist in the development of a budget with the President and staff. The budget will be presented to the Executive Board for approval.³³

Section 5

The President may appoint ad hoc committees as needed.

ARTICLE VIII - DUES AND ASSESSMENTS

Section 1

The annual dues of an active certificated member shall be 0.45 of one percent of the Washington State estimated minimum classroom teacher salary for the prior year Dues shall be apportioned on an FTE basis in the same manner as the WEA dues are calculated.³⁴

³² Amended on: 03/11/2009, 03/13/2013

³³ Amended on: 03/11/2009

³⁴ Amended on: 04/09/1998, 05/08/2019, 10/11/2023

Classified Member UniServ Dues	
Annual Income Range	Percent of Certificated Member Dues
\$12,000 and below	13%
\$12,001 to \$17,000	25%
\$17,001 to \$22,000	25%
\$22,001 to \$27,000	50%
\$27,001 to \$35,000	50%
\$35,001 and above	75%

Education Support Professional Member UniServ Dues	
Annual Income Range	Percent of Certificated Member Dues
\$12,000 and below	4.75%
\$12,001 to \$17,000	9.40%
\$17,001 to \$22,000	18.95%
\$22,001 to \$27,000	37.80%
\$27,001 to \$35,000	56.20%
\$35,001 to \$47,000	75.85%
\$47,001 to \$60,000	84.25%
\$60,001 and above	100.00%

Section 2

The Representative Council may impose a special assessment with a two-thirds (2/3) vote of those present and voting at any regular or special meeting of the Representative Council, provided, that notice of such assessment shall have been sent to each affiliated local at least thirty (30) days prior to the meeting.

ARTICLE IX - AMENDMENTS

Section 1

These Bylaws may be amended by a majority vote at any regular or special meeting of the Representative Council, provided, that a description of the general intent of the proposed amendment and notice of a vote on the Bylaws shall have been sent to the affiliated Local Associations at least thirty (30) days prior to the meeting.

Adopted on:	May 10, 1989
Amended on:	June 5, 1991
Amended on:	January 20, 1993
Amended on:	April 20, 1994
Amended on:	January 10, 1996
Amended on:	March 18, 1998
Amended on:	May 19, 1999
Amended on:	May 9, 2000
Amended on:	October 10, 2001
Amended on:	June 11, 2003
Amended on:	January 14, 2004
Amended on	April 12, 2006
Amended on	May 9, 2007
Amended on	March 12, 2008
Amended on	March 11, 2009
Amended on:	March 13, 2013
Amended on:	March 14, 2018
Amended on:	April 9, 2018
Amended on:	May 8, 2019
Amended on:	December 8, 2021
Amended on:	October 11, 2023