



## **ARTICLE I – NAME**

This organization shall be known as the Education Assistants Chapter, a subdivision of the Robbinsdale Federation of Teachers, Local 872, of the American Federation of Teachers, AFL-CIO.

## **ARTICLE II – AFFILIATION**

This organization shall be affiliated with the Robbinsdale Federation of Teachers, Education Minnesota, American Federation of Teachers, and the National Education Association. Chapter members can vote on all issues except the teachers' Collective Bargaining Agreement and teacher disciplinary actions, or a strike vote. The Chapter shall have the right to maintain three (3) voting representatives (the President, Vice-President and Secretary) or their representatives on the RFT Executive Council.

## **ARTICLE III – OBJECTIVES**

The objectives of this Chapter shall be:

1. To bring education assistants employed by School District 281 into relations of mutual assistance and cooperation.
2. To obtain job security, good salaries, and decent working conditions for the members of this Chapter.
3. To work with and through the Robbinsdale Federation of Teachers toward obtaining these objectives.

## **ARTICLE IV – MEMBERSHIP**

**Section 1 – Eligibility:** Any education assistants employed by School District 281 shall be eligible for membership in this Chapter provided:

1. An education assistant agrees to pay the required annual dues to the RFT. All dues shall be paid by the payroll deduction method.
2. The average of such person's employment as an education assistant exceeds twelve (12) hours per week and works sixty-seven (67) days per year.

**Section 2 – Duties:**

1. To elect the officers
2. To approve the contract
3. To approve the Constitution

## **ARTICLE V – OFFICERS**

**Section 1 – Order:** The elected officers, in order of rank, shall be Chapter President, Vice-President, and Secretary.

**Section 2 – President:** It shall be the duty of the President to preside at Chapter meetings, to cast a deciding vote on all questions of equal division, to appoint all committee chairpersons, and to serve as a member of the RFT Teachers Executive Council, RFT Officers Team, Education Assistants Grievance Committee, and Education Assistants Negotiation Team.

The President shall take general responsibility for the functioning of the Chapter, except as otherwise provided in this Constitution, or when a duty is officially delegated to another member of this Chapter.

**Section 3 – Vice President:** It shall be the duty of the Vice-President to assume the responsibilities of the President, in the event of the President’s absence, death, resignation, or disability until the President has returned, or a successor is elected. The Vice-President shall serve with the President on the RFT Teachers Executive Council. The Vice-President shall be a member of the Education Assistants Selection Task Force.

**Section 4 – Secretary:** It shall be the duty of the Secretary to keep accurate minutes of all Chapter meetings, and to turn over such records, complete to their successor. The Secretary shall serve on the RFT Teachers Executive Council.

**Section 5 – Eligibility:** Every candidate for an elective office or post of this Chapter must be a member in good standing.

**Section 6 – Elections:** Election of the President shall be during the month of May in the odd numbered year. Election of the Vice-President and Secretary shall be during the month of May in the even numbered year. The term of office shall be two (2) years. The persons elected shall assume the responsibilities of their offices on July 1 of that year.

**Section 7 – Vacancies:**

1. In the case of death, disability, resignation, or removal of the President, an election to fill that vacancy for the unexpired term shall be conducted at the first membership meeting after the office has become vacant. Notice of such action shall be included in the call of the meeting.
2. All other vacancies for elective offices named in this Article, shall be filled by the Executive Council, subject to the approval of the majority vote of those voting at the following general membership meeting.

**ARTICLE VI – MEETINGS**

A regular meeting of this Chapter shall be held four (4) times a year for the purpose of conducting business. Meetings shall be held in October, January, March, and May. The meeting held in May is for the purpose of electing officers, as specified in Article IV, Section 6, and carrying on any other necessary business.

**ARTICLE VII – EXECUTIVE COUNCIL**

**Section 1 – Membership:** The Executive Council shall consist of:

1. The elected officers
2. The elected building representative s or designated alternate
3. One additional representative or designated alternate from each building that has 16-30 RFT members.
4. Two additional representatives or designated alternates from each building that has 31 or more RFT members.

**Section 2 – Election:** The election of building representatives and designated alternates shall take place during the month of April in each building.

**Section 3 – Meetings:** The Executive Council shall meet monthly from September through May.

**Section 4 – Purpose:** The purpose of the Executive Council shall be to carry on the business of the Chapter and to decide policy matters between meetings of the entire Chapter.

## **ARTICLE VIII – COMMITTEES**

**Section 1 – Standing Committees:** The standing committees shall consist of the following: Election, Labor/Management, Negotiation Back-Up, Negotiation Team, Sick Leave Pool, Staff Development, and Social.

**Section 2 – Chairpersons:** The chairpersons of the standing committees shall be appointed by the education assistants President, unless otherwise provided.

**Section 3 – Committee Members:** Unless otherwise provided, members shall be appointed by either the education assistants President or by the duly appointed chairperson.

## **ARTICLE IX – AMENDMENTS**

This Chapter may be amended or revised by a two-thirds (2/3) majority vote of those voting at a membership meeting. Notice of the proposed amendments or revisions shall have been published, in writing, at least one month prior to the membership meeting at which the Chapter amendments or revisions are to be voted upon.