

Proposed revisions to the MNEA-R Bylaws

Objective: Revise MNEA-R Bylaws to support MNEA-R’s growth and strength as an independent and successful local affiliate.

Big Goals:

- Add Treasurer to Officer team
- Add articles/sections that are missing/needed
- Eliminate conflicts, redundancies, and ambiguity in the Bylaws
- Bring document into compliance w/MNEA local bylaws requirements

Medium Goals:

- Reorganizing topics, streamlining, clarifying language
- Updating document to align with MNEA language and documents

Small Goals:

- Corrections and updates to grammar, punctuation, titles, formatting, and consistency of language

Future Goals:

- Development of a comprehensive MNEA-R Policy Document that outlines procedures, expectations, and best practices that support the requirements of MNEA-R Bylaws

Key:

All changes are highlighted

~~Deletions~~ – language to be deleted is indicated by strikethrough

Additions – proposed language is underlined and bolded

Required – required elements per MNEA rubric

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MISSOURI NATIONAL EDUCATION ASSOCIATION-RETIRED BYLAWS
ARTICLE I
NAME

The name of this membership body shall be Missouri National Education Association-Retired (Missouri NEA-Retired).

ARTICLE II PURPOSE

This Association shall be dedicated to the principle of retirement with dignity.

ARTICLE III
OBJECTIVES

Missouri NEA-Retired shall:

- A. Promote the social, professional and economic status and the general welfare of retired members and pre-retired members.
- B. Provide opportunity for united action with others who are devoted to the cause of education;
- C. Promote voluntary participation by its members in civic and educational affairs;
- D. Advocate, promote and urge the passage of legislation benefiting all retired persons;
- E. Provide opportunity for political action in supporting pro-education candidates recommended by Missouri NEA/NEA;
- F. Have all power necessary and proper to take action for the attainment of these objectives; all within the meaning of Section A 501(c)(5) of the Internal Revenue Code.

Nothing in these bylaws shall be construed to prevent the Association from pursuing objectives that are consistent with the state bylaws of the Association.

ARTICLE IV
MEMBERSHIP

SECTION I – Eligibility

Retired membership shall be open to any person who:

- 1. Was eligible for Active or Educational Support Personnel membership prior to retirement;
 - 2. Joins and maintains membership in NEA-Retired.
- A. Retired membership is limited to persons who support the objectives and programs of the Association.
 - B. Retired members are eligible to be voting delegates to the Missouri NEA Representative Assembly and NEA Representative Assembly and may hold appointive positions in the Missouri NEA and NEA.

C. The membership year shall be the same as the Missouri NEA membership year.¹

SECTION II – Pre-Retired Subscribers

A person eligible in SECTION I above, who has paid the appropriate Lifetime fees and who is not yet retired, shall be considered a Missouri NEA-Retired ‘pre-retired subscriber’ with all rights except the rights to vote and hold office.

SECTION III – Unification

Missouri NEA-Retired shall require unified membership, to include no less than Missouri NEA-Retired and NEA-Retired.

SECTION IV – Due Process

No member may be censured, suspended or expelled from membership without the right to a due process hearing, which shall also include the right to appellate review as determined by Missouri NEA bylaws.

ARTICLE V
FINANCE

SECTION I – The fiscal year shall be the same as the Missouri NEA fiscal year.²

SECTION II – Dues

- A. Dues shall be established each year by the Missouri NEA Board of Directors following a recommendation from the Missouri NEA-Retired Executive Council
- B. MNEA-Retired shall have membership categories for Annual, Retired Life and Pre-Retired Life members.
- C. Missouri NEA-Retired dues shall be paid directly to Missouri NEA.

SECTION III – Investments

A. Missouri NEA-Retired will be funded through the established practice used to fund other program areas, i.e.; the annual budget process except as provided in Section IV.

SECTION IV – Grants or bequests may be used to fund special projects at the discretion of the Missouri NEA-Retired Executive Council.

ARTICLE VI
OFFICERS AND THEIR DUTIES

SECTION I – The officers of this Associations shall be President, Vice President, Secretary, Historian, Budget Chair and the Missouri NEA Director representing Missouri NEA-Retired.

¹ The current membership year is September 1 to August 31.

² The current fiscal year is September 1 to August 31.

SECTION II – Duties of the Officers

A. The President shall:

1. Call regular and special meetings of the Executive Council;
2. Preside at Executive Council meetings;
3. Appoint, with the advice and consent of the Executive Council, members of all standing committees, unless otherwise provided;
4. Be an ex officio member of all committees;
5. Serve as first delegate to the NEA and Missouri NEA Representative Assemblies;
6. Serve as first delegate to the NEA-Retired Annual Meeting;
7. Attend, or appoint a designee to attend, the appropriate NEA- Retired meetings;
8. Present programs to the Executive Council for their approval and seek their assistance in implementation of such programs;
9. In coordination with the Missouri NEA-Retired Budget Committee, submit budget requests to the Missouri NEA Budget in a timely manner.
10. Prepare and distribute agendas to the Executive Council at least one week prior to each meeting;
11. Prepare a yearly calendar of meetings and activities to be approved at the first Executive Council meeting after June 1;
12. Serve as chair of the MNEA-Retired Executive Council.

B. Vice President shall:

1. Preside at meetings in the absence of the President, having all powers and performing all duties of the President;
2. Succeed to the office of President at any time that office becomes vacant;
3. Serve as the second delegate to the Missouri NEA Representative Assembly;
4. Chair the membership committee;
5. Receive and review Missouri NEA-Retired quarterly membership reports prepared by Missouri NEA;
6. Perform other appropriate association duties as assigned by the President.
7. Serve as a member of the Missouri NEA-Retired Executive Council.

C. The Secretary:

8. Be responsible for keeping the minutes of all meetings of the Missouri NEA-Retired Executive Council and shall present for adoption at the subsequent meeting of that body, the respective minutes of the previous meeting;

9. Be responsible for keeping the minutes of the Missouri NEA- Retired Annual meeting and shall present these for tentative approval at the next Executive Council meeting and for approval at the next Annual meeting;
10. Maintain the official records of the organization, including election records;
11. Perform other appropriate association duties as assigned by the President.
12. Serve as a member of the Missouri NEA-Retired Executive Council.

C. The Historian shall:

1. Maintain a record of past and current MNEA-Retired Officers, Executive Council Members at-large, NEA-RA and MNEA-RA delegates.
2. Assemble and maintain a record of the activities of the association.
3. Perform other appropriate association duties as assigned by the President.
4. Serve as a member of the Missouri NEA-Retired Executive Council.

D. The Missouri NEA Director representing Missouri NEA-Retired shall:

1. Attend all meetings of the Missouri NEA Board of Directors;
2. Serve as liaison making regular reports to the Missouri NEA- Retired Executive Council and at the Missouri NEA-Retired Annual meeting;
3. Serve as a member of the Missouri NEA-Retired Budget Committee;
4. Perform other appropriate association duties as assigned by the President.
5. Serve as a member of the Missouri NEA-Retired Executive Council.

E. The Budget Committee Chair shall:

1. Chair the Missouri NEA-Retired Budget Committee;
2. Submit the current year operating budget to the Missouri NEA- Retired Executive Council for review after September 1;
3. Submit budget requests for next year to the Missouri NEA- Retired Executive Council for review at the appropriate meetings;
4. In coordination with the President, submit the final budget, the current year revisions and the request for next year to the Missouri NEA Budget Committee in a timely manner;
 5. Make a report to the Missouri NEA-Retired Annual meeting;
 6. Serve as a member of the Missouri NEA-Retired Executive Council.

SECTION III – Nominations, Terms, Elections

A. Nominations

1. Members may be nominated for President, Vice President, Secretary, Historian, Missouri NEA Director for Retired, and Budget Chair by declaring

in writing their intent to be a candidate per guidelines established by the Elections Committee.

2. Nominees must be members in good standing.

B. Terms

1. All officer terms, except the Missouri NEA Director for Retired, shall be two (2) years or until their successor is elected. These officer(s) shall serve no more than three (3) terms. The term for the Missouri NEA Director for Retired shall be as stipulated in the Missouri NEA Constitution.³
2. Election and campaign procedures must be in compliance with Missouri NEA-Retired bylaws and policies.

C. Elections

1. Missouri NEA-Retired officers shall be elected by a secret electronic ballot sent to all pre-registered delegates of the MNEA-Retired Annual Meeting. A majority vote of the ballots cast in each race is necessary for election. Any ballot determined to be invalid will not figure in the computation of the majority.
2. If the number of candidates equals the number of positions to be filled, the chair shall declare the candidate(s) elected.
3. If there are more candidates than positions to be filled, election shall be by secret electronic ballot.
4. Run-off election(s) shall be held if no single candidate receives a majority vote on the first ballot. The run-off ballot shall list the candidates who, in descending order, received the highest number of votes on the previous ballot with one more candidate than positions to be filled.
5. Elections shall be in accordance with the one-person, one-vote principle.
6. Election to the office of President shall constitute election as first delegate to the NEA and Missouri NEA Representative Assemblies, and election to the office of Vice President shall constitute election as second delegate to the Missouri NEA Representative Assembly. Notice that election to the offices of President and Vice President also shall constitute election to the respective delegate statuses shall be printed on the ballot for election to those offices.
7. All terms take effect June 1 following the election.

SECTION IV – Recall

³ Currently Article III, Section 5F, of the Missouri NEA Constitution specifies that such terms shall be for three years and limits any person to no more than two such terms.

Officers and Directors of the Association shall be subject to a recall election.

- A. The recall election shall be held upon a petition of fifteen percent (15%) of the MNEA-Retired membership.
- B. The election shall be at the next regularly scheduled MNEA-Retired Annual Meeting if it is to be held not less than thirty (30) days nor more than sixty (60) days after receipt of the petition. In the event that the Annual Meeting does not convene during this time period, the election shall be held by electronic ballot to the appropriate constituency.

ARTICLE VII

DELEGATES TO THE MISSOURI NEA REPRESENTATIVE ASSEMBLY

SECTION I – Duties of Retired Delegates

The number of Missouri NEA-Retired Delegates and Alternates to the Missouri NEA Representative Assembly shall be elected in accordance with the provisions of the Missouri NEA Constitution.⁴ Prior to March 1 of each year, the Missouri NEA-Retired Executive Council shall adopt a policy that specifies the number of such delegates that will be in the second year of their two-year term and the number of new Delegates and Alternates to be elected to two-year terms. Any Alternate elected as a Delegate shall be removed as an Alternate, and any person already serving as a Delegate is ineligible to seek election as either a Delegate or Alternate.

