

CONSTITUTION

of the Virginia Education Association Incorporated

Preamble

We, the members of the Virginia Education Association, in order that the Association may speak for education, advance the cause of education for all individuals, promote professional excellence among educators, gain recognition of the basic importance of the teacher in the learning process, protect the rights of educators and advance their interests and welfare, secure professional autonomy, unite educators for effective citizenship, promote and protect human and civil rights, and obtain for its members the benefits of an independent, united teaching profession, do hereby adopt this Constitution.

Article I. Name, Goals, Objectives and Authorities for Governance

Section 1. The name of this organization shall be the Virginia Education Association, Incorporated, hereinafter called "Association."

Section 2. The goals of the Association shall be as stated in the Preamble. The Association shall have all power necessary and proper to take action for the attainment of these goals. Nothing in the Charter, Constitution or Bylaws shall be construed to prevent the Association from pursuing other objectives which are consistent with the stated goals of the Association.

Section 3. The Association shall be governed by its Charter, Constitution and Bylaws and other such actions, consistent therewith, as may be taken by the Delegate Assembly, the Board of Directors and the Executive Committee.

Article II. Membership

Section 1. Membership in the Association shall comprise a class of Active Members and such other classes as may be provided in the Charter, Constitution and Bylaws.

Section 2. Membership Eligibility: Provision and Limitations

- (a) Membership, as provided in the Charter, Constitution and Bylaws, shall be open to all persons actively engaged in the profession of teaching, public or private institutions of higher education, or in other educational work who shall agree to subscribe to the goals and objectives of the Association and to abide by its Charter, Constitution and Bylaws.
- (b) Members engaged in teaching or in other educational work shall adhere to the Code of Ethics of the Education Profession.
- (c) An application for membership shall be subject to review and class placement as provided in the Charter, Constitution and Bylaws.

- (d) The Association shall not deny membership to individuals on the basis of race, creed, national origin, religion or sex, nor shall any organization which so denies membership be affiliated with the Association.

Section 3. The right to vote and hold office shall be limited to Active Members, and Retired Members, except as otherwise provided.

Section 4. Members shall pay to the corporation through the local association such annual membership dues as may be established by the Delegate Assembly.

Article III. Delegate Assembly

Section 1. The Delegate Assembly of the Association comprising duly elected Delegates shall be the policy-making body of the Association.

Section 2. Delegates to the Delegate Assembly shall be elected by local affiliates, by the SVEA and by Retired Members in accordance with affiliate standards of the Bylaws.

Section 3. There shall be one Delegate for every thirty (30) members of a governance affiliate or major fraction thereof. There shall be one administrator delegate for every thirty (30) administrator members or major fraction thereof of a governance affiliate or of a cluster of affiliates should a governance affiliate not have a sufficient number of administrators to qualify it for one administrator delegate. There shall be one SVEA delegate for every three hundred (300) SVEA members or major fraction thereof. There shall be one Retired Delegate for every three hundred (300) retired members or major fraction thereof.

Section 4. In order to provide for delegate representation at the Delegate Assembly, should the number of administrator members in a local association not qualify that local for an administrator delegate that local association's administrator members may cluster for purposes of representation at the Delegate Assembly with administrator members from one or more other local associations within the same VEA district to qualify for a delegate. Those local association administrator members who cluster with administrator members from other local associations for representation purposes shall then be excluded in the member count for the determination of the number of delegates which their respective local associations are entitled to elect. Specific procedures for clustering within districts and voting within such clusters shall be subject to the approval of the Board of Directors.

Section 5. In order to provide for delegate representation at the Delegate Assembly, should the number of members in an affiliated college chapter not qualify that chapter for a delegate, that college chapter affiliate may cluster for purposes of representation with one or more other college chapters which likewise do not have sufficient members to qualify for a delegate. Procedures for clustering are subject to the approval of the Board of Directors.

Section 6.

- (a) The Delegate Assembly shall have an Annual Meeting as set by the Board of Directors except in cases of national emergency. Notice of the Annual Meeting shall be given in an official Association publication for the month preceding the month in which the meeting is held.

