

# 2016-17 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 15-16 will consider and act on this proposal. For the 2016-17 Association year, the NSEA Board of Directors recommends the dues for these certificated classes of NSEA membership be as follows:

**Active:** \$399      **Half-time Active:** \$199.50      **Active Substitute:** \$199.50      **Non-Active Sub:** \$99.75

The total NSEA dues and assessments for 2015-16 were \$387. The total NSEA dues and assessments for the current year and the proposal for next year are summarized below:

	2015-16	2016-17	Change (%)
General Fund Dues .....	\$363	\$374	\$11 (3.03%)
Ballot Contingency Fund .....	\$9	\$10	\$1 (11.1%)
State PAC .....	\$15	\$15	0 (0.0%)
<b>Total.....</b>	<b>\$387</b>	<b>\$399</b>	<b>\$12 (3.10%)</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 2016-17 have been proposed at no more than \$187, a \$2 increase.

As noted, the 2016-17 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 \$30,700 in 2015-16.

ESP Dues Tier	NSEA Dues
Active ESP (salary of \$30,700 or more) .....	<b>\$399.00</b> (100 percent of teacher dues)
Active ESP (\$24,560 to \$30,699) .....	<b>\$359.10</b> (90 percent of teacher dues)
Active ESP (\$18,420 to \$24,559) .....	<b>\$279.30</b> (70 percent of teacher dues)
Active ESP (\$12,280 to \$18,419) .....	<b>\$199.50</b> (50 percent of teacher dues)
Active ESP (\$6,140 to \$12,279) .....	<b>\$119.70</b> (30 percent of teacher dues)
Active ESP (\$6,139 or less) .....	<b>\$39.90</b> (10 percent of teacher dues)

# 2016-17 Dues Comparison

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

State	14-15	15-16	Proposed	NSEA Dues History		
				Budget Year	NSEA Dues	Percent Increase
Wyoming.....	\$491	\$500	\$511	2016-17	\$399	3.10
Colorado.....	\$433	\$498	\$NA	2015-16	\$387	0.78
Iowa.....	\$496	\$497	\$499	2014-15	\$384	1.05
South Dakota....	\$392	\$403	\$415	2013-14	\$380	1.06
<b>Nebraska .....</b>	<b>\$384</b>	<b>\$387</b>	<b>\$399</b>	2012-13	\$376	1.08
Missouri.....	\$392	\$392	\$392	2011-12	\$372	4.20
Kansas.....	\$381	\$385	\$391	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
<b>AVERAGE .....</b>	<b>\$430.83</b>	<b>\$445.83</b>	<b>\$441.60</b>			

# 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 15-16.

## Proposed Bylaws Amendment 1

### ■ Article II: Officers

**SECTION 5.** The President shall preside at all general meetings of the Association and the Delegate Assembly and shall serve as Chairman of the Board of Directors. The President shall perform the duties which usually devolve upon the chief officer of such Association and the duties which are prescribed by these Bylaws and the policies of the Board of Directors. The President shall serve as the first Alternate NEA Director for Nebraska and be an ex officio member of all ~~commissions and~~ committees of the Association.

**SECTION 6.** The Vice President shall serve as presiding officer in the absence of the President. The Vice President shall serve as the second Alternate NEA Director for Nebraska and be an ex officio member of all ~~commissions and~~ committees of the Association. In the absence of both the President and Vice President, the senior NEA Board member shall serve as chairman pro-tempore.

### ■ Article III: Board of Directors

**SECTION 8.** The Board of Directors shall, on its own initiative, or as directed by the Delegate Assembly, appoint ~~commissions and~~ committees deemed necessary to achieve the purposes of the Association, and shall perform other duties prescribed or implied by the bylaws and policies of the Delegate Assembly deemed necessary for the welfare of the Association.

**SECTION 9.** Members may be appointed to ~~commissions and~~ committees for a term not to exceed three Association years. Absence from two consecutive meetings, except for approved reasons, shall constitute grounds for declaring the position vacant. Vacancies shall be filled in the manner of the original appointment.

### ■ Article V: Delegate Assembly

**SECTION 9.** In the event of an emergency, the Board of Directors may postpone the annual meeting known as the Delegate Assembly not to exceed a period of six months. In the event of such postponement, all officers and members of the Board of Directors and committees, ~~or commissions~~ shall remain in office until the Delegate Assembly next convenes.

### ■ Article IX: Review Board

**SECTION 4.** The jurisdiction of the Review Board shall include hearing and making findings in the following disputes:

- (a) The removal of any officer or member of the Board of Directors of the Association, or an officer of a District Association, or a member of any ~~commission or~~ committee of the Association, for conduct not in the best interests of the Association.

