

CONSTITUTION, BYLAWS, AND
POLICIES
OF
WAYNE COUNTY JOINT
VOCATIONAL SCHOOL EDUCATION
ASSOCIATION

September 2012

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CONSTITUTION, BYLAWS, AND POLICIES
OF
WAYNE COUNTY JOINT VOCATIONAL SCHOOL EDUCATION ASSOCIATION

The WCJVSEA is governed by the following documents:

Constitution – the official document that established the organization and structure of the Association. Except as noted, the Constitution may be amended by a two-thirds vote of the Association membership provided that proposed amendments have been previously studied by the membership two calendar weeks in advance of the meeting at which action is to be taken.

Bylaws – the official document that sets forth duties and responsibilities for the Association. Except as noted, Bylaws may be amended by a vote of the majority of the Association membership provided that proposed amendments have been previously studied by the membership two calendar weeks in advance of the meeting at which action is to be taken.

Policies – this official record will be maintained as a log of policies pertaining to the Executive Committee or Association. Examples of such would be standing rules, resolutions, goals, meeting formats, principles, and philosophies. Policies shall be made by a simple majority of a quorum of the Executive Committee or by a simple majority of a quorum of the Memberships. Each policy must indicate whether it was made by the Executive Committee or by the Membership. In no case shall a policy supersede the Association's Constitution or Bylaws.

Revised

May 2003

April 2004

May 2007

September 2012

CONSTITUTION

Article 1 – Name

The name of this organization shall be the Wayne County Joint Vocational School Education Association, hereinafter referred to as the “Association,” which shall maintain affiliation with the East Central Ohio Education Association, Ohio Education Association, and the National Education Association.

Article 2 – Purpose

Section 1. Recognizing that this school is unique not only in its educational goals and methodology but also in the make-up of its staff, the Association is formed to promote the objectives of the Wayne County Schools Career Center while promoting the interests of its members.

Section 2. The Association shall represent the membership in all aspects of collective bargaining as outlined in the negotiated agreement.

Section 3. The Association shall work to foster professional attitudes; establish helpful, friendly relationships; and work toward the continued improvement of the educational opportunities for staff and students.

Section 4. The Association may assist civic organizations and the community whose interest also concerns education by promoting all aspects of our educational programs.

Section 5. The Association shall maintain affiliation with the Ohio Education Association (OEA), which will serve as the designated representative with SERB, East Central Ohio Education Association (ECOEA), and the National Education Association (NEA),

(NEA). If the Association membership desires to dissolve these affiliations, it must do so according to applicable labor laws.

Article 3 – Membership

Section 1. The membership year of the Association shall be September 1 to August 31.

Section 2. Active membership in the Association shall be defined in the negotiated agreement.

Section 3. It is the obligation of each member to fulfill his/her responsibilities as negotiated.

Section 4. All members will be members of the OEA/NEA/District Associations.

Section 5. Non-members of the Association, including fee payers, shall not have the right to vote, hold office, or otherwise have privilege of Association membership.

Section 6. All members shall abide by the Code of Ethics of the Education Profession.

Section 7. According to procedures adopted by the Association, the Executive Committee may censure, suspend from membership, or expel any member for one or more of the following reasons:

- (a) Violation of the Code of Ethics of the Education Profession.
[The “Code of Ethics” clause does not apply to Education Support Professionals]
- (b) Conviction of a felony
- (c) Actively engaging in, or actively supporting activities directed against the constitutional purposes of the Association to bring about changes in the Association by means other than those that are consistent with the Association’s Constitution.

Section 8. All members will retain their right of due process when expulsion of membership transpires.

Section 9. The Executive Committee may reinstate members previously suspended or expelled.

*The NEA Code of Ethics can be found in the appendix of this Constitution and Bylaws.

Article 4 – Officers

Section 1. The officers of the Association shall be President, Vice-President, Secretary, Treasurer, and Parliamentarian.

Section 2. Qualifications: To be eligible to be an Officer of the Association, a person shall have been a member of OEA and NEA for at least two years. To be President, the person must also have been a member of WCJVSEA for at least two years.

Section 3. Terms of Office: Unless altered by Article 8, all Officers shall serve one-year terms and may be re-elected.

