

REA Constitution and Bylaws

**Roselle Education
Association**

Date Incorporated: March 11, 1968

**PO Box 561
Roselle, NJ 07203**



Constitution & Bylaws of Roselle Education Association

PREAMBLE

At a general meeting of the teachers of the Roselle Public Schools' regularly called into session at the Abraham Clark High School, Roselle, New Jersey on October 8, 1931; it was voted to form the Roselle Teachers Association. The Association was incorporated in 1964. On March 11, 1968, at the regular meeting, it was voted to change the name of the Association from the Roselle Teachers Association to the Roselle Education Association, Inc.

In addition to we, the members of the professional and support staff of the Roselle School District form this association to strive for optimum working conditions and economic benefits in order to help attract and retain the best school personnel for the education of our students and allow for equal opportunity for advancement.

ARTICLE I-NAME, NON-PROFIT, AFFILIATION

Section 1: Name

The name of this organization is the Roselle Education Association (REA).

Section 2: Non-Profit

It is incorporated as a non-profit corporation under Title 15A:2-8, New Jersey Domestic Nonprofit Corporation Act.

Section 3: Affiliation

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 group 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 association are labor organizations, and as such, CANNOT be sales tax exempt.

ARTICLE II - OBJECTIVES

Through unity and strength, we will work:

Section 1:

For the welfare of students, the advancement of education, and the improvement of

instructional opportunity for all.

Section 2:

To develop standards for ethical practices in the Association.

Section 3:

To enable Association members to voice their opinions and concerns on issues and to represent individual and common interests of members before the Board of Education and other legal authorities.

Section 4:

To hold property and funds, to engage services, and employ personnel for the attainment of the objectives.

Section 5:

To provide professional growth for Association members.

Section 6:

To develop policies that would permit the orderly operation of the Association.

Section 7:

To improve the quality of Education for each child and enhance community involvement.

Section 8:

To raise the political consciousness of the members and to engage in political activities that will improve education.

Section 9:

To maintain a dynamic membership that will unite all non-supervisory school employees.

ARTICLE III - MEMBERSHIP

Section 1: Active Members

(a) Active membership in the Association is open to any non-supervisory member of the professional/support staff of the Roselle School District.

(b) Active members of the Association, where eligible, shall also be members of the Union County Education Associations (UCEA), the New Jersey Education

Association (NJEA), and the National Education Association (NEA).

(c) Active membership shall be continuous until the member leaves the school system, resigns from the Association, or fails to pay dues.

(d) Active Members of the Association shall adhere to the Code of Ethics of the Education Profession as stated in the NEA Handbook.

Section 2: Non-Membership

If a Professional and Support Staff employee chooses not to be a member of the Association, the Individual will be charged a representation fee as regulated by law.

Section 3: Rights of Membership

- 1) Every Active Member shall have equal rights and privileges within the Association to run for office in the Association (President, 1st Vice President, 2nd Vice President, Corresponding Secretary, Recording Secretary, and Treasurer) and vote in elections and on referenda.
- 2) Active Members shall have the right to attend meetings to deliberate and vote on the business brought before the membership.
- 3) Active Members shall have the right to have their individual bargaining unit represented on the Representative Council and on the Negotiation Committee and only members of the appropriate bargaining unit shall have the right to vote on their contract ratification.
- 4) Every Active member shall have the right to meet and assemble fully with other members; to express any views, arguments or opinions; to express views at meetings on candidates and elections of the Association or on any business properly brought before the Association.
- 5) No Active Member will be fined, suspended, expelled or otherwise disciplined without being served with written charges and given reasonable time in which to prepare a defense, which may be asserted at a full and fair hearing as prescribed in the Bylaws.
- 6) Active Members shall have the right to elect the officers of the Association and Members to the Representative Council, when necessary.

- 7) Only those members who are Active Members shall have the right to hold office in the Association.

