

GOVERNANCE DOCUMENTS

This document contains the current WEAC new business item (adopted by the WEAC Board per standing rules adopted for the virtual 2020 WEAC RA) and resolutions adopted by the 2019 Representative Assembly, WEAC Constitution, WEAC Legislative Agenda, and the Standing Rules for the WEAC Representative Assembly. Given the 2020 Virtual WEAC RA, no additional new business items were adopted and no changes were made to the Resolutions or Constitution and Bylaws.

Questions, comments and recommendations relating to the content or format of this booklet may be directed to Ann Caruso at WEAC, P.O. Box 8003, Madison, Wisconsin, 53708, or by email at carusoa@weac.org.



Mission, Vision, and Values

The Wisconsin Education Association Council

Our Mission

The members of the Wisconsin Education Association Council advocate for great public education for the common good.

Our Vision

Public educators are respected partners in developing an innovative and responsive educational system within each community that creates caring and responsible citizens of a global society.

Our Core Values

The Wisconsin Education Association Council is committed to making a difference for the common good through advocacy, collaboration, professionalism, social justice, and economic security.

Advocacy: *We believe public educators along with families and communities have the expertise to ensure that all students receive a high-quality public education. As education professionals, we believe all students are entitled to a high-quality public education that promotes and advocates for democracy, equity, social justice, just workplaces, and economic security across all communities.*

Collaboration: *We believe the common good is achieved through partnerships between, and within, labor, business, government, community organizations, and educational systems. We believe when we work together to provide high-quality public education through best practices we can unify communities for the benefit of all.*

Professionalism: *We believe student-centered decision making should be at the heart of all educational systems. All education professionals must be included in decision-making processes as we are best equipped to determine what is most appropriate for students and the profession. We believe all educators should be treated with respect, meet high quality professional standards, have access to relevant professional development, mentorship and support, and be evaluated through a growth model.*

Social Justice: *We believe equal access to a high-quality public education is a human and civil right and is fundamental to our democracy. As education professionals, we believe all educational systems should be inclusive, where the individual rights of all are respected and where the cultural values and contributions of all segments of the community are valued and honored.*

Economic Security: *We believe that quality of life throughout our communities in Wisconsin depends upon a living wage for all, fair labor practices, affordable access to high-quality healthcare, paid leave, fully-funded pension and retirement, and a fairly and equitably funded public education system for students of all ages.*

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2020 NEW BUSINESS ITEM

New Business Item #1

In 1974, while engaged in a bitter strike, 84 members of the Hortonville Education Association, an affiliate of WEAC-Fox Valley/WEAC/NEA, were unjustly fired and unduly replaced by their school district. WEAC condemns the strikebreakers who crossed the picket line in Hortonville. WEAC honors the Hortonville Education Association members who pulled together to improve learning conditions for students and working conditions for educators everywhere. True, they sacrificed their jobs – but they sacrificed much more than that. After their struggle, no one could ever deny collective bargaining is a fundamental right. Let us honor the Hortonville 84 by emulating their resolve. Let us respect the courage of the HEA by “pulling together” and restoring our rights. This policy is to be reviewed annually by the WEAC Representative Assembly.

2020-21 WEAC Resolutions

Foreword

The opinions, intents, beliefs and positions of the Wisconsin Education Association Council, hereafter referred to as the WEAC or the Council, are expressed by the resolutions adopted annually by the Representative Assembly. Resolutions state matters of current importance and serve as policy direction for the officers and staff. The number in bold parentheses at the end of each resolution indicates the number of that resolution in last year's document. The italicized two-digit number at the end of the resolution indicates the most recent year in which the resolution was amended.

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A. Serve as the State's Voice for Education

Promote Quality Education, Curriculum, and Assessment

A-1 Vision for Great Public Schools

The WEAC believes free public education is the cornerstone of our social, economic and political structure and is of primary significance for the development of our moral, ethical, intellectual and multicultural values. The Council opposes any attempt to diminish a free public education.

The WEAC believes the State of Wisconsin is obligated to provide an effective public educational experience for all students from preschool through twelfth grade at public expense. The Council further supports expanding the scope of public education to encourage lifelong adult education services without eroding any current programs.

The WEAC believes that local school districts, local education associations, and WEAC members should be allowed to experiment with and formalize new forms of instructional decision-making. The Council also supports educational innovations which will enhance student learning, and protect student and employee rights.

The WEAC believes that every student has the right to attend a great public school. To assure that opportunity, the members of the Council must solicit parent and community involvement to enhance public support for and maintain the quality of Wisconsin's public schools. 18

A-2 The Basic Skills

The WEAC believes that free public education must prepare students to be responsible citizens to the best of their abilities, to read literally and inferentially, think critically, write accurately and coherently, communicate orally, compute effectively, recognize the importance of natural and physical sciences to a technological society, and appreciate the aesthetic qualities of life. 17

A-3 DPI Practices

The WEAC believes that the DPI should be highly supportive of improving the educational environment. The Council believes that the DPI should be a consistent advocate for education employees and students. The Council supports regulations that would put licensed and practicing public school educators in DPI positions.

The Council further believes the intent of legislative standards for education should be applied to schools directly managed by the State of Wisconsin. 18

A-4 Education for Employment

The WEAC believes that a goal of education is to provide all individuals, preschool through adulthood, opportunities to become effective, productive citizens. To achieve this goal, education for employment must be interwoven into the educational system to aid individuals in career selection. 93

A-5 Career and Technical Education

The WEAC believes that preparation of students for vocations and productive, satisfying employment is a basic goal of secondary and post-secondary education. A continuing comprehensive program for training, retraining, advancement, and promotion should be provided for youths and adults.

The Council further supports cooperative work and apprenticeship programs that involve the public schools as equal partners with government and private sector employment and training programs. These programs should supplement, not supplant, the career and technical programs provided in the public schools and technical colleges.

Further, the Council affirms our belief that the most appropriate environment for high school students during regularly scheduled school hours is in public school system programs. The Council rejects attempts to manage our student populations as easily accessed pools of available labor. 18

A-6 Distance Education and Virtual Schools

The WEAC believes that virtual schools and distance education must provide the same quality education and meet the standards demanded and expected of all public schools.

The Council believes virtual school and distance education employees must be bargaining unit members, and their working conditions shall be subject to local collective bargaining agreements. These educators shall be licensed in Wisconsin and certified in the content area in which they instruct.

Virtual school and distance learning courses should have a maximum student-teacher and support staff ratio that is comparable to face-to-face student-teacher and support staff ratios found in traditional brick-and-mortar schools.

The Council believes that personal interaction between students and educators is a component of quality education. Virtual school and distance learning courses must include direct, individualized synchronous feedback to students on a regular basis. *09*

A-7 Telecommunications Technology

The WEAC recognizes the advancement and application of instructional technology and high-technology devices, as well as materials that provide new opportunities for developing skills, furthering research, and expanding knowledge in our society. The Council believes that every classroom should have equal access to the resources necessary to make full use of telecommunication. *10*

A-8 Achievement Gap / Society Gap

The WEAC recognizes that students of all races, ethnicity, language and socio-economic status need the skills and tools to read, compute, critique and create at high levels.

The Council supports initiatives that move all students to high levels of achievement. The Council believes that a challenging school curriculum is critical and must reflect high expectations. Public schools must have the resources to support all students in meeting their academic potential.

The Council believes high-quality early childhood education is key to eliminating the achievement gap. This includes small class sizes in the early grades, before- and after-school and summer programs with certified educators, resources, and social support.

The Council believes that schools should provide the guidance and resources so that students of all races, ethnicities, languages and socio-economic status have an equal opportunity to enroll and achieve in rigorous classes, including Advanced Placement (AP) courses.

The Council believes all students should have equal access to highly qualified educational personnel.

The Council believes educational personnel must take an active role in the development of standards, assessments, and other tools necessary to ensure the success of all students. Assessments should be developed and implemented in a balanced way so as not to discriminate against any students.

The Council recognizes that a disproportionate number of minority and disadvantaged students receive punitive sanctions, such as retention, tracking and the withholding of diplomas. These actions are unfair, ineffective, contrary to professional assessment standards, and exacerbate the achievement gap.

The Council supports community partnerships to help accelerate the learning of children who are academically behind their peers. Such programs could focus on increasing reading and verbal interaction between parents and children; providing positive role models, mentors, and tutors; making affordable, quality child care more readily available; and fostering meaningful interaction among diverse groups.

The Council recognizes that the achievement gap can be substantially narrowed only when school improvement is combined with social and economic reform. *05*

A-9 Learning Interventions

The WEAC supports the Response to Intervention (RtI) framework. The RtI framework requires that students receive research-based instructional intervention, when appropriate, to ensure academic and behavioral success.

The Council believes it is the local district's responsibility to provide resources to support educators in successfully implementing the RtI framework.

The Council believes it is the local district's responsibility to educate its staff in research-based instruction/intervention strategies and that such training must be relevant, comprehensive and ongoing.

The Council believes it is the local district's responsibility to ensure that RtI information not be used in evaluation of the teacher. *08*

A-10 Class Size and Overcrowding

The Council believes that excellence in the classroom can best be attained by small class size. Small class size in regular education classrooms shall be identified as no more than 15 students, and a proportionately lower number in programs for students with special needs. Weighted class

size formulas should be implemented to reflect the inclusion of exceptional students. Additional provisions should be made for a “student staff ratio” being introduced as a clarifier, enumerated in such a way as to include the following: 1) teachers; 2) administrators; 3) school counselors; 4) library media specialists; 5) specialists; 6) paraprofessionals; and 7) other auxiliary personnel.

The Council encourages employment of sufficient numbers of highly qualified licensed teachers to relieve overcrowding in classrooms to maintain excellence while providing sufficient special teachers in the areas of art, informational library media, guidance, music, physical education, and the teaching of students with exceptional needs.

The Council deplors efforts by school boards to use the employment of paraprofessionals and auxiliary personnel as an excuse for increasing class size or to replace certified teachers. The Council also believes the Department of Public Instruction should withhold funds from districts that do so. 17

A-11 Early Childhood Education

The WEAC supports early childhood education programs in Wisconsin public schools for children from birth through age 8. The Council believes that such programs should be held in facilities that are appropriate for children’s developmental needs and, if funded by public dollars, staffed by appropriately licensed public school teachers. These early childhood education programs should include a full continuum of services for parents/guardians and children, including child-care, child development, developmentally appropriate and diversity-based curricula, and special education. Early childhood programs must also address the physical, mental, and emotional health of children, and the social and nutritional needs of children. 05

A-12 Right to Read

The WEAC believes that all students have the right to read at the level of their potential and should receive the proper instruction to attain this goal.

The Council encourages the state Department of Public Instruction, Local Associations and the Wisconsin Technical College System Board to take steps to accomplish the following:

1. District reading programs should reflect the needs of all students. Efforts should be made to meet the reading needs of students by classroom teachers, reading personnel and the district reading specialist.
2. Special reading classes and/or resource support within classrooms shall be made available to all students who are significantly deficient in reading achievement.
3. Each remedial reading class should be taught by a licensed reading teacher. Students taught in the remedial reading classes should receive all necessary support services to permit them to achieve to their potential.
4. Reading assessment of students should be made by a person qualified to determine reading ability. 17

A-13 Gifted and Talented

The WEAC supports gifted and talented programming in all areas and levels and recommends that education employees participate in the development and implementation of such programs. Programs for gifted and talented students in regular education programs must include necessary modifications, including appropriate materials and curriculum. An adequate level of services and staff, along with ongoing professional development, are necessary for effective implementation of best practices for gifted and talented education.

The WEAC believes that all students identified as gifted and talented shall have an educational plan that aligns with current standards, with appropriate accommodations and/or modifications for each student. The Council further believes that funding for gifted and talented education must be provided at levels to ensure effective local implementation. 12

A-14 Diversity in Instructional Materials

The WEAC believes that teaching about the significant contributions of all racial, cultural, and ethnic groups is a responsibility of schools throughout the nation.

All instructional materials used in the school should reflect the cultural pluralism and multiethnic makeup of our nation and the world.

The Council recommends that teachers accept the responsibility for the selection and use of multi-cultural teaching materials which reflect gender equity and work to create a climate in which all students can explore the cultural and historical pluralism of American society.

Further, the Council believes that curriculum should promote the understanding of diverse sexual orientation and the awareness of sexual stereotyping whenever sexuality, gender roles, and/or tolerance of diversity is taught. 15

A-15 World Languages

The WEAC believes that the study of at least one world language for two years in middle/junior and senior high school should be part of the education of all public school graduates.

The WEAC further believes in the exposure to world languages at the elementary level. 17

A-16 Sex Education

The WEAC believes comprehensive sex education that provides children and youth with factual knowledge appropriate to their age is basic to the development of healthy, well-adjusted individuals. The Council also believes that the public school must assume an increasingly important role in providing this instruction, beginning in the primary years, and that educators must be qualified to teach in this area.

The Council believes that all educators should be inserviced in the subject of sex education. Sex education units should be developed as one aspect of the health education curriculum. It is important that parents/guardians receive orientation regarding the content of sex education units. 18

A-17 Environmental Education

The WEAC supports programs aimed at the conservation of our natural resources and the preservation and improvement of the environment. The Council calls for the curricula at all levels to identify ecological problems and possible solutions. Further, the Council encourages its affiliates to support recycling efforts as well as the reduction of the use of non-recyclable products in the schools. 94

A-18 Driver Education

The WEAC believes that classroom and behind-the-wheel driver education courses taught by a licensed teacher should be part of the basic education of all students. 95

Promote Professional Excellence Among Educators

A-19 The Teaching Profession

The WEAC believes that the teaching profession is a cornerstone of society and that teaching is both an art and a science.

The goal of the profession must be to provide the highest quality education to all students. To achieve this goal, the profession must be composed of individuals who meet the highest standards. These standards must be established, maintained, and governed by the members of the profession and must apply to recruitment, teacher preparation, induction, professional development, evaluation, practice, and accountability. Members of the teaching profession must assume expanded leadership roles and must have the time, resources, and decision-making authority to provide the highest quality instruction for each student.

The WEAC believes successful teaching requires more than content knowledge, but also requires a degree or certificate in education, the ability to relate to students, and intangible qualities that cannot be quantified and are subjective. These intangible qualities reflect the art of teaching and include, but are not limited to empathy, charisma, and an ability to nurture.

The Council believes that the NEA Principles of Professional Practice define the knowledge, skills, and dispositions a quality teacher should possess. 18

A-20 Education As A Career Choice

The WEAC believes students should be encouraged to pursue a career in the field of education.

The Council supports the establishment of organizations involving students interested in the field of education as a profession. The Council believes that its affiliates should promote the establishment of such organizations at all age levels and encourage its members to serve as advisers.

The Council also believes that affiliates should strive to build cooperative relationships and partnerships with government, business, and community leaders to promote the field of education as a profession and as a vital component of every community. 17

A-21 Technology in the Educational Process

The WEAC supports the education and continued training of education employees in the use of technology which allows them to be more effective in their job performance.

The Council believes:

1. Local affiliates must be actively involved in planning, selecting, implementing and evaluating the necessary technology.
2. Education employees should have access to necessary technology for classroom management and delivery of instruction. Education employees should be provided with training time and resources needed to implement technology in their job performance.
3. Adequate measures to protect the security of confidential information on the network should be put in place.
4. The impact of telecommunications, distance learning, and virtual schools on education employees should be subject to local collective bargaining agreements. 03

A-22 Mentor Programs

The WEAC believes that mentor programs are a means of enhancing the professional expertise of employees and retaining quality educators. The Council believes affiliates should be actively involved in the mentoring process.

The Council further believes that the duties and responsibilities of all parties must be clearly defined and uniformly administered. Mentors must be selected through a defined process with articulated criteria, be properly trained and compensated, and be provided with adequate time to fulfill their responsibilities. The state or local authority has the obligation to provide hold-harmless protection.

The Council believes that any documentation that results from the mentoring process must be confidential and the sole property of the person mentored and must not be included in the participant's personnel file. The Council also believes that conversations that result from the mentoring process must remain confidential. 18

A-23 Teacher Education Programs

The WEAC supports the use of its resources and facilities to help determine the direction of teacher education programs by seeking Council approved representation on committees and advisory councils dealing with teacher education and certification.

The Council:

1. Encourages local associations to be involved in the formulation and implementation of all district plans for training intern teachers. Approved plans should include released time for cooperating teachers for the purpose of supervision.
2. Encourages teacher preparation institutions to prepare teachers in numbers consistent with projected need for teacher positions, and to provide new kinds of education for those who are already certified but need to retrain in a new area.
3. Supports at least 100 hours of early and continuing field experience designed to acquaint potential teachers with the role of the teacher and the nature of teaching be required of all students in teacher preparation programs.
4. Encourages the State of Wisconsin to increase financing of clinical student teaching and pre-student teaching programs in order to provide increased and improved supervision by qualified classroom teachers and university supervisors.
5. Supports that student teaching be a minimum of one full semester as determined by the school district calendar, not the college year, so as to include either the beginning or closing of school experience for student teachers.
6. Supports that teacher education programs include a minimum of six observation hours of local association functions.
7. Supports the review of teacher education programs and recommendations for improvement of clinical experiences by the Council and its affiliates.
8. Encourages its affiliates to accept student teacher / intern members into the professional ranks during the course of the student teacher / intern learning experience. In the locals engaged in a job action, the Council encourages its affiliates to continue to allow the placement of student teachers / interns in members' classrooms and work places in order to meet graduation requirements.
9. Encourages schools not to assign pre-professional educators as substitute teachers during their student teaching experience.

The Council believes individuals completing teacher education programs should have:

1. A broad general education.
 2. In-depth academic preparation in areas of specialization.
 3. Mastery of the knowledge and skills necessary to perform their duties.
 4. An understanding of their professional rights and responsibilities, including the NEA Code of Teaching Ethics.
 5. An understanding of their rights and responsibilities in redefining and restructuring the curriculum to better serve student needs.
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A-24 - Support for Early Career Educators

The Council believes it is the responsibility of the local districts to provide timely and appropriate mentors for early career educators. The Council further believes that local districts are responsible for supporting early career educators as they move from a provisional license to a life license. 18

A-25 Education Support Professionals

The WEAC believes that qualified Education Support Professionals are a vital resource and should be employed and retained to ensure the quality of education for all public school students. WEAC recognizes that Education Support Professionals perform a variety of important responsibilities within the school setting and should be compensated for pursuing professional growth opportunities. The Council also believes that Education Support Professionals should not be asked to assume the responsibilities of a licensed classroom teacher or to perform duties for which they have not received adequate training. 17

A-26 Professional Development

The WEAC believes that continuous professional development is required for all education employees to achieve and maintain the highest standards of student learning and professional practice. The Council also believes that professional development should:

- a. Be designed, directed by, and differentiated to meet the needs of affected professionals at each site;
- b. Be incorporated into and aligned with (not added to) professional work expectations without sacrificing regular planning time for teachers;
- c. Be standards-referenced and incorporate effective practice, relevant data, and current research;
- d. Be supported by adequate resources; and
- e. Be refined, improved, and adjusted according to the evaluations provided by the participants.

The Council also believes that professional development and continuing education serve as catalysts to recruit, retain, and promote qualified education professionals. 18

A-27 Graduate School Admission and Programs

The WEAC encourages Wisconsin colleges and universities offering graduate programs to admit students on a probationary basis to a graduate program for one semester, rather than rejecting their application on the sole basis of their undergraduate record.