- A. Attend all sessions of the Missouri NEA Representative Assembly;
- B. Advise the Missouri NEA-Retired Executive Council on actions and possible actions of the Missouri NEA Representative Assembly;
- C. Present items at the Representative Assembly that are in the best interest of retirees or as directed by the Missouri NEA-Retired Executive Council;
- D. Keep informed on the Legislative Platform of Missouri NEA and the progress of legislation as it moves through the Missouri House and Senate.

SECTION II – Nominations, Terms, Elections

A. Nominations

- 1. Members may declare their candidacy to be a delegate to the MNEA Representative Assembly in writing per guidelines established by the Elections Committee.
- 2. Nominees must be members in good standing.

B. Terms

- 1. Delegates shall serve two-year terms or until their successor is elected.

⁴ Currently the MNEA Constitution provides for one delegate for each 200 members or major fraction thereof.

2. Election and campaign procedures must be in compliance with Missouri NEA Constitution and policies.

C. Elections

1. Delegates to the Missouri NEA Representative Assembly shall be elected by a secret electronic ballot sent to all pre-registered MNEA-Retired members. Election to the Missouri NEA Representative Assembly shall be determined by plurality vote. Delegates and alternates will be declared elected in the order of votes received. In the case of a tie, run-offs will be held only to determine elected alternate positions.
2. The election report will list delegates and alternates in priority order according to the number of votes received.
3. Elections shall be in accordance with the one-person, one-vote principle.
4. All terms take effect June 1 following the election.
5. Election to the office of President and Vice President shall constitute election as first delegate and second delegate to the Missouri NEA Representative Assembly.
6. The number certified to be elected by secret electronic ballot at the Annual Meeting shall be the number that was certified for the current membership year minus the number of Delegates currently serving in the second year of their two-year term. If the retired membership prior to October 15 entitles additional delegates, the alternates for Delegates in the second year of a two-year term shall move up to a delegate position in the order of priority listing.

ARTICLE VIII

DELEGATES TO THE NEA REPRESENTATIVE ASSEMBLY

SECTION 1 – The number of Missouri NEA-Retired delegates and alternates to the NEA Representative Assembly shall be elected in accordance with the provisions of the NEA Bylaws.⁵

SECTION II – Duties of Retired Delegates

- A. Attend all sessions of the NEA Representative Assembly and abide by all rules that apply to Missouri NEA delegates;
 - B. Advise the Missouri NEA-Retired Executive Council on actions;
 - C. Present items at the Representative Assembly that are in the best interest of retirees or as directed by the Missouri NEA-Retired Executive Council.
- SECTION III – Nominations, Terms, Elections
- A. Nominations

⁵ Currently, NEA Bylaw 3-1e states: Except as otherwise provided in Bylaws 3-1k, allocation of delegate credentials for Retired members of the Association within each state shall be made to state affiliates based on the ratio of 1:50 for the first 50 Retired members and an additional delegate for each 1,000 Retired members thereafter.

1. Members may declare in writing their candidacy to serve as an NEA-RA delegate per guidelines established by the Elections Committee.

2. Nominees must be members in good standing.

B. Terms

1. Delegates shall serve for one year or until their successor is elected.

2. Election and campaign procedures must be in compliance with Missouri NEA bylaws and policies.

C. Elections

1. Delegates to the NEA Representative Assembly shall be elected by a secret electronic ballot sent to all pre-registered MNEA-Retired members. A majority vote is necessary for election. If the first ballot does not result in the election of the necessary number of delegates, the names of any candidates receiving a majority will be removed from the ballot and a run-off election will be held among the remaining candidates. The run-off ballot shall list the remaining candidates who receive the highest number of votes on the previous ballot with one more candidate than the number of positions to be filled.

2. If the number of candidates equals the number of positions to be filled, the chair shall declare the candidate(s) elected.

3. If there are more candidates than positions to be filled, election shall be by a secret electronic ballot.

4. Elections shall be in accordance with the one-person, one-vote principle.

5. The election report will list delegates and alternates in priority order according to the number of votes received. The first alternate will be the person finishing 1st in the run-off election. The remainder of alternates will be listed in priority order according to the number of votes received on the first ballot. If there are no, or not enough, alternate delegates from this election, an alternate delegate election can be held following the same process as the delegate election.

6. All terms take effect immediately following the election.

7. The number of delegates to be elected by electronic secret ballot shall be the number of delegates that were certified by NEA Bylaws for the current membership year.

ARTICLE IX
EXECUTIVE COUNCIL

SECTION I – The Executive Council shall be the governing body of Missouri NEA-Retired and shall be composed of:

A. The President, Vice President, Secretary, Historian, MNEA Director for Retired, the immediate Past President, any Missouri NEA member who is a current NEA-Retired officer or NEA board member from NEA- Retired, the Budget Chair, and eight (8) members elected at-large by the pre-registered MNEA-Retired members.

- B. The Communications Director(s), as appointed by the President, shall be an ex-officio non-voting member(s) of the Executive Council.
- C. The immediate Past President is entitled to be a voting member of the Executive Council for so long as he/she fulfills that position. However, if the immediate Past President at any time during his/her term chooses not to exercise this entitlement, he/she shall submit in writing to the President a declaration of intent not to exercise this right.

SECTION II – Duties of the Executive Council

- A. Meet at least three times per year – one meeting shall coincide with the MNEA Fall Representative Assembly.
- B. Be authorized to adopt policies necessary for the governance of Missouri NEA-Retired, and shall adopt policies as necessary to ensure compliance with Missouri NEA Bylaws and Policies and with Missouri NEA-PAC Guidelines. One such policy shall provide for the election of Missouri NEA-Retired members to the Executive Committee of the Missouri NEA Political Action Committee.
- C. Review and recommend for approval the minutes of the annual meeting at the first meeting after the annual meeting;
- D. Approve a yearly calendar of meetings and activities at the first executive council meeting after June 1;
- E. Review financial reports and expenditures;
- F. Review reports of membership as submitted by Missouri NEA;
- G. Fill vacancies of Missouri NEA-Retired officers and executive council at-large members until the next annual meeting;
- H. Approve committee appointments;
- I. Approve programs and projects and assist in their implementation;
- J. Work with Missouri NEA-Retired legislative committee members to develop legislative priorities regarding public education and retirement issues to be presented to the MNEA legislative committee.

SECTION III – Nominations, Terms, Elections

A. Nominations

- 1. Members may declare their candidacy to be an At-Large Director of the Executive Council in writing per guidelines established by the Elections Committee.
- 2. Nominees must be members in good standing.

B. Terms

- 1. All elected at-large members shall serve for two years or until their successor is elected. The number of years of service shall be no more than six (6) years;

except that any person elected to complete the remaining year of an incomplete term shall be allowed a seventh (7th) year. Any portion of a year served by appointment shall not count toward the limit.

C. Elections

1. The At-large members of the Executive Council shall be elected by a secret electronic ballot sent to all pre-registered MNEA-Retired members. A majority vote is necessary for election. If the first ballot does not result in the election of the necessary number of Executive Council at-large members, the names of any candidates receiving a majority will be removed from the ballot and a run-off election will be held among the remaining candidates. The run-off ballot shall list the remaining candidates who receive the highest number of votes on the previous ballot with one more candidate than the number of positions to be filled.
2. If the number of candidates equals the number of positions to be filled, the chair shall declare the candidate(s) elected.
3. If there are more candidates than positions to be filled, election shall be by secret ballot.
4. Elections shall be in accordance with the one-person, one-vote principle.
5. All terms take effect on June 1 following the elections. Any at-large member of the Executive Council shall remain in office until a successor is duly elected or appointed.

SECTION IV – The Executive Director of Missouri NEA, or his/her designee, may act as Missouri NEA liaison to the Missouri NEA-Retired.

ARTICLE X COMMITTEES

SECTION 1 – Executive Committee

- A. The Executive Committee shall be composed of the President, Vice President, Secretary, Historian, Budget Chair and MNEA-Retired Director to the MNEA Board.
- B. The Executive Committee shall have the power to make decisions in emergency situations, between meetings of the Executive Council. These decisions shall be consistent with the provisions of the Bylaws and Policies of Missouri NEA-Retired and shall be subject to ratification by the Executive Council at its next meeting.

SECTION II – Standing Committees

The following shall be the standing committees of Missouri NEA-Retired: Bylaws and Rules, Budget, Membership, Legislative and Elections.

- A. All standing committees shall be composed of at least three (3) members. Committee members shall be appointed by the President with the advice and consent of the Executive Council, except as may otherwise be provided in these bylaws.
- B. Terms for each standing committee shall be for one (1) year.
- C. Each standing committee chairperson shall be appointed annually by the President, with the advice and consent of the Executive Council. Committee chairpersons shall keep the Association informed by written and/or oral reports to the Executive Council.
- D. Each standing committee shall make an annual report to be filed with the Missouri NEA-Retired.
- E. The Membership Committee shall:
 - 1. Assist with membership promotion.
 - 2. Prepare and staff the membership table at appropriate meetings.
- F. The Bylaws and Rules Committee shall introduce, present and recommend to the delegates at the Annual Meeting, amendments to the bylaws of Missouri NEA-Retired and shall interpret the bylaws as needed.
- G. The Budget Committee shall consist of the Budget Chair, President, Vice- President and Missouri NEA-Retired Director to the Missouri NEA Board.
The Budget Committee shall:
 - 1. Prepare the current year operating budget to be presented to the Missouri NEA-Retired Executive Council for review after September 1;
 - 2. Prepare budget requests to be presented to the Missouri NEA- Retired Executive Council for review at the appropriate meeting.
 - 3. Prepare the final budget to be presented to the Missouri NEA Budget Committee in a timely manner.
- H. The Legislative Committee shall:
 - 1. Be knowledgeable concerning legislative and ballot issues pertaining to public education and retirement issues;
 - 2. Keep the Executive Council and members informed regarding the movement of retirement issues through the legislative process;
 - 3. Encourage Missouri NEA-Retired participation in Capitol Action Days, Missouri NEA PAC activities and contributions, the Education Advocacy Program and the Ballot Issue Crisis Fund.
- I. The Elections Committee shall:
 - 1. Report the number of eligible voters for any election.
 - 2. Assure compliance with Missouri NEA-Retired guidelines and with Missouri NEA Campaign Regulations.
 - 3. Assist with preparation of a candidate nomination form. Such form will appear in the MNEA-Retired FOCUS and be available on the MNEA-Retired website no later than a date determined by the Elections Committee.
 - 4. Assist with the preparation and submission of the electronic ballot and verification of the election results.
 - 5. Submit results of elections to the President.
 - 6. If necessary, assist with the preparation of any run-off elections.

7. If necessary, assist with the election of an ethnic minority member for the Executive Council as outlined in Article XII of these Bylaws.
 8. Report the results of elections to the MNEA-Retired Annual Meeting.
- J. Ad hoc committees may be formed as deemed necessary by the President or Executive Council.

