

**CONSTITUTION**  
*Revised May, 2007*

**PREAMBLE**

In order that we advance the cause of education, instill professional excellence among teachers, gain recognition of the basic importance of the teacher in the learning process, protect the rights and advance the interests and welfare of teachers, and obtain for our members the benefits of an independent, united teaching profession, we do ordain and establish this Constitution.

**ARTICLE I**  
**Name**

The name of the non-profit corporation, organized under the laws of the State of Florida, shall be the Palm Beach County Classroom Teachers Association, Inc.

**ARTICLE II**  
**Purposes**

This Corporation is organized for the following purposes:

1. To unite the teachers of Palm Beach County in cooperative action to promote and maintain high standards of professional ethics, ideas and loyalty.
2. To encourage active participation of teachers in the solution of school problems.
3. To promote within teaching the highest standards and qualifications of professional practice.
4. To maintain academic freedom, which is essential to the teaching profession.
5. To secure such measures as will enable teachers to function as vital factors in educational progress.
6. To aid in securing and maintaining adequate salaries, a sound retirement system, and such other improvements or conditions as will enable teachers to function properly.
7. To cooperate with Associations and civic bodies having educational objectives.
8. To aid in interpreting to the public problems, functions, and the steady progress of public schools.
9. To provide protection to our members, as well as enforcement of all contractual issues.
10. To encourage teachers to exercise their rights and privileges as citizens and to accept willingly leadership in civic affairs.

**ARTICLE III**  
**Membership**

SECTION I - MEMBERSHIP. Membership in the Association shall be on a continuing basis according to procedures established by the Board of Directors and the Bylaws.

SECTION II - ACTIVE. The membership shall be classified as active and shall have full rights and privileges of membership as provided in the Bylaws. All instructional personnel employed by the School Board of Palm Beach County shall become an active member when application for membership has been accepted according to the Bylaws and Administrative Policies established by the Board of Directors.

SECTION III - EXCLUSION. Membership in the association is to the exclusion of membership in any other Association (other than NEA/FEA/AFT/FLORIDA AFL-CIO) representing or seeking to represent teachers in their employment relationships with the School Board of Palm Beach County.

SECTION IV-TERMINATION OF MEMBERSHIP. Any member shall remain a member unless the member fails to fulfill the conditions of membership as established in the Bylaws

**ARTICLE IV**  
**Officers**

SECTION IA - OFFICERS. The officers of the Association shall be the President, Vice-President, Secretary, Treasurer, and members of the Board of Directors. Any active member may nominate or be nominated for office as otherwise provided in the Bylaws and policies of this Association, and the officer shall remain an active member throughout the term. The term of the officers of the Association shall be for two three-year terms, commencing on July 1, 2007. No officer may serve more than two consecutive terms. Any officer serving prior to the passing of this revised Constitution may serve no more than 8 consecutive years in that office. A special election will be held to fill all unexpired terms.

*SECTION 1B* – The active members of CTA Retired will elect one active member of CTA Retired to the CTA Board of Directors. This Board member will be a voting member. The term shall be for three years, commencing on July 1<sup>st</sup>, 2007, and shall be for no more than two consecutive terms.

SECTION II - ELIGIBILITY FOR OFFICE. All candidates for office in this Association must have been active members for three (3) consecutive years (excepting School Board approved leaves and leaves of 60 calendar days for retirement) prior to installation. (See BYLAWS Section II – Active Membership)

SECTION III - PRESIDENT. The President shall be the chief executive officer of the Association. The President shall preside at all official meetings of the Association.

SECTION IV - VICE-PRESIDENT. The Vice-President shall serve as the President in the event of the President's absence and otherwise assist the President with duties as may be assigned by the President.

SECTION V - SECRETARY. The Secretary shall keep all minutes of the Association, the Board of Directors, caucus meetings and the Representative Assemblies.

SECTION VI - TREASURER. The Treasurer shall make financial reports as required by the Board of Directors and shall, in the absence of the President and Vice-President, preside at official meetings of the Board of Directors.

SECTION VII - SUCCESSION AND VACANCIES. Vacancies occurring by reason of death, resignation, incapacity, judgment of impeachment, or other disqualification shall be filled according to procedures established in the Bylaws.

SECTION VIII - RECALL. Elected officers of the Association may be recalled for just cause according to procedures established in the Bylaws.

## **ARTICLE V Districts**

The Board of Directors shall create areas for the purpose of electing directors to the Board of Directors. The directors shall be elected by the Active members within the area to be served. The areas shall be established and reviewed as provided in the Bylaws.

## **ARTICLE VI Representative Assembly**

SECTION I - FUNCTION. The Representative Assembly shall be the legislative and supreme governing body of the Association.

SECTION IIA - MEMBERSHIP. The Representative Assembly shall be composed of Association Representatives (Building Reps.) elected by the active members in each school building as provided by the Bylaws. The Association Representative shall serve a term of two years beginning with the May meeting of the Representative Assembly. The percentage of ethnic-minority Association Representatives shall be no less than the percentage of ethnic-minorities in the Association.

SECTION IIB – VACANCIES – Vacancies will require a special election to be conducted within 60 days in that school building where the vacancy occurs.

SECTION III - MEETINGS. The Representative Assembly shall meet at least twice a year. One meeting shall occur in the months of October or November and the other in May. The meeting to be held in May shall be designated as the annual meeting. Special meetings may be called by the Board of Directors upon a two-thirds vote of that body and must be called by the Board of Directors within 30 days after receipt of a petition signed by at least 30 percent of the voting membership of the Representative Assembly.

SECTION IV - POWERS. As the legislative and supreme governing body of the Association, the Representative Assembly shall: hear and act upon reports from Standing Committees, the Board of Directors and the Executive Director; receive and act upon petitions; pass upon and approve the budget of the Association; formulate policies; project programs of activity; make appropriations; establish special services to be offered by the Association; conduct the business affairs of the Association and have all other powers and duties necessary to the achievement of the objectives of the Association which are not specifically delegated to other agents by this Constitution and Bylaws.

SECTION V - ORGANIZATION. The Representative Assembly shall have the power to establish such special committees as are necessary for the efficient conduct of its own affairs.

## **ARTICLE VII Committees**

SECTION I - FUNCTION. The Committees of the Association shall be the agencies through which the Representative Assembly and the Board of Directors shall direct continuing study of problems related to the purposes of the Association. They shall be the agencies through which the Representative Assembly and Board of Directors may exercise general and supervisory direction of major Association activities.

SECTION II - AUTHORIZATION. The number of Committees which shall be in existence at any given time shall be at the discretion of the Representative Assembly and shall be sufficient to provide for continuing study of all the major functions and activities of the Association.

SECTION III - MEMBERSHIP. Membership of Committees shall be open to participation by all active members of the Association and shall include two Board liaisons.

SECTION IV - POWERS. Each Committee shall conduct studies, make investigations, and prepare recommendations for the Board of Directors and Representative Assembly with regard to any problems relating to its own area of responsibility.

## **ARTICLE VIII Board of Directors**

SECTION I - FUNCTION. The Board of Directors shall be the agency through which the general administrative and executive functions of the Association shall be carried out.

SECTION II - MEMBERSHIP. The Board of Directors shall be composed of the President, Vice-President, Secretary, Treasurer and Directors elected by the areas, provided that the ethnic-minority representation on the Board be no less than the percentage of the ethnic-minority population in the Association. FEA Governance Board, Executive Cabinet, and NEA directors shall be voting members of the Board of Directors. Any member of the Board of Directors shall be limited to one (1) vote. The President of the Association shall perform as a full-time officer of the Association.

SECTION III - MEETINGS. Regular meeting of the Board of Directors shall be held at least seven times each year. Special meetings of the Board of Directors may be called by the President and shall be called upon the written request of five members of the Board.

SECTION IV - POWERS. The Board of Directors shall conduct, manage, and control the affairs and business of the Association between meetings of the Representative Assembly. The Board shall employ the Executive Director. The Board shall have the power to review the case of any person applying for membership in the Association and to deny or admit such persons to membership. The Board of Directors shall exercise such other powers as are delegated to it by the provisions of the Bylaws or by the acts of the Representative Assembly.

SECTION V - ORGANIZATION. The Board of Directors shall have the right to provide for its own organization at its first meeting after July 1 and to appoint any necessary committees.

ARTICLE IX  
Staff

SECTION I - STAFF. The staff of the Association shall consist of an Executive Director and such other employees as may be needed to transact the business of the Association.