The Council supports the development of graduate courses and degree programs which will allow individual students more participation in the planning and establishing of requirements for their graduate program, so that the graduate degree will be meaningful for the individual. 93

A-28 Associate Degree Programs

The WEAC strongly supports the continuation of all Wisconsin Technical College System's associate degree programs. 15

A-29 Education Employee Evaluation

The WEAC believes the primary purpose of evaluations shall be to improve instruction and student learning. Evaluations shall identify appropriate professional learning and professional development for the evaluated educator. Evaluation systems shall be objective and bias free. Evaluation tools and procedures shall be bargained.

It is a major responsibility of all education employees to participate in the evaluation of the quality of their services. The Council encourages local associations to work cooperatively with boards of education and administration to develop procedures and means of evaluation which establish clearly specified performance and behavioral standards that are directly related to each individual job description.

The Council believes that evaluations shall be based on regular observation of job performance with advance notice and discussion of evaluation visits completed in a timely manner. Standardized test results shall not be used as a basis for disciplinary action, but may be used to inform instruction, student learning and professional development.

Evaluations used for disciplinary purposes shall be conducted only by supervisory personnel who are familiar with the employee's work performance. A written evaluation report shall be provided with an opportunity for written response by the employee prior to the placement of the evaluation in the personnel file.

All education employees (teachers/faculty, support professionals, and administrators) shall receive training about the evaluation system used so that they have a thorough understanding of its design, purpose, implementation, and the use of results.

Performance improvement plans shall clearly articulate: the specific area(s) of needed improvement, the time frame for the plan, and defined outcomes of success. Opportunities for improvement, such as ongoing observation, mentoring, ongoing conferences, modeling, and professional development shall be offered. Career transition benefits shall be offered to employees that voluntarily choose to leave their positions.

By participating in an evaluation process, an education employee shall not waive his or her right to due process in a subsequent contractual or legal proceeding. 10

A-30 Noncertified/Auxiliary Personnel

The WEAC recognizes the value and encourages the increased use of noncertified/auxiliary personnel in the educational process. As this process becomes more complex, these people will serve to relieve teachers of various non-teaching tasks so that teachers may devote all of their professional skills to curriculum planning, classroom instruction, and student assessment.

The Council opposes the unprofessional measure of using and/or hiring student teachers, interns, paraprofessionals, aides, student observers, or any uncertified person, as substitutes or as regular full and/or part-time teachers within any public school system in Wisconsin.

The Council encourages the Department of Public Instruction, the Wisconsin Technical College System Board, the Legislature, the school boards of Wisconsin and local associations to take adequate measures to ensure that this practice is not employed by administrators. 14

A-31 Effective School Management

The WEAC believes that competent school management is essential to effective schools. Effective management advocates for public education, promotes instructional improvement, demonstrates fair treatment of personnel, provides opportunities for employee growth, and encourages professional interaction among education employees.

The Council believes that all school management personnel must have periodic teaching experience and hold valid administrative licensure. The Council further supports the development and implementation of regulations requiring the licensure of school business managers based on educational knowledge.

The Council further believes that whenever a new administrator is to be hired in a school district, an ad-hoc committee of education employees who will be under the supervision of that administrator be established for the purpose of reviewing and interviewing candidates and making recommendations to the central administration. 01

A-32 Aspiring Educators of Wisconsin

The WEAC realizes a need to actively involve the Aspiring Educators of Wisconsin in all levels of the Association and encourages organizational efforts at all teacher preparation institutes in the state. The Council also believes that Active affiliates should encourage members to recommend Aspiring Educators of Wisconsin and NEA student membership to all higher education students working in their classrooms during any part of a teacher preparation program. Emphasis should be given to preprofessional and leadership training. The Council believes that this will encourage student awareness of the value, responsibilities and structure of the United Education Profession. 17

A-33 Retired Education Employees

The WEAC believes that retired members are a valuable asset in furthering the goals of the Association in areas including, but not limited to, political action, legislative lobbying, member training, crisis assistance, and other programs in which their years of experience would be beneficial.

The Council further believes that retired members should be encouraged to support and participate in association activities and governance at the national, state, Regional, and local levels. 98

Ensure Professional Standards, Certification and Licensure

A-34 Licensure/Certification

The WEAC advocates rigorous quality teaching standards such as those found in the NEA Principles of Professional Practice for entry into the teaching profession. As established by professional standards boards, these quality teaching standards must include each of the following concepts:

- High academic performance
- Extensive clinical practice and field experience
- Demonstrated knowledge of subject matter
- Demonstrated knowledge of pedagogy, child development, and learning acquisition.

The Council asserts that a teaching license should signify that an individual entering the teaching profession is competent to teach. A teaching license must be recognized as the primary requirement for employment in every primary, secondary, and adult education public and private school.

The Council believes that all states should offer appropriate pre-K licensure. No license should be issued unless an individual possesses the entry-level knowledge and skills required for teaching. No assignments should be permitted outside the teacher's area of licensure without appropriate concurrent retraining supported by the local district.

Assessments used to measure teacher skill, knowledge, and instructional competency must be valid, reliable and unbiased and should be included as only one element for licensure. The Council opposes licensure processes that lower or eliminate any of the standards outlined above, including "testing-only" approaches to teacher licensure.

The WEAC believes that these standards shall be developed beginning with input from licensed educators at the local level in collaboration with the Department of Public Instruction ("DPI") rather than dictated by state legislators.

The WEAC believes that local implementation of district requirements for the Wisconsin licensure system should be determined through the collective bargaining process.

The Council is opposed to the provisional licensure/certification of individuals to fill teaching positions due to a lack of available qualified teachers.

The Council is opposed to the hiring or use of non-licensed or provisionally licensed/certified individuals to fill teaching positions or to provide supplemental services.

The WEAC is opposed to the licensure/certification and use of speech-language pathology assistants (SLPAs).

The Council further believes nontraditional routes to licensure and certification for those possessing a minimum of a baccalaureate degree should be designed to maintain rigorous and focused teaching standards which prepare the individual to become a licensed/certified teacher.

The Council also believes high standards in the profession can only be maintained through recruiting into the profession and retaining the most capable individuals available in our society.

The Council believes that licensed/certified teachers should provide the educational programming for clients over the age of 21 in the Centers for the Developmentally Disabled.

Whether individuals meet licensure standards should be determined by professionals who are able to observe individuals personally and provide direct feedback regarding the performance of individuals.

The Council believes any nonrenewal, revocation, or significant change to the licensure of an education employee should follow procedural and substantive due process. Licensure should not be impacted solely by a nonrenewal or termination of specific employment.

The Council also supports the periodic evaluation of licensure procedures to ensure that cultural, economic, gender, racial, and age biases are not perpetuated by the requirements for licensure. 18

A-35 Professional Self-Governance

The WEAC believes in the concept of self-governance of the education profession. The first step toward professional autonomy and self-governance is the control of educator preparation and licensing. The Council should be involved in determining and reviewing standards for licensure of educators in our public schools. 95

A-36 Professional Standards Council

The WEAC recognizes the Wisconsin Professional Standards Council for Teachers (WPSCT) as the primary advisory body to the State Superintendent of Public Instruction on all matters related to teacher preparation, licensure and related education policy issues. The WPSCT should review and advise on all policies, revocations, licensure appeals and other matters related to its duties prior to final decisions of the State Superintendent. 08

A-37 Home Schools

The WEAC believes that home schools need to be regulated by the Department of Public Instruction to meet the same standards that regulate public schools.

The Council further believes that when these students enter/re-enter public schools, they must meet the same requirements as other students. Public high schools should not allow graduation without compliance with local graduation standards.

Further, the Council believes that local public school systems should have the opportunity to determine grade placement and/or credits earned toward graduation for students entering or re-entering the public school setting. 95

A-38 Wisconsin Technical College System

The WEAC opposes the inclusion of the Wisconsin Technical College System into any merged structure of the University of Wisconsin and opposes the creation of any statewide system for the WTCS that would remove immediate control from local district boards. 97

A-39 Notice of Background Check Requirement

The WEAC recommends that the DPI send to all teachers in the State of Wisconsin notification of the fact that they are required to submit the information necessary for DPI to complete a background check in order to maintain licensure. Included with the notice should be an instructional brochure detailing how to submit the required information. 18

A-40 Life Licenses

The WEAC takes the position that individuals holding a life/unlimited or permanent license to teach have satisfied the requirements and standards for issuance of such a license. These licenses must remain in full force and effect until such time as they are revoked or are suspended under the DPI administrative rules in force at the time the license was issued.

Any new license issued to an individual following revocation or suspension (for cause) of such license would be subject to the licensing requirements in effect at the time of application. If a license is revoked for non-payment of taxes, it must be reinstated upon fulfillment of tax obligation with no new requirements. 01

Promote Adequate and Equitable Funding of Public Education

A-41 School Takeovers

WEAC believes public schools should be accountable to locally elected school boards. The Council views takeovers of schools by any other entities as attacks to destroy public education, which negatively impact the community. School takeovers result in privatization of public schools and create greater inequality and segregation with no discernible change in student outcomes. 18

A-42 Decentralized Districts

The WEAC shall work to guarantee that any experiment with, or implementation of, decentralized school districts incorporates a high degree of teacher and education support staff involvement, and that the master contract must be binding on any or all decentralized boards. 93

A-43 School District Closings and Consolidations

The WEAC believes a fair and adequate system of school funding and taxation would reduce or eliminate the need for school district closings and consolidations. Schools and school districts are central to the social and economic vitality of communities, and a school funding system that maintains great schools in every community supports a vibrant society and a strong economy.

The Council believes all students must continue to receive quality education when districts are dissolved, consolidated or reorganized. The Council believes school districts should consolidate or reorganize only when it is in the best academic interests of students and contributes to great public schools.

The Council believes that the bargaining rights of teachers and education support professionals must be retained in school districts that are dissolved, consolidated or reorganized. The terms of all employee collective bargaining agreements must be honored by the absorbing or new district. Changes to these agreements will be negotiated between the school district and their employee unions. 18

A-44 Financial Support for Education

The WEAC believes that in order to assure equal and quality educational opportunities for all students, the funding of public education in Wisconsin must rely on sources other than local property taxes for the majority of revenues collected. Revenues may include federal, state, local, and private sources.

All federally supported educational programs, including those now assigned to other federal agencies (except those designed to train armed forces personnel), should be administered by the U.S. Department of Education.

The Council asserts that federal funding formulas should reflect the most current, accurate accounting of public school population, measurements of poverty, and a state's ability to raise adequate funds.

Federal legislation must be consistent with the traditional and constitutional principle of separation of church and state and must provide for judicial review.

Further, the Council believes that all federal monies to local school districts must be channeled through state and local education agencies.

The Council further believes that categorical aids are necessary for federal/state mandated programs. Such programs must be funded at levels adequate for local implementation.

The Council opposes the use of standardized test scores as the basis for allocation of educational funds. The Council believes that in order to make property taxes more equitable for funding education that the constitution of the State of Wisconsin be amended to remove the uniformity clause to allow homestead property tax relief.

In addition, the Council believes restrictive limits must not be imposed on school budgets and long-term borrowing. 95

A-45 Tax and Economic Development Policies

The WEAC supports economic development policies that add wealth to individuals, families, and communities by creating jobs that provide competitive wages and benefits and safe working conditions.

The Council believes such policies build strong local economies that support quality public education through great schools.

The Council believes tax policies should distribute the tax responsibility in a fair and equitable manner. The tax structure should be efficient and reliable.

The Council encourages its affiliates and Regions to work with community and regional coalitions in promoting tax and economic development policies that build great schools. 14

A-46 Voucher Plans and Tuition Tax Credit

The WEAC believes that voucher plans and tuition tax credits or funding formulas that have the same effect - under which pre-K through 12 nonpublic school education is subsidized by tax monies - undermine public education, reduce the support needed to adequately fund public education, and have the potential for racial, economic, and social segregation of students. The Council opposes all attempts to establish and/or implement such plans. 99

A-47 Parental Option Plans

The WEAC supports innovation and alternative programs in public education. The Council believes that parents/guardians who choose nonpublic education for their children do so at their own expense.

The Council further believes that parental option plans in the public schools:

1. Shall provide fair and equitable access to a quality education for every student regardless of age, race, economic status, or disability;
2. Shall not violate contractual agreements or legal rights of education employees;
3. Shall not lead to racial or economic segregation;
4. Shall not encourage athletic or scholastic elitism;
5. Must be adequately funded and must not divert current funds from regular public school programs;
6. Must be staffed by licensed professionals;
7. Must meet the same standards for assessment and evaluation as regular public school programs. 94

B. Promote Civil Rights and the Health and Welfare of Students Promote and Protect Human and Civil Rights

B-1 Multilingual/Multicultural Education

The WEAC believes that efforts to legislate English as the official language deprive those in need of education, social services, and employment, and must be challenged.

The council advocates for the implementation of English as a Second Language, multilingual/multicultural, and remedial instruction programs which address individual instructional needs, such as those for Wisconsin's migratory children and limited English speaking students.

The WEAC advocates and supports the above-mentioned programs regardless of the availability of federal and state funds to support such programs. 02

B-2 World Peace

The WEAC believes that, in order to attain goals that focus on the establishment and maintenance of peace and the understanding of the importance of a global community, specific materials need to be developed for use in school classrooms.

The Council encourages its affiliates to work with other organizations to develop age-appropriate materials for all levels, which should show the effects of warfare, demonstrate strategies for disarmament, and promote methods to insure a peaceful productive global community.

The Council further believes that the United States and the world need to take a stand for peace. The development of educational programs is a first step in that direction. 19

B-3 Public Policy on Welfare Reform, W-2 Law - Educational Component

The WEAC believes that Welfare Reform (W-2) must contain a formal educational component.

The Council believes education for employment is a primary goal of Wisconsin's educational systems. Many people receiving welfare benefits need education and training to provide them with the necessary skills to become self-sufficient.

The Council further believes students enrolled in any course within Wisconsin's education institutions should receive credit toward meeting the work requirement of the W-2 law. Class hours and study time should be credited toward the work requirement. 97

B-4 School Desegregation

The WEAC recognizes that education employees have a professional responsibility to seek racial and socio-economic integrated educational systems, where the individual rights of all are respected and where the cultural values and contributions of all segments of the community are acknowledged and appreciated. The Council further recognizes that discrimination and segregation are illegal and that education employees have an obligation, both as citizens and as public employees, to uphold the law.

Since the ultimate goal of racial and socio-economic desegregation efforts is to provide the best educational experiences for all students in the community, the Council endorses the following criteria:

- Any plans for restructuring school systems must overcome the effects of past discrimination and prevent the emergence of new patterns of racial and ethnic isolation.
- The burden of eliminating discrimination must not fall on the victims of discrimination.

While each school district should carry on recruitment programs to employ staff representing a wide range of racial, cultural, and ethnic identities, no one presently employed shall be dismissed or laid off in order to implement the program. School systems should take advantage of an increase in staff-student ratios to create smaller classes, increase instructional services, and provide supplementary services to students.

Education employees representing a wide range of racial, cultural, and ethnic identities should be employed, with appropriate status and responsibility, at all levels of authority both in individual schools and in school district offices.

Contract requirements in effect must be observed, and any modifications of existing practices or other actions affecting education employees such as protection of education employees' rights, including maintenance of existing standards, such as retirement, tenure, transfer policy and layoffs must be negotiated. Involvement of all those affected is vital. Education employees, students, parents/guardians, and community representatives should have continuing information, involvement and input during planning, implementation and evaluation. In-service education relating to their desegregation programs should be mandatory for all education employees. 19

B-5 Institutional Discrimination

The WEAC denounces organizations which deny membership to segments of our society on the basis of race, sex, age, or ethnic background.

The Council shall not participate in and discourages the participation of affiliates and members in organizations using such exclusionary clauses. The Council discourages members from joining, providing programs to, or using facilities of such organizations.

Furthermore, the Council encourages members presently holding membership in such organizations to uphold this stand by actively working toward the elimination of racially biased and discriminatory clauses or by terminating their involvement in such organizations. 94

B-6 Equal Rights Amendment

The WEAC endorses passage of an Equal Rights Amendment to the U.S. Constitution. 96

B-7 Citizenship Status

The WEAC opposes mandatory reporting of students and/or their families as undocumented citizens. 12

B-8 Elimination of Discrimination

The WEAC is committed to the elimination of discrimination based on race, gender, ethnicity, economic status, religion, disability, sexual orientation, gender identification, age, and all other forms of discrimination.06

B-9 Education of Students With Disabilities

The WEAC supports free, appropriate public education for all students in the least restrictive environment. Licensed exceptional and regular education personnel must be employed to meet the needs of all students. Academic settings must be designed to meet the needs of the individual student. The appropriate environment must be determined through the Individual Educational Plan (IEP) which requires involvement by parents/guardians, student, and staff. A full continuum of services must be available.

Placement should be based on the needs of both the student with the disability and those of non-disabled students. Placement of students with disabilities in regular education classrooms must include necessary modifications, i.e. reduced class size based on a weighted formula, adapted equipment and materials, adequate physical space, supportive services and staff with ongoing appropriate training.

Exceptional education personnel must be directly involved in developing, implementing, and evaluating the effectiveness of federal, state, and local programs as they relate to the working conditions of exceptional education personnel, appropriate student placement, and related services.

No reorganization or dissolution of current cooperative arrangements shall occur until commitments are made to maintain or improve the quality of educational programming. WEAC-member employees or their representatives shall be involved in the development of restructuring efforts.

All impacted education employees must have an appeal procedure regarding the implementation of the IEP, especially in terms of student placement. 19

B-10 American Indian Education

The WEAC encourages curriculum and teaching programs that foster respect for Wisconsin American Indian culture, history, treaty rights, and sovereignty.

The Council recognizes that the use of American Indian mascots, nicknames, logos and symbols within our public schools is offensive, and has a detrimental effect on the educational achievement of American Indian students.

The Council supports and recommends the elimination of American Indian mascots, nicknames, logos, fight songs, insignias, antics, and team descriptors by all Wisconsin schools. 15

B-11 Human Relations Education

The WEAC recognizes the importance of human relations training. Therefore the Council:

1. Supports the present human relations requirement for licensure of education employees.
2. Encourages institutions of higher education to continually evaluate their educational training programs.
3. Supports human relations education for present members of the education profession be required and that academic/professional advancement credit should be granted. 95

B-12 Human Relations

The WEAC believes that improved human relations is essential to the school environment. School systems shall plan appropriate activities to promote:

1. Appreciation and respect for persons' similarities, differences, needs, concerns, abilities and values.
2. Greater awareness of personal biases, stereotyping, discrimination, and prejudice.
3. Ongoing, active experiences and curriculum which increase multicultural and interracial understanding.
4. School recruitment policies that will ensure culturally diverse licensed and support staffs. 12

B-13 Gender Equity

The WEAC believes its members should lead in the promotion of gender equity for all educational programs. To achieve this end, the Council believes:

1. School systems must provide training to raise the level of awareness of all staff and administrators on the issue of sex bias.
2. Non-sexist and gender-neutral language should be used by schools and education associations.
3. The Department of Public Instruction and the Wisconsin Technical College System Board should continue to develop programs to promote and ensure gender equity in school systems.
4. The WIAA should strive for gender equity in competitive sports in the areas of funding, facilities, officiating, and governance. 19

B-14 Sexual Harassment

The WEAC believes that schools at all levels should include curricula and staff development programs intended to eliminate the incidents of sexual harassment between and among students and staff. Sexual harassment may involve assertions of power or influence based on sexual preferences, behaviors, or appearances. The Council further encourages its affiliates to help develop local school policies and procedures for reporting and responding to sexual harassment complaints. These policies should be fair to both the person who files the charges and the person accused of harassment. 95

B-15 Accessibility for Persons With Disabilities

The WEAC believes that school districts shall assure that all buildings are in compliance with the accessibility standards of the Americans with Disabilities Act. This should include, but not be limited to, designated handicapped parking at each facility and adequate classroom space to allow mobility as well as to guarantee the health and safety of all students. In addition, planning needs to include appropriate written procedures for emergency evacuation of all staff and students. 00

Promote the Health and Welfare of Students

B-16 Providing Resources for Disadvantaged and/or Students with Special Needs

The WEAC encourages school boards to investigate the feasibility of initiating programs aimed at providing educational and/or recreational activities for disadvantaged and/or students with special needs within the local community. School boards are encouraged to sponsor year-round or summer programs. Funding sources that should be investigated include federal, state, and private agencies. 14

B-17 Pupil and Other Support Services

The WEAC supports collaboratively developed and comprehensive Pupil Services programs at all levels of education, preschool through post-secondary.

