

National Association of Temple Educators Constitution

ARTICLE I Name

The name of this association shall be the NATIONAL ASSOCIATION OF TEMPLE EDUCATORS, a duly constituted affiliate of the Union for Reform Judaism, hereafter referred to as NATE.

ARTICLE II AIMS AND PURPOSES

The need for professional leadership, capable of guiding the educational growth and the development of the Jewish community within the ranks of Reform Judaism, determines the aims and the purposes of NATE, as follows:

- A. To Promote and to assist in the growth and in the development of Jewish religious education consistent with the goals of Reform Jewish education as promulgated by the Commission on Lifelong Jewish Learning.
- B. To stimulate communal interest in and responsibility for Jewish religious education.
- C. To represent the Temple Educator within the general body of Reform Judaism and to foster and to encourage full time professions in Jewish education.
- D. The purpose for which NATE is organized is exclusively religious education within the meaning of IRC 501 (c) (3) or the corresponding provision of any future United States Internal Revenue Law.
- E. Notwithstanding any other provisions of these articles, NATE shall not carry on any other activities not permitted to be carried on by an organization exempt from Federal income tax under IRC 501 (c) (3) or the corresponding provision of any future United States Internal Revenue Law.
- F. In the event of dissolution, the residual assets of NATE will be turned over to one or more organizations which themselves are exempt as organization described in sections 501 (c) (3) and 170 (c) (2) of the Code or corresponding sections of any prior or future Internal Revenue Code, or the Federal, State or local government for exclusive public purpose.

ARTICLE III FUNCTIONS

The functions of NATE shall be as follows:

- A. To advance the understanding and the development of Reform Judaism and its educational system by:
 1. cooperating in the programming workshops in education at regional and at national conferences of the URJ and its affiliates.
 2. working with the Commission of Lifelong Jewish learning in the enhancement of Reform Jewish Education.
 3. collaborating with existing related organizations for an interchange of experiences and for the advancement of greater understanding of our common field.
- B. To attract and to retain individuals of competence and of integrity to the profession of Reform Jewish education by:
 1. maintaining a placement service.
 2. establishing and maintaining professional standards and a code of personnel practices;
 3. aiding and supplementing existing agencies in the recruitment and in the placing of personnel.
 4. aiding in the establishment and in the maintenance of teacher training programs.

5. advocating for the Reform educator in the areas of professional status, compensation, and professional standards.
6. encouraging members to participate in the Reform Pension Board.

ARTICLE IV MEMBERSHIP

- A. **Membership:** membership in NATE shall be opened to persons engaged in a leadership capacity in the field of Jewish education. Membership shall also be opened to persons engaged in related Jewish educational activities.
- B. **Categories of Membership:**
 1. **MEMBER** – A MEMBER is one who meets all of the following requirements:
 - a. Holds a BA/BS from a recognized college or university
 - b. Demonstrates knowledge of educational practice
 - c. Demonstrates Jewish knowledge
 - d. Demonstrates knowledge of Reform Jewish ideology and practice
 - e. Served or presently serves in an educational leadership position for three years in a Reform Jewish setting.
 2. **ASSOCIATE** – AN ASSOCIATE is one whose principal activity in Jewish education is set forth in section A. of this Article, but who does not meet all of the requirements under section B.1. of this Article. Following three years of “serving in an educational leadership capacity in a Reform Jewish setting” (criterion B.1.e as stated above), an Associate Member may become a Member if s/he fulfills the criteria stated in Section B.1.a through B.1.d as stated above.
 3. **SUSTAINING MEMBER** – A SUSTAINING MEMBER is one who has left the field of Jewish education, but continues interest in the work of NATE and who wishes to maintain affiliation.
 4. **STUDENT MEMBER** – A STUDENT MEMBER is one who is pursuing a graduate degree in Jewish and/or educational studies, and does not meet the requirements set forth in 1, 2, or 3 of this Section.
 5. **HONORARY MEMBER** – AN HONORARY MEMBER is one who, because of a distinguished contribution to Jewish life, is elected to such status by the membership-at-large upon recommendation of the Executive Committee.
 6. **LIFE MEMBER** – A LIFE MEMBER is one who has retired from active participation in Reform Jewish education, having been a member of NATE in good standing for eighteen (18) years.
- C. Election to all categories of membership shall be by the Board of Directors, on recommendation of the Membership Committee, except as provided for in Section B.6. of this Article.
- D. Privileges of membership
 1. Each and all categories of membership shall be entitled to:
 - a. Participate in all official deliberations of NATE and vote at the annual plenary session.
 - b. May be appointed as voting participants of any and all committees of NATE within the guidelines of the Constitution.
 - c. Receive all publications and mailing directed to members of NATE.
 - d. Participate in the benefit programs of the **Reform** Pension Board where permissible by law.
 - e. Attend all NATE-sponsored programs, including annual conferences, kallot, and study opportunities.
 - f. Participate in the placement service.
 2. Only persons in the category of MEMBER may be nominated or appointed to positions of OFFICERS or MEMBERS of the BOARD OF DIRECTORS.

