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NATIONAL EDUCATION ASSOCIATION
OF THE UNITED STATES

"The purpose and object of the said corporation shall be to elevate the character and advance the interests of the profession of teaching and to promote the cause of education in the United States."—Charter of Association granted by Act of Congress

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In our country and in our times no man is worthy the honorable name of statesman who does not include the highest practical education of the people in all his plans of administration.—Horace Mann.

Publisht by the National Education Association
1201 Sixteenth St. N. W., Washington, D. C.

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CAMPAIGN FOR SMITH-TOWNER BILL

The Smith-Towner bill, which in its present form, has been before Congress only a little over a year, and in which all teachers are deeply interested, has aroused a great deal of discussion. The opponents of the bill continue to misrepresent it, declaring that it would centralize control of education in a federal department at Washington. The bill specifically provides against this and that the control of education shall remain exclusively under state control. It does not in any way change the management of the public schools. It simply provides that the national government shall recognize the great importance of public education, and gives assistance and support to the states in the promotion of education.

Notwithstanding the opposition, which comes almost entirely from those who have always opposed the public schools, the supporters of the bill are increasing in numbers and activity. The friends of the measure expect to bring it to a vote in Congress at the next session which convenes the first Monday in December. The Legislative Commission of the National Education Association, authorized at the Salt Lake City meeting to push the passage of the bill, has been appointed and has begun active work. Other organizations which have endorst the measure are becoming more active in their support. From now on the forces back of the bill will carry on an aggressive campaign until its passage is secured.

STATE DIRECTORS

1920-1921

Alabama, C. B. Glenn, Assistant Superintendent of Schools---Birmingham
Arizona, C. O. Case, State Superintendent of Public Instruction---Phoenix
Arkansas, J. R. Jewell, Dean College Education, University of Arkansas---Fayetteville
California, Wilhelmina Van de Goorberg, 1606 Mt. Royal Avenue---Los Angeles
Colorado, H. B. Smith, Secretary Colorado Education Association---Denver
Connecticut, Mary Crosby Mahoney, 405 Coram Avenue---Shelton
Delaware, A. R. Spaid, Commissioner of Education---Dover
Florida, F. A. Hathaway, County Superintendent of Schools---Jacksonville
Georgia, M. L. Brittain, State Superintendent of Schools---Atlanta
Idaho, Theodore B. Shank, Superintendent of Schools---Moscow
Illinois, R. O. Stoops, Superintendent of Schools---Joliet
Indiana, H. Lester Smith, Dean School of Education, Indiana University---Bloomington
Iowa, H. H. Minkel, Superintendent of Schools---Fort Dodge
Kansas, M. E. Pearson, Superintendent of Schools---Kansas City, Kans.
Kentucky, Cora Wilson Stewart---Morehead
Louisiana, J. M. Gwinn, Superintendent of Schools---New Orleans
Maine, H. A. Allan, State Rural Schools Inspector---Augusta
Maryland, William Burdick, Supervisor Physical Education, McCoy Hall---Baltimore
Massachusetts, Sarah Louise Arnold, Simmons College---Boston
Michigan, Thomas E. Johnson, State Superintendent of Schools---Lansing
Minnesota, J. C. Brown, President State Normal School---St. Cloud
Mississippi, E. E. Bass, Superintendent of Schools---Greenville
Missouri, Livingstone McCartney, Superintendent of Schools---Hannibal
Montana, R. C. Cunningham, Superintendent of Schools---Boseman
Nebraska, A. J. Stoddard, Superintendent of Schools---Beatrice
Nevada, B. C. Billinghurst, Superintendent of School---Reno
New Hampshire, Daniel W. MacLean, Head Master High School---Berlin
New Jersey, D. C. Porter, Superintendent of Schools---Bridgeton
New Mexico, John V. Conway, Assistant State Superintendent Public Instruction---Santa Fe
New York, Katherine D. Blake, 39 East 85th St.---New York City
North Carolina, Robert H. Wright, Pres. East Carolina Teachers Training Schools---Greenville
North Dakota, Anna Tibbits, Fargo College---Fargo
Ohio, W. W. McIntire, Dean State Normal College---Athens
Oklahoma, E. E. Oberholtzer, Superintendent of Schools---Tulsa
Oregon, A. C. Hampton, Superintendent of Schools---La Grande
Pennsylvania, W. M. Davidson, Superintendent of Schools---Pittsburgh
Rhode Island, Katherine U. Peirce, 125 East Manning Street---Providence
South Carolina, George H. Webber, Superintendent of Schools---Beaufort
South Dakota, E. C. Woodburn, President State Normal School---Spearfish
Tennessee, J. L. Highsaw, Principal Crockett Vocational High School---Memphis
Texas, Annie Webb Blanton, State Superintendent of Public Instruction---Austin
Utah, Milton Bennion, Dean School of Education, University of Utah---Salt Lake City
Vermont, Caroline S. Woodruff, 9 Church Street---St. Johnsbury
Virginia, Nannie W. Thompson, 130 Second Avenue---Richmond
Washington, Jennie M. French, Earlham Court---Tacoma
West Virginia, M. P. Shawkey, State Superintendent of Free Schools---Charleston
Wisconsin, J. F. Sims, President State Normal School---Stevens Point
Wyoming, A. A. Slade, Superintendent of Public Schools---Cheyenne
Alaska, L. D. Henderson, Commissioner of Education---Juneau
Phillippine Islands, Luther B. Bewley, Director of Education---Manila
Hawaii, Vaughan MacCaughey, Superintendent of Public Instruction---Honolulu
Porto Rico, Ralph S. Garwood, University of Porto Rico---Mayaguez