Section 4. The term of office is defined as beginning at the last general meeting of the school calendar year.

Article 5 - Executive Committee

Section 1. The Executive Committee shall be composed of the Officers of the Association and representatives from each area, plus two representatives elected at large. All members of the Executive Committee must be members of the Association. The president may speak on issues under consideration, but shall not vote. The president must vote, however, to break a tie.

Section 2: Upon the Executive Committee shall rest the duties, responsibilities, and final authority for the conduct of the Association in all matters except as stated otherwise in the Constitution and Bylaws; provided that they may at any time refer any matter to the entire

membership for general consideration, with the Committee prescribing the manner of voting thereon.

Section 3: The Executive Committee shall:

- (a) Serve as the agency through which the policies of the Association will be put into effect and have general supervision of all activities sponsored by the Association.
- (b) Act as advisors to the officers, assign duties, be responsible for all committees of the Association, and have such policy making authority as provided in this Constitution and Bylaws;
- (c) Act as the authoritative voice of the Association on positions affecting the Association during the interim period between General Membership meetings;
- (d) Prepare recommendations for consideration and action of the Association.

Section 4: Areas of Representation

- (a) Representation on the Executive Committee shall be determined by the number of members enrolled in each of the following areas: certified trade, certified academic, other certified (non-classroom), administrative support (both high school and adult-ed), maintenance, other classified teaching staff. Representation will be based on the number of staffing positions as of April 15.
- (b) Area representatives shall be elected to a one-year term during a general membership meeting called in the spring. There shall be one representative in each unit of representation for every ten (10) members or fraction thereof.
- (c) In case of a vacancy, the position shall be filled by a special election by the area concerned.
- (d) It is the policy of this Association that it shall take all legally permissible steps to achieve governance and delegate representation of ethnic minority at least proportionate to the ethnic minority membership in the Association.

Article 6– Negotiating Team and Negotiations Committee

Section 1. Professional Negotiating Committee. Individuals are elected to this committee. Representation on this committee shall be based on the procedures used for selecting Area Representatives. The President and Vice –President are also members of this committee.

Section 2. Negotiating Team. A five member negotiating team will consist of the president and 1 representative from classified, certified trade, certified academics who shall be elected from present or past members of the negotiating committee. Term of office will be for two contract negotiating sessions and members may be re-elected. Nominations for vacancies will be made for the Spring election prior to a negotiations year. A team member may be replaced by recommendation of a majority of the Executive Committee and vote of the membership. The fifth member shall consist of OEA Labor Relations Consultant (LRC), unless the executive committee votes for other legal representation.

Section 3. The negotiating team will conduct all ratifications of collective bargaining agreements in accordance with the guidelines for ratification of collective bargaining agreements and fact finder reports as set forth in the OEA elections Manual. (9-2(g) OEA by-laws)

Article 7– Elections

Section 1. The president shall appoint an Elections Committee whose duty shall be to present a slate of officers for each office in accordance with the OEA Elections Manual. and to resolve all challenges or protest to an election. A committee of not less than three or more than five members shall prepares the ballot of candidates at least 30 days prior to the election. No nominee for office shall serve concurrently on the Election Committee.

Section 2 The nominating committee shall prepare a ballot of candidates (officers, area representatives and delegates) with not less than two nominees for each office thirty days prior to the election. A ballot with fewer than two nominees for any position must have the approval of the Executive Committee. If the election is for a year that includes contract negotiations, the ballot shall also include candidates for any vacancies on the Negotiating Committee or the Negotiating Team. A ballot for the Negotiating Committee that is not representative of the staff as determined by the area rep selection process must be approved by the Executive Committee. A ballot for the Negotiating Team that does not have one representative from each separate unit must be approved by the Executive Committee.

Section 3. Additional qualified candidates may be placed on the ballot upon presentation of a petition signed by at least fifteen active members of the Association fifteen days prior to the election.

Section 4. The annual election of officers and area representatives shall take place during the Spring. Elections will take place at a general meeting by written ballot with results announced before adjournment.

Section 5. Elections of officers and Executive Committee members shall be conducted by secret ballot in the area determined by the executive committee during one school day designated by the Nominating/Elections Committee.

