

# Proposed Bylaws Revisions

These proposed changes to the NSEA's Bylaws will be considered during the annual meeting of the Delegate Assembly at Embassy Suites in Lincoln on April 24-25.

## Proposed Bylaws Amendment 1

### ■ Article III: Board of Directors

**SECTION 1.** The Board of Directors shall consist of the President; the Vice President; the National Education Association Directors for Nebraska; the at-large Ethnic Minority representative and representatives of each District Association. The Board shall be apportioned on the basis of one person-one vote. Each District Association shall be entitled to at least one member on the Board of Directors. Each District Association member of the Board must represent the same number of constituents (with variation not to exceed plus or minus 10 percent). The representation ratio of Board members to constituents shall be determined by the NSEA Board of Directors.

Delegate Assembly shall elect one at-large ethnic minority representative to the board of directors from an identified ethnic minority member of the NSEA. Ethnic minority shall mean those persons designated as ethnic minority by statistics published by the United States Bureau of the Census. This designation shall specifically include American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, and Hispanic. If during the first or second year of a term a vacancy in the office(s) of the Ethnic Minority At-large Director occurs, the NSEA Board of Directors shall recommend the appointment of an interim Ethnic Minority At-large Director to the NSEA Board of Directors to assume the duties until a new Ethnic Minority At-large Director is elected at the next Delegate Assembly to complete the un-expired term. In the event a vacancy occurs during the third year of a term, the NSEA Board of Directors shall recommend the appointment of an interim Director(s) to the NSEA Board of Directors to assume the duties for the remainder of the term.

(KEEP REMAINING PARAGRAPHS OF SECTION 1)

**SECTION 2.** The District Presidents, the President of NSEA-Retired, the President of the Higher Education Academy, an Education Support Professional representative, and the President of the Student Education Association of Nebraska (SEAN) and the Chair of the Ethnic Minority Affairs Committee (EMAC); shall be invited to attend all meetings of the Board of Directors each year as ex-officio members without the right to vote. In the absence of any Board member the District President may assume the seat of an absent director from the same district with voting privileges. NSEA members who are elected at the National Education Association level to be members of the NEA Board of Directors shall be invited to attend meetings of the NSEA Board as ex-officio members without the right to vote. NEA-budgeted funds must be utilized for expenses.

### ■ Article V: Delegate Assembly

**SECTION 7:** Delegate Assembly shall elect one at-large ethnic minority representative to the board of directors from an identified ethnic minority member of the NSEA. Ethnic minority shall mean those persons designated as ethnic minority by statistics published by the United States Bureau of the Census. This designation shall specifically include American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, and Hispanic. All elections shall be by ballot except when there is only one (1) candidate for the position. In this case, the chair shall declare such candidate elected.

(RENUMBER EXISTING SECTION 7 & SECTIONS 8 & 9)

**RATIONALE:** The recommendation of the Ad Hoc Committee on NBI 2014-8 is to create an Ethnic Minority at-large position to be elected by the Delegate Assembly body beginning at the DA in 2016. The proposed Bylaw would put Nebraska's Board of Directors

in similar composition as other states, while ensuring a voting voice for NSEA's ethnic minority members.

Based on the committee's findings, larger states such as California, Washington, and Michigan do indeed have an ethnic minority voting seats.

AZ: Ethnic minority based on ratio of ethnic minority members.

CO: at large Board of Directors seat; ethnic minority weighted vote.

NV: In addition, the NSEA Board of Directors will review the ethnic minority content of the Board of Directors resulting from Director elections. In the event the percentage falls below the 25% (twenty five percent) or the actual percentage of ethnic minority K-12 and Education Support Professionals in counties where NSEA has affiliates, whichever is higher, a plan for representation shall be developed by the NSEA Board of Directors and implemented, resulting in minority representation at least equal to the actual percentage of ethnic minority K-12 and ESP where NSEA has affiliates.

WY: The Ethnic-Minority, ESP, and Higher Education statewide representatives shall be elected to a two (2) -year term and shall serve no more than three (3) consecutive terms.

TX: No separate ethnic minority vote.

KS: Ethnic minority at-large voting member.

*Submitted by the Ad Hoc Committee for EMAC.*

## Proposed Bylaws Amendment 2

### ■ Article V: Delegate Assembly

**SECTION 6.** The Delegate Assembly shall elect the General Officers of the Association. Active-member delegates shall elect the NEA Director, and all delegates shall determine if the elected NEA Director will have voting rights on the NSEA Board of Directors or will serve as a non-voting, ex-officio member of the Board. The senior NEA Director will always be a voting member of the NSEA Board. If voting rights for the NEA Director are not granted, the result will impact only the junior NEA Director. All elections shall be by ballot except when there is only one (1) candidate for the position. In that case, the chair shall declare such candidate elected, and voting rights for the NEA Director on the NSEA Board of Directors shall be determined by a vote of all delegates.

**RATIONALE:** The general officers of NSEA have the authority to make decisions on behalf of the entire membership of NSEA, and have in the past, been elected to their positions by delegates to Delegate Assembly representing every membership category of the association. A recent ruling from NEA provided that only active members of the association could vote for the active-member NEA Director. That ruling disenfranchised student and retired delegates, and denied them the right to vote for all of the general officers of the association.