- (b) A special meeting of the Delegate Assembly may be called:
- (1) By the President by notice not less than ten (10) days nor more than fifty (50) days before the date of that meeting; except that notice of a special meeting called to consider merger, consolidation or amendment to the Articles of Incorporation shall be given not less than twenty-five (25) nor more than fifty (50) days before that meeting.
 - (2) By the Board by notice not less than ten (10) days nor more than fifty (50) days before the date of that meeting except that notice of a special meeting called to consider merger, consolidation or amendment to the Articles of Incorporation shall be given not less than twenty-five (25) days nor more than fifty (50) days before that meeting.
 - (3) By a petition signed by two thousand (2,000) Active Members of the Association representing at least three (3) local associations by notice not less than ten (10) days nor more than fifty (50) days before the date of that meeting; except that notice of a special meeting called to consider merger, consolidation or amendment to the Articles of Incorporation shall be given not less than twenty-five (25) days nor more than fifty (50) days before that meeting.

Section 7. All members of the Association, whether Delegates or not, shall be entitled to a voice on the floor of the Delegate Assembly.

Article IV. Officers of the Association

Section 1. The executive officers of the Association shall be the President, Vice President, and Directors elected by the Districts and any Directors elected at-large.

Section 2. All elected officers of the Association shall be Active Members and/or Retired Members.

Section 3. The President and the Vice President shall be nominated by submission of a petition. Elections will be held by secret ballot of the membership according to the procedures established in the Bylaws. If there is only one petitioned candidate for the position, the election may be waived and the candidate declared elected by the Board of Directors.

Section 4. The President and Vice President shall serve a term of two (2) years and shall serve no more than two (2) consecutive terms in their respective offices. Directors elected by the Districts and those at-large Directors elected in conjunction with the regular election of President and Vice President shall serve a term of two (2) years and shall serve no more than two (2) consecutive terms. At-large directors shall be elected by the Active and Retired Membership to bring about proportionate ethnic minority, administrator, and educational support representation on the Board. The President shall serve the Association full-time. The expense of this office will be provided for in the budget.

Section 5. In case of vacancy in the office of the President, the Vice President shall assume the duties of President for the remainder of the unfinished term of the President. The Board of Directors shall fill the office of Vice President for the unexpired term.

Section 6. The Secretary and Treasurer shall be employees of the Association designated by the Board of Directors and serving at its pleasure.

Article V. Board of Directors

Section 1. The Board of Directors shall be comprised of the elected officers of the Association, the Virginia directors elected to the NEA Board, and the president of the Student Virginia Education Association. Corporate responsibility shall be vested in the Board of Directors. The Directors shall act within policies set by the Delegate Assembly of the Association.

Section 2. Districts shall elect Directors to the Board of Directors and may undertake such activities as desired by the District provided they are not in conflict with the Charter, Constitution or Bylaws of the Association. The organization of the District must conform to requirements of the Charter, Constitution and Bylaws of the National Education Association and the Association.

Section 3. Active Members in a District shall elect members of the Board of Directors. The size of Districts should be approximately two thousand (2,000) members or multiples thereof. Each District shall have at least one Director. An additional member to the Board of Directors shall be granted for each two thousand (2,000) additional members or a major fraction thereof as of the preceding August 31, but in any event, each district shall be entitled to one Director. Each Director elected from a District shall be an Active Member who is a classroom teacher or employed in an educational support position.

To maintain an appropriate size of Districts, the Board of Directors will recommend to the Delegate Assembly at appropriate intervals changes in District organization.

Section 4. When representation on the Board of Directors does not reflect the proportionate membership of the Association of ethnic minorities and/or classroom teacher/educational support/administrator, additional representatives to the Board who have been elected shall be seated to bring about such representation.

Section 5. The Board of Directors shall meet as prescribed in the Bylaws. Special meetings of the Board may be called by the President and/or by written request of a majority of the Board.

Section 6. The members of the Board of Directors may be removed for violation of The Code of Ethics of the Education Profession and/or for misfeasance in office as outlined in the Bylaws of the Association.