ARTICLE XI ANNUAL MEETING

SECTION I – There shall be an Annual Meeting of Missouri NEA-Retired, consisting of a business session and informational workshops. Whenever possible, the Annual Meeting shall coincide with the Missouri NEA Spring Representative Assembly.

SECTION II – Any member of Missouri NEA-Retired shall become a delegate upon registration for the Annual Meeting.

SECTION III – Delegate Duties
Delegates to the Annual Meeting shall:

- A. Receive and approve the report of the Election Committee.
- B. Give direction to the Executive Council for the Missouri NEA-Retired program.
- C. Establish such task forces as deemed necessary;
- D. Perfect and adopt the bylaws of the Missouri NEA-Retired.

ARTICLE XII ETHNIC MINORITY REPRESENTATION

The Association shall take all reasonable steps as are legally permissible to achieve ethnic-minority representation on elective and appointive bodies at least proportionate to its ethnic-minority membership. If ethnic-minority representation is not met, the elections committee shall conduct an ethnic minority election for the Executive Council. This (these) elected position(s) shall serve for a one-year term and have full voting rights.

ARTICLE XIII BYLAW AMENDMENTS AND REVISIONS

SECTION I – Proposed bylaw amendments and revisions must be in writing to the Executive Council at least thirty (30) days prior to the Annual Meeting. Amendments and revisions must be sent electronically to pre-registered delegates prior to the Annual Meeting and shall be made available on-line to all MNEA-R members.

SECTION II – Any Bylaw amendment(s) and revision(s) shall be voted on at the Annual Meeting of the Missouri NEA-Retired. A majority of registered delegates, present and voting, shall be required for approval of changes.

SECTION III – Amendments to the bylaws, adopted at the Annual Meeting, shall take effect upon adoption at the Annual Meeting.

SECTION IV – Amendments to these bylaws must be consistent with Missouri NEA bylaws.

ARTICLE XIV
GOVERNING AUTHORITY

The Missouri NEA-Retired shall be governed by these bylaws and such other policies that the MNEA-Retired Executive Council, the Missouri NEA Representative Assembly and MNEA Board of Directors may establish.

ARTICLE XV
RULES AND PROCEDURES

All questions of parliamentary procedure not covered by the bylaws shall be determined by Roberts Rules of Order, Newly Revised.

ADOPTED: April 25, 1987
AMENDED: April 23, 1988
AMENDED: April 14, 1989
AMENDED: April 20, 1990
AMENDED: April 12, 1991
AMENDED: April 8, 1994
AMENDED: April 21, 1995
AMENDED: April 17, 1998
AMENDED: April 16, 1999
AMENDED: April 20, 2001
AMENDED: April 19, 2002
AMENDED: April 11, 2008
AMENDED: April 17, 2009
AMENDED: April 20, 2012
AMENDED: April 19, 2013
AMENDED: April 25, 2014
AMENDED: April 17, 2015
AMENDED: April 8, 2016
AMENDED: April 26, 2019
AMENDED: April 23, 2021
AMENDED: April 21, 2023

Proposed revisions to the MNEA-R Bylaws

Objective: Revise MNEA-R Bylaws to support MNEA-R's growth and strength as an independent and successful local affiliate.

Big Goals:

- Add Treasurer to Officer team
- Add articles/sections that are missing/needed
- Eliminate conflicts, redundancies, and ambiguity in the Bylaws
- Bring document into compliance w/MNEA local bylaws requirements

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Required – required elements per MNEA rubric

1 **MISSOURI NATIONAL EDUCATION ASSOCIATION-RETIRED**

2

3 **BYLAWS**

4 **ARTICLE I**
5 **NAME**

6

7 The name of this **membership** body shall be Missouri National Education Association-Retired
8 (Missouri NEA-Retired/**MNEA-R**).

9

10 **ARTICLE II**
11 **PURPOSE**

12

13 This Association shall be dedicated to the principle of retirement with dignity.

14

15 **ARTICLE III**
16 **OBJECTIVES**

17

18 Missouri NEA-Retired shall:

- 19 A. Promote the social, professional and economic status, and the general welfare of retired
20 members and pre-retired members.
- 21 B. Provide opportunity for united action with others who are devoted to the cause of education
22 **and public sector unions;**
- 23 C. Promote voluntary participation by its members in civic and educational affairs;
- 24 D. Advocate, promote, and urge the passage of legislation benefiting all retired persons;
- 25 E. Provide opportunity for political action in supporting pro-education candidates recommended
26 by Missouri NEA and NEA;
- 27 F. Have all power necessary and proper to take action for the attainment of these objectives; all
28 within the meaning of **Section A 501(c)(5) of the Internal Revenue Code.**

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30 Nothing in these Bylaws shall be construed to prevent the Association from pursuing objectives
31 that are consistent with the state Bylaws of the Association **governing documents of Missouri**
32 **NEA or NEA.**

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ARTICLE IV
MEMBERSHIP

SECTION I – Eligibility

Retired **MNEA-R** membership shall be open to any person who:

1. Was eligible for Active or Educational Support Personnel membership prior to retirement;
2. Joins and maintains membership in NEA Retired.

was eligible for Active membership prior to retirement and maintains membership in NEA-Retired.

- A. Retired membership is limited to persons who support the objectives and programs of the Association.
- B. Retired members are eligible to be voting delegates to the MNEA Representative Assembly and NEA Representative Assembly and may hold appointive positions in the MNEA and NEA.
- C. **The membership year shall be September 1 to August 31, the same as the Missouri NEA membership year.**

SECTION II – Pre-Retired Subscribers Members

A person eligible in Section I above, who has paid the appropriate Lifetime fees, and who is not yet retired, shall be considered a MNEA-R ~~pre-retired subscriber~~ **Pre-Retired Member** with all rights except the rights to vote and hold office.

SECTION III – Unification

Missouri NEA Retired shall require unified membership, to include no less than Missouri NEA Retired and NEA Retired.

SECTION IV – Due Process

No member may be censured, suspended, or expelled from membership without the right to a due process hearing, which shall also include the right to appellate review as determined by **the MNEA Constitution and** Bylaws.

SECTION V: Property Interest of Members

All rights, title, and interest, both legal and equitable, of a member in and to the property of the Association shall end upon the termination of membership.

SECTION VI – Rights and Limitations

- A. **MNEA-R shall not deny membership to individuals on the basis of race, creed, national origin, sex, gender or gender identity, sexual orientation, age, handicap, marital status, or economic status.**
- B. **All members shall be eligible to receive special services, to obtain assistance in the protection of professional and civil rights, and to receive reports and publications of the Association.**
- C. **Membership shall be continuous unless terminated for cause.**

1 **SECTION VII – Powers**
2 **The legislative authority of the Association shall be vested in the membership. Powers not**
3 **delegated by the Bylaws shall be vested in the membership.**
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ARTICLE V
FINANCE

SECTION I – Fiscal Year

The fiscal year shall be **September 1 to August 31**, the same as the Missouri NEA fiscal year.²

SECTION II – Dues

~~A. Dues shall be established each year by the Missouri NEA Board of Directors following a recommendation from the Missouri NEA Retired Executive Council~~

~~B. MNEA Retired shall have membership categories for Annual, Retired Life and Pre-Retired Life members.~~

~~C. Missouri NEA Retired dues shall be paid directly to Missouri NEA.~~

MNEA-R dues shall be established per MNEA Board of Directors policy.

~~Section III – Investments~~

~~Missouri NEA Retired will be funded through the established practice used to fund other program areas, i.e.; the annual budget process except as provided in Section IV.~~

~~Section IV~~ **III Outside Revenue**

Grants, or bequests, or other outside revenue may be used to fund special projects at the discretion of the MNEA-R Executive Council.

ARTICLE VI
OFFICERS AND THEIR DUTIES

SECTION I – **Officers**

The officers of this Association shall be President, Vice President, Secretary, **Treasurer, the MNEA Director representing MNEA-R, Historian, and Budget Committee Chair.**

SECTION II – **Duties of the Officers**

A. The President shall:

1. Call regular and special meetings of the Executive Council;
2. Preside at Executive Council meetings;
3. Appoint, with the advice and consent of the Executive Council, members of all standing committees, unless otherwise provided **in these Bylaws;**
4. **Be Serve as** an ex-officio member of all committees, **except the Elections Committee;**
5. Serve as first delegate to the NEA and MNEA Representative Assemblies;
6. Serve as first delegate to the NEA-R Annual Meeting;
7. Attend, or appoint a designee to attend, the appropriate NEA-R meetings;
8. Present programs to the Executive Council for their approval and seek their assistance in implementation of such programs;
- ~~9. In coordination with the Missouri NEA Retired Budget Committee, submit budget requests to the Missouri NEA Budget in a timely manner;~~
10. Prepare and distribute agendas to the Executive Council at least one week prior to each meeting;
11. Prepare a yearly calendar of meetings and activities to be approved at the first Executive Council meeting after June 1;
12. Serve as chair of the MNEA-R Executive Council;
- 13. Serve as the Executive Officer of the Association, representing MNEA-R before the public either personally or through delegates and shall perform the duties prescribed by these Bylaws and by the parliamentary authority adopted by the Association.**

B. Vice President shall:

1. Preside at meetings in the absence of the President, having all powers and performing all duties of the President;
2. Succeed to the office of President at any time that office becomes vacant;
3. Serve as the second delegate to the MNEA Representative Assembly;
4. **Serve as chair of the** membership committee;
5. Receive and review MNEA-R **quarterly** membership reports ~~prepared by MNEA;~~
- 6. Perform other appropriate association duties as assigned by the President, the MNEA-R Bylaws, and by the parliamentary authority adopted by the Association**
7. Serve as a member of the MNEA-R Executive Council.

C. The Secretary **shall**:

1. Be responsible for keeping the minutes of all meetings of the MNEA-R Executive Council and shall present for adoption at the subsequent meeting of that body, the respective minutes of the previous meeting;
2. Be responsible for keeping the minutes of the MNEA-R Annual Meeting and shall present these for tentative approval at the next Executive Council meeting and for approval at the

- 1 next Annual Meeting;
- 2 3. Maintain the official records of the organization, including election records;
- 3 4. Perform other appropriate association duties as assigned by the President;
- 4 5. Serve as a member of the MNEA-R Executive Council.

