2022 Proposed Bylaws Amendment #3

This proposal would amend Article II (Dues and Assessments), Section 2.c (State Dues and Assessments) by adding c.6 that states: “Notwithstanding the provisions in (1) – (5) of this paragraph, the Governing Board may by written policy adjust the dues for active ESP members whose total annual salary as a member of the bargaining unit is less than 10% of the PTYASTS.”

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:

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) of the PTYASTS. Any dues increase from one year to the next year shall not exceed $10.

2. A member whose total annual salary as a member of the bargaining unit is equal to or greater than 75% of the PTYASTS but less than 100% of the PTYASTS shall pay 75% of the dues set forth in Section 2.c.1.

3. A member whose total annual salary as a member of the bargaining unit is equal to or greater than 50% of the PTYASTS but less than 75% of the PTYSATS shall pay 50% of the dues set forth in Section 2.c.1.

4. A member whose total annual salary as a member of the bargaining unit is equal to or greater than 22% of the PTYASTS but less than 50% of the PTYASTS shall pay 22% of the dues set forth in Section 2.c.1.

5. A member whose total annual salary as a member of the bargaining unit is less than 22% of the PTYASTS shall pay 16% of the dues set forth in Section 2.c.1.
6. Notwithstanding the provisions in (1) – (5) of this paragraph, the Governing Board may by written policy adjust the dues for active ESP members whose total annual salary as a member of the bargaining unit is less than 10% of the PTYASTS.

Moved by Kim Thole, Anoka-Hennepin Education Minnesota
Seconded by Michelle Dennard, Education Minnesota OSSEO Educational Support Professionals

Maker’s Rationale:

In the review of the dues structures of the teacher/faculty levels and the ESP levels, the committee saw that the lowest ESP dues level was an amount higher than the lowest amount paid on the teacher/faculty schedule. The Dues Review Committee recommends this additional dues level be added so that there is a level for the ESP members making 10% or less of the prior two-year average starting teacher salary, similar to the level that is in the teacher/faculty levels. In the event the Board’s policy results in a $15 state dues amount (as it currently does for teachers in this same position), that would create a dues reduction of $33 for any ESP member that is currently earning under $4,062 annually.

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: not reduce service to these members.

Financial: create a dues revenue reduction of $33 per qualifying ESP member if the Board creates this new category and sets it at the same amount that it has set for teachers. The approximate overall revenue decrease would range from $0-4,000, depending on the salary level of those in the current lowest category.

Organizational: potentially increase membership if it encourages membership among part-time ESPs who might otherwise not have joined due to the cost of dues.

Compliance: create no impact on compliance.