

Bylaws

Resolutions

New Business

2011-2012

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P R E F A C E

DEFINITION OF BYLAWS

A rule or administrative procedure adopted by an organization for its internal governance and its external dealings.

(Black's Law Dictionary, 9th edition, p. 228)

DEFINITION OF RESOLUTIONS

Resolutions are formal expressions of opinion, intent, belief, or position of the Association, They shall set forth general concepts in clear, concise language, shall be broad in nature, shall state the positions of the Association positively and without ambiguity, and shall be consistent with the goals of the Association as stated in the Preamble of the Constitution.

(Standing Rule 10.A, NEA Handbook, 2011)

Resolutions are philosophical statements of belief that will carry over time without specificity.

DEFINITION OF ITEMS OF NEW BUSINESS

New Business relating to substantive policies or programs for the Association shall be specific in nature and terminal in application.

(Standing Rule 6.L, NEA Handbook, 2011).

Items of new business are specific statements which may address aspects of implementation.

PREFACE

BYLAWS

ARTICLE I -- NAME

This organization, incorporated under the "General-Not-For-Profit Act" of the State of Illinois, shall be known as the Illinois Education Association-NEA and shall be referred to in the Bylaws as the Association. The Association shall be a State Affiliate of the National Education Association (NEA).

The principal office of the Association shall be located at 100 East Edwards Street, Springfield, Illinois 62704.

ARTICLE II -- OBJECT

The object of the Association shall be to advance public education in Illinois and to promote the welfare of non-management school personnel.

ARTICLE III -- MEMBERSHIP

Section 1 - Classifications

There shall be four (4) classifications of members: active, retired, student and reserve. Unless these Bylaws provide otherwise, a person who is eligible for more than one (1) membership category shall join the Association in the membership category that provides the greatest degree of participation in Association governance.

A. *Active*

1. *Definition*

a. *Eligibility*

Any person

- (i) who is regularly employed to perform educational work or who is on a limited leave of absence from such employment,
- (ii) who is serving as an executive officer of the Association or of a local affiliate,
- (iii) who has been laid off from regular employment to perform educational work due to a reduction in force, for as long as such person is eligible to be recalled or for three (3) years, whichever is longer, or
- (iv) for whom a legal challenge, arising from employment that qualified him or her for active membership, is pending and funded by the Association shall be eligible to be an active member of the Association. An active member shall, where eligible, hold membership in NEA and in a chartered local education association.

b. *Ineligibility*

Any person regularly employed to perform educational work who fails to meet eligibility requirements for local education association membership, insofar as such requirements are not discriminatory and are not in violation of the laws and constitutions of the State of Illinois and the United States, or any person employed full-time by the Board of Directors shall be excluded from active membership in the Association.

c. *Active Certificated Members*

Active certificated members shall be employed in a position requiring a certificate of qualification granted by the State Board of Education or by the State Teacher Certification Board or employed in a faculty position in an institution of higher learning.

d. *Active Educational Support Professional Members*

Active educational support professional members include any other person employed by a school district and/or combination of school districts or an institution of higher learning.

2. *Privileges*

An active member shall have full membership services and privileges, including voting, holding office, serving on committees and commissions, serving as a delegate in a local education association chartered by the Association and in the Association, participating in fringe benefits provided by the Association and related enterprises, and such other rights and privileges as are conferred through the Association governance.

B. *Retired***1. *Definition***

Any person who is at least forty-five (45) years of age or who is eligible to receive a pension from an educational employment retirement system (including Social Security), and who was employed for at least five (5) years in a position that qualified him or her for active membership but who is no longer so employed shall be eligible to be a retired member of the Association. Any person who meets the foregoing eligibility requirements but is still employed in a position that qualifies him/her for Active membership may enroll to become a retired member in the IEA and NEA, with membership commencing upon retirement. All IEA Retired members are also required to be NEA Retired members, and are members of IEA-NEA-Retired and NEA-Retired.

2. *Privileges*

A retired member shall be entitled to receive the publications, services, and rights and privileges as are conferred through Association governance. A retired member may hold membership in a chartered retired chapter.

C. Student**1. Definition**

Any person who is enrolled in a postsecondary program that is preparatory for employment in a position that would make him or her eligible for active membership shall be eligible to be a student member of the Association.

2. Privileges

A student member shall be entitled to receive the publications, services, and rights and privileges conferred through Association governance.

D. Reserve**1. Definition**

Any person who is on a leave of absence of at least six (6) months from the employment that qualifies him or her for active membership shall be eligible to be a reserve member of the Association.

2. Privileges

A reserve member may not vote or hold elective or appointive positions in the Association, but shall be entitled to receive publications, services, and rights and privileges conferred through Association governance.

Section 2 - Term

A. **Membership/Fiscal Years** - A membership year shall be September 1 through August 31. The fiscal year shall be July 1 through June 30.

B. **Continuing Membership** - Membership in the Association continues year to year on an automatic renewal basis. A continuing member terminates membership upon written notice to the president of the chartered local education association or to the President of the Association. An electronic notice is not sufficient. Membership shall be terminated for failure to pledge or pay the total amount of dues by January 1, and membership may not be reinstated until the following September 1 unless the applicant pledges or pays the total amount of dues for the delinquent year and succeeding year.

C. **Less Than Annual** - Personnel employed on less than an annual basis shall pay dues on a monthly basis from the date of their employment.

Section 3 - Dues

A. **Rates** - Dues rates shall be established by and take effect on September 1 of each year.

B. **Procedures** - For active membership the dues shall be determined by two-thirds (2/3) vote of the Representative Assembly present and voting.

C. **Formulas** - The dues of the Association shall be computed to the nearest dollar according to the following formulas:

1. **Active**

- a. Dues for active certificated members regularly employed for fifty (50) percent or less, but greater than twenty-five (25) percent, of the normal schedule for a full-time employee as verified by the chartered local education association shall be one-half (1/2) of the active membership dues.
- b. Dues for active certificated members regularly employed for twenty-five (25) percent or less of the normal schedule for a full-time employee as verified by the chartered local education association shall be one-fourth (1/4) of the active membership dues.
- c. Dues for active certificated members who are on a limited leave of absence or serving as an executive officer of the Association or of a local affiliate shall be the active membership dues.
- d. Dues for active certificated members who have been laid off due to a reduction in force or for whom a legal challenge is pending and funded by the Association shall be one-half (1/2) of the active membership dues.
- e. Dues for active educational support professional members shall be one-half (1/2) of the active certificated membership dues as appropriate.
- f. A person who becomes eligible for active membership after the start of the membership year shall pay prorated dues for the portion of the membership year remaining, except as set out in Section 2 above. Proration shall be made on a monthly basis from the time the person becomes eligible for active membership, beginning with the month of the date of employment.

2. **Retired** - For retired membership the dues shall be either annual or lifetime:

- a. Unified annual dues for IEA-NEA and NEA retired membership shall be \$30.00
- b. Unified lifetime dues for IEA-NEA and NEA retired membership shall be \$250. Enrollment shall be available to Active members, with membership commencing upon retirement. Furthermore, this amount may be subsequently increased for persons who are not retired members or enrolled to become retired members at the time such increase becomes effective.

3. **Student** - For student membership the dues shall be determined by Student Program IEA-NEA with accountability to the Association Budget Committee.

4. **Reserve** – For reserve membership the dues shall be one-half (1/2) the dues of active certificated or educational support professional members, as appropriate.

5. ***Organizing Dues*** - The Board of Directors may set a lower figure for the purpose of organizing new locals or winning control of non-Association locals. A recommendation from the Membership Services Department must accompany all requests for organizing dues submitted to the Board or Executive Committee. The amount of organizing dues shall be one-half (1/2) of the current IEA-NEA dues, full NEA and local dues, and any assessment. If circumstances warrant, the Board or the Executive Committee may, at its discretion, set a different amount for organizing dues for a given local.
 - a. *New Charters* - Any such reduction in dues may be granted for not more than one (1) calendar year from the date of chartering. After such date, regular dues shall be charged on a prorated schedule for the remaining portion of the membership year.
 - b. *Minority Locals* – Minority locals are those chartered locals where a competing labor organization is the exclusive bargaining representative. Any such reduction in dues may be granted for no more than one (1) year at a time. A minority local that needs to continue receiving a reduced dues figure must, on a yearly basis, petition the Board of Directors and provide evidence that it has instituted and maintained a program aimed at increasing membership and obtaining bargaining agent status.
6. ***Minority Locals Paying Fair Share Fee***
 - a. Minority locals operating under a fair share fee negotiated by a competing organization may qualify for reduced dues.
 - b. To qualify, these locals must meet the same requirements as other minority locals which are not operating under a fair share fee requirement.
 - c. These locals would receive the same benefits of membership as listed for minority locals.
 - d. Dues for minority locals paying a fair share fee would be one-fourth (1/4) of the current IEA-NEA dues, full NEA and local dues, and any assessment.
7. ***Fair Share Fee Payers***
 - a. Members in newly chartered locals or employees who pay a fair share fee to IEA-NEA and who begin employment after the start of the school year will pay fees proportionate to the percentage of the year employed.
 - b. Such Fair Share Fee Payers who end employment before the close of the school year will pay fees proportionate to the percentage of the year employed.

D. Dues Remittance

1. All Association and NEA dues shall be remitted to the Association according to the following schedule: ten (10) percent by November 1, twenty (20) percent by December 1, thirty (30) percent by January 1, forty (40) percent by February 1, fifty (50) percent by

March 1, sixty (60) percent by April 1, seventy (70) percent by May 1, eighty (80) percent by June 1, ninety (90) percent by July 1, one hundred (100) percent by August 1. Provided however, that locals whose membership primarily consists of adjunct higher education faculty may jointly develop an alternative dues payment schedule with the Director of Business Services, as long as forty (40) percent of their dues are paid by February 1 and one hundred (100) percent by August 1. Such alternative schedule must be in writing and signed by the local president and Director of Business Services prior to November 1 and shall continue in effect from year to year.

2. A local education association which falls behind by more than thirty (30) days shall be assessed a penalty of two (2) percent per month on the overdue balance unless that local can show that the money is being delayed by the employing district. A procedure for settling disputes will be guaranteed.

- E. **Pledge** - Members shall pledge or pay the full amount of annual dues, with the exception that personnel employed on less than an annual basis shall pledge or pay the full amount of monthly dues.
- F. **Fee** - A fee for the Illinois Political Action Committee for Education (IPACE), refundable upon written request, shall be collected simultaneously with annual membership dues. An electronic refund request is not sufficient.
- G. **Local Agents** - All local education associations are the agents of IEA-NEA for purposes of collecting and transmitting IEA-NEA and NEA dues. In the event of dissolution or disaffiliation of a local education association, all IEA-NEA and NEA dues which have accrued at the time of the disaffiliation will be forwarded to IEA-NEA.

Section 4 - Revocation and Reinstatement

The Review Board shall have the power to censure, suspend, or expel any member for cause, after due process. An appeal may be made in accordance with Article X, Sections 4 and 6. The Board of Directors shall have the power to reinstate any suspended or expelled member.

Section 5 - Non-Discrimination

The IEA shall not deny membership to individuals on the basis of race, color, national origin, religion, gender, sexual orientation, age, disability, marital status, or economic status. Any organization which denies membership on any such basis shall not be affiliated with the Association.

ARTICLE IV -- ELECTIONS

Section 1 - Elections Committee

- A. **Composition** - The President shall appoint, with the advice and consent of the Board of Directors, an Elections Committee consisting of eleven (11) members, no fewer than three (3) of whom shall be reappointed from the previous Elections Committee, and none of whom shall be a candidate for office.
- B. **Duties**
1. Elect a Chairperson
 2. Establish procedures, subject to the approval of the Board of Directors, for nomination of candidates, dissemination of publicity concerning the election and candidates, and conduct of the election and tabulation of the ballots
 3. Hear initial challenges regarding election of all convention delegates
 4. Review and approve all Regional Council internal allocation plans, as provided in Article VII, Section 2.A.5
- C. **Vacancies** - Should a vacancy occur on the Committee, whether because a member becomes a candidate for office or for any other reason, the vacancy shall be filled in the manner of the original appointment.

Section 2 - Election Procedures

- A. **Conduct** - All elections shall be conducted by open nomination and secret ballot. For elections for Executive Officers and NEA Directors and for elections conducted by mail by the state election committee; the Chairperson shall,
1. if the number of candidates equals the number of positions available, declare the candidate(s) elected.
 2. if no nominations are received for a position, notify the President who shall deem the position to be vacant and direct that the position be filled in accordance with applicable existing procedures for filling a vacancy.
- B. **Nominations** - Reasonable notice shall be given for nomination to all offices to be filled. Notice shall include time, place, and form for submitting nominations. Nominations for Executive Officers and NEA Directors shall be filed in writing with the IEA President's Office no later than January 1 of the year in which the election is to take place and shall be made in open meeting at the Representative Assembly. This deadline shall not apply to elections conducted to fill midterm vacancies.

