

CONSTITUTION  
OF  
GOFFSTOWN EDUCATION ASSOCIATION

Revised: March 1996

ARTICLE I NAME

The name of this association shall be the Goffstown Education Association.

ARTICLE II PURPOSES

Section 1-To work for the welfare of school children, the advancement of education, and the improvement of instructional opportunities for all.

Section 2-To develop and promote the adoption of such ethical practices, personnel policies, and the standards of preparation and participation as mark a profession.

Section 3-to unify and strengthen the teaching profession and to secure and maintain the salaries, retirement, tenure, professional and sick leave, and other working conditions necessary to support teaching as a profession.

Section 4-to enable members to speak with a common voice on matters pertaining to the teaching profession and to present their individual and common interests before the Board of Education and other legal authorities.

Section 5-to hold property and funds and to employ a staff for the attainment of these purposes.

Section 3 - Revocation of Membership-According to procedures adopted by the Representative Council, the Executive Board may suspend from membership or expel any member who shall have violated the ethics of the education profession.

#### ARTICLE II - OFFICERS

The officers of the Association shall consist of a president, a first vice-president, a second vice president in charge of grievance, the immediate past president, a secretary and a treasurer.

#### ARTICLE III - EXECUTIVE BOARD

Section 1 - The Executive Board shall consist of all the officers. It shall be the executive authority of the Association.

Section 2 - The Executive Board shall develop the policies which this organization has been incorporated to pursue.

Section 3 - Whenever the majority of the Executive Board shall agree that an officer has been grossly negligent of the duties defined in the by-laws or is incapacitated, they shall recommend to the representative Council that the office be declared vacant. If the Council so votes by a two-thirds majority, it shall immediately elect a replacement to fill the unexpired term.

#### ARTICLE IV - REPRESENTATIVE COUNCIL

Section 1 - The legislative and policy adopting body of the Association shall be the Representative Council, and said Council shall be empowered to enact rules, regulations, policies, and activities pursuant to the other provisions of these By-Laws.

## ARTICLE VII – DELEGATES

Delegates to the Souhegan Region (4) shall be elected by open nomination and by secret ballot for a period of three years. (Year one--one delegate for a period of three years. Year two--one delegate for a period of three years. Year three--two delegates for a period of three years.) A representative to the Representative Assembly (1) shall be elected each year for a period of one year. Delegate names will be submitted yearly to the superintendent of schools by Feb. 1 in accordance with agreement as of 11/10/92.

Delegates to the Souhegan Region and Representative Assembly are responsible for presenting the business of the state and national associations to the local association both before and after meetings of the Assembly of Delegates (State Meeting) and the Representative Assembly (National Meeting). They are responsible for attending pre-assembly meetings. These delegates should present a written report after the Assembly of Delegates and Representative Assembly. They should alert the Executive Board to any impending business that must be acted upon by the Executive Board or Representative Council.

## ARTICLE VIII - MEETINGS

Section 1 - Executive Board - The Executive Board shall meet on the .....day of each school month at .....p.m., at the call of the President, or at the request of three members of the Board.

## ARTICLE X - POWER OF OFFICERS

Section 1 - President - The President shall preside over meetings of the Executive Board, appoint the chairmen and members of standing committees, appoint special committees, be ex-officio a member of all standing committees, and shall be the executive officer of the Association before the public either personally or through delegates by attending school board meetings, Souhegan Region meetings, and any and all matters pursuant to the Goffstown Education Association, as well as performing all other functions usually attributed to this office.

Section 2 - Vice-President - The vice-president shall perform the functions usually attributed to the office. He/she shall work closely with standing committees as the President may suggest. He/she shall become president if the presidency becomes vacant. He/she shall preside at all meetings of the Representative Council.

Section 3 - Secretary - The Secretary shall keep and post accurate minutes of all meetings of the Executive Board and Representative Council, shall maintain official files, shall conduct and oversee tabulation of ballot procedures at any and all meetings and at elections and shall assist the President with Association correspondence.

