

# **2022 PROPOSED AMENDMENT TO THE AEA BYLAWS**

## **B-2022-01**

Article I, Section 2,4,7

Article II, Section 2

*Submitted on behalf of the AEA Board of Directors*

### **Rationale**

Updating our documents to language that is not gender-specific falls in line with our values as an organization.

### **To Amend the AEA Bylaws as follows:**

*Please see the example below of the proposed amendments to the AEA Bylaws.*

*Follow this website address to view the entire document. <https://bit.ly/AEABylaws>*

### **Reserve Membership**

f. Reserve membership shall be open to any person who is on a leave of absence of at least six (6) months from the employment that qualifies ~~him/her~~ **THEM** for Active-Certified or Active-Educational Support membership or who has held Active-Certified or Active-Educational Support membership in the Association but whose employment status no longer qualifies that individual for such membership.

# **2022 PROPOSED AMENDMENT TO THE AEA BYLAWS**

**B-2022-02**

Article I, Section 6

**Rationale**

This amendment seeks to build power in every local through increased membership. Many other services in our society use a reduced fee structure to entice first-time members to join. With housing and other costs rising quicker than incomes, we need to employ every tool available to continue recruiting new educators.

**To Amend the AEA Bylaws as follows:**

**State Dues**

Section 6. Dues for membership classes shall be as follows:

a. Active Certified members, WITH THE EXCEPTION OF THOSE OUTLINED IN ROMAN NUMERAL I OF THIS SUBSECTION, shall pay dues equal to 1% of the prior fiscal year's Arizona Average Beginning Teachers' Salary from the AEA Salary Manual ~~effective September 1, 2005.~~

i. THOSE JOINING THE ASSOCIATION FOR THE FIRST TIME SHALL PAY REDUCED DUES THAT WILL RAMP UP TO FULL DUES AS DESCRIBED BELOW.

EFFECTIVE SEPTEMBER 1, 2023, FIRST-TIME ACTIVE CERTIFIED MEMBERS SHALL PAY DUES EQUAL TO 75% OF THE DUES ESTABLISHED IN SUBSECTION A ABOVE. IF THEY THEN MAINTAIN MEMBERSHIP INTO A SECOND YEAR, THEY SHALL PAY 90%. IN THEIR THIRD YEAR AND ONWARD, THEY SHALL PAY 100%.

EFFECTIVE SEPTEMBER 1, 2024, FIRST-TIME ACTIVE CERTIFIED MEMBERS SHALL PAY DUES EQUAL TO 60% OF THE DUES ESTABLISHED IN SUBSECTION A ABOVE. IF THEY THEN MAINTAIN MEMBERSHIP INTO A SECOND YEAR, THEY SHALL PAY 75%. IN THEIR THIRD YEAR AND ONWARD, THEY SHALL PAY 100%.

EFFECTIVE SEPTEMBER 1, 2025 AND FROM THIS DATE ONWARD, FIRST-TIME ACTIVE CERTIFIED MEMBERS SHALL PAY DUES EQUAL TO 50% OF THE DUES ESTABLISHED IN SUBSECTION A ABOVE. IF THEY THEN MAINTAIN MEMBERSHIP INTO A SECOND YEAR, THEY SHALL PAY 75%. IN THEIR THIRD YEAR AND ONWARD, THEY SHALL PAY 100%.

ii. ALL LOCAL AFFILIATES OF AEA WILL ALSO HAVE THEIR **LOCAL** DUES FOR FIRST-TIME ACTIVE CERTIFIED MEMBERS REDUCED, WITH ALL PERCENTAGES AND EFFECTIVE DATES MATCHING THOSE OUTLINED IN ROMAN NUMERAL I OF THIS SUBSECTION.

~~First year teachers~~ **FIRST-YEAR EDUCATORS** who enroll as members of the Association shall receive a one-year \$10.00 credit toward AEA Active dues for each year of Student NEA membership, not to exceed \$50.00. ~~Second year teachers~~ **SECOND-YEAR EDUCATORS** who enroll as first-time members of the Association shall receive a one-year \$5.00 credit toward AEA Active dues for each year of Student NEA membership, not to exceed \$25.00. The first time Active member shall provide proof of membership in Student NEA.

b. Active Educational Support members, **WITH THE EXCEPTION OF THOSE OUTLINED IN ROMAN NUMERAL I OF THIS SUBSECTION**, shall pay dues equal to 50% of that year's active Certified members dues ~~effective September 1, 2005.~~

i. THOSE JOINING THE ASSOCIATION FOR THE FIRST TIME SHALL PAY REDUCED DUES THAT WILL RAMP UP TO FULL DUES AS DESCRIBED BELOW.



EFFECTIVE SEPTEMBER 1, 2023, FIRST-TIME ACTIVE EDUCATIONAL SUPPORT MEMBERS SHALL PAY DUES EQUAL TO 75% OF THE DUES ESTABLISHED IN SUBSECTION B ABOVE. IF THEY THEN MAINTAIN MEMBERSHIP INTO A SECOND YEAR, THEY SHALL PAY 90%. IN THEIR THIRD YEAR AND ONWARD, THEY SHALL PAY 100%.

EFFECTIVE SEPTEMBER 1, 2024, FIRST-TIME ACTIVE EDUCATIONAL SUPPORT MEMBERS SHALL PAY DUES EQUAL TO 60% OF THE DUES ESTABLISHED IN SUBSECTION B ABOVE. IF THEY THEN MAINTAIN MEMBERSHIP INTO A SECOND YEAR, THEY SHALL PAY 75%. IN THEIR THIRD YEAR AND ONWARD, THEY SHALL PAY 100%.

EFFECTIVE SEPTEMBER 1, 2025 AND FROM THIS DATE ONWARD, FIRST-TIME ACTIVE EDUCATIONAL SUPPORT MEMBERS SHALL PAY DUES EQUAL TO 50% OF THE DUES ESTABLISHED IN SUBSECTION B ABOVE. IF THEY THEN MAINTAIN MEMBERSHIP INTO A SECOND YEAR, THEY SHALL PAY 75%. IN THEIR THIRD YEAR AND ONWARD, THEY SHALL PAY 100%.

ii. ALL LOCAL AFFILIATES OF AEA WILL ALSO HAVE THEIR DUES FOR FIRST-TIME ACTIVE EDUCATIONAL SUPPORT MEMBERS REDUCED, WITH ALL PERCENTAGES AND EFFECTIVE DATES MATCHING THOSE OUTLINED IN ROMAN NUMERAL I OF THIS SUBSECTION.