PLAN OF AFFILIATION HEARTILY APPROVED

Letters received at headquarters indicate that the plan adopted at Salt Lake City whereby state and local associations affiliate with the National Education Association is being received with enthusiasm and hearty determinaton to make the most of opportunities to promote better support for education thruout the country. Some extracts follow:

E. C. Brooks, State Superintendent, North Carolina:

"I wish to assure you that it will give me great pleasure to urge our state association to affiliate with the National Education Association. I believe the National Association under its amended Charter will move forward at a rapid pace and render considerably more service to the several states and to the teaching profession."

Augustus O. Thomas, State Superintendent, Maine:

"I am very glad to cooperate in every way possible in bringing our state into cooperation with the National Education Association."

M. L. Brittain, State Superintendent, Georgia:

"I shall be glad to cooperate in carrying forward the work of the National Education Association."

Payson Smith, Commissioner of Education, Massachusetts:

"It appears that Massachusetts will shortly have an organization combining all the educational associations and clubs of the state, that can very easily be made the instrumentality for bringing our teachers into closer touch with the National Education Association."

J. M. McConnell, State Superintendent, Minnesota:

"I shall be glad to cooperate in the work of the National Education Association so far as possible."

A. B. Meredith, Commissioner of Education, Connecticut:

"I beg to assure you of my hearty cooperation in promoting the National Education Association."

W. N. Sheats, State Superintendent, Florida:

"I heartily approve of the reorganization of the National Education Association."

IMPORTANT EVENTS IN N. E. A. HISTORY

August 26, 1857, organized at Philadelphia as the National Teachers Association.

August 15, 1870, at Cleveland, name changed to National Educational Association.

February 24, 1886, incorporated in the District of Columbia under the name National Education Association. Name later changed back to National Educational Association.

June 30, 1906, incorporated by special act of Congress under the name National Education Association of the United States.

May 13, 1920, bill amending Charter and authorizing the reorganization of the Association on a representative basis approved by the President of the United States.

July 9, 1920, at Salt Lake City, reorganization of the Association providing for the federation of state and local associations in the National Association, and creating the Representative Assembly as the governing body of the Association.

TEACHERS' SALARIES FROM THE VIEWPOINT OF A STATESMAN

Next to parents themselves, the teacher is the most important factor in the formation of the character of the child. The teachers should be paid such salaries as will attract to the profession the very best of our men and women. This is not the result under the present scale of salaries paid in nearly every state in the Union. It is very false economy for any community to underpay its teachers, for there is no money better invested than in securing a competent teaching force for the children of the nation; a teaching force composed of men and women having high ideals, and professionally qualified to give to the child that which is needed, not only in the interest of the child, but in the interest of the nation as a whole.

—United States Senator Irvin L. Lenroot of Wisconsin.

ATLANTIC CITY MEETING

February 27-March 3

Calvin N. Kendall, President of the Department of Superintendence, has plans under way for the program of the Atlantic City meeting, February 27-March 3.

The Society for Vocational Education will be in session February 24-26. There may be a few departmental and other meetings Saturday, February 26.

There will be a sermon on Sunday, February 27, by one of the most eminent divines in the United States. The general program will begin Monday forenoon, February 28, and end Thursday afternoon or evening, March 3. President Kendall will announce his plans as soon as complete in the Bulletin. The fact that Commissioner Kendall is president is ample guarantee of the high character of the program for this meeting.

Special Train to Inaugural Exercises

The dates of the Atlantic City meeting are arranged to accommodate those who wish to be in Washington for the inaugural exercises on March 4. A special train with Pullman coaches will leave Atlantic City late Wednesday evening so as to reach Washington early on March 4. Each one who desires to remain over a few days in Washington is advised to reserve a room at a private home thru some friend in Washington. Only a very few, if any, will be able to secure rooms in hotels.

Hotels

A circular containing information concerning hotels and hotel rates for the Atlantic City meeting is in process of preparation and will be printed in the October **Bulletin,** which will reach members only two weeks after they receive the September **Bulletin.**

The Secretary advises those who wish to make hotel reservations before receiving complete information to write Charles B. Boyer, Superintendent City Schools, Atlantic City, N. J., for information or better still definitely ask him to make the kind of reservation desired.

EDITOR FOR N. E. A. PUBLICATIONS

Under the authorization of the Board of Directors to employ an editor for the publications of the Association and to take steps for the improvement of the **N. E. A. Bulletin,** the Executive Committee has placed Joy E. Morgan of the American Library Association in charge of the Association's editorial and publicity work and has directed him to submit recommendations for the improvement of the **Bulletin** at the meeting of the Executive Committee in October.

Mr. Morgan has done noteworthy work in the Library War Service as Assistant to the Director and in the "Books for Everybody" movement as Publicity Representative of the American Library Association. He has written a number of up-to-date constructive articles for magazines.