ARTICLE IV – OFFICERS

Section 1:

The officers of the Association shall be President, 1st Vice President, 2nd Vice President, Treasurer, Corresponding Secretary, and Recording Secretary. The officers shall perform the duties prescribed in the Bylaws adopted by the Association.

Section 2:

All officers shall be unified members and shall be elected by the Active Members of the Association in accordance with Bylaws.

REA Members aspiring to run for a REA Officer Position will need to be an active dues paying member of affiliate groups (REA, UCEA, NJEA, NEA).

Section: 3:

(a) The term for the officers shall be (2) two years and commence on July 1 of the first year and end on June 30 of the second year. The terms shall be staggered as prescribed in the Bylaws.

(b) If and when a new President or Treasurer is elected, the outgoing President or Treasurer will serve as an advisor throughout the first six months to year in order to facilitate a smooth and orderly transition between the incoming and outgoing president or treasurer as defined in the Bylaws.

Section 4:

(a) Officers of the Association shall serve their elected terms so long as they satisfactorily perform the duties of their office.

(b) An officer accused of misconduct or gross negligence of duty shall be entitled to due process by an impartial committee of the Representative Council .

- 1) Recommendation for recall can be made by submission of petition containing the signatures of 30% of membership to the Representative Council .

- 2) The Representative Council shall notify in writing any officer who has

been recommended for recall.

- 3) Any officer may appeal recall charges in writing to the Representative Council.
- 4) The Representative Council shall schedule hearings, whenever necessary, to review the recommendation of recall of an officer.
- 5) The report of those hearings shall be made available to the membership.
- 6) A general membership meeting shall be called two weeks after the issuance of the report, for the purpose of voting on the officer recall.
- 7) Such recall shall be determined by a majority vote of the membership in attendance at said meeting.

(c) An officer found guilty of misconduct or gross negligence of duty, after due process, shall be removed from office & will never be allowed to serve in any future elected capacity.

ARTICLE V - REPRESENTATIVE COUNCIL

Section 1:

The Representative Council shall be composed of the following:

- (a) Officers of the Association
- (b) Building Representatives

Section 2:

A member of the Representative Council found guilty of misconduct or gross negligence of duties after due process, in accordance with the Bylaws shall be removed from their position. The Alternate Representative shall be instructed by the Representative Council to assume the position of the Regular Representative being removed.

Section 3: Due Process Procedures

Any member of the Representative Council accused of misconduct or gross negligence of duty shall be entitled to due process by an impartial committee of the Officers.

- (a) The Officers shall notify in writing any member of the Representative Council who has been recommended for recall.
- (b) Any member of the Representative Council may appeal in writing to the Officers.
- (c) The Officers shall schedule hearings, whenever necessary, to review the recommendation of recall of any member of the Representative Council.
- (d) The report of those hearings shall be made available to the membership.
- (e) Such recall shall be determined by a majority vote of the Officers in attendance at the said meeting.

Any Building Representatives found guilty of misconduct or gross negligence of duty, after due process, shall be removed from the council for a period of 5 consecutive years. The termination period will become public record and listed in the Association's binder/book.

Section 3:

The Representative Council shall have general supervision of the affairs of the Association between its business meetings, fix the hour and place of meetings, make recommendations to the Association, and perform such other duties as are specified in the Bylaws. The Officers shall be subject to the orders of the Representative Council, and none of its acts shall conflict with the action taken by Representative Council.

ARTICLE VI - DUTIES OF THE BUILDING REPRESENTATIVES

Section 1:

- (a) All Building Representatives shall be given the option to attend either Summer or Winter Leadership Conference to help better serve members.
- (b) In each school building in the Roselle Public School District, those persons who are members of this association shall elect for a term of two years one representative to the Representative Council for every twenty (20) members or major fraction thereof.

(c) The Association shall strive to have non-classroom teacher representation on its Representative Council proportionate to its active non-classroom teacher membership.

ARTICLE VII – AMENDMENTS

Section 1:

Proposed amendments to the Constitution shall be presented in writing to the Representative Council.