ARTICLE V DUES

- A. Establishing Dues
 - 1. The dues for all categories of membership shall be established on recommendation of the Board of Directors; except that HONORARY and LIFE MEMBERS shall be exempt from any payment of dues.
 - 2. Changes in dues must be approved by:
 - a. Majority vote of the members present and voting at the plenary, or
 - b. A majority vote of those members responding to a mail ballot.
- B. For all purposes of the Association, the fiscal year shall be from July 1 through June 30.
- C. In order to be eligible to be nominated for/or elected to serve as an officer, member of the Board of Directors, or nominating committee member, said person shall be current in his or dues.
- D. Members in each and all categories whose dues are delinquent for two (02) consecutive years shall be automatically removed from membership.

ARTICLE VI OFFICERS

- A. The officers of this Association shall be a President, a First Vice-President, a Vice-President for Finance and 4 additional Vice Presidents.
- B. Duties of Officers
 - 1. The President shall preside at all general membership and Board of Directors meetings and shall make all committee appointments.
 - 2. The First Vice-President shall perform the duties of the President, when necessary.
 - 3. the additional Vice-Presidents shall perform the duties as assigned to them by the President.
- C. Term of Office
 - 1. All officers shall be elected to serve for two (02) years.
 - 2. Neither the President nor the First Vice President may be re-elected for a second term to the same office.
 - 3. The additional Vice-Presidents may be re-elected for additional terms.
- D. Eligibility
 - 1. An OFFICER shall have been a MEMBER of NATE (as defined in Article IV, Section B.1.) for five (05) consecutive years and served a minimum of one (01) term as a member of the Board of Directors.

ARTICLE VII THE BOARD OF DIRECTORS

- A. The Board of Directors shall consist of thirty (30) elected members, the seven (07) elected officers named above (Article VI), the Immediate Past President, and a representative appointed by Ziknay NATE. The Board of Directors shall consist of members in good standing, elected as prescribed hereafter.
- B. The Chairperson of the URJ Board of Trustees; the President of the URJ; the Director(s) of the URJ Department of Education and the Chairperson(s) of Commissions on Lifelong Jewish Learning; the director of the URJ Department of Adult Jewish Growth; the director of the URJ Youth Division; and representatives of each of the three (03) continental branches of the Hebrew Union College-Jewish Institute of Religion shall be non-voting members of the Board of Directors.

C. The Immediate Past President shall serve on the Board of Directors for a period of two (02) years with full voting rights. All past presidents shall remain honorary members of the Board of Directors with no voting rights.

D. Duties of the Board of Directors:

1. At the request of five (05) members of the Board of Directors, the President shall call a special meeting of the Board of directors.
2. The Board of Directors shall:
 - a. be responsible for the overall fiscal operations of the Association and shall direct the vice-President of finance and the Executive Director in the disbursement of funds.
 - b. be responsible for setting the direction of the Association and for guiding the executive director.
 - c. be responsible for seeing to the overall well-being of the Association.
 - d. act on applications for membership referred to it by the Membership Committee.
 - e. make referrals and recommendations to the various committees as necessary to uphold the aims of this Association
 - f. recommend the appointment of such committees as shall be necessary for this Association to function in the best interest of its members and of Jewish education.

