

2016-2017 Membership Agreement - Educational Support Professionals

Lincoln Education Association, Nebraska State Education Association, National Education Association
4920 Normal Blvd., Lincoln NE 68506 * (402) 489-7500 * www.lincolneducationassociation.org

Name _____

Social Security Number _____

Date of Birth _____

Address _____

City _____ State _____ Zip _____

Home Phone _____

Cell Phone _____

Personal E-Mail _____

Local Association: **Lincoln Education Association**

Employer Name: **Lincoln Public Schools**

LPS Employee ID# _____

Building Name _____

LPS Phone _____ LPS E-Mail _____

Hire Date (Your 1st Paid Contract Day) _____

Were you a member in 2015-2016? Yes / No

If yes, indicate the Local Association _____

Please circle your choice in each column.

Gender	Ethnic Group <small>(See note 1 on back)</small>	Registered Voter
Male	American Indian/Alaska Native	Yes
Female	Asian	No
	Black	
	Caucasian (not of Spanish origin)	Political Party
	Hispanic	Democrat
	Multi-Ethnic	Independent
	Native Hawaiian/Pacific Islander	Republican
	Other	Other
	Unknown	

Position
Educational Support Professional

Payment Method
 Payroll Deduction Only - Payroll Deduction Authorization Form Attached

Job Title (Required):

<p>Membership Type: Please mark appropriate box. Educational Support Professional (ESP) Custodians, bus drivers, para-educators, secretaries, cooks, and other support professionals who work for Lincoln Public Schools.</p> <p><input type="checkbox"/> My ESP annual salary is \$30,700 or above \$44.79/month, if join by Sept. 15 (\$537.50/year)</p> <p><input type="checkbox"/> My ESP annual salary is between \$24,560 and \$30,699 \$41.47/month, if join by Sept. 15 (\$497.60/year)</p> <p><input type="checkbox"/> My ESP annual salary is between \$18,420 and \$24,559 \$31.07/month, if join by Sept. 15 (\$372.80/year)</p> <p><input type="checkbox"/> My ESP annual salary is between \$12,280 and \$18,419 \$24.42/month, if join by Sept. 15 (\$293.00/year)</p> <p><input type="checkbox"/> My ESP annual salary is between \$6,140 and \$12,279 \$15.89/month, if join by Sept. 15 (\$190.70/year)</p> <p><input type="checkbox"/> My ESP annual salary is \$6,139 or less. \$ 9.24/month, if join by Sept. 15 (\$110.90/year)</p> <p>Note: Until LEA becomes the bargaining agent for ESPs, LEA dues are \$25 (which is included above).</p> <p>LEA/NSEA/NEA dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deductible as a miscellaneous itemized deduction. Please see notes regarding additional optional payroll deductions. If optional deductions are selected, use the box on the right to calculate your total yearly dues.</p>	<p>Dues Calculation (Enter Yearly Amounts)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>LEA/NSEA²/NEA³ Dues</td> <td style="width: 100px;"></td> </tr> <tr> <td>NEA Fund⁴ (Optional)</td> <td></td> </tr> <tr> <td>LEA-PAC⁴ (Optional)</td> <td></td> </tr> <tr> <td>LEA Advocacy Fund⁵ (Optional)</td> <td></td> </tr> <tr> <td colspan="2" style="font-size: small;">(see notes 2, 3, 4 and 5 to above)</td> </tr> <tr> <td>Total Yearly Dues</td> <td></td> </tr> </table>	LEA/NSEA ² /NEA ³ Dues		NEA Fund ⁴ (Optional)		LEA-PAC ⁴ (Optional)		LEA Advocacy Fund ⁵ (Optional)		(see notes 2, 3, 4 and 5 to above)		Total Yearly Dues	
LEA/NSEA ² /NEA ³ Dues													
NEA Fund ⁴ (Optional)													
LEA-PAC ⁴ (Optional)													
LEA Advocacy Fund ⁵ (Optional)													
(see notes 2, 3, 4 and 5 to above)													
Total Yearly Dues													

