

2023-2024

TIMELINE for ACTION



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August 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6 Friendship Day	7	8 Available for public elections	9	10	11	12
13	14	15 Deadline to submit requests for President's Tour visits.	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Activities/Planning Ahead

- Distribute [2023-2024 membership materials](#) to continuing and new members, if not done already. If materials weren't received, contact your MNEA regional office.
- Submit [enrollment forms](#) to your [regional office](#) ASAP (page 99).
- Make sure your local officers know how to access the "[Timeline for Action](#)" on the MNEA Web site.
- Review your local bylaws with the executive committee. See the [Importance of Local Bylaws](#) and [Bylaws Affirmation form](#) (pages 57-61).
- MNEA [Public Relations Grant applications](#) are due September 8.
- [Shirley Cromer Award applications](#) due October 1 (page 89).
- Nominate your local for the [Leila Medley Quality Local Association Award](#). Application is due October 1 (page 67).
- Elect [delegates and alternates](#) to Missouri NEA RA - submit names by October 15 (pages 51-53).
- Review your plan for electing candidates who support public education. Review the [MNEA Political Action Timeline](#) (page 111).
- Membership recruitment and engagement activities, e.g. check in with membership committee, request new hire info, update communications, listening tour in targeted worksites. For more organizing ideas and strategies, check out "[Solid Rock Organizing](#)."

September 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
September is National Hispanic Heritage Month					1	2
3	4  Labor Day MNEA Offices Closed	5	6	7	8 MNEA Public Relations Grant applications due	9 MNEA committee meetings
10 Grandparents Day	11 Patriot Day	12	13	14	15 Rosh Hashanah	16 MNEA BOD meeting
17 Rosh Hashanah ends Citizenship Day	18 NEA Super Week Washington DC	19	20	21	22	23 Autumn begins
24 Yom Kippur	25	26	27	28	29	30

Activities/Planning Ahead

- Make sure [2023-24 membership materials](#) have been distributed to ALL members and revisit prospective members that have not yet joined.
- Submit elected [local delegate and alternate names](#) to RA to MNEA Headquarters. Deadline is October 15 (pages 51-53).
- Review membership rosters and update.
- Send enrollment forms and updates to [regional office](#).
- Membership recruitment and engagement activities, e.g. review membership maps and identify potential targets, pair active members with potential members.
- Update bulletin boards, social media, etc.
- Check in with all members once they've had their first observation.
- Consider submitting nominations for [Horace Mann Friend of Education Awards](#). Teacher nominee is due December 15 (page 77).

October 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 Shirley Cromer Award and LMQLA applications due	2 Child Health Day	3	4	5 World Teachers' Day	6	7 MNEA Committee Meetings
8	9	10	11 Last day to register to vote Stop Bullying Day	12	13	14 MNEA BOD Meeting
15 Submit names of MNEA RA delegates and alternates to MNEA Headquarters Safe Schools Week	16 National Boss's Day	17 Fall Leadership Conference, Kansas City	18 Fall Leadership Conference, St. Louis MNEA Fall RA packet posted	19	20	21 MNEA PAC Council meeting
			Missouri Day			
22	23	24 United Nations Day	25	26 Last day to register for Nov. 2 BTA (Virtual)	27	28
29	30	31 Halloween				<i>October is National Bullying Prevention Month</i>

Activities/Planning Ahead

- Check again to make sure all members have their [23-24 membership materials](#).
- Plan activities for [American Education Week](#) November 13-17 (ESP Day and Substitute Educators Day).
- Plan to attend Fall RA, November 18, St. Louis, MO
- Strategize to overcome difficulties and celebrate successes.
- Provide additional recruitment training for recruiters who are experiencing difficult situations.
- Use membership map to strategically start converting prospective members to active members. Have department leaders or building representatives start working on a prospective member in the same worksite.
- Have recruiters swap prospective members who have not joined and approach them with new tactics.
- Have leaders sign up to attend monthly parent-teacher student association meetings.
- Check out "[Solid Rock Organizing](#)" for more organizing and engagement activities.


November 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
November is National American Indian Heritage Month			1	2 BTA Program series begins (virtual).	3	4 National Board Candidate Boost
5 Daylight saving time ends	6	7 Election Day	8 Last day to register for Nov. 17 BTA—St. Louis	9	10	11 Veterans Day
12	13 American Education Week	14	15 National ESP Day	16	17 MNEA-Retired luncheon St. Louis BTA—St. Louis	18 MNEA BOD meeting MNEA Fall RA Hilton St. Louis at the Ballpark, St. Louis
19	20	21	22	23  Thanksgiving MNEA offices closed	24  MNEA offices closed	25
26	27	28	29	30		

Activities/Planning Ahead

- Send delegates to [MNEA Fall RA](#) on November 18.
- Begin recruiting members to attend [Capitol Action Days](#).
- Encourage members to run for state delegate to the 2024 NEA RA. [Candidacy statements](#) are due January 15 (page 55).
- Meet individually with members on improvement plans. Offer them assistance and inform them of their right to have representation during their meeting and during the development of the improvement plan.
- Send thank-you notes to members who were politically active.
- Plan a turkey raffle. Provide raffle tickets to members who attend November's school board and discussion meetings. Then hold the raffle drawing at the next member meeting. Members must be present to win.
- Have a meeting about saving money around the holidays. Highlight some of the MNEA member benefits available, and ask members to keep track of how much they save. Make a poster for the Association bulletin board so prospective members can see it.

December 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
December is Universal Human Rights month					1	2
3	4	5	6	7 Hanukkah begins Pearl Harbor Remembrance Day	8	9
10 Universal Human Rights Day	11	12	13	14	15 Horace Mann Teacher nominations due Hanukkah ends Bill of Rights Day	16
17	18	19	20	21 Winter begins	22	23
24 Christmas Eve	25  Winter Recess MNEA offices closed	26  School board candidate filing closes Kwanzaa begins	27 	28 	29 	30
31 New Year's Eve	Christmas Day					

Activities/Planning Ahead

- Legislature convenes January 3. Make plans to attend a [Capitol Action Day](#).
- Encourage members to run for state delegate to the 2024 NEA RA. [Candidacy statements](#) due January 15 (page 55).
- [Dr. Martin Luther King Jr. Poster/Essay Contest](#) entries due January 15.
- [Gilbert Balderrama Minority Scholarship application](#) due January 15.
- [Cochran Scholarship](#) applications due January 31.
- [Missouri Educators Rising Scholarship](#) applications due January 31.
- Promote [Reliant Tuition Grant Program](#) to members in their first five years of teaching or ESP field. Applications due January 31 (page 109).
- Plan a food/clothing drive or other community support event. Post successes per worksite. Take pictures of members, and post them on your Association's website, social media or newsletter.
- Check out "[Solid Rock Organizing](#)" for more activities.


January 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1  New Year's Day MNEA offices closed Kwanzaa ends	2	3 Legislature convenes	4	5	6
7	8	9	10	11	12	13
14	15  Dr. Martin Luther King Jr. Day MNEA offices closed	16 Deadline to submit NEA RA State Delegate Declaration of Candidacy Gilbert Balderrama Minority Scholarship Application due Dr. Martin Luther King, Jr. Poster/Essay Contest entries due	17	18	19	20 MNEA Budget Committee Meeting
21	22	23	24	25	26	27
28	29 Exploring National Board Certification Last day to register for Feb. 1 BTA (Virtual)	30	31 Reliant Tuition Grant, Cochran and EdRising Scholarship applications due			

Activities/Planning Ahead

- Begin planning Spring Membership Drive.
- Encourage members to run for state delegate to the 2024 NEA RA. [Candidacy statements](#) due January 15 (page 55).
- Finalize [Horace Mann](#) and [Soar with the Eagles](#) nominations. Nominations due February 15 (pages 77 and 93).
- Consider submitting nomination for [Lorna Bottger award](#). Nominations due February 15 (page 95).
- Begin planning for school board elections.
- Voting for [NEA RA State Delegates](#) begins February 1.
- Develop and share with your administration a climate survey concerning the association, worksite, and district.
- Check in with members regarding second observation and assign a peer mentor to members who are struggling.

February 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
February is National African American History month				1 Voting for NEA RA State Delegates begins BTA program series begins (virtual) National Freedom Day	2 Groundhog Day	3 MNEA Committee meetings
4	5 NEA Super Week Washington, DC National School Counseling Week	6	7 Capitol Action Day, GD 2 & 10	8	9	10
11	12 Abraham Lincoln's Birthday	13	14 Ash Wednesday Valentine's Day	15 Horace Mann and Soar with the Eagles nominations due Loma Bottger Award nominations due Susan B. Anthony's Birthday	16	17
18	19  Presidents' Day MNEA offices closed	20	21 Capitol Action Day, GD 3	22 George Washington's Birthday	23	24 MNEA BOD Meeting National Board Candidate Boost
25	26	27	28	29		

Activities/Planning Ahead

- Share [MNEA Legislative Priorities](#) with members.
- Finalize plans for school board elections.
- Encourage members to complete [Committee Volunteer forms](#).
- Watch for [email from NEA with information](#) about local delegates to NEA RA.
- Voting for [NEA RA Delegates](#) ends March 1.
- Native People and People of Color Involvement due March 1 (page 63).
- Deadline to [report changes to delegates and alternates](#) to MNEA Spring RA is March 15.
- Gather the names of the members who are retiring and submit online: <https://www.mnea.org/form/mnea-local-association-retiree-r>
- Distribute the [NEA Member Benefits](#) websites for spring break travel, e.g. car rental, lodging, attractions etc., and post any savings to bulletin boards.
- See "[Solid Rock Organizing](#)" for more organizing and engagement activities.

March 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
March is Women's History month					1 Voting for NEA RA state delegates ends NEA Leadership Summit → BIPOC involvement in local activities information is due	2 Read Across America Day
3 NEA Leadership Summit	4	5	6 Capitol Action Day GD 1, 7 & 8 Last day to register to vote	7	8	9 MNEA BOD meeting
10 Daylight saving time begins	11	12 Spring Leadership Conference, Kansas City	13 Capitol Action Day GD 4, 5, & 6 Spring Leadership Conference, St. Louis Educators Rising Missouri State Conference	14	15 Deadline to report changes to delegates/alternates to MNEA Spring RA	16
17 St. Patrick's Day	18	19 Spring begins	20 MNEA RA packet Posted	21	22 NEA ESP Conference →	23
24 NEA ESP Conference 31 Easter	25	26	27	28	29  Good Friday MNEA offices closed	30

Activities/Planning Ahead

- Local election results for [NEA RA local delegates](#) are due April 10.
- Plan retirement recognition for retiring members - online form due on April 15.
- Make hotel reservations for [MNEA Spring RA](#), April 20-21, Lodge of Four Seasons, Lake Ozark.
- Plan local officer elections.
- Develop a local budget for 2024-2025.
- Send [legislative updates](#).
- Prepare [Future Leaders' Academy applications](#). Applications are due May 1 (page 39).
- Discuss climate audit, areas of improvement and improvement timeline identified with administration. Share results of climate audit and subsequent action steps with members.
- Hold a March Madness basketball bracket competition. The winning member should receive a prize.
- Compile a list of members with expiring certifications, and remind them of their obligation to renew.
- Hold a spring break gift card drawing.