Section 2:

Each amendment or revision shall be presented to the Representative Council at a regular or special meeting of the Council. After consideration, the Representative Council, by a majority vote, proposes to recommend amendments or revisions to the general membership.

Section 3:

The text of the proposed amendments/revisions shall be distributed to each Active Member at least two calendar weeks in advance of voting.

Section 4:

This Constitution may be amended by a two-thirds vote of the membership at any meeting.

THE BYLAWS OF THE ROSELLE EDUCATION ASSOCIATION

ARTICLE I – MEETINGS

Section 1: Officers

The Officers shall meet at least once each school month, at the call of the President or at the request of any two members of the Officers.

Section 2: Representative Council

(a) The Representative Council shall meet at least once each school month, with the exception of December. The meeting will be held on the 4th Monday of every month.

(b) Any interested Active Member may be present during meetings of the Representative Council unless expressly excluded for reasons of security and or confidentiality of items under discussion. Said Active Members(s) may participate in the discussion but will not be allowed to vote on motions.

(c) Special meetings of the Representative Council may be held at the call of the President or upon the written request of five (5) or more Association Representatives or the Officers. Business to come before the special meeting shall be limited to items stated in the call, which shall be sent in writing to each Representative. No other business shall be transacted.

Section 3: General Membership Meetings

The President, in conjunction with Representative Council, shall call a general meeting of the membership at least once a year to report and to discuss Association issues. 25% active members may call for a general meeting through a signed petition to the President or in the case of the President’s unavailability to the Officers.

ARTICLE II – QUORUM

- (a) A majority shall be quorum for the Officers and all committees.
- (b) At least 13 members of the Representative Council shall constitute the quorum.
- (c) A majority of those present shall constitute a quorum for the general membership.

ARTICLE III – POWERS AND DUTIES OF OFFICERS

Section 1:

All officers shall be unified members, where eligible, of the Association, the Union County Education Association, The New Jersey Education Association and the National Education Association.

Section a: The Officers shall:

- (i) implement the policies established by the Representative Council.
- (ii) approve all expenditures for the Association.

- (iii) be responsible to the Representative Council.
- (iv) report to the membership its transactions and those of the Council.
- (v) establish special committees as needed to implement the objectives or policies of the Association.
- (vi) suggest policies for consideration by Representative Council.
- (vii) approve business transactions and agreements to be signed by the President.
- (viii) authorize and instruct the President to conclude business transaction.
- (ix) authorize the expenditure not to exceed \$500.00 for non-budgeted items within a fiscal year. (Disbursement in excess of \$500.00 must have the approval of a majority of the Representative Council).
- (x) may review acts or decisions to the Representative Council.
- (xi) review proposed programs and budget prior to submission to Council.
- (xii) require Chairpersons of committees, if requested, to attend and report at the meetings of the Officers.
- (xiii) shall receive an approved stipend at the end of year as stated in the Association's binder/book.
- (xiv) shall return all REA equipment once term expires.

Section b:

The Officers have a fiduciary obligation to exercise due care in managing the funds and property of the Association. While the Officers may delegate certain duties in connection with the management of funds to specific persons, the Officers are legally responsible.

Section c:

The Officers shall designate the President to represent the Association in negotiating any policies of mutual concern with the governing and appropriate bodies of the school system. Within the policies established by the Council, the Officers shall make decisions binding the Association in these matters.

Section d:

The President shall designate the negotiating committees for all bargaining units of the Association and the negotiation committee shall approve all tentative agreements prior to their submission for ratification.

Section 2: President

(a) The President shall be the executive officer of the Association. The President shall call meetings of the Officers, the Representative Council, and the General Membership and shall preside at such meetings; shall appoint the chairperson and members of all standing committees and special committees not otherwise provided for in the Constitution and Bylaws; is an ex-officio member of all standing committees except the Election Committee. The President shall sign all checks drawn on the checking accounts along with the Treasurer.