Mr. Morgan begins his work at once and will give immediate attention to the improvement of the **N. E. A. Bulletin.** He will appreciate receiving suggestions from members on any phase of his work but especially on the improvement of the **Bulletin.**

SOME FORCEFUL PUBLICITY

The Connecticut State Teachers Association has issued a post card containing a number of short messages so vital and well worded that they are certain to do a great deal of good. A placard containing them hung in every home in the United States, as the food pledge cards were displayed during the war, would render a great and timely service to the cause of good citizenship. It is such publicity as this by local and state associations and by state educational journals that gives heart to those who are working to obtain for education the consideration it deserves from the National Government.

Five Rights of the Child

1. The right to health.
2. The right to work and play.
3. The right to the social inheritance of arts, letters and science.
4. The right to efficiency.
5. The right to believe in himself.

The ideal of the modern teacher is to help the child attain these rights. The modern school is no longer "a knowledge factory." The teacher is the guardian of the child's health and personality as well as of his brain. **Are the teachers in YOUR town of this sort? If not, why not? SAVE OUR SCHOOLS!**

Five Rights of the Teacher

1. The right to live comfortably.
2. The right to be free from favoritism.
3. The right to advance professionally.
4. The right to face sickness and old age without fear.
5. The right to feel self-respecting and to enjoy social esteem.

Desire for service and love of children attract teachers to the profession. Loyalty to the ideal keeps them in the profession.

Teachers Must Be Paid

Not a mere existence salary which leaves them with an unnourisht mind, worry regarding the future, and economic dependence which undermines self-

respect; **but a salary which allows the teacher, unhampered by worry about the future, to maintain and improve her professional equipment for the greatest usefulness in school and community.** The average salary paid to elementary school teachers in 100 Connecticut towns last year, according to the state board of education, was $761. This is barely an existence salary. We advocate a **minimum** salary of $1,200 for every trained Connecticut teacher. Compensation based on this minimum will enable teachers, rich in experience, to continue in the profession.

REORGANIZATION OF THE NATIONAL EDUCATION ASSOCIATION

As Adopted by the Active Members at Salt Lake City, Utah, July 9, 1920*

The National Education Association is now under a representative form of government. Hereafter the officers of the Association will be elected and its policies determined by the Representative Assembly, which will be composed of delegates elected by state and local teachers' organizations that have affiliated with the National Association. This makes possible the unification and federation of all the educational forces of the country.

Change in Government Result of Growth

The adoption of this form of government came about as the natural result of growth and development. When the Association had only a few thousand active members, it was possible for these, or a goodly number of them, to assemble at the annual business meeting, elect the officers and transact the business. But the Association has been growing very rapidly during the past few years, until it now has more than fifty thousand active members. The necessity of reorganization on a representative basis has been recognized for several years and plans therefor have been prepared and publisht and very generally discust.

Steps Leading to Adoption of Plan

At the Milwaukee meeting in 1919, the Executive Committee was authorized by unanimous vote to secure an amendment to the Charter permitting reorganization on a representative basis. Such an act was passed by Congress last April and approved by the President on May 13, 1920. At a meeting of the Board of Directors held at the beginning of the Salt Lake City meeting the whole subject was carefully considered and a committee of the Board appointed to prepare amendments to the By-laws providing for such a plan, in accordance with the amended Charter. The committee's report was discust, revised, and finally approved by the Board, and the By-laws with the proposed amendments were ordered printed.

By-laws Amended at Salt Lake City Meeting

Several thousand copies of a pamphlet containing the plan of reorganization proposed by the Board of Directors were distributed on Tuesday evening, with

**Also publisht as Special Bulletin number 14.*

the announcement that the subject would be taken up for consideration and action at the business meeting on Friday. During the ensuing days the proposed plan as printed was considered and discust by all the members present. At the business session on Friday, July 9, attended by several thousand active members, the proposed amendments were considered section by section and, with slight changes, were adopted by an overwhelming majority. They are now in full force and effect.

Important Features of Reorganization Plan

The essential elements of the reorganization plan are set forth in Article 2 of the amended By-laws publisht on pages 10-19 of this **Bulletin.** Only slight changes were made in the other articles to make them harmonize with the plan embodied in Article 2. A study of the revised By-laws will reveal the following important features:

1. The governing body of the Association is now a Representative Assembly instead of the active members present at the annual business meeting.

2. The Representative Assembly is composed of delegates elected by affiliated state and local organizations. Only members of these affiliated organizations who are also active members of the National Education Association are eligible to be delegates or to vote for the election of delegates. The officers of the Association, including life and state directors, and the state superintendent or commissioner of education of each state, are ex-officio delegates to the Representative Assembly.

3. Any state teachers' association may affiliate and thereby become a state unit in the organization of the National Association. The annual dues of an affiliated state association are $10 for each delegate to which such association shall be entitled in the Representative Assembly, with a maximum of one hundred dollars.

4. Any local teachers' organization may affiliate and thereby become a local unit in the organization of the National Association. The annual dues of each affiliated local association are $5.

5. When a state or local association affiliates with the National Association, it receives a certificate of membership, or charter, which is worthy of framing. It is also furnisht free all the publications and reports of the Association as soon as publisht, and is entitled to the active assistance and support of the National Association in promoting the interests of such affiliated association and its members, and is privileged to elect delegates to the Representative Assembly.

6. The basis of representation of an affiliated state association in the Representative Assembly is one delegate for each one hundred of its members, or major fraction thereof, who are active members of the National Association, up to five hundred such members, and thereafter one delegate for each five hundred members, or major fraction thereof. An active member may vote for the election of delegates in his state association and also in one local association.