Section 6. The candidates receiving a majority of the votes cast at the election shall be elected. If there is a tie vote for any office, a revote shall be taken before the meeting adjourns. The ballot will include only those who tied. The tie will be broken by a majority vote.

Section 7. The newly elected officers shall be installed and assume duties of their office at the conclusion of the election meeting.

Section 8. Election Committee shall report the results of the election to the local membership within five (5) calendar days following the election.

Section 9. All ballots (marked, unmarked, and voided) and all other records pertaining to the election of officers of the Association and OEA and date the election was held; and such ballots and other records shall be made available to OEA (and NEA) officers upon request for inspection and examination. (These records will be preserved, maintained and kept, etc. for a minimum of one year.)

Article 8 - Officer Vacancies

Section 1. Whenever the office of president becomes vacant, the Vice-President shall automatically assume the presidency.

Section 2. No member shall be nominated for office without the knowledge and consent of the individual.

Section 3. Whenever the office of vice-president becomes vacant, a special election shall be held within 30 days.

Section 4. Whenever the office of president and vice-president shall become vacant, the remaining members of the Executive Committee shall choose one of its members to serve president pro tempore until a special election is held within 30 calendar days.

Section 5. Whenever the office of secretary, treasurer, or Parliamentarian shall become vacant, the president will have the authority to fill the vacancy for the remaining term subject to the approval of the Executive Committee.

Article 9 - Executive Committee Meetings

Section 1. The Executive Committee shall meet at least once each month, during the school year and at any other time at the call of the president.

Section 2. The Executive Committee members present at any regular or special meeting shall constitute a quorum. In the event of a special meeting, reasonable attempts must be made by the President (or designee) to contact all Executive Committee members.

Section 3. Association Members may attend Executive Committee Meetings. In the event that an Executive Session is called, non-Executive Committee members will move to another location and be called back into the meeting at the conclusion of the Executive Session.

Article 10- General Membership Meetings

Section 1. The general membership meetings shall be held twice a year, with one in the fall and one in the spring. Additional meetings may be called by the President, a majority vote of the Executive Committee, or a petition to the President signed by at least ten (10) percent of the active membership. Such petitions shall state the purpose of the desired meeting and the business of that meeting shall be limited to consideration of the stated purpose.

Section 2. Special general membership meetings must be called within ten school days at the written request of ten percent of the membership. Business to come before the special meeting must be stated in writing and shall be sent to each member.

Section 3. Quorum. Except for meetings called for the purpose of voting on a bargaining agreement with the administration, the members present at any regular or special meeting shall constitute a quorum. At meetings called for the purpose of voting on a collective bargaining agreement with the administration, at least a majority of the total membership of the Association shall constitute a quorum.

Article 11- Bargaining Agreements/Negotiations

Section 1. The Association must approve each bargaining agreement separately by a majority vote of each separate unit's total membership.

Article 12 – Committees

Section 1. All chairpersons and committee members (with the exception of the Professional Negotiations Committee which is elected by the membership) shall be appointed by the President, with the approval of the executive committee.

Section 2. Powers and duties of the committees shall be designated in the Bylaws; additional powers and duties shall be assigned by the President as needed.

Article 13– Dues

Section 1. The WCJVSEA shall have a dues structure adequate to fund an active program. The dues rate shall be established according to Bylaws.

Section 2. Every Member shall also pay the dues required by the district, state, and national associations with which this local is affiliated.

Article 14 – Amendments

Section 1. This Constitution may be amended by a vote of two-thirds of the Association membership at any regular or special meeting of the same provided that proposed amendments have been previously studied by the membership two calendar weeks in advance of the meeting at which action is to be taken.

Article 15 – Dissolution

Section 1. A petition for dissolution of the Association may be presented in writing to a meeting of the general membership by any member in good standing and must contain the signature of three-fourths (3/4) of the total membership of the Association.

Section 2. *Upon receipt of the petition for dissolution by the total membership, the Association shall act upon the petition at the next general membership meeting.*

Section 3. The Association shall be considered dissolved if three-fourths (3/4) of the total membership vote by a secret ballot in favor of dissolution.