(b) The President shall be subject to the personnel policies recommended by the Officers and adopted by the Representative Council and within the annual budget, the President shall have the power to engage services and employ personnel for the efficient management of the Association and attainment of the Association's objectives.

(c) The President shall represent the Association before the public either personally or through a designated representative and perform such other duties as shall devolve upon the office.

(d) The President shall provide supportive help to the officers, chairperson of committees and other volunteers.

(e) The President or president's designee shall attend all Board of Education Meetings.

Section 3: 1st Vice President

1st Vice President shall:

(a) assume all duties of the President in the absence of the President as provided in

Article III, Section 2 of the Bylaws.

- (b) serve as the Professional Rights And Responsibilities (Grievances) Chairperson and any other duties as the President designates. In the event that the 1st Vice President or 2nd Vice President cannot assume the duties of the Grievance Chairperson, another member will be appointed, by the President, to said position.
- (c) in the absence of the President or Treasurer, the 1st Vice President shall be the second signer on all checks drawn upon the regular checking account.

Section 4: 2nd Vice President

2nd Vice President shall:

- (a) in the absence of the President or 1st Vice President, the 2nd Vice President presides and performs the duties of the President or 1st Vice President during his/her absence or when circumstances make it necessary to assume the duties of the President or 1st Vice President.
- (b) serve as the Membership/Social Chairperson and perform any other duties as the President designates. In the event that the 2nd Vice President cannot assume the duties of the Membership/Social Chairperson, another member will be appointed by the President to the said position.
- (c) in the absence of the President, Treasurer, or the 1st Vice President, the 2nd Vice President shall be the second signer on all checks drawn upon the regular checking account.

Section 5: Corresponding Secretary

The Corresponding Secretary shall:

- (a) assist the President with Association correspondence.
- (b) keep an accurate record of all correspondence.
- (c) notify Representative Council and general membership of the time and place of Association meetings at least seven (7) calendar days prior to the meetings.
- (d) maintain REA website and social media account.
- (e) distribute all correspondence from UCEA, NJEA, and NEA to all active REA members.

Section 6: Recording Secretary

The Recording Secretary shall:

- (a) keep accurate minutes of all meetings of the Officers, Representative Council, and General Membership.
- (b) maintain official files, to be turned over to the current president and successor by June 30.
- (c) maintain the Association's binder/policy book.

(d) act as Parliamentarian.

Section 7 – Treasurer

Treasurer shall:

- (a) sign all checks drawn upon the regular checking accounts along with the President or either of the Vice Presidents.
- (b) shall keep accurate accounts of receipts and disbursements.
- (c) shall prepare monthly treasurer’s report to the Officers and the Representative Council.
- (d) make records available for annual audit completed by third party.
- (e) prepare an annual financial statement for publication to the general membership as directed by the Officers.
- (f) serves as the chairperson of the Budget/Audit Committee and assist the Budget Committee in drafting the annual budget.
- (g) be responsible for making funds available during the summer months to pay Association bills.
- (h) maintain records of the local philanthropic and Dimitriadis funds.
- (i) file appropriate Federal and State forms in a timely manner.
- (j) endorsement of checks shall be limited to endorsements for deposit to credit of the Association only. No payments in cash (including checks made out to “cash”) shall be made from funds Association.
- (k) association bank accounts shall be reconciled by someone other than the treasurer. The books and accounts of the treasurer shall be examined at least once a year.
- (l) be bonded by the Association and NJEA.

ARTICLE IV – TERMS

When a new President is elected, the outgoing President will serve as an advisor throughout the first six months to a year in order to facilitate a smooth and orderly transition. The Past President will inform the newly elected President of policies and procedures of the Association.

ARTICLE V – POWERS AND DUTIES OF THE REPRESENTATIVE COUNCIL

Section 1: The Representative Council shall:

- (a) approve the annual budget.