Further, the Council shall work to implement manageable student/pupil services ratios for each discipline as referenced in the 2008 DPI Collaborative and Comprehensive Pupil Services Guide. Those ratios are: Counseling, 1 per 400 pupils in K-6, 1 per 250 pupils in 7-12; School Psychologist, 1 per 1,000 pupils; and Social Work, 1 per 800 pupils. The Council also advocates that every school have a licensed School Nurse on site. Adequate facilities, materials and financial support shall be provided to develop and expand these services.

Other Support Services such as occupational therapy, physical therapy, speech and language, visual and hearing services shall be available to each student who has these special needs. 10

B-18 Drug Education/Prevention Intervention Programs

The WEAC is concerned about the individual and societal problems which underlie psychological and physiological chemical dependency by both children and adults. It recognizes the need for the development of new and improved programs to help children and adults learn more positive ways of coping with problems.

The Council encourages the involvement of teachers and other appropriate staff in the planning, training and implementation of publicly supported educational programs on chemical abuse at the federal, state, and local levels. 96

B-19 Nonpublic School Closings

The WEAC encourages all public boards of education to establish with nonpublic school counterparts within their districts a contingency plan which would provide for the orderly absorption of nonpublic school pupils into the public school system in the event the nonpublic school system should abandon grades or close the school entirely. 94

B-20 HIV/AIDS Guideline

The WEAC encourages schools to implement comprehensive educational programs concerning HIV/AIDS. These programs should encompass prevention options. The Council further believes that students and education employees should not be denied access to public education nor be penalized with loss of employment opportunities because the individual suffers from HIV/AIDS. Furthermore, the Council opposes mandatory/involuntary AIDS testing of students and school employees. 10

B-21 Support for the Family

The WEAC believes the integrity of the family unit is paramount and efforts dealing with the family should be based on that principle. The understanding of children's and parents'/guardians' rights and responsibilities is necessary to provide for a harmonious family environment. The Council believes that the collaborative efforts of the home, school and community are essential for the well-being of children. 19

B-22 Child Abuse

The WEAC believes that all children must be protected from all forms of child abuse. Education employees are in a unique position to observe, document and report to proper authorities where there is evidence that abuse has been inflicted. Education employees should:

1. Cooperate with school and community organizations to increase public awareness and understanding of child abuse.
2. Promote the development and use of materials to increase student awareness of child abuse.
3. Promote the development of a child abuse curriculum within the schools with emphasis on changing attitudes, awareness, and sensitivity to this problem in our society.
4. Encourage development of teacher preparation courses, and professional development programs that stress the identification of abused children and report procedures specified in Section 48.981 of the Wisconsin Statutes.

The Council also deplors all media exploitation, commercialization, glamorizations of physical, emotional or sexual abuse of children. 94

B-23 Student Labor

The WEAC believes that excessive or unusual working hours are detrimental to a student's intellectual performance and academic success.

The WEAC believes that child labor laws need to be monitored, enforced, and strengthened by school boards, school staff, parent groups, business leaders and other community groups. 19

B-24 Student Rights and Responsibilities

The WEAC supports the constitutional rights of students and believes that these rights carry with them a comparable responsibility. Student responsibilities include regular school attendance and adherence to school rules and regulations that are not in conflict with those constitutional rights. Progressive disciplinary procedures enhance optimum learning by promoting responsible behavior while ensuring the rights of all students to due process and an environment conducive to learning. Further, the Council believes that Boards of Education, in conjunction with local affiliates, should develop policies to identify disruptive behavior and prescribe, implement and evaluate disciplinary procedures that will reduce and correct unacceptable behavior. 19

B-25 Student Bill of Rights

The WEAC stands in solidarity with students and believes that students should have a voice in their education. The Council believes in students organizing and formulating student bills of rights that promote social justice, recognize diversity, and uphold public education. The Council also believes that school funding reform is a necessity to allow the opportunity and resources for school districts to adopt and put into practice the principles contained in a student bill of rights. 15

B-26 Student Discipline

The WEAC believes that discipline is essential in promoting optimum learning. Boards of Education, in conjunction with local affiliates, should develop policies and disciplinary procedures that will provide necessary administrative support to school employees for the maintenance of a positive and safe school environment. 96

B-27 Disruptive Students

The WEAC believes that all students and public school employees have a right to be safe from injury or the verbal threat of injury inflicted by others. The Council further believes that appropriate use of restraint and/or seclusion may be necessary for the protection of a student or others. In order to promote optimal learning, the Council believes that any legislation regarding seclusion and/or restraint should reflect our members' and students' need for a safe, effective learning environment.

The Council believes any legislation on seclusion and/or restraint should ensure school employees' rights to use reasonable and necessary physical contact to provide a safe and effective learning environment. The Council furthermore believes that the judgment of the public school employee should be given deference in any legislation governing the use of seclusion and restraint. 19

B-28 Special Subject Education

The WEAC believes that instruction in the arts and physical education is vital to a student's complete education.

The Council believes that all classes in the arts and physical education should be taught by a licensed specialist in an appropriately designed area outside the regular classroom.

The Council supports the concept of the library media center as an integral part of the school's instructional program. All school library media centers should be staffed by licensed media specialists. The Council opposes the replacement of licensed media specialists with non-licensed media specialists as a means of saving district funds.

Information access skills should be integrated into the school's curriculum through coordinated planning with classroom teachers.

The Council actively supports full funding and availability of special subject programs and staff. 19

B-29 Medication and Medical Services in Schools

The WEAC believes that procedures should be established for students who must use prescribed medication or who need other medical services during school hours. Procedures should provide that:

1. Only medical personnel be required to administer such medication or perform such medical services, unless such duties are specified as part of a trained employee's negotiated job responsibilities.
2. A physician's written verification of the student's need for medication or services be required.
3. Written permission of the parent or guardian be required.
4. The initial dosage of medication not be given in the school except in life-threatening situations. Initial dosage is the first dosage administered from the prescription.
5. Each medication given be recorded on a medication log that includes date, time, and signature of the person giving the medication.
6. Medication be delivered in and dispensed from a container properly labeled with the name and strength of medication, name of patient, name of physician, date of the original prescription, and directions for use.
7. Proper storage for the medication be available.

The Council also believes that education employees should be protected from all liability when the adopted procedure is followed. In addition, education employees should have the right to refuse without fear of disciplinary repercussions to administer medication and/or medical services for which education employees feel unqualified or when proper equipment has not been provided. Medical personnel must be provided additional training consistent with current medical practices by the district prior to performing the medical services in question. 19

B-30 Bullying

The WEAC believes that school communities and work sites must be free from all forms of bullying including, but not limited to, physical and psychological bullying, and cyber-bullying. Bullying is the systematic and chronic infliction of physical hurt and/or psychological distress on one or more individuals. The Council recognizes that bullying can affect entire school communities and work sites. The Council also believes that its affiliates, collaborating with local school districts and institutions of higher education, should involve all stakeholders in developing comprehensive school-wide programs to address all forms of bullying. 14

C. Protect the Rights and Freedoms of Educators Promote Academic and Professional Freedoms of Educators

C-1 Time To Teach

The WEAC believes that “time to teach” refers not only to those hours during which an educator is actually teaching but also applies to those conditions that contribute to the student-teacher relationship. These include, but are not limited to, a reasonable, carefully defined workload, a duty-free lunch period, space in which to work, access to telephones, adequate and appropriate office equipment, access to technology and resources, freedom from interruptions during instructional time, sufficient unencumbered planning time, time to evaluate student progress, and time for implementation of federal and state legislative requirements.

The Council also believes that, at all levels and in all disciplines, adequate common planning time should be provided during the student day for employees to design programs to meet the needs of students. 17

C-2 Teach More, Test Less

The WEAC believes over-reliance on high stakes standardized testing is undermining educational quality and equity by hampering educators' efforts to focus on the broad range of learning experiences that promote innovation, creativity, problem solving, collaboration, communication, critical thinking, and deep subject matter knowledge that will allow students to thrive as citizens. The Council further believes the increasing focus on such testing has particularly negative effects on low income students, English language learners, children of color, and those with disabilities.

The Council further believes the goal of public education is to provide students with in-depth knowledge in a wide range of subjects, to foster their moral, ethical, physical, social, and emotional development, to ensure career readiness, and to promote active citizenship. The Council believes the commitment of substantial resources to testing and evaluation diverts those same resources from the educational needs of students and the professional development needs of teachers who wish to align their skills to the real needs of students.

The Council further supports a parent's right to opt out or refuse a test at all grade levels. The Council believes the DPI should provide parents and guardians with a timely explanation of the rationale, intended use, consequences, and costs associated with any state or federal-mandated tests. The Council also believes DPI should provide parents and guardians with the procedure to excuse students from testing. 16

C-3 Assessment and Standardized Assessment

The WEAC recognizes that standardized achievement tests are used for a variety of purposes, including public accountability. However, the primary purpose for administering these tests should be to improve teaching and learning.

The Council believes that both state and district assessment programs should:

- Be based on clearly defined and reasonable content standards.
- Follow best practices including formative strategies, benchmark assessments and summative assessments.
- Use assessment instruments (tests) that are bias-free to the fullest extent possible and have a process to review possible unintended consequences.
- Include multiple measures of student learning.
- Allow for modifications/accommodations, or alternatives, for students with special needs and English Language Learners.
- Enhance instruction and student learning.
- Be provided with adequate resources, including funding and time.
- Provide educators with professional development to help them use the results to improve teaching and learning.

The Council opposes the use of standardized test results, including “value-added” measures, for determining the effectiveness of teachers, administrators, educational support staff, schools, or school districts. All test scores, as well as all measures of value-added, are estimates. For this reason, confidence intervals (99% level is recommended) should be reported and used. In addition, any value-added model that is used should include student and family demographic data in the analysis and subsequent reporting. The Council also opposes the allocation of educational funding, or the application of sanctions, based on the results of standardized achievement testing.

The Council further believes that state and district assessment programs should not be the basis for comparing schools or the sole measure for determining graduation or promotion. 11

C-4 Academic Freedom

The WEAC believes academic freedom is the right of the learner and one's teachers to explore, present, and discuss divergent points of view in the quest for knowledge and truth.

Controversial issues should be a part of instructional programs when judgment of the professional staff deems the issues appropriate to the curriculum and to the maturity level of the student.

In order to achieve this, procedures must be established which guarantee that the professional staff has the right to select materials, methods, and strategies that it believes to be most appropriate without censorship or legislative interference. Challenges on the choice of instructional materials must be orderly and objective, under procedures mutually adopted by professional associations and school boards.

The Council further believes professional freedom includes the teacher's rights to evaluate, to criticize, and to advocate one's personal point of view concerning the policies and programs of the schools. This includes having the right and assuming the responsibility to report to appropriate agencies those local school district practices and policies which have a deleterious effect on the educational system or are in violation of state and federal laws and regulations.

The teacher also has the right to assist colleagues when their academic or professional freedom is violated. 17

C-5 Grade Integrity

The WEAC believes that teachers are the best judges of student educational performance and therefore have a responsibility to establish student evaluation criteria and grading practices as befits their instructional objectives. The Council condemns pressure brought to bear by administrators, school boards and parents in attempts to influence teachers to alter student grades on individual assignments or records. 93

C-6 Scientific Creationism

The WEAC supports and affirms the constitutional principle of the separation of church and state. Whereas, associations of science educators, the Wisconsin Department of Public Instruction, and the Supreme Court of the United States (*Lemon v Kurtzman* 1971 and *Edwards v Aguillard* 1987) have found "scientific creationism" to be a religious doctrine, we oppose any requirement to teach "scientific creationism" as a scientific theory or fact in the public schools in Wisconsin. The Council recognizes the right, if not the obligation, of science teachers to teach the scientific theory of evolution in the public schools and will support that right through legal means. 94

C-7 Accountability

The WEAC recognizes that the term "accountability" as applied to public education, is subject to varied interpretations. The Council believes that educational decision-making is a responsibility shared by education employees, legislators, other governmental officials, school boards, administrators, parents and taxpayers. The Council believes education employees can be held accountable only to the degree that these other parties are also held accountable. 17

C-8 Professional Involvement

The WEAC believes that education employees are most effective when they are given opportunities to participate in all areas of decisionmaking. These areas must include:

1. Direct input into courses offered,
2. The allocation of funding under the federal Elementary and Secondary Education Act (ESEA),
3. Authority in determining materials to be purchased under all budgeting practices,
4. Input into planning and designing of school construction and remodeling,
5. The choice to participate in determining school policies,
6. The right to be paid released time to participate in professional improvement through conventions, workshops, and conferences,
7. The right to paid released time to present testimony before governing bodies which establish educational policy, and
8. The right to paid released time to serve on local, state, or national committees.

Professional involvement by education employees must be allowed in a manner that does not overburden an employee's workload or create excessive demands on an employee's time. Education employees must be assured that their professional involvement will in no manner jeopardize their employment status. 03

C-9 Site-Based Decision-Making

The WEAC supports site-based decision-making processes that are based on contractual and/or formal agreements between districts and local associations. The Council believes that the scope of local site-based decision-making should be limited only by the contractual and/or formal agreement. The Council further believes that such agreements must include the following elements:

1. Voluntary participation by local sites.
2. A district-association structure for processing conflict resolution.
3. An agreement on the scope of decision-making authority available to sites.
4. Any site-based decision which would violate a negotiated contract must receive a waiver from the local bargaining unit specifying exact parameters and timeline. Waivers would be non-precedent-setting.

5. Constituent representation appropriate to the site and selected by each constituency in conjunction with the local bargaining unit.
6. Compensated planning and training time for staff and governance bodies as well as additional resources necessary for successful implementation.
7. Compensation and/or release time for participating staff members. 92

Protect the Rights of Educational Employees and Advance their Interests and Welfare

C-10 Political Rights

The WEAC believes that every education employee has the right and obligation to be a politically active and informed citizen. The Council recommends that written personnel policies guarantee all education employees full equality with other citizens in the exercise of those rights and responsibilities.

The Council believes that education employees and other citizens should promote better education by endorsing candidates for political office and/or participating in political campaigns. Education employees should refrain from exploiting the institutional privileges of their professional position to promote candidates or parties.

Education employees should be granted leaves of absence from their contracts when elected to full-time public office. 17

C-11 State Investment Board

The Council supports the position that the State of Wisconsin Investment Board has the sole responsibility to determine the investments of retirement funds. The Council opposes any and all attempts of the state legislature to mandate investment criteria upon the State of Wisconsin Investment Board. 95

C-12 Counterpart Coalitions

The WEAC strongly endorses the establishment of coalitions with other public employee organizations. The Council believes officers, staff, and local affiliates should explore relationships with other public employee organizations and to establish counterpart coalitions at the local level that will contribute to the goals and programs of the NEA, the WEAC and its affiliates. 17

C-13 Public Sector Cooperation

The WEAC shall work with local associations and Regions in the development of community relations programs with the goal of forming a partnership with the public to solve educational problems. Furthermore, the Council shall provide assistance to local associations and Regions to promote leadership training programs that promote public sector cooperation.

The Council also believes that communities should develop coalitions with the cooperative goals of being aware of each other's needs, rights, and perspectives as they relate to providing quality educational opportunities and employment for students. 14

C-14 Collaboration

The WEAC believes that quality education requires team planning and collaboration.

The Council believes collaboration is a valuable professional development vehicle and is most effective when teams of educators have shared vision, engage in collective inquiry, are action-oriented, commit to continuous improvement and focus on results.

This collaboration time must be in addition to the regular uninterrupted daily planning time guaranteed to all educators. 09

C-15 Differentiated Staffing

Because all members of the instruction team function as interrelated influences on students' education, the WEAC believes that differentiated staffing is detrimental to the school environment, and strongly opposes adoption of unilaterally imposed staffing plans and will assist any local affiliate in its opposition to the same. 93

C-16 Teacher Workload

The WEAC believes that the classroom teachers' maximum workload should be geared to the improvement of individualized instruction. 13

C-17 Technology's Effect on Educator Workload

The WEAC supports efforts to use technology to improve the quality of instruction in local schools and to enhance the working conditions of members.

The Council believes that instructional technology should be used to support but not supplant educators. The Council encourages its local affiliates to negotiate provisions in their collective bargaining agreements to deal with technological factors in educational delivery systems and to protect members' rights.

Education employees must be involved in all aspects of technology utilization. Individuals who teach classes over interactive telecommunications networks should be given sufficient time to prepare for their classes.

The Council believes that instructional technology should be used to support instruction, but no reduction of positions, hours, or compensation should occur as a direct or indirect result of any technological programs. 13

C-18 Teacher Preparation Time

The WEAC believes adequate, uninterrupted preparation time for all educators on a daily basis is integral to providing a quality education. 12

C-19 Adequate Physical Facilities

The WEAC believes that an education employee must have an adequate and secure work space. These areas are to be included within the classroom setting where appropriate. If such work space is not available or appropriate in the classroom, then it should be provided in a space contiguous to necessary resource materials.

The Council further believes that facilities for personal hygiene, separate from student facilities, should be included within the school. 14

C-20 Safe School Environment

The WEAC believes that all educational facilities must be safe from all environmental and chemical hazards. The Council supports the establishment and vigorous enforcement of standards to ensure health and safety.

The Council believes that education employees, students and their families must be notified of potential hazards and the action plan for corrections. The Council also believes that the affected school districts have the responsibility to notify the public of these hazards.

The Council further believes that when facilities are altered or repaired, they do not create additional health hazards. Education employees required to handle hazardous materials must be given ongoing training in appropriate safety procedures. 91

C-21 Safety and Well-Being of Education Employees and Students

The WEAC and its affiliates shall work together to insist upon development and enforcement of laws, district and building policies to guarantee the safety of education employees and students. The Council believes school districts must develop and implement policies that control access to buildings and keep students and staff safe from violence in schools.

The Council believes that when education employees are victims of physical attack, verbal abuse, or sexual or other harassment they should receive the full support of their employer in pursuing legal action and reimbursement for damages to their person or property.

The Council further believes that education employees should have the right to bring suit against the legal party who brought forth false allegations or caused harm to them, in order to cover damages, emotional duress, pain and suffering, and time lost.

The Council also believes that education employees must take the responsibility to call attention to student use of physical attack or intimidation, verbal abuse, or sexual or other harassment to another student so that appropriate action may be taken.

