

**BYLAWS OF THE  
OMAHA EDUCATION ASSOCIATION  
(Revised May 2024)**

**ARTICLE I – MEMBERSHIP**

Section 1. Classes

The membership shall consist of two classes: active, and substitute.

Section 2. Active Member Eligibility

- (a) Active Professional: Any person engaged in or on a leave of absence from the profession (teaching, substitute teaching under contract, supervision or administration, etc.) and wishing to join the Association shall be an active member. Active professional members shall hold or be eligible to hold a baccalaureate or higher degree or the regular teaching, vocational or technical certificate required by their employment.
- (b) Active Educational Support Professional: Any person who is employed or who is on a leave of absence from an educational support position (paraeducators, clerical, custodial, transportation, food service, etc.) in a school district, college or university, or other institution devoted primarily to educational work and wishing to join the Association shall be an active member unless under a bargaining unit of another union.

Section 3. Partial Year Membership Dues

Any person:

- (a) Who becomes eligible for Active membership after the commencement of the membership year, eligibility for membership will be the same as NSEA eligibility for membership, or
- (b) Who returns to professional educational employment or to an educational support position from a limited leave of absence after the commencement of the membership year shall be enrolled in full standing for the remainder of the membership year by paying the amount of annual dues that is commensurate with the remaining portion of the membership year.

Section 4. Member Censure, Suspension or Expulsion

The censure, suspension or expulsion of an association member for violation of the Code of Ethics of the Education Profession or for conduct not in the best interest of the Association must be conducted by and in compliance with the NSEA and NEA. (Refer to Article IX, Section 4 for the NSEA Bylaws)

## **ARTICLE II – MAINTENANCE OF EFFORT**

### Section 1.

- (a) Membership in the Omaha Education Association, the Nebraska State Education Association, and the National Education Association shall continue until revoked in writing by the member to their local president and/or the NSEA business office, prior to August 31.

While membership can be ended at any time, the member is still obligated to pay the full and complete amount of annual dues and/or contributions pursuant to the terms authorized in the membership agreement, including those terms that concern the annual renewal of the dues obligation and govern the process for revoking the payment authorization. The association president, or designee, shall inform the NSEA business office of the member's desire to terminate membership and financial obligation effective September 1 of the year in question.

Members who retire, resign or otherwise cease employment with the employer at the end of the school year will automatically be removed from the membership list at the start of the next membership year and any continuing dues obligation will cease at that time.

## **ARTICLE III - Rights of Members**

Section 1. Active members shall have the right to vote and hold elective office or appointive positions. In addition, active members shall receive, or be eligible to receive, all special services, obtain assistance in the protection of professional and civil rights, and receive all publications of the association.

Section 2. Members shall be guaranteed due process and the right of appeal in reference to disputes regarding membership.

Substitute members shall have only those rights afforded to that class of membership and shall, except as otherwise provided, be ineligible to vote and hold elective office.

## **Article IV - Responsibilities of Members**

So all members may fully exercise their democratic right to participate in Association activities, events, and meetings free from harassment, intimidation, and other such unacceptable behavior, the hereby establishes the following conduct is unacceptable at any and all Association events and interactions with members.

In the interest of intentionally fostering goodwill and trust and protecting the rights of all individuals to dignity and mutual respect, it is expected all members:

- Respect others and their views;
- Recognize and value individual differences;
- Promote mutual respect, understanding and cooperation as the basis of interactions amongst participants in Association activities, events, or meetings;
- Maintain the reputation of the Association by conducting themselves in accordance with high standards of professionalism.

## **ARTICLE V – OFFICERS, EXECUTIVE COMMITTEE AND BOARD OF DIRECTORS**

### Section 1. General Officers Composition

The general officers of the Omaha Education Association shall be President, Vice President-Advocacy, and Vice President-Member Benefits. The general officers, shall constitute the Executive Committee.

### Section 2. Board of Directors Composition

The Omaha Education Association Board of Directors shall consist of the general officers of the Omaha Education Association, and fourteen additional members as specified.

### Section 3. Governance Elections

The general officers of the Omaha Education Association and members of the Board of Directors and Building Representative Council shall be elected as specified and shall hold office until their successors are duly elected and installed.

