St. Johns Education AssociationLogo, company name

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*Constitution*

**ARTICLE I - NAME**

**Section 1:** The name of the association shall be the St. Johns Education Association (SJEA).

# ARTICLE II – PURPOSES

**Section 1:** The purposes of this Association shall be to:

1. Protect teacher rights.
2. Guarantee due process.
3. Promote effective political involvement.
4. Represent educators in negotiations.
5. Promote professional practices.
6. Provide opportunity for leadership among members.
7. Promote cooperation with other groups having educational interests.
8. Support and strengthen the district, state, and national associations.
9. Improve educational opportunities in this county, state, and nation.

# ARTICLE III – GOVERNANCE

**Section 1:** The Charter, Constitution, and Bylaws shall govern the association.

**Section 2:** This Association shall be a unified local affiliate under the rules of the National Education Association (NEA), the American Federation of Teachers (AFT), the Florida Education Association (FEA), Northeast Florida Service Unit (NEFSU), Central Labor Council (CLC), and the American Federation of Labor – Congress of Industrial Organizations (AFL – CIO).

**Section 3**: The officers of the Association shall consist of the president, 1st vice president, 2nd vice president, treasurer, and secretary.

**Section 4**: The Representative Council shall consist of the officers of this ~~A~~ssociation, Building Representatives from each elementary, K-8 school, middle school, high school, alternative school, vocational school, St. Johns Virtual School, and district office instructional personnel.

**Section 5**: The Executive Board shall consist of the president, 1st vice president, 2nd vice president, secretary, and treasurer. The Executive Board shall also consist of SJEA members serving as NEFSU Council Members and officers and/or governance board members of FEA, NEA, and AFT. The chief negotiator shall serve as an ex-officio member.

**ARTICLE IV - MEMBERSHIP**

**Section 1:** Membership in this Association shall be consistent with requirements for membership in the FEA, NEA, and AFT.

**Section 2:** Active membership shall be open to all dues paying instructional personnel employed by the St. Johns County School Board who hold an earned bachelor's or higher degree or who have a regular vocational or technical teaching certificate and are members of the bargaining unit as defined by the Public Employees Relations Commission in the certification of the Association.

**Section 3:** Membership in the Association shall be open to all those eligible without regard to age, race, creed, religion, gender, gender identity, sexual orientation, or national origin.

**Section 4:** Dues for active members shall be based on the adopted SJEA budget and reflect appropriate NEFSU, state, and national dues amount and shall be determined by a majority vote of the Representative Council.

# ARTICLE V – OFFICERS

**Section 1:** Officers of the Association shall be the president, 1st vice-president, 2nd vice-president, treasurer, and secretary.

**Section 2**: All officers shall be active members of the Association and shall have been members for at least one calendar year prior to taking office.

**Section 3:** Compensation for release-time officers shall be no less than his/her compensation would be in the position as non-release employee.

**Section 4:** Officers shall be elected for a term of three (3) years and may serve multiple terms as elected by the membership. The term of office commences on July 1 and terminates June 30.

**ARTICLE VI - REPRESENTATIVE COUNCIL**

**Section 1:** The Representative Council shall consist of the officers of this Association, Building Representatives from each elementary school, K-8 school, middle school, high school, alternative school, vocational school, St. Johns Virtual School, and district instructional personnel.

**Section 2**: Building Representatives from each site shall be based upon a one to ten (1 to 10) ratio. Each site is entitled to a minimum of at least one (1) Building Representative.

**Section 3:** Building Representatives shall be elected for a term of three years commencing on July 1 and terminating on June 30 and may serve multiple terms as elected by the site membership.

**Section 4:** Association members serving as NEFSU Council Members, FEA, NEA, AFT Officers and/or Board Members shall be voting members of the Representative Council of the Association.

**Section 5**: The Representative Council shall adopt a calendar for regular monthly meetings.

**ARTICLE VII - EXECUTIVE BOARD**

**Section 1:** In each three-year election cycle, prior to the election, the SJEA Executive Board will determine the viability and amount of release time the budget will support for the SJEA president. The board’s recommendation will be presented to the SJEA Representative Council for approval prior to the election.

**Section 2:** In each three-year election cycle, the SJEA Executive Board will determine the viability and amount of release time the budget will support for any additional release positions prior to the election. The board’s recommendation will be presented to the SJEA Representative Council for approval prior to the election.