April 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1  MNEA offices closed April Fools' Day	2 Local School Board Elections	3 Capitol Action Day GD 9 & 11	4	5 Missouri Arbor Day	6 National Board Candi- date Boost
7 National Library Week	8	9	10 Deadline to submit NEA RA local delegate election results	11	12	13 MNEA PAC Council meeting
			Capitol Action Day— MNEA Retired			→
14	15 Deadline to submit names of retiring mem- bers to MNEA Federal Income Taxes Due	16	17 Capitol Action Day GD 7 & 10	18	19 MNEA-Retired annual meeting, Lodge of Four Seasons, Lake Ozark	20 MNEA BOD meeting MNEA Spring RA, Lodge of Four Seasons, Lake Ozark
21 MNEA Spring RA Lodge of Four Seasons, Lake Ozark	22 Exploring National Board Certification Passover begins Earth Day	23	24 Administrative Professionals' Day	25	26 National Arbor Day	27
28	29 NEA Super Week Washington, DC	30				
		Passover ends				

Activities/Planning Ahead

- Plan retirement events.
- Retiree names due on April 15: <https://www.mnea.org/form/mnea-local-association-retiree-r>
- Make plans to celebrate Teacher Appreciation Week May 6-10.
- After officer elections, complete MNEA Local Leadership/ Membership Update form on page 43 or online at www.mnea.org. Submit to MNEA regional office by June 1.
- Watch for summer leadership dates and registration deadlines.
- Begin preparing to report local dues for 2024-2025. Submit form by June 1 (page 47).
- Write thank you notes to those who helped the Association this year with everything from making snacks for meetings to working on a bulletin board.
- Call a meeting of the Membership Committee. Review recruiting results, certified percentages, and potential lists. Remind everyone that recruiting continues and celebrate successes.
- Organize an Association beautification project and plant flowers outside a school for Earth Day.
- See "Solid Rock Organizing" for more organizing and engagement activities.

May 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
May is Asian/Pacific American Heritage month			1 Future Leaders' Academy Applications due NEA Super Week Washington, DC Capitol Action Day-MNEA Retired and GD 6	2	3	4
5	6 Teacher Appreciation Week	7	8	9	10	11
Cinco de Mayo		Teacher Appreciation Day	National School Nurse Day			
12	13	14	15	16	17 Legislature Adjourns	18 MNEA BOD meeting
Mother's Day						Armed Forces Day
19	20	21	22	23	24	25
26	27  Memorial Day MNEA offices closed	28	29	30	31 Early bird registration closes for National Board Jump Start	

Activities/Planning Ahead

- Encourage retirees to [join MNEA-Retired](#) and provide them with [membership application form](#) (page 123).
- Check with your district's administration to determine date for new teacher/staff member orientation and how the district will share new employee information with your local.
- Register your local leadership for the [MNEA Summer Leadership program](#).
- Celebrate your school nurses on [National School Nurse Day](#).
- Prepare and submit MNEA [Local Leadership/Membership Update](#) and [Local Dues/Dues Collection Information](#) forms that are due on June 1 (pages 43 and 47).
- Know your officer transition procedure, and update contact information for members.
- Present and discuss the results of your membership campaign at the next Executive Council/Board meeting.
- Assist any member who has received a layoff notice.

June 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
June is LGBTQ+ Pride month						1 MNEA Local Leadership/Membership Update and Local Dues forms due
2	3	4	5	6	7	8 NEA Pre-RA Caucus
9	10	11	12	13	14 Flag Day	15
16 Father's Day	17	18	19 Juneteenth	20 Summer begins	21	22 PAC Executive Council Orientation PAC Executive Council meeting
23	24	25	26	27	28	29

Activities/Planning Ahead

- Plan for your local executive committee to attend the [MNEA Summer Leadership](#) program.
- Make sure that your treasurer and membership chair participate in MNEA training opportunities.
- Plan back-to-school recruiting campaign. Make necessary revisions to your local's membership goals.
- Get "new hire" names and plan for welcoming and recruiting.
- Complete requests for "Back-To-School" activities with [MNEA leaders](#) and or [Member Benefits](#) (page 33) by July 1.
- Should begin receiving your [2024-25 membership materials](#).
- See "[Solid Rock Organizing](#)" to plan organizing and engagement activities for the coming year.
- Meet with officers and reflect on what worked and what did not with your local in the past.
- Establish targeted worksites. Identify current membership percentages at each school. Are there worksites that are close to 90 percent that you want to target first?

July 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 Deadline to submit requests for Back to School activities	2	3 NEA RA Philadelphia, PA	4  Independence Day MNEA offices closed	5	6
7 NEA RA Philadelphia, PA	8	9	10	11	12	13
14 MNEA Summer Leadership, Lodge of Four Seasons, Lake Ozark	15 Deadline to submit MNEA Committee Volunteer forms NBC Jump Start	16	17	18	19	20
21	22	23	24	25	26	27
28 Parents' Day	29	30	31			

Activities/Planning Ahead

- Distribute [2024-25 membership materials](#) to continuing and new members.
- Plan for building rep training.
- Make sure your local leaders know how to access the "[Timeline for Action](#)" on the MNEA website.
- Review your local bylaws with your executive committee.
- Plan activities for [MNEA President's Tour](#) (September through December). Tour visit requests are due on August 15 (page 35).
- Have the local president visit targeted worksites.
- Get names, hire dates, home addresses, personal email addresses, and personal phone numbers of new employees as soon as they are employed.
- Send new employees a letter welcoming them to the district and inviting them to join the MNEA.
- Assign a member to assist a new teacher in setting up his or her classroom before school starts.
- Assign a member to assist a new hire (e.g. bus driver, office professional, paraprofessional) to answer questions or acclimate new hires to their positions.

August 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 MNEA BOD new member orientation MNEA BOD Retreat →	3
4 MNEA BOD Retreat Friendship Day	5	6 Available for public elections.	7	8	9	10
11	12	13	14	15 Deadline to submit requests for President's Tour visits	16	17 PAC Executive Council meeting
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Activities/Planning Ahead

- You should have received your [2024-25 membership materials](#) in June or July. If you haven't received them, contact your MNEA regional office.
- Distribute [2024-25 membership materials](#) to continuing and new members, if not done already.
- Make sure your local officers know how to access the "[Timeline for Action](#)" on the MNEA Web site
- [MNEA Public Relations Grant](#) applications are due September 13.
- [Shirley Cromer Award](#) applications due October 1 (page 89).
- Consider nominating your local for the [Leila Medley Quality Local Association](#) award. Application is due October 1 (page 67).
- Elect [delegates and alternates](#) to Missouri NEA RA - submit names by October 15 (pages 51-53).
- Review your plan for electing candidates who support public education. Review the [MNEA Political Action Timeline](#) (page 111).
- Review your local bylaws with the executive committee. See the [Importance of Local Bylaws](#) and [Bylaws Affirmation](#) form (pages 57-61).
- Submit [enrollment forms](#) to your regional office ASAP (see example on pages 99).

MNEA.org

The hub of MNEA Communications.

Stay logged in on your device to access all the Leader Resources and Members-Only content.

Explore Missouri NEA's website.

MNEA.org continues to be the hub of electronic communications for MNEA. Find contacts, news, learning opportunities, information, member benefits and access "Members Only" content. Whether you are navigating the site on a computer, tablet or smartphone, the website adapts to provide user-friendly navigation.

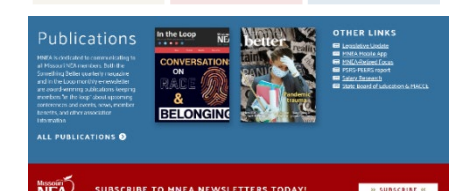
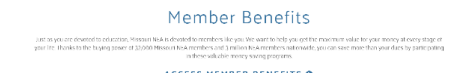
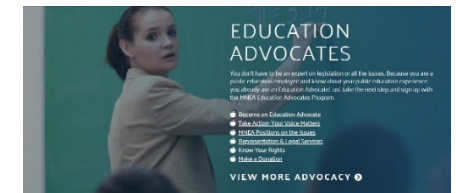
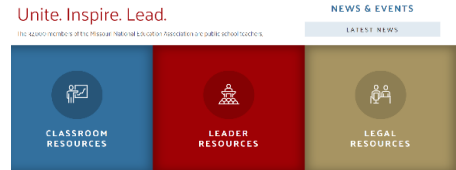
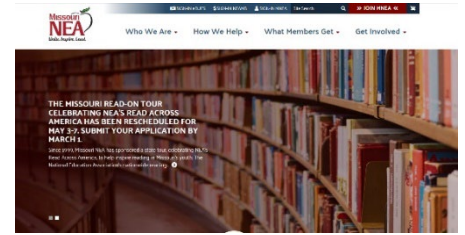
You can easily scroll through the **home page** and find popular items. Feature stories that scroll at the top of the page. The **News & Events** section is where you can find links to the Latest News, Legislative Updates, Professional Development & Trainings, Leader Training & RAs, and Special Celebrations. Next up on the tour, you will find big, bright buttons taking readers right to **Classroom Resources, Leader Resources and Legal Resources**. The homepage **calendar** will display the next four events, and you can click to view a full listing of all MNEA's events and offerings. Visitors will be able to click-through to **Take Action** and **Become an Education Advocate**. Find money-saving **Member Benefits** from MNEA, NEA Member Benefits and My Deals. Lastly, **MNEA publications** can be clicked on to read the latest publication, including the digital *Something Better* magazine. Many of the publications are for public view. Members can subscribe to newsletters and listservs from this section as well.

Now, instead of a locked away Members Only section, MNEA.org will have a trendy new site that has "Members Only" content throughout the site. All the pages will be viewable by the public without logging in; however, there will be "Members Only" content hidden from public view on some pages with teaser blurbs, enticing the visitor to sign-in. Once a member signs into the site, he or she will be able to see all the "Members Only" information. Your key to "Members Only" is your NEA member ID, last name, and zip code.

Go site seeing.