- (b) set the dues for the Association.
- (c) act on committee reports.
- (d) approve resolutions, programs and adopt policies.
- (e) recommend to membership constitutional changes.
- (f) amend the bylaws.
- (g) adopt personnel policies for employment of personnel.
- (h) adopt rules governing the conduct of the Association.
- (i) adopt rules governing the conduct of meetings as are consistent with constitution and bylaws.
- (j) shall authorize the expenditure exceeding \$500.00 for non-budgeted items within a fiscal year.
- (k) determine those matters to be presented as recommended by the Officers at the membership meeting; shall accept action of the membership on those matters submitted for vote and shall take into account the discussion at the membership meeting on matters presented for discussion only.
- (l) to be the final judge of the qualification and election of officers and Association Representatives.
- (m) shall receive an approved stipend at the end of year as stated in the Association's binder/book.

Section 2:

Powers not designated to the officers or other groups in the Association, shall be vested in the Representative Council.

ARTICLE VI – ELECTIONS

Section 1: Election Date

In April, members shall vote for officers by secret ballot in accordance with procedure

as stated in Bylaws; in accordance with NJEA guideline and approved by Representatives Council.

Section 2: Officers Terms

Officers shall be elected for two (2) year terms. The President and the Treasurer shall be elected in each even numbered year. The two Vice Presidents and two Secretaries shall be elected in each odd numbered year.

Section 3: UCEA and National Education Association Representative Assembly (NEA-RA) Representatives

- (a) The Roselle Education Association representation of the Union County Education Association shall be in accordance with the constitution of the Association. The President or designee will represent REA at UCEA.
- (b) The general membership shall vote for the NEA-RA Delegates for a three year term to the NEA Representative Assembly of the NEA Convention by ballot in accordance with the procedures developed by the Elections Committee. The successors will go in that place.

Section 4: Election Committee

- (a) The Election Committee shall consist of a representative from each building, when possible.
- (b) A chairperson shall be elected by said committee members from among their ranks by January's Representative Council Meeting.

Section 5: Duties of Election Committee

- (a) In April, the general membership shall vote for REA officers by secret ballot in accordance with the procedures in the Bylaws and approved by the Representative Council.
- (b) By February 15, open officer positions should be posted in every building on the REA/NJEA bulletin boards and on the REA website requesting members letters of intent and a short biography.
- (c) By March 15, all letters of intent must be submitted to a member of the Election Committee, along with a short biography and picture (optional).

Letters of intent, short biographies, and pictures will be published on the REA website. If letter of intent, short biography, and picture from candidates are not received on or before March 15, the candidate will not be considered for any officer position.

(d) All candidates' names for each open officer position must be posted in every building on the REA/NJEA bulletin boards and on the REA website.

(e) The Election Committee shall organize and facilitate a debate for candidates. The debate shall take place no later than one week before the general election.

Section 6: Voting Procedures

1. Print, distribute, and collect all ballots in a ballot box.
2. Election Committee will meet in designated place determined by the chairperson to count and verify results.
3. Committee chairperson will forward results to President or 1st Vice President, depending on the election year.
4. Within three (3) school days, results must be completely verified, announced, and posted in all buildings, as well as posted on the REA website.
5. Election Committee chairperson shall receive, investigate, and act on irregularities or complaints involving elections. Then report all discrepancies to the President or 1st Vice President depending on the election year.
6. The President or 1st Vice President will contact NJEA for discrepancies.
7. Results of the elections shall be reported immediately to NEA, NJEA, and UCEA by the Elections Committee chairperson.

Section 7: Vacancies

Vacancies in office, other than the President, shall be filled by appointment of

the President until next Representative Council meeting at which time the issue of confirmation shall be voted upon to allow the temporary appointment to serve out the unexpired term. In the vacancy of the president, the 1st Vice President shall assume the office of the President for the unexpired term.

Section 8: **EVEN YEAR**

President
Treasurer

ODD YEAR

1st Vice President
2nd Vice President
Corresponding Secretary
Recording Secretary

ARTICLE VII – STANDING COMMITTEES

Section 1:

(a) There should be standing committees of the Association as required to carry on its work. They shall each have members selected to be a broad representation of all members.