- C. **Eligibility** - Only active members may be elected to positions representing active members. Only retired members may be elected to positions representing retired members. Only student members who are enrolled for a minimum of twelve (12) semester hours may be elected to positions representing student members.
- D. **Notice** - Official notice of all elections shall be published in the *ADVOCATE* at least fifteen (15) calendar days prior to the date of the election.
- E. **Consistency** - All election procedures shall be consistent with State and Federal requirements.
- F. **Use of Dues** - No local education association, retired chapter, or state association dues may be used in support of a candidate for any local, chapter, state, or regional office.
- G. **Offices Governed by this Article**
1. The Executive Officers shall be elected by a majority vote of the delegates to the Annual Meeting of the Representative Assembly present and voting.
 2. NEA Directors shall be elected by a majority vote of the delegates to the annual meeting of the Representative Assembly present and voting in accordance with Article VI, Section 1.
 3. Chairpersons and Vice Chairpersons of each Regional Council shall be elected in accordance with Article XII, Section 2.
 4. Sectional Ethnic Minority, Sectional Educational Support Professional and Sectional Higher Education representatives and alternates shall be elected in accordance with Article XII, Section 3.
 5. Chairpersons and Vice Chairpersons of Statewide Councils shall be elected in accordance with Article XII, Section 4.
 6. The Student Program IEA-NEA representative to the IEA-NEA Board of Directors shall be elected in accordance with the provisions established by the governance of Student Program IEA-NEA.
 7. Delegates to the Representative Assembly shall be elected in accordance with Article VII, Section 2.
 8. State delegates-at-large to the NEA Representative Assembly shall be elected in accordance with NEA requirements and the procedures established by the Elections Committee and approved by the Board of Directors.
 9. Regional Council Ethnic Minority representatives shall be elected in accordance with Article XII, Section 2.
 10. A local association's officers shall be elected in accordance with that local association's requirements and the procedures established by the Elections Committee and approved by the Board of Directors.
- H. **Savings Clause** - Should it become necessary as the result of an order by a court of competent jurisdiction to elect additional officers or to conduct a new election for a

previously elected officer, the election shall in that case be by direct mail, secret ballot submission, to the active membership of the Association.

Section 3 - Election Challenges

- A. **Representative Assembly Delegates Elections** - Initial challenges to nomination or election procedures of IEA-NEA Representative Assembly and NEA Representative Assembly delegates must be filed with the Elections Committee by certified mail within fourteen (14) calendar days of the issuance of the election results. The Elections Committee's decision shall be rendered within thirty (30) calendar days of receipt of challenge and may be appealed to the Review Board within fourteen (14) calendar days of the Elections Committee's decision. Should an election be overturned pursuant to this section, the new election shall be held promptly in accordance with the procedure set out herein.
- B. **Other Elections** - Initial challenges to all other elections governed by this article shall be filed with the Review Board in accordance with Article X, Section 4. Such challenges must be made by certified mail within fourteen (14) calendar days of issuance of the election results.

Section 4 - Voting

- A. **Annual Meeting** - The time, place, and manner of conducting the voting, including any necessary run-off voting, for electing officers at the Annual Meeting of the Representative Assembly shall be determined by the Board of Directors.
- B. **Other Elections** - Voting for all other officers shall be conducted in accordance with procedures established by the Elections Committee and adopted by the Board of Directors.

Section 5 - Vacancies

- A. **Definition** - Vacancies shall be deemed to exist in the case of death, resignation, inability to serve, or failure to maintain qualifications for the office.
- B. **Procedures** - Vacancies shall be filled for the remainder of the original term in accordance with the procedures designated by these Bylaws.
1. Executive Officers - Article V, Section 4
 2. NEA Directors - Article VI, Section 3
 3. Sectional Ethnic Minority, Educational Support Professional, and Higher Education Representatives - Article XII, Section 3
 4. Executive Committee - Article IX, Section 6
 5. Region Chairpersons - Article XII, Section 2
 6. Statewide Councils - Article XII, Section 4

Section 6 - Recall

Recall elections shall be initiated and conducted in accordance with the procedures designated by these Bylaws.

- A. *Executive Officers* - Article V, Section 5
- B. *NEA Directors* - Article VI, Section 4
- C. *Sectional Ethnic Minority, Educational Support Professional, and Higher Education Representatives* - Article XII, Section 3
- D. *Executive Committee* - Article IX, Section 7
- E. *Statewide Councils* - Article XII, Section 4
- F. *Regional Chairpersons* - Article XII, Section 2

ARTICLE V -- EXECUTIVE OFFICERS

Section 1 - Composition

- A. *Executive Officers* - The Executive Officers of the Association shall be a President, a Vice President, and a Secretary-Treasurer, each of whom shall be an active member of the Association.
- B. *Full-Time Officers* - The offices of President, Vice President, and Secretary-Treasurer shall be full-time, elected positions.

Section 2 - Term

The Executive Officers shall be elected for three year terms, and serve no more than two terms in the office to which elected. They shall take office on July 15 following their election.

Section 3 - Duties

The Executive Officers shall perform duties usually assigned to such offices and those prescribed by these Bylaws and the Representative Assembly.

A. The President shall

1. be the chief officer of the Association and as such may recommend new policies to the Representative Assembly or to the Board of Directors and shall insure that the policies of the Representative Assembly and the Board of Directors are carried out.
2. interpret the Bylaws, subject to review by the Board of Directors.

3. preside at all meetings of the Board of Directors, the Representative Assembly, and the Executive Committee.
4. prepare the program of the Representative Assembly for approval by the Board of Directors.
5. make an annual report of Association activities and business relationships at the Annual Meeting of the Representative Assembly and report to the Board of Directors and the membership on all matters which the interest of the Association may require and are within the President's knowledge.
6. plan other Association-sponsored meetings.
7. sign, when authorized by the Board of Directors, contracts and other instruments connected with the business and professional activities of the Association.
8. serve, consistent with the Board of Directors' policy, as the official representative of the Association.
9. appoint, with the advice and consent of the Board of Directors, all committees except as otherwise provided in the Bylaws.
10. be an *ex-officio* member of all committees of the Association.
11. serve as the first Alternate NEA Director.
12. consult with the Executive Director in preparing an annual budget.

B. *The Vice President shall*

1. perform all the duties of the President in the absence or disability of the President, and when so acting, have all the powers of and be subject to all the restrictions upon the President.
2. assist the President and the Board of Directors, at their request, in the planning of the activities of the Association.
3. be Chairperson of the Budget Committee and a member of the Executive Committee.
4. be an *ex-officio* member of all other committees of the Association.
5. serve as the second Alternate NEA Director.
6. consult with the Executive Director in preparing an annual budget.

C. *The Secretary-Treasurer shall be bonded and shall*

1. act as secretary to the Representative Assembly, the Board of Directors, and the Executive Committee.

2. be the chief fiscal officer of the Association, having full access and as such be responsible for the receipt, safekeeping, accounting for and proper disbursement of its funds in accordance with the budget adopted by the Representative Assembly.
3. consult with the Executive Director in preparing an annual budget.
4. be an *ex-officio* member of all committees of the Association.
5. serve as the third Alternate NEA Director.

Section 4 - Vacancies

- A. **President** - A vacancy in the office of the President shall be filled by the Vice President for the unexpired term.
- B. **Vice President or Secretary-Treasurer** - A vacancy in the office of Vice President or Secretary-Treasurer shall be filled within sixty (60) days by a majority vote of the total membership of the Board of Directors. At the next Annual Meeting of the Representative Assembly, a Vice President or Secretary-Treasurer shall be elected to complete the unexpired term.
- C. **President and Vice President** - Vacancies in the offices of both President and Vice President shall be filled within sixty (60) days by a majority vote of the total membership of the Board of Directors. At the next Annual Meeting of the Representative Assembly, a President and Vice President shall be elected to complete the unexpired term.
 1. The Secretary-Treasurer shall assume the President's duties until the election by the Board of Directors.
 2. If the Secretary-Treasurer does not assume the President's duties, then the member of the Executive Committee who has served the greatest time as a voting member of the Board of Directors shall assume the President's duties until the election by the Board of Directors.

Section 5 - Recall

- A. **Initiation** - An executive officer may be removed from office by a recall election initiated by either the Board of Directors or the membership-at-large within sixty (60) days of receipt of petition in one of the following manners:
 1. The Board of Directors may request a recall election by a two-thirds (2/3) vote of its members, or
 2. The membership-at-large may request a recall election by petition of ten (10) percent of the active members.
- B. **Election** - An executive officer may be recalled by a majority vote of the RA delegates voting on the issue in an election conducted by the Board of Directors. If the officer is recalled, the Board of Directors shall proceed immediately to fill the position.

ARTICLE VI -- NEA DIRECTORS - ALTERNATE DIRECTORS

NEA Directors shall serve as members of the Board of Directors of the NEA. The President, Vice President, and Secretary-Treasurer shall serve as first, second, and third Alternate NEA Directors, respectively. If the first Alternate is unable to serve, the second Alternate shall serve. If neither the first nor second Alternate can serve, the third shall serve.

Section 1 - Term and Election

NEA Directors and Alternates shall be elected in accordance with NEA requirements at the Annual Meeting of the Representative Assembly. The nomination and announcement procedures shall be as prescribed in Article IV, Section 2. Their term on the IEA-NEA Board of Directors shall commence on the September 1 following their election.

Section 2 - Duties

NEA Directors shall be the liaison between the NEA and the Association, serve on the Association Board of Directors, be a delegate to the IEA Representative Assembly, and represent the Association on the NEA Board of Directors, serving as a delegate to the NEA Representative Assembly without portfolio, unless otherwise elected.

Section 3 - Vacancies

- A. **Definition and Procedure** - A vacancy shall be deemed to exist in case of death, resignation, recall, inability to serve, or failure to maintain the qualifications for the office. A vacancy in the office of NEA Director shall be filled within sixty (60) days by open nomination and majority vote by secret ballot of the total membership of the Board of Directors until such time as a regular election may be held in accordance with Section 1.
- B. **Additional Seats** - Should the Association become eligible for additional seats on the NEA Board of Directors in a period between Representative Assemblies, such positions shall be filled within sixty (60) days by open nomination and majority vote by secret ballot of the total membership of the Board of Directors until such time as a regular election may be held in accordance with Section 1.

Section 4 - Recall

- A. **Initiation** - An NEA Director may be removed from office by a recall election initiated by filing a petition with the NEA Executive Director stating the specific grounds for the recall and containing the signatures of at least thirty-three (33) percent of the NEA Active members who are elected to serve as delegates to the IEA RA in the year in which the petition is filed.
- B. **Election** - An NEA Director may be recalled by two-thirds (2/3) of the valid ballots cast by NEA Active members who are elected to serve as delegates as of the date of the recall election in an election conducted in accordance with the rules of procedures adopted by the NEA Board of Directors. If the NEA Director is recalled, the Board of Directors or

Executive Board shall proceed immediately to fill the position in compliance with applicable NEA bylaws.

ARTICLE VII -- REPRESENTATIVE ASSEMBLY

The delegates to the Representative Assembly are elected officers of the Association.

Section 1 - Composition

A. *The Representative Assembly shall have the following delegates:*

1. Regional Delegates
2. Board of Director Members
3. Vice Chairpersons of Regions, Vice Chairpersons of Statewide Councils, Sectional Ethnic Minority, Educational Support Professional, and Higher Education Representative Alternates
4. At-large Ethnic Minority Delegates
5. One (1) delegate elected by each state affiliate
6. Retired Member Delegates elected on the statewide ballot
7. Student Member Delegates

B. *Ex-officio Delegates* - Persons temporarily filling a vacancy until an election is held at the time and in the manner of the original election are *ex-officio* delegates to the R.A. and may not vote for officers, budget, or dues.

C. *Non-voting Participants* - Non-voting participants are members of committees, as determined by the Board of Directors, who shall be restricted to making motions and speaking to issues pertaining to the purpose of the committee.

Section 2 - Qualifications

A. *Regional Allocation and Election*

1. *Notification* - At least four (4) months before the Annual Meeting of the Representative Assembly, the Board of Directors shall notify each Regional Council of the number of delegate positions to be allocated to the membership of that Region.
2. *Calculation Ratio* - The number of delegates allocated to the membership of each Region shall be calculated by dividing by 100 the total active membership within that Region as of July 31 preceding the Annual Meeting of the Representative Assembly. One (1) Ethnic Minority delegate to be elected at-large in each Region will be added to that number.