Photos of classroom visits, member functions, trainings, and events enhance the information throughout the site. In the header, find quick links to the following:

- **Sign-In eDues:** Where members can update their bank account or credit card payment information.
- **Sign-In MNEA:** Members will be able to gain access to all the "Members Only" information such as member benefits, training, and leader resources.
- **Sign-In NEAMB:** A direct link to the NEA Member Benefits website.
- Site Search.
- Join MNEA button.
- MNEA Store Shopping Cart.



In the footer, find buttons that take you to the MNEA-Aspiring Educators page, MNEA-Retired page, NEA.org and MNEA social media sites—Facebook, Instagram, Twitter, Flickr, Pinterest, and YouTube.

Navigate the four areas of the website.

- 1) **Who We Are**—Find MNEA mission, history, position statements, special celebrations, affiliate websites, and directories to leaders and staff with a search feature that allows visitors to type in their school district and the Regional Office that serves their area will be displayed.
- 2) **How We Help**—Find news, how MNEA advocates for education at the Capitol, MACCE, State Board and PSRS/PEERS, professional development, workshops, online training, graduate course offerings, elections & recommended candidates, grants, scholarships, contests, HOPE & CHEER funds.
- 3) **What Members Get**—Explore this section of the website for professional and classroom resources, union representation, legal services, collective bargaining, member benefits, discounts on graduate courses, and publications.
- 4) **Get Involved**—This section includes Action Alerts, Education Advocate info and opportunities, Leader Resource Center, a full calendar which is updated throughout the year, email listserv subscriptions, MNEA store, full listing of upcoming trainings and professional development, and MNEA awards.

More than 100 online forms are hosted on MNEA.org, which members use to register for workshops, luncheons, and conferences, declare their candidacy for elections, submit grant applications, edit contact information, sign up for recurring PAC/Charitable Fund contributions, sign up to volunteer, report information back to MNEA, and authorize PAC contributions.

Members Only

All pages of the website will be open to public view. For Members-Only information, the page will have teaser information at the top of the page, with the Members-Only information only accessible by login. These pages include Leader Resources, Member Benefits, some Classroom & Professional Resources, discount codes, and sign up forms for graduate courses.

To view the member-restricted content, members will enter their 10-digit NEA Member ID, Last Name and Zip Code. Once logged into the site on one page, the member will be able to view all member-restricted information on all the pages.

Since MNEA now uses the NEA 360 membership database API to verify membership, new members will no longer need to wait weeks to log in the website. They will be able to log in the day their membership is entered in the NEA360 system. When the member visits their profile page, all their contact information will be fed live from the NEA360 membership system, so whatever we have on file they will see. Members will not need to guess which email address they used to sign up for membership, and NEA Member IDs will be provided to members on many of the member communications including the *Something Better* magazine, monthly *In the Loop* e-newsletter, new-member Welcome journey messages, and annual Thank You for your continued membership email, which also include a printable membership card containing the member's NEA ID and full name. Members may contact any MNEA Regional Office to get their NEA ID number and login credentials. They will not need to talk to a specialist to reset their password to log in to the website.

Website Navigation

Who We Are

- ❖ About MNEA
 - Mission, Vision, History
 - MNEA Resolutions
- ❖ Directory
 - Meet the Leaders
 - Executive Officers
 - Board of Directors
 - State Committees
 - Meet the Staff
 - Headquarters Staff
 - Regional Office Staff (Find your regional office by searching for your school district.)
 - Local Affiliate Websites
- ❖ Members
 - Teachers & Certified Staff
 - Education Support Professionals
 - Higher Education Professionals
 - MNEA-Retired
 - Education Students
 - Aspiring Educators (College)
 - Educators Rising Association (High School)
- ❖ Special Celebrations
 - NEA's Read Across America
 - American Education Week
 - Education Support Professionals Day
 - National Teacher Appreciation Week
 - National School Nurse Day
 - Women's History & Diversity Month Posters

How We Help

- ❖ MNEA News
- ❖ Public Education Advocates
 - At the Capitol
 - At the State Board of Education
 - At MACCE
 - At PSRS/PEERS
- ❖ Professional Development & Training
 - Webinars & Recorded Trainings
 - MNEA PD Series
 - LIVE Trainings
 - Recorded Trainings
 - Online Short Courses (Professional Learning Board)
 - Workshops & Conferences
 - Beginning Teacher Assistance
 - National Board Certification Assistance
 - Education Support Professionals
 - Educators Rising Conference
 - Student Loan Forgiveness Workshops
 - Retirement Preparation Workshops
 - Leadership Trainings and Rep Assemblies
 - Graduate Course Offerings
 - Sign up for TeachMO
- ❖ MNEA Gives Back
 - Read-On Book Tour
 - Contests, Grants & Scholarships
 - NEA Foundation Grants and Global Learning Fellowship
 - Dr. Martin Luther King Jr. Essay-Poster Contest
 - Cochran Education Major Scholarship
 - Educators Rising Scholarship
 - Gilbert Balderrama Minority Scholarship
 - Karlovetz-Favero Scholarship
 - CHEER Grant
 - HOPE Grant
 - Music & Arts Grant
 - Public Relations Grant
 - Student-Centered Bargaining and Advocacy Grant
 - Thomas R. Brown Athletics Grant
 - Tuition Grant
 - More Grants & Scholarship
 - Charitable Funds
 - HOPE Fund
 - CHEER Fund
- ❖ Elections & Candidate Recommendations

What Members Get

- ❖ Union Representation & Legal Services
 - \$4 Million Professional Liability
 - Know Your Rights
 - Legal Advocacy Webinar Series
 - Legal Advocacy Flyer Series
 - Frequently Asked Questions
 - Legal Notices & Articles
 - Contact Your UniServ Director (Invoke your right to representation and 5 Tips to protect your rights)
 - Collective Bargaining & Organizing
 - Attorney Referral Program
- ❖ Classroom & Professional Resources
 - Certified Staff Professional Resources
 - Support Staff Professional Resources
 - School ME Podcasts
 - Start Smart Teacher Handbook
 - ESSA Toolkit
 - NEA's edCommunities
 - Safe Schools & NEA's School Crisis Guide
 - Classroom Tools, Books & Certificates
 - Parents & Students
- ❖ Deep Discounts on College Credits & Micro-Credentials
 - Earn up to nine graduate credits for \$200 (Avila University thru VESi)
 - Earn Micro-Credentials with NEA's professional learning communities (Baker University \$75 per credit hour)
 - Earn your degree at Columbia College
- ❖ Member Benefits & Discounts
 - MNEA Member Benefits
 - Cell Phone Discounts
 - Theme Parks, Entertainment & Sports
 - Travel & Dining
 - Shopping & Classroom Supplies
 - Savings, Investing & Retirement
 - Group Insurance & AAA Roadside Assistance
 - Identity Theft Protection
 - NEA Member Benefits (Promotional videos and direct links to NEA Member Benefits.)
 - My Deals Mobile App
 - My Deals Website
 - NEA's Complimentary Life Insurance
- ❖ Publications
 - *Something Better* Magazine
 - *NEA Today* Magazine
 - *In the Loop* E-newsletter
 - Legislative Update
 - *MNEA Connects* Podcast
 - State Board & MACCE Reports
 - PSRS/PEERS board Reports
 - Salary Research
 - *FOCUS* MNEA-Retired Newsletter
 - *The Paraprofessional Connection*
 - *Leaders' Update*
 - Missouri NEA Mobile App

Get Involved

- ❖ Join MNEA
- ❖ Calendar
- ❖ Take Action: Your Voice Matters
- ❖ Become an Education Advocate
 - Attend Capitol Action Days
 - Attend Political Academy
 - Make a Contribution (PAC, TISPE or ESPE)
- ❖ MNEA Awards and Accolades
 - Horace Mann Friend of Education Awards
 - Leila Medley Quality Local Association Award
 - Lorna Bottger Award for Excellence in Political Action
 - Membership Pacesetter Awards
 - Shirley Cromer Leadership Award
 - Soar with the Eagles Award
- ❖ Attend Trainings & Conferences
- ❖ Subscribe to Email Listservs
- ❖ Shop the MNEA Store
- ❖ Leader Resource Center
 - Timeline for Action, Bylaws & Forms
 - Leaders' Update
 - Rep Assemblies & Leadership Training
 - NEA Representative Assembly
 - MNEA Representative Assemblies
 - MNEA-Retired Business Meetings
 - Summer Leadership
 - Leadership Meetings
 - Recorded Leader Trainings
 - Membership Materials & Organizing Tools
 - Membership Materials
 - Organizing Campaigns
 - Communications Tools - Logos, Websites, Tablecloths & Templates
 - MNEA Photos
 - Political Toolkits & Guides
 - Collective Bargaining Resources
 - SurveyMonkey
 - CompTracker

Quick Clicks (header)

- ❖ Sign-In eDues
- ❖ Sign-In MNEA
- ❖ Sign-In NEAMB
- ❖ Site Search
- ❖ Join MNEA
- ❖ MNEA Store

Homepage Sections

- ❖ Feature News Story Scroll
- ❖ MNEA News & Events
- ❖ Resources: Classroom, Leader, Legal
- ❖ Upcoming Events
- ❖ Education Advocates
- ❖ Member Benefits
- ❖ Publications
- ❖ Subscribe to MNEA newsletters

Quick Clicks (footer)

- ❖ HQ address, main phone & fax numbers
- ❖ Email MNEA
- ❖ Direct Links to MNEA Regional Offices
- ❖ Social Media Links
- ❖ Mobile Apps
- ❖ Affiliate Buttons: NEA, MNEA-Retired, MNEA-Students
- ❖ Helpful Links
 - MyNEA360 Portal / edCommunities
 - MNEA Home page
 - Local Affiliate Websites
 - Subscribe to Email Listservs
 - Advertise in MNEA Publications
 - Image Item Store
 - HOPE Fund
 - CHEER Fund
 - Donate to PAC
 - NEA Member Benefits

MNEA Social Media



Download the MNEA Mobile App. Download the mobile app by searching for “Missouri NEA” on the apple App Store or Android’s Google Play store.



Follow MNEA on Facebook. Check out MNEA’s Facebook page at www.facebook.com/MissouriNEA or search for “Missouri National Education Association” while logged into Facebook. “Like” and “Follow” the MNEA FB page to get notifications on your newsfeed. Invite your colleagues, friends, and family to like the page by sharing posts and news.



Instagram is MNEA’s newest social media channel. Follow MNEA’s Insta at [www.instagram.com/ missourineia /](http://www.instagram.com/missourineia/). Like, comment, and share the posts and pics.



Follow MNEA on Twitter. MNEA operates two Twitter handles you may want to follow. Find the main MNEA account at www.twitter.com/MissouriNEA and the MNEA Advocate account at www.twitter.com/MNEAAdvocate. If you tweet, follow both accounts and re-tweet the messages to your followers.