7. The basis of representation of an affiliated local association in the Representative Assembly is one delegate for each one hundred of its members, or major fraction thereof, who are active members of the National Association. An affiliated local association must have, therefore, at least fifty-one members who are active members of the National Association in order to be entitled to a delegate. An active member of the National Association who belongs to several affiliated local associations, may vote for the election of delegates in the one such local association which he may select.

8. All delegates, both state and local, have equal rights and privileges in the Representative Assembly, and each has one vote. Provision is made for alternates but not for voting by proxy.

9. On the first day of the annual meeting of the National Association, as designated in the printed program, the state and local delegates from each state will meet and select a member of each of the important committees and nominate their state director for the ensuing year.

10. The Representative Assembly is authorized to recommend some equitable plan for paying the expenses of delegates. Such expenses will probably have to be met by the respective affiliated state and local associations until some other plan shall have been approved by the Representative Assembly and the necessary funds provided therefor.

Federation of State and Local Associations

It will be seen that the National Education Association has voluntarily placed itself under the control of state and local associations, which, by affiliation, are entitled to elect delegates to its governing body. In other words, the National Association becomes a federation of state and local units, which surrender none of their own rights or functions but which become more powerful by organized cooperation with other similar organizations thru the National Association. The working out of this reorganization plan will bring about a unification of the teachers of the country under a National Association controlled by them, which will be a mighty influence in moulding public opinon and commanding respect If the seven hundred thousand teachers of America thus unite in a great professional organization, their recommendations will receive consideration and their requests will not go unheeded.

How State and Local Associations May Affiliate

The necessary steps in the accomplishment of this purpose are simple. Each state association should vote to affiliate with the National Association and become a state unit in its organization. Then each such affiliated association should urge its members to become active members of the National Association in order that they may receive the benefits to be derived therefrom, and that their state association may exercise its full share of influence in the National Association. Likewise, local teachers' organizations should affiliate as local units and then secure as many active memberships as possible in their National Association. The National Education Association urges all teachers to become members of

some local teachers' organization, of their respective state associations, and of the National Education Association. This is absolutely essential if teachers are to be effectively organized.

National Association Will Cooperate

The National Association will furnish application blanks to state and local associations and all necessary information, and will actively cooperate with all affiliated assocations in promoting their interests and the welfare of their members. In fact, the purpose of the National Education Association is to assist affiliated state and local associations and to render the largest possible service to all its members and to the cause of education.

BY-LAWS OF THE NATIONAL EDUCATION ASSOCIATION

Complete as Amended at the Annual Business Session Salt Lake City, July 9, 1920

Article I—Membership

Section 1. The membership of the National Education Association of the United States shall consist of three classes, active, associate and corresponding, whose qualifications, rights, and obligations shall be as hereinafter prescribed.

Sec. 2. Active members of the Association shall be those actively engaged in the profession of teaching or other educational work at the time of their becoming members.

Sec. 3. The annual dues of an active member shall be $2.00, which shall entitle him to attend all meetings of the Association and its several departments, to receive the **Bulletin** free, and, on application, to secure all publications of the Association at a price fixt by the Publication Committee, which shall be the approximate cost. By the payment of annual dues of $5.00 an active member shall receive, in addition to the **Bulletin,** without application or other condition, the volume of proceedings and all other regular publications of the Association, including reports of committees and all special bulletins and announcements when issued.

Sec. 4. All life members and life directors shall have all the rights and privileges of active members without the payment of annual dues, and shall receive free without application or condition the publications of the Association.

Sec. 5. Associate members of the Association shall be persons who are not actively engaged in the profession of teaching, but interested in the promotion of education. The annual dues of an associate member shall be the same as the dues of an active member and he shall have the same rights and privileges excepting the right to vote and hold office.

Sec. 6. Eminent educators not residing in America may be elected by the Board of Directors as corresponding members. The number of corresponding members shall not at any time exceed fifty. They shall pay no dues and may receive free the publications of the Association.

Sec. 7. The annual dues of all members shall be paid at the time of the annual meeting of the Association or shall be sent to the Secretary on or before November 1. An active member failing to pay his dues as herein provided shall forfeit the privileges of membership and after being in arrears one year shall be dropt from the list of members.

Sec. 8. The membership year shall be the same as the fiscal year of the Association, from June 1 to May 31, inclusive. New members may join at any time, and the membership of those joining between March 1 and June 1 shall extend to the end of the following membership year. Those joining after January 1 may, if they so elect, have their dues apply to membership for the following year.

Sec. 9. The Secretary of the Association shall furnish each member of the Association a membership card, declaring him to be a member of the National Education Association for the year for which his dues are paid, and as such entitled to all the rights and privileges granted by the Charter and By-laws of the Association.

Sec. 10. The right to vote shall be limited to active members of the Association whose dues are paid. The right to hold office in the Association or in any department shall be limited to active members whose dues are paid. The right to vote and hold office in the Council shall be limited to members of the Council whose dues are paid. Each active member shall have one vote.

Article II—Election of Officers, Representative Assembly and Affiliated Associations

Section 1. The election of officers and transaction of business at the annual business meeting shall be by a Representative Assembly composed of delegates apportioned, elected, and governed as hereinafter provided.