5

6 **D. The Treasurer shall:**

- 7 **1. Hold the funds of the Association and disburse them upon authorization of the**
- 8 **Executive Committee;**
- 9 **2. Keep accurate accounts of receipts and disbursements, reporting at each meeting of**
- 10 **the MNEA-R Executive Council and preparing an annual financial statement for**
- 11 **publication to MNEA-R members as directed by the MNEA-R Executive Committee;**
- 12 **3. Chair Serve as a liaison to the MNEA-R Budget Committee;**
- 13 **4. Assist the Budget Committee in the drafting of the annual MNEA-R budget and shall**
- 14 **provide copies of financial statements upon request of the Budget Committee**
- 15 **Chairperson;**
- 16 **5. Make a report to the MNEA-R Annual meeting;**
- 17 **6. Attend MNEA and NEA Treasurers training;**
- 18 **7. Perform other appropriate association duties as assigned by the President;**
- 19 **8. Serve as a member of the MNEA-R Executive Council.**

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21 **The Treasurer shall be bonded by Missouri NEA.**

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23 E. The MNEA Director representing MNEA-R shall:

- 24 1. Attend all meetings of the MNEA Board of Directors;
- 25 2. Serve as liaison making regular reports to the MNEA-R Executive Council and at the
- 26 MNEA-R Annual meeting;
- 27 3. Serve as a member of the MNEA-R Budget Committee;
- 28 **4. Share MNEA-R information with the MNEA Board of Directors;**
- 29 5. Perform other appropriate association duties as assigned by the President;
- 30 6. Serve as a member of the MNEA-R Executive Council

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32 F. The Historian shall:

- 33 **1. Maintain a record of past and current MNEA-Retired officers, executive Council Members**
- 34 **At Large, NEA-RA and MNEA-RA delegates;**
- 35 2. Assemble and maintain a record of the activities of the association;
- 36 3. Perform other appropriate association duties as assigned by the President;
- 37 4. Serve as a member of the MNEA-R Executive Council.

38

39 G. The Budget Committee Chair shall:

- 40 1. Chair the MNEA-R Budget Committee;
- 41 **2. Submit the current year operating budget to the MNEA-R Executive Council for review**
- 42 **after September 1;**
- 43 **3. Submit budget requests for next year to the MNEA-R Executive Council for review at the**
- 44 **appropriate meetings;**
- 45 **4. In coordination with the President, submit the final budget, the current year revisions, and**
- 46 **the request for next year to the MNEA budget committee in a timely manner;**
- 47 5. Make a report to the MNEA-R Annual meeting;
- 48 6. Serve as a member of the MNEA-R Executive Council

1 **SECTION III - Nominations, Terms, and Elections**

2
3 A. Nominations **and Qualifications**

4 Members **in good standing** may be nominated for **the offices of** President, Vice President,
5 Secretary, **Treasurer**, the MNEA Director representing MNEA-R, Historian, and Budget
6 Committee Chair by declaring in writing their intent to be a candidate per guidelines established by
7 the Elections Committee.

8 ~~1. Nominees must be members in good standing.~~

9 B. Terms

10 All officer terms, except the MNEA Director for MNEA-R, shall be two (2) years or until their
11 successor is elected. These officer(s) shall serve no more than three (3) **full** terms. The term for the
12 MNEA Director for MNEA-R ~~shall be as stipulated in~~ is guided by the MNEA Constitution.

13 ~~1. Election and campaign procedures must be in compliance with MNEA-R Bylaws and~~
14 ~~policies.~~

15
16 C. Elections

17 **1. MNEA-R shall conduct all elections with open nominations and a secret ballot.**

18 2. MNEA-Retired officers shall be elected by a secret electronic ballot sent to all pre-
19 registered delegates of the MNEA-R Annual Meeting. A majority vote of the ballots cast in
20 each race is necessary for election. Any ballot determined to be invalid will not **figure be**
21 **included** in the computation of the majority.

22 3. If the number of candidates equals the number of positions to be filled, the chair shall
23 declare the candidates(s) elected.

24 ~~4. If there are more candidates than positions to be filled, election shall be by secret electronic~~
25 ~~ballot.~~

26 5. Run-off election(s) shall be held if no single candidate receives a majority vote on the first
27 ballot. The run-off ballot shall list the candidates who, in descending order, received the
28 highest number of votes on the previous ballot with one more candidate than positions to be
29 filled.

30 6. Elections shall be in accordance with the **one-person, one-vote principle**.

31 7. Election to the office of President shall constitute election as first delegate to the NEA and
32 MNEA Representative Assemblies, ~~and .~~ Election to the office of Vice President shall
33 constitute election as second delegate to the MNEA Representative Assembly. Notice that
34 election to the offices of President and Vice President also shall constitute election to the
35 respective delegate statuses shall be printed on the ballot for election to those offices.

36 8. All terms take effect June 1 following the election.

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38 **SECTION IV - Recall**

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40 **Officers and Directors of the Association shall be subject to a recall election.**

41 A. The recall election shall be held upon a petition of fifteen percent (15%) of the MNEA-
42 Retired membership.

43 B. The election shall be at the next regularly scheduled MNEA-Retired Annual Meeting if it is to
44 be held not less than thirty (30) days nor more than sixty (60) days after receipt of the petition.
45 In the event that the Annual Meeting does not convene during this time period, the election
46 shall be held by electronic ballot to the appropriate constituency.

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SECTION V – Vacancies

Vacancies in the offices of Vice President, Secretary, Treasurer, the MNEA Director representing MNEA-R, Historian, and Budget Committee Chair shall be filled by appointment of the Executive Council until the next scheduled election.

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ARTICLE VII
DELEGATES TO THE MISSOURI NEA REPRESENTATIVE ASSEMBLY

Delegates to the MNEA Representative Assembly shall be elected in compliance with the MNEA Constitution and Bylaws.

SECTION I—Duties of Retired Delegates

The number of MNEA-R Delegates and Alternates to the MNEA Representative Assembly shall be elected in accordance with the provisions of the Missouri NEA Constitution.⁴

Prior to March 1 of each year, the MNEA-R Executive Council shall adopt a policy that specifies the number of such delegates that will be in the second year of their two-year term and the number of new Delegates and Alternates to be elected to two-year terms. Any Alternate elected as a Delegate shall be removed as an Alternate, and any person already serving as a Delegate is ineligible to seek election as either a Delegate or Alternate.

~~A. Attend all sessions of the Missouri NEA Representative Assembly;~~

~~B. Advise the Missouri NEA Retired Executive Council on actions and possible actions of the Missouri NEA Representative Assembly;~~

~~C. Present items at the Representative Assembly that are in the best interest of retirees or as directed by the Missouri NEA Retired Executive Council;~~

~~D. Keep informed on the Legislative Platform of Missouri NEA and the progress of legislation as it moves through the Missouri House and Senate.~~

SECTION II—Nominations, Terms, Elections, and Duties of delegates

A. Nominations

Members, in good standing, may declare their candidacy to be a delegate to the MNEA Representative Assembly in writing per guidelines established by the Elections Committee.

~~1. Nominees must be members in good standing.~~

B. Terms

Delegates shall serve two-year terms or until their successor is elected.

~~2. Election and campaign procedures must be in compliance with Missouri NEA Constitution and policies.~~

C. Elections

1. Prior to March 1 of each year, the MNEA-R Executive Council shall ~~adopt a~~ apply MNEA-R policy that specifies the number of such delegates that will be in the second year of their two-year term and the number of new Delegates and Alternates to be elected to two-year terms. Any Alternate elected as a Delegate shall be removed as an Alternate, and any person already serving as a Delegate is ineligible to seek election as either a Delegate or Alternate.
2. Delegates to the MNEA RA shall be elected by a secret electronic ballot sent to all pre-registered MNEA-R members. Election to the MNEA Representative Assembly shall be determined by plurality vote. Delegates and alternates will be declared elected in the order of votes received. In the case of a tie, run-offs will be held only to determine elected alternate positions.
3. The election report will list delegates and alternates in priority order according to the number of votes received.

- 1 4. Elections shall be in accordance with the **one-person, one-vote principle**.
- 2 5. All terms take effect June 1 following the election.
- 3 6. Election to the office of President and Vice President shall constitute election as first
- 4 delegate and second delegate to the MNEA RA.
- 5 7. The number certified to be elected by secret electronic ballot at the Annual Meeting shall
- 6 be the number that was certified for the current membership year minus the number of
- 7 Delegates currently serving in the second year of their two-year term. If the retired
- 8 membership prior to October 15 entitles additional delegates, the alternates for Delegates in
- 9 the second year of a two-year term shall move up to a delegate position in the order of
- 10 priority listing.

11 **D. Duties**

12 **MNEA-R delegates to the MNEA Representative Assembly shall:**

- 13 1. Attend all sessions of the MNEA RA;
- 14 2. Advise the MNEA-R Executive Council on actions and possible actions of the MNEA RA;
- 15 3. Present items at the **MNEA** RA that are in the best interest of retirees or as directed by the
- 16 MNEA-R Executive Council;
- 17 4. Keep informed on the ~~Legislative Platform~~ **Resolutions** of Missouri NEA and the progress
- 18 of legislation as it moves through the Missouri House and Senate.
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ARTICLE VIII
DELEGATES TO THE NEA REPRESENTATIVE ASSEMBLY

Delegates to the MNEA Representative Assembly shall be elected in compliance with the MNEA Constitution and Bylaws.

~~**SECTION I**— The number of Missouri NEA Retired delegates and alternates to the NEA Representative Assembly shall be elected in accordance with the provisions of the NEA Bylaws.⁵~~

~~**SECTION II— Duties of Retired Delegates**~~

- ~~A. Attend all sessions of the NEA Representative Assembly and abide by all rules that apply to Missouri NEA delegates;~~
- ~~B. Advise the MNEA-R Executive Council on actions;~~
- ~~C. Present items at the Representative Assembly that are in the best interest of retirees or as directed by the MNEA-R Executive Council.~~

~~**SECTION III**~~ **II— Nominations, Terms, Elections, and Duties**

A. Nominations

Members, **in good standing**, may declare in writing their candidacy to serve as an NEA-R RA delegate per guidelines established by the Elections Committee.

~~1. Nominees must be members in good standing.~~

B. Terms

Delegates shall serve for one year or until their successor is elected.

~~2. Election and campaign procedures must be in compliance with Missouri NEA Bylaws and policies.~~

C. Elections

1. MNEA-R shall conduct all elections with open nominations and a secret ballot.

2. Delegates to the NEA RA shall be elected by a secret electronic ballot sent to all pre-registered MNEA-R members. A majority vote is necessary for election. If the first ballot does not result in the election of the necessary number of delegates, the names of any candidates receiving a majority will be removed from the ballot and a run-off election will be held among the remaining candidates. The run-off ballot shall list the remaining candidates who receive the highest number of votes on the previous ballot with one more candidate than the number of positions to be filled.

3. If the number of candidates equals the number of positions to be filled, the chair shall declare the candidates(s) elected.

