

CONSTITUTION OF THE GEORGIA ASSOCIATION OF EDUCATORS - RETIRED

ARTICLE I. NAME, GOAL, GOVERNANCE, AND AFFILIATION

Section 1. NAME: The name of this organization shall be the Georgia Association of Educators - Retired (GAE-Retired).

Section 2. GOAL: The GAE-Retired shall advance and promote the GAE and GAE-Retired programs and services to retiring and retired members of GAE and other retired educational employees.

Section 3. GOVERNING AUTHORITY: The GAE-Retired shall be governed by this Constitution, the Bylaws, and other such policies, which the GAE Representative Assembly and Governing Board may enact.

Section 4. AFFILIATION: The Georgia Association of Educators-Retired (GAE-Retired) is affiliated with the Georgia Association of Educators (GAE) and the National Education Association (NEA)

ARTICLE II. MEMBERSHIP

Section 1. MEMBERSHIP CATEGORIES: Membership in the GAE-Retired shall include retired annual and lifetime.

Section 2. MEMBERSHIP ELIGIBILITY:

a. Retired membership shall be open to any person who qualifies for NEA membership in any of the following ways and who qualifies for NEA retired membership:

- (1) As a retired educator or educational support professional who has been an Active member of the Georgia Association of Educators;
- (2) As a retired educator or educational support professional who has been an Active member in an affiliate of the National Education Association in another state;
- (3) As a person who has retired as a staff member of the Georgia Association of Educators, the National Education Association, or any other affiliate of the National Education Association; or,
- (4) As a person who was employed for at least five (5) years in a position that would have qualified him/her for Active membership in an NEA affiliate but who is no longer so employed or is retired.

b. Members shall agree to subscribe to the goals and objectives of the GAE-Retired and abide by its Constitution and Bylaws.

c. Due Process and Appeal

Members who fail to adhere to any of the conditions of membership shall be subject to disciplinary action, including but not limited to censure, suspension and expulsion. All members shall have rights to due process and appeal. A quorum of the GAE-Retired Executive Committee will conduct all hearings including appeals.

ARTICLE III. GAE-RETIRED ALL-MEMBER CONFERENCES

Section 1. ACCOUNTABILITY: The GAE-Retired All Member Conferences derive their powers from and shall be responsible to the retired membership.

Section 2. MEETINGS: The GAE-Retired All Member Conference shall meet at least once annually. Other meetings may be established by a vote of the executive committee and the notification of the GAE-Retired members.

Section 3. FUNCTIONS: The GAE-Retired All Member Conferences shall:

- a. Establish Association policies and objectives;
- b. Elect the Executive Officers and any such other positions as may be necessary to achieve the Association goal and objectives;
- c. Establish annual affiliate/chapter dues;
- d. Amend this Constitution and these Bylaws;
- e. Exercise final authority in all matters of the GAE-Retired

ARTICLE IV. OFFICERS

Section 1. EXECUTIVE OFFICERS: The Executive Officers of the GAE-Retired shall be the President, Vice-President, Secretary, and Treasurer.

Section 2. QUALIFICATIONS FOR EXECUTIVE OFFICERS: All candidates for the offices of President, Vice-President, Secretary, and Treasurer shall be retired members of GAE-Retired and shall have been retired at least one full Membership Year immediately preceding election. Retired membership in the GAE-Retired shall be maintained throughout an officer's term of office.

ARTICLE V. EXECUTIVE COMMITTEE

Section 1. COMPOSITION: The Executive Committee shall be composed of the Executive Officers, GAE-Retired Directors to the GAE Governing Board, and three at-large members who each serve as a chair of one of the following committees: Legislative, Constitution and Bylaws, and Public Relations/Communication.

Section 2. MEETINGS: The Executive Committee shall meet at least biannually quarterly (i.e. four times each year). Other meetings may be called by the President or by written request of a majority of the membership of the Executive Committee. A quorum shall consist of a majority of those elected to serving on the Executive Committee.