#### Section 4. Officer Terms of Office

Newly elected officers and members of the Board of Directors shall take office August 1. OEA Officers and members of the Board of Directors elected by special election shall immediately take office at the Building Representative Council meeting at which they are elected.

- (a) President —The President shall be elected for a term of three years. The President shall be eligible for reelection to one consecutive term. The assumption to the Presidency due to a vacancy shall not preclude the President from being elected to two three-year terms. Election to a term as President constitutes election to a three-year term as a local delegate to the NSEA Delegate Assembly and the NEA Representative Assembly. The term of office shall terminate on July 31.
- (b) Vice President–Advocacy — The Vice President–Advocacy shall be elected for a term of three years. The Vice President–Advocacy shall be eligible for reelection to one consecutive term. The election to Vice President–Advocacy due to a vacancy shall not preclude the Vice President–Advocacy from being elected to two three-year terms. Election to a term as Vice President–Advocacy constitutes election to a three-year term as a local delegate to the NSEA Delegate Assembly and the NEA Representative Assembly. The term of office shall terminate on July 31.
- (c) Vice President–Member Benefits —The Vice President–Member Benefits shall be elected for a term of three years. The Vice President–Member Benefits shall be eligible for reelection to one consecutive term. The election of the Vice President–Member Benefits due to a vacancy shall not preclude the Vice President–Member Benefits from being elected to two three-year terms. Election to a term as Vice President–Member Benefits constitutes election to a three-year term as a local delegate to the NSEA Delegate Assembly and the NEA Representative Assembly. The term of office shall terminate on July 31.

#### Section 5. Board Elections and Terms of Office

- (a) All Board members shall be elected by the active members at the general election. The fourteen members-at-large shall be elected from the following groups:
  - (1) The elementary school group shall elect seven from their candidate members.
  - (2) The middle school group shall elect three from their candidate members.
  - (3) The senior high school group shall elect three from their candidate members.
  - (4) The Alternative/TAC/Programs shall elect one from their candidate members.

- (b) In even numbered years, three elementary school members-at-large, one middle school member-at-large, two senior high school members-at-large, and one Alternative Education/TAC/Programs member-at-large, shall be elected for a term of three years. In odd numbered years, four elementary school members-at-large, two middle school members-at-large, and one senior high school member-at-large, shall be elected for a term of three years.
- (c) In case a member of the Board of Directors changes status in the Omaha Public Schools (is moved to a position outside the group that elected the member) during the first year of their term, they will serve until July 31.
- (d) Elected members of the OEA Board of Directors shall not be eligible for the position of Building Representative Captain.
- (e) The Association shall guarantee ethnic minority representation on the Board of Directors in proportion to the ethnic minority membership in the Association. The meaning of “ethnic minority” shall at all times correspond to the definition in the Bylaws of the National Education Association. If no ethnic minorities are represented on the Board after the general election, the Building Representative Council shall elect an additional director(s) for a one-year term at the October General Assembly. Candidates for this position shall be nominated by the ethnic minority delegates at the General Assembly.

#### Section 6. Candidates Restrictions

The following restrictions will be placed on candidates:

- (a) Candidates for the Board of Directors shall have completed a minimum of one year active membership in the Omaha Education Association.
- (b) No person may be a candidate for election to more than one office on the Board of Directors.
- (c) If a member of the Executive Team or Board of Directors is removed from office, resigns before the end of their term, or is asked to resign before the end of their term, they will not be allowed to run for a board seat or executive seat in the future. If the resignation is due to a personal matter such as a family concern or health reasons, the Executive Team along with Governance will determine whether or not the member can run for office.
- (d)

#### Section 7. Candidate Nominations

Candidates may be secured:

- (a) By personal filing of the candidate for office. Personal filing must be in the OEA office by 5:00 P.M. the day before the February meeting of the Building Representative Council.
- (b) By nominations made in the Building Representative Council at its February meeting.

- (c) By filing of the Nominating Committee.

#### Section 8. Verification of Eligibility

Governance Committee shall verify the eligibility of candidates for the OEA Board of Directors at the close of nominations prior to candidates receiving a list of members in order to campaign.