The Council encourages its affiliates to develop curriculum within the schools leading students to the awareness and prevention of such abuses or harassments by any individuals. Further, the Council encourages its affiliates to cooperate with court systems to secure strict enforcement of law in cases involving such disturbances in the public schools. 07

C-22 Professional Leave

The WEAC believes education employees should be provided with opportunities to study, update technical skills, travel, share experiences and ideas, participate in professional activities, and continue their education. Boards of education, state agencies, and legislative initiatives should encourage such activities by granting paid sabbatical and other types of leave, including business and industry internships. Education employees granted such leaves should be protected with respect to re-employment, seniority, maintenance of contract, insurance benefits, and allowance to match both the employer and employee contributions to the Wisconsin Retirement Fund in order to receive full credit for the term of the leave. 94

C-23 Media

The WEAC recognizes the fact that the media have an effect on the education of the public. The Council further recognizes that children are an especially vulnerable audience. Therefore, the Council believes that the media have an obligation to provide full, constructive, balanced and accurate presentations. Media, including the Council's, should include modifications for persons with disabilities as appropriate. 03

C-24 Annual Certification Elections

The WEAC believes the annual certification requirements of Act 10 were designed as an attack upon unions and creates an unreasonable and unjust burden for local associations who wish to maintain their status as certified bargaining representatives. 14

C-25 Good-Faith and Collective Bargaining

The WEAC strongly believes that all public and private employees have the right to collectively bargain salary, wages, benefits, hours, and working conditions in good faith with their employer. As long as general municipal employees are denied the right to collectively bargain and access to arbitration, the WEAC believes the right to strike, as recognized for workers under the National Labor Relations Act, should be extended to all general municipal employees. 15

C-26 Meet and Confer

The WEAC believes that a quality public education system requires the input of educators, and as long as the Legislature stifles this input by prohibiting collective bargaining over subjects other than base wages, school boards and administration should meet and confer in good faith with local education associations over wages, hours, and working conditions. 14

C-27 Individual Teacher Contracts

The WEAC believes that, after good-faith negotiations, school boards should provide teachers with fair and reasonable individual contracts. 14

C-28 Employee Handbooks

The WEAC believes that good-faith bargaining and/or contracts supersede employee handbooks. The Council further believes employee handbooks, if created, should be included in contract negotiations and/or in cooperation and collaboration with the local association(s). 12

C-29 Cyber-interaction

The WEAC supports First Amendment rights for all its members. Due to ever-changing technology, the WEAC believes that professional development needs to be available regarding the safe and professional use of cyber-media, such as electronic mail, Internet use, social networking, texting, and instant messaging, whether on the employer's network or personal digital devices.

The Council believes:

1. Members should use professional judgment and exercise caution with all cyber-media as members may be seen as role models in the community; members may be held to a higher standard, and these interactions may be permanent.
2. Members should educate themselves and seek training in all district policies involving cyber-media, to avoid undermining their employer or otherwise disrupting their workplace environment or interfering with their job performance.
3. Members should be knowledgeable that First Amendment rights may be limited when they speak in their roles as public education employees and their contractual rights may be limited during probationary periods.
4. Members should be involved in planning, writing, and implementing workplace policies regarding social media. 11

C-30 Assignment Outside of Licensure / Certification

The WEAC recognizes that it is the responsibility of teachers to hold proper licensure/certification to teach in the state of Wisconsin. However, it is equally important for administrators to know of a teacher's licensure/certification in assigning any teacher.

The Council believes that the DPI and the WTCSB should impose penalties on districts in which administrators assign teachers outside their area of licensure/certification or hire teachers who are not properly licensed/certified.

The Council opposes the release of an individual employee's professional qualifications. 03

C-31 Substitute Teachers

The WEAC believes in the use of licensed/certified individuals as substitute teachers, preferably in the subject matter for which they are substituting. 12

C-32 Negotiations Objectives

The WEAC supports a collective bargaining statute that includes mediation/arbitration for all education employees. Legislative concerns are outlined in the annually adopted Legislative Program.

The Council believes that every local Association should negotiate a master contract that works toward the Negotiations Goals as established by the Negotiations Guidelines for Local Affiliated Associations. 99

C-33 WTCS Staffing

The WEAC supports the use of bargaining unit personnel in the Wisconsin Technical College System. The Council encourages the expansion of WTCS bargaining units to include all non-management professional employees regardless of when they perform their work or the percentage of load carried. The Council further encourages the consolidation of part-time positions into full-time positions. The Council opposes using or hiring uncertified persons as regular full-/part-time instructors within the WTCS. 95

C-34 Educators in Federal and State Agencies

The WEAC believes that educators who are employed by the State of Wisconsin should have the same negotiating rights as members employed by municipalities and school districts.

Further, the Council believes that in any classification series in the State of Wisconsin civil service system that hires new employees above the minimum (HAM), all members in that classification will be upgraded to achieve parity.

The Council will provide legislative and professional support to those employed in federal, state and local correctional and rehabilitation institutions, in hospitals and in other custodial agencies.

The Council further believes teachers and librarians employed in state correctional institutions should have the same protective status for retirement purposes as correctional officers and municipal police and firefighters. 99

C-35 Strike Breaking

The WEAC believes that when an authorized picket line is established, crossing it is strike breaking and unprofessional, and jeopardizes the welfare of members and the educational process. The Council also denounces the practice of keeping school open during a strike. 12

C-36 Subcontracting

The WEAC believes that public employees should not be displaced by private sector providers. The Council believes that school districts should not enter into subcontracting agreements that transfer education employees or that abrogate previously contracted benefits, reduce compensation, deny fringe benefits, and/or reduce or eliminate accumulated retirement experience and benefits. Further, the Council believes securing and retaining skilled, knowledgeable and experienced education employees with proper licenses for positions requiring licensure is paramount to quality educational programs in Wisconsin. 95

C-37 Teaching Staff Reduction

The WEAC encourages its affiliates to negotiate master contracts providing a definite procedure to be utilized should a reduction in force occur.

Criteria for a reduction in force (RIF) which affiliates may wish to negotiate should include, but not be limited to, seniority; maintenance of a given ratio of minority teachers to white teachers; objectivity; nondiscrimination; uniformity of application and affirmative action.

The Council believes, should RIF become necessary, the number of administrators shall be reduced at least in proportion to the number of teachers being reduced.

Contracts should also establish recall procedures that provide priority job opportunities to teachers unemployed because of reductions in force. Neighboring districts are encouraged to establish procedures on a regional basis that would provide priority hiring of laid-off teachers. 93

C-38 Compensation for Student Needs Meetings

The WEAC believes that all education employees required to be in attendance at IEP, Section 504, and at-risk student meetings and/or student staffing that occur during their preparation time or before or after school hours be compensated at the district's negotiated hourly rate. 99

C-39 School-Related Duties

The WEAC commends those boards of education who provide adequate financial and time consideration to those individuals who assume the supervision and control of extra school-related duties and activities. Teachers should not be required to accept these assignments. 93

C-40 Retirement

The WEAC shall provide leadership in promoting education employees' interests in retirement issues. Every effort should be made to maintain or improve existing retirement benefits.

The Council further believes that funds should be invested prudently to obtain the best possible return. Benefits paid to retirees should maintain at least an annual cost-of-living adjustment. Fully paid comprehensive health insurance should be made available to retirees, their spouses, domestic partners, and/or dependents.

The Council supports efforts that allow education employees to transfer experience from other states into the Wisconsin Retirement System. 94

C-41 Retirement Military Service Credit

The WEAC believes the state legislature should enact legislation to allow Wisconsin Retirement System ("WRS") participants to receive military service credits for military service provided at any time, regardless of whether the participant returns to the same or another WRS employer, and even if the military service was used to receive a federal retirement benefit. 15

C-42 Grievance Procedure

The WEAC believes that grievance procedures must be provided in the master contract with definite, timely steps to appeal the application or interpretation of employer policies, agreements, and practices. Binding arbitration should be the final step of the grievance procedure. 95

C-43 School Calendar

The WEAC believes that school calendars should not be legislatively fixed and should be based on local negotiations. The Council further believes that any increase in the length of the mandated school year be accompanied by proportional increases in salaries and fringe benefits. 95

C-44 Bargaining Unit Membership

The WEAC opposes attempts to weaken local bargaining units by assigning members of the unit tasks which will exclude them from the unit. It encourages local affiliates where such attempts are made to insist that these positions not include any teaching responsibilities. 79

C-45 Housing for Educators

The WEAC believes that all education employees must be free to reside in the communities of their choice. Local affiliates should actively resist any attempt to limit this freedom. The Council believes that open occupancy in housing must be enforced. 94

C-46 Religious Holiday Leave

The WEAC supports the right of education employees to observe religious holidays without discrimination and/or loss of income or personal contractual leave other than that designated for religious holidays. The Council encourages its local affiliates to negotiate leave for religious holidays. 95

C-47 Competency Testing of Educators

The WEAC believes that there is no one standard that can be used in hiring practices; therefore, competency testing must not be used as a condition of employment, continuing employment, license retention, or promotion. 03

C-48 Basic Contract Standards

The WEAC believes that collective bargaining agreements between education employees and their employers should contain certain standard contractual concepts. Therefore, the Council encourages its locals to negotiate agreements that include:

1. A grievance procedure that terminates with final and binding arbitration.
2. Just cause for any disciplinary action with guaranteed due process through final and binding arbitration and continuation of all employee rights, including full compensation and job security.
3. A seniority list that is updated, published, and distributed annually.
4. Transfer rights, layoff and recall based only on seniority as bargaining unit members, licensure/certification, and to the extent legally permissible, racial balance.
5. Employer-paid fringe benefits, including but not limited to comprehensive health, life, dental, vision, long-term care, and income protection insurance and employee assistance programs, that fully cover bargaining unit members, domestic partners and their families.
6. Membership in the association or the payment of a fair-share fee as a condition of employment.
7. Required posting of all vacant or newly created positions along with the right of bargaining unit members to apply for these positions.
8. Unassigned preparation, planning, and travel time as applicable for all members of the bargaining unit.
9. Specified class size, teaching load, and job description.

10. A duty-free lunch period of not less than 30 minutes for all members of the bargaining unit.
11. Nondiscriminatory, fair, and equitable treatment of bargaining unit members.
12. Contractually defined procedures for evaluation and promotion.
13. Released time for association business with full pay and fringe benefits.
14. Parental/child rearing leave for employees to provide care for natural or adopted children.
15. Contractually defined procedures for ensuring education employee decision-making in curriculum design, staff development and related instructional management and reporting systems.
16. Salary schedules based upon preparation, professional growth, and length of service and excluding any form of merit pay except in institutions of higher education where it has been bargained.
17. Extracurricular and extra-duty assignments filled on a voluntary basis and compensated at no less than the employee's regular rate of pay.
18. Retirement benefits based on all income derived from school employment, including extracurricular and extra-duty pay.
19. Clearly defined bargaining unit membership.
20. Placement on the salary schedule based on qualifications and number of years of experience in the profession.
21. A guaranteed safe and healthy working environment.
22. The school calendar.
23. Protection from unilateral changes in terms or conditions of employment.
24. Provisions to define class loads, student contact hours, and contract hours for instructors who are involved in distance learning, and to guarantee that technology and distance learning are not used to supplant employees.
25. Language stating that education employees own the copyright or patent for materials that they create in the course of their employment. 03

C-49 Salaries and Benefits

The WEAC believes that salary and benefit structures for education employees are matters for collective bargaining.

The Council believes that salary schedules should:

1. Be based on preparation, academic degrees, experience, professional growth, responsibilities, and full length of service.
2. Assure that initial placement and advancement on the salary schedule are nondiscriminatory.
3. Be independent of national certification unless the impact of any national certificate is determined through the collective bargaining process.
4. Provide and maintain structural integrity through the use of an index or percentage guide for experience increments and levels of academic preparation.
5. Assure that salaries paid for summer employment, continuing education programs, extended contracts, conducting employee training or workshops, serving as a teacher mentor, and extra duty is not less than the rate for regular pay.
6. Assure that salaries paid in non-traditional adult and alternative programs be the same as salaries paid in traditional programs and that any personnel serving lower socioeconomic groups not be paid less than equivalent educational professionals providing similar service to higher socioeconomic groups.
7. Provide for entry-level salaries and career earnings comparable to those of other professions and occupations with similar preparation and responsibilities and be structured to provide compensation levels that encourage classroom teachers to remain in the classroom and support professionals in the educational setting.
8. Define "salary increase" to mean the exact monetary differential between the existing salary schedule and the proposed salary schedule - exclusive of incremental adjustments - and all basic benefits.

The Council further believes that local affiliates can best promote the economic welfare of all education employees, regardless of source of funding. Extra duties performed by education employees shall be on a voluntary basis and shall be accompanied by equitable extra duty pay.

The Council believes that performance pay schedules, such as merit pay, are inappropriate.

The Council shall seek the repeal of laws limiting salaries and benefits for education employee(s).

The Council believes that there should be no limit to the number of years of experience an education employee can transfer.

The Council further believes that education employees should be provided with benefits including, but not limited to:

1. Comprehensive insurance program

- a.) Health
- b.) Dental
- c.) Vision
- d.) Hearing
- e.) Life
- f.) Legal
- g.) Workers' compensation
- h.) Long-term care

2. Paid leaves

- a.) Sick leave with unlimited accumulation
- b.) Personal leave with unlimited accumulation
- c.) Bereavement leave
- d.) Parental leave, including adoption
- e.) Dependent care leave
- f.) Sabbatical leave
- g.) Professional leave
- h.) Association leave
- i.) Religious leave

3. Additional remuneration

- a.) Severance pay
- b.) Unused sick leave
- c.) Tuition reimbursement
- d.) Retirement compensation
- e.) Unemployment compensation
- f.) Benefit extension for laid-off employees

4. Personal assistance

- a.) Personal assault protection, and in the event of assault, counseling services and leave that is not subject to sick or personal leave
- b.) Employee assistance program
- c.) Reimbursement for damages to or loss of personal property at work site
- d.) Child care center
- e.) Wellness programs
- f.) An opportunity to participate in a negotiated flexible benefit plan authorized by Section 125 of the U.S. Federal Tax Code.

The Council believes that education employees should have equal access to all benefits, including comprehensive health, dental, and vision insurance and employee assistance programs for their spouses, domestic partners, and/or dependents.

The Council also believes that comprehensive health insurance, long-term care, life insurance, and long-term disability insurance should be provided for education employees on official leave of absence or parental leave.

The Council further believes that provisions should be made for retirees, their spouses, domestic partners, and/or dependents at their option to continue in the comprehensive health, dental, vision care, and long-term care programs of the school district, educational system, or institution.

The Council believes that, if school districts consolidate or separate, education employees should not lose their tenure or have their salary, benefits, or seniority reduced. 03

C-50 Infectious Diseases / Hepatitis B

The WEAC believes employees who suspect that they are in danger of contracting hepatitis B in connection with their work duties shall be inoculated against such disease at the employer's expense. Any employee who contracts an infectious disease such as hepatitis B while performing work-related functions and who loses work time as a result shall not be charged with sick leave for any work time lost. 17

C-51 Equal Rights/Affirmative Action

The WEAC believes that personnel policies and practices must not discriminate against individuals because of race, color, national origin, religious beliefs, residence, disability, political activities, professional association activity, age, marital status, family relationship, sex, or sexual orientation.

The Council supports the development and implementation of affirmative action plans and procedures that will encourage employment and advancement opportunities at all levels within school districts and the United Education Profession.

It may be necessary, therefore, to give preference in recruitment, hiring, retention, and promotion policies to certain ethnic-minority groups or women or men to overcome past discrimination. 88

C-52 Membership Rights

The WEAC promotes the organizing of preschool through post-secondary teachers and education support professionals. The Council believes these individuals have the right to participate fully in the professional association. Members representing a wide range of different cultural, ethnic, and racial identities should have positions on committees, opportunities to attain leadership, and the right to represent their local and state associations. Policies should be established to ensure these rights. 95

C-53 Defense of Education Employees

The WEAC will support any member whose professional or political status or rights have been menaced or unfairly restricted. Where legal and other restrictions prevent education employees from exercising these rights, the Council will support local affiliate efforts to remove such restrictions.

The Council pledges to continue its support to education employees in retaining their positions when threatened with transfers, demotions, dismissals and being passed over for promotions. 89

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CONSTITUTION

ARTICLE I - NAME AND OBJECTIVES

SECTION 1 - Name

The name of this organization is the Wisconsin Education Association Council, a non-profit unincorporated organization of school employees in the State of Wisconsin.

SECTION 2 - Objectives

This is a state council of local associations and organizations and their individual members in the State of Wisconsin established to achieve through the collective bargaining process, petition legislation, education and every lawful means the objectives as set forth in the Bylaws.

ARTICLE II - MEMBERSHIP

SECTION 1 - Organizational Membership

- a. Class I - Organizations of professional employees and organizations of education support professionals of pre-K-8 systems, pre-K-12 systems, cooperative educational services agencies and county handicapped children's education boards that either (a) are recognized bargaining agents, regardless of size, or (b) are not recognized bargaining agents but have 26 or more members, are eligible for Class I membership.
- b. Class II - Organizations of professional employees and organizations of education support professionals of pre-K-8 systems, pre-K-12 systems, cooperative educational services agencies and county handicapped children's education boards that are not recognized bargaining agents and that have fewer than 26 members are eligible for Class II membership.
- c. Class III - (a) Organizations of faculty and organizations of education support professionals of Wisconsin Technical Colleges that meet the requirements of Class I or Class II, or (b) one organization of faculty and one organization of education support professionals of Wisconsin Technical Colleges who by reason of their unique position or location cannot belong to III-a type organization, are eligible for Class III membership.
- d. Class IV - (a) Organizations of faculty, academic staff and personnel employed by the University of Wisconsin system that meet the requirements of Class I and Class II organizational membership, or (b) one organization of faculty, academic staff and personnel employed by the University system who by reason of their unique position or location cannot belong to IV-a type organization, are eligible for Class IV membership.
- e. Class V - An organization of individuals who by reason of their unique position or location cannot belong to Classes I, II, III, or IV, is eligible for Class V membership.
- f. Class VI - The Student Wisconsin Education Association is eligible for Class VI membership.
- g. Class VII - The Wisconsin Education Association Council - Retired (WEAC-Retired) is eligible for Class VII membership. WEAC-Retired shall consist of individuals who now have retired or become permanently disabled or were previously WEAC members, were eligible for WEAC membership, or were administrators who now have retired or have become permanently disabled.

SECTION 2 - Individual Membership

Individuals who are members in good standing of WEAC's organizational members shall have direct membership in WEAC.

SECTION 3 - Associate Membership

- a. Class VIII - Individuals who were members of Classes I, II, III, IV, or V organizations, but who at present are laid off, nonrenewed, temporarily disabled, on leave (paid or non-paid), dismissed or terminated, who have submitted written intent to return to their former position or a comparable position at a different educational institution and who have not entered upon an alternative career, are eligible for Class VIII membership.

- b. Class IX - Individuals who by reason of their unique position or location cannot belong to an organizational member are eligible for Class IX membership. Class IX membership is intended to permit the maintenance of available WEA Trust programs after retirement or termination of school employment where such individuals may or may not have previously held WEAC membership, but were eligible to be included in Trust programs.
- c. Class X – Individuals who have demonstrated support in advancing the cause of public education and in advocating in support of the mission, vision, and core values of WEAC, who are not eligible for any other category of WEAC membership, are eligible for Class X membership. Class X membership is intended to formalize established relationships with WEAC’s community allies.
- d. Associate members shall not be entitled to vote in WEAC elections, run for WEAC office, hold office in WEAC, nor be counted in WEAC’s governance structure. Notwithstanding the preceding sentence, Class VIII members shall be permitted to complete a term presently being served on a WEAC Committee or Commission. Any additional rights and privileges of Associate membership shall be defined by the Board of Directors. Dues and fees for Associate membership shall be established by the Board of Directors.

Associate members may be entitled to participate in WEAC benefits (Trust, Credit Union, etc.) where applicable, receive WEAC every-member publications, receive WEAC liability insurance (where applicable), and to attend WEAC sponsored member-only functions.

