

2017-18 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 21-22 will consider and act on this proposal. For the 2017-18 Association year, the NSEA Board of Directors recommends the dues for these certificated classes of NSEA membership be as follows:

Active: \$406 **Half-time Active:** \$203 **Active Substitute:** \$203 **Non-Active Sub:** \$101.50

The total NSEA dues and assessments for 2016-17 were \$399. The total NSEA dues and assessments for the current year and the proposal for next year are summarized below:

	2016-17	2017-18	Change (%)
General Fund Dues	\$374	\$381	\$7 (1.87%)
Ballot Contingency Fund	\$10	\$10	\$0 (0%)
State PAC	\$15	\$15	\$0 (0%)
Total.....	\$399	\$406	\$7 (1.75%)

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 2017-18 have been proposed at no more than \$406, a \$7 increase.

As noted, the 2017-18 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 \$31,200 in 2016-17.

ESP Dues Tier	NSEA Dues
Active ESP (salary of \$31,200 or more)	\$406.00 (100 percent of teacher dues)
Active ESP (\$24,960 to \$31,199)	\$365.40 (90 percent of teacher dues)
Active ESP (\$18,720 to \$24,959)	\$284.20 (70 percent of teacher dues)
Active ESP (\$12,480 to \$18,719)	\$203.00 (50 percent of teacher dues)
Active ESP (\$6,240 to \$12,479)	\$121.80 (30 percent of teacher dues)
Active ESP (\$6,239 or less)	\$40.60 (10 percent of teacher dues)

2017-18 Dues Comparison

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

State	15-16	16-17	Proposed	NSEA Dues History		
				Budget Year	NSEA Dues	Percent Increase
Wyoming.....	\$500	\$511	\$512	2017-18	\$406	1.75
Colorado.....	\$498	\$NA	\$NA	2016-17	\$399	3.10
Iowa.....	\$497	\$499	\$NA	2015-16	\$387	0.78
South Dakota....	\$403	\$415	\$415	2014-15	\$384	1.05
Nebraska	\$387	\$399	\$406	2013-14	\$380	1.06
Missouri	\$392	\$392	\$392	2012-13	\$376	1.08
Kansas.....	\$385	\$391	\$NA	2011-12	\$372	4.20
				2010-11	\$357	2.00
				2009-10	\$350	2.30
				2008-09	\$342	4.26
				2007-08	\$328	6.49
AVERAGE	\$445.83	\$441.60				

Proposed Bylaws Revisions

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 representatives of the Ethnic Minority Affairs Committee (EMAC) 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.

(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 6. The Delegate Assembly shall elect the General Officers of the Association and the at-large representative of the Ethnic Minority Affairs Committee (EMAC). 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.

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 2018. 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 NSEA EMAC Chair Isau Metes, Lincoln)

Proposed Bylaws Amendment 2

■ 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; and representatives of each District Association Governance Area; at-large representatives of the Ethnic Minority Affairs Committee (EMAC), the Higher Education

Academy, Educational Support Professionals (ESPs); and elected representatives of NSEA-Retired and Student Education Association of Nebraska (SEAN). The Board shall be apportioned on the basis of one person-one vote. Each ~~District Association Governance Area~~ shall be entitled to at least one member on the Board of Directors. Each ~~District Association Governance Area~~ 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.

~~District Associations Governance Areas~~ shall elect representatives to the Board of Directors who must be active members of the Association in accordance with NSEA policy to insure open nominations, ballots and a system for run-off vote. Representatives may be elected for no more than two consecutive terms of three years and shall assume office on August 1 following their election. No person shall hold simultaneously more than one seat on the Board of Directors; ~~either as a general officer or as a District Association Representative or President.~~

The President of the Association shall inform the president of the district when the district qualifies for an additional representative. Insofar as possible, an equal number of members shall be elected each year. The length of the initial term of new members shall be determined by the Board rotation. Vacancies on the Board of Directors shall be filled ~~in accordance with the bylaws of the district affected through appointment by the NSEA Board of Directors.~~ Such appointments shall extend to the end of the Association year in which the appointment was made.

Districts losing a seat on the Board of Directors as of the membership count on January 15, shall drop a member at the close of the Association year, by not electing a person for the vacant post. Districts gaining a seat on the Board of Directors shall add a member at the beginning of the next Association year.

