

ARTICLE II. MEMBERSHIP

Section 1. Classes of Membership. Membership in the Association shall comprise a class of Active members and such other classes as may be provided in the Bylaws.

Section 2. Membership Eligibility, Provisions, and Limitations.

- a. Membership, as provided in the Bylaws, shall be open to all persons actively engaged in the profession of teaching or in other educational work, or to persons interested in advancing the cause of public education who shall agree to subscribe to the Purposes, Goals, and Objectives of the Association and to abide by its Constitution and Bylaws.
- b. Members engaged in teaching or in other educational work shall adhere to the Code of Ethics of the Education profession.
- c. An application for membership shall be subject to review as provided in the Bylaws.
- d. The Association shall not deny membership to any individual on the basis of race, creed, national origin, or sex, nor shall any organization which so denies membership be affiliated with the Association.

B-2.1. Classes.

- a. *There shall be seven (7) classes of membership in the Association: Active, Retired, Associate, Staff, Student, Substitute, and Reserve.*
- b. *Active membership shall be open to any person who is actively engaged in educational work in the Commonwealth of Kentucky; who is on limited leave of absence from professional education work; or who is serving as an executive officer of the Association or of a local affiliate. The Association shall continue to allow Active membership to those Active members who have been discharged for as long as a legal challenge to such discharge is pending. Active membership is limited to persons who support the Purposes, Goals, and Objectives of the Association and maintain Active membership in the National Education Association and local affiliate where eligible.*
- c. *Retired membership shall be open to any retired public school employee and any retired KEA employee. Active members whose retirement is effective on or after January 1, 2007, shall be KEA/NEA Retired members for life.*
- d. *Associate membership shall be open to any person who is interested in advancing the cause of public education but who is not eligible for any other class of membership in the Association.*
- e. *Staff membership shall be open to any person employed by the Association or any of its affiliates in a professional staff position.*
- f. *Student membership shall be open to any student enrolled in or preparing for a teacher education program in an accredited college or university.*
- g. *Substitute membership shall be open to any person employed on a day-to-day basis who would otherwise be eligible for Active membership. Substitute membership is limited to persons who maintain Substitute membership in the National Education Association and local affiliate where eligible.*
- h. *Reserve membership shall be open to any person who has been granted a leave of absence of at least six (6) months but no more than two (2) years and was an Active member in the Association, at the time of being granted the leave, but whose employment status no longer qualifies that individual for such membership.*
- i. *District association membership shall consist of those Active members who carry out their educational work of a professional nature within the boundaries of that district education association. KESPA district membership shall consist of those Active members who carry out their education support work within Kentucky.*
- j. *Local association membership shall consist of those Active members who carry out their educational work of a professional nature within the boundaries of the school system in which the local association is located; or who carry out their educational support work within the boundaries of the school system in which the local association is located. Active members who are eligible for membership in an affiliated statewide local must be members of the statewide local and shall pay applicable dues, provided however that those members shall also be eligible to become members of their geographic local upon payment of local dues. Active members who have been discharged from the local school system shall remain members of the local association by payment of NEA, KEA and local association dues for as long as a legal challenge to such discharge is pending. Active members who are employed within one school system have the option of forming one local whose membership is made up of all Active members who carry out educational work of either a professional or a support nature.*

ARTICLE III. DELEGATE ASSEMBLY

Section 1. Accountability. The Delegate Assembly, comprising members of the Association, derives its powers from and shall be responsible to the membership.

Section 2. Allocation of Delegates.

- a. Representation shall be based on the following schedule: one delegate for each local association having fifty (50) Active members or major fraction thereof and one additional delegate for each fifty (50) Active members or major fraction thereof. In situations where the membership is too small to justify a delegate, local associations within district associations may combine their memberships for the purpose of delegate authorization.
- b. In cases where there are fewer than twenty-six (26) Active members, one delegate may be elected provided there is a membership of at least ten (10) and this represents at least fifty (50) percent of those eligible.
- c. Each two or four-year college or university engaged in teacher education which has an active local education association and in which fifty (50) percent or more of the teacher education instructors are members of the Association shall have at least one delegate, or in the alternative, the number of delegates permitted under other provisions listed in this section.
- d. Student members shall be represented by one voting delegate for each one hundred (100) members or major fraction thereof in the Kentucky Student Program.
- e. KEA-Retired members shall be represented by one voting delegate for each one hundred fifty (150) members or major fraction thereof in KEA-Retired.
- f. Ethnic minority representation shall be at least equal to the proportion of ethnic minority population within the school district served by the affiliate. If a local affiliate fails to comply with this provision, the Delegate Assembly may refuse to seat its delegation.
- g. Administrators shall be represented in proportion to their membership in the Association.
- h. Provision for representation, with or without the power to vote, may be included in the Bylaws.

B-3.1. Allocation of Delegates.

- a. *Allocation of delegate credentials shall be based on the pledged or paid Active membership as of November 15 of the current year.*
- b. *No person shall be qualified to serve as a delegate to the Delegate Assembly who has not pledged or paid the Association dues on or before November 15. No person can serve as a delegate who has not paid the dues on or before March 15, except one who is a member under the Automatic Payment Authorization Plan where dues are paid during the year over a period of months.*
- c. *The presidents of affiliated local associations, or associations in institutions of higher education, the affiliated retired association, and the Kentucky Student Program shall submit lists of duly elected delegates and alternates to the Executive Director of the Association on or before November 30 of the school year in which the annual meeting is held.*
- d. *Alternates shall be elected at the same time as delegates and shall meet the same requirements as delegates.*
- e. *Alternates shall not be limited in number and shall be called to serve according to rank which is determined by the number of votes received in their local elections.*

Section 3. Election of Delegates.

- a. Members of the Delegate Assembly shall be elected in accordance with the one person one vote principle using the secret ballot following open nominations. Specific exceptions to the application of this principle may be set forth in this Constitution and/or Bylaws.
- b. Election of an Active member as an officer of the Association, as NEA Director, or as a member of the KEA Board of Directors shall constitute election to the Delegate Assembly.
- c. Election of an Active member as president, president-elect (or vice president if there is no president-elect), secretary or treasurer of a KEA District shall constitute election to the Delegate Assembly.
- d. Election as president, vice president or secretary of KEA-R shall constitute election to the Delegate Assembly.
- e. Delegates shall be elected by the affiliated local association(s) within the public school system or the affiliated association in an institution of higher education.

- f. Delegates to fill educational positions (i.e. supervisor or non-supervisor) may be replaced only by alternates of the same educational position. Delegates elected to fulfill ethnic minority requirements may be replaced only by ethnic minority alternates.

B-3.2. Term of Office. Election of delegates shall be for a term of one (1) year, beginning on December 1, except for Student delegates whose term shall be for one year beginning July 1.

Section 4. Seating of Delegates.

The Delegate Assembly, upon the advice of the Compliance/Constitution Committee, shall have the final jurisdiction over the seating of its delegates.

B-3.3. Seating of Delegates.

- a. *Each delegate shall present credentials of election signed by the president or designated officer of the local education association.*
- b. *The Compliance/Constitution Committee shall approve the credentials of all delegates before they are admitted to membership in the Delegate Assembly.*