

SUPPORT PERSONNEL ASSOCIATION OF LEE COUNTY  
CONSTITUTION  
Revised 2023 ~~2021~~

**ARTICLE I. NAME**

The name of the Association shall be the SUPPORT PERSONNEL ASSOCIATION OF LEE COUNTY, a non-profit, unincorporated organization in Lee County in the State of Florida.

**ARTICLE II – PURPOSES**

The purpose of the Association shall be to :

- A. Protect the rights of members and guarantee due process.
- B. Represent educational support professionals in collective bargaining (collaborative or traditional).
- C. Effective involvement in the political process (ICE PAC).
- D. Promote professional practices for educational support professionals.
- E. Provide opportunity for leadership among members.
- F. Promote cooperation with other groups having interests consistent with these purposes.
- G. Support and strengthen the state and national affiliates Association.

**ARTICLE III. – MEMBERSHIP**

- Section 1.       Qualifications: ~~Membership in the Association shall be open to all those eligible in accordance with national affiliate guidelines.~~  
~~The qualifications of members of the Association shall be prescribed in the Bylaws.~~  
Membership in SPALC shall be open to all education support professionals employed by the Lee County School Board, as defined in the Public Employees Relation Commission PERC Certification and as recognized by the contract between the Lee County School Board and SPALC.
- Section 2.       Manner of Admission: Applicants shall be admitted to membership upon written or electronic application, and payment of dues, and as approved by the Executive Board of Directors as prescribed in the Bylaws.
- Section 3.       The Executive Board of Directors may deny admission of membership to an applicant if applicant has previously belonged to the Association and withdrawn his/her membership during the past twelve (12) months, prior to the submission of application for membership or indefinitely if the applicant has participated in an activity that has been detrimental to welfare of the Association.
- Section 4.       Suspension and Revocation: The membership of any member may be not suspended or Revoked except by the manner and upon the grounds as prescribed in the Bylaws.

**Constitution/Bylaws, revised:**

Section 5. Members who are 60 days in arrears shall be dropped from membership upon written notice. Members who have been dropped for non-payment of dues shall not be eligible for membership until all unpaid amounts have been paid.

Section 6. Duration of Membership: The membership year shall be from September 1 to August 31.

**ARTICLE IV – OFFICERS AND EXECUTIVE BOARD**

Section 1. The Executive Officers of the Association shall consist of a President, a 1<sup>st</sup> Vice-President, a Secretary and a Treasurer. The ~~seven~~**nine (9)** Department Vice-Presidents shall be General Officers.

*CONSTITUTION (continued)*

Section 2. The Executive Officers, and the General Officers (nine Department Vice Presidents), shall comprise the Executive Board, which shall be the executive authority of the Association. ~~The immediate past president shall serve as ex-officio, non-voting, member of the Executive Board.~~

Section 3. ~~The powers, duties, election procedures, and term of office of the Executive Board of Directors and may receive permission to speak but shall not be eligible to vote. The Executive Board of Directors may vote to suspend this provision during an Executive Session.~~

**ARTICLE V – REPRESENTATIVE (STEWARDS) ASSEMBLY COUNCIL**

Section 1. The ~~Representative (Steward) Assembly~~ **Council** shall consist of the Executive Board of Directors and Stewards from each work site as prescribed in the Bylaws.

Section 2. Any member of the Association who is not a member of the ~~Representative (Steward) Assembly~~ **Council** may attend its meetings and may receive permission to speak but shall be ineligible to vote.

Section 3. The powers, duties, election procedures, and term of office of ~~Representatives (Steward)~~ **Council** shall be as prescribed in the Bylaws.

**ARTICLE VI – UNIFICATION AND AFFILIATION**

The Association shall be unified under the rules of the National Education Association and the Florida Education Association (FEA). The Association shall be affiliated with the Florida Education Association (FEA), the National Education Association (NEA), the American Federation of Teachers (AFT), and the AFL-CIO.

**Constitution/Bylaws, revised:**

**ARTICLE VII – AMENDMENTS**

Section 1A. Amendments to the Constitution may be proposed by a majority vote of the Executive Board or by a petition signed by at least twenty-five percent (~~25%~~) 10% of the membership of the Association or the Constitution and Bylaws committee.

Section 1B. All proposed amendments to the Constitution shall be presented in writing to the Constitution /Bylaws Committee and reviewed.

Section 2. After review by the Committee, all proposed amendments, along with any recommendations and rationale, shall be presented to the Executive Board of Directors for approval by the Steward Council.

Section 2. The Constitution may be amended by two thirds (2/3) majority vote of the members voting in a membership referendum, by a secret ballot, provided these proposed amendments have been sent to members two calendar weeks prior to the referendum.

**ARTICLE VIII – RATIFICATION**

~~Upon ratification of the Constitution by the members, this document shall become effective.~~

*CONSTITUTION (continued)*

**ARTICLE ~~IX~~ VIII PARLIAMENTARY AUTHORITY**

Robert's Rules of Order, most newly revised, and shall be the authority on all questions and procedures not specifically stated in this document.