

NEA Board of Directors

NEA Headquarters

Washington, D.C.

February 2016

NEA DUES for 2016-2018

Bylaw 2-7 Membership Dues *

Bylaw 2-7.a. Dues of Active members engaged in or on limited leave of absence from professional educational employment shall be .00225 times the national average annual salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar) plus .00055 of the national average annual salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar) to be allocated to UniServ grants according to the policy of the Board of Directors. The computation shall be based on salary data for the prior year as determined by NEA Research.

Dues of Active members who are employed in or on limited leave of absence from educational support positions shall be determined in the same manner as the dues of Active members engaged in professional educational employment except that the national average annual salary of school employees in educational support positions shall be used in the formula and the dues shall in no event be less than one-half (1/2) the dues of Active members engaged in professional educational employment. The portion of said dues allocated to UniServ grants shall be equal in amount to that allocated on behalf of Active members engaged in professional educational employment.

Bylaw 2-7.d. The membership fee for persons eligible for Active membership who are regularly employed for fifty (50) percent or less, but greater than twenty-five (25) percent, of the normal schedule for a fulltime employee, who are not employed as substitutes, and who are not eligible for membership as a full-time employee through another local association (as verified by the local association) shall be one half (1/2) of the Active dues, as appropriate. The membership fee for persons eligible for Active membership who are regularly employed for twenty-five (25) percent or less of the normal schedule for a full-time employee, who are not employed as substitutes and who are not eligible for membership as a full-time or part-time employee through another local association (as verified by the local association) shall be one-quarter (1/4) of the Active dues, as appropriate.

Bylaw 2-7.e. The membership fee for Active members who are employed as substitutes shall be one-fourth (1/4) of the Active dues, as appropriate.

Bylaw 2-7.g. Annual dues of Student members shall be established by the Representative Assembly in the program budget.

Bylaw 2-7.h. Dues of Retired members shall be established by the Board of Directors and shall be payable (i) by a retired individual who joins the Association on an annual basis or (ii) through a Retired membership-for-life program as established by the Board of Directors.

Bylaw 2-7.i. Dues for Substitute members shall be established by the Board of Directors.

Bylaw 2-7.j. Dues for Reserve members shall be one-half (1/2) the dues of Active members, as appropriate.

Bylaw 2-7.k. Dues of Staff members shall be one half (1/2) the dues of Active members engaged in professional educational employment.

Bylaw 2-7.n. Beginning with the 2007-08 membership year, the annual membership dues of Active members of the Association, as computed pursuant to Bylaw 2-7.a, shall be increased by ten dollars (\$10.00), with an additional increase of ten dollars (\$10.00) beginning in the 2011-2012 membership years. This dues increase shall be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund. The annual membership dues of Student members of the Association, as established pursuant to Bylaw 2-7.g, shall include one dollar (\$1.00) to be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund.

Sixty percent (60%) of the money allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund during each membership year shall be available to assist state affiliates in dealing with ballot measures and legislative crises, and forty percent (40%) shall be available for national and state media campaigns to advance the cause of public education and publicize the role of the Association and its affiliates in improving the quality of

public education.

Where necessary to avoid legal problems under state law, the Association and a state affiliate may, at the request of the state affiliate, enter into a written agreement providing that the money collected from members of that state affiliate shall not be used to deal with ballot measures, but shall be used only to deal with legislative crises and/or to fund national and state media campaigns. The Executive Committee shall develop guidelines to implement this Bylaw. These guidelines shall be submitted to the Board of Directors, and shall become effective when approved by the Board of Directors.

The NEA president shall make a report regarding the operation of the Ballot Measure/Legislative Crises and Media Campaign Fund, which shall include a financial statement, to each Representative Assembly

Bylaw 2-7.o. Beginning with the 2002-2003 membership year: (1) Active members engaged in or on a limited leave of absence from professional educational employment who pay annual dues as calculated pursuant to Bylaw 2-7(a) (hereinafter "base annual dues") shall pay an additional one dollar (\$1) in annual dues; and (2) Active members who pay less than base annual dues, Reserve members, and Staff members shall pay an additional fifty cents (\$.50). These additional dues shall be allocated to the NEA Foundation for the Improvement of Education ("NFIE").