Section 4. The effective date of dissolution shall be thirty (30) days from the date of the vote, thus allowing for the disposal of assets and liabilities.

Section 5. In the event of dissolution of the association, all assets of this organization remaining after payment of all obligations shall be distributed to WCSCC BOE for the purpose of Student Scholarship provided that it is an entity recognized as exempt from Federal taxation. In the event that WCSCC BOE is not recognized as tax exempt, such assets shall then pass to Hospice of Wayne County provided that is recognized as exempt for Federal taxation. (9-2(b) OEA By-laws)

BYLAWS

Article 1 – Rule of Order

Section 1. Robert's Rules of Order, Revised shall be the authority on all questions of procedure not specifically stated in this Constitution and Bylaws and such Policies as the Executive Committee may adopt. The Executive Committee may set time limitations to public participation and may limit public participation to specific portions of the agenda.

Section 2. Rights of Members – Every member shall have the right to express views or opinions during Executive Committee Meetings and General Membership Meetings; such expression shall follow the meeting format and subject to Robert's Rules of Order.

Article 2 – Duties of Officers

Section 1. All Executive Committee Members – It shall be the responsibility of all Executive Committee Members to provide the leadership required for the Association to uphold the purpose of the WCJVSEA as defined in Article 2 of the Constitution.

Section 2. Action Consensus – In the event that action is required by the Association, it shall be the President's responsibility to seek the input of the Executive Committee members or OEA Representative.

Section 3. The President shall preside at all meetings of the Association and of the Executive Committee and shall be an ex-officio member of all committees. The President shall be responsible for calling special meetings, establishing the agenda for both regular and special meetings, appointing members of Association committees, appointing members to sit on WCJVS district committees, and coordinating the Association activities. The President shall inform Executive Committee members of leadership development opportunities and encourage interested members to participate in those leadership programs. The President shall represent or appoint a representative to attend each OEA Service Council Meeting. The President, or his or her designee, shall represent the WCJVSEA at WCJCVS Board of Education Meetings. The President (or designee) shall serve as the OEA Delegate to the Representative Assemblies.

Section 4. The Vice-President shall preside or act in the absence of the president and handle other such duties as the President may direct. The Vice-President shall serve on the Rights and Responsibilities Committee, the Negotiating Committee, and the Constitution / Bylaws and Policies Committee. The Vice-President (or designee) shall serve as the OEA Delegate to the Representative Assemblies. Duties of the Vice-President shall include coordinating the tuition reimbursement program with the assistance of the treasurer.

Section 5. The secretary shall distribute to each member of the Association the proceedings of all meetings of the Association. All books, records, and supplies that are the property of the Association shall be in the secretary's custody and shall be kept in such order that they are usable and may be passed on satisfactorily to the secretary's successor. The Secretary (or designee) shall serve as the first alternate to the OEA Delegate to the Representative Assemblies.

Section 6. The treasurer shall receive all monies belonging to the Association, shall make payments when properly authorized, shall keep an itemized account of receipts and expenditures, and shall make reports of the balance at regular meetings. The treasurer shall file a written report annually. The Treasurer shall prepare the annual budget and shall present the budget for approval at the General Membership Election meeting in the Spring. This budget may include any proposed dues reimbursement for officers and negotiating team members. Additionally, the Treasurer will assist the Vice-President in the coordination of the association's tuition reimbursement program by checking and signing off forms before they are submitted to the WCSJVSD treasurer. The treasurer shall be covered by a bond. The Treasurer (or designee) shall serve as the second alternate to the OEA Delegate to the Representative Assemblies.

Section 7. The parliamentarian shall advise the presiding officer concerning questions of parliamentary procedure and shall serve on the Constitution, Bylaws, and Policies Committee.

Section 8. No business or financial transaction involving a member of the executive committee or agent of the association, or their immediate family, shall conflict with the fiduciary responsibility or such persons to the association. Such relationships with members of the executive committee include relationships with any person that would reasonably be expected to affect the person's judgment with respect to the transaction or conduct in question in a manner adverse to the association. ORC 4117.19 © 2

Article 3 – Officer Recall

Section 1 – Whenever a majority of the Executive Committee agrees that an officer has been grossly negligent of the duties defined in these bylaws or is otherwise incapacitated; they may recommend that the office be declared vacant and that it be filled according to the Constitution.