Subscribe to MNEA’s YouTube channel. By subscribing to the YouTube channel at www.youtube.com/MissouriNEAtube, you will receive an email notification when MNEA posts a new video.



Find MNEA photos on Flickr. Download photos from MNEA events and school visits at www.flickr.com/photos/mnea/. Some of the photos on this site are private, which means you must be a Flickr friend to download files. Contact Mark Jones at mark.jones@mnea.org for information.



Help MNEA build boards on Pinterest. To expand Missouri NEA’s social media outreach and public exposure, MNEA has created an MNEA Pinterest page. You will find MNEA at www.pinterest.com/MissouriNEA. MNEA is looking for educational experts who are willing to pin to the various boards we are developing as a foundation for the site. Contact Mark Jones at mark.jones@mnea.org for information about becoming a “pinner” for MNEA.

Missouri NEA Listservs

Missouri NEA members can subscribe to any of the listservs listed below at www.mnea.org. MNEA listservs provide information and announcements about upcoming events or issues. For more information, contact MNEA Electronic Communications Coordinator Rishanda Richardson at rishanda.richardson@mnea.org or 573-644-9621.



Something Better – Digital Subscription Every member receives a copy of the *Something Better* magazine, but wouldn't it be nice to read the articles on your phone, too? Articles can be easily shared to Twitter, Facebook, Pinterest, or LinkedIn. Select interesting articles to email to members and colleagues. With the digital magazine, you can find an archive to find stories from magazines that you have recycled.

In the Loop – Missouri NEA's e-newsletter

Missouri NEA is dedicated to communicating to all MNEA members. In the Loop, MNEA's electronic newsletter, reaches members monthly during the school year to keep them "in the loop" about upcoming conferences and events, news, member benefits and other association information. To keep members informed, MNEA needs their email addresses. **Please collect home email addresses of local association members and turn them in to the MNEA regional offices.** If you are not already getting this newsletter, contact Rishanda Richardson at rishanda.richardson@mnea.org.

Education Advocates is moderated by MNEA's Political Director. She sends news highlights, action alerts and information about elections to the EA listserv.

Beginning Teacher Network supports beginning teachers throughout their first years of teaching. Through this network, MNEA Teaching & Learning Director shares ideas for successful teaching, Association activities that may enhance teaching skills and help provide the foundation for a successful career as a professional educator.

Educators Rising is especially for Educators Rising Advisors. Educators Rising is an association of middle school and high school students who would like to have careers in education. The Teaching & Learning Director share information about upcoming events, sign up information and student scholarships and competitions.

Legislative Update written by MNEA Legislative Director Otto Fajen is most active during the legislative session. Daily messages and weekly summaries are posted to keep the public up to date on the happenings of the Missouri General Assembly. When support is needed to pass or defeat a bill, Otto motivates members to contact legislators with Action Alerts.

National Board Certification Resources provides information and support to potential and current National Board candidates and teachers. The goal is to provide a communication forum to assist educators in determining whether and when to seek National Board Certification, to support development through the certification process and to exchange information on the impact of National Board Certification on professional life.

MNEA-Retired sends messages to MNEA-Retired members regarding Issues, legislation and upcoming events that may be of interest to retired members. The MNEA-R editor also sends the monthly JOLT newsletter and FOCUS published 3 times per year.

MNEA-Students provides a support system for MNEA-affiliated college student members—now named Aspiring Educators. This email listserv assists MNEA-AE members in keeping tabs on upcoming conferences, events, elections and staying in touch with other students pursuing teaching degrees.

MNEALearns.org

NEW in 2023

Missouri NEA Online Learning Management System
Grow your career with Missouri NEA



HOME SIGNUP LOGIN →



Missouri NEA delivers the training you need to be successful in your career and as a local association leader. Backed by the 3 million-member NEA, MNEA offers more to support your professional growth than any other educational organization.

MNEA Learns online course library is just one aspect of helping educators grow within their chosen profession. MNEA Learns allows you to take courses and short trainings at your convenience. It even saves your progress, so if you did not complete your training, you can pick it up where you left off.

Contact MNEA Teaching & Learning at (800) 392-0236 for more information.

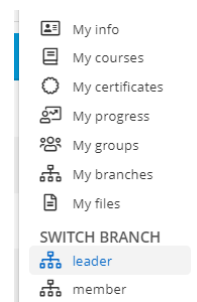
How to get started

MNEA Learns will have training available to non-members, members, and local leaders in a tiered hierarchy structure; whereas leaders will have access to all three portals, members will be able to access both non-member and members-only courses, and non-members will have a limited course library and may need to pay additional fees to access some courses.

From the MNEA.org home page, click on Classroom & Professional Resources, then click on the MNEA Learning Portal, you will be able to create an account with your email address and self-created password by clicking on the “Sign Up.”

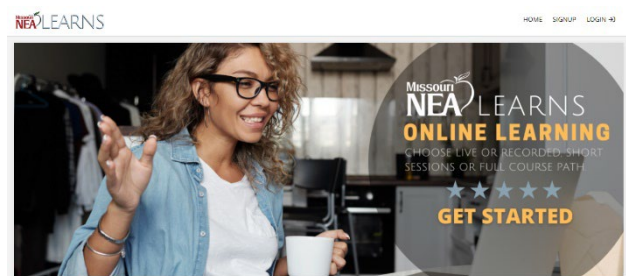
Local leaders will be uploaded to the system and will be given special access to the leaders section. You will receive an email with an invitation to create a password to access the learning portal.

You may also access your portal directly. You can bookmark your portal page and log in to begin a new training, pick up where you left off, view completed courses, and download certificates earned. Once logged in, you will be able to switch between the Leader, Member, and Non-Member branch to access all the courses available to you. The courses will have tag identifiers to let you know if it is a Members Only, Leader training.



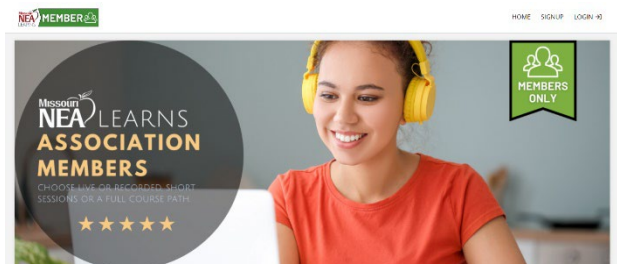
[MNEALearns.org](https://www.mnealearns.org)

Not a member of MNEA? No worries. You can still use the MNEA Learns course library. It doesn't cost a penny to sign up and review the course listings. If you become a member of Missouri NEA in the future, we can update your account, so you will have full access to all the courses at free or reduced pricing. Furthermore, you will not lose the certificates that you earned taking courses as a non-member. Anyone can sign up to access courses on this branch of the portal.



[Member.MNEALearns.org](https://www.mnealearns.org/member)

Missouri NEA members and leaders will have access to this branch. Many of the courses will be free and some will have reduced pricing. Members-Only courses will be identified with a green Members-Only tag on the image.



[Leader.MNEALearns.org](https://www.mnealearns.org/leader)

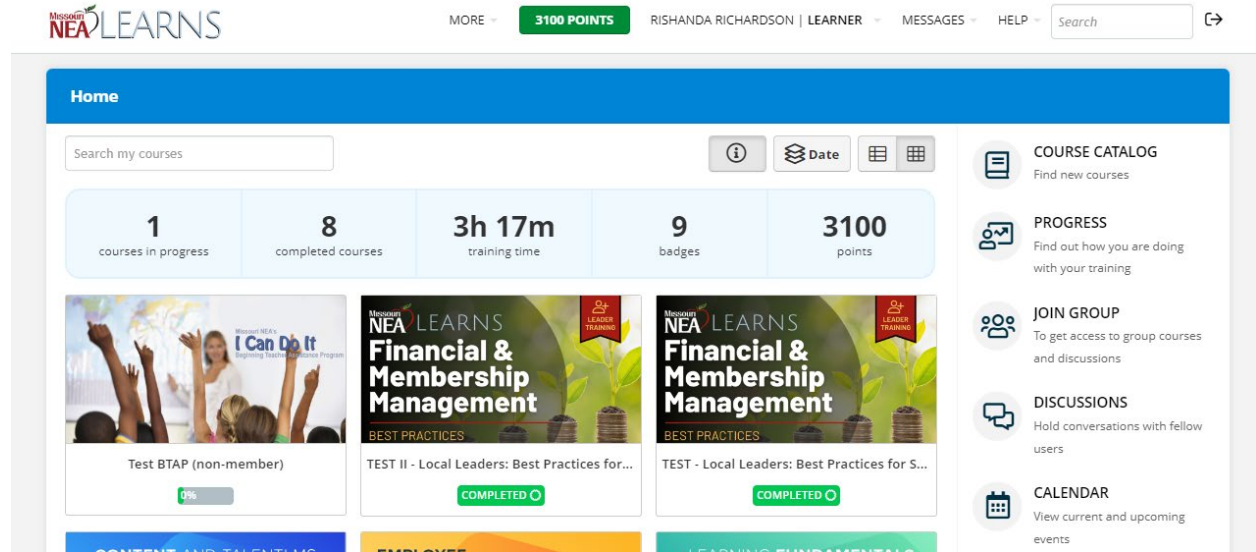
Missouri NEA leaders will have access to this branch. Whether you are a leader at the local, state, or national level, MNEA wants to ease your anxiety without the information overload. The virtual trainings will help assure the success of your local organization and ease the burden of your leadership role. Leaders-Only courses will be identified with a red Leaders-Only tag on the image.



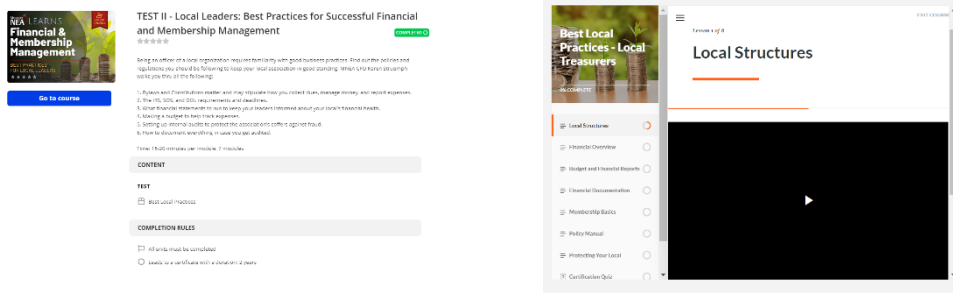
What to expect after logging in

After logging in, you will see the suggested or assigned courses with a progress bar for each. To find new courses, click on “Course Catalog” in the right-hand navigation. You can find more courses by clicking on the Learner drop-down menu and selecting different branches under SWITCH BRANCH.

