

# **NEBRASKA STATE EDUCATION ASSOCIATION - RETIRED**

## **BYLAWS**

Revised February 2014

### **ARTICLE I – NAME**

The name of this membership body shall be the Nebraska State Education Association-Retired (NSEA-Retired).

### **ARTICLE II – PURPOSE**

NSEA-Retired shall be dedicated to the promotion of retirement with dignity, happiness, and adequate income by:

- a. promoting the social, professional and economic status, and the general welfare of retired public school employees,
- b. providing a forum for united action with others who are devoted to the cause of public education,
- c. promoting voluntary participation by its members in civic and educational affairs.

### **ARTICLE III – OBJECTIVES**

The Objectives of NSEA-Retired shall include, but not be limited to:

1. Gain members through recruitment and develop them through communication.
2. Communicate to members through NSEA and NSEA-Retired publications.
3. Provide economic benefits and services to retired members, primarily through NSEA's and NEA's legislative and special services programs.
4. Improve teacher retirement.
5. Help elect NSEA-endorsed candidates through the use of retired member volunteers.
6. Participate in lobbying NSEA's legislative programs.
7. Provide pre-retirement training and counseling through seminars and self-help publications.
8. Provide leadership development and training opportunities through an annual meeting and communications.

9. Provide support for NSEA's programs and policies.

#### ARTICLE IV – MEMBERSHIP

- Section 1. NSEA-Retired membership shall be open to any NSEA member who has retired and reached the age of forty-five (45) years or more, or is eligible to receive benefits under a school employee retirement system, and has held active, substitute, reserve, or staff membership in the Association or comparable membership in a corresponding membership category in another state affiliate for at least one (1) year immediately prior to retirement. Retired members are eligible to vote and hold NSEA-Retired office and to be voting delegates to the NSEA Delegate Assembly and the NEA Representative Assembly and may hold appointive positions in the NSEA. NSEA-Retired members shall be eligible to receive benefits and services of the NEA, NEA-Retired, NSEA, and NSEA-Retired that are authorized by the respective Boards of Directors.
- Section 2. Pre-retired Subscribers. Any member of NSEA, who has paid the appropriate lifetime fees and who is not yet retired, shall be considered an NSEA-Retired Pre-retired Subscriber. Pre-retired Subscribers shall be eligible to receive benefits and services of the NEA that are authorized by the NEA Board of Directors, and are eligible to receive benefits and services of NSEA-Retired that are authorized by the NSEA-Retired Board of Directors.
- Section 3. NSEA-Retired requires unified membership.
- Section 4. Retired membership is limited to persons who support the purposes and programs of the Association.

#### ARTICLE V – OFFICERS AND THEIR DUTIES

- Section 1. The officers of NSEA-Retired shall be President, Vice President, Secretary, and Treasurer.
- Section 2. Any member of NSEA-Retired in good standing shall be eligible to be a candidate for President, Vice President, Secretary, or Treasurer of the Association.
- Section 3. The President shall call regular and special meetings of the Board of Directors and shall preside at those meetings. The President shall serve as the first NSEA-Retired delegate to NSEA Delegate Assembly, the NEA-Retired Annual Meeting, and NEA Representative Assembly. The President shall appoint members of all standing and special committees, with the advice and consent of the Board of Directors, unless otherwise provided. The President shall be an ex-officio member of all committees except the Nominating Committee. The President shall serve as an ex-officio member of the NSEA Board of Directors.
- Section 4. The Vice President shall preside at meetings in the absence of the President. If the office of President becomes vacant, the Vice President shall fill that vacancy for the remaining term of office. The Vice-President shall assist the District Directors and

Local Presidents in membership promotion and in the formation of and development of new local associations, and serve as Chair for the Scholarship Committee.

Section 5. The Secretary shall maintain appropriate records of all meetings of the Board of Directors and other meetings as directed by the President.

Section 6. The Treasurer shall chair the Budget Committee and maintain appropriate records, which will be filed for audit.

Section 7. Elections for the offices of President and Vice President shall occur every three years beginning in 2005. Elections for the offices of Secretary and Treasurer shall occur every three years beginning in 2007.

Section 8. Vacancies, except for the office of the President, shall be filled by majority vote of the NSEA-Retired Board of Directors for the remainder of the terms affected.

#### ARTICLE VI – BOARD OF DIRECTORS AND ADMINISTRATION

Section 1. The Board of Directors shall be the governing body of NSEA-Retired and shall be composed of the elected officers and the District Directors. The non-voting ex-officio members of the Board of Directors shall be the liaison from the NSEA Board of Directors, and the editor of the NSEA-Retired publications.

Section 2. Duties of the Board of Directors:

The NSEA-Retired Board of Directors shall provide leadership in carrying out the objectives of the organization, and shall advise the NSEA on matters relating to retirement. The NSEA-Retired Board shall be authorized to fill vacancies in its body as outlined in the Bylaws.