~~4. If there are more candidates than positions to be filled, election shall be by a secret electronic ballot.~~

5. Elections shall be in accordance with the **one-person, one-vote principle**.

6. The election report will list delegates and alternates in priority order according to the number of votes received. The first alternate will be the person finishing first in the run-off election. The remainder of alternates will be listed in priority order according to the number of votes received on the first ballot. If there are no, or not enough, alternate delegates from this election, an alternate delegate election can be held following the same process as the

- 1 delegate election.
- 2 7. All terms take effect immediately following the election.
- 3 8. The number of delegates to be elected by electronic secret ballot shall be the number of
- 4 delegates that were certified by NEA Bylaws for the current membership year.
- 5

6 **D. Duties**

7 **MNEA-R delegates to the NEA Representative Assembly shall:**

- 8 1. Attend all sessions of the NEA Representative Assembly and abide by all rules that apply
- 9 to Missouri NEA delegates;
- 10 2. Advise the MNEA-R Executive Council on **NEA RA** actions;
- 11 3. Present items at the Representative Assembly that are in the best interest of retirees or as
- 12 directed by the MNEA-R Executive Council.
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ARTICLE IX
EXECUTIVE COUNCIL

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SECTION I - Composition

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- A. The Executive Council shall be the governing body of MNEA-R and shall be composed of: MNEA-R President, Vice President, Secretary, **Treasurer**, the MNEA Director representing MNEA-R, Historian, Budget Committee Chair, the immediate Past President, any MNEA member who is a current NEA-R officer or NEA Board member from NEA-R, and eight (8) members elected At-Large by the pre-registered MNEA-Retired members.
 - B. The Communications Director(s), as appointed by the President, shall be an ex-officio non-voting member(s) of the Executive Council.
 - ~~C. The immediate Past President is entitled to be a voting member of the Executive Council for so long as they fulfill that position. However, if the immediate Past President at any time during their term chooses not to exercise this entitlement, they shall submit in writing to the President a declaration of intent not to exercise this right.~~

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SECTION II – Duties of the Executive Council

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The MNEA-R Executive Council shall:

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- A. Meet at least three times per year. One meeting shall coincide with the MNEA ~~Fall~~ Representative Assembly.
 - B. Be authorized to adopt policies necessary for the governance of MNEA-R, and shall adopt policies as necessary to ensure compliance with MNEA ~~Bylaws and Policies governing documents~~ and with MNEA-PAC guidelines. ~~One such policy shall provide for the election of Missouri NEA Retired members to the Executive Committee of the Missouri NEA Political Action Committee.~~
 - C. Review and recommend for approval the minutes of the annual meeting at the first meeting after the annual meeting;
 - D. Approve a yearly calendar of meetings and activities at the first Executive Council meeting after June 1;
 - E. Review financial reports and expenditures;
 - F. Review reports of membership ~~as submitted by Missouri NEA;~~
 - G. Fill vacancies of MNEA-R officers and Executive Council At-Large members until the next annual meeting;
 - H. Approve committee appointments;
 - I. Approve programs and projects and assist in their implementation;
 - J. Work with MNEA-R ~~legislative~~ **Political Advocacy** committee members to develop legislative priorities regarding public education and retirement issues to be presented to the MNEA ~~legislative~~ **Resolutions** committee.

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SECTION III – Nominations, Terms, Elections

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- A. Nominations
Members, **in good standing**, may declare their candidacy to be an At-Large Director of the Executive Council in writing per guidelines established by the Elections Committee.

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~~1. ——— **Nominees must be members in good standing.**~~

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B. Terms

All elected At-Large members shall serve for two years or until their successor is elected. The number of years of service shall be no more than six (6) years. **Appointed At-Large members shall serve for one-year. ; except that any person elected to complete the remaining year of an incomplete term shall be allowed a seventh (7th) year. Any portion of a year served by appointment shall not count toward the limit. Years of service completed by members fulfilling an unexpired Council term shall not be included in the allowable maximum.**

C. Elections

- 1. MNEA-R shall conduct all elections with open nominations and a secret ballot.**
2. The At-Large members of the Executive Council shall be elected by a secret electronic ballot sent to all pre-registered MNEA-Retired members. A majority vote is necessary for election. If the first ballot does not result in the election of the necessary number of Executive Council At-Large members, the names of any candidates receiving a majority will be removed from the ballot and a run-off election will be held among the remaining candidates. The run-off ballot shall list the remaining candidates who receive the highest number of votes on the previous ballot with one more candidate than the number of positions to be filled.
3. If the number of candidates equals the number of positions to be filled, the chair shall declare the candidates(s) elected.
- ~~4. If there are more candidates than positions to be filled, election shall be by secret ballot.~~
5. Elections shall be in accordance with the **one-person, one-vote principle**.
6. All terms take effect on June 1 following the elections. Any At-Large member of the Executive Council shall remain in office until a successor is duly elected or appointed.

SECTION IV – Missouri NEA Liaison

The Executive Director of MNEA, or their designee, may act as MNEA liaison to ~~the~~ MNEA-Retired.

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ARTICLE X
COMMITTEES

SECTION 1 – Appointment

Standing committees, sub-committees, and or special committees shall be appointed by the President with approval of the Executive Council. Committee vacancies shall be filled by appointment by the President with approval of the Executive Council.

SECTION 2: Meetings

Committees shall meet regularly according to a calendar developed by the Executive Council and may hold special meetings at the call of the chairperson.

SECTION 3: Reports and Records

Committees shall keep a continuing record of activities. Chairpersons shall report items of action to the Executive Council and shall prepare an annual written report summarizing objectives, action programs, gains, and unreached goals. These annual committee reports shall be filed by the MNEA-R Secretary to become a part of the continuing committee record in the Association files.

SECTION 4 – Executive Committee

The Executive Committee shall be composed of the President, Vice President, Secretary, **Treasurer**, the MNEA Director representing MNEA-R, and Historian,. The Executive Committee shall have the power to make decisions in emergency situations, between meetings of the Executive Council. These decisions shall be consistent with the provisions of the Bylaws and Policies of MNEA-R and shall be subject to ratification by the Executive Council at its next meeting.

SECTION II – Standing Committees

The following shall be the Standing Committees of MNEA-Retired: Bylaws and Rules, Budget, Membership, Legislative **Political Advocacy**, and Elections.

A. All standing committees shall be composed of at least three (3) members. Committee members shall be appointed by the President with the advice and consent of the Executive Council, except as may otherwise be provided in these Bylaws.

B. Terms for each standing committee shall be for one (1) year.

C. Each standing committee chairperson shall be appointed annually by the President, with the advice and consent of the Executive Council. **Committee chairpersons shall keep the Association informed by written and/or oral reports to the Executive Council.**

~~D. Each standing committee shall make an annual report to be filed with MNEA-R.~~

E. The Membership Committee shall assist with membership promotion and prepare and staff the membership table at appropriate meetings. **The Committee shall organize and conduct membership enrollment of potential members and inform members of policies, programs, services and accomplishments of the Association.**

F. The Bylaws and Rules Committee shall **introduce, present and recommend to the delegates at the Annual Meeting, amendments to the Bylaws of MNEA-R and shall interpret the Bylaws as needed interpret the governing documents of MNEA-R and propose revisions to the governing documents to the Executive Council and delegates of the Annual Meeting.**

G. The Budget Committee shall ~~consist of~~ **include** the Budget Chair, ~~President, Vice President,~~

1 and the MNEA-R Director to the MNEA Board. **The MNEA-R Treasurer shall serve as a**
2 **liaison to the Budget Committee. The Committee shall recommend a budget to the MNEA-R**
3 **Executive Council per MNEA-R policy.**

4
5 **The Budget Committee shall:**

- 6
7 **1. Prepare the current year operating budget to be presented to the Missouri**
8 **NEA Retired Executive Council for review after September 1;**
- 9 **2. Prepare budget requests to be presented to the Missouri NEA Retired**
10 **Executive Council for review at the appropriate meeting.**
- 11 **3. Prepare the final budget to be presented to the Missouri NEA Budget**
12 **Committee in a timely manner.**

13
14 H. The Legislative **Political Advocacy** Committee shall:

- 15 ~~1. Be knowledgeable concerning legislative and ballot issues pertaining to public education~~
16 ~~and retirement issues;~~
- 17 ~~2. Keep the Executive Council and members informed regarding the movement of retirement~~
18 ~~issues through the legislative process;~~
- 19 ~~3. Encourage MNEA-R participation in Capitol Action Days, Missouri NEA PAC activities~~
20 ~~and contributions, the Education Advocacy Program and the Ballot Issue Crisis Fund.~~

21 **Monitor ongoing legislative activity, identify issues for MNEA-R review and action, and**
22 **coordinate MNEA-R political advocacy and activism opportunities.**

23
24 I. The Elections Committee shall: **prepare ballots and conduct elections for all MNEA-R**
25 **positions. No member of this committee shall be a candidate for any office in the Association**
26 **and no current member of the Executive Council shall serve as a member of the Elections**
27 **Committee.**

- 28
29 ~~4. Report the number of eligible voters for any election.~~
- 30 ~~5. Assure compliance with Missouri NEA Retired guidelines and with Missouri~~
31 ~~NEA Campaign Regulations.~~
- 32 ~~6. Assist with preparation of a candidate nomination form. Such form will appear~~
33 ~~in the MNEA Retired FOCUS and be available on the MNEA Retired website~~
34 ~~no later than a date determined by the Elections Committee.~~
- 35 ~~7. Assist with the preparation and submission of the electronic ballot and~~
36 ~~verification of the election results.~~
- 37 ~~8. Submit results of elections to the President.~~
- 38 ~~9. If necessary, assist with the preparation of any run-off elections.~~
- 39 ~~10. If necessary, assist with the election of an ethnic minority member for the~~
40 ~~Executive Council as outlined in Article XII of these Bylaws.~~
- 41 ~~11. Report the results of elections to the MNEA Retired Annual Meeting.~~

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43 J. Ad hoc committees may be formed as deemed necessary by the President or Executive Council.
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ARTICLE XI
ANNUAL MEETING

There shall be an Annual Meeting of MNEA-R, consisting of a business session and informational workshops. Whenever possible, the Annual Meeting shall coincide with the MNEA Spring Representative Assembly.

SECTION I – Delegates

Any member of MNEA-R shall become a delegate upon registration for the Annual Meeting. Any member of MNEA-R who is not a delegate to the Annual Meeting may attend as an observer. Observers may receive permission from the chair to address the Annual Meeting.

SECTION II – Delegate Duties-Powers

Delegates to the Annual Meeting shall:

The legislative and policy making body of MNEA-R shall be the delegates of the Annual meeting. The delegates shall have the power to:

1. Receive and approve the report of the Election Committee reports;
2. Give direction to the Executive Council for the Missouri NEA Retired program.
3. Review the budget;
4. Establish such task forces as deemed necessary;
5. Perfect and adopt the Bylaws of proposed revisions to the MNEA-R Bylaws.
6. Approve MNEA-R Resolutions and Position Statements

Powers not delegated to the Executive Council, the officers, or other groups in the Association shall be vested in the delegates of the Annual Meeting.