The system tracks your training time, completed courses, earned certificates and badges. At any time, you can choose to re-take a course.



You may click on the course to find a brief overview, requirements for completion, and estimated time investment. When you are ready to begin, just click the Go to Course button, and the wizard will lead you through. Trainings and courses may contain videos, quizzes, on-your-own tasks, discussion groups, scheduled instructor-led Zoom meetings, or multi-stage completion.



Grow with MNEA

MNEA will be growing the online learning library over the next few years. If you have suggestions of training, or would like to become an instructor, please contact MNEA Teaching & Learning Director Samantha Hayes at Samantha.hayes@mnea.org or (573) 644-9625.

2023-2024 Missouri NEA Board of Directors

Executive Officers

President Phil Murray	Phil.Murray@mnea.org
Vice President Rebeka McIntosh	Rebeka.McIntosh@mnea.org
Senior NEA Director Paul Guess	mneaboard@mnea.org
Junior NEA Director Andy Slaughter	mneaboard@mnea.org

All MNEA Board members can be reached by email at mneaboardofdirectors@mnea.org

Board Members

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Governance District 2	Amanda Perschall	Lebanon NEA
Governance District 3	VACANT	
Governance District 4	Tresina Alvested	Odessa MNEA
Governance District 4	Carrie Begemann	Odessa MNEA
Governance District 5	Joaquin Cuni	North Kansas City NEA
Governance District 5	DeNae' Bush	Park Hill NEA
Governance District 6	Gabriel (Scott) Dean	Columbia MNEA
Governance District 7	Dennis Tabb	Ferguson-Florissant NEA
Governance District 8	Lori Fisk	Pattonville NEA
Governance District 9	David Hope	Special District NEA
Governance District 9	Tammy McGrellis	Special District NEA
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Governance District 10	Brendan Kearns	St. Charles EA
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Retired Director	Beth Ann Roland	Missouri NEA Retired
ESP Director	Vickie Haynes	Special Ed Employees EA
Aspiring Educator Director	Faron Haase	STNEA MO State University

GOVERNANCE DISTRICTS

District 1

Advance R-IV (A)	Green Forest R-II	Potosi R-III (A)
Arcadia Valley R-II	Hayti R-II	Richwoods R-VII
Bunker R-III	Hillsboro R-III (A)	Ripley Co. R-III
Cape Girardeau (A)	Iron Co. C-4	Ripley Co. R-IV
Caruthersville	Jackson R-II (A)	Rolla (A)
Centerville R-I	Jefferson Co. R-VII	Salem
Central R-III	Kennett	Scott City R-I
Charleston R-I (A)	Kingston R-14	Scott County Central
Clearwater R-I	Lesterville R-IV	Senath-Hornersville (A)
Crawford Co. R-I	Lonedell R-XIV	Sikeston R-6 (A)
Crawford Co. R-II	Malden R-I	South Iron Co. R-I
Crystal City (A)	Meadow Heights R-II	Southern Reynolds R-II (A)
Cuba (A)	Meremac Valley R-III	Spring Bluff R-XV
Dent Phelps R-III	Naylor R-II	St. Clair R-XIII
DeSoto (A)	Neelyville R-IV	St. James R-I (A)
Doniphan R-I	New Haven	Ste. Genevieve Co. R-II (A-2)
Dunklin R-V (A)	New Madrid Co. R-I	Steelville R-III (A)
East Carter Co. R-II (A)	Newburg R-II	Strain-Japan R-XVI
Farmington R-VII (A)	N. St. Francois Co. R-I	Sullivan (A)
Festus R-VI (A)	North Pemiscot Co R-I	Sunrise R-IX
Festus Secretarial Assn. (A)	North Wood R-IV	Twin Rivers (A)
Fox C-6 (A)	Northwest R-I (A)	Valley R-VI
Franklin Co. R-III	Oak Hill R-I	Van Buren R-I (A)
Fredericktown R-I	Perry	Windsor (A)
Gasconade Co. R-I (A)	Phelps R-III	Woodland R-IV (A)
Gasconade Co. R-II	Poplar Bluff R-I (A)	
Grandview R-II	Portageville	

District 2

Alton R-IV (A)	Cole Camp R-I	Hermitage R-IV (A)
Ash Grove R-IV (A)	Couch R-I (A)	Hickory Co. R-I
Ava	Crane R-III	Hollister R-V (A)
Bakersfield R-IV	Crocker R-II	Houston R-I (A)
Billings R-IV	Dixon R-I	Humansville R-IV
Blue Eye R-V	Dora R-III	Hurley R-I
Bolivar R-I (A)	Eminence R-I	Junction Hill C-12
Bradleyville R-I	Fair Grove R-X (A)	Laclede Co. R-I/Conway
Branson R-IV (A-3)	Fair Play R-II	LaQuey R-V
Buffalo (A)	Fairview R-XI	Lebanon R-III (A)
Cabool R-IV	Fordland R-III (A)	Licking R-VIII
Camdenton R-III (A)	Forsyth R-III	Lincoln R-II
Chadwick R-I	Galena R-II	Logan-Rogersville R-VIII (A)
Clever R-V	Glenwood R-VIII	Lutie R-VI
Climax Springs R-IV (A)	Halfway R-III	

Macks Creek R-V
Manes R-V/Mt. Grove
Mansfield R-IV
Marion C. Early R-V (A)
Marshfield R-I (A)
Mountain Grove R-III (A)
Mountainview/Birch Tree
(A)
Niangua R-V
Nixa (A)
Norwood R-I
Oregon Howell R-
III/Koshkonong
Ozark R-VI (A)

Plato R-V
Pleasant Hope R-VI
Raymondville R-VII
Reeds Spring R-IV (A)
Republic R-III (A)
Richards R-V
Seymour R-II (A)
Skyline R-II
Sparta R-III
Spokane R-VII
Springfield R-XII (A-2)
Stoutland R-II
Strafford R-VI (A)
Success R-VI

Summersville R-II
Swedeborg R-III
Thayer (A)
Walnut Grove R-V
Warsaw R-X
Waynesville R-VI (A)
Weaubleau R-III (A)
West Plains R-VII (A)
Wheatland R-II (A)
Willard R-II (A)
Willow Springs R-IV (A)
Winona R-III (A)

District 3

Appleton City R-II
Aurora R-VIII
Bronaugh R-VII
Carl Junction R-I (A)
Carthage R-IX (A)
Cassville R-IV (A)
Dadeville R-II
Diamond R-IV (A)
East Newton Co. R-VI
El Dorado Springs R-II (A)
Everton R-III
Exeter R-VI
Greenfield R-IV

Jasper Co. R-V
Joplin (A)
Lakeland R-III
Lamar R-I (A)
Lockwood R-I
Marionville R-IX
McDonald County R-I (A)
Miller R-II
Monett R-I (A)
Mount Vernon R-V (A)
Neosho (A)
Nevada R-V (A)
Northeast Vernon Co. R-I

Osceola
Pierce City R-VI (A)
Purdy R-II (A)
Roscoe C-1
Sarcoxie R-II (A)
Seneca R-VII (A)
Sheldon R-VIII
Shell Knobb
Southwest R-V
Stockton R-I
Verona R-VII
Webb City R-VII (A)
Wheaton R-III

District 4

Adrian R-III (A)
Ballard R-II
Belton NEA (A)
Blue Springs R-IV (A)
Butler R-V
Center (A)
Chilhowee R-IV (A)
Clinton (A)
Concordia R-II (A)
Davis R-XII
Drexel R-IV
East Lynne 40
Fort Osage R-I (A)
Grain Valley R-V (A)
Grandview C-4 (A)
Harrisonville R-IX (A)

Henry Co. R-I
Hickman Mills C-1 (A)
Holden R-III (A)
Hudson R-IX
Hume R-VIII
Independence (A-3)
Johnson County R-VII (A)
Kansas City (A)
Kingsville R-I (A)
Knob Noster R-VIII (A)
Lafayette County C-1 (A)
Lee's Summit R-VII (A)
Leesville R-IX
Leeton R-X
Lexington R-V
Lonejack C-6

Miami R-I
Midway R-I
Montrose R-XIV
Oak Grove R-VI
Odessa R-VII (A)
Pleasant Hill R-III (A)
Raymore-Peculiar R-II (A)
Raytown C-2 (A)
Rich Hill R-IV (A)
Rockhurst Teachers
Santa Fe R-X
Sedalia (A)
Shawnee R-III
Sherwood Cass R-VIII
Strasberg C-3
Warrensburg R-VI (A)

Wellington-Napoleon R-IX

District 5

Albany R-III
Bosworth R-V
Braymer C-4
Bucklin R-II
Cameron R-I (A)
Carrollton R-VII
Chillicothe R-II (A)
Excelsior Springs (A)
Grundy Co. R-V
Hale R-I
Hamilton R-II
Hardin Central C-2
Kearney R-I (A)
King City R-I
Kingston 42
Laredo R-VII
Lathrop R-II (A)
Lawson R-XIV

Liberty (A)
Livingston Co. R-II
Maryville R-II (A)
Marysville R-I
Mid-Buchanan Co. R-V
Missouri City
Norborne R-VIII (A)
N. Harrison Co. R-III
North Kansas City (A)
North Mercer Co. R-III
North Platte Co. R-I
Orrick R-XI
Osborn R-O
Park Hill (A)
Platte County R-III (A)
Pleasantview R-VI
Polo R-VII
Princeton R-V

Richmond R-XVI (A)
Savannah R-III (A)
Smithville R-II (A)
South Harrison County R-II (A)
South Holt Co. R-I
Southwest Livingston Co. R-I
Spickard R-II
St. Joseph (A-2)
Tina-Avalon R-II
Trenton R-IX
Tri-County R-VII
West Nodaway Co. R-I
West Platte Co. R-II (A)
Worth Co. R-III

District 6

Adair County/Brashear
Adair County/Novinger
Atlanta
Bevier C-4
Blair Oaks R-II
Bowling Green R-I
Boonville EA (A)
Brookfield R-III (A)
Brunswick R-II
Callao C-8
Canton R-V
Centralia R-VI
Clark Co R-I
Coalition of Graduate
Workers (A)
Cole County R-I/Russellville
Cole R-V/Eugene
Columbia (A)
Community R-VI/Laddonia
Cooper Co/Bunceton
Eldon R-I
Elsberry R-II
Fayette
Fulton (A)