#### Section 9. Nominating Committee

The Building Representative Council shall, at its January meeting elect a nominating committee of not less than five nor more than eleven members from its membership present at the January meeting. The duties of the committee shall be:

- (a) In the event there is no eligible candidate for an elective position, the Nominating Committee shall secure at least one candidate for that position.
- (b) In the event a person nominated for a position is determined to be ineligible for the position or withdraws nomination, and no other candidate has been duly nominated for that position, the Nominating Committee shall secure at least one candidate for that position.
- (c) The Nominating Committee shall meet within three days after the February Building Representative Council and shall forward to the Governance Committee by the first Tuesday following the February Assembly the name of the candidate(s) for the position.

#### Section 10. Election by Acclamation

In the event there is only one candidate for an elective office, that candidate shall be declared elected to that position.

#### Section 11. Election Review Board

- (a) An Election Review Board shall be elected by the Building Representative Council at the January Building Representative Council Meeting.
- (b) A member of the Review Board shall not hold, or be, a candidate for any elective position on the Board of Directors in the Association or its affiliates.
- (c) The Review Board will consist of seven members:
  - (a) Two members from the elementary level.
  - (b) Two members from the middle level.
  - (c) Two members from the senior high level.

- (d) One member from the Alternative Education/TAC/Program level.

In the even numbered years, one candidate will be elected from the categories of elementary, and middle, senior high.

In odd numbered years, one candidate will be elected from the categories of elementary, middle, senior high and Alternative Education/TAC/Program level.

Members are elected to a three-year term.

The Association shall guarantee at least two ethnic minority representatives on the Review Board. The meaning of "ethnic minority" shall at all times correspond to the definition in the Bylaws of the National Education Association. If the required number of ethnic minorities is not represented on the Review Board after the annual election for the Review Board, the Building Representative Council shall at the same meeting elect the required number of ethnic minority members for a one-year term. Candidates for these positions shall be nominated by the ethnic minority delegates at the Building Representative Council.

A vacancy on the Review Board shall be filled for the remainder of that term at the next regular meeting of the Building Representative Council.

(d) Written documentation of violations of campaign rules shall be brought before the Election Review Board and may result in the candidate's name being stricken from the ballot and/or election of such candidate being deemed invalid.

- (1) Written documentation of violations of campaign rules may be submitted by any member to the Election Review Board as soon as possible, but no later than five working days after the OEA posts the election results. The Election Review Board shall be immediately called to address the alleged violations.
- (2) The Review Board procedures shall be based on the current edition of Robert's Rules of Order.
- (3) The Review Board will report its findings to the person bringing the allegation and to the OEA Board within five working days of receipt of notice of the alleged violation.
- (4) Decisions of the Review Board may be appealed to the OEA Board of Directors. An appeal by the person bringing the allegation or the alleged violator must be submitted to the Executive Committee. This must occur within two working days of their receipt of the findings of the Review Board. The Executive Committee shall transmit the appeal to the Board of Directors at its next regular meeting.

## Section 12. Conduction of Elections

The Governance Committee shall:

- (a) Have full charge of all elections, recalls, contract ratifications, and referendums.
- (b) See that a “Who's Who” of the candidates for election is prepared and available for membership.
- (c) Receive and count all electronic and/or paper ballots, keep all ballots secure until destroyed by action of the OEA Board of Directors; prepare and report the official vote on the election.
- (d) Conduct the election on the second Monday after nominations are held. The election will open at 5 pm and will close the following Monday at 5 pm.
- (e) Follow the procedures for the handling, voting, and tabulation of all elections of the OEA.

Each candidate may designate one observer to be present when ballots for their position are counted. Observers must maintain an appropriate distance from those counting ballots and not interfere with the process.

## Section 13. Paper Ballots

When utilizing paper ballots, the Governance Committee shall distribute the ballots to the active membership, and shall return the ballots and voting register immediately following the election.

- (a) All OEA membership receiving a paper ballot must sign an attendance register.

## Section 14. Plurality/Majority Determination

- (a) Plurality of votes cast shall determine the results in elections, with the exception of officers. A person is said to have a plurality vote when that person has more votes for a certain position than any of that person's rivals.
- (b) A majority of votes cast shall determine the results of the elections for officers. In the event that none of the candidates receive a majority of the votes cast, a run-off election between the two candidates with the most votes shall take place as determined by the Governance Committee. A person is said to have a majority of the vote when that person has more than 50% of the votes cast.



