

Amendments

Amendments to Standing Rules, Constitution & Bylaws

STANDING RULE AMENDMENT 1

ADOPTED

Rule 6. Order of Business and Debate

The text of new business items will be shown on the screen.
Amendments to new business items will be shown with additions inserted and underlined and deletions with a strikethrough.

STANDING RULE AMENDMENT 2A

DEFEATED

STANDING RULE AMENDMENT 2B

WITHDRAWN

STANDING RULE AMENDMENT 2

DEFEATED

STANDING RULE AMENDMENT 3

WITHDRAWN

STANDING RULE AMENDMENT 4

ADOPTED

D. Advance Publicity. Candidates for executive office or membership on the Executive Committee may file their intention in writing with the executive director of the NEA, along with a picture and candidate statement. The executive director of the NEA shall publish in an NEA publication sent to Active members the

picture and candidate statement of each candidate who has filed and presented such statement by March 15 [April 1]. The eligibility of such candidates shall be verified prior to publication.

The Association shall mail to all delegates a brochure, no larger than 8 1/2 by 11 inches, for each candidate for executive office or membership on the Executive Committee with the candidate's approval. Subject to legal requirements, the content of the brochure shall be determined by the candidate, who shall provide the Association with camera-ready art for the brochure. Such artwork shall be received at the NEA headquarters building no later than May 1. The Association shall pay printing, mailing, and handling costs for such brochure.

In the event a candidate chooses to have printed his or her brochure for distribution to all delegates in the one-time mailing, the brochure shall be one (1) page, no larger than 8 1/2 by 11 inches; shall be supplied in sufficient number for all delegates; and shall be received at NEA Headquarters by May 15. There shall be no charge to such candidates for inclusion in the mailing.

IMPACT STATEMENT: Standing Rule 12.D provides that the executive director of NEA shall publish in an NEA publication sent to Active members the picture and candidate statement of each Executive Committee or executive office candidate who has filed as a candidate and presented such materials by April 1. The content of the candidate statement is left to the discretion of the candidate, provided that the content complies with legal requirements. The typical publication deadline for the NEA publication sent to Active members prior to the Representative Assembly is April 1.

This amendment would change the submission deadline from April 1 to March 15, permitting additional time for candidate statement review by NEA to assure legal compliance prior to the NEA publication deadline.

Contact: Committee on Constitution, Bylaws, and Rules

CONSTITUTIONAL AMENDMENT 1

TITLE: To permit persons who are Active (or equivalent) members of a state affiliate, to be eligible for Active membership in NEA.

Article II. MembershipSection 2. Membership Eligibility: Provisions and Limitations.

a. Membership, as provided in the Bylaws, shall be open to persons who are: (i) engaged in the profession of teaching or in other educational work; or (ii) members of a state affiliate in the state affiliate's membership category that is equivalent to the Association's Active membership category. All members of the Association [who] shall agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws.

(Sections b. through d. are unchanged.)

Bylaw 2. MembershipBylaw 2-1. Categories.b. Active membership shall be open to any person (i) who is employed by or in a public school district, public or private preschool program, public or private college or university, or other public institution devoted primarily to education, regardless of the specific nature of the functions that the person performs at the work site and regardless of who actually employs the person; (ii) who is employed by a public sector employer other than a school district, college or university, or other institution devoted primarily to education but who is employed primarily to perform educational functions; (iii) who is on limited leave of absence from the employment described in items (i) and (ii) above; [or] (iv) who is a

member of a state affiliate in the state affiliate's Active (or equivalently designated) membership category; or (v) who is serving as an executive officer of the Association or of a state or local affiliate. The Association shall continue to allow Active membership to those Active members (i) who have been laid off due to a reduction in force for as long as such persons are eligible to be recalled, or for three (3) years, whichever is longer; or (ii) who have been discharged for as long as a legal challenge to such discharge is pending.

Notwithstanding any other provision in these Bylaws, a person who is an Active member of the Association pursuant to Bylaw 2-1(b) (iv) may continue such membership only if he or she remains a member of the state affiliate in the Active (or equivalently designated) membership category.

(Section a., remainder of section b., and sections c. through j. are unchanged.)