Bylaw 2-7.p. Beginning with the 2013-2014 membership year, the annual membership dues of Active members of the Association, as computed pursuant to Bylaw 2-7(a), shall be increased by three dollars (\$3.00). These dues increases shall be allocated to a Special Fund to help NEA affiliates advance the goal of great public schools for all students.

* Only the relevant sections of Bylaw 2-7 are presented for purposes of this document.

NEA DUES for 2016-2017 and Preliminary Dues for 2017-2018

Computations for the 2016-2017 Budget Year:

The average annual salary of classroom Teachers in the public elementary and secondary schools for 2015-2016 is estimated to be **\$58,064** by NEA Research

\$58,064 x .00225	=	\$131.00
\$58,064 x .00055	=	32.00
NFIE Endowment Allocation	=	1.00
Bylaw 2-7 (p)	=	3.00
Special Dues	=	20.00
Total Active Professional Educators Full Time Dues		<u>\$187.00</u>

The average annual salary of Education Support Professionals for 2015-2016 is estimated to be **\$32,032** by NEA Research

\$32,032 x .00225	=	\$72.00
\$32,032 x .00055	=	18.00
NFIE Endowment Allocation	=	.50
Bylaw 2-7 (p)	=	3.00
Special Dues	=	20.00
Total ESP Dues		<u>\$113.50</u>

Computations for the 2017-2018 Budget Year:

The average annual salary of classroom Teachers in the public elementary and secondary schools for 2016-2017 is estimated to be \$58,645 by NEA Research

\$58,645 x .00225	=	\$132.00
\$58,645 x .00055	=	32.00
NFIE Endowment Allocation	=	1.00
Bylaw 2-7 (p)	=	3.00
Special Dues	=	20.00
Total Active Professional Educators Full Time Dues		<u>\$188.00</u>

The average annual salary of Education Support Professionals for 2016-2017 is estimated to be \$32,512 by NEA Research

\$32,512 x .00225	=	\$73.00
\$32,512 x .00055	=	18.00
NFIE Endowment Allocation	=	.50
Bylaw 2-7 (p)	=	3.00
Special Dues	=	20.00
Total ESP Dues		<u>\$114.50</u>

Recommendation

That the Board of Directors establish, in accordance with Bylaw 2-7, the active professional and ESP membership dues for the 2016-2017 fiscal year based on the most recent, updated 2015-2016 salary information from NEA Research on the average salaries of classroom teachers and ESP's. The preliminary membership dues for the 2017-2018 fiscal year is based on projections for the active professionals and ESP's salaries for the 2016-2017 year, also obtained from NEA Research. The dues are as follows:

	<u>2016-2017</u>	<u>2017-2018</u> <u>(Estimate)</u>
Active Professional Educators	\$187.00	\$188.00
Active Professional Educators 50% or less, but greater than 25%	105.00	105.50
Active Professional Educators 25% or less	64.25	64.50
Active Professional Educators - Substitute	64.25	64.50
Active ESP	113.50	114.50
Active ESP 50% or less, but greater than 25%	68.50	69.00
Active ESP 25% or less	46.00	46.25
Active ESP - Substitute	46.00	46.25
Reserve – Former Active Professional Educators	82.00	82.50
Reserve – Former Active ESP	45.50	46.00
Staff	82.00	82.50
Retired (Annual)	30.00	30.00
Retired (Life membership)	250.00	250.00

For Information only:

In accordance with Bylaw 2-7.g, the annual dues of student members shall be established by the Representative Assembly in the program budget. Accordingly, the recommended annual Student dues of \$15 will be incorporated in the proposed 2016-2018 Strategic Plan and Budget to be presented to the 2016 Representative Assembly.