- (c) Upon verification of any tie, a run-off election will be held between those candidates starting the day after the results and will conclude Friday at 4:00 pm of the same week.

### Section 15. Recall of Officers

An officer of the Association may be recalled from office for violation of the Nebraska Code of Ethics, violations stated in the OEA Board Policy Book, or failure to comply with the mandates of the membership for the advancement of the Association; in the following manner:

- (a) Any member of the Building Representative Council or General Assembly may enter a recall petition from the floor. The petition must contain specific charges related to a violation of the Nebraska Code of Ethics, violations stated in the OEA Board Policy Book, or failure to comply with the mandates of the membership for the advancement of the Association. The petition must be signed by at least two hundred members of the Association.
- (b) At the Building Representative Council at which the petition is submitted, the Building Representative Council shall concur with a majority roll call vote. If the members of the Building Representative Council do not concur with the recall petition there will be no hearing nor a second vote.
- (c) If the members of the Building Representative Council concur with the recall petition there shall be a second vote to be conducted at the next regular Building Representative Council. Before the second roll call vote, the accused shall have the right to a hearing and to present the case before the Assembly with right of counsel.
- (d) With concurrence of the second Building Representative Council, Governance Committee shall take the issue to the general membership by referendum.
- (e) An officer of the Association may be recalled from office by two-thirds vote of the votes cast.

### Section 16. Recall of Board Members

A member of the Board of Directors may be recalled from office in the same manner as an officer, with the following variations;

- (a) With the concurrence of the Assembly as outlined, the Governance Committee shall take the issue to the group represented by the board member.
- (b) A member of the Board of Directors may be recalled from office by a two-thirds vote of the votes cast by the group electing the member.

Section 17. Vacancies.

- (a) If a vacancy should occur in the office of OEA President, the Vice President with seniority in consecutive years of service as Vice President shall assume the duties of the office of OEA President for the duration of the term.
- (b) If the Vice President with seniority in consecutive years of service as Vice President declines to accept the office of OEA President, the Vice President with less seniority shall assume the duties of the office of OEA President for the duration of the term.
- (c) Should both Vice Presidents decline to accept the office of OEA President, the office of President shall stand for election. The senior Vice President shall assume the duties of the office of the President until said election occurs.
- (d) The position of the President shall be nominated from the floor of the next Building Representative Council. If said vacancy occurs after the May General Assembly, a special assembly shall be held for nominations.
- (e) In the event of more than one candidate for President, a general election will be held within one week of nominations.
- (f) In the event there is no eligible candidate for president, the Nominating Committee shall secure at least one candidate. In the event there is only one candidate for president that candidate shall be declared elected.
- (g) Vacancies on the OEA Board, or other than the President, shall be filled at the next regular meeting of the Building Representative Council. That person shall take office immediately and hold office for the remainder of the term.

Section 18. Board Meeting Absences

If a member of the Board of Directors is absent for one half or more of three regular meetings during an association year, the member will be referred to the Executive Committee. The Executive Committee will report the outcome of the meeting to the Board of Directors at the next scheduled meeting.

## **ARTICLE VI - Building Representative Council**

### **Section 1. Membership.**

- (a) The Building Representative Council shall consist of the voting members of the Board of Directors, and one or more representatives elected by OEA members from each school, program or building.
- (b) Each school, program or building shall be entitled to at least one representative and one alternate. Special departments and projects may petition the General Assembly for representation if their membership is a minimum of four.
- (c) A school, program or building having more than fifteen members shall be entitled to one representative and one alternate for each fifteen members or major fraction thereof. Their term of office shall begin August 1 and close July 31 of the following year, or when their successors are installed.

### **Section 2. Ethnic Minority Representation**

The Association shall guarantee ethnic minority representation in the Building Representative Council in proportion to ethnic minority membership in the Association. The meaning of "ethnic minority" shall at all times correspond to the definition in the Bylaws of the National Education Association.

The October General Assembly shall elect additional Building Representatives to insure this representation. Candidates for these positions shall be nominated by the ethnic minority Building Representatives at the General Assembly.

### **Section 3. General Assembly Voting Rights**

All OEA members in attendance at General Assemblies will have voting rights during General Assemblies.