Sec. 2. The President, Vice-Presidents, Treasurer and Directors of the Association shall be chosen by the Representative Assembly by ballot, at the annual business meeting, a majority of the votes cast being necessary for a choice. They shall continue in office until the close of the annual meeting subsequent to their election, and until their successors are chosen, except as herein provided. The Secretary and the Treasurer shall enter upon their duties at a date which shall be determined by the Board of Trustees and which shall not be later than the first of October and shall continue in office during the terms for which they are separately chosen and until their successors are duly elected.

Sec. 3. The state teachers association or educational association of a state, territory or district, may become affiliated with the National Education Association and shall be designated an **affiliated state association.** Each affiliated state association shall be a state unit in the organization of the National Education Association and as such shall be entitled to representation in the Representative Assembly as hereinafter provided. The annual dues of an affiliated state association shall be $10.00 for each delegate to which said state shall be entitled, with a maximum of $100.00. Said association shall receive without application, or other condition, all regular publications of the National Education

Association including the volume of proceedings, reports of committees and all special bulletins and announcements when issued.

Sec. 4. A local educational association or teachers' organization within a state, territory or district may affiliate with the National Education Association and shall be designated an **Affiliated Local Association.** Each affiliated local Association shall be a local unit in the organization of the National Education Association and as such shall be entitled to representation in the Representative Assembly as hereinafter provided. The annual dues of an affiliated local association shall be $5.00, which shall entitle said association to receive without application, or other condition, all regular publications of the National Education Association, including the volume of proceedings, reports of committees and all special bulletins and announcements when issued.

Sec. 5. Each affiliated association, both state and local, shall be furnisht a certificate of membership and shall be entitled to the active assistance and support of the National Education Association in promoting the interest of such affiliated association and its members in so far as such interests come within the purpose and object of the National Education Association as set forth in its Charter. The Secretary of the National Education Association shall, with the advice and approval of the Executive Committee, make such arrangements for mutual cooperation between the National Education Association and the state and local affiliated associations as will promote the welfare of all and advance the interests of the teaching profession.

Sec. 6. Each affiliated state association shall be entitled to elect one delegate and one alternate to the Representative Assembly for each one hundred of its members, or major fraction thereof, who are active members of the National Education Association, up to five hundred such active members, and thereafter one delegate and one alternate for each five hundred of its members, or major fraction thereof, who are active members of the National Education Association. Such delegates shall be designated **state delegates.**

Sec. 7. Each affiliated local association shall be entitled to elect one delegate and one alternate to the Representative Assembly for each one hundred of its members, or major fraction thereof, who are active members of the National Education Association. Such delegates shall be designated **local delegates.**

Sec. 8. Only active members of the National Education Association shall be eligible to be delegates to the Representative Assembly, and to vote in the election of delegates in a state or local affiliated association. An active member shall be permitted to vote for the election of delegates in but one **affiliated local association**

Sec. 9. The officers of the National Education Association as named in the Charter and the state superintendent or commissioner of education of each state, territory and district, shall be ex-officio delegates to the Representative Assembly. The President of the Association shall preside at the annual meeting of the Representative Assembly and the Secretary of the Association shall keep the records thereof. In case of a tie the President shall cast the deciding vote.

Sec. 10. Delegates shall file their credentials with the Secretary of the Association on blanks furnisht by him for that purpose not later than ten days before

the beginning of the annual meeting. The Secretary shall turn over such credentials to the Credential Committee, when appointed, with such information thereon as may be obtained from the records of the Association. The Representative Assembly shall be the final judge of the qualifications of delegates. The delegates shall have equal rights and each shall have one vote. Meetings of the Representative Assembly shall be open to the active members of the Association who shall be privileged to address the Assembly on subjects pertaining to the Association. The Representative Assembly shall adopt rules of procedure which shall not conflict with the Charter and By-laws of the Association. It shall recommend an equitable plan for paying the expenses of delegates to the annual business meeting of the Association.

Sec. 11. The officers shall be permitted to hold meetings other than for business purposes and expenses therefor shall be provided.

Article III—Duties of Officers

Section 1. The President shall preside at all meetings of the Association, and shall perform the duties usually devolving upon the chief executive of such an association. In his absence, the ranking vice-president who is present shall preside; and in the absence of all vice-presidents a chairman pro tempore shall be elected. The President shall prepare the program for the general sessions of the annual meeting of the Association, and, with the approval of the Executive Committee, shall determine the time and place of the general meeting of the Association and of the various departments not definitely fixt by these By-laws, and shall have the power to require such changes to be made in the programs of the Council and the departments as will promote the interest of the annual meeting. The President shall be a member ex officio of the Board of Trustees and chairman of the Board of Directors and of the Executive Committee. He shall sign all bills approved for payment by the Board of Directors, and all bills approved or authorized by the Executive Committee between the meetings of the Board of Directors. On the expiration of his term of office as President, he shall become First Vice-President for the ensuing year, and shall be chairman ex officio of the Committee on Publication.