²**Dues - NSEA Political Action Funds and Refunds:** NSEA is actively involved in financial support for recommended candidates for state and local office. NSEA's political action program is supported by voluntary contributions collected with the membership dues. This year's contribution is \$15.00 for full-time active members and \$7.50 for half-time and active substitute members. Individuals in other membership classifications make no PAC contributions. Any NSEA member may request a refund of their contribution for the current membership year. Refunds are made after January 1 of each year, upon written request from an individual member. A refund notice will appear in the NSEA Voice. Membership is open only to those who agree to subscribe to the goals and objectives of the Association and to abide by its constitution and bylaws.

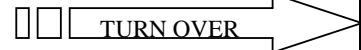
⁴**The NEA Fund and LEA-PAC:** The National Education Association Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members which are used for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. The Lincoln Education Association Political Action Committee (LEA-PAC) supports recommended local, pro-public education candidates and political activities. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund and LEA-PAC. Contributions to the NEA Fund and LEA-PAC are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although the NEA Fund requests an annual contribution of \$15.00 and LEA-PAC requests an annual contribution of \$12.00, these are only suggestions. A member may contribute more or less than the suggested amounts, or may contribute nothing at all.

Contributions to the NEA Fund and LEA-PAC are not deductible as charitable contributions for federal income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of the employer for each individual whose NEA Fund contributions aggregate in excess of \$200 in a calendar year. Federal law prohibits the NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith. State law requires us to use our best efforts to collect and report the name and mailing address for each individual whose LEA-PAC contributions aggregate in excess of \$250 in a calendar year.

2016-2017 MEMBER ENROLLMENT AUTHORIZATION

This authorization shall permit and accept any changes in the amount of dues and/or contributions officially adopted by the respective governing bodies upon certification in writing by the Lincoln Education Association (LEA). Pursuant to Article I, Section 2(c) of the By-Laws of the LEA, membership in the unified professional associations (NEA, NSEA and LEA) is on a continuing basis. Members may only resign their memberships in writing between March 1 and April 15 for the following school year. Neither the completion of or the failure to complete this form shall act as a resignation of membership. Any resignation must be separate, in writing, to the Lincoln Education Association between March 1 and April 15 for the following school year. Failure to resign in writing between March 1 and April 15 results in continuing membership through the following school year.

SIGNATURE _____ DATE _____



(Please read note 6 on back, if dated before September 1st.)

(Please read note 7 on back, if dated after September 30 or 60 days after hire date if hired anytime after start of school year.)

¹Ethnic Group: Ethnic minority information is optional, and failure to provide it will in no way affect your membership status, rights or benefits in LEA, NSEA or NEA. The information will be kept confidential. This data is collected to ensure ethnic minority guarantees in the governance of the Association.

²Dues - NSEA Political Action Funds and Refunds: See front.

³NEA Life Members: NEA Life members need to subtract the appropriate NEA dues amount from the amounts listed on the front. Specific information is available from the NSEA Membership department 402-475-7611.

⁴The NEA Fund and LEA-PAC: See front.

⁵LEA Advocacy Fund: The LEA Advocacy fund collects voluntary contributions from Association members and uses these contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of ballot issues that support public education or to oppose ballot issues harmful to public education. Contributions to the LEA Advocacy Fund are not deductible as charitable contributions for federal income tax purposes but may be deductible as a miscellaneous itemized deduction. Please consult your financial advisor.

⁶Dated Before September 1, 2016: As a participant in the LEA/NSEA/NEA Early Enrollment Membership Incentive Plan, I am eligible to receive prior to September 1, 2016 (but in no event before April 1, 2016) benefits under the NEA Educators Employment Liability (EEL) Program, as well as access to select NEA Member Benefits programs. As a condition of eligibility for these benefits, I agree to pay the appropriate unified **Active** membership dues for the 2016-2017 membership year in accordance with established payment procedures. Should I fail to do so, my eligibility to receive benefits under the NEA EEL Program shall immediately terminate. In addition, I shall become liable for the cost of any benefits that were provided to me under the NEA EEL Program prior to September 1, 2016, through the date of the NEA EEL Program termination.