# ARTICLE VIII - EQUITABLE REPRESENTATION

**Section 1:** The president shall report annually to the Representative Council efforts the Association has made to encourage leadership to reflect the membership of the organization, including ethnic, gender, and LGBTQ+ minorities. Equitable representation shall include participation on committees, in leadership positions, and at local, district, state, and national meetings.

**ARTICLE IX - CONSTITUTIONAL AMENDMENT**

**Section 1**: Amendments to the Constitution of SJEA may be proposed by any member to the Executive Board. The exact language of the amendment along with the rationale shall be submitted in writing to the Executive Board by the maker of the amendment.

**Section 2**: The Executive Board shall submit proposed amendments to the Constitution and Bylaws Committee to evaluate compliance with governing documents. Upon review of the proposed amendment, the Constitution and Bylaws Committee will make a recommendation to the Executive Board to proceed or to return the proposal to the maker with the rationale.

**Section 3**: If approved, the text of proposed amendments shall then be sent to all members at least thirty (30) calendar days prior to ratification.

**Section 4**: The Constitution may be amended by a two-thirds vote of the membership of SJEA casting ballots. Such vote shall be by secret ballot via site, mail, or electronic means. All adopted amendments shall become effective thirty (30) days after the ratification, unless otherwise stated.

**ARTICLE X - Removal or Censure**

**Section 1**: SJEA officers or members of SJEA may be censured or removed for misfeasance, malfeasance, or nonfeasance in office or by taking actions which are inimical to the purposes of SJEA, including but not limited to releasing confidential information, as set forth in the Constitution and Bylaws.

**Section 2:** Disciplinary proceedings against a SJEA officer or member may be initiated by a written petition submitted to the Review Board by at least 15% of SJEA members in good standing from at least ten (10) sites presenting verified signatures from at least 10% of such local sites.

**Section 3:** The Review Board shall provide the accused SJEA officer or member with a hearing comporting with fundamental due process requirements. At the conclusion of the hearing, the Review Board shall issue findings of fact and make recommendations to the Representative Council regarding penalty.

**Section 4:** The Representative Council shall act on the recommendation of the Review Board and may censure, suspend, expel, or remove the SJEA officer or member from office or impose such other penalty that it, in its discretion, determine appropriate.

**Section 5:** A SJEA officer or member who has been disciplined pursuant to this section may file with the SJEA President or designee a request for review by the general membership of the action taken by the Representative Council. The general membership shall review such action at its next meeting.

**Section 6:** A special meeting of the general membership may be called by the SJEA President upon a three-fourths (3/4) vote of the Representative Council or a majority vote of the members of at least one-half of SJEA sites.

**ARTICLE XI – REVIEW BOARD**

**Section 1:** The Review Board shall be composed of seven active members of SJEA, excluding members of the Representative Council and/or Executive Board, who shall be appointed by the President with the approval of the Executive Board.

**Section 2:** The term of office for a Review Board member shall be three (3) years. A Review Board member shall not serve more than two (2) consecutive terms.

**Section 3:** The Review Board shall have jurisdiction in the following cases:

1. The censure or expulsion from membership of a member of SJEA.
2. Review, upon request of the actions of the Executive Board or Representative Council regarding the consistent application of the Constitution or Bylaws of SJEA.
3. To conduct a hearing in the case of removal charges brought against a SJEA Officer(s).

**Section 4:** The Review Board shall have the following powers:

1. To recommend the censure or expulsion from membership of a member. The Review Board shall recommend the appropriate action to the Executive Board which shall act on said recommendation. A member may request to appear before the Executive Board or its designee to oppose a recommendation for censure or expulsion. A member may seek review of a decision to censure or expel him or her to the Representative Council.
2. To review an action of a SJEA Officer, the Executive Board or Representative Council for consistency with the Constitution and Bylaws and to recommend to the appropriate governing body remedial action, if necessary. The request for review may be made by the Executive Board, Representative Council, or upon petition of at least one hundred fifty (150) active members from ten (10) sites.
3. To issue a finding of fact to the Representative Council regarding the removal of an Executive Officer and to make recommendation to the Representative Council of action, if any, to be taken.

**ARTICLE XII - PARLIAMENTARY AUTHORITY**

**Section 1:** The rules contained in the current edition of *Robert’s Rules of Order, Newly Revised*, shall govern this organization in all cases to which they are applicable and in which they are not inconsistent with the Constitution of SJEA or any special rule or order which SJEA may adopt.