AEA Members,

Every five years we are required to review our documents to ensure they are in keeping with our practice and process. A committee chaired by Marie Hannon including Wendy Waterman, Gwynn Moore, and Amy Nichols reviewed our language and submitted proposed changes to both the AEA Board and AR Council. Both governing bodies approved and recommended the proposed amendments to a vote of the General Membership.

An all-member meeting was held on March 22nd to answer any questions. Below you will find the proposed amendments to the AEA Constitution. **Those items proposed for deletion are struck-through, and those proposed for addition are double-underlined.**

Changes involve aligning terms for officers and board of directors, adding a board seat for K-8 buildings, and cleaning up language. Should you have additional questions you can contact Amy Nichols, AEA President, anichols@coloradoea.org

CONSTITUTION

**FOR**

**AURORA EDUCATION ASSOCIATION**

**REVISED MAY ~~2007~~ 2013**

**ARTICLE I - NAME**

The name of this organization shall be the AURORA EDUCATION ASSOCIATION, hereinafter called ~~"The~~ **“the** Association" or "AEA".

**ARTICLE II - PURPOSE**

**The Aurora Education Association values real results for every student through quality teaching, shared accountability, and 21st century skills that provide our students and teachers the tools to be successful in a global economy. The AEA is committed to the following:**

Section 1. ~~To work for the welfare of school children,~~ **Advocating on behalf of students and teachers for** the advancement of **public** education~~,~~ and the improvement of instructional opportunities for all.

Section 2. ~~To maintain~~ **Upholding** ethical practices, personnel policies, and standards of preparation and participation appropriate to the education profession**.**

Section 3. ~~To~~ Develop**ing** and promot~~e~~**ing** a continuing program to improve ~~salaries, fringe benefits, working conditions,~~ **professional compensation, working conditions,** and instruction through formal negotiations with the Board of Education as the exclusive representative of the professional staff.

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

Section 5. ~~To hold~~ **Collecting and holding** property and funds and ~~to~~ employ**ing** a staff for the attainment of these purposes.

**ARTICLE III - MEMBERSHIP**

Section 1. a. All ~~certificated~~ **licensed** employees of the Aurora Public Schools, excluding supervisory personnel, who meet the qualifications for membership established by the bylaws shall, by enrolling and payment of the appropriate current dues levy, become members of the United Education Profession (Aurora Education Association, Colorado Education Association, and National Education Association) with their local membership in Aurora.

 b. The membership year shall be September 1 through August 31. Membership shall be continuous during term of employment unless written notice of membership termination is given between August 1 and ~~September 10~~ **August 31** of any membership year. Membership is automatically terminated when ~~the employee~~ **a member is no longer a licensed employee of the Aurora Public Schools as defined in Section 1.**

 **c. Legal Representation benefit of membership shall be conferred after 30 days of membership.**

Section 2. The Board of Directors shall have the power to censure, suspend or expel any member in accord with the procedures set forth in the bylaws.

**ARTICLE IV - OFFICERS**

~~Section 1.~~ The officers of the Association shall be the President, Vice President, and the Secretary-Treasurer. **Such elected officers shall also serve as the Executive Committee and on the Board of Directors.**

~~Section 2. There shall be ten elected directors. Directors shall be elected so as to insure, as nearly as possible, compliance with the one-member, one-vote principle.~~

**ARTICLE V - EXECUTIVE COMMITTEE**

~~Section 1. COMPOSITION.~~ There shall be an Executive Committee ~~with executive powers only.The committee~~ **which** shall consist of the President, Vice President and Secretary-Treasurer. ~~Section 2. POWERS AND DUTIES.~~ **The primary function of the Executive Committee shall be executive powers only.** The Executive Committee shall represent and shall act for and on behalf of the Board of Directors on all matters affecting the general policies and interest of the Association between the meetings of the Board of Directors, except in such instances when a decision will require a vote of the membership or the **Association Representative Council** ~~AR Council (Association~~ **“**AR Council**”**).

**ARTICLE VI - BOARD OF DIRECTORS**

The Board of Directors shall consist of the regularly elected Aurora Education Association officers and directors. **There shall be** ~~(ten)~~**eleven elected directors. Directors shall be elected so as to insure, as nearly as possible, compliance with the one-member, one-vote principle.** The primary function of the Board of Directors shall be administrative. It shall implement policy established by the AR Council.

**~~ARTICLE VII - AR COUNCIL (ASSOCIATION PRESENTATIVE COUNCIL)~~**

**ARTICLE VII - ASSOCIATION REPRESENTATIVE COUNCIL**

**(“AR COUNCIL”)**

Section 1. The legislative and policy making body of the Association shall be the AR Council.

Section 2. The AR Council shall consist of the Board of Directors and one or more ARs from each District worksite.

**ARTICLE VIII - AFFILIATION**

The Association shall be affiliated with the Colorado Education Association **(“CEA”)** and the National Education Association **(“NEA”)**. The Association shall meet the minimum standards for affiliation as set forth in the CEA and NEA Official Documents.

**ARTICLE IX - EQUITABLE REPRESENTATION**

Section 1. The Association shall take all reasonable and legal steps to ensure that its elective and appointive bodies shall have ethnic-minority representation at least proportionate to its ethnic-minority membership. Ethnic-minority shall mean those persons designated as ethnic-minority by statistics published by the United States Bureau of Census (inclusive, not to eliminate any group from representation~~.~~)**.**

Section 2. The Association shall take all reasonable and legal steps to ensure that its elective and appointive bodies shall have male-female representation approximately proportionate to its male-female membership.

**ARTICLE X - AMENDMENTS**

The general membership may adopt amendments to this constitution by a two-thirds (2/3) majority of those voting in a **regular or** special election**, such special election** to be held at least four weeks after the proposed amendments have been submitted and approved by the AR Council at a regular meeting of the AR Council.

Amendments to this Constitution so approved by the AR Council shall be published and distributed **via print or electronic means** to the general membership within one week after such action has been taken.

Should an amendment so introduced fail to receive the endorsement of the AR Council, the membership may call for an election for constitutional amendment by petition, provided the petition expressly bears the proposed amendment(s) and is thereafter signed by at least one-fifth (1/5) of the members of the Association.