



2024 Spring Delegate Assembly

TENTATIVE ORDER OF BUSINESS
NSEA President Jenni Benson, Lincoln, Presiding
Regents B-F • Embassy Suites Hotel, Lincoln

All times listed are Central Time.

Friday, April 19: Registration, Vendors and Special Meetings (5 p.m. – 6:45 p.m.)

FRIDAY, APRIL 19

5:00 p.m. – 6:30 p.m. – EMAC, NSEA-Retired, Higher Ed, ESP, and New Delegates Sessions

6:15 p.m. – Audit Committee

7 p.m. – Call to Order

- Pledge of Allegiance
- National Anthem: Kinsey Knorr, NSEA-Aspiring Educators President
- Report of Credentials Committee
- Adoption of Standing/Procedural Rules
- Adoption of Order of Business
- State of the Association Annual Report: Trish Guinan, Executive Director
- Keynote: Mary Kusler, Senior Director, NEA Center for Advocacy and Political Action
- President's Report: Jenni Benson, NSEA President
- Adjournment
- Reception: Regents A

SATURDAY, APRIL 20

6:30 a.m. – 8:15 a.m. – Breakfast: Embassy Suites Atrium

7:30 a.m. – Elections Committee

8:30 a.m. – Call to Order

- Legislative Update
- REPEAL LB753 Rally at the Nebraska Capitol
- Credentials Committee Report
- Candidates' Remarks (President, Higher Ed At-Large)
- Report and Debate on Proposed Bylaws Amendments
- Voting on Candidates and Bylaws
- Keynote-Scott Phillips, 2024 Nebraska Teacher of the Year
- Horace Mann Awards Luncheon
- Report of the Auditing Review Committee
- Budget Presentation for 2024-2025
- Elections Committee Report (when available)
- Report and Actions on Resolutions
- Committee Reports to the Assembly
- Action on New Business Items
- Action on the Dues Proposal for 2024-2025
- Adjournment

Parliamentarian: Ryan Foor

2024-25 Dues Recommendation

NSEA Active, Certificated Full-Time Staff Dues Summary

The NSEA Budget Committee has recommended a \$5 dues increase for 2024-25. NSEA dues and assessments for the current year and the proposal for next year are summarized below:

	2023-24	2024-25	Change	%
General Fund Dues	\$407	\$412	\$5	1.22%
Ballot Contingency Fund	\$10	\$10	\$0	0%
State PAC	\$15	\$15	\$0	0%
TOTAL	\$432	\$437	\$5	1.16%

Dues for Educational Support Professionals

The 2001 Delegate Assembly approved a separate dues structure for Educational Support Professionals (ESP). 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 pay 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 \$35,200 in 2023-24. The NSEA Board of Directors voted to not increase ESP dues for 2024-25. ESP dues are summarized below:

ESP Dues Tier	NSEA Dues	% of teacher dues
Active ESP (Salary of \$35,200+)	\$432.00	98.9%
Active ESP (\$28,160 to \$35,199)	\$388.80	90%
Active ESP (\$21,120 to \$28,159)	\$302.40	70%
Active ESP (\$14,080 to \$21,119)	\$216.00	50%
Active ESP (\$7,040 to \$14,079)	\$129.60	30%
Active ESP (\$7,039 or less)	\$43.20	10%

State Dues

All amounts listed are for state dues only. NEA dues for 2024-25 have been proposed at no more than \$213, a \$5 increase.

As noted, the 2024-25 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.

NSEA Dues History

Budget Year	Dues	Increase
2024-25	\$437	1.16%
2023-24	\$432	1.41%
2022-23	\$426	1.19%
2021-22	\$421	1.20%
2020-21	\$416	0.73%
2019-20	\$413	1.47%
2018-19	\$407	0.25%
2017-18	\$406	1.75%
2016-17	\$399	3.10%
2015-16	\$387	0.78%
2014-15	\$384	1.05%
2013-14	\$380	1.06%
2012-13	\$376	1.08%

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 20 will consider and act on this proposal. For the 2024-25 Association year, the NSEA Board of Directors recommends the dues for certificated classes of NSEA membership as outlined below:

Certificated Class	Dues
Active	\$437.00
Half-Time Active	\$218.50
Active Substitute	\$218.50
Non-Active Sub	\$109.25

2024-25 Proposed Bylaws Revisions

Proposed Bylaw Amendment 1

■ Article II: Officers

SECTION 1. The officers of NSEA shall be President, Vice President, Secretary/Treasurer, and NEA Director(s) and all NEA Directors for Nebraska and shall constitute the Executive Committee. No person shall hold more than one of these offices simultaneously.