SECTION II - CHIEF ADMINISTRATOR. The chief administrator shall be the Executive Director of the Association and shall be responsible for directing, administering and coordinating the programs of the Association in accordance with policies, goals and objectives established by the Representative Assembly and interpreted by the Board of Directors.

SECTION III - CONTRACT. The Executive Director shall hold the position under a contract of not more than three years duration subject to annual review by the Board of Directors.

ARTICLE X  
Ethics and Rights

SECTION I - CODE. The NEA Code of Ethics for the Education Profession shall be the Code of Ethics for the Association.

SECTION II - REVIEW BOARD. Any and all complaints or charges made by a member against a member of the Association shall be made in writing and shall conform to the requirements of the FEA/NEA Review Board Policies and Procedures.

ARTICLE XI  
Affiliation

The Palm Beach County Classroom Teachers Association shall be affiliated with the Florida Education Association (FEA), the National Education Association (NEA), the American Federation of Teachers (AFT), and the Florida AFL-CIO.

ARTICLE XII  
Direct Legislation

SECTION I - Active members of the Association shall have the power to propose and adopt measures, called the initiative, and the power to approve or reject actions of the Representative Assembly or Board of Directors, called the referendum.

SECTION II - INITIATIVE. Procedures under the initiative shall be as set forth in the Bylaws and Administrative Policies of the Association. To invoke the initiative options signed by at least 10% of the active members in at least one-half of the total number of districts shall be required, provided that

the total number of signatures represents at least 10% of the total active membership. Any measure proposed by initiative petition shall be either adopted or rejected without amendment by the next Representative Assembly following publication of the measure, provided a regular meeting of the Representative Assembly is scheduled not less than fifteen (15) days or more than sixty (60) days of such publication. In the event that a regular meeting of the Representative Assembly does not occur within that sixty (60) day period, or in the event that the measure is rejected by the Representative Assembly, the measure proposed by initiative shall be submitted to the active membership of the Association as provided in the Bylaws.

**SECTION III - (a) POPULAR REFERENDUM.** Procedures under the referendum shall be set forth in the Bylaws and Administrative Policies of the Association. The power of referendum shall not extend to actions establishing or related to establishment of membership fees. To invoke the referendum, petitions signed by at least 15% of the active members in a least one-half of the total number of districts shall required provided that the total number of signatures represents at least 10% of the total active membership. Referendum petitions containing the required number of signatures shall be filed with the Executive Director within sixty (60) days of the date of the action being referred to the membership was taken.

**(b) LEGISLATIVE REFERENDUM.** The Board of Directors or the Representative Assembly may refer any of their actions to the active membership of the Association upon resolution by two-thirds of the respective body. Voting on legislative referendum shall be as provided in the Bylaws.

**SECTION IV - AMENDMENT OR REPEAL.** Any action adopted through initiative or referendum process by the members of the Association may be repealed or amended by an affirmative vote of two-thirds of those members elected to any subsequent Representative Assembly.

### **ARTICLE XIII** Membership Meetings

Special meetings may be called by the President and shall be called within ten days upon written request of two hundred-fifty (250) members or upon two-thirds vote of the Representative Assembly.

### **ARTICLE XIV** Amendments

**SECTION I - CONSTITUTION.** Amendments to the Constitution may be proposed by resolution of the Board of Directors or any standing or special committees of the Association. Proposed amendments shall be filed with the Executive Director and shall be sent to members of the Representative Assembly at least thirty (30) days prior to the meeting at which they will be considered. Amendments shall be adopted by a two-thirds affirmative vote of members of the Representative Assembly present and voting.

**SECTION II – BYLAWS.** Proposals for repeal, modification, or adoption of new Bylaws may be made by the Board of Directors or any standing or special committee of the Association. Proposed amendments shall be filed with the Executive Director of the Association and shall be sent to members of the Representative Assembly at least thirty (30) days prior to the meeting at which they will be

considered. Repeal, modification, or adoption of new Bylaws shall be by majority vote of members of the Representative Assembly present and voting.

**SECTION III - EFFECTIVE DATE.** Amendments to this Constitution and Bylaws shall become effective on July 1 following their adoption. The Representative Assembly may, by a two-thirds vote of the members, establish an effective date other than July 1.