Section 7. The Board of Directors shall, by a resolution passed by a majority of the whole Board, elect not less than six (6) Board members who with the President, Vice President, and senior NEA Director shall constitute an Executive Committee. This committee shall exercise the power of the Board in the management of the affairs of the Association, as stipulated in the Bylaws. Any action of the Executive Committee not authorized by Board resolution is subject to the approval of the Board of Directors.

Article VI. Appointive Bodies

Section 1. There shall be three (3) types of appointive bodies: commissions, standing committees and special committees.

- (a) Commissions are permanent in nature and serve as a continuous function. Commissions are established and discontinued by the Delegate Assembly. When that body is not in session, commissions shall be accountable to the President, the Board of Directors and the Executive Committee. Each commission chairperson shall submit periodic reports to the President and to the Board.
- (b) Standing committees are of indeterminate tenure and shall serve a function as determined by the Delegate Assembly or as specified in the Bylaws. When the Delegate Assembly is not in session, standing committees shall be accountable to the President, the Board of Directors and the Executive Committee. Each committee chairperson shall submit periodic reports to the President and to the Board.
- (c) Special committees will serve for a specific purpose within a limited period of time as established by the Delegate Assembly, by the Board of Directors or by the President. When the Delegate Assembly is not in session, special committees shall be accountable to the President, the Board of Directors and the Executive Committee. Each committee chairperson shall submit periodic reports to the President and to the Board.

Section 2. The Delegate Assembly shall continue the Professional Rights and Responsibilities Commission. This Commission will have the power to investigate and to resolve matters related to the violation of professional relations brought to its attention officially by a local association or by any member of the Association.

Article VII. Affiliates and Special Interest Groups

Section 1. Affiliation shall mean a relationship based on a reciprocal contractual agreement between the Association and an organization involved with or interested in education and shall continue until the affiliate withdraws or becomes disaffiliated.

Section 2. Affiliates of the Association shall take all reasonable steps to assure that their elective and appointive bodies shall have ethnic minority representation at least proportionate to the ethnic minority membership of the affiliate.

Section 3. The governance class shall comprise local affiliates exclusively.

Section 4. Each governance affiliate shall guarantee its Active Members an open nomination procedure and a secret ballot except as otherwise provided in this Constitution or in the Bylaws. No governance affiliate shall discriminate against its Active Members in their right to vote, seek office, or otherwise participate in the affairs of the affiliate or the Association.

Section 5. Affiliates which fail to comply with standards and procedures set forth in the Charter, Constitution and Bylaws shall be subject to censure, suspension or disaffiliation upon two-thirds (2/3) vote of the Board of Directors. Affiliates affected by this section shall be guaranteed a due process hearing and the right to appeal an adverse decision to the Executive Committee.

Section 6. Any organized groups of Association members having a common interest or purpose may be recognized as a special interest group, provided such group is not eligible for any class of affiliation.

Article VIII. Amendment of Constitution and Bylaws

Section 1. Amendments to the Constitution or the Bylaws may be proposed by the following methods:

- (a) By a majority vote of the Board of Directors.
- (b) By petition signed by at least fifty (50) Active Members.

Section 2. Procedure for Amending of the Constitution and Bylaws:

- (a) A proposed amendment to the Constitution or Bylaws shall be presented in writing to the President, Executive Director or his or her official designee as set forth in the Bylaws.
- (b) The text of each proposed amendment shall be published and sent to all members not less than twenty-five (25) days nor more than fifty (50) days prior to the opening date of the Delegate Assembly at which it will be considered.
- (c) This Constitution may then be amended at the Delegate Assembly by a two-thirds (2/3) vote of delegates present and voting.
- (d) The Bylaws may then be amended at the Delegate Assembly by a majority vote of the delegates present and voting.
- (e) Unless otherwise provided, all amendments shall take effect immediately upon adoption.

Article IX. Quorum

A quorum of all meetings of all official bodies of the Association shall be a simple majority of those certified to vote at such meeting.

Article X. Parliamentary Authority

The most recent edition of Robert's Rules of Order, Newly Revised (RONR), shall be the authority governing all matters of procedure not otherwise provided in the Charter, the Constitution or the Bylaws or Rules of Procedure adopted by the Delegate Assembly.

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