

1                                   **BROWARD TEACHERS UNION CONSTITUTION**

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3                                   **ARTICLE I**

4                                   **NAME**

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6 This organization shall be known as  
7                                   BROWARD TEACHERS UNION, LOCAL 1975,  
8                                   FLORIDA EDUCATION ASSOCIATION,  
9                                   AMERICAN FEDERATION OF TEACHERS,  
10                                  NATIONAL EDUCATION ASSOCIATION, AMERICAN  
11                                  FEDERATION OF LABOR/CONGRESS OF INDUSTRIAL ORGANIZATION  
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14                                  **ARTICLE II**

15                                  **AFFILIATIONS**

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17 **Section 1.**       The Broward Teachers Union (BTU) shall be affiliated with:

- 18                                  1) The American Federation of Teachers (AFT)  
19                                  2) The Florida Education Association (FEA)  
20                                  3) National Education Association (NEA)  
21                                  4) Broward County AFL-CIO  
22                                  5) Florida AFL-CIO  
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24 **Section 2.**       Affiliation(s) shall be determined by the executive board to best meet the needs of  
25 the membership and the objectives of the organization. Such affiliation(s) shall be subject to the  
26 ratification of the executive board and the steward council. Two-thirds (2/3) vote of both bodies  
27 shall be necessary to make affiliation changes.  
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30                                  **ARTICLE III**

31                                  **CONSTITUENT UNITS**

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33 The Broward Teachers Union shall consist of the following constituent units (referred to as  
34 bargaining units):

- 35                                  1) Education Professionals, herein after known as EP  
36                                  2) Technical Support Professionals, herein after known as TSP  
37                                  3) Charter School Professionals, herein after known as CSP  
38                                  4) Education Support Professionals, herein after known as ESP  
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40 **ARTICLE IV**  
41 **PURPOSE**

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

- 44 A. To engage and empower members to improve their professional and personal lives through  
45 their collective voice.
- 46 B. To represent members in their relationship with their employer, and to be the exclusive  
47 representative of the appropriate units of school employees in all matters relating to wage,  
48 hours, and other terms and conditions of employment as well as the enforcement of all  
49 contractual issues.
- 50 C. To promote professional attitudes and ethical conduct among members in accordance with  
51 the NEA Code of Ethics.
- 52 D. To promote good fellowship among members and encourage involvement in the BTU by  
53 developing opportunities for engagement in all facets of our union.
- 54 E. To provide quality leadership and professional development programs that expand and  
55 sustain organizational capacity and diversity ~~and~~ to advance the professional growth of our  
56 members.
- 57 F. To serve as an advocate for educational issues and encourage cooperation and  
58 communication between the profession, the community, and the State of Florida.
- 59 G. To raise the status of teaching as a profession so as to provide quality education for all  
60 students.

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63 **ARTICLE V**  
64 **MEMBERSHIP**

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

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

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

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

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78 **Section 2.** Administrative and managerial employees of the School Board of Broward County, FL  
79 whose job description falls outside of those of BTU bargaining units shall not be eligible for

80 membership. Members promoted to administrative or managerial positions outside of a BTU  
81 bargaining unit, as determined by the job description, are automatically removed from  
82 membership on the day of promotion. BTU employees, who are not members of a BTU  
83 bargaining unit, shall not be eligible for membership.

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85 **Section 3.** Membership in BTU is forfeited by:

86 A. A disruption of dues payment.

87 B. Expulsion from BTU according to the procedures provided in the bylaws and policies.

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

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

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

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## ARTICLE VI OFFICERS

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

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

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

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

121 **ARTICLE VII**  
122 **GOVERNANCE**

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124 The Broward Teachers Union shall be governed by the elected representatives of the membership  
125 known as the BTU Steward Council and the BTU Executive Board as constituted in the bylaws.  
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128 **ARTICLE VIII**  
129 **AMENDMENT**

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131 This constitution may be amended as follows:

- 132 A. Amendments to this constitution may be proposed by ten (10%) percent of BTU  
133 membership, or by a two-thirds (2/3) vote of the executive board members present and  
134 voting, or by a majority of the steward council present and voting.  
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- 136 B. The constitution shall be amended by two-thirds (2/3) vote of the stewards present and  
137 voting at any steward council meeting provided that notice of the contemplated change has  
138 been announced at a previous steward council meeting and written notice of the  
139 amendments are provided to all members at least thirty (30) days prior to the meeting  
140 designated for voting and their adoption.  
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143 **ARTICLE IX**  
144 **AVAILABILITY OF CONSTITUTION**

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146 **Section 1.** Three (3) copies of this constitution and all future amendments shall be submitted to  
147 the national office of the American Federation of Teachers.  
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149 **Section 2.** Copies shall be made available to other affiliated organizations upon request.  
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151 **Section 3.** A copy of this constitution shall be available to any member and shall be posted online  
152 on the BTU website.  
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**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.

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**ARTICLE XI  
EMERGENCY POWER**

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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.

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