

**CONSTITUTION**  
**FOR THE**  
**PIKES PEAK EDUCATION ASSOCIATION**

**As Amended May 4, 2021**

ARTICLE I - NAME

The name of this organization shall be the PIKES PEAK EDUCATION ASSOCIATION, hereinafter referred to as "The Unit" or "PPEA."

ARTICLE II - AFFILIATION

The PIKES PEAK EDUCATION ASSOCIATION shall consist of local associations that are affiliated with the Colorado Education Association (CEA) and the National Education Association (NEA).

ARTICLE III - PURPOSE

Section 1. Purpose

- A. The purpose of PPEA is to be a member advocate organization.
- B. To carry on programs for its member locals as provided by this Constitution or the PPEA Representative Assembly
- C. To represent local members in collective bargaining and grievance processing with employer school boards
- D. To enter into a UniServ contract with the CEA and NEA
- E. To interpret and suggest changes in this Constitution and By-Laws
- F. To elect its own officers
- G. To set its own internal rules of organization and operation
- H. To hold title to real property and equipment
- I. To employ staff

J. To direct and control the activities of its employees

## ARTICLE IV - MEMBERSHIP

### Section 1. Locals

PPEA is comprised of local associations in El Paso, Fremont, and Teller Counties including:

Academy Education Association  
Calhan Staff Association  
Canon City Education Association  
Canon City Education Support Personnel Association  
Cheyenne Mountain Education Association  
Colorado School for the Deaf and Blind Teachers Association  
Cotopaxi Education Association  
Cripple Creek Education Association  
Eastern Fremont Education Association  
Ellicott Education Association  
Falcon Teachers Education Association  
Fountain-Fort Carson Education Association  
Fremont Classified Education Association  
Hanover Education Association  
Harrison Association for Education Employees  
Lewis-Palmer Education Association  
Manitou Springs Education Association  
Miami Education Association  
Peyton Education Association  
Pikes Peak Community College Faculty Association  
Pikes Peak Education Association - Retired  
Widefield Education Association  
Woodland Park Education Association

### Section 2. Non-discrimination

The Association shall not deny membership to individuals based on race, color, religion (creed), national origin (ancestry), gender, gender expression, sexual orientation, age, disability, marital status, or military status.

### Section 3. Expulsion Procedure

The President shall appoint a committee of three (3), approved by the Board of Directors, to investigate any charges. The results will be presented at a hearing before the Board of Directors, where the individual or local charged or its representative is ensured the right of rejoinder. The Board of Directors, by a vote of two-thirds (2/3) majority, may censure, suspend, or expel a member or local

for good and just cause.

## ARTICLE V - OFFICERS

### Section 1. Officers

The officers for the Pikes Peak Education Board of Directors shall be the President, Vice President, Secretary, Treasurer, Representative of the Equity Council for Race and Culture, and Community Liaison.

### Section 2. Election

The PPEA officers shall be elected by the PPEA Representative Assembly with not more than two (2) officers from any one (1) local association seated in an officer position at one time. In the event that the election of two (2) new officers would result in three (3) or more seated officers on the executive committee from the same local, the Representative Assembly shall be charged with determining which of the two (2) most recently elected officers shall be seated from that local. In the event two (2) officers from one (1) local are already seated on the board in a position not currently up for election, then no other members from that local are eligible to run for an open position.

### Section 3. Eligibility

An officer of PPEA must qualify as a member in good standing of his/her local association that is affiliated with PPEA.

### Section 4. Term

The term of office for each of the PPEA officers shall be two (2) years with a maximum of two (2) consecutive terms. PPEA officers shall assume their official duties on July 1 following their election. The first election following adoption of this Constitution shall provide for electing the Vice President and Secretary for a one (1) year term to provide for the staggering of terms.

### Section 5. Duties

The duties of the PPEA officers shall be the following:

- To serve as officers of the PPEA Board of Directors;
- To serve as officers of the PPEA Representative Assembly; and
- To fulfill the duties and responsibilities as defined in the By-Laws.

### Section 6. Expulsion Procedure

The President shall appoint a committee of three (3), approved by the Board of Directors, to investigate any charges of misfeasance, malfeasance, or nonfeasance against a Board member or officer. The results will be presented at a hearing before the Board of Directors, where the individual charged or his/her representative is ensured the right of rejoinder. After hearing the results of the

committee and the rejoinder (if presented), the Board of Directors, by a vote of two-thirds (2/3) majority, may censure, suspend, or expel a board member or officer for good and just cause.

## ARTICLE VI - MEETINGS

### Section 1. Pikes Peak Education Association Representative Assembly

#### A. Structure

The PPEA Representative Assembly will be the official policy-making body for the organization. The duties for this group shall include, but are not limited to the following:

- Electing officers for PPEA;
- Adopting the PPEA budget;
- Amending the PPEA Constitution and Bylaws; and
- Calling special meetings of the Representative Assembly.

B. The PPEA Representative Assembly shall be held annually on a date set by the PPEA Board of Directors and may be held more often as defined in item C. As delegate names are submitted, they will be available, upon request, to any member in good standing. Delegates from the previous Representative Assembly who are no longer available may have alternates selected by the local.

C. A special assembly may be called by the PPEA Board of Directors or the President of PPEA provided that the member associations have received a thirty-day (30-day) written notice.

### Section 2 - Pikes Peak Education Association Board of Directors

A. Regular meetings of the PPEA Board of Directors shall be held at the call of the President but in no event fewer than four (4) times per year.

B. A special meeting of the Board may be called by the President or upon written request of five (5) members of the Board of Directors. The purpose of the special meeting shall be stated in the call and shall be the only topic for consideration at the special meeting.

C. Any member in good standing may observe a Board of Directors meeting. Non-members may attend with the approval of the PPEA Executive Committee.

D. Members of the Board of Directors may be recalled for misfeasance, malfeasance, or nonfeasance while in office according to that local's governing document.

### Section 3 - Robert's Rules of Order

- A. Meetings of the PPEA Representative Assembly and the PPEA Board of Directors shall be in accordance with Robert's Rules of Order unless otherwise specified within the Constitution and Bylaws of PPEA.
- B. The Board of Directors shall appoint a parliamentarian with sufficient experience, knowledge, and training of Robert's Rules of Order.

### ARTICLE VII – AMENDMENTS

Unless separately provided, any amendments to this Constitution shall become effective thirty (30) days after being ratified by two-thirds (2/3) of the delegates to the PPEA Representative Assembly casting ballots on the amendment. Amendments shall be considered at the annual PPEA Representative Assembly meeting or at a special meeting called for amending this Constitution, provided that the delegates to the PPEA Representative Assembly shall have received a thirty-day (30-day) written notice of the proposed change. Amendments may be submitted in writing to the Chair of the Representative Assembly for inclusion on the agenda by any member in good standing of a member local, the Board of Directors, or a designated committee of the Board of Directors. Such amendments shall be submitted in sufficient time to provide for their printing and circulation within the timelines prescribed.

### ARTICLE VIII - DISSOLUTION

The PPEA may be dissolved by a two-thirds (2/3) vote of those present and entitled to vote at the Representative Assembly regular meeting or special meeting called for that purpose. Upon dissolution, the PPEA, after making provision for the payment of all its liabilities, shall dispose of all existing assets by liquidation and disbursement to participating local associations of the PPEA.