(b) Each Committee may appoint a sub-committee from its membership, which is responsible to the committee. It shall also appoint, with the approval of the Officers, special subcommittee, and task force for specific activities outside the committee membership.

Section 2:

Each standing committee shall meet regularly and may hold special meetings at the call of the chairperson. Any committee shall have a quorum if a majority of its members are present.

Section 3:

Each committee shall choose a recorder who shall keep a continuing record of activities. Chairpersons shall report as necessary to the Representative Council and shall prepare an annual written report summarizing objectives, action programs, gains, and unreached goals, which the Officers shall distribute to the members, and which

shall become a part of the continuing committee record in the Association files.

Section 4:

The records and accounts of the Association and of its officers and committees shall be the property of the Association and open at all times to the inspection of any active member. Every officer, member of the Association having funds, keys, papers, books, records or property belonging to the Association shall give up same on demand to the next successor in office or to the person authorized by the Representative Council or the Officers to receive same.

Section 5:

The President with advice and consent of the Officers shall appoint members of the standing committees upon recommendation to the Association Representative Council meeting, and fill all unexpired terms as vacancies occur.

Section 6:

The Officers shall require and assist committees to define their short-range and long-range objectives and programs of action. It shall review committee plans as necessary, and shall decide any jurisdictional questions between committees.

Section 7:

Whenever applicable, committees shall try to relate to the objectives and programs of the corresponding units of the UCEA, NJEA, and NEA.

ARTICLE VIII TITLE AND DUTIES OF STANDING COMMITTEE:

(a) AUDIT/BUDGET COMMITTEE – The Committee shall be responsible for the supervision of the process of auditing the Association’s financial records. The records shall be submitted to a certified public accountant for audit at the end of the fiscal year. The Audit/Budget Committee shall make a report to the Officers and Representative Council upon completion of the audit. The Committee shall monitor and examine needs, services, and programs affecting the Association; shall collect, study and integrate recommendations submitted by other committees into an Annual Plan and based on said Annual Plan and in cooperation with Treasurer, shall prepare an Annual Budget. Said Annual Plan and Annual Budget shall be subject to review and revision by the Officers. In May, the Audit/Budget Committee shall present the budget for the following school year to the Representative Council for final approval.

Report: Audit/Budget Committee will obtain from each committee chair their budget

for the upcoming school year. Prepare the reports necessary for audit to be given to accountants.

(b) PUBLIC RELATIONS COMMITTEE- The Committee shall supervise and be responsible for the distribution of Association publications as may be placed under its supervision, within the framework of policy laid down by Representative Council. It shall develop procedures by which the Association can present material to Association members and the community through newspapers, radios, television and other media.

Report: Prepare announcements for REA website, newsletter, and social media.

(c) INSTRUCTION AND PROFESSIONAL DEVELOPMENT COMMITTEE- In September, the President shall appoint the Instruction and Professional Development Committee. The Committee shall study, report on, and make recommendations concerning programs in the field of instruction, teacher education, certification, professional standards and development. It shall stimulate research and proven innovations in its area of interest, consider short-range and long range goals and policies affecting the profession and the Association. It shall organize workshop and training that will enhance the development of leaders in the various roles of the Association.

Report: Plan and orchestrate workshops for professional development credits.

(d) MEMBERSHIP AND SOCIAL COMMITTEE – The Committee shall be responsible for the promotion and maintenance of membership in the Association. It shall secure membership of eligible school personnel for the Association and keep an updated list of names and addresses of members. With the approval of the Representative Council, it shall establish standards for acceptance of units applying for agency representation and shall conduct the appropriate study concerning such applications and submit recommendations to the Representative Council through the Officers. It shall organize social and cultural activities that serve the needs of members and promote friendship within the Association. This Committee shall organize training, workshops, and/or exhibits designed to keep members informed of their Association benefits. Each year a member benefits fair will be held during the period of open enrollment.