2-7. Membership Dues.a. Dues of Active members engaged in or on limited leave of absence from professional educational employment shall be .00225 times the national average annual salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar) plus .00055 of the national average annual salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar) to be allocated to UniServ grants according to the policy of the Board of Directors. The computation shall be based on salary data for the prior year as determined by NEA Research.

The dues of an Active member who has left professional educational employment to serve as an executive officer of the Association or of a state or local affiliate shall be equal in amount to the dues of an Active member engaged in or on a limited leave of absence from professional educational employment.

Dues of Active members who are employed in or on limited leave of absence from education support professional positions shall be determined in the same manner as the dues of Active members engaged in professional educational employment except that the national average annual salary of school employees in education support positions shall be used in the formula and the dues shall in no event be less than one-half (1/2) the dues of Active members engaged in professional educational employment. The portion of said dues allocated to UniServ grants shall be equal in amount to that allocated on behalf of Active members engaged in professional educational employment.

The dues of an Active member who has left an education support professional position to serve as an executive officer of the Association or of a state or local affiliate shall be equal in amount to the dues of an Active member employed in or on a limited leave of absence from an education support professional position.

The dues of persons who are Active members of the Association pursuant to Bylaw 2-1(b) (iv) shall be equal in amount to the dues of similarly situated Active members who are either (i) engaged in or on limited leave of absence from professional educational employment, or (ii) employed in or on limited leave of absence from educational support positions, based on the categorization used by the state affiliate to determine the state affiliate's dues for such persons.

(Remainder of section a. and sections b. through m. are unchanged.)

n. (1) Except as otherwise provided in Bylaw 2-7.n (2) with regard to members of certain dual-national local affiliates, or in Bylaw 8-11(c) with regard to persons eligible for Active membership in the Association pursuant to Bylaw 2-1(b) (iv), members of a dual-national state affiliate shall maintain membership in the

Association and the American Federation of Teachers where eligible, and the total combined national dues that such members pay shall be not less than the Association dues for members in the relevant membership category.

(Sections o. through p. are unchanged.)

Bylaw 8. Affiliates and Special Interest Groups**Bylaw 8-11. Standards for State Affiliates.**The Association shall not affiliate a state association, including a dual-national state affiliate, unless it meets the following minimum standards:

(Sections a. and b. are unchanged.)

c. Except as otherwise provided below, [T] the affiliate shall require membership in the Association and in its local affiliate where eligible.

If an affiliate enrolls education support professionals in any membership category and as a matter of policy seeks to recruit and represent such members, the affiliate (i) shall grant them full rights of participation and (ii) shall require them to be members of the Association and its local affiliate where eligible.

The affiliate shall require Student membership in the Association for its student members.

The affiliate shall require Retired membership in the Association for its retired members provided the affiliate has a membership category for retired members and provided the affiliate grants such members at least the right to serve as delegate to its delegate assembly or equivalent body and to be counted toward the representation entitlement for such body. Upon the vote of the board of directors or the equivalent governing body of the affiliate, this requirement shall not apply to persons who were retired members of the affiliate during the 1984-85 membership year if

such members (i) had the aforesaid governance rights during the 1984-85 membership year or (ii) are granted the aforesaid governance rights subsequent to the 1984-85 membership year.

The affiliate shall require substitute membership in the Association for its substitute members.

The affiliate shall require Active membership in the Association for its Active (or equivalently designated) members where eligible, provided that persons who, during the 2009-2010 membership year, were Active (or equivalently designated) members of the affiliate but were not eligible for Active membership in the Association shall be exempt from this requirement ("grandparented affiliate members"). The exemption for grandparented affiliate members may be waived by the board of directors (or equivalent governing body) of the affiliate. A waiver of the exemption for grandparented affiliate members, by action of the board of directors (or equivalent governing body) of the affiliate, shall be irrevocable.

(Sections d. through h. are unchanged.)

IMPACT STATEMENT:Constitutional Amendment 1 is composed of an amendment to Article II, Section 2(a), of the Constitution as well as companion amendments to Bylaws 2-1(b), 2-7(a and n), and 8-11(c).