Section 4 - Treasurer - The Treasurer shall:

- 1) hold the funds of the Association and disperse them upon authorization by the Executive Board.
- 2) organize and conduct membership enrollment among non-members and to inform members of the policies, programs and accomplishments of all associations to which this Association is affiliated.
- 3) bill the members for their annual dues and collect them.
- 4) maintain a roll of the members.

## ARTICLE XII - COMPENSATION

The President, First Vice-President, Second Vice President in charge of grievance, Secretary, and Treasurer shall have their dues paid. In addition, the members of the Negotiating Team (five) shall have their dues paid in the years the Association is negotiating. All other committee chairs shall receive a yearly \$50 stipend.

## ARTICLE XIII - POWERS OF THE REPRESENTATIVE COUNCIL

The Representative Council shall approve the budget, set the dues for the Association, act on reports of committees, approve resolutions and other policy statements, and shall adopt procedures for implementing the Code of Ethics of the Education Profession and those to be followed in censuring, suspending, and expelling members for cause or for reinstating members. It may adopt such rules governing the employment of staff, the conduct of the Association, and the conduct of meetings as are consistent with the Articles of Agreement and By-Laws.

It shall be the final judge of the qualifications and election of officers and Faculty/Staff Representatives. Powers not delegated to the Executive Board, the officers, or other groups in the Association shall be vested in the Representative Council.

## ARTICLE XIV- FACULTY/STAFF REPRESENTATIVES

Section I - In each public school in Goffstown, New Hampshire, members in good standing of this Association shall elect for a term of one year one representative to the Representative Council for each ten (10) members or major fraction thereof. There shall be at least one representative from each building. Elections shall be held in April and representatives shall take their seats at the next meeting of the Representative Council.

## ARTICLE XV - STANDING COMMITTEES

Section 1 - Structure - There shall be standing committees to carry out the specific functions outlined below. They shall be selected to represent different groups in the Association, and appointed for overlapping terms of at least two years. Each committee may, with the approval of the Executive Board, organize special sub-committees and task forces for specific activities from the membership of the Association.

Section 2 - Meetings - Each standing committee shall meet regularly according to a calendar developed by the Executive Board and may hold special meetings at the call of the chairman.

Section 3 - Reports - Each committee shall choose a secretary who shall keep a continuing record of activities. Chairmen shall report as necessary to the Representative Council and shall prepare an annual written report summarizing objectives, action programs, gains, and unreachable goals, which the Executive Board shall distribute to the members and which shall become a part of the continuing committee record in the Association files.

Section 4 - Titles and Duties –

- a. Negotiations Committee shall explore and prepare action programs as necessary in all areas of faculty/staff welfare, creating sub-committees with particular responsibility for salaries, leave, fringe benefits, insurance, credit and investment facilities, and general working conditions.

f. Scholarship Committee - It shall explore and develop action programs to raise funds for scholarships for Goffstown High School students and children of GEA members.

g. Elections Committee - It shall oversee the nominations at the preparation and counting of ballots for Association officers and delegates to NEA/NH and NEA.

The designated composition of the elections committee shall include a representative within each school building of the Goffstown system.

Nominations, on a year when such elections take place, will be the second Monday in March. Elections for officers will take place on the fourth Monday in March with elections for reps on the first Monday in April. Elections for delegates shall be prior to Nov. 15 at the discretion of the election committee. It shall conduct special elections whenever a vacancy occurs in any of the above offices vacancy occurs in any of the above offices.

Section 5 - Relation to Executive Board - The Executive Board shall assist the President to appoint members of the standing committees at the regular meeting in April, and to fill all unexpired terms as vacancies occur, and shall plan for an organizational committee conference each year. It shall require and assist committees to define their immediate and long-rang objectives. It shall review committee plans as necessary and shall decide any jurisdictional argument between committees.

Section 6 - Relation to State and National Association - The standing committees shall seek to understand and relate to the objectives and programs of corresponding units of state and national associations and may counsel with them.

Section 7 - The Representative Council shall have the power to authorize "ad hoc" committees as the need arises.

## ARTICLE XVIII - AMENDMENT

These By-Laws may be amended by two-thirds majority vote of a quorum of the general membership provided that proposed amendments have been previously studied by the Executive Board and that copies have been posted two calendar weeks in advance of the vote.