- a. A petition, describing the gross negligence or the incapacity, must be signed by a 2/3 majority of the Executive Committee and presented to the officer.
- b. Officers must be given the opportunity of due process in accordance with 9-2(b) OEA by-laws by
 1. Receiving written notice of the charges and basis for those charges
 2. Right to see and hear evidence against them
 3. Right to representation
 4. Allotted time to examine or cross examine witnesses
 5. Providing the opportunity to present evidence to rebut charges
- c. If a majority of the Executive Committee still wishes to proceed with a recall, a membership meeting shall be called (with members being properly notified) for the purpose of voting on recalling the officer (declaring the office vacant). At such a meeting, the Executive Committee shall present and explain its recommendation; the officer and/or any member of the Executive Committee in support of the officer, may speak in response to the Executive Committee's recommendation. After these presentations, the membership shall cast written Votes.
- d. If a majority of the membership votes to recall the officer, that office shall be

declared vacant and shall be filled according to the Association's Constitution and Bylaws.

- e. The officer may appeal the decision to the general membership at a special meeting.

Article 4 - Duties of Area Representatives

Section 1. The duties of the area representatives shall be as follows:

- (a) Report recommended policies and other actions of the Executive Committee to members in their area.
- (b) Transmit and/or present proposals and recommendations from members in their area to the Executive Committee for its consideration.
- (c) Encourage attendance at Association meetings.

Article 5 - Duties of Negotiating Team

Section 1. The Negotiating Team. The team will serve as spokesperson to administration in all matters prepared by negotiating committee. The Negotiating Team shall participate at negotiating committee meetings.

Article 6 –Committees

Section 1. The Association shall have the following standing committees, with others to be added as the need arises.

- (a) Membership and Website Committee - It shall work to inform the Association membership by explaining to all faculty members its purpose, and services available. It shall work with the administration in orientating new teachers. It shall develop and maintain a website as a resource for the members. Approved by
- (b) Professional Rights and Responsibilities Committees:
 - 1. To provide consultation service to members and assist in resolving Grievances and complaints according to board policy procedures.
 - 2. Matters brought to this committee must be in writing and signed by the concerned member or members.
 - 3. The Committee shall review the written request to determine if there is a contract violation. A written reply will be given by the committee, in a reasonable time, to the concerned member or members.
 - 4. To protect the integrity of the negotiated agreement, which may include filing grievances on behalf of the Association.
- (c) Motivation, Morale and Staff Recognition Committee
 - 1. Set up and promote social calendar for the year.
 - 2. Honor retirees
 - 3. Provide support to members during illness or loss of family members
- (d) Scholarship Committee.

1. Produce applications for the Association Scholarship.
2. Make recommendations for amount of scholarship.
3. Select the recipient.
4. Establish qualification guidelines for applicants

(e) Professional Negotiations Committee.

Representation shall be based on the procedure used for selecting area representatives. This committee shall be elected by the membership for two contract-negotiating sessions. Nominations for vacancies will be made for the Spring election prior to a negotiations year. The new Committee starts its service immediately following the Spring elections.

1. Committee shall elect chairperson from its ranks each year. The chair shall serve as an alternate to the Negotiating Team if an emergency arises; if the Chair is not able to serve on the Negotiations Team, the Committee shall select another of its members to serve on the Team. If the Negotiations Team has a second or third vacancy occur due to an emergency / resignation, the Negotiations Team shall select Team replacements from within its Committee.
2. Association members shall be polled for items to be negotiated.
3. Committee shall set guidelines and priorities for the team.
4. A four-member panel will be selected by the negotiating committee for consultation by the team if needed.
5. Prior to tentative agreement, if the three items the committee has given top priority cannot be negotiated, the team may seek the advice of the four-member panel.
6. After a tentative agreement has been reached, the negotiations team will meet with the four-member panel to review the agreement, but only after the attorney has approved the tentative agreement.

(f) The Election Committee.