1 **ARTICLE XII**
2 **AFFILIATION**

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4 **The Association shall enter into a reciprocal contractual agreement between the MNEA-R**
5 **and the National Education Association as stated in the NEA Constitution and shall affiliate**
6 **with MNEA as regulated in the MNEA Constitution and Bylaws.**

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9 **ARTICLE XII-XIII**
10 **ETHNIC MINORITY REPRESENTATION**

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12 The Association shall take all reasonable steps as are legally permissible to achieve ethnic-minority
13 representation on elective and appointive bodies at least proportionate to its ethnic-minority
14 membership. If ethnic-minority representation is not met, the Elections Committee shall conduct
15 an ethnic minority **At-Large** election for the Executive Council. ~~This (these) elected position(s)~~
16 ~~shall serve for a one-year term and have full voting rights.~~

17
18 **ARTICLE XIII-XIV**
19 **BYLAW AMENDMENTS AND REVISIONS**

20
21 **SECTION I – Proposed bylaw amendments and revisions to the Bylaws must be made in**
22 **writing, including supporting rationale, to the Executive Council at least thirty**
23 **(30) days prior to the Annual Meeting. Amendments and revisions must be sent**
24 **electronically to pre-registered delegates prior to the Annual Meeting and shall be**
25 **made available on-line electronically to all MNEA-R members.**

26
27 **SECTION II – Any Bylaw amendment(s) and revision(s) Amendments shall be voted on at the**
28 **Annual Meeting of the MNEA-R. A majority of registered delegates, present and**
29 **voting, shall be required for approval of changes amendments.**

30
31 **SECTION III – Amendments to the Bylaws, adopted at the Annual Meeting, shall take effect**
32 **upon adoption at the Annual Meeting.**

33
34 **SECTION IV – Amendments to the Bylaws must be consistent with MNEA and NEA Bylaws**
35 **governing documents.**

36
37 **ARTICLE XIV**
38 **GOVERNING AUTHORITY**

39
40 **The MNEA-R shall be governed by these Bylaws and such other policies that the MNEA-R**
41 **Executive Council, the MNEA Representative Assembly and MNEA Board of Directors may**
42 **establish.**

1 **ARTICLE XV**
2 **RULES AND PROCEDURES**
3 **MEETINGS**

4
5 All questions of parliamentary procedure not covered by the Bylaws shall be determined by
6 Roberts Rules of Order, Newly Revised.

7
8 **SECTION 1: Parliamentary Authority**

9 **The current edition of Robert's Rules of Order, Newly Revised shall govern the Association**
10 **in all cases to which they are applicable and in which they are not inconsistent with these**
11 **Bylaws and any special rules of order the Association may adopt.**

12
13 **SECTION 2: Quorum Requirement**

14 **A quorum for the MNEA-R Executive Council shall consist of a majority of Executive**
15 **Council members.**

16 **A quorum for the MNEA-R Annual Meeting shall consist of 25 registered delegates.**

17
18 **SECTION 3: Electronic Notification and Meetings**

19 **Unless indicated otherwise in the Bylaws, all communications, including meeting notices, may**
20 **be sent electronically. The membership, officers, committees, and other ad hoc groups are**
21 **authorized to meet by electronic means so long as all members may simultaneously hear each**
22 **other and participate during the meeting, in adherence to Association policies.**

1 ADOPTED: April 25, 1987
2 ~~AMENDED: April 23, 1988~~
3 ~~AMENDED: April 14, 1989~~
4 ~~AMENDED: April 20, 1990~~
5 ~~AMENDED: April 12, 1991~~
6 ~~AMENDED: April 8, 1994~~
7 ~~AMENDED: April 21, 1995~~
8 ~~AMENDED: April 17, 1998~~
9 ~~AMENDED: April 16, 1999~~
10 ~~AMENDED: April 20, 2001~~
11 ~~AMENDED: April 19, 2002~~
12 ~~AMENDED: April 11, 2008~~
13 ~~AMENDED: April 17, 2009~~
14 ~~AMENDED: April 20, 2012~~
15 ~~AMENDED: April 19, 2013~~
16 ~~AMENDED: April 25, 2014~~
17 ~~AMENDED: April 17, 2015~~
18 ~~AMENDED: April 8, 2016~~
19 ~~AMENDED: April 26, 2019~~
20 ~~AMENDED: April 23, 2021~~
21 AMENDED: April 21, 2023

DRAFT

1 **MNEA-R Constitution and Bylaws**
2 The document as it will appear if proposed amendments
3 are adopted.

DRAFT

1 **MISSOURI NATIONAL EDUCATION ASSOCIATION-RETIRED**

2
3 **BYLAWS**

4 **ARTICLE I**
5 **NAME**

6
7 The name of this body shall be Missouri National Education Association-Retired (Missouri NEA-
8 Retired/MNEA-R).

9
10 **ARTICLE II**
11 **PURPOSE**

12
13 This Association shall be dedicated to the principle of retirement with dignity.

14
15 **ARTICLE III**
16 **OBJECTIVES**

17
18 Missouri NEA-Retired shall:

- 19 A. Promote the social, professional and economic status, and the general welfare of retired
20 members and pre-retired members.
- 21 B. Provide opportunity for united action with others who are devoted to the cause of education
22 and public sector unions;
- 23 C. Promote voluntary participation by its members in civic and educational affairs;
- 24 D. Advocate, promote, and urge the passage of legislation benefiting all retired persons;
- 25 E. Provide opportunity for political action in supporting pro-education candidates recommended
26 by Missouri NEA and NEA;
- 27 F. Have all power necessary and proper to take action for the attainment of these objectives; all
28 within the meaning of Section A 501(c)(5) of the Internal Revenue Code.

29
30 Nothing in these Bylaws shall be construed to prevent the Association from pursuing objectives
31 that are consistent with the governing documents of Missouri NEA or NEA.

1 **ARTICLE IV**
2 **MEMBERSHIP**
3

4 **SECTION I Eligibility**

5 MNEA-R membership shall be open to any person who was eligible for Active membership prior
6 to retirement and maintains membership in NEA-Retired.

7
8 A. Retired membership is limited to persons who support the objectives and programs of the
9 Association.

10 B. Retired members are eligible to be voting delegates to the MNEA Representative Assembly and
11 NEA Representative Assembly and may hold appointive positions in MNEA and NEA.

12 C. The membership year shall be September 1 to August 31.
13

14 **SECTION II Pre-Retired Members**

15 A person eligible in Section I, who has paid the appropriate Lifetime fees, and who is not yet
16 retired, shall be considered a MNEA-R Pre-Retired Member with all rights except the rights to
17 vote and hold office.
18

19 **SECTION III Due Process**

20 No member may be censured, suspended, or expelled from membership without the right to a due
21 process hearing, which shall also include the right to appellate review as determined by the MNEA
22 Constitution and Bylaws.
23

24 **SECTION IV Property Interest of Members**

25 All rights, title, and interest, both legal and equitable, of a member in and to the property of the
26 Association shall end upon the termination of membership.
27

28 **SECTION V Rights and Limitations**

29 A. MNEA-R shall not deny membership to individuals on the basis of race, creed, national origin,
30 sex, gender or gender identity, sexual orientation, age, handicap, marital status, or economic
31 status.

32 B. All members shall be eligible to receive special services, to obtain assistance in the protection
33 of professional and civil rights, and to receive reports and publications of the Association.

34 C. Membership shall be continuous unless terminated for cause.
35

36 **SECTION VI Powers**

37 The legislative authority of the Association shall be vested in the membership. Powers not
38 delegated by the Bylaws shall be vested in the membership.

ARTICLE V
FINANCE

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SECTION I Fiscal Year

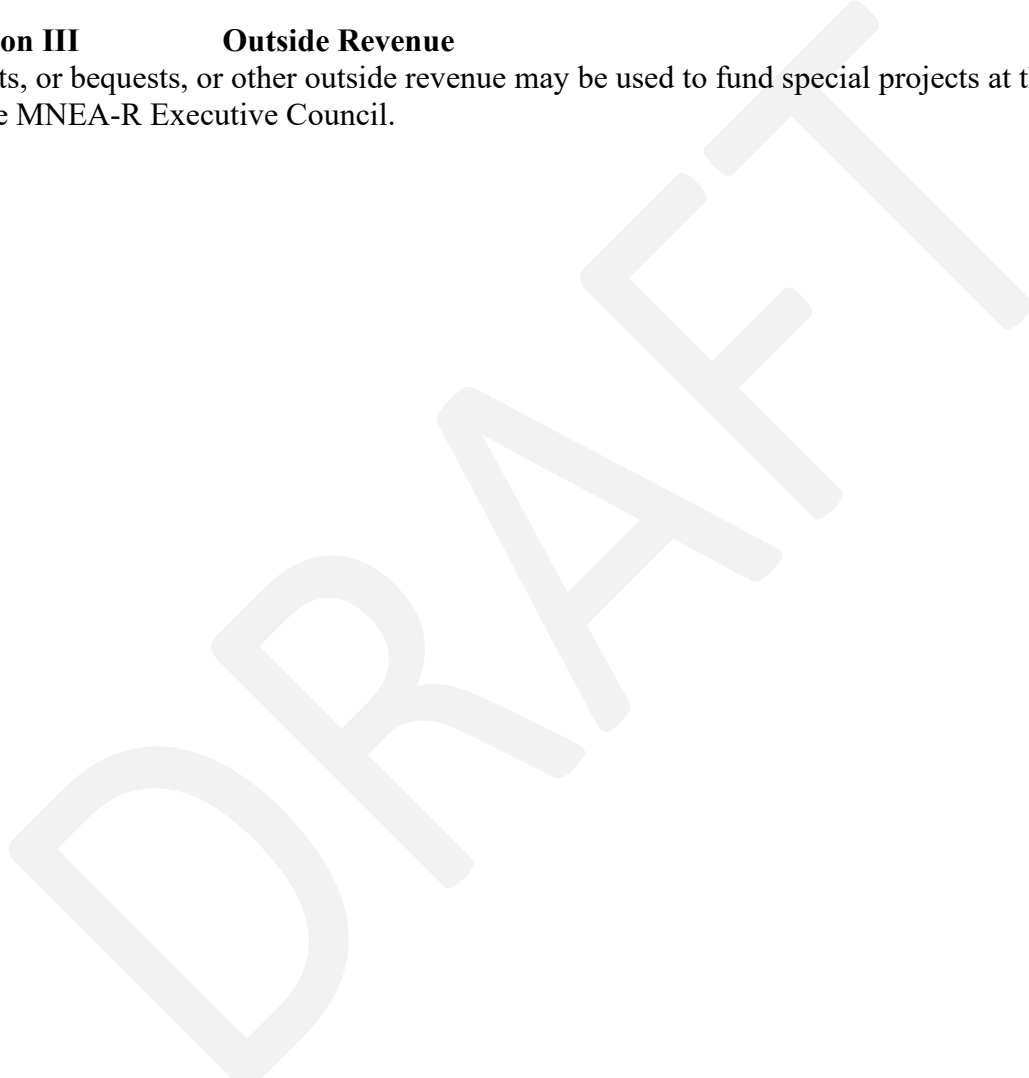
The fiscal year shall be September 1 to August 31.