As Constitutional Amendment 1 cannot be implemented without supporting Bylaw amendments, this series of amendments is presented for consideration as a single package of interdependent amendments requiring a two-thirds (2/3) vote for adoption. Under NEA Standing Rule 11.C.2(c), Bylaw amendments that are contingent on the adoption of amendments to the Constitution "shall be deemed to have failed unless the proposed amendment to the Constitution is adopted." Therefore, this package of

interdependent amendments shall require a single vote.

This package of amendments, hereafter referred to as the "state gateway amendment," would permit persons who are Active (or equivalent) members of a state affiliate to be eligible for Active membership in NEA.

Article II, Section 2(a) of the NEA Constitution provides that membership in NEA shall be open to persons engaged in the profession of teaching and in other educational work, as provided in the Bylaws, and that members must agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws.

At present, there are eight (8) state affiliates that accept as Active members, nurses and other healthcare employees or municipal employees who are not currently eligible for NEA Active membership. There are approximately 6,000 such employees represented across these affiliates. The "state gateway amendment" would establish that NEA Active membership would be open to all persons who are members of a state affiliate in the state affiliate's Active membership category.

Bylaw 2-1(b) sets forth specific qualifying criteria for the NEA Active membership category. The "state gateway amendment" would specify within this Bylaw that NEA Active membership is open to any person who is a member of a state affiliate in the state affiliate's Active category, or a category that is equivalent to it. The amendment clarifies that, without exception, persons who become Active NEA members by virtue of this new provision must remain Active members of the state affiliate if they are to remain eligible to Active membership in NEA.

Dues for NEA Active members are described in Bylaw 2-7(a) and fall into two basic employment groupings: Education Support

Professionals and those engaged in professional educational employment. NEA relies on each affiliate to use comparable dues grouping for its Active members in order to facilitate the transmittal of NEA Active membership dues. Under the proposed amendment to Bylaw 2-7(a), dues for individuals who become eligible for NEA Active membership through the "state gateway amendment" provision would be determined based on the dues category used by the state affiliate. By way of example, some affiliates currently classify school nurses as certified professionals, while others classify them as education support professionals; the NEA Active dues are paid accordingly. The same process would be used for persons eligible for Active NEA membership under the "state gateway amendment." The amendment proposed under 2-7(n) clarifies that there are dues exceptions related to the Association's unification requirement and that those exceptions are provided under Bylaw 8-11(c).

Unification as provided in Bylaw 8-11 requires that any member of an affiliate eligible to vote, seek office, or otherwise participate in the affairs of the affiliate shall belong to the NEA in the membership category for which he or she is eligible. For example, if an affiliate has a Student membership category, the affiliate shall require Student membership in the Association for its student members. The proposed amendment to 8-11(c) would continue the unification requirement for individuals that become NEA Active members pursuant to the "state gateway amendment" after the effective date of the amendment. However, the amendment provides a unification exemption for those state affiliate Active members who are not eligible for NEA Active membership in the 2009-2010 membership year. The state affiliate has the option to unify these members by affirmative vote. This same exemption, as is indicated in the amendment to 2-7(n), extends to Active members of merged affiliates who are currently ineligible for NEA Active membership in 2009-2010. Should any state affiliate choose to unify such members, these members shall be required to pay

NEA Active dues in return for the services and privileges that come with NEA Active membership.

Contact Person: Guy Stanley, Tennessee Companion Bylaw amendments sponsored by the Board of Directors

CONSTITUTIONAL AMENDMENT 2

TITLE: To establish that election to the Board of Directors as an at-large director constitutes election to the Representative Assembly for all purposes except voting in elections for Association Officers.

Article III. Representative Assembly Section 3. Election of Delegates.

a. Members of the Representative Assembly shall be elected in accordance with the one-person–one-vote principle. Specific exceptions to the application of this principle may be set forth in this Constitution and/or the Bylaws.

b. Election to the Board of Directors by the Active NEA members within the state shall constitute election to the Representative Assembly for all purposes. Election to the Board of Directors by the Active NEA members elected to serve as delegates to the state representative body shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Election to the Board of Directors as an at-large director or a retired or student director shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Election to executive office or to the Executive Committee shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Election to the presidency of a state affiliate by vote of members in the state who are eligible to vote in such election shall constitute election to the Representative Assembly for all purposes.