3. ***Delegates*** - No later than one (1) month prior to the Annual Meeting of the Representative Assembly, local education associations shall transmit to the Association the full dues owed for prior membership years, the NEA and Association dues, and any imposed penalties for the current membership year in accordance with the dues transmittal schedule as outlined in Article III, Section 3. Delegates of those local education associations failing to meet this deadline shall not be seated unless the deficiency is caused by a local Board of Education.
4. ***Internal Allocation***
 - a. The Regional Council shall prepare an internal allocation of the delegate positions assigned to the region.
 - b. This internal allocation shall follow the 100 active members per delegate ratio as closely as possible. Each chartered local education association with a pledged or paid-up membership of 100 or more as of July 31 shall be entitled to elect at least one (1) delegate per 100 active members. The combination of chartered local education associations and other groups of members that must combine to qualify for a delegate position shall be determined by the Regional Council. At least three (3) months before the Annual Meeting of the Representative Assembly, the Regional Council shall send a report of its internal allocation plan to the Association President or designee.
 - c. In any region in which the combined membership of all local education associations of fewer than 100 members comes to a total of fewer than 100, that group shall be designated an electoral unit and allocated only one (1) delegate.
5. ***Elections Committee Approval of Internal Allocation*** - The IEA Elections Committee shall approve all internal allocation plans and may alter the internal allocation plan of any Regional Council to make it more adequately comply with the allotment ratio. The approved plan shall be returned to the Regional Council at least two (2) months before the Representative Assembly. The Elections Committee shall report its actions to the IEA Executive Committee.
6. ***Minority Allocations***
 - a. The Representative Assembly shall contain no less than eight (8) percent Ethnic Minority delegates. This designation shall specifically include American Indian/Alaska Native, Asian/Pacific Islander, Black, and Hispanic.
 - b. The Ethnic Minority at-large Delegate from each region shall represent the interests of Ethnic Minority members. This delegate position may be filled by any active member of the region.

B. *Retired Allocation and Election*

1. The number of retired member delegates shall be calculated by one (1) delegate for every 500 retired members as of July 31 preceding the Annual Meeting of the Representative Assembly. One (1) retired Ethnic Minority delegate to be elected at-large will be added to that number. This delegate position may be filled by any member of IEA-Retired, who shall represent the interests of ethnic minority retired members.
2. A notification of election and nomination form for Retired Member Delegates will be published in the *ADVOCATE*.
3. Retired Member Delegates shall be funded by the Association at the same rate as other at-large delegates.
4. Candidate(s) receiving the highest number of votes shall be elected.

C. ***State Affiliate Allocation and Election*** - The delegate to represent each state affiliate shall be elected by open nomination and secret ballot of the membership.

D. *Student Program IEA-NEA Allocation and Election*

1. The number of Student Member Delegates shall be calculated based on October 15 membership figures by the same ratio established under Section 2.A for selection of Regional delegates.
2. The Student Program IEA-NEA shall follow the procedures assigned to Regional Councils for internal allocation of delegate positions.
3. Student member delegates shall be elected by open nomination and secret ballot of the membership.

Section 3 - Term

The term of office shall be one (1) year, commencing on the date of election and continuing to the date of the next election.

Section 4 - Powers and Duties

The Representative Assembly shall be the policy-forming body of the Association. In addition to duties prescribed elsewhere in the Bylaws, it shall adopt a budget and act on resolutions, reports, recommendations of the Board of Directors, and motions by delegates.

Section 5 - Meetings

A. ***Annual Meeting*** - An annual meeting of the Representative Assembly shall be held in March or April, with the time and place to be established by the Board of Directors.

B. ***Special Meeting*** - Upon written notice to the active members at least twenty (20) days in advance, a special meeting of the Representative Assembly may be called by a majority of members of the Board of Directors or by request of two-thirds (2/3) of the Regional Councils.

C. ***Credentials***

1. ***Delegates and Alternates*** - The credentials for each delegate and alternate elected shall be sent to the Board of Directors at least one (1) month prior to the Annual Meeting of the Representative Assembly.
2. ***Credentials Chairperson*** - A Credentials Chairperson shall be nominated by the President with approval of the Board of Directors. Each Regional Chairperson shall verify attendance of Regional delegates and report changes or absentees to the Credentials Chairperson, who shall report to the Representative Assembly.

ARTICLE VIII -- BOARD OF DIRECTORS

Section 1 - Composition

The Board of Directors shall be composed of the following positions:

- A. The executive officers of the Association
- B. The Chairperson of each Regional Council and, in case of absence, the Vice Chairperson of each Regional Council
- C. The NEA Directors
- D. The Sectional Ethnic Minority Representative from each of the four (4) geographic sections and, in case of absence, the alternate of the Sectional Ethnic Minority Representative
- E. The Chairpersons of the Statewide Councils and, in case of absence, the Vice Chairpersons of the Statewide Councils
- F. The Sectional Educational Support Professional Representative from each of the three (3) geographic sections and, in case of absence, the alternate of the Sectional Educational Support Professional Representative
- G. A representative of Student Program IEA-NEA
- H. The Sectional Higher Education Representatives from each of the two (2) geographic sections and, in case of absence, the alternate of the Sectional Higher Education Representative

Section 2 - Term and Election

- A. ***Staggered Terms*** - Terms of office for Regional Council Chairpersons shall be such that approximately one-third (1/3) of the Board of Directors members shall be elected each year.
- B. ***Commencement*** - Terms of the members of the Board of Directors shall commence on July 15 following their election.
- C. An individual may hold only one (1) of the positions named in Section 1 at any time.

Section 3 - Duties

The Board of Directors shall have the following duties:

- A. Implement the policy of the Representative Assembly
- B. Elect and give direction to the Executive Committee
- C. Make recommendations to the Representative Assembly
- D. Approve, create or discontinue, and supervise committees
- E. Supervise and approve budgets of Regional Councils in accordance with policy set by the Representative Assembly
- F. Allocate money to Regional Councils, direct payment, and determine the amount of money which may be accumulated by a Region
- G. Elect a member to the governing body of Student Program IEA-NEA
- H. Determine election procedures of officers, subject to Bylaws restrictions
- I. Determine the times and places of Board of Directors meetings
- J. Determine the initial terms of office for Regional Council Chairpersons
- K. Divide the state into geographical sections for purposes of Ethnic Minority representation, Educational Support Professional representation, and Higher Education representation
- L. Assign each newly chartered local to an initial regional placement
- M. Assign each newly chartered chapter to a regional office
- N. Carry out its responsibility in relation to a Representative Assembly
- O. Employ an Executive Director, Director of Business Services, and additional personnel necessary for efficient operation of the Association
- P. Assign duties to the Executive Director and Director of Business Services

- Q. Fill vacancies in accordance with Article IV, Section 5
- R. Cause all roll call votes to be published in the *ADVOCATE* and other appropriate Association publications
- S. Elect an acting president if both President and Vice President are absent
- T. Govern the issuance and retention of local education association charters and periodically publish the rules and regulations it has adopted for chartering
- U. Serve as delegate to the NEA RA:
 - 1. The following members of the IEA-NEA Board of Directors shall serve as either active or retired delegates, as appropriate, to the NEA Representative Assembly:
 - a. Regional Chairpersons
 - b. Sectional Ethnic Minority, Educational Support Professional, and Higher Education Representatives
 - c. Chairpersons of the Statewide Councils
 - 2. The respective Vice Chairperson of each position shall be the successor delegate to the NEA Representative Assembly.
 - 3. All delegate positions not filled by the above will be filled by alternate delegates from the state ballot.

Section 4 - Powers

The Board of Directors shall have the following powers:

- A. Incur indebtedness in the name of the Association for procurement of such funds as are necessary for current operations and any sum for a major project of the Association, provided that such project has first been approved by the Representative Assembly
- B. Determine policies, not in conflict with those established by the Bylaws or the Representative Assembly, necessary to govern the activities of the Association
- C. Acquire property by gift, grant, devise, bequest or otherwise, and accept and administer any trust of real, personal, or mixed estate for any purpose within the object of the Association
- D. Make recommendations through a Regional Council to a Regional Service Center
- E. Provide a minimal Bylaw structure for all Regions
- F. Determine other active membership categories
- G. Revoke censure issued against a member and reinstate suspended or expelled members

- H. Authorize contracts and other instruments connected with the business and professional activities of the Association
- I. Recall a member of the Executive Committee
- J. Attend meetings of the Executive Committee
- K. Establish and modify Regions in accordance with Article XII, Section 2
- L. Call for a special Representative Assembly
- M. Recommend the establishment of state affiliates
- N. Enter into or terminate appropriate businesses or business relationships
- O. Direct the preparation and distribution of Association publications and releases
- P. Determine procedures for Initiative and Referendum
- Q. Initiate the recall of an officer

Section 5 - Meetings

- A. **Regular Meeting** - The Board of Directors shall meet at least four (4) times during the fiscal year.
- B. **Special Meeting** - Special meetings of the Board of Directors may be called by the President or at least one-third (1/3) of the members of the Board of Directors upon three (3) days written notice.
- C. **Open Meeting** - All Board of Directors meetings shall be open to the membership of the Association, except that the Board of Directors may go into closed session by a two-thirds (2/3) vote for the purposes of discussing only the following: personnel selection, evaluations, disciplinary matters, purchase of property, litigation, pending litigation and negotiations. No action may be taken in closed session. Regional Vice Chairpersons, the Vice Chairpersons of the Statewide Councils, and the Alternate Sectional Ethnic Minority, Educational Support Professional, and Higher Education Representatives shall not be excluded from closed session.
- D. **Committee Chairperson in Attendance** - At the request of the President, the Chairperson of a committee may attend any meeting of the Board of Directors.

ARTICLE IX -- EXECUTIVE COMMITTEE

Section 1 - Composition

The Executive Committee shall be composed of the executive officers of the Association and ten (10) members elected by the Board of Directors from its members, except that one (1) of the ten

(10) members must be and only one (1) may be an NEA Director or NEA Director-elect, that one (1) of the ten (10) members must be an Educational Support Professional member, and that one (1) of the ten (10) members must be a Higher Education member.

Section 2 - Qualifications

Eligible members shall have served for at least one (1) year on the Board of Directors.

Section 3 - Term and Election

- A. Officers shall serve on the Executive Committee for their respective terms of office.
- B. Members elected by the Board of Directors shall serve on the Executive Committee for one (1) year.
- C. The election procedure shall be by open nomination and secret ballot.

Section 4 - Duties

The Executive Committee shall have the following duties, and upon authorization, the Executive Committee shall:

- A. Carry out the directives of the Board of Directors.
- B. Act for or on behalf of the Board of Directors.
- C. Act in accordance with policies and procedures established by the Representative Assembly, the Board of Directors, and the Bylaws.

Section 5 - Meetings

All Executive Committee meetings shall be open to the membership of the Association, except that the Executive Committee may go into closed session by a majority vote for the purpose of discussing only the following: personnel selection, evaluations, disciplinary matters, purchase of property, litigation, pending litigation, and negotiations. No action may be taken in closed session. Members of the Board of Directors, Regional Vice Chairpersons, the Vice Chairpersons of the Statewide Councils, and the Alternate Sectional Ethnic Minority, Educational Support Professional, and Higher Education Representatives shall not be excluded from closed sessions.

Section 6 - Vacancies

A vacancy shall be deemed to exist in case of death, resignation, recall, inability to serve, or failure to maintain the qualifications for the office. A vacancy shall be filled in the manner of the original election.

Section 7 - Recall

The Board of Directors may recall, by a three-fourths (3/4) vote, any member it elected to the Executive Committee. This position shall be filled for the remainder of the term in the manner of the original election.

ARTICLE X -- REVIEW BOARD

Section 1 - Composition

A Review Board, composed of nine (9) members, two (2) of whom shall be Ethnic Minority, shall be nominated by the President with approval by the Board of Directors. The Review Board shall annually select its Chairperson from among its members.

Section 2 - Qualifications

The members of the Review Board shall have been members of the Association for five (5) consecutive years immediately prior to Board of Directors' approval and shall not have held any elective position in the Association for at least two (2) years or hold any elective or appointive position in the Association during their terms.

Section 3 - Term

Members of the Review Board shall serve five-year staggered terms beginning October 1st and shall not be eligible for reappointment.

Section 4 - Duties

- A. ***Membership Censure, Suspension, or Expulsion*** - In the event a charge is filed against a member calling for the censure, suspension, or expulsion of the member, the Review Board shall conduct a due process hearing and rule on the charge. The decision of the Review Board may be appealed to the Board of Directors.
- B. ***Chartered Local Education Association Disaffiliation*** - In the event a charge requesting its disaffiliation is filed against a chartered local education association, the Review Board shall conduct a due process hearing and rule on the charge. The decision of the Review Board may be appealed to the Board of Directors.
- C. ***Review of Action for Consistency*** - In the event a chartered local education association, a Regional Council, or a member of the Executive Committee or the Board of Directors wishes to have an action of the Executive Committee, the Board of Directors, or the Representative Assembly reviewed for consistency with the Association Bylaws, a request shall be filed with the Review Board. The Review Board shall forward its decision including any recommendation for remedial action to the body whose action is being reviewed and to the body or individual(s) filing the request.
- D. ***Review of Action for NEA Compliance*** - At the request of the President, the Review Board shall review the Association Bylaws and chartered local education association constitutions and/or bylaws for compliance with NEA requirements and shall notify the President when the Association or chartered local education associations are in noncompliance.
- E. ***Election Challenges and Appeals*** - The Review Board shall hear election challenges and appeals in accordance with Article IV, Section 3.