### **Section 4. Building Representatives Election in Buildings**

Each building shall conduct the election of Building Representatives during the month of April according to the procedures established by the Governance Committee. (See Bylaws Appendix)

## **ARTICLE VII – COMMITTEES**

### **Section 1. Standing Committees**

The standing committees shall be:

Compensation & Benefits  
Ethnic Minority Affairs Committee  
Governance  
Instructional Advocacy/ProCom  
Membership  
Political Action Committee for Education

### **Section 2. Standing Committee Organization**

The standing committees shall be organized as follows:

- (a) Membership in each committee shall be open to all OEA members.
- (b) Each committee chair shall arrange in advance with their designated liaison officer the time and place of each meeting and shall also inform each member of the committee regarding the time and place of each meeting.
- (c) Each committee chair shall appoint a secretary to record all official actions of the committee and submit the minutes to the OEA office promptly.
- (d) After receipt of the minutes of each committee, the OEA office shall post them on the website.

Section 4 Children's Action Fund

- (a) The Board of Directors of the Association shall establish a political action committee to be known as the OEA Children's Action Fund.
- (b) The committee shall conduct its activities separate and apart from those of the Association.
- (c) The committee shall establish a separate fund to be used for the purpose of receiving and disbursing voluntary contributions to candidates or ballot question committees, as provided by the Nebraska Political Accountability and Disclosure Act, and other applicable laws and regulations.
- (d) The Association may provide for making of voluntary contributions by its members to the OEA Children's Action Fund and/or the NEA Fund for Children and Public Education, as per guidelines. All such contributions as received by the Association shall be promptly paid over to the committee.

## **ARTICLE VIII -DUTIES OF OFFICERS, BOARD OF DIRECTORS, ASSEMBLIES**

### Section 1. General Presidential Duties

The President shall be the educational leader and official spokesperson for the Association. It shall be the duty of the President to consult and confer with the Board of Directors in all matters which shall interpret the policies of the Association. It shall be the duty of the President to guide the activities of the Association to meet the Goals and Objectives of the Association. It shall be the duty of the President to preside at all Association meetings. In the absence of the President, the Vice President with more seniority in office shall preside. In their absence, the other Vice President shall preside. It shall be the duty of the President to notify those running for the OEA Board of Directors of the results of the election following the final tally of votes.

### Section 2. Committee Chair Appointments

The President shall appoint the standing committee chair and/or co-chair for a one-year term. All appointments shall be presented to the Board of Directors who shall either confirm or deny the appointments.

### Section 3. Vice President-Advocacy Duties

The Vice President-Advocacy shall be charged with the responsibility of acting as Executive Committee liaison to each of the following standing committees: Ethnic Minority Affairs Committee, Instructional Advocacy, Membership, Political Action, and Committee for Education.

### Section 4. Vice President-Member Benefits Duties

The Vice President-Member Benefits shall be charged with the responsibility of acting as Executive Committee liaison to each of the following standing committees: Compensation and Benefits, and Governance.

The Vice President-Member Benefits shall chair the Ad Hoc Finance committee. The committee shall review the dues formula for adequate revenue sources and prepare the budget to be presented for recommendation at the February Board of Directors meeting, presented at the February Building Representative Council, discussed during the March Building Representative Council, and voted on at the April General Assembly. The Ad Hoc Finance Committee shall also oversee Association investments.

### Section 5. Financial Responsibilities

Bills paid by check will be signed by one of the following: President, Vice President-Advocacy or Vice President-Member Benefits.

The President or their designee(s) shall receive and deposit to the credit of the Omaha Education Association, in Omaha banks approved by the Board of Directors, all monies handled by the organization.

The President or their designee(s) shall keep an accurate record of all meetings of the Association, and other documents as the Board shall direct; keep a register of names of members; distribute to each representative a notice of regular or special meetings of the Building Representative Council and General Assembly at least five days before such meetings are to be held; and shall conduct the general correspondence of the Association.

The President and their designee(s) responsible for handling Association funds shall be bonded.

**Section 6. Executive Committee Duties**

The Executive Committee shall carry on the executive work of the Board during the intervals between meetings; and shall interpret these Bylaws.

**Section 7. Board of Director Duties**

The Board of Directors shall carry on the business of the organization as directed by the Bylaws and the Building Representative Council.