Election to the presidency of a state affiliate by the state representative body shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers. Selection as chairperson of the Advisory Committee of Student Members shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Election to the presidency of National Education Association-Retired shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

c. Election of delegates to the Representative Assembly shall be by secret ballot for each individual position. The NEA members within each membership group entitled to delegate allocations as set forth in the Constitution and the Bylaws shall be eligible to vote.

d. If the number of candidates for delegate positions is equal to or less than the number of positions to be filled, elections may be waived, and the candidates declared elected to the delegate positions in question.

IMPACT STATEMENT:It has been a longstanding practice of NEA that election as an at-large member of the Board of Directors also constitutes election as an ex officio delegate to the Representative Assembly (RA) — *i.e.*, a delegate for all purposes

except voting in elections for NEA officers. The current version of the *Campaign and Election Regulations for NEA Offices* expressly references this ex officio status for the at-large directors. Although Article III, Section 3, of the Constitution expressly provides ex officio status for other NEA directors, it does not provide ex officio status for at-large directors. If this amendment is adopted, election to serve as an at-large director on the Board of Directors will also constitute election as an ex officio delegate to the RA for all purposes except voting in elections for Association officers.

Contact: NEA Board of Directors

CONSTITUTIONAL AMENDMENT 3

TITLE: To eliminate staggered terms for executive officers.

Article IV. Executive Officers Section 3. Elections, Terms, and Salaries.

a. Beginning in 1993 and each third year thereafter, the President and the Vice President shall be nominated at and elected by the Representative Assembly at the Annual Meeting in accordance with this Constitution, the Bylaws, and the Standing Rules.

b. Beginning in [1994] 2014 and each third year thereafter, the Secretary-Treasurer shall be nominated at and elected by the Representative Assembly at the Annual Meeting in accordance with this Constitution, the Bylaws, and the Standing Rules.

In an election for President, Vice President, or Secretary-Treasurer, if there is only one (1) candidate for the position, the Chair shall declare such candidate elected.

c. The terms of the President, of the Vice President, and of the

Secretary-Treasurer shall be three (3) years beginning September 1 following their election, except that the term of the Secretary-Treasurer elected in 2012 shall be two (2) years. Each executive officer shall remain in office through August 31 of the year in which a successor is elected, unless otherwise provided in this Constitution. An executive officer shall serve no more than two (2) terms in the office to which elected.

d. The executive officers shall serve full time; their salaries shall be established by the Board of Directors.

IMPACT STATEMENT:Article IV, Sections 3(a) and (b), of the NEA Constitution provide that every third year following 1993, the Representative Assembly (RA) will vote for the President and Vice President, while every third year following 1994, the RA will vote for the Secretary-Treasurer. This, in effect, staggers the terms of the executive officers.

Under the current practice, a Secretary-Treasurer could forgo the final year of his/her term and run for Vice President, creating a potential vacancy in the office of Secretary-Treasurer. The vacancy would be "potential" because it is contingent upon a subsequent event, the Secretary-Treasurer being elected Vice President. If the Secretary-Treasurer is not elected Vice President, there would be no vacancy. A potential vacancy in the office of Secretary-Treasurer occurred in 2008.

If this amendment is adopted, it will become effective in the 2010-2011 membership year and will eliminate the staggered terms of the executive officers following a transition election in 2012. The term of the Secretary-Treasurer elected at the 2012 RA will be for two years and the following election for that office will be in 2014 – the same year as the regularly scheduled elections for President and Vice President. A summary of executive officer elections for 2011 and thereafter is provided below.

20 Elect President and Vice President for three year terms

11

20 Elect Secretary-Treasurer for a two year term

12

20 Beginning in 2014 and every three years thereafter, elect President, Vice P.
14 terms.

Contact: NEA Board of Directors

CONSTITUTIONAL AMENDMENT 4

TITLE: To authorize that a state director may be elected for one year or two years to fill a vacancy or achieve a staggering of terms.