Section 5 - Vacancies

A vacancy shall be deemed to exist in case of death, resignation, inability to serve, or failure to maintain the qualifications for office. In the event of a vacancy, the position shall be filled in the manner of the original selection.

Section 6 - Final Appeal

- A. **Arbitration** - In the event a party to any decision rendered in accordance with Section 4 of this Article wishes to appeal the decision of the Board of Directors, a final appeal may be made to the American Arbitration Association. A final and binding decision shall be made in accordance with the Expedited Rules of the American Arbitration Association.
- B. **Actions Stand During Appeal** - Officers of the Association shall stand as elected and actions of the Association shall stand as acted upon until such time as the first appeal is exhausted. The subsequent appeal to the appropriate appellate bodies shall take place in a normal time span. The confirmation or rejection of an action or the election of an officer stands until it is overturned or sustained by the final appeal body.

Section 7 - Procedures

The Board of Directors shall establish the rules and procedures governing the Review Board with final approval by the Representative Assembly. Due process shall be guaranteed in all proceedings.

ARTICLE XI -- COMMITTEES

- A. **Committees** - Committees may be established or discontinued by the Board of Directors, subject to policies set forth by the Representative Assembly and to interpretations of these policies as may be developed by the Board of Directors. When requested by the President, the Chairperson of any committee shall report to the Board of Directors or Representative Assembly. There shall be Ethnic Minority, Educational Support Professional, and Higher Education representation on all *ad hoc* committees.
- B. **Elections Committee** - See Article IV, Section 1

ARTICLE XII -- CONSTITUENT DIVISIONS

Section 1 - Chartered Local Education Associations

The basic organizational unit of the Association is the chartered local education association.

- A. **Chartering** - The Board of Directors shall issue charters only to local education associations and retired chapters with constitutions or bylaws in harmony with those of the Association. Such constitutions or bylaws and revisions thereof shall be filed with the Association. Should it be necessary, the Executive Committee has the authority to issue charters to local education associations between meetings of the Board of Directors, provided that the charter will be presented to the Board of Directors at the next Board meeting for review.

B. **Disaffiliation** - The Review Board shall have the power to disaffiliate a chartered local education association. An appeal may be made in accordance with Article X, Sections 4 and 6.

C. **Trusteeship Over Local Association**

1. **Power** – The Association may establish a trusteeship over a chartered or otherwise affiliated local education association for the purpose of:
 - a. Correcting corruption or financial malpractice; or
 - b. Restoring democratic procedures.
2. **Procedure**
 - a. If the Executive Committee determines, by a two-thirds (2/3) vote, that there is adequate cause under subsection (1) of this Bylaw to establish a trusteeship, it shall recommend to the Board of Directors that a trusteeship be established and may also, in case of emergency, where the best interests of the local education association and the Association require, establish an immediate trusteeship pending action by the Board of Directors. The Executive Committee shall send, as soon as possible, such recommendation, including a written statement setting forth the specific basis for it, to the Board of Directors with a copy to the president of the local education association.
 - b. No sooner than 21 days and no later than 30 days after the Executive Committee has sent the recommendation to the Board of Directors and president of the local education association, a hearing, to receive evidence and hear arguments, shall be held before the Board of Directors or, if the Board of Directors is not scheduled to meet during that period, a trusteeship committee created by the Board of Directors. The trusteeship committee shall report to the next meeting of the Board of Directors.
 - c. The Board of Directors shall vote on the question of whether a trusteeship should be established. If more than one-third (1/3) of the members of the Board of Directors who vote on the question vote “no,” a trusteeship shall not be established. If two-thirds (2/3) or more of the members of the Board of Directors who vote on the question vote “yes,” a trusteeship shall be established, effective with the announcement of the vote. Once a trusteeship has been established, the Executive Committee shall appoint a trustee, as soon as possible, which it may replace at any time.
 - d. No financial obligation or liability of the local education association, which may exist at the time the trusteeship is established or which may be incurred during a trusteeship, shall be assumed by or become an obligation of the Association.
3. **Trustee** – Subject to the control and direction of the Executive Committee, a trustee shall have the power to:
 - a. Conduct the affairs of the local education association;
 - b. Take possession of the books, records, funds and other assets of the local education association, to be held in trust for and used only in the proper conduct of its affairs;

- c. Remove officers and replace them, if deemed appropriate, for the duration of the trusteeship; and
- d. Take such other actions as in the trustee's judgment are necessary for the preservation of the rights and interests of the Association and the members of the local education association.

The trustee's reasonable expenses incurred in the exercise of these powers shall be paid first from available local education association funds.

4. *Termination*

- a. The Executive Committee shall terminate a trusteeship, by a two-thirds (2/3) vote, as soon as the cause for its establishment has been remedied.
- b. Prior to the termination of a trusteeship, a trustee shall conduct an election, in accordance with the applicable governing documents of the local education association and the Association, to fill as of the date of such termination, any officer positions vacated by removal or departure of former incumbents. Exceptions to the governing documents of the local education association may be made to ensure a timely election.
- c. As of the date of termination of the trusteeship, the trustee shall return control of the books, records, funds and other assets of the local education association to its appropriate officers.
- d. A trustee shall make a final accounting of a trusteeship and submit copies to the Board of Directors and the local education association.

5. *Appeals*

- a. The Board of Directors may consider an appeal of a decision of the Executive Committee not to terminate a trusteeship. The Board of Directors may terminate a trusteeship, if two-thirds (2/3) or more of the members of the Board of Directors who vote on the question of whether the trusteeship should be terminated vote "yes."
- b. If the Board of Directors establishes a trusteeship or refuses to terminate an established trusteeship, the local education association shall have the right to appeal to the Representative Assembly, within thirty (30) days after the decision of the Board of Directors, by (i) petition filed with the IEA President, which is signed by at least a majority of members in good standing of the local education association or (ii) motion approved by a three-fourths (3/4) vote of the highest governing body of the local education association. The Representative Assembly shall rule, by majority vote of the delegates, on the appeal at its first meeting occurring after the appeal is filed. Pending an appeal, the decision of the Board of Directors shall remain in full force and effect.

Section 2 - Regions

Cluster local Regions are those composed of more than one (1) chartered local education association, single district Regions are those composed of more than one (1) local education

association in the same school district, and single local Regions are composed of no more than one (1) local education association.

- A. **Composition** - Cluster local Regions are areas of at least 1,200 but not more than 2,400 active members. Single district Regions and single local Regions shall have a minimum of 1,200 active members.
1. **Petitions** - Petitions shall be submitted to the Board of Directors.
 - a. A petition for the formation of a new region shall be submitted by a majority of the proposed Region's chartered local education associations having an aggregate membership of 1,200 or more.
 - b. A petition for the transfer of a chartered local education association from one Region to another shall be submitted by that association.
 2. **Establishment** - The Board of Directors by a majority vote of its total membership may establish new regions and shall place chartered local education associations in Regions.
 - a. Whenever possible, emphasis shall be made to coordinate regional structure with the UniServ program.
 - b. A chartered local education association shall not be geographically isolated from its region.
 3. **Modification** - If a Region has fewer than 1,200 members for two (2) consecutive years, or if a cluster local Region exceeds 2,400 members for two (2) consecutive years,
 - a. The Board of Directors shall make area changes or make recommendations to the next Representative Assembly relative to the continuation of that Region.
 - b. If the requirements of item a) have not been accomplished, then the President and the Executive Committee shall make recommendations to the next Representative Assembly for area changes or a recommendation relative to the continuation of that region.
 4. **Appeal** - The actions of the Board of Directors under this Section may be appealed to the next Representative Assembly.
- B. **Regional Council**
1. **Composition**
 - a. In all Regions, the Chairperson and Vice Chairperson shall serve as members of the Regional Council.

- b. In a cluster local Region, each chartered local education association shall elect one representative to the Regional Council by open nomination and secret ballot, except that any chartered local education association exceeding 100 members shall elect an additional representative for each additional 100 active members or major fraction thereof. If a cluster local Region becomes a single district Region, the Regional Council shall continue to be composed as a cluster local Regional Council, unless all the presidents of the local education associations within the Region unanimously vote to be composed as a single district Regional Council.
- c. In a single local Region, the executive committee or board of the chartered local education association shall be the Regional Council.
- d. In a single district Region, the Regional Council shall be made up of the presidents, or their designees, of the local education associations in the district, unless all the presidents of the local education associations within the Region unanimously vote to be composed as a cluster local Regional Council. Any vote taken by the Regional Council, when it is composed as a single district Regional Council, shall be a weighted vote.
- e. In all Regions, whenever Ethnic Minority representatives are employed within a Region, that Region will ensure that there will be Ethnic Minority representation on the Regional Council at least in proportion to the Ethnic Minority membership within the Region, but in no case less than one (1) representative.
- f. In all Regions, one representative shall be elected from each retired chartered chapter to serve as a representative on the Council without portfolio.

2. *Term and Election*

- a. In a cluster local, Regional Council members shall be elected for two (2) year terms.
- b. In a single local Region, the terms of council members (executive board) shall be governed by the local education association bylaws.
- c. In a single district Region, the terms of council members shall coincide with their terms as local education association president.
- d. In all Regions, the membership of the Region shall elect Ethnic Minority members-at-large to guarantee such representation if the council is not composed of Ethnic Minority representation in proportion to Ethnic Minority membership within the Region. Ethnic Minority members-at-large shall be elected to three (3) year terms.

3. *Powers and Duties*

The Regional Council shall have the following powers and duties:

- a. Comprise the governing structure on a Regional basis
- b. Initiate, promote, and coordinate the communication, services, projects, and programs within a Region in cooperation with professional staff
- c. Receive requests from individual members
- d. Receive recommendations and requests of the chartered local education associations
- e. Make recommendations to the Board of Directors
- f. Make recommendations to the UniServ Director
- g. Supervise, direct, evaluate, and be involved in the employment, dismissal, and transfer of Regional professional staff
- h. Initiate recall of the Chairperson, Vice Chairperson, and Ethnic Minority Member(s)-at-large
- i. Provide staggered terms for its members by lot (cluster local Regions only)

4. *Annual Financing*

- a. Each Regional Council shall receive a rebate of 4.271 percent of IEA-NEA dues per active member in the Region; provided that, beginning with the 2009 budget year, no Regional Council shall receive a rebate of less than 85 percent of 4.271 percent of IEA-NEA full-time active certificated member dues multiplied by the total number of active members in the Region. Money designated in the IEA budget for (i) the building addition and remodeling and (ii) contributions to the Professional Staff Retirement Plan above 20% of participants' salaries shall not be used in calculating the regional rebate or the 85 percent minimum guaranteed rebate amount.
- b. In a single district Region, the rebate shall be distributed to each local on a per-member basis, unless its Regional Council is composed as a cluster local Regional Council.
- c. Rebated money shall be used to develop programs and services for members consistent with IEA-NEA and NEA policy.
- d. No Regional Council shall accumulate funds received from the Association in excess of an amount authorized by the Board of Directors.
- e. Use of Regional funds derived from dues shall be subject to the restrictions set out in Article IV, Section 2.

5. *Vacancy*

- a. A vacancy shall be deemed to exist in case of death, resignation, inability to serve, or failure to maintain the qualifications for the office.

- b. In the event of a vacancy on the Council, the membership of the affected local shall fill the vacancy in the manner of the original election.

C. *Chairperson and Vice Chairperson*

1. *Qualifications*

- a. In a cluster local Region, the membership of the Region shall elect a Chairperson and Vice Chairperson by a majority vote of the members voting, providing there are open nominations and voting is by secret ballot. Neither the Chairperson nor the Vice Chairperson need be a member of the Regional Council, provided he/she is an active member employed within the Region served by the Regional Council. If he/she is from the Regional Council, his/her Council position shall be filled by his/her chartered local education association.
 - b. In a single local Region, the membership of the chartered local education association shall elect a Chairperson and Vice Chairperson by open nomination and secret ballot. The elected Chairperson may be the chartered local education association president or another member. Effective with the first election for Chairperson after the 2009 IEA RA, where the local president serves as Chairperson by virtue of holding the office of president, the chartered local education association president may only be Chairperson if his/her term of office as president is three (3) years and runs concurrent with the term of office as Chairperson. The chartered local education association president may only serve two (2) consecutive full terms in the office of Chairperson.
 - c. In a single district Region, the membership of the Region shall elect a Chairperson and Vice Chairperson by a majority vote of the members voting, providing there are open nominations and voting is by secret ballot. Neither the Chairperson nor the Vice Chairperson need be a member of the Regional Council, provided he/she is an active member employed within the district served by the Regional Council.
 - d. In all Regional Council Chairperson and Vice Chairperson elections, a person shall be deemed to be elected when receiving a majority of votes cast. In the event no candidate receives a majority, a run-off election shall be held between the two (2) candidates receiving the highest number of votes.
2. **Term** - The Regional Council Chairperson and Vice Chairperson shall serve three-year terms with a limit of two (2) consecutive full terms in the office to which elected. Such terms shall commence on July 15 following their election.

