

NORTHERN NEW MEXICO COLLEGE STAFF ASSOCIATION CONSTITUTION

Adopted: 8-29-25

ARTICLE 1: NAME

The name of the organization is the **Northern New Mexico College Staff Association**.

ARTICLE 2: STATEMENT OF PURPOSE

SECTION 1. PURPOSE

The purpose of the NNMC Staff Association is to represent the interests of all staff and serve as a vital advisory body on matters related to the general welfare, success, and engagement of staff at Northern New Mexico College. The Staff Association shall serve as a representative voice for NNMC staff in communication with college leadership.

SECTION 2. AUTHORITY

The Staff Association does not replace or override NNMC policies and procedures but may make recommendations for their adoption or amendment. The Association may also advocate for improvements in working conditions, compensation, and staff engagement. The Association shall not override collective bargaining agreements or union representation where applicable, and does not have authority over matters covered by existing labor contracts.

ARTICLE 3: MEMBERSHIP

SECTION 1. ELIGIBLE STAFF

- A. Any staff member employed at NNMC categorized as Staff per NNMC job category, in a regular, contract, or term position at least half-time, at the director level and below, and who has completed six months of continuous employment, is eligible for Staff Association membership.
 - B. Staff with faculty appointments will be considered staff for the purposes of Association eligibility..
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ARTICLE 4: CONSTITUTION AND AMENDMENTS

SECTION 1. CONSTITUTION RATIFICATION

This constitution shall take effect upon:

- The majority (51%) approval by Staff Association members as determined by votes cast.
- Final approval by the NNMC Board of Regents

SECTION 2. AMENDMENTS

Amendments may be proposed at regular Association or Senate meetings by any staff member. Amendments require:

- A broadcast to all staff with the proposed amendment, and no action can be taken until at least one subsequent meeting
- Majority approval (51%) of the Staff Association members as determined by votes cast.

Approved by the NNMC Board of Regents 8-29-25