Gallatin R-V
Gilliam C-4
Gorin
Green City R-I
Green Ridge R- VIII
Hallsville R-IV
Hannibal EA (A)
Hardeman R-X
Harrisburg
Howard Co/Glasgow
Iberia R-V
Keytesville R-III
Kirksville
Knox Co/Edina
Jefferson City (A)
La Monte R-IV
La Plata
Lewis Co/Ewing
Linn Co. R-I
Louisiana (A)
Macon Co R-I
Macon Co R-IV
Madison C-3
Malta Bend R-V

Marceline R-V
Maries Co. R-I
Maries Co. R-II
Marshall (A)
Meadville R-IV
Mexico (A)
Miami R-I
Milan C-2
Miller Co. R-III
Monroe City
Montgomery County R-II (A)
Morgan Co. R-I
Morgan Co. R-II
New Bloomfield R-III
Newton-Harris R-III
North Callaway Co. R-I
Northeast Randolph R-IV
Northwestern R-I
Orearville R-IV
Osage Co. R-I
Osage Co. R-II
Osage Co. R-III
Palmyra
Paris

Pettis Co. R-V
Pettis Co. R-XII
Pilot Grove C-4
Prairie Home R-V
Putnam Co. R-I
Ralls Co R-II
Renick R-V
Salisbury R-IV
School of the Deaf
School of the Osage R-II (A)

Schuyler R-I (A)
Scotland Co. R-I
Shelby Co. C-1/Shelbyville
Shelby Co. R-IV/Shelbina
Silex R-I
Slater
Smithton R-VI
South Callaway Co. R-II (A)
Southern Boon Co R-I (A)
St. Elizabeth R-IV

Sturgeon
Sweet Springs R-VII
Troy R-III
Truman State University
Teachers
University of Mo/Staff
Van-Far
Wellsville Middletown R-I
Westran

District 7

Ferguson-Florissant (A)
Hazelwood (A-3)

Jennings (A)
Riverview Gardens (A)

District 8

Brentwood (A)
Clayton (A)
Ladue (A)
Maplewood/Richmond Hts.
(A)

NEA St. Louis
Normandy (A)
Pattonville NEA (A-2)
Ritenour (A)
St. Louis (A)

St. Louis JCD (A)
University City (A)
Univ. of Missouri-St. Louis
Wellston (A)

District 9

Affton (A)
Bayless (A)

Hancock Place (A)
Lindbergh (A-2)

Mehlville (A)
Special District (A-4)

District 10

Fort Zumwalt (A)
Francis Howell (A-3)
St. Charles (A-3)

Troy NEA (A)
Warrenton (A-2)
Wentzville (A)

Winfield (A-2)
Wright City (A)

District 11

Kirkwood (A)
Meramec Valley (A)
Parkway (A)
Parkway AESP (A)

Parkway Nurses (A)
Rockwood (A-4)
Union (A)
Valley Park (A)

Washington (A)
Webster Groves (A)

Higher Education Locals

East Central College (A)
Fontbonne College
Harris-Stowe University (A)
Lincoln University (A)
Linn State Technical College

Metropolitan Community
College (A)
Mineral Area College
Missouri Southern State
Univ. (A)

Missouri State Univ. –
Springfield
Missouri Univ. of Science &
Tech.
Missouri Western State Univ.

Northwest Missouri State Univ.
Park University
Southeast Missouri State Univ.
St. Charles Community College

Three Rivers Community College
Truman State University
University of Central Missouri
University of Missouri – Columbia

University of Missouri – Kansas City
University of Missouri – St. Louis

Student NEA Locals

Avila University
Central Methodist University
College of the Ozarks
Columbia College (A)
Cottey College
Crowder College
Culver-Stockton College
Drury University (A)
East Central College
Evangel University
Hannibal-LaGrange College
Harris-Stowe St. Univ. (A)
Jefferson College (A)
Lincoln University (A)
Lindenwood University
Longview Comm. College
Maple Woods Comm. College
Maryville University
Mineral Area College
Missouri Baptist Univ. MO Baptist
Univ. at Jefferson College
Missouri Valley College

Missouri Southern St. Univ. (A)
Missouri State University
Missouri St. Univ. – West Plains
Missouri Western State University
Moberly Area Comm. College
Park University (A)
North Central Missouri College
Northwest Missouri State Univ.
Park University
Penn Valley Comm. College
Rockhurst University (A)
Southeast Missouri State Univ.
Southwest Baptist University
St. Louis University
Stephens College
St. Louis Comm. College at Florissant Valley (A)

St. Louis Comm. College at Forrest Park (A)
St. Louis Community College at Meramec (A)
Truman State University
Univ. of Central Missouri
University of MO – Columbia (A)
University of MO – Kansas City (A)
University of MO – Rolla
University of MO - St. Louis at Jefferson College (A)
University of MO – St. Louis (A)
University of Phoenix (online)
Washington University
Webster University (A)
Westminster College
William Jewel College
William Woods University

Charter Schools

Academie Lafayette
Academy for Integrated Arts
Allen Village
Alta Vista Charter School
B. Baneker Academy
Brookside Charter School
Carondelet Leadership Academy
City Garden Montessori
Confluence Academies

Crossroads Acad. of Kansas City
Delasalle Charter School
Della Lamb Elem.
Eagle College Prep Endeavor
Ewing Marion Kauffman School
Frontier School of Innovation
Gateway Science Acad./St. Louis
Genesis School Inc.

Gordon Parks Elem.
Grand Center Arts Academy
Hawthorn Leadership School
Girls
Hogan Preparatory Academy
Hope Leadership Academy
Kipp St. Louis Public Schools
Kipp: Endeavor Academy
La Salle Charter School

Lafayette Preparatory
Academy
Lee A. Tolbert Com.
Academy
Lift for Life Academy

North Side Community
School
Pathway Academy
Preclarus Mastery Academy
Premier Charter School
Scuola Vita Nuova

St. Louis Charter Schools
St. Louis College Prep
St. Louis Lang Immersion
School
The Biome
University Academy

Click here to submit your request online rather than using a form.

Click here to submit your request online rather than using a form.

MNEA BACK-TO-SCHOOL REQUESTS

Return Request by July 1

MNEA LEADERS REQUEST

Your new teacher welcome and district-wide back-to-school meetings are great opportunities for MNEA to touch base with your members and potential members. MNEA is happy to assist your local association in many ways: personal visits, speaking engagements, and providing additional materials. Events can be personalized to fit the needs of your local association or district requirements. Requests are handled on a first come, first served basis. **You can also submit your request online using this link:**

<https://www.mnea.org/event/back-school-requests-due>

Local: _____

President: _____

Type of Back-To-School Event:

New Teacher Breakfast/Lunch/Dinner

New Teacher Orientation

All Teacher Convocation

All Teacher Orientation

Other (please specify) _____

Date of Event: _____

Time/Duration of Event: _____

Location of Event: _____

Address of Event: _____

Contact Name: _____

Contact Phone Number: _____

Contact Email Address: _____

Expected Number in Attendance: _____

Will local leaders be in attendance of the event? _____

Fax form by July 1 to 573-634-5646 or email to Roxane.Bly@mnea.org.

MEMBER BENEFITS REQUEST

Discover the hidden value of belonging to a strong national and state organization--saving money! Member Benefits is happy to help you at your Back-to-School events, establish a Benefits Fair, or provide training to your building reps and local leaders. **You can also submit your request online using this link:** <https://www.mnea.org/event/back-school-requests-due>

Local: _____

Member Benefits Contact: _____

Type of Event:

Back-To-School Member Benefits w/ MNEA Leaders Request

Back-To-School MEMBER BENEFITS TABLE ONLY being staffed by MNEA staff liaison

Number of tables available: _____

Back-To-School SEND MEMBER BENEFITS MATERIALS ONLY

ESTABLISH a Member Benefits Fair

Other (specify) _____

Date of Event: _____

Time/Duration of Event: _____

Location of Event: _____

Address of Event: _____

Contact Name: _____

Contact Phone Number: _____

Contact Email Address: _____

Expected Number in Attendance: _____

If your Member Benefits request is inclusive of the MNEA Leaders Request, email it to Roxane.Bly@mnea.org If not, email form to Pam Koetting, MNEA Assistant Manager at Pam.Koetting@mnea.org or fax it to 573-634-5646.



2023 - 2024
Missouri NEA President's Tour
SEPTEMBER - DECEMBER

Click here to submit your request online rather than using a form.

CONTACT: _____ LOCAL _____

SCHOOL PHONE () _____ HOME/CELL PHONE () _____

EMAIL: _____

(1st Choice)

Date you would like President to visit _____

Approximate time of day: From _____ to _____

(2nd Choice)

Date you would like President to visit _____

Approximate time of day: From _____ to _____

Other possible dates: _____

Proposed Activity:

Doughnuts before school

After school meeting

Visiting

Evening

Other (explain) _____

What particular topics would you like the president to discuss?

If the request is for a meeting, please indicate the approximate size of the anticipated group and who will be attending, e.g., general membership, Faculty Reps, Executive Board, administration, public:

To request a visit from September through December, return form by **August 15**. Requests are honored on a first come, first served basis as time and geographic limitations permit. UniServ Directors may help coordinate the scheduling of visits.

Mail form to: MISSOURI NEA, MNEA President, 1810 E. ELM STREET, JEFFERSON CITY, MO 65101 or fax it to: 573-634-5646. You can also submit your request online using this link: <https://www.mnea.org/event/presidents-tour-application-deadline>

Please provide event address, phone number and specific location (e.g. library) on back of form.

Address: _____

Contact Person: _____

Phone: _____

Specific Location (Room): _____

Comments or Additional Information:

Click here to submit your information online rather than using a form.

MISSOURI NEA 2023-2024 COMMITTEE VOLUNTEER FORM

Local Association _____

Name _____

Address _____

(City) (State) (Zip)

Home Phone _____ School Phone _____

Home E-Mail: _____ School E-Mail: _____

Education Position (check one) Elementary Teacher Secondary Teacher ESP

Retired Higher Ed Other _____
(Specify)

2023-2024 Committee Meeting Dates

Sept. 9, 2023 // Oct. 7, 2023 // Feb. 3, 2024

I wish to be considered for appointment to a Missouri NEA Standing Committee. Please indicate your 1st, 2nd, and 3rd preferences from the list below.

See reverse side for description of committees.

