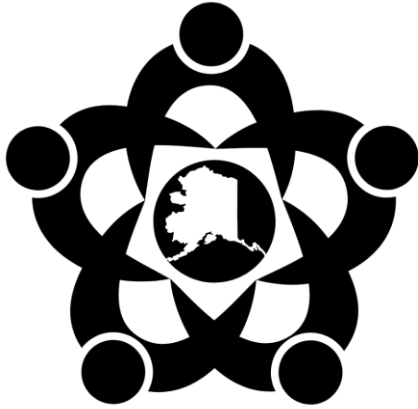


**Education Support Staff Association (ESSA)
Constitution**



EDUCATION
SUPPORT
STAFF
ASSOCIATION

Education Support Staff Association (ESSA) Constitution

ARTICLE I – NAME

This organization shall be known as the “Education Support Staff Association.”

ARTICLE II – PURPOSE

To achieve ESSA’s purpose as outlined in its Constitution and Bylaws which includes being a powerful, united voice for public education employees by providing the opportunity and organizational development to ESSA/NEA-Alaska/NEA members at the building level in the goal areas of advocacy, professional development, member involvement and public affairs for our educational community.

ARTICLE III – MEMBERSHIP

1. Membership shall be comprised of the following two categories:
 - a. General Membership – shall be open to all education support professionals employed by the Fairbanks North Star Borough School District who are employed on a permanent full-time and/or permanent part-time status, and who are members of the bargaining unit.
 - b. Retiree Volunteer– shall be open to retired Association members who have been paying dues continuously to the Association for at least one (1) year immediately prior thereto Retiree Volunteer shall have no continuing dues obligation.
2. Association members agree to abide by the Constitution and Bylaws of the Association.
3. Membership shall be continuous until the member ceases employment, resigns from the Association, or is suspended or expelled.

ARTICLE IV – ELIGIBILITY TO OFFICE

1. To be eligible for election to any office, a member must have been in continuous good standing to the nomination for said office and;
 - a. Must be a member of the general membership.
 - b. Must have been a member of the Association for a period of at least one (1) work year of not less than nine (9) months.
 - c. Must have never been determined grossly negligent of their duties as defined in the Bylaws and as determined by the Executive Board.
 - d. Must have never been determined in violation of Article VIII, Code of Ethics, of this Constitution.
 - e. No two or members of the same family may serve as association officers at the same time.

**Education Support Staff Association (ESSA)
Constitution**

ARTICLE V – OFFICERS

1. The officers of this Association shall be the President, Vice President, Secretary and Treasurer.

ARTICLE VI – EXECUTIVE BOARD

1. The Executive Board shall consist of the officers, general members elected at-large, and one (1) Retiree Volunteer elected at-large. It shall be the executive authority of the Association.
2. Whenever a majority of the Executive Board shall agree that an officer or member-at-large has been grossly negligent of their duties as defined in the bylaws, or is incapacitated, they shall recommend to the membership that the office be declared vacant. The membership may accept the recommendation to vacate the office by a two-thirds majority vote at the next general membership meeting. The vacancy will then be filled in accordance with Article II, 1, C., D., E., F. (Bylaws).

ARTICLE VII – SITE REP COUNCIL

1. The Site Rep Council shall be a policy forming body of the Association. Representative Council shall consist of duly elected building representatives who shall regularly assemble to conduct the business of the Association.

ARTICLE VIII – CODE OF ETHICS

1. Members shall not engage in any act or acts which are contrary to the member's responsibility toward the Association, or which interfere with the performance by the Association of its legal or contractual obligations.
2. Wronging a member by an act or acts (other than an expression of views or opinions), which cause them physical, mental or economic harm, shall not be tolerated.
3. Any executive officer, executive board member-at-large, representative council members, or member of any standing committee shall not behave in a manner that will lose the respect for the Association while on Association business.
4. Disturbing the peace and harmony of any meeting, using abusive or offensive language, creating or participating in any disturbance, harassing another member, or being intoxicated in or around an Association meeting shall not be tolerated.

**Education Support Staff Association (ESSA)
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5. Members shall not fraudulently receive or misappropriate any monies of the Association.
6. Members shall not willfully commit Fraud in connection with voting for candidates for office or for delegates to conventions.

ARTICLE IX – AMENDMENTS

1. Amendments to this Constitution shall be presented at a general membership meeting. The following general membership meeting members shall vote upon the amendment. Adoption of the amendment shall be a 2/3 affirming majority of the members present.

ARTICLE X – REVIEW AND REVISION

1. President shall appoint a committee for the purpose of reviewing and/or proposing amendments to the Constitution, Bylaws, and Policy Manual at least every three (3) years. Starting in year 2017. Motion Carried

[Revised: September 13, 1981; March 17, 1984; March 2, 1985; March 1, 1986; November 8, 1986; February 14, 1987; February 13, 1988; May 13, 1989; January 13, 1990; March 3, 1990; February 8, 1992; January 9, 1993; March 19, 1994; January, 1995; November 1996; May 16, 1998; October 17, 1998; April 17, 1999; January 15, 2000; January 20, 2001; January 19, 2002; January 18, 2003; January 17, 2004, April 16, 2005, January 14, 2006, March 6, 2006; October 2007, April 2008; October 24, 2009, April 24, 2010; January 21, 2012; January 18, 2014; January 2018; April 13, 2019; April 18, 2020; April 16, 2022]