SECTION II Dues

MNEA-R dues shall be established per MNEA Board of Directors policy.

Section III Outside Revenue

Grants, or bequests, or other outside revenue may be used to fund special projects at the discretion of the MNEA-R Executive Council.



ARTICLE VI
OFFICERS AND THEIR DUTIES

SECTION I Officers

The officers of this Association shall be President, Vice President, Secretary, Treasurer, the MNEA Director representing MNEA-R, Historian, and Budget Committee Chair.

SECTION II Duties of the Officers

A. The President shall:

1. Call regular and special meetings of the Executive Council;
2. Preside at Executive Council meetings;
3. Appoint, with the advice and consent of the Executive Council, members of all standing committees, unless otherwise provided in these Bylaws;
4. Serve as an ex-officio member of all committees, except the Elections Committee;
5. Serve as first delegate to the NEA and MNEA Representative Assemblies;
6. Serve as first delegate to the NEA-R Annual Meeting;
7. Attend, or appoint a designee to attend, the appropriate NEA-R meetings;
8. Present programs to the Executive Council for their approval and seek their assistance in implementation of such programs;
9. Prepare and distribute agendas to the Executive Council at least one week prior to each meeting;
10. Prepare a yearly calendar of meetings and activities to be approved at the first Executive Council meeting after June 1;
11. Serve as chair of the MNEA-R Executive Council;
12. Serve as the Executive Officer of the Association, representing MNEA-R before the public either personally or through delegates and shall perform the duties prescribed by these Bylaws and by the parliamentary authority adopted by the Association.

B. Vice President shall:

1. Preside at meetings in the absence of the President, having all powers and performing all duties of the President;
2. Succeed to the office of President at any time that office becomes vacant;
3. Serve as the second delegate to the MNEA Representative Assembly;
4. Serve as chair of the membership committee;
5. Receive and review MNEA-R membership reports;
6. Perform other appropriate association duties as assigned by the President, the MNEA-R Bylaws, and by the parliamentary authority adopted by the Association
7. Serve as a member of the MNEA-R Executive Council.

C. The Secretary shall:

1. Be responsible for keeping the minutes of all meetings of the MNEA-R Executive Council and shall present for adoption at the subsequent meeting of that body, the respective minutes of the previous meeting;
2. Be responsible for keeping the minutes of the MNEA-R Annual Meeting and shall present these for tentative approval at the next Executive Council meeting and for approval at the next Annual Meeting;
3. Maintain the official records of the organization, including election records;

4. Perform other appropriate association duties as assigned by the President;
5. Serve as a member of the MNEA-R Executive Council.

D. The Treasurer shall:

1. Hold the funds of the Association and disburse them upon authorization of the Executive Committee;
2. Keep accurate accounts of receipts and disbursements, reporting at each meeting of the MNEA-R Executive Council and preparing an annual financial statement for publication to MNEA-R members as directed by the MNEA-R Executive Committee;
3. Serve as a liaison to the MNEA-R Budget Committee;
4. Assist the Budget Committee in the drafting of the annual MNEA-R budget and shall provide copies of financial statements upon request of the Budget Committee Chairperson;
5. Make a report to the MNEA-R Annual meeting;
6. Attend MNEA and NEA Treasurers training;
7. Perform other appropriate association duties as assigned by the President;
8. Serve as a member of the MNEA-R Executive Council.

The Treasurer shall be bonded by Missouri NEA.

E. The MNEA Director representing MNEA-R shall:

1. Attend all meetings of the MNEA Board of Directors;
2. Serve as liaison making regular reports to the MNEA-R Executive Council and at the MNEA-R Annual meeting;
3. Serve as a member of the MNEA-R Budget Committee;
4. Share MNEA-R information with the MNEA Board of Directors;
5. Perform other appropriate association duties as assigned by the President;
6. Serve as a member of the MNEA-R Executive Council.

F. The Historian shall:

1. Assemble and maintain a record of the activities of the association;
2. Perform other appropriate association duties as assigned by the President;
3. Serve as a member of the MNEA-R Executive Council.

G. The Budget Committee Chair shall:

1. Chair the MNEA-R Budget Committee;
2. Make a report to the MNEA-R Annual meeting;
3. Serve as a member of the MNEA-R Executive Council.

SECTION III Nominations, Terms, and Elections

A. Nominations and Qualifications

Members in good standing may be nominated for the offices of President, Vice President, Secretary, Treasurer, the MNEA Director representing MNEA-R, Historian, and Budget Committee Chair by declaring in writing their intent to be a candidate per guidelines established by the Elections Committee.

1 B. Terms

2 All officer terms, except the MNEA Director for MNEA-R, shall be two (2) years or until their
3 successor is elected. These officer(s) shall serve no more than three (3) full terms. The term for the
4 MNEA Director for MNEA-R is guided by the MNEA Constitution.

5 C. Elections

- 6 1. MNEA-R shall conduct all elections with open nominations and a secret ballot.
- 7 2. MNEA-Retired officers shall be elected by a secret electronic ballot sent to all pre-
8 registered delegates of the MNEA-R Annual Meeting. A majority vote of the ballots cast in
9 each race is necessary for election. Any ballot determined to be invalid will not be included
10 in the computation of the majority.
- 11 3. If the number of candidates equals the number of positions to be filled, the chair shall
12 declare the candidates(s) elected.
- 13 4. Run-off election(s) shall be held if no single candidate receives a majority vote on the first
14 ballot. The run-off ballot shall list the candidates who, in descending order, received the
15 highest number of votes on the previous ballot with one more candidate than positions to be
16 filled.
- 17 5. Elections shall be in accordance with the one-person, one-vote principle.
- 18 6. Election to the office of President shall constitute election as first delegate to the NEA and
19 MNEA Representative Assemblies. Election to the office of Vice President shall constitute
20 election as second delegate to the MNEA Representative Assembly. Notice that election to
21 the offices of President and Vice President also shall constitute election to the respective
22 delegate statuses shall be printed on the ballot for election to those offices.
- 23 7. All terms take effect June 1 following the election.

24

25 **SECTION IV Recall**

26

27 Officers and Directors of the Association shall be subject to a recall election.

28

28 A. The recall election shall be held upon a petition of fifteen percent (15%) of the MNEA-
29 Retired membership.

30

30 B. The election shall be at the next regularly scheduled MNEA-Retired Annual Meeting if it is to
31 be held not less than thirty (30) days nor more than sixty (60) days after receipt of the petition. In
32 the event that the Annual Meeting does not convene during this time period, the election shall be
33 held by electronic ballot to the appropriate constituency.

34

35 **SECTION V Vacancies**

36

37 Vacancies in the offices of Vice President, Secretary, Treasurer, the MNEA Director representing
38 MNEA-R, Historian, and Budget Committee Chair shall be filled by appointment of the Executive
39 Council until the next scheduled election.

1 **ARTICLE VII**
2 **DELEGATES TO THE MISSOURI NEA REPRESENTATIVE ASSEMBLY**
3

4 Delegates to the MNEA Representative Assembly shall be elected in compliance with the MNEA
5 Constitution and Bylaws.
6

7 **SECTION I Nominations, Terms, Elections, and Duties of delegates**

8 **A. Nominations**

9 Members, in good standing, may declare their candidacy to be a delegate to the MNEA
10 Representative Assembly in writing per guidelines established by the Elections Committee.

11 **B. Terms**

12 Delegates shall serve two-year terms or until their successor is elected.

13 **C. Elections**

- 14 1. Prior to March 1 of each year, the MNEA-R Executive Council shall apply MNEA-R
15 policy that specifies the number of such delegates that will be in the second year of their
16 two-year term and the number of new Delegates and Alternates to be elected to two-year
17 terms. Any Alternate elected as a Delegate shall be removed as an Alternate, and any
18 person already serving as a Delegate is ineligible to seek election as either a Delegate or
19 Alternate.
- 20 2. Delegates to the MNEA RA shall be elected by a secret electronic ballot sent to all pre-
21 registered MNEA-R members. Election to the MNEA Representative Assembly shall be
22 determined by plurality vote. Delegates and alternates will be declared elected in the order
23 of votes received. In the case of a tie, run-offs will be held only to determine elected
24 alternate positions.
- 25 3. The election report will list delegates and alternates in priority order according to the
26 number of votes received.
- 27 4. Elections shall be in accordance with the one-person, one-vote principle.
- 28 5. All terms take effect June 1 following the election.
- 29 6. Election to the office of President and Vice President shall constitute election as first
30 delegate and second delegate to the MNEA RA.
- 31 7. The number certified to be elected by secret electronic ballot at the Annual Meeting shall
32 be the number that was certified for the current membership year minus the number of
33 Delegates currently serving in the second year of their two-year term. If the retired
34 membership prior to October 15 entitles additional delegates, the alternates for Delegates in
35 the second year of a two-year term shall move up to a delegate position in the order of
36 priority listing.

37 **D. Duties**

38 MNEA-R delegates to the MNEA Representative Assembly shall:

- 39 1. Attend all sessions of the MNEA RA;
- 40 2. Advise the MNEA-R Executive Council on actions and possible actions of the MNEA RA;
- 41 3. Present items at the MNEA RA that are in the best interest of retirees or as directed by the
42 MNEA-R Executive Council;
- 43 4. Keep informed on the Resolutions of Missouri NEA and the progress of legislation as it
44 moves through the Missouri House and Senate.

1 **ARTICLE VIII**
2 **DELEGATES TO THE NEA REPRESENTATIVE ASSEMBLY**
3

4 Delegates to the MNEA Representative Assembly shall be elected in compliance with the MNEA
5 Constitution and Bylaws.
6

7 **SECTION I Nominations, Terms, Elections, and Duties**

8 **B. Nominations**

9 Members, in good standing, may declare in writing their candidacy to serve as an NEA-R RA
10 delegate per guidelines established by the Elections Committee.