SECTION 4 - Membership Standards

- a. Membership in WEAC and membership in WEAC’s organizational members shall be limited to employees of the State of Wisconsin, of any corporation wholly owned by the government of the United States or the State of Wisconsin, of any political subdivision of the State or of any corporation wholly owned by a political subdivision, except individuals who serve as an officer of WEAC shall be allowed to remain members of WEAC and of WEAC’s organizational members.
- b. Standards set by organizational members for individual membership shall be consistent with Sec. 111.70, Wis. Stats., and Sec. 111.80 *et seq*, Wis. Stats., as applicable. In units where the respective statute does not apply, eligibility for membership shall not be extended to a person whose principal work is different from that of one’s subordinates and who has authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline employees, or to adjust their grievances, or to authoritatively recommend such action, if the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.
- c. All members shall agree to subscribe to the objectives of WEAC and to abide by its Constitution and Bylaws.
- d. Only one organizational member may be approved for each recognized bargaining unit under the same governmental body. An organization may become a member of WEAC or may form with other organizations as a conglomerate within a Regional unit. If a group of organizations form a conglomerate, dual membership is prohibited, and the "one-person one-vote principle" shall apply.
- e. Each organizational member shall be entitled to maintain its autonomy, consistent with the Constitution and Bylaws of WEAC.
- f. Additional standards for organizational members shall be as established in the Bylaws.

SECTION 5 - Petition for Organizational Membership

- a. A petition for organizational membership shall be accompanied by the official name of the organization, a constitution and bylaws that meet the standards for membership in WEAC as stated in WEAC’s Constitution and Bylaws, the names of its officers, a list of names of all members of the organization, and the dues to WEAC for said members for the current year, or a statement that such dues have been previously paid.
- b. When the petition for organizational membership has been approved by the Board of Directors of WEAC, the President of WEAC shall issue credentials to such organization entitling it to all rights and privileges contained herein.

SECTION 6 - Discipline and Reinstatement

- a. The Board of Directors shall have the power to discipline an organizational, individual, or associate member for violating WEAC’s Constitution, including but not limited to, nonpayment of dues and/or per capita tax, WEAC’s Bylaws and Policy Handbook, and for other just cause, after due notice and hearing, by a two-thirds roll call vote of its entire membership at a duly convened meeting of the

Board of Directors. The power to discipline shall include, without limitation, the power to place on probation, censure, suspend or expel.

- b. The procedure for initiating and processing charges against an organizational, individual, or associate member shall be set forth in the Policies of WEAC.
- c. An organizational, individual, or associate member who has been expelled can be reinstated by a majority vote of the Board.

SECTION 7 - Disaffiliation

- a. An organizational member may not disaffiliate with WEAC without notifying the President of WEAC of its intention to disaffiliate ninety (90) days in advance of any action to disaffiliate. Such notice of intention to disaffiliate shall state in detail the reasons why the organizational member desires to disaffiliate and shall be supported by a statement that the desire to disaffiliate has been presented to a duly convened membership meeting of the organizational member and that the membership has approved of the intention to disaffiliate by a vote of two-thirds of the entire membership of the organization by a secret written ballot.
- b. An organizational member may disaffiliate only upon fulfillment of all of its legal and financial obligations to the WEAC and WEA, Inc.

ARTICLE III - NONGOVERNANCE MEMBER ORGANIZATIONS

SECTION 1

Nongovernance member organizations are organizations other than WEAC locals and Regional member organizations that enter into reciprocal agreements with WEAC. Such reciprocal agreements shall specify the rights and privileges rendered to nongovernance member organizations; however, such rights and privileges shall not include:

- a. Voting in WEAC member organization elections;
- b. Holding WEAC elective office;
- c. Being counted for representation purposes in any WEAC member organization governance structure;
- d. Participating in WEAC or NEA governance activities;
- e. Serving on WEAC Standing Committees or Commissions.

To be affiliated under this section requires majority approval of the members of the WEAC Representative Assembly present and voting.

ARTICLE IV - FINANCE

SECTION 1 - Per Capita Tax

Per capita tax payable to this Council from each member organization shall be an amount fixed by the Representative Assembly as stated in the Bylaws, including fair shares collected by the member organization.

SECTION 2 - Council Membership Dues

Council membership dues may be fixed by the Representative Assembly not to exceed \$10 per member organization.

SECTION 3 - Collection and Transmittal of Other Dues

The Wisconsin Education Association Council shall collect and transmit the fees of WEA Life Members; WEA, Inc.; Student WEA; WEAC-Retired and NEA as stated in the Bylaws.

ARTICLE V - ALTERNATE NEA DIRECTOR

SECTION 1 - Function

There shall be one alternate NEA Director, who shall serve in place of an NEA Director who is unable to attend a meeting of the NEA Board of Directors or the WEAC Board of Directors. If an NEA Director is unable to complete his or her term, the Alternate NEA Director shall fill the vacancy for the balance of the term.

SECTION 2 - Qualifications

The qualifications for alternate NEA Director shall be the same as for NEA Director.

SECTION 3 - Terms

- a. The term of the alternate NEA Director shall be one (1) year from September 1 immediately following the election through August 31.
- b. In the event the Council does not hold a Representative Assembly in any given year, the official tenure of the alternate NEA Director shall be extended.

SECTION 4 – Elections

Election of an alternate NEA Director shall be held in the same manner as the regular election for the NEA Director(s).

SECTION 5 - Vacancies

The vacant Alternate NEA Director position shall be filled within sixty (60) days by a majority vote of the total membership of the Board of Directors.

SECTION 6 - Removal

The alternate NEA Director may be removed in the same manner as the NEA Director(s).

ARTICLE VI - BOARD OF DIRECTORS

SECTION 1 - Function

- a. The Board of Directors shall be the governing body of this Council. The executive powers and authority of the Council shall be lodged in the officers of the Council provided for in this Constitution. The Board of Directors shall manage the business and affairs of the Council when the Representative Assembly is not in session.
- b. The Board of Directors shall exercise such other powers as provided in the Constitution and Bylaws and as may be delegated to it by the Representative Assembly.

SECTION 2 - Composition

- a. The Board of Directors of the WEAC shall consist of the officers, the NEA Directors (excluding the alternate NEA Director), Region representatives, WEAC ESP At-Large Representative, and Minority Guarantee Representative. The alternate NEA Director and all members elected to NEA at-large positions shall have the privilege of any other members of the Board of Directors exclusive of the privilege of voting. The duties of the Board of Directors shall be as set forth in the Bylaws.

Where other sections of this Constitution are in conflict with this section, this section will take precedence.

1. Elected officers - elected officers of the WEAC shall be a President, Vice President and Secretary-Treasurer.
2. Region representatives - one (1) per Region.
3. WTCS At-Large Representative – one (1) for designated member organization class.
4. An ESP At-Large Representative – one (1) for designated member organization class.
5. Minority Guarantee Representative – one (1).
6. Appointed Officer - the appointed officer of the WEAC shall be the Executive Director and shall have no vote.

- b. Alternate Directors may be elected at the discretion of the unit, affiliate or member organization provided such election conforms to this Constitution and Bylaws. Alternate directors shall be certified at the time of certification of the directors. The Alternate shall assume the powers of the absent member of the Board of Directors, including serving as a delegate to the Representative Assembly.
- c. There shall be ethnic minority representation on the WEAC Board of Directors. The Representative Assembly shall elect a member-at-large and an alternate to fulfill this guarantee. The representation of each Regional unit, affiliate or member organization shall reflect the ethnic minority population within its membership wherever possible.
- d. Simultaneous Positions. No person shall hold two positions on the Board of Directors at the same time. Any member who is elected or appointed to a second position on the Board of Directors shall vacate the first position when that person assumes the duty of the new position. No WEAC elected officer shall simultaneously hold a position as an NEA elected officer, NEA Executive Committee member, or NEA Director. No WEAC Board of Directors member or alternate shall simultaneously hold a position as NEA elected officer or NEA Executive Committee member.

SECTION 3 - Qualifications for Board of Directors

- a. Each candidate for President, Vice President, Secretary-Treasurer and NEA Director(s) must be a member in good standing of a member organization of this Council and of the National Education Association and be actively engaged in the education profession as a principal occupation for at least two consecutive years when filing for office. NEA Director candidate(s) shall also meet qualifications set forth in the NEA Constitution and Bylaws.
- b. Regional constituency presidents/chairs or their designees will serve as representatives to the State Board of Directors. Candidates for these positions, or at-large representatives shall be members in good standing and meet qualifications stated in the constitution and bylaws of their respective units, affiliates or member organizations. The designees and the alternates must be members of their respective Regional Boards.

SECTION 4 - Terms

- a. The terms of all elected officers of the Board of Directors shall begin on August 1 immediately following their election. The term of office of elected officers of the Board of Directors shall be limited to a total of six (6) consecutive years in one office.
- b. In the event that the Council does not hold a Representative Assembly in any given year, the official tenure of the officers of the Board of Directors and the NEA Directors whose terms expire during that year shall be extended one year or for such number of years during which the Representative Assembly does not meet.
 1. President - The term of the President shall be three (3) years. The President may serve no more than two (2) terms. The President shall serve full time.
 2. Vice President - The term of the Vice-President shall be three (3) years. The Vice-President may serve no more than two (2) terms. The Vice President shall serve full-time.
 3. NEA Directors - The term of the NEA Directors shall be the same as their term on the NEA Board of Directors.
 4. Secretary-Treasurer - The term of the Secretary-Treasurer shall be three (3) years. The Secretary-Treasurer may serve no more than two (2) terms. The Secretary-Treasurer shall serve full-time.
 5. WTCS At-Large Representative. The term of the representative and/or alternate on the Board of Directors shall be three (3) years. The representative and/or alternate to the Board of Directors may not serve more than two (2) consecutive terms in their respective positions.
 6. ESP At-Large Representative. The term of the representative and/or alternate on the Board of Directors shall be three (3) years. The representative and/or alternate to the Board of Directors may not serve more than two (2) consecutive terms in their respective positions.
 7. Minority Guarantee Representative. The term of the representative and/or alternate on the Board of Directors to fulfill minority guarantees shall be three (3) years. The representative and/or alternate to the Board of Directors may not serve more than two (2) consecutive terms in their respective positions.

SECTION 5 - Elections

- a. The elected officers and Minority Guarantee Representative and alternate of the Board of Directors shall be elected at the annual meeting of the Representative Assembly, by secret ballot, by a majority of the members of the Representative Assembly present and voting in accordance with the Bylaws.
- b. The WTCS At-Large Representative and alternate of the Board of Directors shall be elected, by secret ballot, by members of their respective Class member organization, according to the bylaws of the WEAC.
- c. The ESP At-Large Representative and alternate of the Board of Director shall be elected, by secret ballot, by members of their respective Class member organization, according to the procedures approved by the WEAC Board of Directors.
- d. The members and/or alternates on the Board of Directors from Region units shall be elected by secret ballot by each unit according to its constitution and bylaws and the bylaws of the WEAC.

SECTION 6 - Vacancies

- a. The Vice President shall succeed to the office of President in case of vacancy in that office. The Board of Directors shall fill, by election, all other vacancies in the elected offices on the Board of Directors but such individuals shall serve through the July 31 following the next election possible under the filing rules.
- b. 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. Vacancies on the Board of Directors from Region units shall be filled according to the constitution and bylaws of each unit, affiliate or member organization.
- d. Vacancies on the Board of Directors from at-large representatives shall be filled by the alternate. The Board of Directors shall fill, by election, all other vacancies for at-large representatives, but such individuals shall serve through the July 31 following the next election possible under the filing rules.
- e. Except in the case of the WEAC Officers, the Board of Directors shall declare that a vacancy exists if a member of the Board of Directors is no longer actively engaged in the education profession as a principal occupation.

SECTION 7 - Removal

- a. The Board of Directors shall have the right to remove any elected officer and/or NEA Director member for just cause, after due notice and hearing. Such vote to remove shall require a two-thirds roll call vote of its entire membership at a duly convened meeting of the Board of Directors.

Should there be any dispute as to what constitutes just cause, the matter may be submitted by the affected individual to the Review Board.
- b. Region representatives may be removed for just cause by procedures which shall be set forth in their constitution and bylaws. Subject to the right of the affected representative to appeal to the Review Board, at-large representatives may be removed for just cause by procedures approved by the WEAC Board of Directors.

SECTION 8 - Meetings

The Board of Directors shall have seven (7) regular meetings each year. Special meetings of the Board of Directors may be held upon call of the President or upon written request to the President of fifteen (15) percent of the Board of Directors and upon due notice of the time and place of holding such special meeting being given to each member of the Board of Directors. Meetings of the Board of Directors shall be conducted according to the Standing Rules as provided in the Bylaws.

ARTICLE VII - REPRESENTATIVE ASSEMBLY

SECTION 1 - Authority

All legislative powers of the Council shall be vested in the Representative Assembly which shall be organized and exist as hereinafter provided.

SECTION 2 - Allocation and Election of Delegates

The Representative Assembly shall be composed of members of organizations of this Council chosen by the organizations by secret ballot as provided in the Bylaws. The Representative Assembly shall also include delegates-at-large as provided in the Bylaws.

SECTION 3 - Meeting

The Annual Meeting of the Representative Assembly shall be in the spring; the day, hour and place for holding the opening session to be set by the Representative Assembly two years in advance. Subsequent sessions may be held at a time to be determined by a majority vote of the delegates.

- a. In the event of the inability of the Board of Directors to make satisfactory arrangements for the accommodation and comfort of the members at the time and place so selected, the Board of Directors shall have power to change the time and place of such Representative Assembly, provided it is held within the fiscal year.
- b. The Board of Directors shall be empowered to call a special meeting of the Representative Assembly. Notice of the time and place for such meeting shall be announced to all member organizations at least sixty (60) days in advance of the opening session.
- c. Special meetings of the Representative Assembly may be called upon request of twenty-five (25) percent of the WEAC member organizations or by thirty-five (35) percent of the allocated delegates to the most recent Representative Assembly.

In the event of a Special Representative Assembly under the provisions of this paragraph, the Board of Directors shall authorize the necessary funding.

SECTION 4 - Powers of the Representative Assembly

The Representative Assembly, subject to the provisions of this Constitution, shall have full power to transact all the business of the Council at the Representative Assembly, to enact legislation relating to the work of the Council, the reorganization of member organizations, the duties of officers and committees and such other matters properly within the scope of legislative action.

- a. The Representative Assembly shall determine its own rules of procedure and shall have power to establish an official organ of the Council to be published periodically.
- b. The Representative Assembly shall have the power over all funds of the Council and shall control the expenditure thereof, except as such power may be delegated to the Board of Directors by act of the Representative Assembly, and shall adopt a budget for the Council at its annual meeting.
- c. All powers of the Council not specifically delegated by the Representative Assembly, or otherwise authorized by the Constitution, are reserved to the Representative Assembly.

ARTICLE VIII - REVIEW BOARD

SECTION 1 - Authority

- a. Subject to the subsections b. and c., all judicial powers of the Council shall be vested in a Review Board which shall be organized and shall exist as hereinafter provided.
- b. Upon receipt of a petition for appeal from a member against whom or which action has been taken, the Review Board shall have the authority after due notice and hearing to:
 - 1) Review the censure, suspension, or expulsion of an organizational or individual member by the Council's Board, and overturn or affirm said action.
 - 2) Review the removal from office of a member of a Standing Committee, and overturn or affirm said action.
 - 3) Review the removal by the Council's Board of any elected Council officer, NEA Director, Class III member organization representative or Education Support Professional representative, and overturn or affirm said action.

- 4) Review the censure, suspension or expulsion of an organizational or individual member by a local member organization or Region Board as to whether the action was consistent with the Council's Constitution, Bylaws, or policies, and overturn or affirm said action. The Review Board's decision shall be binding and may be appealed to the NEA Judicial Review Board.
- c. Upon receipt of charges initiated by action of one-third (1/3) vote of a Region or a local member organization, by one-third (1/3) vote of their respective Board of Directors, or by action of a one-third (1/3) vote of the Council's Board of Directors; or upon receipt of charges initiated by a petition of ten (10) percent of the certified delegates of the Representative Assembly, the Review Board shall have the authority after due notice and hearing to:
- 1) Review an action of the Council's Board for consistency with, and consistent application of, the Council's Constitution, Bylaws, Policies and Rules, and recommend to the Board any necessary remedial action.
 - 2) Review an action of the Board of Directors of a local member organization for consistency with, and consistent application of, the local member organization's Constitution, Bylaws, Policies and Rules, and recommend to the Board of the local member organization any necessary remedial action.
 - 3) Review an action of the Board of Directors of a Region for consistency with, and consistent application of, the Region's Constitution, Bylaws, Policies and Rules, and recommend to the Board of the Region any necessary remedial action.

SECTION 2 - Composition and Term

The Review Board shall consist of five (5) members, appointed by the President with the advice and consent of the Board of Directors, who shall serve for five (5) year staggered terms. No member shall be eligible for reappointment to a regular term.

SECTION 3 - Qualifications

Members of the Review Board shall have been Active or Education Support members of a member organization for five (5) consecutive years immediately prior to appointment. Members shall maintain their respective Active or Education Support membership.

No executive officer or Board member of the Council shall be appointed concurrent with such office or position.

SECTION 4 - Procedure

- a. The charges shall be in writing and shall be signed by the charging party. The charges shall be specific, citing in detail the nature, date and the circumstances of the alleged offense, and where a violation of a Constitution, Bylaw, Policy or Rule is alleged, the specific section shall be cited, along with the specific act or failure to act which constitutes the alleged violation. The charges shall be filed with the Chairperson of the Review Board and, unless an interested party, with the President of the WEAC Board of Directors.
- b. The Review Board shall establish its rules of procedure. The rules shall guarantee due process throughout the entire proceeding, and shall include, without limitation, the right of the member against whom or which charges have been filed to employ counsel, the right of that member to appear before the Review Board, the right of that member to present witnesses and to cross-examine the witnesses of the charging party, and the right to compel the production of records of the Council, Region or local member organization relevant to the case.
- c. The decision of the Review Board shall be in writing and shall be issued within thirty (30) days following completion of the hearing.

SECTION 5 - Removal

- a. Members of the Review Board may be removed for just cause, after due notice and hearing. Such hearing may not relate to the issuing of decisions required by Sections 1 and 4 of this Article.
- b. Under rules established by the Council's Board of Directors, proceedings against a member of the Review Board shall be initiated before the Council's Board of Directors or Committee thereof by action of the Representative Assembly, by action of the Board of Directors of a local member organization, or Region, or upon petition of ten (10%) percent of the certified delegates of the Representative Assembly.
- c. An affirmative vote of at least two-thirds (2/3) of the entire membership of the Council's Board shall be required to sustain a charge following a due process hearing before that Board or Committee thereof.

- d. Upon removal of a member of the Review Board, the position shall become vacant.

ARTICLE IX - COMMITTEES

SECTION 1 - Standing Committees

The Standing Committees shall be as provided in the Bylaws. Standing Committees shall be appointed by the President prior to being seated. Such appointments shall be for a term of two (2) years. Appointment of Student WEA members shall be for a term of one (1) year. All appointments are subject to Board of Directors approval.

SECTION 2 - Special Committees

Special Committees may be established by the Representative Assembly or by the Board of Directors for the purpose of accomplishing a specific task within a limited period of time.

ARTICLE X - AMENDMENTS

SECTION 1 - Procedures

This Constitution may be altered, amended or repealed at any regular or special meeting of the Representative Assembly by a two-thirds vote of the representatives present and voting; but any proposed change must be submitted to the Constitution Committee through the Executive Director in writing by January 15; such notice shall be published and distributed to each member organization at least thirty (30) days before such meeting.

SECTION 2

This Constitution shall take effect when adopted or as directed by the Representative Assembly.