**Section 8. Board Powers in Policy and Principle**

The Board shall have the power to initiate action in matters of policy and principle. Such action shall be effective unless rescinded by the Building Representative Council, or the General Assembly, or by referendum vote.

**Section 9. Referendum by the Board**

The Board shall have power to submit any matter for referendum vote.

**Section 10. Audit Responsibilities**

The Board of Directors shall see that all reports and books of the OEA are audited or reviewed by a Certified Public Accountant at the close of each fiscal year. A copy of this report shall be archived by the Association.



Section 11. Building Representatives Responsibilities

Elected Association Captains, Representatives or their alternate shall:

- (a) Attend meetings of the Building Representative Council.
- (b) Represent the interests of the members in their buildings or department.
- (c) Report to their members business transacted at the Building Representative Council.
- (d) Recruit and maintain membership.
- (e) Serve as an advocate, contract maintainer, organizer, and communicator.
- (f) Serve as coordinator for the OEA Children's Action Fund and the NEA Fund for Children and Public Education.
- (g) And otherwise assist in the work of the Association in their respective building. Representatives and alternates shall be elected by OEA members in the spring for the following school year. Names of representatives and alternates shall be submitted to the OEA office prior to the close of the current school year.
- (h) Propose action for association through new business items.

Section 12. Building Representative Alternate Responsibilities

Alternates shall represent their school in the absence of the regular representative and shall assist the representative in every possible way.

## **ARTICLE IX - MEETINGS**

### Section 1. General Assembly

The General Assembly shall meet in October and in April. The April General Assembly shall adopt the budget. Special meetings of the General Assembly may be held upon the call of the President, or of three Board members, or of fifty elementary, fifty middle school, and fifty high school members for a total of 150 members.

### Section 2. Board of Directors Meetings

The Board of Directors shall meet each month of the school year. Special meetings may be held upon the call of the President or of three Board members, providing that reasonable effort is made to notify all Board members of the special meeting. A majority of the voting members of the Board of Directors shall constitute a quorum.

### Section 3. Committee Meetings

All committees shall meet before October 31 and shall undertake such specific work as the Board directs or that which is implied by their name. All committee chairs shall give a written report to the Board of Directors before the next Board meeting. All recommended action of the committee must be approved by the Board of Directors.

## **ARTICLE X – AFFILIATION**

### Section 1. State and National Affiliation

The Omaha Education Association shall affiliate with (1) the Nebraska State Education Association, and (2) the National Education Association.

### Section 2. NSEA Delegate Assembly

The elected members of the Executive Committee shall serve as delegates of the Omaha Education Association to the Delegate Assembly of the Nebraska State Education Association.

As many additional delegates as the Association is entitled to shall be elected at the NSEA Delegate Election to be held the last Monday in February of the year of Delegate Assembly.

The NSEA Delegate Election shall be conducted under the same rules and procedures as outlined in Article V for the OEA General Election, with filing deadlines falling in February.

### Section 3. NEA RA Delegates

The Omaha Education Association shall send to the Representative Assembly of the National Education Association annually, as fully paid delegates, the President, Vice President-Advocacy and Vice President-Member Benefits of the Association. Any additional NEA delegates to whom the Association is entitled shall be elected at-large at the general election as outlined in Article V.

## **ARTICLE XI – FINANCE**

### **Section 1. Fiscal Year**

The fiscal year of the Omaha Education Association shall begin August 1 and close July 31.

### **Section 2. Active Member Dues**

Annual dues of active members who are employed as certificated staff members in a non-supervisory or non-administrative position shall be 0.0049 times the Omaha Public Schools' classroom teacher's B.A. beginning salary per year as determined by the OEA budget and approved by the OEA Building Representative Council. OEA Dues shall be rounded to the nearest whole dollar. Active members regularly employed fifty percent (50%) or less of the normal schedule for full-time employees (as verified by the local association) are half-time Active members at fifty percent (50%) dues.

Active dues for educational support personnel who have an annual salary up to 10% of the Omaha Public Schools' classroom teacher's B.A. beginning salary shall pay 10% of the dues of active members who are employed as certificated staff members in a non-supervisory or non-administrative position.