E. Eligibility

1. Must be a MEMBER of NATE (as defined in Article IV, Section B.1.)
2. Must have been a dues paying participant of NATE for a minimum of three (03) years prior to nomination.
3. Must be a member in good standing (as defined in Article V.C.)

ARTICLE VIII EXECUTIVE COMMITTEE

The Executive Committee shall be the elected officers of the Association as defined in Article VI, Section A, plus the Immediate Past president of the Association.

ARTICLE IX ELECTION OF OFFICERS AND MEMBERS OF THE BOARD OF DIRECTORS

A. A Nominating Committee shall be established annually consisting of:

1. a chairperson, who shall be the Immediate Past President. If this is not possible, the President shall appoint a member of the Board of directors not eligible for re-election, who shall be a member qualified under the membership category of Article IV, Section B.1.
2. two (02) members of the Board of Directors not eligible for re-election, elected by majority vote of the Board of Directors.
3. four (04) members in the category of MEMBER or ASSOCIATE from the membership-at large, elected by majority vote of the Board of Directors. Each of the members-at-large shall have been a member of NATE for three (03) consecutive years.
4. The Executive Director and Membership Volunteer Coordinator shall serve as ex-officio members.
5. a member of the Nomination Committee is not eligible for nomination and election as Officer or member of the Board of Directors.

B. The Chairperson of the Nominating Committee, after meeting or consulting with the Committee, shall:

1. determine whether those persons who are suggested or who are recommended meet the criteria set forth in Article VII, Sections E.1., 2., and 3, will accept the nomination, and will serve if elected; and
2. submit to the President the names of the persons the Nominating Committee recommends for officers and members of the Board of Directors.

- C. The names of the recommended candidates shall be published and distributed to the membership by August 15 of the election year.
- D. Additional nominations may be made by petitions, which must be signed by at least ten (10) NATE members in good standing (Article V.C.). Such petitions shall be sent to the Chairperson of the Nominating committee and must be postmarked by September 15 of the election year.
 - 1. The revised slate, in alphabetical order, along with biographical information, shall be distributed to the entire membership by October 1st of the election year. A ballot shall be included, which shall be completed and returned to the Chairperson of the Nominating Committee. The completed ballot must be received by November 15th of the election year.
 - 2. Newly elected officers and members of the Board of Directors will assume their duties on July 1st following their election.
- E. Only MEMBERS may be nominated for election to the Board of Directors (Article IV, D.2.).
- F. If, on the day following the deadline for petitions to be received by the Chairperson of the Nominating Committee, no additional nominations are received for any Officer or position on the Board of Directors, the Chairperson of said Committee will cast one (01) ballot for the entire membership, thereby eliminating the procedure outline in section D.1 and D.2.
- G. In voting for members of the Board of Directors, each member of NATE may vote for as many names as there are vacancies.
- H. Members of the Board of Directors are elected for a three (03) year term, and may be reelected to the Board of Directors at the expiration of their term of office. No member shall serve for more than two (02) consecutive terms. One-third (1/3) of the Board of directors shall be elected each year.
- I. At the business meeting of the annual conference, the results of the election shall be announced.

Where there are two (02) or more candidates for any office, a majority vote shall be necessary to elect a candidate. Where no candidate receives a majority, the candidate receiving the least votes shall be eliminated and balloting shall be held by those present at the annual conference until a candidate has a majority vote.

J. Vacancies

- 1. In the event that a vacancy occurs in any elected Board of Directors position, and it becomes necessary to fill said vacancy, the Board of directors shall, by a two-thirds (2/3) vote of those present and voting, elect such person or persons to complete the un-expired term. Completing an un-expired term shall not affect a member's eligibility for election to Board of directors, and said member may be elected as a Member of the board of directors as outlined in article VI.C.2.
 - 2. In the event that a vacancy occurs in any elected Executive Committee position and it becomes necessary to fill said vacancy, the board of directors shall, by a two-thirds (2/3) vote of those present and voting at the next Board of directors meeting or by a two-thirds (2/3) vote of those responding by mail, elect such person or persons to complete the un-expired term. Until such time that a vote may be taken, an interim appointment may be made by the Executive Committee.
 - 3. In the event that the vacancy occurs in the Presidency, the first vice-President shall assume the duties of the President until the next scheduled election.
 - 4. Completing an un-expired term shall not affect a member's eligibility for election to an officer position, and said member may be elected as an officer, as outlined in Article VI.D.
- K. In the event that an Officer or a member of the Board of Directors retires for any reason from these positions within two (02) months of the next regular election, the Nominating Committee will submit at the next annual conference, a candidate or candidates to serve such un-expired terms of office.
 - L. An officer may be removed from office for non-performance of assigned duties as defined in article VI, B. of this Constitution. The procedure for removing an officer shall be as follows:

