

Marana
Education
Support
Professionals

Constitution

January 23, 2009



MESP CONSTITUTION

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CONSTITUTION OF THE MARANA EDUCATIONAL SUPPORT PROFESSIONALS

ARTICLE I - NAME

The name of this Association shall be Marana Educational Support Professionals (MESP).

ARTICLE II - AFFILIATION

The Association shall affiliate with the Arizona Education Association and the National Education Association under their standards of affiliation.

ARTICLE III - PURPOSE

Section 1: To unify and strengthen school support professionals (classified/non-certified employees) so as to enable members to speak with a common voice on all matters of mutual concern and to represent individual and common interests of members before the Governing Board, Administration and other legal authorities.

Section 2: To promote the general welfare of the school district, to advance standards and to establish and maintain good community relations.

Section 3: To develop and promote a continuing program to secure and maintain better employment benefits, uniform practices, sound retirement systems and improvements in terms and conditions of employment.

ARTICLE IV - MEMBERSHIP

Section 1: Eligibility
Membership in the Association shall be open to all persons employed as school support professionals (classified/non-certified employees) in the Marana School District except those individuals holding positions as supervisors or managers of classified employees.

Section 2: Requirements
Membership shall be continuous until the member leaves the school district, resigns by a signed letter to the local President before September 1, or fails to pay membership dues.

Section 3: Affiliation
Members of the Association shall also be members of the Arizona Education Association and the National Education Association.

Section 4: Types of Membership
There shall be two (2) types of membership in this Association:

1. Active/ voting - Limited to regularly employed support staff professionals.
2. Retired - Active members upon retirement may continue to enjoy all rights and privileges of active members provided by the local

Association except the right to vote and to be elected to office, by payment of local annual dues as a retired member. Retired membership is also available in the AEA/NEA with the payment of their annual dues.

Section 5: Rights of an Active Member

- a) Each active member shall have the equal rights and privileges within the Association to nominate candidates for office; to vote in elections or referenda of the Association; to attend membership meetings; to participate in the deliberations and voting upon the business of such general membership meetings.
- b) Each member shall be guaranteed "due process." No member shall be fined, suspended, expelled or otherwise disciplined except for non-payment of dues without being served with specific written charges and given full "due process" rights including an administrative hearing before the Executive Board.

ARTICLE V - OFFICERS

Section 1: Composition

The officers of the Association shall consist of:

- a) President
- b) Vice-President
- c) Secretary
- d) Treasurer
- e) Immediate Past-President

Section 2: Installation

The officers shall be elected in April and shall assume office July 1 for a term of two (2) years.

Section 3: Recall of an Officer

Officers of the Association shall serve their terms as long as they perform the duties of their office to the satisfaction of the membership. When an officer is charged with misconduct or nonperformance, such officer may be removed by notification and due process.

- a) Recommendation for recall can be made by the submission of a petition containing the signatures of 20% of the active membership to the Executive Board or by 40% of the Executive Board.
- b) The Executive Board shall notify in writing any officer who has been recommended for recall.
- c) Any officer may appeal, in writing, to the Executive Board.
- d) The Executive Board shall schedule hearings, to review the recommendations of recall of an officer.

- e) The report of those hearings shall be made available to the membership.
- f) A general membership meeting shall be called no later than two weeks after the issuance of the report.
- g) Such recall shall be determined by a majority vote of the membership in attendance at said meeting.
- h) An election shall be called within thirty (30) days of receipt of the petition to recall. The recalled officer shall, if she /he desires, be placed on the ballot along with any other nominated candidates.

Section 4: Term Limit
Officers shall serve no more than two consecutive terms in the same office, if duly elected.

Section 5: Vacancy in the office of President
In the event of vacancy in the office of the President, the Vice-President shall become President and serve until the next regularly scheduled election.

ARTICLE VI - Executive Board

Section 1: Definition
The policy-forming body of the Association shall be the Executive Board.

Section 2: Composition
The Executive Board shall consist of the Officers and Association Representatives elected from each work site.

Section 3: Election of Association Representatives
At each work site in the Marana Public School District, those persons who are active members of this Association shall elect for a term of one year one representative to the Executive Board for every ten (10) members or major fraction thereof.

- a) The Association shall guarantee ethnic-minority representation on its Executive Board at least proportionately to its active ethnic-minority membership.
- b) The Association shall provide the opportunity for the election of At Large Ethnic-Minority representation to ensure proportionate ethnic-minority representation.

Section 4: Association Representative Duties
The building or work site representative or designee shall call meetings of the Association members within their buildings or work sites to discuss Association business, appoint such building committees as the Association may require, and

organize and oversee the subsequent elections of representatives, the enrollment of members, and two-way Association communication within the building.

Section 5: Meetings

Any member of the Association who is not a member of the Executive Board may attend the meetings, shall sit apart from the voting body, but shall receive permission to speak.

ARTICLE VII - AMENDMENTS

Amendments to the Constitution may be made by a two-thirds majority of the active members of the Association voting in a regular or special election called for this purpose, provided that:

- a) Each amendment has been previously introduced at a regular meeting of the Executive Board.
- b) The Executive Board has caused copies to be posted of the proposed amendments along with the meeting date and time, at each building/site at least two (2) weeks prior to the conduction of the election.