- | | | |
|---------------------|---|--------------------------|
| ____ Bylaws & Rules | ____ Legislative/Resolutions | ____ Teaching & Learning |
| ____ Credentials | ____ Member Benefits | ____ Women's Issues |
| ____ Human Rights | ____ Communications & Membership Advisory | |

Association activities and/or offices held: _____

RETURN BY JULY 15, 2023, TO:

**PHIL MURRAY, PRESIDENT
MISSOURI NEA, 1810 E. ELM STREET, JEFFERSON CITY, MO 65101
FAX: (573) 634-5646 or (800) 835-8240**

- ☑ **Bylaws & Rules:** Reviews and recommends revisions to the Association’s Bylaws; presents recommendations to the spring Representative Assembly. Reviews local bylaws for compliance with NEA and MNEA affiliation standards. Reviews standing rules, presents recommendations to the Representative Assembly. Enforces MNEA candidate election rules.
- ☑ **Credentials:** Certifies delegates at the Representative Assembly and supervises the elections at those meetings. Requires attendance at both Representative Assembly meetings.
- ☑ **Human Rights:** Surveys and shares information that will improve and protect the rights of school populations; works to develop action-oriented Human Relations Committees in local affiliates.
 - Coordinates programs and activities to attract and increase minority involvement in the Association within all minority categories: American Indian/Alaska Native, Asian and Pacific Islander, Black and Hispanic.
 - Provides training and workshops in gender equity and women’s leadership skills. Is responsible for collecting and disseminating information in the areas of women’s health and well-being. Promotes an awareness of women in history.
 - Monitors the HOPE (Humanitarian Outreach for Public Education) Fund
- ☑ **Legislative/Resolutions:** Researches, outlines and presents a legislative platform to the November meeting of the Representative Assembly. Reviews and recommends revisions to the Association’s Resolutions; presents recommendations to the spring Representative Assembly.
- ☑ **Member Benefits:** Reviews existing programs and products, reviews new programs and products, and makes recommendations to the MNEA Board of Directors regarding the termination, continuation or addition of offerings that add value and are appropriate for the general membership. The committee also offers recommendations on strategies to enhance member awareness of their benefits.
- ☑ **Communications and Membership Advisory:** Works to establish effective public relations committees in local affiliates and reviews membership trends in the state. The Committee will assist locals in networking public relations ideas and enhancing the image of the Association and education employees. The Committee makes recommendations regarding membership strategies for local recruitment and retention success.
- ☑ **Teaching & Learning:** Designs and coordinates programs to address current instructional and professional development issues.
- ☑ **Women’s Issues:** Analyzes emerging challenges facing women in the education workplace and recommends strategies for NEA to understand in addressing these challenges in partnership with labor allies. Reviews efforts to address gender equity issues and lack of access to STEM/STEAM opportunities for girls and recommend partnerships and strategies for Association engagement in these specific practices. Provides input to the national Joint Conference on Concerns of Minorities and Women Planning Committee through the WIC chair. Develop recommendations that are aligned with NEA’s two strategic goals: Strong Affiliates for Educator Voice and Empowerment, and Empowered Educators for Successful students, where appropriate. Review the MNEA Women’s History Month poster and make recommendations.



Committees generally meet three times each year on “Committee Saturdays.” The Credentials Committee meets in conjunction with the fall and spring meetings of the Representative Assembly. Expenses for attending committee meetings are reimbursed per MNEA guidelines.

2024-2025 MNEA Future Leaders' Academy Application

Purpose:

To create a multi-year training opportunity to engage participants in deep Association involvement with state and local leaders in order to help prepare future MNEA leaders.

Program goals:

- To develop future leaders at the local level
- Encourage participation in Governance District work
- Increase the size and activity levels of MNEA state committees
- Increase member participation in PAC activities
- Develop future Association leaders for MNEA Board of Directors, PAC Executive Council, NEA Directors, State Executive officers

Participants:

The Future Leaders Academy will enroll up to 10 participants each year. Enrollment in the Future Leaders Academy will advance the ethnic minority involvement goals of the Association. In addition to the Active program, one Retired member and one Aspiring Educator may be included in a one-year, modified, program to develop leadership for those groups.

Eligibility:

The MNEA Future Leaders Academy is available to active members who commit to a three-year enrollment period and have at least five years remaining in their education career. Candidates may self-nominate or recommendations may come from the MNEA President, MNEA staff, MNEA Board members, local or governance district leaders. A subcommittee of the Board of Directors may serve as the selection committee.

Learning opportunities provided to participants:

Future Leaders selected will be required to sign an agreement to participate in the following activities during their 3-year term:

- Attend at least one MNEA Board of Directors Meeting each year of the program.
- Serve on an MNEA State Committee and attend Committee meetings
- Participate in regional Summer Leadership Training Conference each year
- Participate in a cohort retreat, possibly overnight, with other Future Leaders participants
- Participate in Governance District meetings
- Attend one NEA sponsored training opportunity: NEA Leadership Summit, NEA ESP Conference, Women's Leadership/Minority Leadership Training Conference each year
- Attend an overnight training seminar at the Jefferson City Headquarters with other Future Leaders Academy participants
- Share training information and learning experiences with other members at MNEA state events and share at the local level.

MNEA will pay registration fees and lodging for Future Leaders Academy events. Participants will be reimbursed for mileage and other approved expenses, e.g. meals, etc.

Tentative Timeline:

- Summer: Participate in a Summer Academy leadership training, cohort retreat, possible overnight training
- September: Overnight training session for participants
- September/October/February: MNEA Committee Meetings (Saturday)
- September/October/February/March/May: MNEA Board of Directors meetings (Saturday)
- December/January/February/March: NEA Leadership Summit, NEA ESP Conference, Women's Leadership-Minority Leadership Training, and other trainings (multi-day weekends)
- Ongoing state events: Governance District meetings, Representative Assemblies, Workshops

Application Process and Due Date:

Applicants are required to submit a (500-word limit) statement describing why they wish to participate in the Future Leaders Academy. The application should include the signed commitment document indicating their commitment to participate in the required opportunities and two references, one which must be from an MNEA staff person or MNEA member.

Association Cost:

Approximately \$1,000 per participant (mileage, meals, \$500 for conference, \$250 for Summer Academy). Some conference funding would be granted through the already-allocated budget lines. Future leaders will be given priority enrollment for conferences.

There will be no cost to participants.

Applications are to be sent to the MNEA President by May 1st.

MNEA Future Leaders Academy Application

Name: _____ Local: _____

Address: _____

E-mail: _____ Phone: _____

Please attach a (500-word limit) statement describing why you wish to participate in the Future Leaders Academy. The application should include this signed commitment document indicating your commitment to participate in the required opportunities and two references.

The opportunities provided in this Academy are listed below, and you must be willing and able to participate in the activities during your 3-year enrollment in order to be considered for the Academy.

Please list two references that can verify your Association involvement, work ethic, skills and Association commitment. At least one of the references must be an MNEA staff member or Association member.

Name	Position	Contact information (phone or e-mail)
------	----------	---------------------------------------

1. _____		
-----------------	--	--

2. _____		
-----------------	--	--

Opportunities provided to participants:

I agree to participate in the following activities and I have read the proposed timeline for the activities:

- Attend at least one MNEA Board of Directors Meeting each year of the program.
- Serve on an MNEA State Committee and attend Committee meetings
- Participate in regional Summer Leadership Training Conference each year
- Participate in Governance District meetings
- Attend one NEA sponsored training opportunity: NEA Leadership Summit, NEA ESP Conference, Women's Leadership/Minority Leadership Training Conference each year.
- Attend an overnight training seminar at the Jefferson City Headquarters with other Future Leaders Academy participants
- Share training information and learning experiences with other members at MNEA state events and share at the local level.

Participants will receive funding for mileage, lunches, lodging, and registration for Future Leaders Academy events.

I understand that if I am unable to attend required activities, I may be dropped from the program.

Signed: _____ Date: _____

Applications are to be sent to the MNEA President by May 1st

Click here to submit your information online rather than using a form.

MISSOURI NEA

LOCAL LEADERSHIP/MEMBERSHIP UPDATE FORM

DEADLINE: JUNE 1

This form helps update critical systems within Missouri NEA that allow us to serve and communicate effectively with your local. Please take the time to carefully review and complete the information on this form. **NOTE:** Some information is pre-filled based on our current information – this information needs only to be updated if different from what we have on record.

Please submit this form to your UniServ Director or Regional Office

Local Association Name: _____ UniServ Unit: _____

Local Association Mailing Address: _____

City/State/Zip Code: _____

Local web site: _____

President: _____ Work Location: _____

Date Term Begins _____ Date Term Ends _____

Preferred Phone Number: Home Cell Other:

Preferred Email: _____ (note: must be personal email, not work)

Vice President: _____ Work Location: _____

Date Term Begins _____ Date Term Ends _____

Preferred Phone Number: Home Cell Other:

Preferred Email: _____ (note: must be personal email, not work)

Treasurer: _____ Work Location: _____

Date Term Begins _____ Date Term Ends _____

Preferred Phone Number: Home Cell Other:

Preferred Email: _____ (note: must be personal email, not work)

Membership Chair: _____ Work Location: _____

Date Term Begins _____ Date Term Ends _____

Preferred Phone Number: Home Cell Other:

Preferred Email: _____ (note: must be personal email, not work)

Secretary _____

Grievance/Member Rights Chair _____

Negotiations/Bargaining Chair _____

Political Action Committee Chair _____

Communications Chair _____

Governance Chair _____

Other Leader Names & Positions:

Other _____

Other _____

Building Reps _____

CONTINUE ON OTHER SIDE to submit a complete and current list of Association/Building Reps for your local

MEMBERSHIP PROFILE INFORMATION

Current number of members: Educators _____ Education Support Professionals* _____

Current number of non-members: Educators _____ Education Support Professionals* _____

Total potential membership: Educators _____ Education Support Professionals* _____

*If more than one category of ESP members, attach sheet with each category and number of members of that category

Local bargaining status (check all that apply):

- Bargained contract (also called agreement or resolution) in place (please provide current copy)
- Local negotiates/bargains policy and/or meets & confers
- Local is part of district salary committee
- Local does not currently negotiate/bargain
- Local is the exclusive representative

Form submitted by: _____ Local Role: _____

Signature: _____ Date: _____

Local Association/Building Reps:

MISSOURI NEA

LOCAL DUES AND DUES COLLECTION INFORMATION

This form updates critical information within Missouri NEA that allows us to most effectively serve your membership and collect the correct dues. Please take the time to carefully review and complete the information on this form.

Please submit this form to your UniServ Director or Regional Office no later than April 1.

Email a copy to Karen.Struempf@mnea.org

Local Association Name: _____ UniServ Unit: _____

School District Payroll Contact: Name: _____

Email: _____

Phone Number: _____

Annual Local Dues* Attach sheet if there are additional categories

Category	Dues
Active Educator Full Time	\$
Active ESP Full Time	\$
Other:	\$
Other:	\$

Local currently offers payroll deduction: Yes No Only for existing payroll deduction members, not for new members

Please get the below information from the district payroll office:

- What date(s) do you get paid by the district in September _____
- For PRD deductions only, date of first payroll deduction of dues by the school district: _____
- For PRD deductions only, date of last payroll deduction of dues by the school district: _____
- For PRD deductions only, the total number of dues deductions: _____
- Attach copy of district pay check schedule for the upcoming year for both certificated and hourly employees (if different).