1. No fewer than sixty (60) days prior to a meeting of the Board of Directors, the remaining officers shall discuss alleged non-performance of duties with the officer who may be subject to removal, to notify such officer that performance of constitutionally prescribed duties is in question.
 2. Having been duly notified and informed of particulars, such officer in question shall be granted appropriate opportunity to resign from office or to respond to any and all allegations of non-performance.
 3. the remaining officers may, by a vote of not fewer than four (04) affirmative votes, recommend to the board of directors removal of the officer whose non-performance of duty has been established.
 4. The Board of Directors, having received at least thirty (30) days notice of such recommendation, may remove such officer by a two-thirds (2/3) affirmative vote of the members of the Board of Directors present and voting.
- M. The procedure for filling the vacancy created by the removal of an officer is outlined in Article IX, Section J. and K. of this Constitution.

ARTICLE X MEETING AND QUORUM

- A. Annual Conference Plenary Meeting
1. There shall be at least one (01) annual meeting of NATE during each fiscal year to receive reports of officers and of committees and to conduct such business as shall properly come before it.
 2. A quorum for a Plenary meeting of NATE shall be those present after due notice of such a meeting.
 3. In between annual meetings, business of the Association requiring the vote of the membership may be conducted by mail ballot.
- B. Board of Directors' Meetings
1. The Board of Directors shall meet not less than once (01) a year.
 2. Special meetings may be called by the President with the approval of the Board of Directors.
 3. A QUORUM FOR A MEETING OF THE Board of Directors shall be fifteen (15) members of the Board of Directors, at least three (03) of who shall be officers of NATE, after due notice of such meeting.

ARTICLE XI COMMITTEES

- A. The President shall, with the consent of the Board of Directors, appoint all committee chairpersons as soon as possible after the conclusion of each annual conference.
- B. Members of committees shall be appointed by the respective chairpersons with the advice and the consent of the President.
- C. Chairpersons of all committees shall render annual reports in writing; such reports shall become part of the recorded minutes of the annual conference.
- D. The Board of Directors may, at its discretion, create such special committees as necessary. Chairpersons and members of such special committees shall be appointed as provided in Sections A. and B. above. Reports shall be rendered as provided in Section C. above, except that the Board of Directors may request additional reports.
- E. The following standing committees shall exist:
1. the Constitution Committee shall study the constitution and determine ways to strengthen and improve it as needed and insure that it is followed;

2. the Finance Committee shall prepare, monitor, and review all matters related to the financial state of the association, including overseeing the preparation of an annual budget.
3. the membership Committee shall monitor matters related to membership including recruiting new members, integrating new members, reviewing membership categories, reviewing membership applications, and compiling statistics on membership;
4. the North American conference Committee (NACC) shall insure the development and implementation of all NATE conferences;
5. the Personnel Committee shall be responsible for the supervision, evaluation, and salary negotiation of NATE personnel;

ARTICLE XII PARLIAMENTARY AUTHORITY

The rules in ROBERT'S RULES OF ORDER, NEWLY REVISED, shall govern the Association in all cases to which they are applicable and in which they are consistent with this Constitution.

ARTICLE XIII AMENDMENTS TO THE CONSTITUTION

- A. Amendments to this Constitution may be proposed by the Board of Directors or by a petition signed by twenty-five (25) members of NATE.
- B. Amendments must be approved by:
 1. Two-thirds (2/3) vote of the members present and voting at the annual Plenary session, or
 2. A two-thirds (2/3) vote of those members responding to a mail ballot.
 3. Method in Section B.2. may be used at the discretion of the Board of Directors unless a Plenary session is to be held within two (02) months of the date of receipt of the proposed amendment.

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