

CONSTITUTION
FOR THE
WYCKOFF EDUCATION ASSOCIATION

ARTICLE I – NAME AND INCORPORATION

- Section 1: The name of this organization shall be the Wyckoff Education Association hereafter referred to as the Association.
- Section 2: The Association shall be incorporated as a non-profit corporation under Title 15A: 2-8 New Jersey Domestic Nonprofit Corporation Act.
- Section 3: The Association shall apply for tax-exempt status under Internal Revenue Code 501 c (5) and govern itself in a manner that will not jeopardize its tax Exempt status. The Association may apply to NJEA to be included in a Exemption letter.

Note: “Tax exempt status” only applies to income tax and covers money collected by an association, i.e. dues. NJEA and its affiliate associations are labor organizations, and as such CANNOT be sales tax exempt.

ARTICLE II – AFFILIATION

The Association shall be an affiliate of the Bergen County Education Association, the New Jersey Education Association, and the National Education Association. The Association shall abide by the New Jersey Education Association’s standards for local association affiliation and shall forward a copy of its constitution to NJEA. Affiliation shall not legally carry any liability for damages on the Association or NJEA due to actions taken independently for either.

ARTICLE III – PURPOSES

Section 1: To work for the welfare of students, the advancement of education, and the Improvement of educational opportunities for all.

Section 2: To unify all employees eligible for membership so as to enable members to Speak with a common voice on all matters of mutual concern and to Represent individual and common interests of members before the Board of Education and other legal authorities.

Section 3: To represent its members; and other employees in negotiations and Grievances with the School District on all matters of compensation and all Other terms and conditions of employment.

(The Association shall be the recognized bargaining agent for all appropriate school district employees to the full extent of the provisions of Chapter 123, Public Laws of 1974, unless another organization has been officially designated as the bargaining agent.)

Section 4: To promote the general welfare of members, to advance educational Standards and to establish and maintain good community relations.

Section 5: To develop and promote continuing programs to secure and maintain Better employment benefits, uniform personnel practices, and professional Preparation standards, sound retirement systems, and improvements In terms and conditions of employment.

ARTICLE IV – MEMBERSHIP

Section 1: Active Membership

- a. Active membership in the Association shall be open to all professional certificated personnel employed in the Wyckoff School System and to all instructional aides and secretaries employed in the Wyckoff School System with the exception of confidential secretaries.
- b. Active members, where eligible, of the Association shall also be members of the Bergen County Education Association, the New Jersey Education Association, and the National Education Association.
- c. Membership shall be continuous until the member leaves employment, resigns from the Association, or fails to pay membership dues.

Section 2: Rights of Membership

- a. Every member shall have the equal rights and privileges within the organization to nominate candidates for office; to vote in elections or on referenda of the Association; to attend membership meetings; to participate in the deliberations and voting upon the business of such meetings except that in voting on contract ratification only members in the appropriate unit of representation shall have the right to vote.
- b. Every member shall have the right to meet and assemble fully with other members; to express any views, arguments or opinions; to express any views, arguments or opinions; to express views at meetings upon candidates in an election of the Association or upon any business properly brought before the meeting.
- c. No member shall be fined, suspended, expelled or otherwise disciplined except for nonpayment of dues without being served with specific written charges and given a reasonable time in which to prepare a defense, which may be asserted at a full and fair hearing.

ARTICLE V – OFFICERS

Section 1: The officers of this Association shall consist of a President, a Vice President, a Secretary, and a Treasurer.

Section 2: Whenever an officer is no longer employed in the Wyckoff School District or is incapacitated, the Executive Board shall elect a Replacement until the next election period, *except in the case of a Presidential vacancy, which shall be filled by the vice president Who shall serve until the next election.*

Section 3: Officers of the Association shall serve their terms so long as they Ethically and satisfactorily perform the duties of their office.

Where

an officer is guilty of misconduct; such officer may be removed for Cause (shown after notice and a hearing) and by a majority vote of The members of the Association.

- a. Recommendation for recall can be made by a submission of petition containing the signatures of a majority of the membership to the Executive Committee.
- b. The executive committee shall notify in writing any officer who has been recommended for recall.
- c. Any officer may appeal in writing to the Executive Committee.
- d. The Executive committee shall schedule hearings, whenever necessary, to review the recommendation of recall of an officer.
- e. The report of those hearings shall be made available to the membership
- f. A general membership meeting shall be called two weeks after the issuance of the report.
- g. Such recall shall be determined by a majority vote of the membership in attendance at said meeting.

Section 4: Nothing in this article shall be construed as precluding officers from Succeeding themselves in office, if duly elected.

ARTICLE VI – EXECUTIVE COMMITTEE

Section 1: The Executive Board shall consist of the officers, and the Chairpersons of Standing Committees. There shall be one representative from each group represented by the association. (professionals, secretaries, instructional aides).

Section 2: Under personnel policies adopted by the Representative Council and within the annual budget, the Executive Board shall have the power to engage services and employ personnel for the efficient management of the Association and attainment of Association purposes.

Section 3: An orientation to the constitution and its By-Laws shall be provided to newly installed Executive Board members.

ARTICLE VII – REPRESENTATIVE COUNCIL

Section 1: The Representative Council shall be the legislative and policy forming body of the Association.

Section 2: Any active member of the Association may attend Representative Council meetings and may be granted the privilege of the floor to participate in discussions to propose policies.

Section 3: Elected representatives of the Representative Council must be members of the Association at least two years prior to election.

Section 4: An orientation to the Constitution and its By-Laws shall be provided to the newly installed Representative Council.

Section 5:

- a. In each school building in the Wyckoff Public School district, those persons who are members of this Association shall elect for a term of 2 years one representative to the Representative Council for every 10 members or major fraction thereof.
- b. The Association shall guarantee ethnic minority representation on its Representative Council at least proportionate to its active ethnic minority membership.
- c. The Association shall guarantee non-classroom teacher representation on its Representative council proportionate to its active non-classroom teacher membership.
- d. There shall be at least one representative from each building. Where more than one such representative is elected, one shall be designated as Senior

Representative. Elections shall be held in May, and Association representatives shall assume office at the June meeting of Representative Council.

ARTICLES VIII – AMENDMENTS

Amendments to the Constitution and By-Laws may be amended by a two-thirds vote of the active members of the Association, provided that the proposed amendment shall have been presented in writing at a Representative Council meeting; and that copies of proposed amendments shall have been accepted by a majority vote of the Council at the subsequent meeting.