3. *Duties*

- a. The Chairperson in all Regions
 - (i) Presides at all meetings of the Regional Council
 - (ii) Implements the recommendations of the Regional Council
 - (iii) Serves as spokesperson of the Region
 - (iv) Serves as *ex-officio* member of all Region committees

- (v) Serves on the IEA-NEA Board of Directors
 - (vi) Is a delegate to the IEA-NEA Representative Assembly
 - (vii) Is a delegate to the NEA Representative Assembly
- b. The Vice Chairperson
- (i) Carries out the duties of the Chairperson in his/her absence
 - (ii) Is a delegate to the IEA-NEA Representative Assembly
 - (iii) Is a successor delegate to the NEA Representative Assembly when the Chairperson is not able to serve
- c. In a single local Region
- (i) If the membership elects their president as Chairperson, he/she shall fulfill all duties as president prescribed in the local education association bylaws and all duties as Chairperson prescribed in these Bylaws.
 - (ii) If the membership elects a member other than the president as Chairperson, he/she shall function as a liaison officer, as a member of the Regional Council, and as a member of the Board of Directors. His/her duties shall be those normally associated with the position, except as regulated by the chartered local education association bylaws, which may not be in conflict with these Bylaws.
4. *Vacancy*
- a. Cluster Local Region and Single District Region
- (i) A vacancy in the office of Chairperson or Vice Chairperson shall be deemed to exist in case of death, resignation, inability to serve, or failure to maintain the qualifications for the office.
 - (ii) In the event of a vacancy in the office of Chairperson, the Vice Chairperson shall serve the remainder of the term.
 - (iii) A vacancy in the office of Vice Chairperson may be temporarily filled by a majority vote of the Regional Council for a period of time not to exceed one year. The membership of the Region shall fill the vacancy in the manner of the original election.
- b. Single Local Region
- (i) A vacancy shall be deemed to exist in the case of death, resignation, inability to serve, lack of chartered local status, cessation of Association membership, change in the service which qualified him/her for his/her office, cessation of employment within the geographical boundaries of his/her representation, and/or failure to meet any other qualifications for office.
 - (ii) In the event of a vacancy in the office of Chairperson, the Vice Chairperson shall accede to the Chairpersonship until such a time as an election can be held.

Such an election shall be held within forty-five (45) calendar days after the office is declared vacant. Should the vacancy occur over the summer vacation period, the forty-five (45) day period shall begin at the start of the school year.

- (iii) In the event of a vacancy in the office of Vice Chairperson, the Regional Council may elect one of its own members to serve as Vice Chairperson until such time as an election may be held. Such an election shall be held within forty-five (45) calendar days after the office is declared vacant. Should the vacancy occur over the summer vacation period, the forty-five (45) day period shall begin at the start of the school year.
- (iv) In the event of a vacancy in both the offices of Chairperson and Vice Chairperson, the Regional Council may elect one of its own members to serve as Chairperson and one of its own members to serve as Vice Chairperson until such time as an election may be held. Such an election shall be held within forty-five (45) calendar days after the offices have been declared vacant. Should the vacancies occur over the summer vacation period, the forty-five (45) day period shall begin at the start of the school year.

5. *Recall of Chairperson, Vice Chairperson, Ethnic Minority Member-at-large*

- a. The recall of a Regional Council Chairperson, a Vice Chairperson, or an Ethnic Minority Member-at-large may be initiated by one of the following methods:
 - (i) By a three-fourths (3/4) vote of the Regional Council
 - (ii) By petition filed with the Association President and signed by at least thirty (30) percent of the active members of a Region
- b. A recall election by the members of a Region shall be conducted within sixty (60) days to be called by the Association President or his/her designee. A majority of those voting shall determine whether the Chairperson, Vice Chairperson, or Ethnic Minority Member-at-large is recalled. If that person is recalled, the membership shall proceed immediately to fill the position in the manner of the original election.

Section 3 - Sections for Ethnic Minority, Educational Support Professional, and Higher Education Representatives to the Board of Directors

For the purpose of Sectional Ethnic Minority, Educational Support Professional, and Higher Education representation, the Board of Directors shall divide the state into geographical sections.

A. *Composition*

1. A Sectional Ethnic Minority Representative and Alternate shall be elected by the members within each of four (4) sections.
2. A Sectional Educational Support Professional Representative and Alternate shall be elected by the members within each of three (3) sections.

3. A Sectional Higher Education Representative and Alternate shall be elected by the members within each of the two (2) sections.

B. ***Term and Election*** - The term of office and eligibility for election and/or re-election of the Sectional Representatives and Alternates shall be the same as for Regional Chairpersons in Article XII, Section 2 C. A person shall be deemed to be elected when receiving a plurality of votes cast.

C. ***Vacancy***

1. A vacancy shall be deemed to exist in case of death, resignation, inability to serve, or failure to maintain the qualifications for the office.
2. In the event of a vacancy in the office of Sectional Representative, the Alternate shall serve the remainder of the term.
3. A vacancy in the office of Alternate Sectional Representative shall be filled within sixty (60) days by a majority vote of the Chairpersons of the affected Regions and serve until the next regular spring election is conducted to fill the unexpired term.

D. ***Recall***

1. The recall of a Sectional Representative or Alternate may be initiated by one of the following methods:
 - a. By three-fourths (3/4) vote of the Regional Councils within the section
 - b. By petition filed with the Association President and signed by at least thirty (30) percent of the active members within the section.
2. A recall election by the members of the section shall be conducted within sixty (60) days. This recall election is to be called by the Association President or his/her designee. A majority of those voting shall determine whether the Sectional Representative or Alternate is recalled. If that person is recalled, the membership shall proceed immediately to fill the vacancy in the manner of the original election.

Section 4 - Statewide Councils: Educational Support Professional, Higher Education, and Council of IEA Retirees

A. ***Composition***

1. The Educational Support Professional Council shall be made up of thirteen (13) persons, at least two (2) of whom shall be ethnic minority representatives. Three (3) persons shall be Educational Support Professional Sectional Representatives or their alternates in their absences. The other ten (10) shall be employed as educational support professional and shall include a Chairperson and Vice Chairperson. The Council shall meet at least

quarterly to advise the IEA-NEA staff and governance regarding programs and services affecting Educational Support Professional members.

2. The Higher Education Council shall be composed of ten (10) persons, including a Chairperson and a Vice Chairperson, all of whom are employed in institutions of Higher Education. No more than two (2) members shall be from the same institution. This restriction does not apply to the Chairperson. The Council shall meet at least quarterly to advise the IEA-NEA staff and governance regarding programs and services affecting Higher Education members.
3. The Council of IEA Retirees shall be composed of ten (10) persons, including a Chairperson and a Vice Chairperson, all of whom are members of IEA-R and NEA-R. The Chairperson, Vice Chairperson and four (4) other members of the Council shall be elected at large. The IEA Board of Directors shall divide the state into four (4) geographical areas. An Area Council of IEA Retirees Representative shall be elected by the members within each of the four (4) areas to fill the remaining four (4) positions on the Council. This Council shall meet at least three (3) times annually to advise the IEA-NEA staff and governance regarding programs and services affecting retired members.

B. *Term and Election*

1. Sectional Educational Support Professional Representatives shall be elected in accordance with Section 3 of this Article. The other ten (10) members of the Educational Support Professional Council shall be elected for three-year staggered terms by IEA-NEA Educational Support Professional members employed in a school district and/or combination of school districts.
2. The members of the Higher Education Council shall be elected for three-year staggered terms by the IEA-NEA members employed in institutions of higher education.
3. The members of the Council of IEA Retirees shall be elected for three-year staggered terms by the IEA-R/NEA-R members.
4. The candidate(s) receiving the highest number of votes shall be elected.
5. The Chairpersons and Vice Chairpersons shall serve three-year terms, with a limit of two (2) consecutive full terms in the office to which elected, and shall be elected by a plurality of votes cast. Such terms shall commence on July 15 following their election.

C. *Vacancy*

1. A vacancy shall be deemed to exist in case of death, resignation, inability to serve, or failure to maintain the qualifications for the office.
2. In the event of a vacancy in the office of Chairperson on a Statewide Council, the Vice Chairperson shall serve the remainder of the term.

3. A vacancy in the office of the Vice Chairperson and/or Council Member shall be filled by a majority vote of the members of the Council at its next regularly scheduled meeting, and the elected individual shall serve until the next regular spring election is conducted to fill the unexpired term.

D. Recall of Chairperson, Vice Chairperson, Council Member

1. The recall of a Sectional Educational Support Professional Representative shall be conducted in accordance with Section 3 of this Article.
2. The recall of a Council Chairperson, Vice Chairperson, or Council Members, other than a Sectional Educational Support Professional Representative, may be initiated by one of the following methods:
 - a. By a three-fourths (3/4) vote of the Council
 - b. By petition filed with the Association President and signed by at least thirty (30) percent of the active members represented by the person subject to recall.
3. A recall election by the members represented by the person subject to recall shall be conducted within sixty (60) days and be called by the Association President or his/her designee. A majority of those voting shall determine whether the Chairperson, Vice Chairperson, or Council member is recalled. If the person is recalled, the membership shall proceed immediately to fill the vacancy in the manner of original election.

ARTICLE XIII -- ORGANIZATIONAL RELATIONSHIPS

Section 1 - Classification

The classifications shall be Student Program IEA-NEA, the Illinois Education Association-NEA-Retired (IEA-NEA-R), and State Affiliates.

Section 2 - Establishment

The Student Program IEA-NEA, IEA-NEA-R, and State Affiliates of the Association are established to carry forward professional programs of general or special interest in fields of education which are in keeping with the object of the Association. State Affiliates are established, upon recommendation of the Board of Directors, by a two-thirds (2/3) vote of the Representative Assembly, provided that a written application stating the purpose and name of the proposed organization shall be filed with the Executive Director.

Section 3 - Structure**A. Student Program IEA-NEA**

1. **Constitution, Bylaws, and Membership** - The constitution and bylaws of Student Program IEA-NEA shall be consistent with the Bylaws of the Association, shall commit the Student Program IEA-NEA to support the program of the Association, and shall be subject to review by the Board of Directors of the Association. Student Program IEA-NEA shall have the right to set qualifications of its members, provided that all members are unified members of the Association.
2. **Finances and Dues** - Student Program IEA-NEA may be financed by separate dues and a budget allocation from the Association. Annual financial reports of Student Program IEA-NEA shall be subject to audit by the Association.
3. **Headquarters** - Student Program IEA-NEA shall maintain its general headquarters at the principal office of the Association. The Association shall provide office space in accordance with the policies approved by the Board of Directors.
4. **Reports** - Student Program IEA-NEA shall file with the Executive Director of the Association an annual report of official actions and such other information as may be requested.
5. **Governance** - Student Program IEA-NEA shall be granted one (1) representative to the Board of Directors. The term of Student Program IEA-NEA representative shall commence on July 15 following his/her election. The Board of Directors shall name one (1) voting representative to the official executive body of Student Program IEA-NEA.
6. **Discontinuance** - Student Program IEA-NEA may be discontinued by one of the following:
 - a. After providing an opportunity for a hearing, the Board of Directors may recommend to the Representative Assembly that Student Program IEA-NEA be discontinued. Such discontinuance shall be completed if ratified by a two-thirds (2/3) vote of the succeeding Representative Assembly.
 - b. Upon one (1) year's notice and opportunity for the Board of Directors to hold an inquiry, Student Program IEA-NEA may be discontinued by a two-thirds (2/3) vote of the governing body of Student Program IEA-NEA.

B. Illinois Education Association-NEA-Retired (IEA-NEA-R)

1. **Constitution, Bylaws, and Membership** - The constitution and bylaws of the IEA-NEA-R shall be consistent with the Bylaws of the Association, shall commit the IEA-NEA-R to support the program of the Association, and shall be subject to review by the Board of Directors of the Association. The IEA-NEA-R shall have the right to set qualifications of its members, provided that all members are unified members of the Association.

2. ***Finances and Dues*** - The IEA-NEA-R may be financed by separate dues and a budget allocation from the Association. Annual financial reports of the IEA-NEA-R shall be subject to audit by the Association.
3. ***Headquarters*** - The IEA-NEA-R shall maintain its general headquarters at the principal office of the Association. The Association shall provide office space in accordance with the policies approved by the Board of Directors.
4. ***Reports*** - The IEA-NEA-R shall file with the Executive Director of the Association an annual report of official actions and such other information as may be requested.
5. ***Discontinuance*** - The IEA-NEA-R may be discontinued by one of the following:
 - a. After providing an opportunity for a hearing, the Board of Directors may recommend to the Representative Assembly that the IEA-NEA-R be discontinued. Such discontinuance shall be completed if ratified by a two-thirds (2/3) vote of the succeeding Representative Assembly.
 - b. Upon one (1) year's notice and opportunity for the Board of Directors to hold an inquiry, the IEA-NEA-R may be discontinued by a two-thirds (2/3) vote of the governing body of the IEA-NEA-R.