**RATIONALE:** There are several places in the current NSEA Bylaws that make reference to commissions. NSEA no longer has any commissions and the proposed amendment deletes the use of commissions in six places where they are referenced.

*Submitted by the NSEA Bylaws and Policy Committee.*

## Proposed Bylaws Amendment 2

### ■ Article V: Delegate Assembly

**SECTION 3.** The Delegate Assembly shall be composed of the General Officers of the Association, the President and Vice President of each district association, voting members of the Board of Directors, the presidents of SEAN and NSEA-Retired and a number of delegates on the basis of one delegate for each 300 NSEA Student members or major fraction thereof; one delegate for each 300 NSEA Retired members or major fraction thereof of each NSEA District or cluster delegate; and one delegate for each fifty (50) active members or major fraction thereof of each chartered local association. Local associations with fewer than twenty-six (26) active members shall be clustered for representation at Delegate Assembly. Past Presidents of the Association, ~~and one delegate from each NSEA state affiliate, except SEAN and NSEA-R,~~ shall be non-voting delegates to the Delegate Assembly. The Delegate Assembly shall be the final judge of the qualifications of all delegates. The Assembly shall be apportioned on the basis of one person-one vote. Election of all delegates shall be by open nomination and balloting.

**RATIONALE:** There are two affiliates with NSEA, SEAN and NSEA-R. The Presidents of those two affiliates are designated delegates to Delegate Assembly by virtue of their office. This amendment updates our current NSEA Bylaws by deleting any reference to other NSEA state affiliates, which there are none.

*Submitted by the NSEA Bylaws and Policy Committee.*

## Proposed Bylaws Amendment 3

### ■ Article X: Finance

**SECTION 3:** The annual membership fee for active members shall be paid to the treasurer of a chartered local education association, except when membership in a local association has been waived, and transmitted to the Association Treasurer/Comptroller. Dues that are paid by electronic funds transfer will be transmitted directly to NSEA. Local dues transmitted to NSEA by electronic funds transfer will be remitted to the local association treasury. Fees for other classes of membership may be paid directly to the Association Treasurer/Comptroller.

**RATIONALE:** For the past three years, members of some local associations have been paying their dues through electronic funds transfer directly to NSEA. The additional language clarifies the process of paying dues by EFT.

*Submitted by the NSEA Bylaws and Policy Committee.*

## Proposed Bylaws Amendment 4

### ■ 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 eth-

nic 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 of the Ethnic Minority At-large Director occurs, such a vacancy shall be filled by the NSEA Board of Directors, which shall elect a successor to serve until the next meeting of the Delegate Assembly. The Delegate Assembly shall then elect a successor for the remainder of the term. In the event a vacancy occurs during the third year of a term, the NSEA Board of Directors shall elect a successor 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 an 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 2014 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 NSEA DA in 2017. 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. By promoting minority leadership, the NSEA can gain the substantial participation of Ethnic Minority Educators while also meeting the needs of our minority students. This amendment would directly address and substantiate NSEA's Minority Involvement Plan as well as NEA's Bylaw 3-1-g.

*Submitted by the NSEA EMAC Committee.*

## Children's Fund Campaign Goal is \$150,000

### 18-Month Drive Opens at Delegate Assembly

For more than 20 years, the NSEA's Children's Fund has been assisting kids in need.

Now, the presidents of NSEA's six governance districts believe the Children's Fund itself needs a bit of assistance. At NSEA Delegate Assembly they will formally launch a drive to raise \$150,000 for the Children's Fund by October 2017, which marks the 150th anniversary of NSEA's founding.

Every penny raised between now and October 2017 will count toward the drive. That's an ambitious goal over the next 18 months, since the fund typically collects from \$45,000 to \$50,000 in any given year. There is a need, however, as expenses can reach beyond \$70,000 in a year.

"Reaching this goal would put the fund on sound footing well into the future," said NSEA President Nancy Fulton. "I encourage every member and every local to consider making it a reality."

Already, the Neligh-Oakdale Education Association is on board with a check for \$300 presented in March. NOEA members re-

cently hosted a concession stand to raise the money.

Local associations are encouraged to brainstorm fund-raising ideas; to challenge other local associations; to collect change; host a jeans day fundraisers; or consider other ideas to contribute toward the fund.

To make donations easier, the Children's Fund is now set up to accept donations through PayPal. Find the link at [www.nsea.org/childrensfund](http://www.nsea.org/childrensfund).

Questions? Call Sally Bodtke at NSEA at 1-800-742-0047 or at: [sally.bodtke@nsea.org](mailto:sally.bodtke@nsea.org)



**A Donation: Neligh-Oakdale's Lisa Newton-Hanson presents a check for \$300 to NSEA Organization Specialist Rich Wergin, to benefit NSEA's Children's Fund.**