ARTICLE XI - DISTRIBUTION OF ASSETS ON DISSOLUTION

Upon the liquidation, dissolution or termination of the Council, none of the assets which may remain after the satisfaction of all outstanding claims shall be made available to any individual nor to any corporation or other organization except those which qualify as exempt from federal income tax under Section 501 of the Internal Revenue Code of 1954, and the amendments thereto.

BYLAWS

1 – OBJECTIVES

1-1 Objectives. The objectives of the Council shall be:

- a. To aid and assist affiliated locals, their members and employees represented by such affiliated locals in obtaining and extending the benefits of mutual assistance and collective bargaining, the improvement of wages, hours and working conditions and to promote the organization of the unorganized teachers and education support professional into locals of their own choosing for their mutual aid, protection and advancement.
- b. To aid members and employees represented by the Wisconsin Education Association Council affiliated locals in obtaining improved wages, hours and working conditions and to promote their economic and social needs by every lawful means.
- c. To promote high ethical and professional standards for the education profession.
- d. To provide for the education and economic and social advancement of the members of its local member organizations and the WEA, Inc. for their mutual concern, aid and welfare.
- e. To coordinate the activities and statewide legislative and other programs of its local member organizations.
- f. To develop among the profession and the public a better understanding of the issues and problems in the area of members' rights.
- g. To advance the civil and academic rights of the public and private teaching profession.

- h. To encourage all members, without regard to race, creed, religion, gender, sexual orientation, color, national origin, to share equally in the full benefits of this organization and its local member organizations, the National Education Association and the WEA, Inc.
- i. To secure legislation which will safeguard and promote the principle of free collective bargaining, and the rights of members in both the public and private sector, and to oppose legislation hostile to these objectives.
- j. To promote and use all appropriate media, to advance and protect the education profession and the individual rights of the members of the education profession through education and other lawful means.
- k. To safeguard the democratic character of the education association for protection of the rights of the education profession, and its individual members, through the organization of this Council and its local member organizations.
- l. To provide for involvement of minority members in association activities.
- m. To encourage members to register and vote, to exercise their full rights and responsibilities of citizenship and to perform their rightful part in the political life of local, state and national communities, while preserving the independence of the members and the education profession from political control. And to engage in political activity permitted to a labor organization by law in furtherance of the objectives set forth in this article.
- n. To promote the human and civil rights and educational welfare of all students.
- o. To promote the improvement of instruction.
- p. To work towards the improvement of teacher education and professional development.

2 - MEMBERSHIP

2-1 Rights and Limitations.

- a. The right to vote and to hold elective office or appointive position shall be limited to members of member organizations, except as otherwise provided. No person shall be eligible to be an officer or member of the Board of Directors or member of a Standing Committee of the Association who is a member of any organization which is seeking to replace WEAC and its member organizations as the bargaining agent.
- b. An individual who is a member of a negotiating team representing a school board or representing a board of trustees of a higher education institution shall have his or her membership suspended if such suspension is requested by a governing body of an Association affiliate in the school district or higher education institution where the individual is serving on the negotiating team. The procedure governing this process shall be set forth in the WEAC Policy Handbook.

2-2 Membership Year. The membership year shall be from September 1 through August 31. Each member organization shall transmit its membership list to the WEAC by November 15 of each membership year.

2-3 Membership Organization Standards. For original organizational membership, and to retain organizational membership, with the Council, each organization shall comply with the following requirements except as otherwise provided.

- a. Each member organization shall be governed by a Constitution and Bylaws approved by the Council. The Constitution and Bylaws shall conform to the requirements of the Constitution and Bylaws of the Council.

The Constitution of the member organization shall provide:

- a-1 That membership in a Regional unit, the WEA, Inc. and the NEA is a condition of membership in the member organization with the requirement that to retain membership in the organization each person shall become a member of a Regional unit, the WEA, Inc. and the NEA. However, membership in a Regional unit is not a condition of membership for Class IV, V, VI, VII, VIII, IX or X Organizations nor the Eau Claire Association of Educators.

- (a) All Education Support Professional member organizations of WEAC shall become unified (hold membership in Region, WEA, Inc., WEAC and NEA) as of September 1, 1990.

- (b) Non-unified ESP local member organizations of GBEA, Council #10, MTI, SCUE and KEA which were not unified as of August 31, 1989, shall not be required to become unified on September 1, 1990.

Locals which become affiliated with the above listed grandparented Regional units after September 1, 1989 shall be required to be unified.

- a-2 That members in the status of dismissal or non-renewal shall be allowed to retain membership in the member organization until such time as their status is clarified.
- a-3 A structure and procedures which include:
 - (a) Procedure for removal of officers.
 - (b) Procedures which assure that every member of a WEAC member organization has equal rights and privileges to nominate candidates, including delegates and alternates to the WEAC Representative Assembly, and to vote in elections and referendums. Elections shall be conducted by secret ballot.
 - (c) Election provisions, including offices that must be filled by election, frequency of election, qualifications for candidates, manner of conduct of elections.
- b. If these standards are not complied with within any year, the Council Board of Directors shall place the organization on a one-year probationary status ending with the end of the next membership year. During the probationary year, the organization shall take the necessary steps to comply with these requirements.
- c. If after one year's probation the organization has not met these membership organizational standards, the Representative Assembly shall have the right to terminate said organization's membership in the Council after due notice by the Board of Directors and hearing before the Board of Directors. Such vote to terminate membership shall require a two-thirds vote of the registered delegates at a duly convened meeting of the Representative Assembly.
- d. Organizations that lose their membership status shall be entitled to make application for membership without penalty when they have met these requirements.
- e. Each member organization shall not violate the AFSCME-WEAC jurisdictional agreement. This standard shall become effective after ratification of the jurisdictional agreement by the Representative Assembly of WEAC.

2-4 Organizing Units.

Organizing Units shall be open to groups of individuals who:

- a. Are eligible to hold membership in WEAC member organizations;
- b. Are not members of a bargaining unit represented by a WEAC member organization;
- c. Intend to become members of a WEAC member organization; and
- d. Complete an organizing unit member information form.

The completion of the organizing unit member information form shall entitle individuals to:

- a. Participate in WEA Insurance Trust programs; and
- b. Receive WEAC every-member publications;

Individuals in organizing units shall not be entitled to:

- a. Vote in WEAC member organization elections;
- b. Be eligible to hold office;
- c. Be counted for representation purposes in any WEAC member organization governance structure.

3 - NONGOVERNANCE ORGANIZATIONAL STANDARDS

- 3-1 Minimum Standards. The Association may affiliate a nongovernance organization if it meets the following minimum standards:

- a. The member organization shall be a self-governing organization with governance documents compatible with those of the WEAC.
- b. The member organization shall have the same membership year as that of the Council.
- c. The member organization shall not be required to join the National Education Association.

4 - FINANCE

- 4-1 Budget. The budget of the Wisconsin Education Association Council shall be adopted by the Representative Assembly of the Wisconsin Education Association Council at its annual meeting.
- 4-2 Operating Reserve Fund. The Operating Reserve Fund, as created in 02-04 in the 1976-77 WEAC Budget, shall be used only as a source for borrowing revenues to operate the WEAC in a given fiscal year until sufficient funds have accumulated from the membership per capita tax to carry on the normal budgeted month-to-month operations. As soon as possible, but no later than August 31 of the same fiscal year, all such borrowed funds shall have been returned into the Operating Reserve Fund. Only the WEAC Representative Assembly shall have the power to authorize the expenditure of the Operating Reserve Fund in any other way. This section shall supersede all other provisions governing finances in the Constitution or Bylaws.
- 4-3 Membership Dues
 - a. Organizations. Per capita tax payable to the WEAC from each organization shall be:
 - 1. (a) \$150.00 per year per member of the organization effective September 1, 1985, adjusted for WEA Life Membership contracts in effect for members of that organization, (b) except for the following: each member of the organization teaching 50% or less and verified by the Executive Committee of the local association, shall pay a dues amount equal to the pro-rata equivalent of their assigned workload, and 2. the amount of NEA fees per member adjusted for NEA Life Membership contracts in effect for members of that organization. Thereafter, such amount shall be fixed by the Representative Assembly based upon the budget adopted. This amount shall not exceed the total of (1) .75 of one percent of the average salary of Wisconsin public school, elementary and secondary classroom teachers as of the previous May 1, rounded to the next whole dollar, and (2) the amount of NEA fees per member.
 - b. Per capita tax payable to the WEAC from organizations which are not the bargaining agent and whose members are required to pay a fair share, agency shop or service fee to an organization not affiliated with the NEA, shall be 50% of the pertinent per capita tax established in Bylaw 4-3a.1.(a) and (b), and the amount of NEA fees per member, adjusted for NEA Life Membership contracts in effect for members of that organization.
 - c. Student. Per capita tax payable to the WEAC from the Student Wisconsin Education Association shall be set by the WEAC Representative Assembly and include the amount of NEA fees per member.
 - d. Retired. Per capita tax payable to the WEAC from the WEAC-Retired organization shall be set by the WEAC Representative Assembly. The per capita tax shall be adjusted for WEA and NEA Life Membership contracts in effect for members of that organization.
 - e. For Class VIII, IX & X membership, the Board of Directors shall establish an annual service fee.
 - f. Education Support Professional. Per capita tax payable to the WEAC from the Education Support Professional Organizations shall be at least one-quarter of the per capita tax as established in Bylaw 4-3a.
 - g. The provisions of 4-3a above shall be subject to modifications heretofore agreed to in mediation and ratified by the WEAC Board of Directors. Such mediated modification shall be authorized only for rebate of monies in lieu of legal services, and shall also be available to other urban organizations.
- 4-4 Fiscal Year. The fiscal year shall be from September 1 through August 31.
- 4-5 Payment, by the affiliated organization, of WEAC and NEA fees collected for the above mentioned categories by the affiliated organization shall be transmitted to WEAC within 30 days of receipt by the local member organization.

New Education Support Professional unit per capita tax payment shall begin 30 days after the date of official recognition by the school board or certification by the WERC.

The affiliated organization must, by November 15 of each membership year, enter into a legal contract specifying the method of payment of per capita tax and dues and guaranteeing the transmittal of dues according to the contracted schedule. Such contract shall minimally specify transmittal of 10% of dues by December 1, 25% of dues by January 15, 40% of dues by March 15, 70% by June 1 and 100% by August 31 of the WEAC annual per capita tax and dues and the NEA fees. This contract shall be the only document which can specify the terms and methods of payment of per capita tax and dues. The WEAC Board of Directors, by a two-thirds majority vote of the members present, shall have the power to waive the dues transmittal requirement for good cause.

4-6 NEA Dues Transmittal. NEA fees shall be transmitted to the NEA in accordance with transmittal procedures as specified in the NEA Bylaws and as established contractually.

4-7 Political Action. Local member organizations shall encourage voluntary participation in political action at local, state and national levels.

4-8 Fair Share

Any nonmember covered by a fair share agreement will have the right to request a rebate of any portion of his or her fair share payment which is utilized for any purpose not permitted by Sec. 111.70, Wis. Stats., the United States Constitution, or the Wisconsin Constitution. The rebate will be based upon an analysis of expenditures made by NEA, WEAC, Regions, and organizational members (hereafter in Section 4-8 referred to "the Association"), and relevant arbitration awards and/or administrative and court adjudications.

Near the beginning of each fiscal year, WEAC will inform all fair share fee payers of their right to object to the expenditures of the Association and the method by which objections will be processed. Any fee payer who seeks to object to his or her fair share assessment must file a written objection with WEAC within thirty (30) days from the date of receipt of the fair share notification (for the purposes of this provision, material will be deemed received by the fee payer three (3) days after mailing). All fees in dispute will be escrowed in an interest-bearing account until the expiration of the objection period. Objectors will then be provided additional information regarding their options, including the right to accept the standard rebate or proceed to arbitration. Objectors who seek to challenge the Association's determination of the proposed rebate are provided 30 days to respond in writing. If resolution is impossible, the dispute will proceed to binding arbitration; all disputed sums will remain escrowed until the matter is resolved.

4-9 Local Programs. The WEAC shall be sensitive and responsive to local needs and finances for local programs.

5 - BOARD OF DIRECTORS

5-1 Functions

- a. The Board of Directors shall assist the President in preparing and submitting to the Representative Assembly a budget for the ensuing year, which budget shall set forth the estimated receipts and expenditures for the period covered thereby. When a budget has been approved by a majority vote of the Representative Assembly, the Board of Directors shall have the power to authorize the expenditure of the Council's funds in accordance with the terms and conditions thereof.
- b. Expenditures of the Council's funds not authorized by this budget may be authorized by the Board of Directors by a two-thirds vote of those present and voting, provided that such two-thirds is not less than a majority of the total weighted vote of the Board of Directors.

This procedure shall be used only for items of expenditure that have been presented to the members of the Board ten days prior to the Board meeting wherein action is to be taken; items presented after the specified time limit shall require a two-thirds vote of the entire Board.

Special meetings of the Representative Assembly as provided by Art. VII, Sec. 3c, shall be exempt from the two-thirds vote requirement.

- c. The Board of Directors shall have power to make contracts for the Council.
- d. The Board of Directors shall appoint the Executive Director and shall establish the annual salary. Each term of office shall be not less than one nor more than three years.

- e. The Board of Directors shall establish the annual salary and allowances of the President at no less than the rate comparable to the salary received from the President's education position and related education and/or association duties prorated for the period of time to perform the duties of the President.

5-2 Standing Rules for Meetings

The Standing Rules for Meetings shall be determined by the Board of Directors, including:

- a. Meetings shall be conducted according to the procedures set forth in Robert's Rules of Order, newly revised.
- b. The Director or Alternate Director who registers as present at a given session shall not be replaced during that session. (A session shall be interpreted to mean one of those segments which together constitute a meeting.)
- c. Each Board member's vote shall be equal to the number of members in the member organization the board member is representing. The votes of each of the WEAC officers, NEA Directors, Minority Guarantee Representative, ESP At-Large Representative, and WTCS At-Large Representative shall be equal to the average weighted vote of the Board members representing Regional units in the WEAC. The Student member's vote and the Retired member's vote shall be equal to the number of members in the organizations the board member is representing, but in no case shall exceed the weighted vote of the officers.
- d. The membership list shall be received by the first business day after November 15. Prior to this deadline, each Board member's vote shall be equal to the number of members in the member organizations in compliance with Bylaw 4-5 which the Board member is representing as of August 31 of the previous membership year.
- e. After November 15, each Board member's vote shall be equal to the number of current members received in the WEAC office for the member organizations in compliance with Bylaw 4-5 which the Board member is representing. This number shall be adjusted throughout the remainder of the membership year based upon changes in membership recorded in the WEAC office five business days prior to the end of each quarter.
- f. When a member organization(s) in non-compliance with Bylaw 4-5 comes into compliance at least five business days prior to a meeting of the Board of Directors, the Director's weighted vote shall be adjusted immediately to reflect the membership as of the beginning of the quarter.

5-3 Duties of Officers

- a. President - The President is the chief executive officer of the WEAC and its policy leader, and shall devote full time to the duties of the office. The President shall have the duty and authority:
 - a-1 To represent the WEAC as speaker on matters of policy, or to assign responsibility for such representation to the Executive Director. The President shall be a candidate for delegate to the NEA Annual Convention.
 - a-2 To review Council policies and recommend priorities.
 - a-3 To preside at meetings of the Representative Assembly and the Board of Directors.
 - a-4 To prepare the agenda for the governing bodies of the Association.
 - a-5 To be responsible for preparing, with the assistance of the Executive Director and the Board of Directors, the budget for submission to the governing bodies of the Council.
 - a-6 To annually appoint as provided by the Constitution and Bylaws all Chairpersons, Vice-Chairpersons and members of committees, subject to the approval of the Board of Directors.
 - a-7 To serve as an ex-officio member of all committees.
 - a-8 To conduct a search for a new Executive Director, when necessary, and submit the name(s) of candidate(s) to the Board of Directors.
 - a-9 To delegate duties to the officers and, through the Executive Director, to the staff of the Council.

a-10 To make a monthly accounting in writing of the activities of the President to the Board of Directors.

a-11 To perform other duties customary to the office.

(Note: Duties for Vice President and Secretary-Treasurer take effect 8/1/07)

b. Vice President – The Vice President shall act for the President when the President is unable to perform the duties of the office. At the direction of the President, the Vice President shall act in the President's behalf. The Vice President shall devote full time to the duties of the office. The Vice President shall have the duty and authority:

b-1 To provide for and perform the duties of the President in the absence of the President.

b-2 To serve as a spokesperson for WEAC in matters of WEAC policy as directed by the President.

b-3 To serve as a candidate for delegate to the NEA Annual Convention.

b-4 To serve as an officer of the Association, the Representative Assembly, and the WEAC Board of Directors.

b-5 To serve as the official elected Association representative to the membership and its publics as assigned by the President.

b-6 To serve as the official WEAC representative to the NEA, local affiliates, and other education-related and non education-related organization meetings and conferences as assigned by the President.

b-7 To meet regularly with the President and Secretary-Treasurer to discuss policy and conduct the business of the organization.

b-8 To make a monthly accounting in writing of the activities of the Vice President to the Board of Directors.

b-9 To perform such other duties as assigned by the President.

c. Secretary-Treasurer – The Secretary-Treasurer is an officer of the WEAC and shall devote full time to the duties of the office. The duties of the Secretary-Treasurer shall be:

c-1 To act as custodian of the funds of the Council.

c-2 To pay out Council funds on written order by either the Representative Assembly or the Board of Directors.

c-3 To maintain the financial records of the Council in form and manner directed by the Board of Directors.

c-4 To provide opportunity for inspection of the books by any member organization of the Council during regular and reasonable business hours.

c-5 To make a report to each regular Representative Assembly, including the audit opinion, financial statements, and all other matters pertaining to the financial condition of the Council for the period covered by the report.

c-6 To furnish a bond to the Council in such form and such amount as may be prescribed by the Representative Assembly to indemnify the Council against any loss which may result from any action or failure to act on the part of the Treasurer. All fees and charges incidental to the procuring and furnishing of such bond shall be paid by the Council.

c-7 To perform, or cause to be performed, all duties customary to the office of Secretary-Treasurer.

c-8 To serve as a candidate for delegate to the NEA Annual Convention.

c-9 To serve as a spokesperson for WEAC in matters of WEAC policy as directed by the President.

c-10 To assist local or Regional affiliates with fiscal and membership issues.

- c-11 To inform the WEAC officers, Board of Directors, Region and local officers about fiscal responsibilities, the WEAC budget process, and the strategic budget.
- c-12 To manage the roll call and voting rights of the WEAC Board of Directors.
- c-13 To serve as the official WEAC representative to NEA, local affiliates, and other education-related and non education-related organization meetings and conferences as assigned by the President.
- c-14 To meet regularly with the President and Vice President to discuss policy and conduct the business of the organization.
- c-15 To make a monthly accounting in writing of the activities of the Secretary-Treasurer to the Board of Directors.
- d. Executive Director - The Executive Director is the chief staff member of the Wisconsin Education Association Council who has primary responsibility for implementing the policies of the association. The Executive Director shall have the responsibility:
 - d-1 To devote full time to the duties of the office.
 - d-2 To act as custodian of all documents and files belonging to the Council.
 - d-3 To render full and fair permanent records, in the form of minutes of all meetings of the Council, the Representative Assembly and the Board of Directors and to provide for inspection of these records by any member organization of the Council during regular and reasonable business hours.
 - d-4 To keep an accurate list of all member organizations and the members of such organizations.
 - d-5 To account to the Secretary-Treasurer for all monies received by the Executive Director for or on behalf of the Council.
 - d-6 To make a report to each Representative Assembly; said report to include, in writing, yearly summative evaluation of all division programs.
 - d-7 To see that within 60 days after the meeting of the Representative Assembly all Constitutional and Bylaw changes, business items and resolutions, as passed, shall be made available to WEAC locals.
 - d-8 To perform such other duties as customarily pertain to the office of Executive Director or which may be imposed by the provisions of this Constitution or any resolution adopted by the Representative Assembly.