C. ***State Affiliates***

1. ***Definition*** - A state affiliate is a professional organization with a common interest, occupation, or subject matter assignment that is organized to further specific educational objectives.
2. ***Constitution and Membership*** - A state affiliate shall adopt a constitution or bylaws which shall be consistent with the Bylaws of the Association and be subject to review by the Board of Directors. Such affiliate shall maintain a minimum of fifty (50) percent Association membership.
3. ***Finances and Dues*** - A state affiliate may levy membership dues for the purpose of supporting its program. The Board of Directors may authorize funds to a state affiliate within the annual budget of the Association and shall require a report of activities supported by the expenditures of such funds.
4. ***Headquarters*** - A state affiliate shall maintain its general headquarters at the principal office of the Association, unless otherwise authorized by the Board of Directors. The amount and cost of space and other services shall be negotiated between the Association and the state affiliate, and any agreements shall be in writing and signed by both groups.
5. ***Reports*** - Upon request, each state affiliate shall file with the Executive Director an annual report of official actions and such other information as may be requested.

6. ***Delegate to Representative Assembly*** - Each state affiliate shall elect by open nomination and secret ballot of the membership one (1) delegate to the Annual Meeting of the Representative Assembly of the Association.
7. ***Discontinuance*** - A state affiliate may be discontinued by one of the following procedures:
 - a. After providing an opportunity for a hearing, the Board of Directors may recommend to the Representative Assembly that a state affiliate be discontinued. Such discontinuance shall be completed if ratified by a two-thirds (2/3) vote of the Representative Assembly.
 - b. Upon one (1) year's notice and opportunity for the Board of Directors to hold an inquiry, a state affiliate may be discontinued by a two-thirds (2/3) vote of its governing body.

ARTICLE XIV -- STAFF

Section 1 - Personnel

The Board of Directors shall employ an Executive Director and a Director of Business Services and, acting upon the recommendation of the Executive Director, additional personnel necessary for efficient operation of the Association.

Section 2 - Executive Director

The Executive Director, under the direction and supervision of the President, shall be the chief administrator of the Association. He/she shall

- A. Supervise and coordinate the administrative, financial, and professional activities of the Association
- B. Act as the general manager of all employed staff in accordance with policies and procedures authorized by the Representative Assembly, the Board of Directors and Executive Committee
- C. In consultation with the Executive Officers, cause an annual budget of the Association to be prepared
- D. Perform such other duties as are assigned to him/her by the Board of Directors and, in the Board's absence, by the President

Section 3 - Director of Business Services

The Director of Business Services shall

- A. Be bonded
- B. Assist in the discharge of the responsibilities set out in Article V, Section 3
- C. Report directly when requested to the Secretary-Treasurer
- D. Perform other duties as assigned

Section 4 - Employee Organizations

Employees other than the Executive Director and the administrative staff shall have the right to form employee organizations for the purpose of negotiating with respect to salaries, fringe benefits, conditions of employment, grievance procedures, retirement plans, and other matters of mutual concern.

Section 5 - Elective Office

Full-time staff members shall not hold elective office in the Association.

ARTICLE XV -- INITIATIVE AND REFERENDUM

By petition signed by five (5) percent or more of the active members of the Association with no more than one-fifth (1/5) of such petitioners coming from any one Region, a proposal or action affecting the Association or any of its members, except revision of the Bylaws, shall be submitted within ninety (90) days to the active membership for vote. That proposal or action shall be adopted if approved by a majority of the members voting. The election will be conducted by Regions in a manner prescribed by the Board of Directors.

ARTICLE XVI -- DISSOLUTION

In the event of the dissolution of the Association by action of the Representative Assembly and approval by a majority of the Regional Councils, its assets shall be used to defray current indebtedness and to finance the actuarial obligations of its staff retirement fund. In the event a balance remains after these obligations have been met, it shall be assigned to not-for-profit educational or charitable organizations, institutions, or projects or assigned to welfare projects or services in behalf of members of the teaching profession.

ARTICLE XVII -- PARLIAMENTARY AUTHORITY

Robert's Rules of Order, Newly Revised shall be the authority governing all matters of procedure not otherwise provided for in the Association Charter, Bylaws, or rules governing the Annual Meeting. Proxy voting is prohibited in all matters subject to these Association governing documents.

ARTICLE XVIII -- SAVINGS CLAUSE

In the event a portion or portions of these Bylaws are found to be inconsistent with state or federal law, such portions to the extent that they violate the law shall be deemed deleted and of no force and effect.

ARTICLE XIX -- AMENDING PROCEDURE

Section 1 - Two-thirds Amendments

A proposed amendment to the Bylaws may be adopted at the Annual Meeting of the Representative Assembly by a two-thirds (2/3) vote of the members present and voting, provided:

- A. the proposal has been received by the Bylaws and Resolutions Committee by 5:00 p.m. Central Time on the second Friday of December;
- B. the proposal shall have been presented in writing to the Executive Committee and;
- C. the proposal has appeared in an official Association publication mailed to the membership no later than thirty (30) days in advance of such session.

Section 2 - Three-quarters Amendments

A proposed amendment to the Bylaws may be adopted at the Annual Meeting of the Representative Assembly by a three-fourths (3/4) vote of the members present and voting, provided the proposal shall have been signed by fifteen (15) delegates to the Annual Meeting and presented in writing to the Representative Assembly at least one (1) business meeting prior to the meeting at which the final vote is taken.

Adopted February 26, 1971

Amended March 11, 2011

RESOLUTIONS

PREAMBLE

The Bylaws of the Illinois Education Association-NEA state that the purposes of this Association shall be "to advance public education in Illinois and to promote the welfare of non-management school personnel."

The purposes and objectives of the Association are, therefore, regularly set forth in a statement of resolutions committing the Association to action upon adoption by the Representative Assembly. The Resolutions Committee defines a resolution as an expression of belief or position of the Association or the direction in which it is moving. Resolutions have been categorized to conform with NEA goals and resolutions.

In addition to policy set by resolution, the Assembly may adopt items of new business. New business consists of those motions that reflect the will of the Assembly on matters which relate to the operation of the Assembly or programs of action for the Association. Such motions are specific in nature and terminal in application.

* **The figure in parentheses after resolutions refer to the year(s) the resolution was adopted or changed in any substantial way.**

A. SERVE AS SPOKESPERSON FOR EDUCATION

A-1 NEA Resolutions

The Illinois Education Association-NEA accepts the resolutions adopted by NEA at its last annual meeting. (90)

A-2 Media Responsibility

The Illinois Education Association-NEA believes that the best discussions of educational issues, programs, and personnel occur when those speaking or writing on such issues are required to be identified immediately in the public news media, including newspapers, radio, and television programs. Therefore, the IEA-NEA recommends this practice for all news articles, editorials, letters from the people, and talk shows on radio and television. (74)

A-3 School Funding

Illinois Education Association-NEA believes that schools across the state should receive sufficient funding so that all students have equal educational opportunities. However, the Association believes the state should make extra funds available to poor districts but not restrict or penalize those districts which have on their own supported the high cost of education for many years. (90)

A-4 School District Organization

The Illinois Education Association-NEA recognizes the economic and educational efficiency of unit school district organizations and urges the passage of legislation making such school district reorganization financially and politically viable. (73, 83)

A-5 Political Involvement

The Illinois Education Association-NEA believes it is important to unite educational employees and other citizens in the support of public education. The IEA-NEA will cooperate with all affiliates, regional governance bodies, and IPACE in accomplishing this goal. (78, 90)

B. ADVANCE THE CAUSE OF EDUCATION FOR ALL INDIVIDUALS

B-1 School Supervision - Same Standards

The Illinois Education Association-NEA believes that all students must become functioning members of society regardless of physical or intellectual limitations, education, opportunity, or background. Therefore, all educational institutions, both public and private, should develop and maintain the same educational standards. (83, 90)

B-2 Community Use of Schools

The Illinois Education Association-NEA recognizes the need for better utilization of school facilities and urges local districts to consider programs making available the library, gymnasium, and other facilities to the community throughout the year. (72)

B-3 Physical Education Program

The Illinois Education Association-NEA recognizes the value of physical activity from birth through adulthood and therefore supports for all students quality physical education programs which provide for the development and utilization of motor skills, physical fitness, and an understanding of human movement. Educationally-directed programs providing for competency in neuromuscular activities, cooperative participation in sports, and the acquisition of lifetime leisure skills are supported by the Association. (77)

B-4 Services for Students with Disabilities

The Illinois Education Association-NEA supports the continuing existence, funding, and use of a complete continuum of services for students with disabilities. Such a continuum should include, but not be limited to

1. the regular education classroom
2. consultation model
3. resource pullout
4. resource room up to 49% of one day
5. self-contained classroom

6. special education public day school
7. specialized school
8. residential placement (91)

B-5 Least Restrictive Environment: Regular Education Initiative to Inclusion

All students have the right to receive a free and appropriate public education (FAPE). The Illinois Education Association-NEA supports federal law P.L. 108-446 (2004), the Individuals With Disabilities Education Act (IDEA), formerly P.L. 94-142 (1975), Part B of the Education for All Handicapped Children Act (EAHCA). The IEA-NEA supports the current Special Education Rules and Regulations contained in 23 IL Administrative Code 226 which mandates a full continuum of placements and service options in order to meet the individual needs of students with disabilities. These laws further mandate that children and youth with disabilities must be educated in the least restrictive environment with their non-disabled peers to the maximum extent appropriate.

The least restrictive environment may be the regular education classroom with all necessary support and services provided, including various combinations of service delivery models (integrated support services, resource, and/or pull-out services), or a separate classroom in a regular education building, a special public day school, home or hospital school, or any other options provided by state or private agencies. It should be noted that any point along the continuum could be the least restrictive environment for a student with disabilities, since all placement and service decisions must be based on the individual student's needs.

The Illinois Education Association-NEA is committed to the provision of special education placements and services for those children and youth with disabilities (birth - 21) who need such provisions in order to accrue educational benefits. All decisions are made at the Multi-Disciplinary Conference (MDC)/Individualized Education Program (IEP) meeting with educational professionals and parents comprising the decision-making team. In addition, the needs of a student with disabilities determines the development of an IEP which in turn determines the placement decision. All educational personnel impacted by inclusion must be included in all staffings or meetings at which decisions are made for the included student throughout the year. The Illinois Education Association-NEA supports the right of all educational professionals to file a minority report/dissenting opinion when these professionals are in disagreement with the placement or services recommended for a student with disabilities and to advocate for the additional services required in a regular education classroom to provide an appropriate education in such setting.

The Illinois Education Association-NEA supports the concepts of mainstreaming, Regular Education Initiative (REI), and inclusion whenever a student with disabilities can accrue measurable educational benefits from the general education curriculum. Socialization is an important aspect of education but should not be the only reason for inclusion at the expense of educational and vocational opportunities, which are also needed for a productive life.

The IEA-NEA expects that all educational services provided to a student with disabilities will be provided by appropriately certified/licensed professionals. The IEA-NEA opposes any special

education certification changes that attempt to reduce, lessen or eliminate the current regulations. Any attempts on the part of regulating agencies to require certification for ESPs will be monitored and responded to by the IEA-NEA. The IEA-NEA will work to assure that ESPs employed in their present positions prior to January of 1994, be exempt from certification changes.

In addition, placement in the general education classroom must NOT be used as a cost-saving measure. As students with more extensive needs are educated in public schools, more funds must be available to provide services necessary to meet their needs.

The impact of mainstreaming, REI and inclusion program decisions is a mandatory subject of bargaining since these decisions impact the working conditions of members.

When students with special needs are included into regular education classrooms, these and other issues must be addressed:

- Training - Preservices and inservice training on all issues pertaining to any student with disabilities included in the regular education classroom must be provided to all educational personnel who work with the student.
- Support - All related and supportive services and assistive/adaptive equipment must be available in the regular education classroom, in the type and intensity level needed as stated on the IEP. The regular education teacher must be provided any and all support which the student with disabilities needs to be successful.
- Class Size/
Case Load - The class size/case load of educational professionals must be reduced to reflect the nature and intensity of students' special needs.
- Time - Coordinated planning time must be provided for special and regular education professionals to interface on educational and other issues which affect all students.
- Safety - The safety needs which impact both regular and special education students must be met.
- Health - The health needs of all students must be met. Any student with complex medical needs must have a certified school nurse available full-time in that student's school.
- Employee
Welfare - The safety and health needs of all educational personnel must be met.
- Evaluation - Educational personnel should be evaluated on professional procedures and techniques and not on student performance. In accordance with 34 CFR 300.350, no bargaining unit member shall be held accountable if a student with disabilities,

while participating in a regular education classroom or otherwise, does not achieve the growth projected on the student's IEP or their annual goals and objectives.