Section 3. ACCOUNTABILITY: The Executive Committee shall meet and conduct the business of the GAE-Retired between All Member conferences. The Executive Committee derives its powers from and shall be responsible to the retired membership.

ARTICLE VI. AMENDMENTS

Section 1. INITIATION: Amendments to the GAE-Retired Constitution and Bylaws shall be proposed by GAE-Retired members.

Section 2. TIMELINE: Proposed amendments to the GAE-Retired Constitution and Bylaws shall be received by the President and Secretary of GAE-Retired in writing not later than sixty (60) days prior to the GAE-Retired All Member Conference.

Section 3. ADOPTION: This Constitution may be amended by a two-thirds vote of the retired members attending the GAE-Retired All Member Conference. The Bylaws may be amended by a majority vote of the retired members attending the GAE-Retired All Member Conference. Unless otherwise specified, approved amendments to the Constitution and Bylaws shall become effective upon adjournment of the GAE-Retired All Member Conference in which they were adopted.

BYLAWS OF THE GEORGIA ASSOCIATION OF EDUCATORS - RETIRED

1. OBJECTIVES

1-1 SPECIFIC OBJECTIVES: The specific objectives of GAE-Retired shall be:

- a. To provide opportunities for retiring and retired members of GAE to continue their membership and involvement in the Association;
- b. To provide opportunities for other retiring and retired educational employees to become members and involved in the Association;
- c. To recruit members in the GAE-Retired, GAE and its affiliates;
- d. To provide opportunities for retired members to pursue and address issues of common concern, create avenues to safeguard and strengthen retirement benefits, and to provide forums for information-sharing and social interaction;
- e. To create ways and means for retired members to coalesce with the National Education Association (NEA) in order to affect support for public education and achieve Association objectives;
- f. To become involved in the election of pro-education candidates for public office and lobby measures for educational consistent with GAE/NEA policies
- g. To assist GAE in the improvement of instruction and the image of the education profession in Georgia.

2. MEMBERSHIP

2.1 CATEGORIES. There shall be two (2) of Retired membership in the Association:

Annual Retired
Lifetime Retired

Any person eligible for membership as provided in Article II, Section 2A of the GAE-Retired Constitution shall become a member in the Retired category upon payment of dues in one of the following ways:

- (1) GAE/NEA Retired annual membership shall be obtained upon payment of the annual Retired membership dues; or,
- (2) GAE/NEA Retired (life) membership shall be obtained upon payment of the one-time "life" membership fee.

In addition, current Active members of GAE who elect to prepay their GAE-Retired dues prior to retirement will be Pre-Retired subscribers.

2-2 UNIFIED MEMBERSHIP. Membership in the GAE-Retired shall be unified with the National Education Association (NEA) and shall constitute automatic membership in the NEA-Retired Program.

2-3 RIGHTS AND LIMITATIONS. Members of the GAE-Retired shall be entitled to vote for, hold elective or appointive positions on GAE committees, in GAE-Retired, GAE-Retired position(s) on the GAE Governing Board, and to serve as retired delegates to the GAE and NEA Representative Assemblies and official meetings of NEA Retired. Members of GAE-Retired shall be eligible to receive benefits and services as authorized by the GAE Governing Board.

Pre-Retired members who elect to prepay their GAE-Retired dues shall retain their existing membership type, benefits, and services for which they are eligible and shall pay respective dues until their actual retirement from active employment. Pre-Retired subscribers shall not be entitled to vote for or hold GAE-Retired positions in the Association until their actual retirement.

2-4 MEMBERSHIP YEAR. The GAE-Retired Membership Year shall be September 1 through August 31, consistent with that of the GAE and NEA.

2-5 MEMBERSHIP DUES. Membership dues for each category of retired membership type shall be established by majority approval of the delegates to the GAE Representative Assembly, present and voting. Any action(s) to alter the retired dues structure shall be taken in concert with action to adopt the GAE Budget for the ensuing year and said dues shall be based on the adopted GAE budget. No dues shall be refunded.

