

# MOSES LAKE EDUCATION ASSOCIATION CONSTITUTION

## ARTICLE I

### NAME

#### SECTION 1.

The name of this association shall be the MOSES KAE EDUCATION ASSOCIATION, (referred to as MLEA).

## ARTICLE II

### PURPOSE

#### 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 develop and promote a continuing program to improve salaries, fringe benefits, working conditions, and instruction through formal negotiations with the School Board as the exclusive representative of all certificated employees of the Moses Lake School District #161.

#### 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 legal authorities.

#### SECTION 5.

To protect all employees' Rights and Responsibilities through Contractual Agreement and Maintenance.

#### SECTION 6.

To hold properties, funds, and to employ staff for the attainment of these purposes.

# MOSES LAKE EDUCATION ASSOCIATION CONSTITUTION

## ARTICLE III

### MEMBERSHIP

#### SECTION 1.

Membership in MLEA shall not be denied to individuals on the basis of race, creed, national origin, sex, religion, marital status, or age.

#### SECTION 2.

The membership of MLEA shall consist of two classes – ACTIVE membership and ASSOCIATE membership.

#### SECTION 3.

##### ACTIVE MEMBERS:

- A. Active membership in MLEA shall be open to all members of the Bargaining Unit employed in the schools of Moses Lake School District #161 who:
  - 1. Hold a standard, provisional, vocational, associate, or emergency Certificate for the State of Washington.
  - 2. Do not have, as a principal part of their duties, supervisory responsibilities as defined by State Law.
  - 3. Agree to abide by a code of ethics for education.
- B. Membership shall be continuous except upon resignation, retirement, or death.
- C. Members of MLEA shall also be members of the WASHINGTON EDUCATION ASSOCIATION (referred to WEA) and the NATIONAL EDUCATION ASSOCIATION (referred to as NEA).

#### SECTION 4.

The membership year and fiscal year shall be coincident, September first to August thirty-first inclusive.

#### SECTION 5.

Only active members shall have the right to vote and to hold office in the local, state, or national associations.

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## SECTION 6.

The MLEA Executive Board shall insure that all members of the Bargaining Unit shall have access to the GRIEVANCE PROCEDURE.

## SECTION 7.

### ASSOCIATE MEMBERSHIP

Any Moses Lake School District #161 employee not engaged in education, but is interested in the promotion of education, shall be eligible for associate membership, providing she/he is also willing to become an associate member of WEA and NEA.

## ARTICLE IV

### OFFICERS

## SECTION 1.

The officers of MLEA shall consist of a PRESIDENT, a VICE-PRESIDENT, the immediate PAST-PRESIDENT, a SECRETARY, and a TREASURER.

## ARTICLE V

### EXECUTIVE BOARD

## SECTION 1.

The EXECUTIVE BOARD shall consist of the officers of MLEA and FOUR members elected at-large (TWO from the Secondary and TWO from the Elementary). It shall be the EXECUTIVE AUTHORITY of MLEA.

## SECTION 2.

MLEA REPRESENTATIVE ASSEMBLY shall consist of the Executive Board and elected REPRESENTATIVES from each school faculty.

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## SECTION 3.

Additional REPRESENTATIVES may be elected at-large to comply with the requirements of NEA. The at-large REPRESENTATIVES will be elected only to meet the one-person-one-vote requirements.

## ARTICLE II

### PURPOSES

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## SECTION 4.

Members of the Executive Board shall be members of REPRESENTATIVE ASSEMBLY. The officers of the MLEA shall be the officers of REPRESENTATIVE ASSEMBLY.

## SECTION 5.

The president shall vote only in case of a tie in the REPRESENTATIVE ASSEMBLY.

## SECTION 6.

Any members of MLEA who is not a member of REPRESENTATIVE may attend meetings. S/He shall sit apart from the voting body, and may receive permission to speak.

## ARTICLE VII

### AFFILIATION

#### SECTION 1.

MLEA shall AFFILIATE with NEA and WEA under their rules and regulations.

#### SECTION 2.

MLEA shall be a member of NORTH CENTRAL UNISERV COUNCIL.



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## ARTICLE VIII

### DUES

#### SECTION 1.

The annual DUES of an active member shall be no more than five tenths (5/10) of one percent of the beginning teacher's salary as per the salary schedule for the present school year.

#### SECTION 2.

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DUES changes must be approved by a majority vote of the members. The proposal to change DUES must be favored by a majority vote of the Representative Assembly before going to a membership vote.

## ARTICLE IX

### BUDGET

#### SECTION 1.

A BUDGET for MLEA must be prepared each year by the Treasurer and the President, no later than November first of that year.

#### SECTION 2.