This amendment would bring NSEA Bylaws into conformity with the NEA requirements regarding voting for NEA Directors. It would reinstate the ability of all delegates to Delegate Assembly to determine which general officers have voting authority on the NSEA Board of Directors. This amendment restores representation of all membership categories in the election of general officers of the association.

The senior NEA Director is the NEA Director who has the longest service as a Nebraska NEA Director. If both Nebraska NEA Directors are elected for their first term at the same Delegate Assembly, the senior NEA Director is the one who is elected first. If this Bylaw Amendment is adopted, a formal definition of "senior NEA Director" will be placed in NSEA Board Policy.

General officers of NSEA should represent all categories of membership: active, retired and student. This bylaws amendment aligns our bylaws with the current practice regarding voting for NEA Director, and re-establishes the ability of all delegates to Delegate Assembly to determine which general officers have voting authority over the direction of the association.

*Submitted by the Ad Hoc Committee on Board Structure.*

# 2015-16 NSEA Dues Recommendation

## Dues for Certificated Staff

The NSEA Board of Directors has recommended the following annual fee structure for Association membership by certificated staff. Delegates to the NSEA Delegate Assembly on April 24-25 will consider and act on this proposal. For the 2015-16 Association year, the NSEA Board of Directors recommends the dues for these certificated classes of NSEA membership be as follows:

**Active:** \$387    **Half-time Active:** \$193.50    **Active Substitute:** \$193.50    **Non-Active Sub:** \$96.75

The total NSEA dues and assessments for 2014-15 were \$384. The total NSEA dues and assessments for the current year and the proposal for next year are summarized below:

	2014-15	2015-16	Changes (%)
General Fund Dues .....	\$361	\$363	\$2 (0.6%)
Ballot Contingency Fund .....	\$8	\$9	\$1 (12.5%)
State PAC .....	\$15	\$15	0 (0%)
<b>Total .....</b>	<b>\$384</b>	<b>\$387</b>	<b>\$3 (0.78%)</b>

The Ballot Contingency Fund is used when proposed ballot initiatives or referenda affect public education. The NSEA Political Action Fund (PAC) supports member-recommended pro-education candidates.

All amounts listed are for state dues only. NEA dues for 2015-16 have been proposed at no more than \$185, a \$2 increase.

As noted, the 2015-16 dues amount for full-time, active members of NSEA includes a voluntary contribution of \$15 to NSEA's Political Action Fund and \$7.50 for half-time active members and active substitute members. This contribution is refundable upon receipt of a written, individually-composed request. A reminder of the opportunity to seek a refund is published in the January issue of the NSEA Voice. Address refund requests to NSEA PAC Refund, in care of NSEA President, 605 S. 14th St., Lincoln, NE 68508. Requests must be postmarked no later than February 15 each year.

## Dues for Educational Support Professionals

Delegates to the 2001 Delegate Assembly approved a separate dues structure for Educational Support Professionals (ESP). That action created four levels of dues for ESP members, and the NSEA Board of Directors modified the ESP dues structure to a six-tiered structure. The ESP dues structure is motivated by an effort to establish equity between the wide range of ESP salaries, while taking into consideration the fact that beginning teachers or teachers in lower-paid school districts are still paying full NSEA dues. In this model, the ESP member's total base salary, regardless of the hours or number of days worked, establishes the state dues for that member. The percentages are based on the lowest starting teacher salary in the state, which was \$30,050 in 2014-15.

ESP Dues Tier	NSEA Dues
Active ESP (salary of \$30,050 or more) .....	<b>\$387.00</b> (100 percent of teacher dues)
Active ESP (\$24,040 to \$30,049) .....	<b>\$348.30</b> (90 percent of teacher dues)
Active ESP (\$18,030 to \$24,039) .....	<b>\$270.90</b> (70 percent of teacher dues)
Active ESP (\$12,020 to \$18,029) .....	<b>\$193.50</b> (50 percent of teacher dues)
Active ESP (\$6,010 to \$12,019) .....	<b>\$116.10</b> (30 percent of teacher dues)
Active ESP (\$6,009 or less) .....	<b>\$38.70</b> (10 percent of teacher dues)

# 2015-16 Dues Comparison

Membership dues for the Nebraska State Education Association rank below the average of adjacent states.

State	13-14	14-15	Proposed	NSEA Dues History		
Wyoming.....	\$490	\$491	\$500	Budget Year	NSEA Dues	Percent Increase
Iowa .....	\$490	\$496	\$496	2015-16	\$387	0.78
Colorado .....	\$429	\$433	\$435	2014-15	\$384	1.05
South Dakota....	\$381	\$392	\$403	2013-14	\$380	1.06
Missouri .....	\$381	\$392	\$392	2012-13	\$376	1.08
<b>Nebraska .....</b>	<b>\$380</b>	<b>\$384</b>	<b>\$387</b>	2011-12	\$372	4.20
Kansas.....	\$374	\$381	\$385	2010-11	\$357	2.00
				2009-10	\$350	2.30
				2008-09	\$342	4.26
				2007-08	\$328	6.49
				2006-07	\$308	4.05
				2005-06	\$296	4.96
<b>AVERAGE .....</b>	<b>\$424.17</b>	<b>\$430.83</b>	<b>\$435.17</b>			