Report: Request staff list from all schools compare with new employees to the district and develop fee payer list. Shall plan the Socials and order staff gifts.

(e) PROFESSIONAL RIGHTS AND RESPONSIBILITIES COMMITTEE (GRIEVANCES) – The Committee shall promote and protect the legal and professional rights of Active Members. It shall have the power to investigate the legal status of Active Members who are in contest with regards to their rights and responsibilities as school employees. It shall file grievances and recommend appropriate action, where applicable to the Officers and Representative Council. It shall, upon instruction of the Representative Council, conduct due process hearings when charges are filed against a member pursuant to established standards and procedures for censuring, suspending, and expelling members and shall submit appropriate recommendations to the Representative Council.

Report: Plan and orchestrate professional workshops.

(f) THE LEGISLATIVE COMMITTEE – The Committee shall be engaged in activities designed to enhance the political consciousness of members and secure their support in pursuing the unified legislative program of REA, UCEA, NJEA, and NEA and in electing screened and proven political candidates supportive of education.

Report: Participate in phone-bank and voters registrations event.

(g) NEGOTIATION COMMITTEE – The Committee shall be composed of the President and various representatives of the bargaining units. The Committee shall appoint a chairperson to preside over the committee. The Committee shall provide the proposals inclusive of all bargaining units.

Report: Develop a list of recommended issues for next contract.

(h) PRIDE/FAST COMMITTEE – This committee originated at NJEA in conjunction with the Black Minister's Alliance. Its goal is to develop a relationship with religious affiliation, community, and the Association in the Suburban/Urban School Districts. Programs and workshops will be implemented through this Committee. Pride will fund the FAST projects. It shall work in conjunction with County, State, and FAST to develop pride projects. These projects when implemented will close the gap between the Schools, Association, and the Community.

Report: Develop community organizing projects. Implement pride grants for the Association.

(i) CONSTITUTION AND BYLAWS COMMITTEE – The Committee shall review, coordinate suggestions received, and prepare the language for recommended changes to the Constitution and Bylaws and shall submit said recommendations to the Council.

Report: Orchestrate changes to Constitution and Bylaws.

ARTICLE VIX – SPECIAL COMMITTEES

At any time, the President may appoint such Special Committees, as needed. The President shall discharge all Special Committees upon completion of their duties.

ARTICLE X – FISCAL YEAR

The fiscal year of the Association begins September 1 and ends August 31.

ARTICLE XI-RETIREMENT FUNDS

- (a) REA shall present a gift of two hundred dollars (\$200.00) to each eligible retiring member, as defined in Article XI, Section b.
- (b) Requirement governing eligibility for a retirement gift:
 - (i) The retiree shall have been a member of Roselle Education Association for minimum of fifteen (15) years. The years of membership may have been consecutive or nonconsecutive.
 - (ii) The dues for a retiree’s first year membership in the Union County Education Association, Retired and New Jersey Education Association, Retired shall be paid, at the discretion of said retiree.

ARTICLE XII- BEREAVEMENT REMEMBRANCES

Section 1:

A token of condolence and bereavement gift, not to exceed one hundred fifty dollars (\$150.00) shall be sent to the immediate family in the event of the death of an active member of the Association, or at the request of the immediate family, the donation of one hundred fifty dollars (\$150.00) will be given to a charity of their choice in honor of the deceased.

ARTICLE XIII – CONTRACT RATIFICATION

Section 1:

Contracts negotiated by the Association with the Board of Education shall be ratified only upon a majority vote of the members of the Association. Voting shall take place once sufficient notice has been given to the membership.

Section 2:

Amendments to contracts negotiated and ratified by the Association shall be approved upon majority vote of the membership.

ARTICLE XIV – AUTHORITY

Robert Rules of Order shall be the parliamentary authority for the Association on all questions not covered by the Constitution and Bylaws and such standing rules as the Representative Council may adopt.

ARTICLE XV – AMENDMENTS

The Bylaws may be amended by a two-thirds vote of the membership at any meeting.