Article V. Board of Directors Section 2. Terms of Office.

a. The terms of office of NEA state, at-large, and retired directors shall be three (3) years, except that a state director may be elected for one year or two years to fill a vacancy or achieve a staggering of terms.

b. NEA state and at-large directors shall serve no more than two (2) terms. Prior service as a student director shall not be counted toward the two (2) term limit for state and at-large directors.

c. Retired directors shall serve no more than two (2) terms. Prior service on the Board of Directors in a position other than a retired director position shall not be counted toward the two (2) term limit for a retired director.

d. All candidates for NEA state director shall have been Active members of the Association for at least two (2) years immediately preceding the election. All state directors shall maintain throughout their terms of office Active membership in the Association.

e. Retired directors shall maintain Retired membership throughout

their terms of office.

f. Student directors shall serve terms of one (1) year and may not serve more than two (2) terms. The directors shall be Student members of the Association.

IMPACT STATEMENT: Article V, Section 1, of the Constitution provides that the NEA Board of Directors shall consist of at least one (1) director from each state affiliate and that a state affiliate shall be entitled to an additional director for each 20,000 Active members of NEA. Section 2(a) of this Article provides that terms of all directors shall be three (3) years. The NEA governing documents do not authorize the creation of terms that are less than three years for state directors.

If adopted, this amendment will permit state affiliates the flexibility to elect a state director for one or two years to fill a vacancy. The amendment will allow multi-director state affiliates to stagger the terms of state directors so those affiliates can always be represented on the Board of Directors by at least one experienced director.

Contact: NEA Board of Directors

CONSTITUTIONAL AMENDMENT 5

TITLE: To establish Active membership requirements for at-large directors.

Article V. Board of Directors Section 2. Terms of Office.

The terms of office of NEA state, at-large, and retired directors shall be three (3) years.

NEA state and at-large directors shall serve no more than two (2) terms. Prior service as a student director shall not be counted toward the two (2) term limit for state and at-large directors.

a. Retired directors shall serve no more than two (2) terms. Prior service on the Board of Directors in a position other than a retired director position shall not be counted toward the two (2) term limit for a retired director.

b. All candidates for NEA state and at-large directors shall have been Active members of the Association for at least two (2) years immediately preceding the election. All state and at-large directors shall maintain throughout their terms of office Active membership in the Association.

c. Retired directors shall maintain Retired membership throughout their terms of office.

d. Student directors shall serve terms of one (1) year and may not serve more than two (2) terms. The directors shall be Student members of the Association.

IMPACT STATEMENT: Article V, Section 2(d), of the Constitution provides that candidates for state director shall have been Active members of the Association for at least two years immediately preceding their election, and that state directors shall maintain Active membership throughout their terms of office. Although it has been NEA practice to impose the same requirements on at-large directors, the NEA governing documents do not so provide.

If adopted, this amendment will require candidates for at-large director positions to have been Active members of the Association for at least two (2) years immediately preceding the election and will require that at-large directors maintain Active membership in the Association throughout their terms of office.

Contact Person: NEA Board of Directors

CONSTITUTIONAL AMENDMENT 6

WITHDRAWN

BYLAW AMENDMENT 1

TITLE: To establish that NEA takes a position of "no position" on the issue of abortion.

Bylaw 1. Objectives**Bylaw 1-1. Specific Objectives.**(Text location will be determined by the Committee on Constitution, Bylaws, and Rules in the event the location conflicts with another amendment.)

- **k.** The NEA takes a position of 'no position' on the issue of abortion.

IMPACT STATEMENT: Adoption of this amendment would prohibit NEA from taking a position in support of, or in opposition to, any issue relating to abortion in resolutions and new business items, litigation, legislation, and/or any other context. By way of example, the amendment would (1) require a revision of Resolution I-16 (Family Planning) to make clear that NEA's support for family planning does not include the right to an abortion; (2) prohibit NEA from supporting a woman's right to have or refuse to have an abortion; (3) prohibit NEA from filing an *amicus curiae* brief or otherwise participating in litigation seeking to overturn or limit the protections that *Roe v. Wade* provides for a woman's right to have an abortion; or (4) lobbying for or against

legislation regarding abortion.

Contact Person: Christine E. Nowak, New York

BYLAW AMENDMENT 2

TITLE: To establish that NEA takes a position of "no position" on the issue of same-gender marriage.

Bylaw 1. Objectives
Bylaw 1-1. Specific Objectives.(Text location will be determined by the Committee on Constitution, Bylaws, and Rules in the event the location conflicts with another amendment.)