SECTION 2. The term of office of the President, and the Vice President, and Secretary/Treasurer shall be three years; provided, however, for the 2024-25 Association year only, the office of Secretary/Treasurer shall be appointed by the NSEA Board of Directors. Such appointment shall not be considered a term of office for purpose of the term limitations provided for herein. The term of office for all such officers shall commence September 1 and no such officer shall serve more than two consecutive terms in the same office, and no person shall be elected to the office of the President or Vice President for more than two consecutive terms; provided, however, the term of the office of the President for the term commencing the 2020 2021 NSEA year shall be a four-year term. The term of office of each such officer shall commence on September 1.

SECTION 3. The NSEA year shall be September 1 to August 31.

SECTION 4. Any Active member is eligible to hold NSEA office of President, Vice President, Secretary/Treasurer or NEA Director. No fewer than 90 days prior to the regular Delegate Assembly at which elections shall occur, NSEA shall notify Active members of vacancies to be filled by publishing a notice in NSEA's magazine, The Voice.

Nominations for the offices of President, Vice President, Secretary/Treasurer, and NEA Director must be filed in writing with the NSEA Executive Director no later than February 15 of the year in which the election is to take place. All candidates who file during the nominations window will be provided with the NSEA Elections Guidelines. Any candidate who wishes to have campaign information included in the Delegate Assembly digital packet must submit the information to the Executive Director or Associate Executive Director no fewer than 45 days prior to Delegate Assembly. To have their name placed on the ballot, the candidates for the offices of President, Vice President, Secretary/Treasurer, or NEA Director must be nominated by February 15.

If a vacancy occurs after February 15, candidates for General Officer positions must be nominated from the floor during the Delegate Assembly to have their names placed on the ballot.

The number of votes cast for each nominee for each office shall be announced to the Delegate Assembly by the Chair of the Elections Committee, and the candidate receiving a majority of votes cast shall be elected. Should no candidate receive a majority vote in the first ballot, a run-off election shall be held immediately between the two candidates receiving the greatest number of votes.

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

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 committees of NSEA. In the absence of both the President and Vice President, the senior NEA Director shall serve as Chair pro tempore.

SECTION 7. The Secretary/Treasurer shall serve as the Chair of the NSEA Budget Committee. The Secretary/Treasurer shall serve as an ex officio member of all committees of NSEA. In the absence of both the President and Vice President, the Secretary/Treasurer shall serve as Chair pro-tempore.

SECTION 7.8. In the event of a vacancy in the office of President, the Vice President shall become President and shall assume the duties and authority of that office for the remainder of that term. If a vacancy in the office of Vice President occurs during the first or second year of a term, such 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. If a vacancy in the office of Secretary/Treasurer occurs during the first or second year of a term, such 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. If a vacancy in the office of NEA Director occurs during the first or second year of a term, the NSEA Board of Directors shall recommend the appointment of an interim NEA Director to the NEA Board of Directors. Such interim Director shall assume the duties until a new NEA Director to complete the unexpired term is elected at the next Delegate Assembly. In the event a vacancy occurs during the third year of a term, the NSEA Board of Directors shall recommend the appointment of an interim Director to the NEA Board of Directors to assume the duties for the remainder of the term.

2024-25 Proposed Bylaws Revisions

Proposed Bylaw Amendment 1 Continued

■ Article III: Board of Directors

SECTION 1 The NSEA Board of Directors shall consist of the President; the Vice President; ~~the Secretary/Treasurer~~; the NEA Director(s) for Nebraska; the at-large representatives of the Ethnic Minority Affairs Committee (EMAC), the Higher Education Academy, and Education Support Professionals (ESPs); elected representatives of NSEA-Retired and the NSEA Aspiring Educators; and elected representatives of each NSEA district association. The Board shall be apportioned on the basis of one person-one vote. Each NSEA district association shall be entitled to at least one member on the NSEA 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 NSEA Board of Directors members to constituents shall be determined by the NSEA Board of Directors.

Remaining text in Article III remains the same.

■ Article VIII: National Education Association

SECTION 2. The NEA Director~~s~~ for Nebraska shall be elected consistent with the provisions set forth in Article II, Section 4.

Remaining text in Article VIII remains the same.

Proposed Bylaw Rationale

***Rationale:** Due to over ten years of declining membership, NEA has decided to reduce the number of Director positions for the state of Nebraska to a singular position. The proposed bylaw changes outlined are submitted on behalf of the NSEA Board of Directors to fill the gap that will occur once the NEA Junior Director position is eliminated in September 2024. A previously submitted Governance NBI (#4) at Delegate Assembly 2022 proposed a feasibility study to evaluate the current structure of officers and proposed “[c] hanging the officer structure to a President, Vice President, and Treasurer.” Due to NEA’s elimination of a Director position, now is the perfect time and opportunity to revise the structure of officers and create the Secretary/Treasurer position as proposed at the 2022 Delegate Assembly and studied in the 2023 association year.*

Find Article II and Article III on pages 4 and 5 in the **2023-24 Bylaws & Resolutions** booklet or scan the QR code below:

