BROWARD TEACHERS UNION CONSTITUTION

ARTICLE I
NAME

This organization shall be known as
BROWARD TEACHERS UNION, LOCAL 1975,
FLORIDA EDUCATION ASSOCIATION,
AMERICAN FEDERATION OF TEACHERS,
NATIONAL EDUCATION ASSOCIATION, AMERICAN
FEDERATION OF LABOR/CONGRESS OF INDUSTRIAL ORGANIZATION

ARTICLE II
AFFILIATIONS

Section 1. The Broward Teachers Union (BTU) shall be affiliated with:
1) The American Federation of Teachers (AFT)
2) The Florida Education Association (FEA)
3) National Education Association (NEA)
4) Broward County AFL-CIO
5) Florida AFL-CIO

Section 2. Affiliation(s) shall be determined by the executive board to best meet the needs of the membership and the objectives of the organization. Such affiliation(s) shall be subject to the ratification of the executive board and the steward council. Two-thirds (2/3) vote of both bodies shall be necessary to make affiliation changes.

ARTICLE III
CONSTITUENT UNITS

The Broward Teachers Union shall consist of the following constituent units (referred to as bargaining units):
1) Education Professionals, herein after known as EP
2) Technical Support Professionals, herein after known as TSP
3) Charter School Professionals, herein after known as CSP
4) Education Support Professionals, herein after known as ESP
ARTICLE IV

PURPOSE

Section 1. The primary purpose of this organization shall be to achieve the following objectives:

A. To engage and empower members to improve their professional and personal lives through their collective voice.

B. To represent members in their relationship with their employer, and to be the exclusive representative of the appropriate units of school employees in all matters relating to wage, hours, and other terms and conditions of employment as well as the enforcement of all contractual issues.

C. To promote professional attitudes and ethical conduct among members in accordance with the NEA Code of Ethics.

D. To promote good fellowship among members and encourage involvement in the BTU by developing opportunities for engagement in all facets of our union.

E. To provide quality leadership and professional development programs that expand and sustain organizational capacity and diversity and to advance the professional growth of our members.

F. To serve as an advocate for educational issues and encourage cooperation and communication between the profession, the community, and the State of Florida.

G. To raise the status of teaching as a profession so as to provide quality education for all students.

ARTICLE V

MEMBERSHIP

Section 1. Current employees represented by the BTU and employed by the School Board of Broward County, Florida (SBBC) and Pembroke Pines Charter Schools (PPCS) are eligible for membership in good standing.

A member in good standing is an active employee who is:

- employed by the SBBC or PPCS,
- a member of a bargaining unit represented by the BTU,
- and who is current in their dues payment.

Retired instructional/non-instructional employees of represented units may become members of the Retiree Chapter of BTU.

Section 2. Administrative and managerial employees of the School Board of Broward County, FL whose job description falls outside of those of BTU bargaining units shall not be eligible for membership.
membership. Members promoted to administrative or managerial positions outside of a BTU bargaining unit, as determined by the job description, are automatically removed from membership on the day of promotion. BTU employees, who are not members of a BTU bargaining unit, shall not be eligible for membership.

Section 3. Membership in BTU is forfeited by:
   A. A disruption of dues payment.
   B. Expulsion from BTU according to the procedures provided in the bylaws and policies.

Section 4. Reinstatement: Any former member of BTU may be reinstated by procedures provided in the bylaws.

Section 5. No discrimination shall ever be shown toward individual members or applicants for membership because of sex, race, sexual orientation, ethnicity, disability, religion, marital status, and/or political activities or beliefs.

Section 6. In situations not specifically covered by sections of this constitution, the executive board shall, by two-thirds (2/3) vote, be responsible for determining eligibility for membership.

ARTICLE VI
OFFICERS

The seven (7) executive officers of the Broward Teachers Union shall be: president, first vice president, vice president for Technical Support Professionals, vice president for Charter Schools Professionals, vice president for Education Support Professionals, secretary, and treasurer.

Twenty (20) other executive board members are as follows: ten (10) at-large members, five (5) EP members, one (1) TSP member, one (1) CSP member, two (2) ESP members, and one (1) ex-officio non-voting retiree. These twenty-seven (27) officers/positions shall be executive board of the BTU.

[Proviso: This composition of the executive board shall take effect with the 2016 election.]

Prior to the 2016 election, the Board composition shall remain to be: the six (6) executive officers of president, first vice president, vice president for Technical Support Professionals, vice president for Charter Schools Professionals, vice president for Education Support Professionals; secretary/treasurer; and twenty (20) other executive board members as follows: sixteen (16) at-large members, one (1) TSP member, one (1) CSP member, one (1) ESP member, and one (1) ex-officio non-voting retiree. These twenty six (26) officers/positions shall be executive board of the BTU.
ARTICLE VII
GOVERNANCE

The Broward Teachers Union shall be governed by the elected representatives of the membership known as the BTU Steward Council and the BTU Executive Board as constituted in the bylaws.

ARTICLE VIII
AMENDMENT

This constitution may be amended as follows:

A. Amendments to this constitution may be proposed by ten (10%) percent of BTU membership, or by a two-thirds (2/3) vote of the executive board members present and voting, or by a majority of the steward council present and voting.

B. The constitution shall be amended by two-thirds (2/3) vote of the stewards present and voting at any steward council meeting provided that notice of the contemplated change has been announced at a previous steward council meeting and written notice of the amendments are provided to all members at least thirty (30) days prior to the meeting designated for voting and their adoption.

ARTICLE IX
AVAILABILITY OF CONSTITUTION

Section 1. Three (3) copies of this constitution and all future amendments shall be submitted to the national office of the American Federation of Teachers.

Section 2. Copies shall be made available to other affiliated organizations upon request.

Section 3. A copy of this constitution shall be available to any member and shall be posted online on the BTU website.
ARTICLE X
SAFEGUARDS

Sections of this constitution contrary to or in conflict with the constitutions of the American Federation of Teachers, the National Education Association, or of the Florida Education Association shall be void; the remaining sections shall continue in full force.

All provisions of this constitution and its bylaws shall adhere to all components of legal contracts signed in the adoption of contingency units, such as but not limited to the BTU/BPPA merger agreement.

ARTICLE XI
EMERGENCY POWER

In case of emergency [emergency is defined as a set of unforeseen circumstances that are non-recurring in nature] the executive board shall be empowered to act on matters not expressly forbidden by the constitution or the bylaws, subject to sustaining or overruling vote by simple majority of the stewards at the next steward council meeting or at a special meeting of the stewards within fifteen (15) days from the date of the executive board action.