Sec. 2. The Secretary shall keep a full and accurate record of the proceedings of the general meetings of the Association and all meetings of the Board of Directors and of the Executive Committee, shall conduct the business of the Association as provided in the articles of incorporation and the By-laws, and, in all matters not definitely prescribed therein, shall be under the direction of the Executive Committee, and, in the absence of direction by the Executive Committee, shall be under the direction of the President, and shall receive or collect all moneys due the Association and pay the same each month to the Treasurer, shall countersign all bills approved for payment by the Board of Directors, or by the Executive Committee in the interval between the meetings of the Board of Directors, or on the approval of the President acting under authority of the Board of Directors, or Executive Committee. The Secretary shall have his records present at all meetings of the Association, of the Board of Directors, and of the Executive Committee. He shall keep a list of members and shall revise said list annually. He shall be secretary of the Board of Directors, and a member of the Committee on Publication. He shall be the custodian of all the prop-

erty of the Association not in charge of the Treasurer and the Board of Trustees. He shall give such bond for the faithful performance of his duties as may be required by the Board of Trustees. He shall submit his annual report to the Executive Committee not later than July 1 prior to the annual meeting of the Association, which report shall be transmitted to the Board of Directors at its annual meeting. At the expiration of his term of office, he shall transfer to his successor all money, books, and other property in his possession belonging to the Association. The Secretary shall not print, publish, nor distribute any official report or other document without the approval of the Publication Committee.

Sec. 3. The Treasurer shall receive from the Secretary and under the direction of the Board of Trustees shall hold in safekeeping all moneys paid to the Association; shall pay the same only upon the order of the Board of Trustees; shall notify the President of the Association and the chairman of the Board of Trustees whenever the surplus funds in his possession exceed five hundred dollars; shall keep an exact account of his receipts and expenditures, with vouchers for the latter; and said accounts, ending on the thirty-first day of May of each year, he shall render to the Executive Committee not later than July 1, and when approved by said committee they shall be transmitted by the committee to the Board of Directors at the first regular meeting of the board held during the week of the annual meeting and to the Representative Assembly at the annual business meeting. The Treasurer shall give such bond for the faithful performance of his duties as may be required by the Board of Trustees. At the expiration of his term of office, he shall transfer to his successor all moneys, books, and other property in his possession belonging to the Association.

Sec. 4. The Board of Directors shall elect corresponding members as prescribed by Section 6 of Article I of these By-laws, shall elect members of the National Council of Education as provided in Section 3 of Article IV of these By-laws, shall have power to fill all vacancies in its own body and in the Board of Trustees; shall recommend to the Executive Committee the place for holding the annual meeting of the Association, the Council of Education, and the departments. The Board of Directors shall approve all bills incurred under authority of the Board of Directors, the Executive Committee, or the President and Secretary acting under the authority of the Board of Direcors or Executive Committee, shall appropriate from the current funds of the year the amounts of money ordered by the Representative Assembly at the annual business meeting for the work of all special committees of research and investigation authorized and provided for at the annual business meetings, shall make a full report of the financial condition of the Association (including the reports of the Secretary, the Treasurer, and the Board of Trustees) to the Representative Assembly at the annual business meeting, and shall do all in its power to make the Association a useful and honorable institution.

Sec. 5. The Executive Committee shall assist the presiding officer in arranging for the time and place of the annual meeting of the Association, of the National Council of Education, and of the various departments.

The Executive Committee shall recommend to the Representative Assembly at the annual business meeting the appointment of special committees for investigation or research, the subjects for which may have been suggested by the National Council or by the active membership of the National Education Associa-

tion or by any of its departments; it shall recommend the amount of money to be appropriated for such investigations. When such special committees are provided for and duly authorized by the Representative Assembly at the annual business meeting, the Executive Committee shall have general supervision, of them, shall receive and consider all reports made by them, and shall print such reports, and present the same, together with the reports received from the Secretary, the Treasurer, and the Board of Trustees and the recommendations of the Executive Committee thereon, to the Representative Assembly at the annual business meeting. All such special committees shall be appointed by the President of the National Education Association.

The Executive Committee shall fill all vacancies occurring in the body of officers of the Association except vacancies in the Board of Directors, Board of Trustees, and the office of Secretary.

Sec. 6. The Board of Trustees shall require of the Secretary and Treasurer bonds of such amount as may be determined by said Board for the faithful performance of their duties, shall make a full report of the finances of the Association to the Executive Committee not later than July 1 prior to the annual meeting of the Association, which report shall be transmitted by the Executive Committee to the Board of Directors at the first regular meeting of the board held during the week of the annual meeting of the Association. It shall choose annually its own chairman and secretary.

Article IV—The National Council of Education

Section 1. The National Council of Education shall discuss educational questions of public and professional interest; propose to the Executive Committee, from time to time, suitable subjects for investigation and research; have a report made at its annual meeting on **Educational Progress during the Past Year**; and in other ways use its best efforts to further the objects of the Association and to promote the cause of education in general.

Sec. 2. The National Council of Education shall consist of one hundred and twenty regular members, selected from the active membership of the National Education Association. Any active member of the Association is eligible to membership in the Council, and each member shall be elected for six years and until his successor is elected.

Sec. 3. The annual election of members of the Council shall be held at the time of the annual meeting of the Association. The Board of Directors of the Association shall annually elect ten members and the Council ten members, and each body shall fill all vacancies in its quota of members. No state, territory, nor district in the United States shall have at one time more than seven regular members in the Council.

Sec. 4. The annual meeting of the Council shall be held during the week of the annual meeting of the Association.

Sec. 5. The absence of a regular member from two successive annual meetings of the Council shall be considered equivalent to his resignation of membership. Persons whose regular membership in the Council has expired shall be denominated honorary members of the Council during the time of their

active membership in the Association with the privilege of attending the regular sessions of the Council and participating in its discussions. A member who discontinues or forfeits his active membership in the Association forfeits his membership in the Council.