The president shall appoint an Elections Committee whose duty it shall be to conduct elections in accordance with the OEA Election Manual and to resolve all challenges or protest to an election. A committee of not less than three or more than five members shall prepares the ballot of candidates at least 30 days prior to the election. No nominee for office shall serve concurrently on the Election Committee.

1. Poll membership for a list of candidates for offices.
2. Present the ballot 30 days prior to date of elections in **Spring**.
3. Oversee the election process.
4. Communicate the results of the election
5. Notify general membership of available committee positions and ask for representatives.

(g) The Constitution, Bylaws, and Policies Committee

The committee keeps the constitution, bylaws and policies up-to-date, ensuring that all executive committee members have a current copy of each. An annual review of the constitution, bylaws and policies is conducted by this committee, which recommends needed changes to the Executive Committee.

(h) Learning Here Tomorrow (LHT) Committee

This Committee is charged with keeping current with trends in learning and leadership (within Wayne County, the state of Ohio and the nation) and to seek and implement innovative actions and solutions to problems (based on data driven evidence) that may impact decisions on student learning and staff development. This committee is open to all members of the Association. These committees are not subject to WCJVSEA Constitution or Bylaws but rather to the mandates / policies under which the State of Ohio or which are part of the negotiated agreement.

Section 2. The duties of the committees shall be as above with others to be recommended by the president or the committee members themselves. These additional duties shall be approved by the Executive Committee.

Section 3. There may be additional committees either mandated by the Federal Government,

Section 4. The make-up of all committees, where applicable, will use the following guidelines:

- a) The length of service would be a commitment of two (2) consecutive years, and may reapply after their term expires.
- b) Applications to committees would be available to all general membership during the first two (2) weeks in fall.
- c) The announcement of committee members to be announced at the fall general membership meeting.
- d) The duty to notify the general membership of available positions will be that of the nominating committee.
- e) A committee rotation procedure must be established in the first year of the adoption of this section and whenever necessary.
- f) Where committee membership is limited and there are more applicants than available positions, the executive committee will chose the new member(s).

Article 7 – Dues

Section 1. OEA/NEA dues are predetermined. The local dues for membership in this Association shall be set annually by a vote of the Association at the time of elections in the Spring.

Section 2. The Association shall annually enter into a Dues Transmittal Contract with the Ohio Education Association.

Section 3. The executive committee (President, Vice-President, Secretary and Treasurer) shall receive a reimbursed stipend at the end of the school year upon successful completion of their term.

Article 8 – Fiscal Year and Membership Year

Section 1. The Association’s fiscal year runs from July 1st to June 30th.

Section 2. Individual membership begins with completion of the OEA registration form. At that time, individuals’ select “continuing membership”, “annual renewal” or “Fair Share”.

Article 9 – Reimbursement

Section 1. Association members shall be reimbursed for expenses incurred in the performance of their responsibilities, providing such expense was approved prior to the expenditure.

Article 10 – Amendments

Section 1. These Bylaws may be amended by a vote of the majority of the Association membership at any regular or special meeting of the same provided that proposed amendments have been previously studied by the membership two calendar weeks in advance of the meeting at which action is to be taken.

End

APPENDIX

CODE OF ETHICS OF THE EDUCATION PROFESSION

Preamble

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of the democratic principles. Essential to the goals is the protection of freedom to learn and teach and the guarantee of equal education opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliated for the violation of any provision of this code shall be exclusive and no such provision shall be enforceable in any form other than one specifically designated by the NEA or its affiliates.

PRINCIPLE I

Commitment to the Student

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator-

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning.
2. Shall not unreasonably deny the student's access to varying points of view.
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress.
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the student to embarrassment or disparagement
6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly—
 - a. Exclude any student from participation in any program
 - b. Deny benefits to any student
 - c. Grant any advantage to any student
7. Shall not use professional relationships with students for private advantage.
8. Shall not disclose information about students obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

PRINCIPLE II

Commitment to the Profession

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the professional, the educator—

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
2. Shall misrepresent his/her professional qualifications.
3. Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
5. Shall not assist in a non-educator in the unauthorized practice of teaching.
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or it is required by law.
7. Shall not knowingly make false or malicious statements about colleague.
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or action.

Adopted by the NEA 1975 Representative Assembly
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