⁷Dated After September 30, 2016 or 60 Days After Hire Date if Hired Anytime After the Start of School Year: If the Membership Enrollment Form is dated after September 30, 2016 or 60 days after hire date if hired anytime after the start of school year, a Memorandum of Understanding must be filled out, signed and returned with the Membership Enrollment Form for membership to be valid (not required with Early Enrollment Membership Program in note 6 above). The Memorandum of Understanding is available on the LEA website after September 30.

What will my monthly payroll deduction be?

If your hire date was at the **start of school year**, you will pay the full year's dues. If you were hired anytime **after start of school year**, you will pay prorated dues based upon your hire date (your 1st paid contract day).

To figure your monthly payroll deduction based on start of school year hire date with full annual dues of \$537.50 ...

If joining prior to September 15th: Example: \$537.50 divided by 12 months = \$44.79.

If joining after September 15th, take the full annual dues amount and divide by the number of months left in the school year. Example: If joining in March and your salary is \$30,700 and above, take \$537.50 divided by 6 months (March through August) and your monthly deduction will be \$89.58.

To figure your monthly payroll deduction based on after start of school year hire date with prorated dues ...

If joining October 1st or after, take the monthly amount for full annual dues x the number of months left in the school year from your hire date. Example: If joining in March, your salary is \$30,700 or above and your hire date was October 1st, take \$537.50 divided by 12 months = \$44.79, take \$44.79 x 11 months (October through August) = \$492.69. Your annual dues amount is \$492.69. Take \$492.69 divided by 6 months (March through August) and your monthly payroll deduction is \$82.12.

Note: The 15th of the month is the cutoff date for dues to be processed for the current month's paychecks. If received after the 15th of the month, your deduction will be prorated for remaining paychecks beginning with the following month's paycheck.



Lincoln Education Association

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PAYROLL DEDUCTION AUTHORIZATION

Pursuant to Article I, Section 2(c) of the By-Laws of the Lincoln Education Association membership in the unified professional associations (NEA, NSEA and LEA) is on a continuing basis. Members may only resign their memberships in writing between March 1 and April 15 for the following school year. Neither the completion of, or the failure to complete this form shall act as a resignation of membership. Any resignation must be separate, in writing, to the Lincoln Education Association between March 1 and April 15 for the following school year. Failure to resign in writing between March 1 and April 15 results in continuing membership through the following school year.

Pursuant to 79-12, 102 of Nebraska Statutes, the undersigned teacher hereby authorizes and directs the School District of Lincoln to withhold from wages to be paid the Annual Deductible Sum determined as herein provided.

Annually, the Lincoln Education Association, a professional organization of which the undersigned is a member, will certify to the School District - Employer, the Annual Deductible Sum which shall be deducted from wage payments. The Annual Deductible Sum shall be deducted rateably from each payroll check issued by the School District - Employer following receipt of certification of the Annual Deductible Sum for the contract year, provided however, any portion of the Annual Deductible Sum which remains unpaid shall be deducted from the last payroll check issued for the contract year.

Pursuant to Article II, Section 2-1 (j) of the professional Agreement between the Lincoln Public Schools and the Lincoln Education Association authorization for payment of dues by automatic payroll deduction shall be continuing except if revoked in writing during the period of March 1 through April 15 of any year to be effective September 1 of the year of the revocation. Written notice of revocation must be made to the Lincoln Education Association.

NAME (print): _____

EMPLOYEE ID: _____

SOCIAL SECURITY NUMBER: _____

WORK LOCATION: _____

SIGNATURE: _____

DATE: _____