Section 3. Executive Director. The Executive Director of the NSEA shall be the chief executive officer of NSEA-Retired. The Executive Director or his or her designee shall (a) be responsible for the effectuation of all policies of the NSEA-Retired Board, (b) be an ex-officio member of all committees, (c) be invited to attend all meetings of members and the Board, (d) cause minutes of said meetings to be preserved, (e) cause all required notices to be given, and (f) have other duties as may be delegated to him or her by the Board.

#### ARTICLE VII – DISTRICT DIRECTORS

Section 1. (a) NSEA Capitol, Elkhorn, Panhandle, Sandhills, and Tri-Valley Districts shall each elect one District Director for a three-year term; NSEA Metro District shall elect two District Directors for three year terms. Each District Director must live in the district he or she represents and be an active member of NSEA-Retired. (b) Any elected, voting member of the NSEA-Retired Board of Directors who accumulates two unexcused absences during a single term may be removed from the Board, and the Board shall appoint a qualified person to fill the remainder of the term.

Section 2. Each District Director shall be elected by active NSEA-Retired members residing in the appropriate District in an every-member ballot in the spring of the final year of the term of office.

#### ARTICLE VIII – NOMINATIONS, TERMS, AND ELECTIONS

##### Section 1. Nominations

A member may be nominated for office by declaring in writing his/her intent to be a candidate. Nominees must be members in good standing of NSEA-Retired.

##### Section 2. Terms

- (a) All officers and District Directors shall serve terms of three years or until their successors are appointed or elected. No board member may serve more than three consecutive elected terms in the same office.
- (b) Elections for the director of Metro-2 shall occur every three years beginning in 2009. Elections for the directors of Metro-1, Panhandle, and Tri-Valley Districts shall occur every three years beginning in 2010. Elections for the directors of Capitol, Elkhorn, and Sandhills shall occur every three years beginning in 2011.

##### Section 3. Elections

- (a) All officers and directors shall be elected by every-member ballots in the years designated in Bylaws Article V Section 7 and Article VIII, Section 2(b).
- (b) A plurality vote is necessary for election.
- (c) The new officers and District Directors shall take office on August 15 following their elections. If necessary, any officers shall remain in office until a successor is duly elected or appointed.

#### ARTICLE IX – MEETINGS

Section 1. There may be one or more annual meetings of the Association. There shall be a time for members to conduct association business at each meeting.

Section 2. The Board of Directors shall meet at least three times per year. The format for Board meetings and/or voting at the meetings may include conference calls, electronic meetings via the Internet, or other formats that include remote participation by Board members.

#### ARTICLE X – COMMITTEES

Section 1. The purpose of any Committee shall be to assist the Board of Directors to govern or monitor activities of the Association more effectively.

Section 2. Committees may be formed or abolished by the President or by action of the Board of Directors. The President shall appoint all committee members

#### ARTICLE XI– FINANCE

Section 1. The fiscal year shall begin September 1 and end August 31 of the next calendar year.

Section 2. Dues

Recommendations for changes in dues for the three categories of NSEA-Retired membership (annual, lifetime retired, and pre-retired lifetime subscribers) shall be made to the NSEA Board of Directors by a majority vote of the NSEA-Retired Board of Directors.

Section 3. Investment

- (a) Lifetime and pre-retired lifetime dues shall be transferred to the NSEA Executive Director to be invested in the name of NSEA-Retired.
- (b) Annual dues and investment income from lifetime dues shall be used to finance meetings and activities of NSEA-Retired as directed by the NSEA-Retired Board of Directors.

Section 4. Grants or bequests may be used to fund special projects at the discretion of the NSEA-Retired Board of Directors.

#### ARTICLE XII – LOCAL RETIRED ASSOCIATIONS

Groups of ten (10) or more NSEA-Retired members may apply to the NSEA-Retired Board of Directors to be recognized as a Local NSEA-Retired Association. Local NSEA-Retired associations shall be continuous unless the recognition is suspended by the NSEA-Retired Board of Directors. Recognition of a local retired association may be suspended by the NSEA-Retired Board of Directors if its membership drops below ten (10) members.

#### ARTICLE XIII – AMENDMENTS

Section 1. Amendments to these Bylaws may be submitted by the NSEA-Retired Board of Directors or by a member of NSEA-Retired. Amendments shall be submitted for discussion at one Board meeting, and shall be voted on at a subsequent Board meeting. A two-thirds majority vote of the NSEA-Retired Board of Directors shall be required to approve amendments to the NSEA-Retired Bylaws. Unless otherwise provided, an amendment shall take effect at the beginning of the fiscal year following its adoption.

Section 2. Amendments to these Bylaws must be in compliance with the NSEA, NEA, and NEA-Retired Bylaws.

#### ARTICLE XIV – AFFILIATION

The Association shall be an affiliate of the Nebraska State Education Association, the National Education Association, and NEA-Retired.

#### ARTICLE XV – AUTHORITY

All questions of parliamentary procedure not covered by the Bylaws shall be determined by Roberts Rules of Order, Newly Revised.