Assessment- Assessment techniques and instruments must be appropriate and of educational benefit to the individual student.

The Illinois Education Association-NEA is committed to the provision of a quality education for **all** students in the state of Illinois. Therefore, it follows that the placement of students with special needs in regular education programs must not jeopardize the education of these students or the regular education students.

The Illinois Education Association-NEA will be proactive in monitoring all aspects of mainstreaming, the regular education initiative (REI), and inclusion and will promote a full continuum of special education placements and service options in the public school districts in the State of Illinois. (94, 2005)

B-6 School Media Centers/School Libraries

The Illinois Education Association-NEA recognizes the essential role of school libraries in the educational process. IEA-NEA believes that all schools at both the elementary and secondary level in the State of Illinois should meet the requirements established by the American Library Association for school media centers/school libraries. (79, 82)

B-7 Education for Parenting and Family Stability

The Illinois Education Association recognizes the importance of education in the maintenance and promotion of functional, healthy families and the emotional, physical and mental health of people within those families. The Association further recognizes the impact of families and other close personal relationships on the quality of individual lives and upon society.

The Association therefore supports and recommends the establishment of programs to promote:

- a. the development of self esteem and positive self concept in individuals of all ages, in various family roles
- b. learning and practicing positive interpersonal communication skills, problem solving and conflict resolution
- c. education in child growth and development
- d. positive, effective parenting techniques
- e. appropriate, effective discipline techniques
- f. an understanding of societal issues and problems related to families and children
- g. preparation for all roles and responsibilities of family relationships, including marriage and parenthood
- h. care of older-generation family members
- i. cultural sensitivity
- j. family literacy.

The Association believes that these topics must be taught by educators with appropriate certification/ qualification in the fields of family life, parenting and child development education. (93)

B-8 Comprehensive School Counseling Programs, Development Counseling Programs and Professional School Counselors

The association supports comprehensive school counseling programs and other developmental programs that promote and enhance student learning from P-K, to the conclusion of all state-mandated education programs.

The focus of comprehensive school counseling programs is on the three broad and interrelated areas of student development: academic/educational, career/vocational, and personal/social development. Each encompasses a variety of desired student learning competencies, which form the foundation of the developmental school counseling program. The professional school counselor uses a variety of activities and resources to promote the desired student development. The recommended student to counselor ratio should be 250:1. (2007)

C. PROMOTE THE HEALTH AND WELFARE OF CHILDREN AND/OR STUDENTS

C-1 Quality Health Care

The Illinois Education Association-NEA recognizes the needs and rights of all students to have access to quality medical care.

- A. Therefore, IEA-NEA endorses the presence of a certified school nurse at all times during the daily operation of an educational institution. Certificated denotes having a Type 73 School Service Personnel Certificate issued by the Illinois School Board of Education with an endorsement in School Nursing.
- B. The Illinois Education Association-NEA believes that safe, appropriate care for students with health conditions that require management in the school setting should be coordinated by the certified school nurse through the use of an Individual Health Care Plan. The certificated school nurse is the most appropriate person to design the Individual Health Care Plan in the school setting. (79, 90, 94, 2005)

C-2 Certified Athletic Trainer

The Illinois Education Association-NEA recognizes the need for all students to have access to, and to participate in, programs directed by a qualified athletic trainer. This trainer may supervise and/or direct programs in rehabilitative physical education, weight training, conditioning, or emergency care of student athletes. (91)

C-3 Nutrition Programs for Children in Poverty

The Illinois Education Association-NEA opposes the diminution or elimination of federal nutrition programs for children in poverty. Furthermore, the IEA-NEA calls upon members of local organizations to contact their elected representatives in Congress to oppose all threats to child nutrition programs. (95)

D. PROMOTE PROFESSIONAL EXCELLENCE AMONG EDUCATORS

D-1 Professional Competence

The Illinois Education Association-NEA believes that all educators must have knowledge, skills, and certification necessary to perform their contractual duties. Their professional growth presents a commitment of continuous learning.

Therefore, the employment of competent educators must include those possessing innovative ideas, years of service, advanced degrees, and related expertise and not be based solely on economic criteria. (73, 78)

D-2 Qualified Teachers

The Illinois Education Association-NEA recognizes the need for qualified teachers to instruct students in Illinois. Recognizing the need for a sound educational system, the IEA-NEA believes all teachers, practicing in public or private institutions, should be certified by the State. (83, 90)

D-3 Guidance for New Teachers

The Illinois Education Association-NEA believes that teachers new to a district and especially new to the profession should have continual guidance to assure maximum successful achievement. The Association encourages the development of in-service training programs by local associations and school districts. (72, 74)

D-4 Educational Assessment

The Illinois Education Association-NEA will continue to oppose the use of statewide assessment programs for the purpose of measuring students, teachers, or school district performance. The IEA-NEA believes that any statewide educational needs assessment program must have the following characteristics:

- A. The purpose must be to focus on statewide educational conditions rather than on individual classroom or school district conditions.
- B. The needs must be assessed solely on the basis of a sampling of school districts with the districts not being named.
- C. The assessment must utilize a variety of data-collecting methods.
- D. Data must also be collected to evaluate the assessment process on a regular basis. (73, 90)

D-5 Student Teacher Rights

The Illinois Education Association-NEA recognizes the rights and responsibilities of student teachers and, therefore, advocates protection of those rights in the agreement between school districts and college/university administrations. (74, 90)

D-6 Student Program IEA-NEA

The Illinois Education Association-NEA recognizes the value and benefits achieved through the mutual exchange of professional information between Student IEA-NEA chapters and IEA-NEA chartered locals. Therefore, communication should be developed and programs should be shared for the advancement of Student Program IEA-NEA. (79, 90)

D-7 Encouragement of Student Program Members

The Illinois Education Association-NEA recommends that all IEA members encourage their student teachers or college students assisting in their building to become IEA Student Program members. (98)

D-8 Accountability

The Illinois Education Association-NEA believes accountability means that a system is accomplishing what is expected as defined by the stakeholders. Student learning and the work of all stakeholders can be improved through the use of best practices and a commitment to standards in all aspects of education. Realizing expectations and achieving results are dependent upon the availability of adequate resources and an understanding that those accountable for such results are all stakeholders; including but not limited to: Federal and state government, school boards, unions, administrators, teachers, support staff, community members, parents and students. (2007)

E. GAIN RECOGNITION OF THE BASIC IMPORTANCE OF THE TEACHER IN THE LEARNING PROCESS AND OTHER EMPLOYEES IN THE EDUCATIONAL EFFORT

E-1 Empowerment

The Illinois Education Association-NEA recognizes the importance of empowerment. Therefore, the Association supports plans that are aimed at enabling educational employees to be decision makers within their districts. (90)

E-2 ESP in the Learning Process

The Illinois Education Association-NEA recognizes the vital role of educational support personnel in all areas of the educational system and endorses extensive efforts to secure and maintain individuals who will actively support and enhance the learning process. (90)

F. PROTECT THE RIGHTS OF EDUCATIONAL EMPLOYEES AND ADVANCE THEIR INTERESTS AND WELFARE

F-1 Collective Bargaining

The Illinois Education Association-NEA believes that collective bargaining is the only viable mechanism for the resolution of the legitimate economic and work concerns of school employees.

Therefore, the IEA-NEA encourages local bargaining units with mutual interests to share and work toward setting common goals and/or standards. (91)

F-2 Subcontracting

All IEA-NEA governance, leaders and UniServ Directors should encourage negotiating teams from local associations to bargain vigorously for Collective Bargaining Agreements which prohibit Sub-Contracting and provide for Just Cause. (95)

F-3 Reduction In Force

The Illinois Education Association-NEA believes that America's greatest source of hope lies in our human resources. Education and educators provide the motivating and developmental factors for these human resources.

Although some individuals may see a reduction in staff and educational programs as a solution to our current economic crisis, the IEA-NEA believes such reductions are wasteful of these human resources.

The Illinois Education Association-NEA believes that all teachers should recognize only declining enrollment and severe financial problems as legitimate forms of reduction in force. Teachers must be made aware of subtle and manipulative forms of RIF which destroy good educational programs and are used to circumvent tenure and the legal rights of teachers. The IEA-NEA stands firm against the use of part-time teachers, teacher assistants, para-professionals, substitutes, and differential staffing to reduce regular full-time staff.

The IEA-NEA recognizes that reduction in supportive staff and special staff, and non-replacement of retiring and other resigning teachers are all forms of RIF. The use of threatened RIF as a negotiating tool and the mass notification of non-tenure teachers with selective rehiring are decried as unprofessional. All these practices should be carefully studied and publicized as educationally undesirable.

Therefore, the IEA-NEA opposes and urges its affiliates to oppose such reductions. (75, 85)

F-4 Qualified Substitutes

The Illinois Education Association-NEA believes every student should have a fully qualified teacher in the classroom at all times. Therefore, the State Board of Education should establish guidelines requiring individuals who are seeking employment as substitutes in both public and private institutions to register with the Superintendent of the Educational Service Region in the area in which they qualify to teach, at least 30 days prior to their assuming substitute responsibilities. (73, 83)

Furthermore, school districts should provide orientation workshops for substitute teachers with per diem pay. Local associations are encouraged to cooperate in planning and conducting such workshops. (73, 83)

F-5 Abuses in Hiring Teacher Assistants

The Illinois Education Association-NEA recognizes the abuse in hiring and assignment practices relative to teacher assistants. Therefore, it shall promote legislation to prevent school boards from hiring teacher assistants as an excuse to increase class size. Special attention shall be given to hiring certified personnel as assistants, a practice which has resulted in securing the services of certified personnel at the salary of assistants. (78)

F-6 Staff Recruitment

The Illinois Education Association-NEA believes that its professional staff should reflect and express the concerns of its members.

Therefore, extensive efforts should be made to secure individuals for positions of professional staff who will strive for and maintain the aggressive attitude of the Association. (72, 75)

F-7 Funding of Retirement Systems

The Illinois Education Association-NEA believes that the State of Illinois has not fulfilled its obligation to fully fund the teachers' retirement systems, the Illinois Municipal Retirement Fund, and the State Universities' Retirement System.

Furthermore, the IEA-NEA believes that the combination of current economic conditions, a diminishing number of educational employees, and the increasing number of retiring personnel will place the underfunded systems in bankruptcy. To prevent undue hardship upon retirees, the IEA-NEA advocates full funding of all these Systems. (75, 90)

F-8 Board Paid Retirement

The Illinois Education Association-NEA believes that full board paid retirement should be the goal of every local education association. (90)

F-9 Higher Education Employees Retirement

The Illinois Education Association-NEA believes that employees in higher education are a viable force in IEA-NEA. Therefore, the IEA-NEA supports and urges the inclusion of employees in

higher education in all actions related to full funding or retirement benefits for all education employees.

F-10 Social Security

The Illinois Education Association-NEA believes that those members of the Association who have paid into the Federal Social Security System the minimum 40 quarters should be able to receive the economic benefits given to all other individuals who have paid the minimum 40 quarters into the Social Security System. Furthermore, the Association believes that teachers should not be singled out and denied those benefits. (90)

F-11 Enhanced Compensation

The Illinois Education Association-NEA believes enhanced compensation is a compensation system accessible to all employees that adds to the traditional, bargained single salary schedule. Such systems are developed and bargained with the appropriate employee organization(s). Enhanced compensation systems are neither based on standardized test scores nor solely on educational employee evaluation. (2007)

G. SECURE PROFESSIONAL AUTONOMY

G-1 NCATE Accreditation

The Illinois Education Association-NEA recognizes the contributions of the National Council for Accreditation of Teacher Education (NCATE) to the education profession. The IEA-NEA encourages the expansion of the number of NCATE accredited institutions of higher education so that graduation from an NCATE accredited college or university should be the minimum standard in the education profession. (82, 90)

G-2 Certified School Nurses

The Illinois Education Association believes that established standards pertaining to Certificated School Nurses should be maintained. Certificated denotes having a Type 73 School Service Personnel Certificate issued by the Illinois School Board of Education with an endorsement in School Nursing. The Illinois Education Association further believes that lowering standards would have a negative impact on the education of the children of Illinois and the Illinois Education Association rejects the practice that replaces Certificated School Nurses with non-certificated registered nurses or health aides. (94)

H. UNITE EDUCATIONAL EMPLOYEES FOR EFFECTIVE CITIZENSHIP

H-1 Secret Land Trusts

The Illinois Education Association-NEA believes that secret land trusts enable developers to acquire land and real estate operators to own slum property without the public knowing their identities. Since large-scale developments and slum housing have adverse effects on school finance and the environment in which we teach, the identities of individuals and corporations

who profit from these activities should be made public. Therefore, the IEA-NEA supports the public disclosure of land trust beneficiaries. (75)

H-2 Relocation of Public Housing Tenants

The Illinois Education Association-NEA believes that the Chicago Housing Authority's ("CHA") practice of relocating its public housing tenants to predominately African-American neighborhoods in South Cook County has furthered segregation of these families and resulted in a significant increase in the "at-risk" students that these communities' school districts educate. (2003)

I. PROMOTE AND PROTECT HUMAN AND CIVIL RIGHTS

I-1 Equal Rights Amendment

The Illinois Education Association-NEA reaffirms its commitment to passage of a constitutional amendment guaranteeing equal rights. Therefore, the IEA-NEA urges NEA/Fund for Children and Public Education, IPACE and local political action committees to support candidates who will submit and vote to ratify such an amendment in the United States Congress and ratify an ERA amendment in the General Assembly. (84, 86)

I-2 Anti-Discrimination

The Illinois Education Association-NEA believes it is imperative that state-supported educational institutions comply with state and federal anti-discrimination laws.