Sec. 6. The officers of the Council shall consist of a president, a vice-president, a secretary, and such standing committees as may be prescribed by its by-laws, all of whom shall be regular members of the Council. The secretary of the Council shall, in addition to performing the duties pertaining to his office, furnish the Secretary of the Association a copy of the proceedings of the Council for publication.

Sec. 7. The National Council of Education is hereby authorized to adopt by-laws for its government not inconsistent with the act of incorporation or the by-laws of the Association; provided, That such by-laws be submitted to, and approved by, the Board of Directors of the Association before they shall become operative.

Sec. 8. The powers and duties of the Council may be changed or the Council abolisht upon a two-thirds vote of the Representative Assembly taken at the annual meeting of the Association; provided, That notice of the proposed action has been given at the preceding annual business meeting of the Association.

Article V—Departments

Section 1. The following departments are now (1920) in existence, to wit: The departments, first, of Superintendence; second, of Normal Schools; third, of Elementary Education; fourth, of Higher Education; fifth, of Vocational Education and Practical Arts; sixth, of Kindergarten Education; seventh, of Music Education; eighth, of Secondary Education; ninth, of Business Education; tenth, of Child Hygiene; eleventh, of Physical Education; twelfth, of Science Instruction; thirteenth, of School Administration; fourteenth, the Library Department; fifteenth, of Special Education; sixteenth, of School Patrons; seventeenth, of Rural Education; eighteenth, of Classroom Teachers; nineteenth, for the Promotion of the Wider Use of Schoolhouses; twentieth, of Educational Publications; twenty-first, Deans of Women.

Sec. 2. The active members of the Association, and no others, are members of each department of the Association.

Sec. 3. Each department shall hold its annual meeting at the time and place of the annual meeting of the Association, except the Department of Superintendence, which may hold its annual meeting in February of each year, or at such other time as may be determined by said department, subject to the approval of the Board of Directors of the Association.

Sec. 4. The object of the meetings of the departments shall be the discussion of questions pertaining to their respective fields of educational work. The programs of these meetings shall be prepared by the respective presidents in conference with, and under the general direction of the President of the Association. Each department shall be limited to two sessions, with formal programs, unless otherwise ordered by the President of the Association, except that

a third session of business or informal roundtable conference may be held at the discretion of the department officers.

Sec. 5. The officers of each department shall consist of a president, a vice-president, and a secretary, who shall be elected at the last formal session of the department to serve one year and until their successors are duly elected, and who shall, at the time of their election, be active members of the Association. In case there is a vacancy in the office of president of any of the departments, it shall be filled by an appointment made by the President of the Association. Any other departmental vacancy shall be filled by appointment made by the president of the department.

Sec. 6. The secretary of each department shall, in addition to performing the duties usually pertaining to his office, furnish the Secretary of the Association a copy of the proceedings of the meetings of the department for publication.

Sec. 7. All departments shall have equal rights and privileges, with the exception stated in Section 3 of this article. They shall be named in Section 1 of this article in the order of their establishment and shall be dropt from the list when discontinued. Each department may be governed by its own regulations in so far as they are not inconsistent with the act of incorporation or these By-laws.

Sec. 8. A new department may be establisht by a two-thirds vote of the Board of Directors taken at a regular meeting of the board or by a two-thirds vote of the Representative Assembly at any annual business meeting; provided, That a written application for said department, with title and purpose of the same, shall have been made at the regular meeting of the board next preceding the one at which action is taken, or at the preceding annual business meeting, by at least twenty-five members engaged or interested in the field of labor in the interest of which the department is purposed to be establisht. A department already establisht may be discontinued by the Board of Directors upon a two-thirds vote taken at a regular meeting, or by a two-thirds vote of the Representative Assembly at any business meeting of the Association; provided, That announcement has been made of the proposed action at a regular meeting of the board the preceding year, or at the preceding annual business meeting. A department shall be discontinued when it fails to hold a regular meeting for two successive years.

Article VI—Committees

Section 1. At the regular meeting of the Board of Directors on the first day of the annual meeting, the President shall appoint an Auditing Committee consisting of three active members of the Association, no one of whom shall be either a trustee or a director; to this committee shall be referred the report of the expert accountant, together with the communication of the President transmitting the same, as provided in Section 6 of this article; and the committee shall report its findings at the meeting of the Representative Assembly.

Sec. 2. On the first day of the annual meeting of the Association, at such time and places as shall be designated on the annual program by the President of the Association, the state and local delegates from each state shall select one

member for each of the following committees: Credentials, Nominations, Resolutions, and Necrology. The Committee on Credentials shall receive the official list of the delegates from the Secretary and report thereon to the Representative Assembly.

Sec. 3. The Committee on Nominations shall meet on the third day of the annual meeting at 9:00 a. m., at a place designated by the President of the Association, and shall nominate persons for the following offices in the Association, to wit: one person for President, eleven persons for vice-presidents, one person for Treasurer, and one person from each state, territory, and district in the United States as a member of the Board of Directors. It shall report to the Representative Assembly at the annual business meeting.

Sec. 4. The Committee on Resolutions shall report at the annual business meeting of Representative Assembly, and, except by unanimous consent, all resolutions shall be referred to said committee, without discussion. This committee shall receive and consider all resolutions proposed by active members, or referred to it by the President; some time during the second day of the annual meeting of the Association the committee shall hold a meeting, at a place and time to be announst in the printed program, for the purpose of receiving proposed resolutions and hearing those who may wish to advocate them.

