

EAA Constitution Committee Proposed Amendments

October 20, 2026

Proposal / Vote 1: Indemnification and Insurance

Add the following into the EAA Constitution:

- The Association shall maintain a General Liability Insurance Policy and Directors and Officers (D&O) Insurance Policy.
- The Association shall cover all legal fees, disbursements, and settlements for any Executive Officer facing litigation as a result of executing their duties in good faith.
- Each current and former Executive Officer of the Association, as well as their agents, their designations and their heirs, estate, estate trustee and administrators, shall from time to time and at all times be indemnified and saved harmless by the Association from and against all costs, charges and expenses, including an amount paid to settle an action or satisfy a judgment, reasonably incurred by the individual in respect of any civil, criminal, administrative, investigative or other action or proceeding in which the individual is involved because of any act, deed, matter, or thing whatsoever made, done, or permitted by them in their office, as long as the individual acted honestly and in good faith with a view to the best interests of the Association. If the matter is a criminal or administrative proceeding that is enforced by a monetary penalty, the individual must have had reasonable grounds for believing that their conduct was lawful.

Proposal / Vote 2: Equalization and Clarification of Roles

- Amend Article 5.3(vii) and Article 5.4(vi) to set the weekly work hours for both the First Vice President and the Second Vice President to an average of 37.5 hours per week.
- Amend both sections to explicitly define the operational window as starting five (5) working days before members return to work in September, and concluding five (5) working days after the last day members work on the school year calendar.
- Amend Article 5.4(vi) to require the Second Vice President to also work the five (5) working days before members return to work and five (5) working days after the last day members work on the school year calendar.
- Update the salary schedules in Article 8.5(a) to establish full salary parity between the two Vice President roles at an equalized rate of \$74,700.00, while removing references to approximate weeks since the exact working days are now defined in 5.4(vi)