



CONSTITUTION OF THE

# PUBLIC EDUCATION WORKERS ALLIANCE

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1. **Name:** This organisation shall be called the Public Education Workers Alliance

2. **Preamble:**

*Public education workers, families and the wider community want all young people to be safe and well educated as a basis for a united and truly democratic society premised on social power, security and community.*

*Our power grows from the way we organise ourselves with our colleagues in and across workplaces; building bonds of trust and solidarity. Standing together to defend and extend our working conditions strengthens our ability to deliver the true promise of public education.*

*Our shared security is under constant threat through a range of forces, such as increasing global imperialist military conflict and colonialism, ecological disaster, public health crises and persistent economic chaos. The work of public education workers plays a critical role in the possibility of securing a future premised on peace, ecological harmony, public health and an economy which services human need.*

*The work of public education workers is the work of building and sustaining communities of learning. Workers, families and the wider community crave the connection of community. It is through community that we define ourselves and demonstrate the values of trust, unity and solidarity.*

Therefore, the Public Education Workers Alliances takes as its

3. **Objectives:**

- a. The development of public education, led by an organised and united workforce, as a key pillar to transforming contemporary society into a free, participatory society premised on social power, security and community.

- b. The guarantee of a free, fully funded, secular, co-educational and comprehensive education for all students, up to and including tertiary level.
- c. The provision of remuneration and working conditions for all workers in educational institutions that guarantees and safeguards the work, health and safety, quality of life and work-life balance of these workers.

#### **4. Principles of Action:**

- a. To unite all workers in public education institutions and settings, from primary, secondary and tertiary levels, including prisons and adult education services, regardless of role or position, whether teachers, SLSOs, cleaners, SASS staff or other administration workers; with the express aim of increasing worker collective power
- b. To lead the struggle for the maintenance and improvement of remuneration, working conditions and work health and safety for all workers in educational institutions;
- c. To unite all workers in educational institutions with public education communities, families and other allies in defence of public education;
- d. To work with all workers and their organisations to maintain and improve remuneration and working conditions;
- e. To work in a comradely fashion with other organisations of workers to maintain and improve remuneration and working conditions and to defend public education;
- f. To promote union membership and activism among all education workers and school communities;
- g. To conduct educational work among workers, school communities and the general public for the promotion and benefit of public education and public education workers;
- h. To not be a body concerned with electoral or factional intervention in unions
- i. To complement and add to the work of unions, particularly where their objectives provide opportunities to unite workers

#### **5. Immediate Demands:**

- a. Two hours additional release from face-to-face teaching, in line with the recommendations of the Gallop Inquiry and NSW Teachers Federation policy;
- b. The banning of private contractors and edu-businesses from the provision of professional learning and training in public education institutions;
- c. The rebuilding of curriculum and specialist support for schools in the Department of Education;

- d. The banning of private cleaning companies from public education institutions and the employment of cleaners in restored, publicly owned and operated cleaning services;
- e. The abolition of competitive tender for public funding in the delivery of education and ancillary services;
- f. The provision of free pre-schools attached to every public primary school;
- g. The abolition of NAPLAN and all other high stakes mass standardised testing;
- h. The provision of free breakfast and lunch programs for all public primary and secondary students;

**6. Membership:**

- a. Any worker in public education settings shall be eligible for membership, as will any parents and other members of school communities who share the ideals and objectives of the Public Education Workers Alliance.
- b. Officers and officials of unions representing workers in educational institutions will be eligible for membership with voice but not vote in all Public Education Workers Alliance meetings and forums.

**7. Annual Subscription:** The annual subscription shall be \$20 for employed workers and \$5 for unemployed workers.

**8. Organisation:** The government of the Public Education Workers Alliance shall be vested in:

- a. The general body of members, which shall meet as hereinafter laid down;
- b. The Steering Committee, which shall be constituted and meet as hereinafter laid down, and the members of which shall be responsible to the general body of members.

**9. The Steering Committee:** shall consist of a President, Vice-President, Women's Officer, Secretary, Treasurer and Publicity Officer. The Steering Committee shall be responsible for ensuring that the decisions of General Meetings are implemented, act as directed by the general body, and have responsibility for matters requiring immediate attention.