- **k. The NEA takes a position of 'no position' on the issue of same-gender marriage.**

IMPACT STATEMENT: Adoption of this amendment would prohibit NEA from taking a position in support of, or in opposition to, any issue relating to same-gender marriage in resolutions and new business items, litigation, legislation, and/or any other context. By way of example, the amendment would invalidate Section 5 of New Business Item 2009-E, which provides that:

- NEA recognizes that the term "marriage" has religious connotations and that same-sex marriages may not be compatible with the beliefs, values, and/or practices of certain religions. Because of its support for the separation of church and state and the right to religious freedom guaranteed by the First Amendment to the United States Constitution, NEA supports the right of religious institutions to refuse to perform or recognize same-sex marriages.

Adoption of this amendment would not prohibit NEA from opposing the discriminatory treatment of same-gender couples or expressing its belief that such couples should have the same legal

rights and benefits as similarly-situated heterosexual couples.

Contact Person: Ruth Boyatt, Ohio

BYLAW AMENDMENT 2A

TITLE: To eliminate provisions within the Bylaws establishing an NEA Associate membership category that cannot be implemented without Constitutional authorization.

Bylaw 2. Membership**Bylaw 2-1. Categories.**a. There shall be six (6) [seven (7)] categories of membership in the Association: Active, Student, Retired, Substitute, Reserve,[Associate,] and Staff.

(Sections b. through f. are unchanged.)

[g. Associate membership shall be open to any person who is interested in advancing the cause of public education but who is not eligible for any other Association membership category. Associate members shall be eligible to receive such benefits and services authorized by the Board of Directors.]

(Sections h., i., and j. are renumbered.)

Bylaw 2-7. Membership Dues.[1. Dues of Associate members shall be established by the Board of Directors.](Sections a. through k. are unchanged and sections m. through p. are renumbered.)

IMPACT STATEMENT:Bylaw Amendment 2A is composed of amendments to Bylaw 2-1 and 2-7 for consideration as a package requiring a majority vote of delegates for adoption.

NEA Bylaws 2-1 and 2-7 establish an Associate membership

category for persons who are interested in advancing the cause of public education, but are not eligible for any other membership category; and establish that the dues, services and benefits for Associate members be determined by the Board of Directors. The provisions related to the Associate membership category were adopted by the 2006 Representative Assembly (RA). For the Associate membership category provisions in these Bylaws to be implemented, Constitutional authorization is required.

In 2006, delegates considered an amendment to the Constitution as well as companion Bylaw amendments that were intended to establish and implement a category for Associate membership in NEA. The amendment to the Constitution, which would have authorized the Associate category, failed; however, the companion Bylaw amendments were adopted. As a result, the Bylaws currently include provisions for an Associate membership category — a seventh category — that cannot be implemented without Constitutional authority.

Delegates to the 2007 and 2008 Representative Assemblies considered subsequent amendments that would have provided Constitutional authorization for the Associate membership category, but in both years these amendments failed.

The Bylaw provisions under sections 2-1 and 2-7 that were adopted in 2006 continue to appear in the Bylaws, even though they are of no effect. Bylaw Amendment 2A, if adopted, would remove from Bylaws 2-1 and 2-7 those provisions related to the Associate membership category and the Bylaws would reflect the six (6) NEA membership categories currently in effect.

Contact: Committee on Constitution, Bylaws, and Rules

BYLAW AMENDMENT 3

TITLE: To provide a procedure for the filling of vacancies in state alternate director positions.

Bylaw 5. Board of Directors**Bylaw 5-6. Alternate Directors.**h. Vacancies in the position of alternate director for a state shall be filled upon recommendation of the state association by the Board of Directors when in session, or when not in session, by the Executive Committee.

IMPACT STATEMENT:NEA Bylaw 5-6(a) permits a state to elect an alternate director to serve in the place of a state director who is unable to attend a meeting of the NEA Board of Directors. If a state elects an alternate director and the position becomes vacant, this amendment would direct the Board of Directors when in session, or when not in session, the Executive Committee, to fill the position upon recommendation of the state association. Persons filling such vacancies would be from the same education position as the alternate director being replaced and would serve until the first opportunity for election of a successor alternate director in accordance with the regular election procedure.

Contact Person: Linda Ellington, Arkansas

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