11 **B. Terms**

12 Delegates shall serve for one year or until their successor is elected.

13 **C. Elections**

- 14 1. MNEA-R shall conduct all elections with open nominations and a secret ballot.
- 15 2. Delegates to the NEA RA shall be elected by a secret electronic ballot sent to all pre-
16 registered MNEA-R members. A majority vote is necessary for election. If the first ballot
17 does not result in the election of the necessary number of delegates, the names of any
18 candidates receiving a majority will be removed from the ballot and a run-off election will
19 be held among the remaining candidates. The run-off ballot shall list the remaining
20 candidates who receive the highest number of votes on the previous ballot with one more
21 candidate than the number of positions to be filled.
- 22 3. If the number of candidates equals the number of positions to be filled, the chair shall
23 declare the candidates(s) elected.
- 24 4. Elections shall be in accordance with the one-person, one-vote principle.
- 25 5. The election report will list delegates and alternates in priority order according to the
26 number of votes received. The first alternate will be the person finishing first in the run-off
27 election. The remainder of alternates will be listed in priority order according to the number
28 of votes received on the first ballot. If there are no, or not enough, alternate delegates from
29 this election, an alternate delegate election can be held following the same process as the
30 delegate election.
- 31 6. All terms take effect immediately following the election.

32 **D. Duties**

33 MNEA-R delegates to the NEA Representative Assembly shall:

- 34 1. Attend all sessions of the NEA Representative Assembly and abide by all rules that apply
35 to Missouri NEA delegates;
- 36 2. Advise the MNEA-R Executive Council on NEA RA actions;
- 37 3. Present items at the Representative Assembly that are in the best interest of retirees or as
38 directed by the MNEA-R Executive Council.

ARTICLE IX
EXECUTIVE COUNCIL

SECTION I Composition

- A. The Executive Council shall be the governing body of MNEA-R and shall be composed of: MNEA-R President, Vice President, Secretary, Treasurer, the MNEA Director representing MNEA-R, Historian, Budget Committee Chair, the immediate Past President, any MNEA member who is a current NEA-R officer or NEA Board member from NEA-R, and eight (8) members elected At-Large by the pre-registered MNEA-Retired members.
- B. The Communications Director(s), as appointed by the President, shall be an ex-officio non-voting member(s) of the Executive Council.

SECTION II Duties of the Executive Council

The MNEA-R Executive Council shall:

- A. Meet at least three times per year. One meeting shall coincide with the MNEA Representative Assembly.
- B. Be authorized to adopt policies necessary for the governance of MNEA-R, and shall adopt policies as necessary to ensure compliance with MNEA governing documents and with MNEA-PAC guidelines.
- C. Review and recommend for approval the minutes of the annual meeting at the first meeting after the annual meeting;
- D. Approve a yearly calendar of meetings and activities at the first Executive Council meeting after June 1;
- E. Review financial reports and expenditures;
- F. Review reports of membership;
- G. Fill vacancies of MNEA-R officers and Executive Council At-Large members until the next annual meeting;
- H. Approve committee appointments;
- I. Approve programs and projects and assist in their implementation;
- J. Work with MNEA-R Political Advocacy committee members to develop legislative priorities regarding public education and retirement issues to be presented to the MNEA Resolutions committee.

SECTION III Nominations, Terms, Elections

A. Nominations

Members, in good standing, may declare their candidacy to be an At-Large Director of the Executive Council in writing per guidelines established by the Elections Committee.

B. Terms

All elected At-Large members shall serve for two years or until their successor is elected. The number of years of service shall be no more than six (6) years. Appointed At-Large members shall serve for one-year. Years of service completed by members fulfilling an unexpired Council term shall not be included in the allowable maximum.

C. Elections

- 1. MNEA-R shall conduct all elections with open nominations and a secret ballot.
- 2. The At-Large members of the Executive Council shall be elected by a secret electronic ballot sent to all pre-registered MNEA-Retired members. A majority vote is necessary for

1 election. If the first ballot does not result in the election of the necessary number of
2 Executive Council At-Large members, the names of any candidates receiving a majority
3 will be removed from the ballot and a run-off election will be held among the remaining
4 candidates. The run-off ballot shall list the remaining candidates who receive the highest
5 number of votes on the previous ballot with one more candidate than the number of
6 positions to be filled.

- 7 3. If the number of candidates equals the number of positions to be filled, the chair shall
8 declare the candidates(s) elected.
- 9 4. Elections shall be in accordance with the one-person, one-vote principle.
- 10 5. All terms take effect on June 1 following the elections. Any At-Large member of the
11 Executive Council shall remain in office until a successor is duly elected or appointed.

12
13 **SECTION IV Missouri NEA Liaison**

14 The Executive Director of MNEA, or their designee, may act as MNEA liaison to MNEA-
15 Retired.

DRAFT

1 **ARTICLE X**
2 **COMMITTEES**
3

4 **SECTION I Appointment**

5 Standing committees, sub-committees, and or special committees shall be appointed by the
6 President with approval of the Executive Council. Committee vacancies shall be filled by
7 appointment by the President with approval of the Executive Council.
8

9 **SECTION II Meetings**

10 Committees shall meet regularly according to a calendar developed by the Executive Council and
11 may hold special meetings at the call of the chairperson.
12

13 **SECTION III Reports and Records**

14 Committees shall keep a continuing record of activities. Chairpersons shall report items of action
15 to the Executive Council and shall prepare an annual written report summarizing objectives, action
16 programs, gains, and unreached goals. These annual committee reports shall be filed by the
17 MNEA-R Secretary to become a part of the continuing committee record in the Association files.
18

19 **SECTION IV Standing Committees**

20 The following shall be the Standing Committees of MNEA-Retired: Bylaws and Rules, Budget,
21 Membership, Political Advocacy, and Elections.

- 22 A. All standing committees shall be composed of at least three (3) members. Committee members
23 shall be appointed by the President with the advice and consent of the Executive Council,
24 except as may otherwise be provided in these Bylaws.
- 25 B. Terms for each standing committee shall be for one (1) year.
- 26 C. Each standing committee chairperson shall be appointed annually by the President, with the
27 advice and consent of the Executive Council. E. The Membership Committee shall assist with
28 membership promotion and prepare and staff the membership table at appropriate meetings.
29 The Committee shall organize and conduct membership enrollment of potential members and
30 inform members of policies, programs, services and accomplishments of the Association.
- 31 D. The Bylaws and Rules Committee shall interpret the governing documents of MNEA-R and
32 propose revisions to the governing documents to the Executive Council and delegates of the
33 Annual Meeting.
- 34 E. The Budget Committee shall include the Budget Chair, and the MNEA-R Director to the
35 MNEA Board. The MNEA-R Treasurer shall serve as a liaison to the Budget Committee. The
36 Committee shall recommend a budget to the MNEA-R Executive Council per MNEA-R
37 policy.
- 38 F. The Political Advocacy Committee shall monitor ongoing legislative activity, identify issues
39 for MNEA-R review and action, and coordinate MNEA-R political advocacy and activism
40 opportunities.
- 41 G. The Elections Committee shall prepare ballots and conduct elections for all MNEA-R
42 positions. No member of this committee shall be a candidate for any office in the Association
43 and no current member of the Executive Council shall serve as a member of the Elections
44 Committee.
- 45 H. Ad hoc committees may be formed as deemed necessary by the President or Executive
46 Council.

1 **ARTICLE XI**
2 **ANNUAL MEETING**
3

4 There shall be an Annual Meeting of MNEA-R, consisting of a business session and informational
5 workshops. Whenever possible, the Annual Meeting shall coincide with the MNEA Representative
6 Assembly.
7

8 **SECTION I Delegates**

9 Any member of MNEA-R shall become a delegate upon registration for the Annual Meeting. Any
10 member of MNEA-R who is not a delegate to the Annual Meeting may attend as an observer.
11 Observers may receive permission from the chair to address the Annual Meeting.
12

13 **SECTION II Delegate Powers**

14 The legislative and policy making body of MNEA-R shall be the delegates of the Annual meeting.
15 The delegates shall have the power to:

- 16 A. Receive committee reports;
 - 17 B. Review the budget;
 - 18 C. Establish such task forces as deemed necessary;
 - 19 D. Perfect and adopt proposed revisions to the MNEA-R Bylaws;
 - 20 E. Approve MNEA-R Resolutions and Position Statements.
- 21

22 Powers not delegated to the Executive Council, the officers, or other groups in the Association
23 shall be vested in the delegates of the Annual Meeting.

1 **ARTICLE XII**
2 **AFFILIATION**
3

4 The Association shall enter into a reciprocal contractual agreement between the MNEA-R and the
5 National Education Association as stated in the NEA Constitution and shall affiliate with MNEA
6 as regulated in the MNEA Constitution and Bylaws.
7

8 **ARTICLE XIII**
9 **ETHNIC MINORITY REPRESENTATION**
10

11 The Association shall take all reasonable steps as are legally permissible to achieve ethnic-minority
12 representation on elective and appointive bodies at least proportionate to its ethnic-minority
13 membership. If ethnic-minority representation is not met, the Elections Committee shall conduct
14 an ethnic minority At-Large election for the Executive Council.
15

16 **ARTICLE XIV**
17 **AMENDMENTS**
18

19 **SECTION I**

20 Proposed amendments to the Bylaws must be made in writing, including supporting rationale, to the
21 Executive Council at least thirty (30) days prior to the Annual Meeting. Amendments must be sent
22 electronically to pre-registered delegates prior to the Annual Meeting and shall be made available
23 electronically to all MNEA-R members.
24

25 **SECTION II**

26 Amendments shall be voted on at the Annual Meeting of the MNEA-R. A majority of delegates
27 shall be required for approval of amendments.
28

29 **SECTION III**

30 Amendments to the Bylaws shall take effect upon adoption at the Annual Meeting.
31

32 **SECTION IV**

33 Amendments to the Bylaws must be consistent with MNEA and NEA governing documents.

1 **ARTICLE XV**
2 **MEETINGS**
3

4 **SECTION I Parliamentary Authority**

5 The current edition of Robert’s Rules of Order, Newly Revised shall govern the Association in all
6 cases to which they are applicable and in which they are not inconsistent with these Bylaws and
7 any special rules of order the Association may adopt.
8

9 **SECTION II Quorum Requirement**

10 A quorum for the MNEA-R Executive Council shall consist of a majority of Executive Council
11 members.

12 A quorum for the MNEA-R Annual Meeting shall consist of 25 registered delegates.
13

14 **SECTION III Electronic Notification and Meetings**

15 Unless indicated otherwise in the Bylaws, all communications, including meeting notices, may be
16 sent electronically. The membership, officers, committees, and other ad hoc groups are authorized
17 to meet by electronic means so long as all members may simultaneously hear each other and
18 participate during the meeting, in adherence to Association policies.
19
20
21

22 ADOPTED: April 25, 1987

23 AMENDED: April 19, 2023