**10. Election of Steering Committee:**

- a. All members of the Steering Committee shall be elected annually at the Annual General Meeting.
- b. Members of the Steering Committee are recallable by vote at a duly constituted Special General Meeting, as described hereinafter.
- c. Any vacancies occurring in Steering Committee positions subsequent to the Annual General Meeting elections shall be filled by election at the first General Meeting after the occurrence of the vacancy.

- d. All financial members are eligible to stand for election to Steering Committee, excepting officers and officials of unions representing workers in educational institutions.
- e. All financial members are eligible to vote at elections for Steering Committee, excepting officers and officials of unions representing workers in educational institutions.

**11. The President:**

- a. Shall be the primary public spokesperson for the Alliance;
- b. Shall act as chair at meetings;
- c. Shall present a report to the Annual General Meeting covering the activities and campaigns of the Alliance of the previous year.
- d.

**12. The Vice-President:**

- a. Shall be the secondary public spokesperson for the Alliance;
- b. Shall act as chair at meetings in the absence of the President.
- c.

**13. The Women's Officer**

- a. Shall ensure that the nature of the work of the Alliance reflects the gendered nature of public education work and the specific needs and demands which so arise
- b. Shall be empowered to hold gendered caucus meetings regularly or as required
- c. Shall have all the responsibilities of a Vice-President.

**14. The Secretary:**

- a. Shall keep an accurate record of all meetings;
- b. Shall keep a record and attend to all correspondence regarding the Alliance;
- c. Shall summon all meetings as prescribed hereinafter;
- d. Shall report on incoming and outgoing correspondence at all meetings;
- e. Shall keep a record of members of the Alliance;
- f. Shall present to the Annual General Meeting a report on membership, solidarity activities with other groups and any administrative matters that need to be ruled on by the Alliance

**15. The Treasurer:**

- a. Shall take charge of all money and property of the Alliance;
- b. Shall operate the Alliance bank account in conjunction with the President and Secretary;
- c. Shall keep a record of all receipts and expenditure;
- d. Shall present a Treasurers report of the financial position of the Alliance at all General Meetings and at the Annual General Meeting.

**16. The Publicity Officer:**

- a. Shall take primary responsibility for the promotion of the objectives and activities of the Alliance through media and social media;
- b. Shall lead the publications committee in development and publishing of articles for media and social media, newsletters, booklets, pamphlets, flyers and any other campaign or educational material as required and directed by the general membership;
- c. Shall operate the social media accounts of the Alliance.

**17. Meetings:**

**a. General Meetings:**

- i. Shall take place at least once per the school term and once in each vacation period, except the summer vacation period.
- ii. Voting on business, motions and elections shall be restricted to financial members who are not officers or officials of unions representing workers in educational institutions.
- iii. Meetings shall be convened in such a fashion which provides for the broadest and most inclusive participation of members

**b. Special General Meetings:**

- i. May be called by the Secretary, in consultation with the Steering Committee, as necessary.
- ii. May be called by the Secretary upon receipt of request signed by at least ten financial members;
- iii. Voting on business, motions and elections shall be restricted to financial members who are not officers or officials of unions representing workers in educational institutions.

- iv. Votes to recall elected members of the Steering Committee and to elect new members of the Steering Committee may take place at Special General Meetings.

**c. Annual General Meetings:**

- i. Shall take place in the conclusion of the summer vacation each year, at a time organised by the Steering Committee, with reasonable consideration and consultation with the general membership where possible;
- ii. Voting on business, motions and elections shall be restricted to financial members who are not officers or officials of unions representing workers in educational institutions.
- iii. The election of Steering Committee members shall take place at Annual General Meetings.

**d. Steering Committee Meetings:**

- i. Shall be held as deemed necessary by the members of the Steering Committee.

**e. Quorum:**

- i. At General Meetings and Annual General Meetings, quorum shall be ten financial members;
- ii. At Steering Committee meetings, quorum shall be four

**18. Alteration of the Constitution and Recission of Motions:** The Constitution may be amended and motions rescinded at the Annual General Meeting or at a Special General Meeting, with seven days' notice of the proposed amendment or recission to the general membership.

**19. Order of Business at General Meetings:**

- a. Acknowledgement or Welcome to Country
- b. Apologies
- c. Confirmation of previous minutes
- d. Business arising
- e. Reports as required
- f. Presentation/Discussion (a focus on capacity building and political education)
- g. General Business