3. GAE-RETIRED ALL MEMBER CONFERENCE

3-1 SITE, DATE AND NOTIFICATION. The GAE-Retired All Member Conference shall be held immediately prior to and at the same site as the GAE Representative Assembly. Any retired GAE-Retired member registered at the GAE-Retired All Member Conference shall be entitled to full voting rights respectively. Members in attendance entitled to vote shall constitute a quorum.

4. EXECUTIVE OFFICERS

4-1 RESPONSIBILITIES. The GAE-Retired President shall be the chief executive officer and policy leader of the GAE-Retired. The duties of the Executive Officers follow:

- a. The President of GAE-Retired shall prepare the agenda and preside at all meetings of the GAE-Retired. The President shall consult with and gain consensus on agenda items from the GAE-Retired Executive Committee.
- b. The Vice-President of GAE-Retired shall perform all duties of the President if he/she is absent or becomes disabled and when doing so, possesses all the powers and restrictions of the presidency. He/She shall assist the President and Executive Committee in planning and implementing such duties and responsibilities as delegated by the President.
- c. The Secretary of GAE-Retired shall prepare accurate minutes of all meetings of the GAE-Retired and GAE-Retired All Member Conference within sixty (60) days of the event, and shall maintain the historical records of the Association. He/She shall present respective minutes of previous meetings and the GAE-Retired All Member Conferences for adoption at subsequent meetings of the GAE-Retired governing bodies.
- d. The Treasurer of GAE-Retired shall prepare accurate records of the collection and disbursement of GAE-Retired affiliate/chapter dues and funds at least sixty (60) days prior to the GAE-Retired All Member Conference in a timely manner and present such records in a report to the President and Executive Committee and to the GAE-Retired Representative All Member Conference. He/She shall present said financial reports on previous transactions for adoption at subsequent meetings of the GAE-Retired governing bodies or when requested. Unless otherwise designated by the President of GAE-Retired, the Treasurer will serve as Chairperson of the Budget Committee.

4-2. ELECTION. All officers of the GAE-Retired shall be elected through open nominations and by secret ballot at the GAE-Retired All Member Conference. All GAE-Retired members shall be eligible to become candidates and to vote in elections of the GAE-Retired. GAE-Retired shall apply the one person-one vote principle for representation on its governing bodies.

4-3. TERM OF OFFICE. The term of office for GAE-Retired Executive Officers shall be two (2) years taking effect the day following the NEA convention. Executive officers may be elected to serve three consecutive terms in the same office.

4-4. VACANCIES. GAE-Retired Executive Committee vacancies occurring by reason of resignation, incapacity, death, disqualification or other such reasons shall be filled in the following manner:

- a. A vacancy in the office of GAE-Retired President shall be filled by the GAE-Retired Vice-President until the next regular scheduled GAE-Retired All Member Conference when a duly called election shall be held to fill the unexpired term of office. In the event the office of Vice-President is also vacant, the GAE-Retired Executive Committee shall

elect a successor to the President to serve the unexpired term of office.

b. A vacancy in the office of GAE-Retired Vice-President shall be filled by the GAE-Retired Executive Committee until the next regular scheduled GAE-Retired All Member Conference when a duly called election shall be held to fill the unexpired term of office.

c. A vacancy in the office of Secretary or Treasurer shall be filled by GAE-Retired President appointment until the next regular scheduled GAE-Retired All Member Conference when a duly called election shall be held to fill the unexpired term of office.

5. GAE GOVERNING BOARD

5-1 GAE-Retired REPRESENTATION. The GAE-Retired shall be directly represented on the GAE Governing Board in proportion to its membership in the GAE on the basis of one (1) GAE-Retired Director for each 1,000 GAE-Retired members up to a maximum of three (3) such directors.

5-2 ELIGIBILITY. Only GAE-Retired members shall be eligible to serve in retired positions on the GAE Governing Board.

6. NEA REPRESENTATIVE ASSEMBLY

6-1 GAE-Retired REPRESENTATION. The GAE-Retired shall be directly represented at the NEA Representative Assembly in proportion to its membership in the GAE on January 15 of the calendar year in which the NEA Representative Assembly convenes.

