This proposal would amend Article II (Dues and Assessments), Section 2.a and 2.c.1 (State Dues and Assessments) of the Bylaws by replacing “seven hundred forty-five thousandths of one percent (.00745)” with “seven thousand four hundred twenty-five millionths of one percent (.007425).”

ARTICLE II
Dues and Assessments

Section 2. State Dues and Assessments: The specific dollar amount of dues established by this section will be confirmed by the Governing Board prior to the start of the membership year. Active members shall pay dues as follows:

a. Dues for active members shall be seven hundred forty-five thousandths of one percent (.00745) seven thousand four hundred twenty-five millionths of one percent (.007425) of the average public school teacher’s salary in Minnesota during the previous two years, and any special assessments set forth in the Bylaws. Any dues increase from one year to the next year shall not exceed $10.

c. Dues for active ESP members shall be determined as follows, in addition to any special assessments set forth in the Bylaws.

1. A member whose total annual salary as a member of the bargaining unit is equal to or greater than the PTYASTS (Prior Two-Year Average Starting Teacher Salary) shall pay seven hundred forty-five thousandths of one percent (.00745) seven thousand four hundred twenty-five millionths of one percent (.007425) of the PTYASTS. Any dues increase from one year to the next year shall not exceed $10.

Moved by Reid Froiland, Thief River Falls Education Association
Seconded by Kari Dykhoff, Education Minnesota - Lakeville

Maker’s Rationale:

In the fall of 2015, Education Minnesota implemented an increase of two hundredths of one percent (.0002) into the dues formula calculation in order to begin the Education Minnesota Retired continuous membership program. When the program was developed, we used our best data, calculations and projections to determine the additional income that would be needed for this program. The Dues Review Committee continues to monitor and make recommendations as to how to adjust the dues amount going forward. In analyzing the last seven years of data and with the addition of having enough data to now have an actuarial
study completed, the Dues Review Committee is putting forward this proposal to adjust the amount from the current fifteen thousandths of one percent (.00015) to one hundred twenty five ten-thousandths of one percent (.000125). This adjustment will still allow for both the continuation of the payments of the retired dues to the NEA and for an adequate budget to run the state retired program.

**Impact Statement by the Constitution & Bylaws Committee:**

**Relevant Statements of Principle:**
- Commitment to the Members
- Commitment to the Organization
- Commitment to the Labor Movement

*Passage of this proposal would:*

**Representation:** create no impact on representation.

**Financial:** reduce the formula by twenty-five ten thousandths of one percent (.000025), which would reduce the revenue that is allocated to the Education Minnesota-Retired continuous membership program by approximately $110,000 based on current membership numbers. This formula reduction would result in an approximate $2 dues decrease to the highest teacher/faculty category and an approximate $1 dues decrease to the highest ESP category. Other dues categories would have prorated reductions.

**Organizational:** create no organizational impact.

**Compliance:** create no impact on compliance.