

Membership

Categories of Membership

Active. Active membership is open to any person (i) who is employed by or in a public school district, public or private preschool program, public or private college or university, or other public institution devoted primarily to education, regardless of the specific nature of the functions that the person performs at the work site and regardless of who actually employs the person; (ii) who is employed by a public sector employer other than a school district, college or university, or other institution devoted primarily to education but who is employed primarily to perform educational functions; (iii) who is on limited leave of absence from the employment described in items (i) and (ii) above; (iv) who is a member of a state affiliate in the state affiliate's Active (or equivalently designated) membership category; or (v) who is serving as an executive officer of the Association or of a state or local affiliate. The Association allows Active membership to those Active members (i) who have been laid off due to a reduction in force for as long as such persons are eligible to be recalled, or for three (3) years, whichever is longer or (ii) who have been discharged for as long as a legal challenge to such discharge is pending. Unless otherwise provided in the NEA Bylaws, a person who is an Active member of the Association pursuant to Bylaw 2-1.b(iv) may continue such membership only if he or she remains a member of the state affiliate in the Active

(or equivalently designated) membership category. An Active member who is engaged in or on a limited leave of absence from professional educational employment shall hold or shall be eligible to hold a baccalaureate or higher degree or the regular teaching, vocational, or technical certificate required by his or her employment or shall be an exchange teacher who is regularly employed as a teacher in another country. Active membership is limited to persons who support the principles and goals of the Association and maintain membership in the local and state affiliates where eligible. NEA does not accept as Active members persons who are not eligible for active membership (or the equivalently designated membership category) in the state affiliate, unless the state affiliate (i) by action of its board of directors (or equivalent governing body) approves such acceptance and (ii) enters into an agreement with the Association pursuant to which the state affiliate agrees to function as the Association's agent for the delivery of Association services and programs to the members in question. Approval by and a service agreement with the state affiliate are not prerequisites to the Association's acceptance into Active membership of persons who are not eligible for active membership (or the equivalently designated membership category) in the state affiliate if said persons are members of a local affiliate that (i) is comprised predominantly of persons who are not eligible for active

membership in the state affiliate and (ii) was a local affiliate of the Association as of September 1, 1993.

The 2012–2013 dues of an Active member engaged in or on limited leave of absence from professional educational employment are \$180. (See Bylaw 2-7.a.)

The dues of an Active member who has left professional educational employment to serve as an executive officer of the Association or of a state or local affiliate shall be equal in amount to the dues of an Active member engaged in or on a limited leave of absence from professional educational employment.

The 2012–2013 dues of an Active member employed in an education support professional position are \$107.50. (See Bylaw 2-7.a.)

The dues of an Active member who has left an education support professional position to serve as an executive officer of the Association or of a state or local affiliate shall be equal in amount to the dues of an Active member employed in or on a limited leave of absence from an education support professional position.

The dues of persons who are Active members of the Association pursuant to Bylaw 2-1.b(iv) shall be equal in the amount of dues for similarly situated Active members who are either (i) engaged in or on limited leave of absence from professional education employment, or (ii) employed in or on limited leave of absence from educational support positions, based on the categorization used by the state affiliate to determine the state affiliate's dues for such persons.

The dues of an Active member who is an exchange teacher from another country shall be waived if the exchange teacher continues to hold membership in a national teacher organization in his or her country of residence, if the national teacher organization grants full membership rights and a dues waiver to any NEA member who is an exchange teacher in that country, and if the state and local NEA affiliates grant full membership rights and a dues waiver to the exchange teacher.

The dues of an Active member employed 50 percent or less but over 25 percent the normal schedule for a full-time employee, who is not employed as a substitute, and who is not eligible for membership as a full-time employee through another local association are one-half the dues of an Active member as appropriate. Thus, in 2012–2013 the amounts for part-time Active members are as follows:

- An Active member engaged in professional educational employment pays dues of \$100.00.
- An Active member employed in an education support professional position pays dues of \$64.00.