5-4 Elections

- a. All persons desiring to be candidates for President, Vice President, Secretary-Treasurer, Minority Guarantee Representative and alternate of the Wisconsin Education Association Council or for NEA director shall file their intention in the office of the Executive Director.

Such notice shall be submitted no later than January 15 at which their candidacy will be considered.

Names of candidates filing and pertinent information concerning them shall be published in an official publication of the Council.
- b. An equal opportunity shall be provided for publication of such material approved by the candidate; all material may be edited by a committee of three members appointed by the President, subject to the approval of the Board of Directors.
- c. No person may be a candidate for more than one of the offices of President, Vice President, Secretary-Treasurer or NEA Director in the same election.
- d. The names may be filed by the candidates themselves or by an organization, group or person interested in promoting such person's candidacy. A letter of consent from the candidates must accompany these filing papers or a notification of approval must be received directly from the candidate, in accordance with the deadline stated above. After this deadline, if there are offices for which no candidates have filed, nominations shall be made from the floor of the Representative Assembly as the first order of business after the report of the Credentials and Elections Committee has been accepted. Consent of the

candidate must be obtained and eligibility determined prior to presentations in behalf of such candidates. Nominations and presentations in behalf of a candidate shall not exceed five minutes.

- e. Following the presentation of all candidates to the Representative Assembly, and the final report of the Credentials and Elections Committee, delegates shall vote by secret ballot for each office to be filled. Each candidate shall be entitled to one observer for the counting of ballots. If, upon the report of the board of tellers, it is shown that a majority vote has not been polled for any office, the Representative Assembly shall cast another ballot for the two candidates who received the highest number of votes for that office.
- f. Representatives to the Board of Directors shall be elected by secret ballot by each Regional unit, affiliate or member organization according to its Constitution and Bylaws. When alternate representatives are named to the Board of Directors, they shall be elected by each Regional unit, affiliate or member organization according to its Constitution and Bylaws.

Each Regional unit, affiliate or member organization shall, on or before June 1, certify to the Executive Director of the WEAC the names of its duly elected representatives and alternate representatives to the Board of Directors.

- g. When more than one NEA Director is to be elected at the same time, the WEAC Board of Directors shall designate the length of the initial term, of each designated NEA Director position, to avoid simultaneous expiration. NEA Director positions shall be designated by sequential numbers. Each nominee shall file for one of the specified positions.
- h. The Executive Director shall preserve for one year the credentials of the delegates and all minutes and other records pertaining to the election.

36 - REPRESENTATIVE ASSEMBLY

6-1 Allocation and election of delegates to the Representative Assembly.

- a. Each Class I, IIIa, IIIb, and IV member organization shall be entitled to one delegate at the Representative Assembly; for each 50 additional members above 26 who are eligible to vote and in good standing, an additional delegate shall be granted.
- b. A group of Class II member organizations, within a Regional unit shall be entitled to one (1) voting delegate to the Representative Assembly. This delegate shall be elected by the group of Class II member organizations.
- c. Aspiring Educators - The Aspiring Educators of Wisconsin shall be entitled to one (1) delegate per chapter at the Representative Assembly and they shall be seated with other Aspiring Educator delegates. The Aspiring Educators of Wisconsin chapter must have at least 10 dues paying members.
- d. The WEAC-Retired organization shall be entitled to one (1) delegate at the Representative Assembly for each 250 members in the Retired Persons organization.
- e. The number of delegates to the Representative Assembly shall be based upon the number of members eligible to vote and in good standing as of 60 days preceding the spring Representative Assembly. In the event of additional Representative Assemblies, the basis for delegates shall be the same as that immediately preceding the spring Representative Assembly.
- f. Delegates from a member organization may be seated at a Representative Assembly only if that member organization has met contractual dues remission obligations as stipulated in Bylaw 4-5. The member organization shall also have signed a legal contract guaranteeing payment of the remainder of their per capita tax and dues.
- g. All Board of Directors members of the Wisconsin Education Association Council shall be official delegates-at-large.
- h. All Chairpersons of Standing Committees of the Wisconsin Education Association Council shall be official delegates-at-large and shall have the privilege of any other delegate exclusive of the privileges of voting and the making and seconding of motions. However, a delegate-at-large who has been duly elected as a member organization's delegate shall be entitled to full delegate privileges.
- i. Delegates, except delegates-at-large, must be members of, and elected by, the organization entitled to such delegate representation.

Any alternate delegates must be elected by the organization entitled to such delegate representation and be active members of that organization or another WEAC member organization in the same Regional unit.

“Active” for purposes of this bylaw provision shall be defined as holding membership in the electing organization, WEA, Inc., WEAC and the NEA. Region membership is also required if it is required of the electing organization.

- j. All persons who shall present a certificate of election as a delegate or alternate delegate certified by the President and Secretary of any member organization are entitled to be represented in the Representative Assembly, but no person shall be entitled to a seat in the permanent organization of the Representative Assembly until credentials in the form of a certificate of election shall have been approved and issued to such persons by the Credentials and Elections Committee. Appeals from any decisions of the Credentials and Elections Committee may be taken to the Representative Assembly. The roll approved by the Credentials and Elections Committee shall constitute a body to decide all such appeals, but no contesting delegates shall have the right to vote on any matter involving such appeals.

- 6-2 Officers of the Representative Assembly. The President of the Council shall preside and the Executive Director shall act as secretary at all sessions of the Representative Assembly.
- 6-3 Proceedings of the Representative Assembly. A resume of proceedings and Standing Committee reports shall be published in an official publication of the Council.
- 6-4 Distribution of Campaign Materials. Campaign material in support of the candidacy of a member of a WEAC member organization for any office in the WEAC shall not be distributed within the room or auditorium in which the WEAC Representative Assembly is being held.
- 6-5 Procedure for the Submission of Resolutions to the WEAC Representative Assembly.
 - a. Resolutions will be honored at the WEAC Representative Assembly only if they have been presented previously to the appropriate WEAC Committee at one of its regularly stated meetings.
 - b. Resolutions from a member of a WEAC member organization should be submitted to the appropriate WEAC Committee for consideration by January 15. Such resolutions shall be submitted to the chairperson of the appropriate WEAC Committee through the office of the WEAC Executive Director.
 - c. Any additional resolutions shall be submitted to the appropriate WEAC Committee at its meeting immediately preceding and in conjunction with the Representative Assembly. At that time, the individual or organization submitting the resolutions shall have sufficient number of copies to distribute to each member of the Committee.
 - d. If the resolution is not accepted by the appropriate WEAC Committee for presentation at the ensuing WEAC Representative Assembly, then the individual or organization proposing the resolution shall have the privilege of presenting it to the Representative Assembly, providing sufficient copies are available so that every delegate will have a copy.
- 6-6 Parliamentary Procedures for the Representative Assembly.
 - a. The most recent edition of Robert's Rules of Order, newly revised, shall be the authority governing all matters of procedure not otherwise provided in the Constitution and Bylaws.
 - b. The President shall appoint a parliamentarian.
 - c. A majority of the delegates to the Representative Assembly certified in the preliminary report of the Credentials and Elections Committee shall constitute a quorum to do business until the final credentials report is given.

A majority of the delegates certified in the final report of the Credentials and Elections Committee shall constitute a quorum to do business thereafter, but a smaller number may adjourn.

7 - COMMITTEES

- 7-1 Standing Committees

The Standing Committees are: Governance Documents; Credentials and Elections; Education Support Professionals; Human and Civil Rights; Quality Education; Legislative and Political Action; Community Outreach and Family Involvement; and Wisconsin Early Career Educators.

7-2 Membership on Committees

- a. All members of Wisconsin Education Association Council Committees, and Ad Hoc Committees, otherwise qualified to serve, shall be members in good standing of a member organization of the WEAC and the National Education Association if such membership is available to them.
- b. The Wisconsin Education Association Council shall charge Regional Governance to actively seek, and the WEAC President and Board of Directors to appoint, ethnic minority persons (as defined in the U.S. Census) for representation on Standing Committees of the Council.
- c. No member shall be appointed for longer than a total of six consecutive years.
- d. Members on Standing Committees (except the Legislative and Political Action Committee) shall be selected from the membership at large. Such selection shall be made from lists submitted by: 1) Region units; 2) Class III, VI, and VII member organizations; and 3) Local Presidents; and 4) Active minority caucuses recognized as eligible for funding by the Human and Civil Rights Committee. Committee members shall not be selected from the Board of Directors.

8 - REVIEW BOARD

- a. The President shall appoint members to the Review Board who reflect the composition of the Council's membership as noted in Article VI, Sections 2, a and c of the Council's Constitution.
- b. The Council shall reimburse a member of the Review Board for any expenses or salary lost from their employment as a professional educator or other primary employment as a result of the performance of official Council business. Except as provided above, a member of the Review Board shall not accept an honorarium or any other payment from any source at the local, state or national level of the Council.
- c. The members of the Review Board shall annually select the Chairperson.
- d. The Review Board shall have the discretionary authority, within its allocated budget, or request emergency funding, to employ consultants or legal counsel.

9 - METHOD OF ELECTING DELEGATES TO THE NATIONAL EDUCATION ASSOCIATION ANNUAL CONVENTION

9-1 Election of NEA Delegates

Wisconsin state delegates and successor delegates to the NEA Annual Convention shall be elected by secret ballot vote for three (3) year terms.

9-2 Allotment of Delegates

- a. The total number of WEAC state delegates shall be based upon the NEA membership as of January 15 of the calendar year in which the NEA Representative Assembly convenes. There shall be one delegate post for each 1,000 members.

Total membership shall be composed of all active, life, and education support professional members.

- b. It is the policy of the Wisconsin Education Association Council to achieve ethnic-minority representation at least equal to the proportion of identified ethnic-minority populations within the state. (Ethnic minority shall mean those persons designated as ethnic minority by statistics published by the U.S. Bureau of the Census.)

There shall be 20 successor delegate posts. The WEAC Board of Directors shall fill vacancies occurring in state delegate posts in accordance with the provisions of Bylaw 10-6.

9-3 Filing for Candidacy

- a. Any Wisconsin NEA member in good standing may file candidacy for delegate to the NEA Annual Convention providing that the candidate is a member in good standing of a local member organization of the Council and the WEA, Inc.

- b. Candidacy shall not be denied an NEA member to whom local and/or WEA, Inc. membership is not available.
- c. A nomination may also be filed by an NEA affiliated member, group or organization interested in promoting such person's candidacy. A letter of consent must accompany or notification of approval must be received directly from the candidate.
- d. All nominations shall be filed in the office of the Executive Director of the WEAC and shall be postmarked no later than December 1.

9-4 Biographical Information

By the time of filing of the nomination, information about the membership of each candidate in professional organizations and service in those organizations or service in behalf of education in community, state or national organizations not of a recognized professional nature shall be submitted to the WEAC Executive Director by no later than the closing date for the filing of nominations. Such information shall be published in an official publication of the WEAC prior to the time of election.

9-5 Election Process

- a. A list of nominees shall be made available to all NEA members, during the second week of January, preceding the election of NEA state delegates. Candidate information shall be made available with the list of nominees.
- b. No later than February 1, preceding the election, each member shall be provided with an official ballot for NEA state delegates. Ballots must be received by the WEAC Executive Director no later than the first business day after March 1.

It shall be the responsibility of the WEAC Executive Director to distribute official ballots to all NEA members who are not members of local member organizations.

These official ballots must be returned by the first business day after March 1 for tabulation by the Executive Director or the Executive Director's designee.

- c. Based on the number of state delegates to which Wisconsin is entitled, the requisite number receiving the highest number of votes shall be declared elected NEA state delegates. The twenty (20) candidates receiving the highest number of votes immediately following the requisite number declared elected NEA state delegates shall be declared elected successor delegates.
- d. When a tie occurs between the last requisite and the next highest vote getter(s) among candidates for state NEA delegate, the winner shall be determined through a coin toss conducted through the Executive Director's office.
- e. Any challenge of the election or election procedure shall be submitted to the chairperson of the WEAC Credentials and Elections Committee within ten (10) days after the results have been announced for determination by the WEAC Credentials and Elections Committee.

9-6 Vacancies

When a vacancy exists for NEA delegate, the WEAC Board of Directors shall fill such vacancy from the slate of elected successor delegates in the order of the number of votes received, from highest to lowest.

10 - APPOINTIVE EMPLOYEES

- 10-1 Full-time appointive employees of the WEAC; of its member organizations; of WEA, Inc. or of a Regional unit may not: be members of member organizations of the Council, hold any appointive or elective office, be a member of a Committee or Commission, serve as a delegate to the Representative Assembly of the Council.
- 10-2 Part-time appointive employees of the organizations as enumerated in Bylaw 11-1 above, who are otherwise qualified and who have not, as a condition of their part-time employment, waived such rights, are eligible for positions enumerated in Bylaw 11-1.

11 - DEFINITION

- 11-1 Good Standing. The phrase "in good standing" as applied to an organization or a member of an organization in the Council Constitution and Bylaws means such organization or member of an organization which has fulfilled the requirements for membership and that has not lawfully and voluntarily withdrawn or been lawfully suspended or expelled from membership.
- 11-2 Business Day. The term, business day, for the purpose of this Constitution and Bylaws, shall be defined as the normal working hours, Monday through Friday, excluding those days designated as WEAC holidays.

12 - AMENDMENTS

- 12-1 Procedure. Bylaws of the WEAC may be altered, or repealed at any regular or special meeting of the WEAC Representative Assembly by a simple majority vote of the representatives present and voting; but any proposed change must be submitted to the Constitution Committee through the Executive Director in writing by January 15; such notice shall be published and distributed to each member organization at least thirty (30) days before such meeting.
- 12-2 Effective Date of Amendments. Amendments to the Constitution and Bylaws shall become effective immediately upon adoption or as directed by the Representative Assembly.

13 – MEETINGS

- 13-1 Robert's Rules of Order, newly revised, shall be followed in the running of all WEAC meetings held.

14 - CONSTITUTIONAL AUTHORITY

- 14-1 Subject to All Provisions. These Bylaws are subject to all the provisions of the Constitution of the Council.

RESTATED ARTICLES OF INCORPORATION OF WISCONSIN EDUCATION ASSOCIATION, INC.

**ARTICLE I
RESTATEMENT OF ARTICLES/CONSTITUTION AND ELECTION
TO BECOME SUBJECT TO WISCONSIN NONSTOCK CORPORATION ACT**

These restated articles of incorporation supersede and take the place of the previous articles of incorporation and/or constitution of Wisconsin Education Association, Inc. (the Corporation), and all prior amendments thereto. By these restated articles of incorporation, the Corporation elects under Section 181.1701(1)(b) to become subject to the provisions of Chapter 181 of the Wisconsin Statutes (the Wisconsin Nonstock Corporation Act).

**ARTICLE II
NAME**

The name of the Corporation is Wisconsin Education Association, Inc.

**ARTICLE III
HISTORY**

The Corporation was originally incorporated by action of the legislature of the State of Wisconsin in Chapter 195, Laws of 1855, entitled "An Act to Incorporate the Wisconsin Teachers' Association." The Corporation's name was changed to "Wisconsin Education Association" by action of the legislature in Chapter 105, Laws of 1935. Later, the Wisconsin Education Association Council, an unincorporated labor organization, was organized to take over all activities of the Corporation except for holding property owned by the Corporation.

**ARTICLE IV
PURPOSE**

The exclusive purpose of the Corporation is to hold title to property, collect income therefrom, and turn over the entire amount thereof (less expenses) to the Wisconsin Education Association Council, a tax-exempt organization described in Internal Revenue Code section 501(c)(5). Because all of the net earnings of the Corporation are to be turned over to the Wisconsin Education Association Council, no part of the net earnings shall inure to the benefit of any private individual. The Corporation is intended to be a tax-exempt organization described in Internal Revenue Code section 501(c)(2).

**ARTICLE V
REGISTERED AGENT AND ADDRESS**

The registered agent of the Corporation is Robert Baxter, and the street address of the registered office is 33 Nob Hill Road, Madison, Wisconsin 53713.

**ARTICLE VI
MEMBERSHIP**

The Corporation shall have only one member: the Wisconsin Education Association Council.

**ARTICLE VII
DIRECTORS AND OFFICERS**

The Corporation shall have a board of directors consisting of the four individuals who hold the positions of president, vice-president, secretary-treasurer, and executive director of the Wisconsin Education Association Council. The Corporation shall have four officers: president, vice-president, secretary-treasurer, and executive director, with each office being held by the individual who holds the corresponding office for the Wisconsin Education Association Council.

**ARTICLE VIII
AMENDMENTS**

The articles of incorporation may be amended by majority vote of the board of directors.

**ARTICLE IX
DISTRIBUTION OF ASSETS UPON DISSOLUTION**

Upon the dissolution of the Corporation, all of its assets remaining after the satisfaction of liabilities shall be distributed to the Wisconsin Education Association Council.

CERTIFICATE

The undersigned president of Wisconsin Education Association, Inc., hereby certifies that the foregoing restated articles of incorporation do not contain any amendment requiring approval by the members of Wisconsin Education Association, Inc., or any other person, other than the board of directors, and that the board adopted the restatement on _____, 2008, in accordance with Section 181.1002 of the Wisconsin Statutes.

Betsy Kippers, President

Date

Principles for Public Policy

Wisconsin Education Association Council 2017-18

NURTURING SCHOOLS

Safe and welcoming schools that ensure time to learn and teach, up-to-date learning materials, and educator input are essential to student success. WEAC supports policies that include:

Educator Involvement. There is a close relationship between positive school climate and educator voice in discussions of working conditions and school decision-making. All decisions should include meaningful input from educators who will ultimately implement policies.

Mandatory Preparation Time. To do their best for students, educators need dedicated duty-free preparation time during the work day.

Class Size Limits. Small class sizes allow for one-on-one interaction between students and educators. Additionally, any student-teacher ratios used to determine policies should reflect actual student-teacher contact, rather than based on all campus instructional personnel.

Safe Schools. Students and staff deserve a safe place to learn and teach. Public policy should embrace diversity and protect immigrant students and their families. School discipline policies should be solution-based and recognize the need for adequate staff and resources, as well as collaboration with and support for, educators.

Equitable Funding. Wisconsin can ensure quality education by providing the funding needed for all students to achieve educational excellence. Specifically, policies should be developed to:

- Provide more funds for schools with high numbers of low-income students by placing weights in the state school aid formula.
- Fully fund special education in public schools. The state currently only funds 26 percent of these high costs, while special needs vouchers at private schools are fully funded.
- Guarantee per-pupil increases that at a minimum keep up with the cost of inflation.
- Increase the state's commitment to rural schools including sparsity and high-cost transportation aids, broadband access and grants to hire and keep qualified educators.

Equitable Access and Diversity. Equitable access to diverse public schools, including measures that increase diversity and diminish segregation, should be pursued.

Local Control. The authority of locally elected school boards to govern in the best interest of students should be recognized, including when it comes to school district referendums and takeovers.

STUDENT OPPORTUNITIES

All students, regardless of their ZIP code, deserve the support, tools and time to learn from early childhood through adulthood. This means more one-on-one attention, inviting classrooms, a well-rounded curriculum, and solutions like these:

Community Schools. The Community Schools model of education offers a sustainable solution for struggling districts that privatizers cannot offer. Policies to create partnership funding between local school districts, the state and community partners should be advanced.