6-2 ELIGIBILITY. Only retired members of the GAE-Retired shall be eligible to serve in retired delegate positions to the NEA Representative Assembly.

6-3 ALLOCATION OF RETIRED DELEGATES. The allocation of retired delegates to the NEA Representative Assembly shall be made to GAE based on the ratio of 1:50 for the first 50 retired members and an additional delegate for each 1,000 retired members thereafter.

6-4 ELECTION. Candidates for retired positions to the NEA Representative Assembly shall be elected by secret ballot.

7. STANDING AND SPECIAL COMMITTEES

7-1 COMMITTEE APPOINTMENTS. The Vice-President shall chair the Membership Committee, and the Treasurer shall chair the Budget Committee. The President of GAE-Retired shall appoint special committees as deemed necessary and shall designate one member as chairperson of each with the approval of the GAE-Retired Executive Committee. The President shall take care to ensure geographic representation of all appointments to GAE-Retired committees. Standing committee members shall serve a two-year term in conjunction with the Executive officers. The Association affirms its commitment to diversity and inclusion at all levels of elected and appointive governance membership.

7-2 ACCOUNTABILITY. All appointive committees shall be accountable to the GAE-Retired President and the Executive Committee unless specified by a majority vote of the retired members attending the GAE-Retired All Member Conference.

7-3 COMPOSITION AND TERM OF OFFICE. Unless otherwise designated in these Bylaws, each standing and special committee shall be comprised of between at least two (2) and four (4) three (3) retired members and no more than is necessary for the proper functioning of each standing or special committee. The President shall take care to ensure geographic representation in all appointments to GAE-Retired committees. Standing committee members shall serve a two-year term in conjunction with the Executive Officers.

7-4 COMMITTEE RESPONSIBILITIES. The Standing Committees shall be:

- a. The Membership Committee shall promote membership, recruit and retain members in the GAE-Retired, and maintain accurate counts of retired members.
- b. The Public Relations/Communications Committee shall communicate with GAE-Retired members. Communications shall include but not be limited to announcements of the GAE-Retired All Member Conference and periodic newsletters to GAE-Retired members.
- c. The Legislative Political Action Committee shall serve as official GAE-Retired lobbyists along with the GAE-Retired President and monitor priorities and issues of concern to GAE-Retired members.
- d. The Budget Committee shall study and propose appropriate affiliate/chapter dues and present a GAE-Retired budget at the GAE-Retired All Member Conference consistent with the objectives of the GAE-Retired.
- e. The Constitution and Bylaws Committee shall study the Constitution, the bylaws and standing rules and any constitutional amendments proposed thereto. The committee shall submit proposed amendments to the GAE-Retired Executive Committee for review prior to final submittal to the GAE-Retired All Member Assembly for final action. All proposed amendments are to be published by letter to all GAE-Retired members thirty days before the All Member Conference. The Committee shall perform such other duties relative to affiliation standards, as well as revision of the Constitution and bylaws as the GAE-Retired President, Executive Committee or Representative Assemblies shall direct.

8. SPECIAL COMMITTEES:

- f. The TRS Monitoring Committee shall attend TRS Board of Trustees meetings and report of significant information presented.
- g. The Personal Enhancement Committee shall plan and provide workshops, seminars, forums, activities, etc. designed to enhance and enrich the lives of retired and pre-retired members.

8. AUTHORITY

8-1. STATE and NATIONAL AFFILIATION GAE-Retired shall comply with all affiliation requirements of the Georgia Association of Educators and the National Education Association and shall make provision for a review to assure compliance with minimum affiliation standards at least once every five (5) years.

8-2 *Robert's Rules of Order Newly Revised*. The most recent edition of *Robert's Rules of Order Newly Revised* shall be the authority in all matters of procedure at the GAE-Retired meetings except as otherwise specified in the GAE-Retired Constitution and Bylaws.