If a county is transferred to another ~~District Governance Area~~ by action of the Board of Directors, ~~District Association Governance Area~~ representative(s), who are members of a local in that county, will continue to serve on the NSEA Board through the ~~next July 31 end of the Association year in which the appointment was made.~~ Any vacancy created by this action will be filled by election or appointment by the ~~respective District Association Board of Directors.~~

SECTION 2. The District Presidents, the President of NSEA-Retired, the President of the Higher Education Academy, an Education Support Professional representative, 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 1. There shall be an annual meeting of selected members representing State District, and chartered local associations to be known as the Delegate Assembly. Special meetings may be called by a two-thirds vote of the Board of Directors or by petition by a majority of the official delegates in attendance at the previous regular session.

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 Governance Area 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 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.

SECTION 6. The Delegate Assembly shall elect the General Officers of the Association and at-large representatives of the Ethnic Minority Affairs Committee (EMAC), the Higher Education Academy, and Educational Support Professionals (ESPs). 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.

SECTION 8. A quorum of the Delegate Assembly shall be a majority of the delegates registered as attending, with at least four separate NSEA governance districts having a quorum present.

■ Article VI: District Associations Governance Areas

SECTION 1. The District Associations Governance Areas shall be configured to guarantee one-person one vote representation on the NSEA Board of Directors. A committee composed of the NSEA District Presidents and the NSEA Bylaws Committee shall annually review NSEA's governance compliance with the one person one vote requirement and shall develop a district Governance Area boundary model which will guarantee compliance with NEA affiliation standards. The Bylaws Committee shall recommend the plan to the NSEA Board for its consideration. Prior to the adoption of any district Governance Area configuration by the NSEA Board, the model shall be distributed to the executive committee of each of the existing districts and the details provided to local associations and members through mailings and NSEA publications. The Board will then solicit comments and recommendations for thirty (30) days. Thereafter, the Board will make any appropriate changes in the model and adopt the new district Area structure. Any changes in the district Governance Area structure will become effective on September 1 following the adoption of change. Each district Governance Area shall be composed of contiguous counties. In addition, the Board of Directors may create statewide districts Governance Areas.

SECTION 2. Each District Association shall adopt its own bylaws which shall be consistent with the bylaws of the Association. Each District Association Governance Area shall submit such reports to the Association as the Board of Directors may direct.

■ Article VIII: National Education Association

SECTION 3. Election as a district Governance Area representative on the State Board of Directors also constitutes election as a state delegate to the NEA Representative Assembly for a term coinciding with their term as a state board member.

■ Article IX: Review Board

SECTION 3. The Review Board shall be composed of the district presidents of the Association five voting members of the Board of Directors. No president shall participate in a matter involving a local affiliate or member from the district that president represents.

SECTION 4. The jurisdiction of the Review Board shall include hearings 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 committee of the Association, for conduct not in the best interests of the Association.
- (b) The censure, suspension or expulsion of a member of the Association for violation of the Code of Ethics of the Education Profession or for conduct not in the best interests of the Association. In the censure, suspension or expulsion of a member, the Review Board shall be empowered to establish the conditions for reinstatement or for removal of the censure.
- (c) The interpretation and application of actions of the Board of Directors or Delegate Assembly to determine if such actions are consistent with the provisions of the Bylaws of the Association. Any recommendations for remedial action shall be referred to the appropriate governing body, with the right of appeal to the Delegate Assembly.
- (d) The challenge of any state or district election results made by any association member. The findings of the Review Board shall be submitted to the Board of Directors and the parties of interest.

■ Article XI: Initiative and Referendum

SECTION 1. Ten percent (10%) of the active NSEA members of each District Association may propose any measure by petition or may order a referendum upon any act of the Delegate Assembly or the Board of Directors. When such initiated measure or referendum is proposed, it must, at the earliest possible date, be submitted by the Board of Directors to chartered local associations for vote by the active members of the Nebraska State Education Association. Such proposal or referendum shall become effective if it receives a majority of the votes cast upon the proposition by individual active members.

RATIONALE: NSEA's Governance structures have remained much the same as they have been for decades. Over the past two years the Task Force investigated different governance models and is proposing one that is fluid, flexible and adaptable to keep the Association strong and positioned to address the challenges that the Association is likely to face in the coming years.

Proposed changes include a reconfiguration of Governance Districts and restructuring the NSEA Board of Directors by reducing the size of the Board and providing voting rights for all Board members, including representatives from NSEA-R, SEAN, EMAC, ESPs, and Higher Education. (Submitted by Governance Review Task Force)