Active dues for educational support personnel who have an annual salary up to 10.01% to 30% of the Omaha Public Schools' classroom teacher's B.A. beginning salary shall pay 30% of the dues of active members who are employed as certificated staff members in a non-supervisory or non-administrative position.

Active dues for educational support personnel who have an annual salary of 30.01% to 50% of the Omaha Public Schools' classroom teacher's B.A. beginning salary shall pay 50% of the dues of active members who are employed as certificated staff members in a non-supervisory or non-administrative position.

Active dues for educational support personnel who have an annual salary up to 50.01% to 70% of the Omaha Public Schools' classroom teacher's B.A. beginning salary shall pay 70% of the dues of active members who are employed as certificated staff members in a non-supervisory or non-administrative position.

Active dues for educational support personnel who have an annual salary up to 70.01% to 90% of the Omaha Public Schools' classroom teacher's B.A. beginning salary shall pay 90% of the dues of active members who are employed as certificated staff members in a non-supervisory or non-administrative position.

Active dues for educational support personnel who have an annual salary of 90.01% or higher of the Omaha Public Schools' classroom teacher's B.A. beginning salary shall pay 100% of the dues of active members who are employed as certificated staff members in a non-supervisory or non-administrative position.

Section 3. Substitute Member Dues

Annual dues of a substitute member shall be twenty-five percent (25%) of active full-time dues. The category of OEA substitute membership must correspond to the category of NSEA substitute membership.

Section 4. Membership Year

- (b) The membership year shall coincide with the NEA membership year. Membership shall be continuous unless terminated for cause. Individuals eligible at the beginning of the membership year shall pay the full amount of the annual dues.

Section 5. Automatic Payment Authorization

If OEA membership started prior to 2017, members may continue to participate in Automatic Payment Authorization which directs the Board of Education to pay such deduction to the Omaha Education Association

OEA members may choose to pay their monthly dues through an electronic funds transfer process via the members' checking account.

### **ARTICLE XIII – AMENDMENTS**

#### **Section 1. Introduction of Proposed Bylaw Amendments**

Proposed amendments to these Bylaws must go through the governance committee for consideration and approved by the Board of Directors before being presented electronically at a meeting of the Building Representative Council

(a)

(b)

#### **Section 2. Timeline**

A proposed amendment must be published, discussed at the next meeting of the Building Representative Council after its publication, and submitted in ballot form to the members of the Association.

#### **Section 3. Ratification**

If a proposed amendment is ratified by a majority of the members voting, the same shall be declared a valid part of these Bylaws and shall be go into effect the next Association year.

#### **Section 4. Predominance**

No action shall be enacted in conflict with these Bylaws.

## **ARTICLE XIV – DISSOLUTION**

In the event of dissolution of the Omaha Education Association, the assets of the Association shall be managed by NSEA until legal resolution is declared.

## **ARTICLE XV – RATIFICATIONS OF NEGOTIATED AGREEMENT**

### Section 1. Eligibility and Procedure

All OEA members who are covered employees under the terms of the contract for which the vote pertains will receive an electronic ballot for the purposes of voting on the ratification of the negotiated contract. The general procedure in securing a ratification vote shall be the same as that in the general election.

### Section 2. Violations

Written documentation of violations of ratification procedures shall be brought before the Board of Directors within ten days of the violation. The OEA Board will have the authority to invalidate a ratification vote and order a new ratification vote.

## **ARTICLE XVI - PARLIAMENTARY AUTHORITY**

### Section 1. Robert’s Rules of Order

The current edition of Robert's Rules of Order shall be the parliamentary authority for the Association on all questions not covered by the Bylaws and such standing rules as the Building Representative Council may adopt

### Section 2. Electronic Voting

The Executive Committee may, at their discretion, set up standing rules or otherwise authorize voting of Association governance bodies and/or balloting of the general membership by electronic means.

## **ARTICLE XVII – EMERGENCY CLAUSE**

Section 1: Due to unforeseen circumstances such as a pandemic or natural disaster, OEA will continue the business as usual.

Section 2: The timeline for various events identified in this document, can be amended by OEA Board approval. There shall be no plans to eliminate procedures, but an extension shall be granted.

Section 3: The OEA President shall continue to work with district in addressing the needs of educators and students during an emergency event. All emergency approval in regard to staff, may come before the OEA Board to approve.

Move to policy.