Enhancing Services for Students. A range of services should be supported including access to mental and general health practitioners, counselors, psychologists, social workers, school nurses and other specialists. Opportunities in career, trades and technical education should be advanced.

High-Stakes Testing. Too much focus on high-stakes testing takes away valuable time for learning. More focus should be placed on the availability of one-on-one instruction and educational opportunities.

Universal Preschool. School readiness should be invested in through early childhood programs, including funding for optional, quality pre-kindergarten programs for all three- and four-year-olds.

QUALITY EDUCATORS

All students deserve caring, qualified teachers and education support professionals. To attract and keep the best in our classrooms, our Association supports:

Wisconsin Retirement System. Preservation of Wisconsin's fully funded retirement system is key so educational employees can plan for retirement without worrying about changing or reducing benefits.

Supporting Educators throughout Their Careers. Wisconsin needs high standards for teacher certification and preparation programs. Programs should balance the art and science of teaching, and alternative certification programs should receive regular review to ensure quality. WEAC supports:

- Incentives and financial support for paraprofessionals who pursue teacher certification, as well as continuing education and staff development for educators.
- Prohibitions against an individual supervisor/employer from taking away a teaching license.
- Comprehensive induction programs.
- High-quality mentoring, including funding for training, compensation and release time.
- Incentives and financial support to enable staff development that is ongoing and includes components for educators to provide feedback and direct change.
- Professional development around Culturally Responsive Teaching practices.

Student Loan Debt Relief. Borrowers should be able to refinance their student loans the same as they can with mortgages. Loan forgiveness and scholarships should be developed for teachers and education support professionals in high-needs disciplines and hard-to-staff schools.

High-Quality Instructors in Technical Colleges. Wisconsin's Technical Colleges need committed, professional educators with certification and experience in their fields as appropriate. Policies should emphasize the educational role of Technical College instructors, including supporting preparation time, the ability to use professional judgement, and access to professional development.

Create a better future for our

STUDENTS



WISCONSIN EDUCATION ASSOCIATION COUNCIL

2018 LEGISLATIVE AGENDA

Nurturing Schools



Safe and welcoming schools that ensure time to learn and teach, up-to-date learning materials, and educator input are essential to student success. WEAC supports policies that advance:

- Educator Involvement
- Equitable Funding
- Mandatory Preparation Time
- Equitable Access & Diversity
- Class Size Limits
- Local Control
- Safe Schools

Student Opportunity



All students, regardless of their ZIP code, deserve the support, tools and time to learn from early childhood through adulthood. This means more one-on-one attention, inviting classrooms, a well-rounded curriculum, and solutions like these:

- Community Schools
- No High Stakes Testing
- Enhanced Student Services
- Universal Preschool

Quality Educators



All students deserve caring, qualified teachers and education support professionals. To attract and keep the best in our classrooms, our Association supports:

- A Strong Retirement System
- Certified, Professional Technical College Instructors
- Career-Long Educator Support
- Student Loan Debt Relief

STANDING RULES

Rule 1 - Registration of Delegates

- A. Responsibility. Registration procedures at the Representative Assembly shall be under the immediate direction of the Committee on Credentials and Elections. Council staff shall be available to assist the Committee in this task.
- B. Hours. Delegate registration shall be held during the hours stipulated by the Board of Directors and printed in the Delegate's materials and included in the mailing of the temporary credentials.
- C. Eligibility Verification. The president and secretary of each local affiliate and organization shall file with the Executive Director of the Council a certificate of election and eligibility of delegates. Upon verification of eligibility, the Executive Director shall forward to each delegate a temporary credential card which is to be presented at the time of registration. Once certified, a delegate shall remain certified until the expiration of the term to fulfill such duties of a delegate as are appropriate between Annual Meetings. Policies governing changes in original certification shall be approved by the Committee.
- D. Lost Credentials. Delegates who lose their temporary credential cards can obtain a replacement by presenting proper identification while registration is open. Identification which is acceptable when preparing a duplicate temporary credential card for a delegate who lost the original card shall be the WEAC membership card, driver's license, or other identification which has both the written signature and picture of the delegate. Permanent credential badge and voting card, if lost, cannot be replaced.
- E. Misrepresentation of Credentials. Any misrepresentation of credentials will result in the confiscation of such credentials and the expulsion of such individuals from the floor. Where doubt exists, identification may be requested such as WEAC membership card, driver's license or other identification which has both the written signature and picture of the delegate.
- F. Challenges.
 - (1) Any challenges to the seating of a delegate must be filed in writing with the Chairperson of the Committee no later than one-half hour after the closing of registration. If the challenge is filed prior to the delegate's registration, neither the voting card nor the badge shall be issued before the challenge is resolved. If the challenge is filed after the delegate has registered, the delegate status shall be suspended and the delegate shall return the credential badge and voting card to the chairperson of the Committee pending resolution of the challenge. The Committee shall promptly hear and make a determination with respect to the challenge. The determination must be concurred by a majority of the Committee. Any appeal from this determination shall be taken to the Representative Assembly.
 - (2) Challenges shall be heard by the Committee in the order of which they are filed. Appeals to the Representative Assembly shall be filed in writing with the secretary of the Representative Assembly and shall be heard in the order filed. No challenged delegate shall take part in any proceedings or determinations of the Representative Assembly, except to present information in case of a challenge of the delegate's status, until the individual's registration has been completed.
- G. Alternate Delegates.
 - (1) Alternate delegates shall meet the same eligibility requirements required of delegates.
 - (2) Only a qualified alternate may take the place of an absent delegate.
 - (3) The name of the certified delegate must be identified when an alternate registers in the place of a delegate. In addition, notification of the alternate taking the delegate's place must be received from the local president before registration is closed.
 - (4) Certified alternates will not be seated unless they present the temporary credentials for the delegates they will be replacing or unless they present a statement, signed by the President and Secretary of the local affiliate, designating them as a replacement for the delegate.
 - (5) If a registered delegate leaves for an emergency reason, a duly elected alternate may fill the position, provided that the original delegate surrenders the badge and voting card and the alternate is registered before the closing of registration.

- (6) Once a duly qualified alternate has been registered for a delegate position, the alternate shall continue as a delegate.
- (7) Only a qualified alternate may take the place of an absent delegate.
- (8) The name of the certified delegate must be identified when an alternate registers in the place of a delegate. In addition, notification of the alternate taking the delegate's place must be received from the local president before registration is closed.
- (9) Certified alternates will not be seated unless they present the temporary credentials for the delegates they will be replacing or unless they present a statement, signed by the President and Secretary of the local affiliate, designating them as a replacement for the delegate.
- (10) If a registered delegate leaves for an emergency reason, a duly elected alternate may fill the position, provided that the original delegate surrenders the badge and voting card and the alternate is registered before the closing of registration.
- (11) Once a duly qualified alternate has been registered for a delegate position, the alternate shall continue as a delegate.

Rule 2 - Seating Arrangements

- A. **Open Meeting.** Meetings of the Representative Assembly shall be open to members of affiliates and organizations of the Council insofar as seating arrangements permit. Non-delegate members shall be seated apart from the delegates. With the unanimous consent of the Representative Assembly, a non-delegate may address the Assembly.
- B. **Seating Plan.** The Representative Assembly hall seating plan shall be arranged to provide sections for delegates, members, guests, press and staff. Delegates at-large shall be seated with their Region.
- C. **Floor Arrangement.** Delegates shall be seated by the WEAC Region or Regional Unit through which they are granted delegate status. Members of the WEAC Board of Directors serving as delegates shall be seated with the Region or Regional Unit they represent.
- D. **Admittance.** Admittance to any section of the Representative Assembly hall shall be by badge. Badges and ribbons will determine admittance to the proper section. Members of the news media shall be given an appropriate "press" badge and admitted to the area reserved for their use.
- E. **Staff Members.** WEAC staff members shall wear an appropriate badge and ribbon and shall be seated in the staff section except when assigned to be working on the floor. Regional staff shall wear an appropriate badge and ribbon and may be seated with their delegation at the discretion of their Regional unit without speaking or voting privileges. Lost badges cannot be replaced.
- F. **Working Staff.** Assigned workers to the Representative Assembly who need access to the floor shall wear an appropriate badge.
- G. **Door Guard.** The Credentials and Elections Committee shall be responsible for providing the WEAC President with names of persons who will serve as door guards and additional workers. State and local staff shall not serve in this capacity.

Rule 3 - Order of Business and Debate

- A. The order of business of the Representative Assembly shall be the first item of business at the opening session of the Assembly.
- B. The Representative Assembly shall be conducted in accordance with provisions of the WEAC Constitution and Bylaws and the Standing Rules. Matters not specifically covered by these documents shall be governed by Roberts Rules of Order, Newly Revised.
- C. The President shall appoint an official parliamentarian to whom questions may be directed, through the presiding officer only.
- D. Delegates who are recognized by the chair shall give their name and local associations. No delegate shall speak in debate more than twice to the same question during the same session, nor longer than three minutes at one time, unless permission is granted by majority vote of the Representative Assembly.

- E. When opposing views exist, speakers shall be recognized in an order which shall provide that affirmative and negative statements shall be presented alternately.
- F. A member may yield the microphone or speaking time to another delegate only for the unused portion of the allotted time.
- G. No delegate speaking on a question may move the previous question.
- H. A motion to move the previous question shall apply to no more than the single question immediately before the Representative Assembly.
- I. A written copy of all main motions and of all amendments may be requested by the presiding officer prior to a final vote.
- J. New business items may be introduced during the first session until the close of lunch, but no such items may be introduced thereafter. Written copies must be presented to the Chair at the time of their introduction.
- K: New business items which impact the conduct of subsequent annual meetings of the Representative Assembly shall be processed as follows:
 - (1) Rejected – if the Representative Assembly rejects the new business item, no further action shall be taken.
 - (2) Adopted – if the Representative Assembly adopts the new business item, it shall be referred to the WEAC RA Planning Committee. The WEAC RA Planning Committee shall implement the new business item, unless, after consideration of legal, financial, and other relevant factors, it concludes that such implementation would not be in the best interest of the Association. In that event, the WEAC RA Planning Committee shall make a recommendation to the Board of Directors regarding implementation of the new business item at or before the Board’s February meeting, and the Board shall take such action as it deems appropriate. The action taken by the Board with regard to the new business item shall be reported to the next Representative Assembly, and the Representative Assembly shall take such action as it deems appropriate.
 - (3) Referred – if the Representative Assembly refers the new business item to the WEAC RA Planning Committee without taking a position for or against the new business item, the WEAC RA Planning Committee shall assess the new business item. Following such assessment, the WEAC RA Planning Committee shall make a recommendation to the Board of Directors regarding implementation at or before the Board’s February meeting, and the Board shall take such action as it deems appropriate. The action taken by the Board with regard to the new business item shall be reported to the next Representative Assembly, and the Representative Assembly shall take such action as it deems appropriate.
- L. In order to insure orderly and informed debate, all items having budgetary implications must be accompanied by a fiscal note (an estimate of cost).
- M. Prior to the opening session, the President shall select two delegates from each WEAC Regional or non-Regional unit to serve as floor tellers to assist in the tabulation of roll-call votes (including a standing count or a written ballot) and for the distribution and collection of run-off election ballots. The President shall appoint these tellers and the names of these tellers shall be posted at the entrance(s) to the assembly floor.
- N. While a roll-call vote or run-off election is in progress, the doors of the Representative Assembly hall shall be closed and no delegate or other person shall be allowed to enter.
- O. Publicizing through any media source, including social media, the content or commentary about the content of any business actions of the Representative Assembly by delegates, staff, and guests attending the Representative Assembly shall be prohibited.

P.

<u>Type of Vote</u>	<u>Begun By</u>	<u>What is done</u>	<u>Results determined</u>	<u>Form of the Report of the Vote</u>
<u>Voice vote</u>	<u>Chair, as normal procedure</u>	<u>Delegates say “Aye” or “No” as Chair instructs.</u>	<u>Chair decides.</u>	<u>The motion passes (or fails).</u>
<u>Standing vote</u>	<u>A delegate calling “Division”</u>	<u>Delegates stand or wave placards as Chair instructs.</u>	<u>Chair decides.</u>	<u>The motion passes (or fails).</u>

<u>Count vote</u>	<u>A delegate moves (no 2nd) to take a count vote. The body votes 1/3 in favor</u>	<u>Delegates stand until counted by the tellers.</u>	<u>Tellers report their count on the issue being decided.</u>	<u># in favor, # opposed, as totaled in the RA.</u>
<u>Tally Vote</u>	<u>A delegate moves (no 2nd) to take a count vote. The body votes majority in favor.</u>	<u>Delegates vote on paper ballots, which are collected and counted by tellers.</u>	<u>Tellers count ballot and report by Region-non-Regional unit.</u>	<u># in favor, # opposed, as totaled by Region-non-Regional unit.</u>
<u>Roll Call Vote</u>	<u>A delegate moves, requires a second and the body votes 2/3 in favor.</u>	<u>Delegates vote as recorded by tellers on a roster of delegates by Region-non-Regional unit.</u>	<u>Tellers record vote of each delegate on a roster.</u>	<u># in favor, # opposed by individual delegates (rosters displayed)</u>

- Q. If the Chair is in doubt as to the delegate voting status of persons on the floor of the Assembly during the voting, the Chair may direct all non-delegate individuals off the floor and request a check of voting delegates by the Committee on Credentials and Elections.
- R. Any kind of behavior that constitutes a disturbance or interferes with the order of business shall be prohibited.
- S. Any chairperson, delegate, or other person who is presenting a committee report shall not speak more than ten (10) minutes unless permission is granted by a majority vote of the Representative Assembly.
- T. Any and all printed materials distributed to delegates shall clearly identify the author and/or source of the document(s).

Rule 4 - Reports

- A. Availability. Whenever practicable, copies of each report by a committee of the Council or of the Representative Assembly shall be made available to each delegate before or at the time of the presentation of such report.
- B. Action. The adoption or acceptance of committee reports does not include approval of any requested appropriation.
- C. Report of the Committee on Budget. Appropriation requests shall be considered by the Representative Assembly at the time of the adoption of the budget. The adoption of the budget shall be by vote of the Representative Assembly after consideration of all New Business Items.

Rule 5 - Amendments to Standing Rules

- (1) Submission. Proposed amendments to the Standing Rules shall be submitted to the Governance Documents Committee by January 15. Amendments may be proposed by the Board of Directors, the committees of the Council, any local affiliate or organization of the Council, or by a member or members of such groups.
- (2) Distribution. Amendments to the Standing Rules which have been submitted in time will be included in the Delegate's Material packets.
- (3) Approval of Amendments. Amendments to the Standing Rules shall be considered at the first session of the Representative Assembly. Adoption of amendments which have been distributed in the Delegate's Materials shall be by a simple majority vote of the delegates.
- (4) Suspension of Standing Rules. By a motion from the floor, a Standing Rule may be suspended or amended without notice by a two-thirds (2/3) vote of those present and voting.

Rule 6 - Elections, Committee and Procedures

- A. Committee Functions. The Committee on Credentials and Elections shall be responsible for conducting the elections and enforcing the standing rules which apply to the election of officers and any other items on which votes are taken by printed ballots.

- B. Filing for Candidacy and Verification of Eligibility. Filings for elections to be held at the Representative Assembly shall be in accordance with the Constitution and Bylaws of the Council. The Executive Director shall examine the qualifications of each candidate and inform the same of the determination. If a candidate is found unqualified for the position being sought, the Executive Director shall inform the candidate and the Board of Directors of the cause for such finding. A candidate so informed may appeal the determination to the Board of Directors.
- C. If the number of candidates nominated equals the number of positions to be filled, the presiding officer of the Representative Assembly shall place a motion before the body to instruct the secretary to cast a unanimous ballot.
- D. Campaign Materials Distribution. Campaign materials may be distributed on behalf of a candidate any time following the filing of the candidacy. Campaign materials shall not be distributed or displayed (other than on the person) in the Representative Assembly hall. During voting hours no campaign materials shall be visible in the Representative Assembly Hall; in corridors, rooms, or property which can be seen from the Assembly hall; or in the voting area or areas leading to the voting area. Delegates, when voting, shall not have on any symbol or device which will indicate the support for a candidate or issue. The candidate shall be responsible for the removal of campaign materials from restricted areas one-half hour before the polls open.
- E. Order of Speeches by Candidates. The speaking order of candidates seeking a WEAC office or an NEA Directorship shall be determined by lot by the Committee on Credentials and Elections on the morning prior to the opening session of the Representative Assembly. Candidates shall be notified of the time and place of the lottery and they and/or their designee shall have the right to be present.
- F. Ballot Preparation. Printed ballots shall be prepared as follows: separate electronically scannable or paper ballots, for all Constitution and Bylaw amendments and candidates for office. Names of individuals shall be listed alphabetically for the position sought. Amendments shall be listed by number and title. The Chairperson of the Credentials and Elections Committee shall approve the ballot prior to printing. A Voter Assistance Form, including a listing of candidates for the various offices and the amendment language will be provided to the delegates. The ballots for these amendments will be coded by number and title, corresponding to that contained in the Voter Assistance Form.
- G. Voting Hour and Place. Polls for voting shall be open at such time and place as printed in the Delegate's Material but voting shall not commence until one hour after the close of delegate registration and thirty (30) minutes following the completion of debate on the constitutional and bylaw amendments. Under no circumstances will voting commence until the final report of the Credentials Committee has been presented to the Representative Assembly. One and one-half (1-1/2) hours shall be allotted for voting. Voting shall be in an area separate from, but adjacent to, or near the Representative Assembly hall. Admittance to the polling area shall be by delegate badge and voting card. A delegate may not return to the polling room after leaving the voting area.
- H. Voting Procedures.
- (1) Ballot Distribution. The delegate will present the voting card, at which time the delegate will be handed the ballots. All ballots will be given at one time, i.e., state offices and amendments. The name of the delegate appearing on the voting card and credential badge must agree.
- I. Counting Procedures.
- (1) Counting Order. State wide election races are to be counted first, and then amendments. If no candidate for state office receives a majority of the votes cast, a run-off election shall be held. One more candidate than the number of positions available shall be listed on the run-off ballot. If a tie exists for run-off spots, these are to be chosen by lot.
 - (2) Numeric Requirements. For officers and bylaw amendments, one over half of the valid votes cast determines the winner. For amendments to the Constitution, two-thirds (2/3) of the valid votes cast determines the passage of the issue. Write-in ballots for WEAC offices are void. Blank ballots and void ballots shall not be used in determining the winner of an election or passage of an item. Only the office or issue which is void on a ballot will be invalidated, the other offices and issues are valid.
 - (3) Committee Room. Only members of the Committee, official observers, and such other persons as the Chairperson may designate shall be permitted in the tally room when ballots are being tabulated. After the officer races have been counted and approved by the Committee, the Chairpersons shall inform the presiding officer of the Representative Assembly of the results and the need, if any, of a run-off election. Observers may be excused at this time.
 - (4) Challenges. Any challenge to the official count shall be made by the official observer to the Chairperson of the Committee prior to the report to the presiding officer.

- (5) Upon completion of the tabulation of all contests, the Committee shall approve the results. The Chairperson shall then transmit to the President and the Representative Assembly the report of the results of the elections. The results shall be posted at the polling site.

J. Run-Off Election.

- (1) Run-off elections, if necessary, shall be held in the designated voting area of the Representative Assembly. A printed ballot, listing all of the run-off races, shall be furnished to eligible voters as they enter the polling room. The President shall designate the time at which the voting will take place.
- (2) Campaigning. Campaigning for candidates involved in run-off elections will be permitted when the Representative Assembly is not in session.

- K. Partial Voting. On ballots where it is permissible to cast more than one vote, no ballot shall be voided where the delegate chooses to cast less than the maximum number of votes.