Therefore, IEA-NEA urges all its affiliates and members actively to support efforts aimed at preventing educational institutions from using public funds to disobey the law or to delay the enforcement efforts of state and federal agencies. (75)

I-3 Sexism and Discrimination

The Illinois Education Association-NEA believes that its affiliates should be involved in the in-service training for the elimination of sexism and discrimination. Therefore, the IEA-NEA urges all affiliates to promote the development of in-service training on sexism and discrimination. (76)

I-4 Exemplary Human Relations Efforts

The Illinois Education Association-NEA reaffirms its belief in the importance of human relations and commends colleges, universities, school systems, local associations, and individuals which have shown exemplary efforts in human relation activities. (73, 81)

I-5 Pension Fund Investments

The Illinois Education Association-NEA believes that the millions of dollars of educational employee retirement money which are annually invested in American business should be used as a force for social good.

The IEA-NEA urges state associations to join with Illinois educational employees in an effort to use their shareholder power to bring about industry reform that will benefit the American consumer.

In addition, the IEA-NEA does not approve of pension funds being invested in new suburban developments that are racially and economically segregated because their net effect is to concentrate the poor, the elderly, and racial minorities in older communities.

Furthermore, the IEA-NEA finds unacceptable any investment of employee pension funds in suburban developments if the local, state, and federal funds for the new schools, sewer systems, and highways serving these developments will be siphoned away from the school districts serving older communities. (74, 86)

I-6 Gun Control

The Association believes that the sale and possession by the private sector of military surplus or current military issue weapons which have fully automatic actions or semi-automatic actions originally designed with a high capacity feed system should be illegal; examples of such weapons are the AK-47 and SKS assault rifle and the UZI submachine gun. (89)

J. OBTAIN FOR ITS MEMBERS THE BENEFITS AND PROMOTION OF AN INDEPENDENT UNITED EDUCATION PROFESSION

J-1 Unity

The Illinois Education Association-NEA remains committed to the view that educational employees can be most effectively represented by an independent organization that is free to take its own position and pursue its own objectives without regard to the institutional positions and objectives of organized labor.
(73, 90)

J-2 Reciprocal Membership

The Illinois Education Association-NEA advocates that a policy of reciprocal membership between all unified states be adopted by the National Education Association and by all states with unified membership to help achieve the goal of a united education profession. (73, 82)

J-3 School Nurse Membership

The Illinois Education Association-NEA believes the school nurse to be an integral part of the professional team employed to aid students to develop their full potential in health and education. Therefore, the IEA-NEA encourages local associations to provide for membership of certificated school nurses in their local associations.

Furthermore, IEA-NEA encourages local associations to include certificated school nurses within their bargaining units, to effect full placement of certificated school nurses on their

district's salary schedule, and to support the use of certificated school nurses in a comprehensive school health program. (72, 75)

J-4 Retired Membership

The Illinois Education Association-NEA believes retired members have expertise and experience to contribute to each regional council and local associations. Therefore, each regional council and local association should permit, encourage, and assist in the activities of a local of retired members. (72, 90, 94)

J-5 Prospective Educators at the High School Level

The Illinois Education Association-NEA recognizes the importance of the involvement of prospective educators at the high school level in the Association, e.g., Future Teachers of America, Students in Action for Education, Illinois Future Educators of America. Therefore, each chartered local association is encouraged to establish and assist in activities of a local future education association. (73, 90, 94)

2011 NEW BUSINESS ITEMS

New Business Item #1

The IEA RA directs the Government Relations Department, with assistance from the Field Services Department, to develop a plan to achieve the Legislative Platform goal of a progressive state tax system. The plan should:

1. Contain actions needed to place a progressive income tax constitutional amendment on the November 2012 ballot.
2. Contain actions to achieve passage of that amendment.
3. Include ways to determine and publicize loopholes and ineffective tax incentives which allow corporations and other entities doing business in Illinois to receive tax breaks which do not effectively result in job and economic growth as promised and/or allow said businesses to pay less than a fair share of taxes in Illinois and local communities.
4. Suggest legislation to close those loopholes and ineffective tax incentives.

Passed

New Business Item #2

The IEA RA directs IEA officers, managers and board of directors to consider the following actions should the IEA experience a significant membership and revenue loss during the 2011-2012 budget year. The degree of action and number of different steps taken should be guided by the degree of loss and negative impact on IEA revenue and expenses.

1. Reduce discretionary spending in all programs wherever possible.
2. Implement, on a case-by-case basis, a hiring freeze.
3. Engage IEASO in talks, as required by the contract, and invite expanded conversations regarding potential cost savings to the IEA.
4. Explore freezes and/or reductions in staff/programs based upon impact on organizational effectiveness.
5. Explore new sources of revenue.
6. Consider possible prudent use of IEA assets including, but not limited to, the Rainy Day Fund to partially offset revenue losses, but excluding the media campaign.
7. Take other actions that may be possible, are fiscally responsible and can be implemented in ways that minimize negative impacts on organizational effectiveness.

Passed

New Business Item #3

The IEA RA directs IEA Research Services to carefully monitor the disbursement and use of the remaining ARRA funds and provide assistance to locals to verify to the degree we can that those funds are appropriately used to employ staff.

Passed

New Business Item #4

The IEA RA directs IEA Research Services to carefully monitor state revenues as the tax increase is implemented and verify the extent public education at all levels benefits from increased cash flow and revenue to the state.

Passed

New Business Item #5

The IEA RA directs the Government Relations Director to develop a plan to ensure our voice is heard on the subject of school consolidation consistent with the Legislative Platform and other relevant guiding organizational documents. The plan should:

1. Be presented to the board of directors no later than the July meeting.
2. Identify panels that the governor or legislature has created to study these issues.
3. Identify what role IEA can play on those panels and what coalitions and allies IEA can work with on those panels.
4. Provide suggestions with input from the grassroots political activists on how regions can support this initiative.
5. Provide a comparison of other states' school district boundaries.
6. Provide suggestions for the consolidation or streamlining of other governmental agencies and entities where such streamlining or consolidation results in cost savings to the taxpayers and equal or increased effectiveness of services provided to the citizens of the state.

Passed

New Business Item #6

The IEA RA directs the president and executive director to ensure a process is undertaken to update the Priority One document to encompass any relevant legislative actions or threatened actions at the state and federal level (including any ESEA reauthorization) for presentation to the 2012 IEA RA. Said process shall include opportunity for input from all stakeholders, and a draft shall be presented to the IEA Board of Directors for review no later than the February 2012 board meeting.

Passed

New Business Item #7

The IEA RA directs the Communications Department to undertake a process to maximize the number of members who can be reached electronically both en masse and by appropriate subset. This database capacity should be tested before the closing days of the spring legislative session so it can be used in the 2012 election cycle.

Passed

New Business Item #8

The IEA RA directs the officers, managers, and board of directors to continue to devise and implement ways to make the organization more effective and cost efficient and to report these efforts in next year's proposed budget. The CEOE report, other relevant data and comparisons with other affiliates and appropriate non-profit organizations should all guide this effort. Suggestions that could be addressed during upcoming negotiations with IEASO should be shared with the board of directors.

Passed

New Business Item #9

The IEA RA directs the IEA officers, board and management team to continue to support our brothers and sisters fighting to save their voice by preserving their collective bargaining rights. This support shall include, but not be limited to, the loaning of IEA staff to WEAC. In addition, as needed, IEA shall support other state affiliates as appropriate in defense of collective bargaining and other rights.

Passed

New Business Item #10

The IEA RA directs the Communication Department to make known to members all Koch Brother Enterprises, Walton Foundation, as well as other entities who fund anti-teacher and anti-union campaigns, and the Board of Directors to encourage a boycott of their products.

Passed

New Business Item #11

The RA directs the IEA Director of Business Services to implement a mechanism through which individual members, staff, locals, and regions can make voluntary contributions to the IEA media campaign, above and beyond what is budgeted annually. Members and staff shall be educated about this mechanism using current IEA publications (electronic and/or print), as determined by the president.

Referred to Executive Committee

New Business Item #12

The IEA RA directs the IEA RA planning committee to investigate the possibility of submitting NBIs, and amendments to the legislative platform, bylaws, etc. electronically via dedicated computers made available at the RA.

Referred to Appropriate Committee

New Business Item #13

The RA directs the IEA Executive Officers and management team to form a 'best practices' clearinghouse for teaching strategies and methodologies using existing means and organizational structures. The "Best Practices Clearinghouse" should address all IEA membership categories and will be accessible to all members through the IEA website.

Passed

New Business Item #14

The IEA RA directs the officers and NEA directors to support passage of The Dream Act or any similar federal legislation that provides a pathway for undocumented college students to a Green Card and, eventually, citizenship consistent with relevant NEA governing documents. To that end, the officers and NEA Directors are directed to push this issue at the 2011 NEA RA and report to the next Board of Directors meeting.

Passed

New Business Item #15

The IEA RA directs the IEA RA Planning Committee to investigate moving IEA RAs to locations not owned by the Pritzker family.

Passed

New Business Item #16

The RA directs the President and others as designated by the President to cause the following actions in support of preserving our pensions:

1. Network with other labor organizations and stakeholders with an interest in preserving public pensions (such as, but not limited to, Illinois Retirement Security Initiative members) to both respond to attacks and to develop coordinated efforts to proactively address the pension issues, both short-term and long-term. (List of IRSI members follows rationale)

2. Build upon and utilize work already done by IEA's Government Relations, the Retirement Security Task Force, and other internal sources to develop a user-friendly set of talking points. These talking points will succinctly summarize our position on pension reform and funding and can be quickly and effectively shared in a leader-to-member and member-to-member campaign.
3. Incorporate components of pension issue awareness and member mobilization into future GPA, Board of Directors, SLA, and other governance and staff training events.
4. Develop a "history lesson" that briefly tells the story of the public pensions in which our members are participants (TRS, SURS, IMRF). This will summarize how the plans have developed over time, how the state funding obligations have been underfunded over time, and explain the current underfunding status.
5. Seek volunteers who could be appointed to a "pension cadre" to address groups of members and the public to tell our story about the appropriateness of the current defined benefit pension systems and why they should be sustained.
6. Create a packet of "turn key" materials to use in a coordinated "letter to the editor" campaign across the state, telling our story and addressing the misinformation campaign launched by anti-teacher elements in the business community and the media.
7. Use data from past polls and incorporate pension questions in future IEA and IPACE polling for guidance in how to most effectively communicate with members and the public about pensions.
8. Build on previous Call to Action plans with the goal of engaging every possible member in this fight to save the pensions.

Passed

New Business Item #17

The Representative Assembly recommends the President and Board of Directors to reinstate, as soon as possible, the C.A.P.E. Committee with a change of "combating attacks on public education" through appropriate committee activity.

Passed

New Business Item #18

Failed

New Business Item #19

Failed

New Business Item #20

The IEA RA directs the Grassroots Political Activists (GPA) to consider proposing a bylaw amendment at the 2012 RA that would provide for GPAs to serve as ex-officio delegates to the RA.

Referred to Appropriate Committee

New Business Item #21

Withdrawn

New Business Item #22

The RA directs the President to establish an ad hoc committee to review the campaign practices and procedures for candidates elected at the RA. The committee shall review pre-election campaign activities, the length of the campaign term, and the financial implications of such activities and make a recommendation to the IEA Board of Directors for alternatives which will streamline and more efficiently facilitate the process. The committee shall consider the integration and utilization of the various technologies and social networks available today. This committee shall investigate opportunities for a candidates' forum during existing IEA events to reduce the physical and financial impact on candidates. The committee shall make its recommendation to the IEA Board of Directors no later than February, 2012.

Passed

New Business Item #23

The IEA RA directs the RA planning committee to research ways to provide as many documents as possible electronically.

Referred to Appropriate Committee

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