The dues of an Active member employed 25 percent or less the normal schedule for a full-time employee, who is not employed as a substitute, and who is not eligible for membership as a full-time employee through another local association are one quarter the dues of an Active member as appropriate. Thus, in 2012–2013, the amounts for quarter-time Active members are as follows:

- An Active member engaged in professional educational employment pays dues of \$60.25.

- An Active member employed in an education support professional position pays dues of \$42.25.

The dues of Active members employed as substitutes are one quarter of the Active dues, as appropriate. For the 2012–2013 school year, those figures are as follows:

- An Active member employed in a professional substitute position pays dues of \$60.25.

- An Active member employed as a substitute in an education support professional position pays dues of \$42.25.

- An Active member who is on a leave of absence of at least six months from his or her educational position has two options with respect to membership:

1. He or she is eligible for Active membership with full voting and membership rights; or

2. He or she may join as a Reserve member, pay one-half the dues of an Active member (in 2012–2013, \$80.00 for Active members engaged in professional educational employment and \$44.00 for those employed in education support professional positions), and forgo voting and membership rights. (See Reserve membership.)

Active members are eligible to be voting delegates to the Representative Assembly and to hold elective and appointive positions in the Association.

Reserve. Reserve membership is open to any person who is on a leave of absence of at least six months from the employment that qualifies him or her for Active membership or who has held Active or Education Support Professional membership but whose employment status no longer qualifies that individual for such membership.

Dues of Reserve members in 2012–2013 are \$80.00 for those Active members engaged in professional educational employment and \$44.00 for those employed in education support professional positions).

Reserve members may not vote or hold elective or appointive positions in the Association.

Retired. Retired membership is open to any person who is at least forty-five (45) years of age or who is eligible to receive a pension from an educational employment retirement system (including Social Security), and who was employed for at least five (5) years in a position that qualified him or her for Active membership but who is no longer so employed or who retires and returns to either day-to-day or regular full- or part-time educational employment as part of an early retirement agreement with the local school district. Retired membership is limited to persons who support the purposes and programs of the Association. Retired members shall maintain membership in the state affiliate provided the affiliate has a membership category for retired members and provided the affiliate grants such members at

least the right to serve as delegates to its delegate assembly or equivalent body and to be counted toward the representation entitlement for such body.*

The dues of Retired members are established by the Board of Directors and payable either through the Retired membership for life program or on an annual basis. An individual may join as a Retired member for life in 2012–2013 by making a one-time, lump-sum payment of \$250. The 2012–2013 annual dues of Retired members are as follows: \$30 for any person who retired on or after September 1, 1973, and \$5 for anyone who retired prior to September 1, 1973.

All NEA Retired members are members of NEA-Retired, a special NEA program that provides economic, professional, and personal services to members. NEA-Retired consists solely of the Retired members of NEA.

NEA members may join the Retired membership for life program as preretired subscribers in advance of retirement. Preretired subscribers have no governance rights through NEA-Retired until retirement.

Retired members are eligible to be voting delegates to the Representative

*A state affiliate must require its retired members to be NEA Retired members if the affiliate has a membership category for retired members and grants such members governance rights. Upon the vote of the board of directors or equivalent body of the state affiliate, this requirement shall be waived for persons who were retired members of the affiliate during the 1984–85 membership year if such members had governance rights during 1984–85 or have been granted such rights subsequently.

Assembly, to hold other elective or appointive positions as described in the Constitution and Bylaws, and to be counted toward the representation entitlements for Retired members on the Board of Directors and in the Representative Assembly.

Student. Student membership is open to any student (a) who is enrolled in a postsecondary program that is preparatory for employment in a position that would make him or her eligible for Active membership or (b) who is serving as chairperson of the NEA Advisory Committee of Student Members. A student who is eligible for Association membership in both the Student and Active membership categories may, with the approval of the Executive Committee, join the Association as a Student member. Student members shall be eligible to be voting delegates at the Representative Assembly. Student members shall maintain membership in the state affiliate provided the affiliate has a membership category for student members. The dues of Student members are established by the Representative Assembly in the program budget. Dues are \$15 in 2012–2013.

Student members are eligible to be voting delegates to the Representative Assembly, to hold other elective and appointive positions as described in the Constitution and Bylaws, and to be counted toward the representative entitlements for Student members on the Board of Directors and in the Representative Assembly.

