

Constitution of White Bear Lake Area Educators, Local #7286

ARTICLE I: NAME

- A. The name of this organization shall be White Bear Lake Area Educators, Local #7286 herein after referred to as WBLAE #7286.

ARTICLE II: PREAMBLE

- A. We, the members of White Bear Lake Area Educators, Local #7286 (WBLAE #7286), Education Minnesota, National Education Association, and American Federation of Teachers, believing that the active participation of non-supervisory licensed education personnel in the development of educational policy is essential for sound education in a democratic society, have joined together, as herein defined in this Constitution and Bylaws, for the purpose of exerting a collective and positive influence on education in Independent School District #624, White Bear Lake Area Schools.
- B. White Bear Lake Area Educators, Local #7286 shall provide a united voice for families, and an unwavering commitment to the welfare of our members.
- C. White Bear Lake Area Educators, Local #7286 shall be a local organization that provides for unstinting professional service to its members by building and maintaining a strong, effective local and by promoting instructional advocacy. WBLAE #7286 shall be committed to democracy in the workplace and within the organization.
- D. If any provisions of this constitution and bylaws conflict or violate the constitution and bylaws of Education Minnesota, NEA, AFL/CIO or AFT, the provisions of the state and national organization shall supersede those contained herein.

ARTICLE III: PURPOSE

- A. To effect favorable legislation for the improvement of school conditions and community problems relating to education.
- B. To work with the Superintendent, Board of Education, school administration, other district unions, and the White Bear Lake community to best serve the interest of the students, parents, and teachers.
- C. To develop and promote the adoption of such ethical practices, personnel policies, and standards of preparation and participation as mark a profession.

- D. To unify and strengthen the teaching profession and to secure and maintain the salaries, retirement, continuing contract rights, fringe benefits, and the working conditions necessary to support teaching as a profession.
- E. To enable members to speak with a common voice on matters pertaining to the teaching profession, and to present their individual and common interest before the Board of Education and other legal authorities.

ARTICLE IV: AFFILIATIONS

- A. WBLAE #7286 is affiliated with Education Minnesota, The American Federation of Teachers', MN. AFL/CIO, the St. Paul Labor Federation, and the National Education Association in accordance with the provisions and bylaws of these bodies.
- B. Individuals are members of Education Minnesota, the American Federation of Teachers and the National Education Association.

ARTICLE V: MEMBERSHIP AND DUES

- A. Membership in White Bear Lake Area Educators, Local #7286 is in accordance with the constitution and bylaws of Education Minnesota, NEA, and AFT. The membership year is September 1 through August 31. No one will hold office in WBLAE #7286 who is not an active member of Education Minnesota, NEA, and AFT.
- B. The teacher, in applying for membership, agrees to pay all dues and assessments required and provided for the Constitution and Bylaws of WBLAE #7286. It is further understood and agreed that the member will cooperate with and support the actions of the WBLAE #7286, as determined by a majority vote of the General Membership and/or the Representative Assembly.
- C. State and national dues will be assessed in accordance with the dues categories and policies of Education Minnesota, AFT and NEA.
- D. Local membership dues are determined by WBLAE #7286 in the following manner:
 - 1. WBLAE #7286 shall determine annual dues by a simple majority vote at a General Membership meeting when two week's notice has been given for such consideration.
 - 2. Provisions can be made by the Representative Assembly to establish memberships for teachers on a fractional time, sabbatical leaves, a leave of absence, family leave, and other classifications.
 - 3. Fair share fees are determined according to the maximum amount stipulated by the NEA, EdMN, and as governed by state statute.
- E. No net earnings shall inure to the benefit of any member.

ARTICLE VI: OFFICERS

- A. The officers of White Bear Lake Area Educators, Local #7286 are the President, the Vice-President, the Secretary, the Treasurer, and the immediate Past President if an active member.
- B. These officers constitute an Executive Committee.

ARTICLE VII: EXECUTIVE BOARD

- A. The Executive Board consists of the officers and eight members of the Representative Assembly. In addition, every effort will be made to secure a Parliamentarian.
- B. The Executive Board is the executive authority of WBLAE #7286.
- C. WBLAE #7286 abides by the one person/one vote principle of representation.

ARTICLE VIII: REPRESENTATIVE ASSEMBLY

- A. The Representative Assembly consists of the officers of WBLAE #7286 and elected representatives of the general membership. In addition, every effort will be made to secure a Parliamentarian.
- B. The Representative Assembly is the legislative and policy-making body of WBLAE #7286.
- C. WBLAE #7286 abides by the one person/one vote principle of representation.

ARTICLE IX: GENERAL MEMBERSHIP

- A. The General Membership consists of all dues-paying members of WBLAE #7286.
- B. WBLAE #7286 abides by the one person/one vote principle of representation.

ARTICLE X: AMENDMENT

- A. This Constitution may be amended at any meeting of the General Membership by a two-thirds vote of those voting, provided that the proposed amendment(s) has been submitted in writing to all members two weeks before action is to be taken.