Sec. 5. The Committee on Necrology shall prepare for the publisht Proceedings a list of the active and corresponding members that have died during the year, accompanied by memorial sketches whenever practicable.

Sec. 6. Within thirty days prior to the time of the annual meeting of the Association, the President shall appoint a competent person, firm, or corporation licenst to do business as expert accountants; the accountants so appointed shall examine the accounts, papers, and vouchers of the Secretary, the Treasurer, and the Board of Trustees, and compare the same, and shall also examine the securities of the Permanent Fund held by the Board of Trustees. The report of the said accountants shall be filed with the President before the opening day of the annual meeting of the Association, and shall be by him submitted with such comments as he may think proper, to the Board of Directors, at their meeting held on the first day of the annual meeting of the Association.

Article VII—Meetings

Section 1. A stated meeting of the Association, of the Council of Education, and of each department shall be held annually at such time and place as shall be determined by the Board of Directors or the Executive Committee acting for the board in accordance with these By-laws. An annual meeting of the Association and its subordinate bodies may be omitted for an extraordinary cause, upon the written consent of two-thirds of the directors of the Association, obtained by the Executive Committee.

Sec. 2. The annual business meeting of the Representative Assembly shall begin on the second day of the annual meeting at 9:00 a. m. A regular meeting of the Board of Directors shall be held on the first day of the annual meeting at 10:30 a. m. The first regular meeting of the new Board of Directors shall be held as soon as practicable and within twenty-four hours after the close of the

last session of the annual meeting, the place and time of the meeting to be announst in the printed program. The Board of Trustees shall hold its annual meeting at some convenient time and immediately following the meeting of the new Board of Directors referred to above in this section. Special meetings of the Trustees may be called by the chairman, and shall be called on request of the majority of the Board of Trustees. Due notice of all meetings of the Board of Trustees shall be given to every member of the board by the secretary thereof.

Article VIII—Proceedings

Section 1. The proceedings of the Association, the Council, the departments, the commissions and committees, shall be publisht at the discretion of and under the direction of a committee appointed by the executive committee, provided that in the opinion of the executive committee the funds of the Association warrant the publication. Each member of the Association shall be entitled to a copy of the **Proceedings.**

Sec. 2. No paper, lecture, or address shall be read before the Association or any of the departments in the absence of the author, without the approval of the President of the Association or of the departments interested, nor shall any such paper, lecture, or address be publisht in the **Proceedings** without the approval of the Publication Committee.

Article IX—Quorum

Section 1. Representatives from twenty-five states and territories shall constitute a quorum in all meetings of the Representative Assembly and of the Board of Directors.

Article X—Appropriations

Section 1. Unless otherwise ordered by the Representative Assembly at the annual business meetings, not less than ten per cent of the gross income of the Association each year shall be set aside for such educational investigations and studies as may be ordered in accordance with Section 5 of Article III.

Article XI—Amendments

Section 1. These By-laws may be altered or amended at the annual business meeting of the Representative Assembly by unanimous consent, or by a two-thirds vote of the Representative Assembly if the alteration or amendment shall have been proposed in writing at the annual business meeting next preceding the one at which action is taken, and the due anouncement of the proposed action shall have been made in the official publication of the Association.

PLATFORM OF THE NATIONAL EDUCATION ASSOCIATION

"The purpose and object of the said corporation shall be to elevate the character and advance the interests of the profession of teaching and to promote the cause of education in the United States."—*Charter of Association granted by Congress.*

In carrying out the purpose for which it was chartered, the National Education Association is committed to the following platform:

1. A competent, well-trained teacher in hearty accord with American ideals, in every public school position in the United States.

2. Increast facilities for the training of teachers, and such inducements to enter the teaching profession as will attract men and women of the highest character and ability to this important field of public service.

3. Such an awakening of the people to a realization of the importance and value of education as will elevate the profession of teaching to a higher plane in public esteem and insure just compensation, social recognition, and permanent tenure on the basis of efficient service.

4. Continued and thoro investigation of educational problems as the basis for revised educational standards and methods, to the end that the schools may attain greater efficiency and make the largest possible contribution to public welfare.

5. The establishment of a Department of Education with a Secretary in the President's Cabinet, and Federal aid to encourage and assist the states in the promotion of education, with the exprest provision that the management of the public schools shall remain exclusively under state control.

6. The unification and federation of the educational forces of the country in one great professional organization devoted to the advancement of the teaching profession, and, thru education, the promotion of the highest welfare of the nation. To accomplish this purpose every teacher should be a member of a local teachers' organization, a state teachers' association, and the National Education Association.

7. Active assistance to state and local affiliated associations in securing needed legislation and in promoting the interests of such associations and the welfare of their members in accordance with the Charter and By-laws of this Association.

8. Equal salaries for equal service to all teachers of equivalent training, experience and success; and the promotion of sympathetic cooperation between school authorities and teachers by utilizing under recognized authority and responsible leadership suggestions and advice based upon class-room experience.

9. Cooperation with other organizations and with men and women of intelligence and vision everywhere who recognize that only thru education can be solved many of the serious problems confronting our nation.

10. The National Education Association is committed to a program of service:—service to the teachers, service to the profession, service to the nation. Its supreme purpose is the welfare of the childhood of America.