Substitute. Substitute membership is open to any educational employee employed on a day-to-day basis who is eligible for Active membership unless (i) said employee is drawing educational retirement benefits and is eligible for NEA Retired membership; or (ii) said employee is included in a bargaining unit with full-time educational employees. In the latter case, the employee is eligible for Active membership at the reduced rate of one-fourth of the Active dues, as appropriate. The option to join the Association as a Substitute member is available only to an educational employee who is employed in a state in which the state affiliate has a substitute membership category and who maintains membership in the state affiliate's substitute membership category.

The dues of a Substitute member, established by the NEA Board of Directors, are \$15 in 2012–2013. Substitute membership entitles the member to the following benefits approved by the Board:

1. Receipt of NEA's every-member publication, *NEA Today*.
2. Coverage under the Educators Employment Liability (EEL) Program.
3. Eligibility for special services as applicable.

Substitute members do not have governance rights within the NEA.

Staff. Staff membership is open to any person employed full time by NEA or any of its affiliates in a staff position. Dues of Staff members are one-half the dues of Active members engaged in professional educational employment, or \$80.00 in 2012–2013.

Full-time staff are eligible only for Staff membership and may not hold elective or appointive positions at any level. Part-time staff are not eligible to serve on the NEA Board of Directors or Executive Committee.

Life Membership. The Life membership category was terminated in July 1973. Persons who were Active Life members as of July 1973 and continue to hold such membership have the same rights and privileges as annual Active members.

Benefits of Membership

NEA members receive a variety of timely and informative periodicals, including *NEA Today*, and publications for higher education, education support professionals, and other specialized constituencies.

NEA publications cover every aspect of education in the United States today and offer members tips and guidance on matters of professional and personal concern.

NEA offers many direct services to members. NEA Research studies professional problems and issues and provides information to state and local affiliates. NEA headquarters-based and field staff assists officers and staff of local and state affiliates in a variety of ways. NEA departments of the Center for Great Public Schools coordinate their work to craft a quality public policy to advocate at the bargaining table, in state legislatures, and in Congress. Human and Civil Rights provides a variety of programs and services, including assistance to affiliates implementing desegregation

orders and integration plans, the Minority Leadership Training Program, and the Women's Leadership Training Program.

The Kate Frank/DuShane Unified Legal Services Program (ULSP) is available to NEA members in accordance with NEA policies. The Educators Employment Liability (EEL) Program provides coverage for up to \$1 million in damages and additional payment for legal fees for most civil and some criminal lawsuits arising out of incidents occurring to students while members are teaching or supervising educational activities. The Association Professional Liability (APL) Program protects local, state, and national association officers and staff from personal financial liability in lawsuits resulting from their advocacy on behalf of NEA and its members.

Through the Attorney Referral Program (ARP), members have access to a national panel of NEA-approved attorneys for personal legal matters such as preparation of wills, house closings, divorce proceedings, and consumer complaints. Participating attorneys provide limited advice and consultation at no charge and discount their usual fees by 30 percent as a service to NEA members.

NEA Complimentary Life Insurance, provided by the NEA Members Insurance Trust, is intended to supplement any other insurance plans a member may have. It

is available free to all Active (including Life Active who are actively employed in the field of education), Staff, and Reserve members who are actively employed in the field of education.

- It pays \$50,000 if death is caused by an accident or assault while the member is on the job or on Association business in the capacity of Association Leader
- It pays \$1,000 per year of continuous membership up to a maximum of \$5,000 for accidental death or dismemberment
- It pays \$150,000 for death caused by a homicide which occurs while the member is on the job
- It pays \$200 per year of continuous membership up to a maximum benefit of \$1,000 for death due to natural causes.

NEA Introductory Life Insurance, provided by the NEA Members Insurance Trust, is available free to new active members for the first twelve months of their membership. It pays \$15,000 in the event of death due to natural causes, accident, or homicide.

NEA Member Benefits programs are available to members in accordance with NEA policies. These programs include insurance, investment, financial services, and consumer discounts. For a complete listing of these programs, please refer to the NEA Member Benefits section under Program and Administration on page 66.