Form submitted by: _____ Local Role: _____

Signature: _____ Date: _____

MISSOURI NEA

BUSINESS CARD REQUEST FORM

MNEA Communications will prepare and print business cards for MNEA local leaders upon request. Business cards are created using the standard MNEA business card format (see below), with the local leader's name, followed by the name of the local and their title. MNEA does not have the capacity to create specialized designs.

Enclose a check for \$40 with this order form. Allow a minimum of 30 days from the date the form is received by MNEA for your business cards to be shipped.

Local leader information (as it should appear on the business cards):



Use Local logo? Yes No

Name: _____

Local Association: _____

Title: _____

Address: _____

Phone 1: _____

Cell Home School (Selection will appear in grey font after phone number)

Phone 2: _____

Cell Home School (Selection will appear in grey font after phone number)

Email Address: _____

Return with check for \$40 to MNEA Headquarters:

1810 East Elm Street
Jefferson City, MO 65101
Email: Roxane.Bly@mnea.org
Fax: 573-634-5646

**REPORTING FORM FOR
MISSOURI NEA R.A. DELEGATES
YEAR 2023 – 2024**

Click here to submit your information online rather than using a form.

LOCAL ASSOCIATION: _____

Name of Person Reporting Delegates: _____

Home Phone: _____ School Phone: _____

Cell Phone: _____

Email: _____

Membership # _____ Number of Delegates Local is entitled to send: _____
(See reverse for calculation)

Please complete all the information above the heavy line and then list your delegates (names only). You can submit your report on-line at: <https://www.mnea.org/event/deadline-report-local-association-delegates-and-alternates>

- | | |
|-----------------|-----------------|
| 1. Name: _____ | 14. Name: _____ |
| 2. Name: _____ | 15. Name: _____ |
| 3. Name: _____ | 16. Name: _____ |
| 4. Name: _____ | 17. Name: _____ |
| 5. Name: _____ | 18. Name: _____ |
| 6. Name: _____ | 19. Name: _____ |
| 7. Name: _____ | 20. Name: _____ |
| 8. Name: _____ | 21. Name: _____ |
| 9. Name: _____ | 22. Name: _____ |
| 10. Name: _____ | 23. Name: _____ |
| 11. Name: _____ | 24. Name: _____ |
| 12. Name: _____ | 25. Name: _____ |
| 13. Name: _____ | 26. Name: _____ |

Reports can be faxed to 573-634-5646, emailed to Roxane.Bly@mnea.org or mailed to: Missouri NEA, 1810 E. Elm Street, Jefferson City, MO 65101.

The deadline to report local delegates is October 15

**MISSOURI NEA REPRESENTATIVE ASSEMBLY
 FORMULA FOR COMPUTATION OF DELEGATES
 (1 per 50 members or major fraction thereof)**

<u>Members</u>	<u>Delegates</u>	<u>Members</u>	<u>Delegates</u>
1-75	1	976-1025	20
76-125	2	1026-1075	21
126-175	3	1076-1125	22
176-225	4	1126-1175	23
226-275	5	1176-1225	24
276-325	6	1226-1275	25
326-375	7	1276-1325	26
376-425	8	1326-1375	27
426-475	9	1376-1425	28
476-525	10	1426-1475	29
526-575	11	1476-1525	30
576-625	12	1526-1575	31
626-675	13	1576-1625	32
676-725	14	1626-1675	33
726-775	15	1676-1725	34
776-825	16	1726-1775	35
826-875	17	1776-1825	36
876-925	18	1826-1875	37
926-975	19	1876-1925	38

Note: MNEA Retired delegates are computed as one delegate for each two hundred (200) members or major fraction thereof.

**REPORTING FORM FOR
MISSOURI NEA R.A. ALTERNATES
YEAR 2023 – 2024**

Click here to submit your information online rather than using a form.

LOCAL ASSOCIATION: _____

Name of Person Reporting Delegates: _____

Home Phone: _____ School Phone: _____

Cell Phone: _____

Email: _____

Membership # _____ Number of Delegates Local is entitled to send: _____

Please complete all the information above the heavy line and then list your alternates (names only). You can submit your report on-line at: <https://www.mnea.org/event/deadline-report-local-association-delegates-and-alternates>

- | | |
|------------------------|------------------------|
| 1. Name: _____ | 14. Name: _____ |
| 2. Name: _____ | 15. Name: _____ |
| 3. Name: _____ | 16. Name: _____ |
| 4. Name: _____ | 17. Name: _____ |
| 5. Name: _____ | 18. Name: _____ |
| 6. Name: _____ | 19. Name: _____ |
| 7. Name: _____ | 20. Name: _____ |
| 8. Name: _____ | 21. Name: _____ |
| 9. Name: _____ | 22. Name: _____ |
| 10. Name: _____ | 23. Name: _____ |
| 11. Name: _____ | 24. Name: _____ |
| 12. Name: _____ | 25. Name: _____ |
| 13. Name: _____ | 26. Name: _____ |

Reports can be faxed to 573-634-5646, emailed to Roxane.Bly@mnea.org or mailed to: Missouri NEA, 1810 E. Elm Street, Jefferson City, MO 65101.

The deadline to report local alternates is October 15

Click here to submit your information online rather than using a form.

NEA RA State Delegate Declaration of Candidacy - 2024

Elected State Delegates will represent Missouri at the NEA Representative Assembly in Philadelphia, PA on July 3-July 7, 2024.

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home phone: _____

School phone: _____

Email: _____

I wish to declare myself as a candidate for (check one):

State Delegate – Category I (Active members who are teachers, education support professionals or other active members not serving as supervisors or administrators)

Local Association: _____

State Delegate – Category II (Active members who are supervisors or administrators)

Local Association: _____

NOTE: Delegates to represent the Retired members and Aspiring Educators will be elected at the 2024 MNEA Spring Representative Assembly.

Candidates should enclose a statement of no more than 100 words and a photograph – preferably a headshot. The statement should take one of three forms: a summary of biographical information and MNEA experience written in the third person, a personal statement written in the first person, or a combination of the two. The statement and photograph will appear on the state ballot. MNEA will not make any editorial changes to a candidate’s statement, unless it is more than 100 words, in which case the statement will be truncated at the 100-word point. The declaration form including candidate’s statement and photo may be submitted on-line at: <https://www.mnea.org/event/declaration-candidacy-nea-ra-state-delegate-election> or by mailing the declaration form, statement and photo to:

**MNEA President
1810 E. Elm Street
Jefferson City, MO 65101**

Declaration form, statement, and photo must be received by January 15, 2024

If you have questions, call Roxane Bly at 573-644-9606 or email Roxane.Bly@mnea.org

The Importance of Your Local Bylaws

According to the NEA Bylaws, at least every five years, each state association is required to review local affiliate compliance with the minimum standards of affiliation. The Missouri NEA Bylaws Committee is responsible for the review and notifies the local association if the bylaws are not in compliance. A letter describing the provisions to be corrected is sent to the local president with recommended language for amendments. Members of the local association must have an opportunity to vote to accept their amended bylaws. If members do not vote to accept the amendments, the bylaws are not legally ratified.

Bylaws are the governing and operating standards for NEA and MNEA. There are provisions in the bylaws that must be met, such as open nominations and secret ballot voting. If a local needs to recall an officer or take other serious action, the local must follow its bylaws. If officers are not elected in compliance with the local bylaws, those officers will not be bonded for their association work.

Missouri NEA has an affirmation form to assist you as you review your bylaws. The form is included on the following pages and describes the 13 elements that must be included in a local association's bylaws. In addition to completing the affirmation form, a local must review the dates of meetings, time of year for elections, types of functioning committees and more.

Please consider the seriousness of not having up-to-date, compliant bylaws. The bylaws are more than a template. They define how a local governs itself and operates during the year. Take the time to thoroughly review your bylaws and make sure they are prescriptive yet realistic in guiding how your local operates. In addition, local associations with non-compliant bylaws must amend them before the Spring RA or run the risk of their delegates not being seated.

A template for bylaws is available electronically upon request to the MNEA Vice President, Rebeka McIntosh at Rebeka.McIntosh@mnea.org. You are encouraged to contact the MNEA Vice President when your local bylaws need to be updated. The vice president can provide support and expertise to ensure your amendments are compliant. **If you make changes to your local bylaws, you must send a copy of the amended bylaws to MNEA.**

Please don't hesitate to contact MNEA if you have questions about the bylaws.

MNEA CONSTITUTION AND BYLAWS AFFIRMATION FORM

I, _____, President of the _____
(Local Association) # of members

Address _____ City _____ Zip _____

Home Phone _____ School Phone _____ Date _____

do hereby affirm that the above-named local association complies with the following minimum affiliation standards set forth in NEA Bylaw 8-7 and Missouri NEA Bylaws. Please indicate following each provision where the standard is covered in your local bylaws. More than one article may be listed.

After review, please forward an electronic or hard copy of your local association's current constitution and bylaws to Rebeka.McIntosh@mnea.org or MNEA, 1810 E Elm, Jefferson City, MO, 65101-4175. Attn: Rebeka McIntosh

MNEA Bylaws Committee Review Date: _____

1st Review _____

2nd Review _____

Comments:

1. Includes the provision regarding Section A-501-C5 of the IRS code. This is necessary in order for the local affiliate to have tax exempt status under Missouri NEA's exemption.

Constitution Article II

Yes No Local bylaws article(s) and section(s)

2. Defines classes of membership: (3) Active, Retired, and Reserve

Constitution Article III, Section 1

Yes No Local bylaws article(s) and section(s)

3. Establishes the same membership and fiscal year as that of Missouri NEA/NEA, Sept. 1 through Aug. 31.

Constitution Article III, Section 2

Yes No Local bylaws article(s) and section(s)

4. Vests the decision making power of the local association in its membership or in its elected representatives.

Constitution Article V, Section 1 Article VI, Section 1

Yes No Local bylaws article(s) and section(s)

5. Applies the one-person, one-vote principle for representation on its governing bodies.

Constitution Article X, Section 5

Yes No Local bylaws article(s) and section(s)

6. Conducts all elections with open nominations and secret ballot.

Constitution Article X, Section 4

Yes No Local bylaws article(s) and section(s)

7. Establishes a procedure for the recall of an officer.

Constitution Article X, Section 2

Yes No Local bylaws article(s) and section(s)

8. Provides that the local association takes such steps as are legally permissible to achieve ethnic-minority representation at least proportionate to its ethnic-minority membership.

Constitution Article X, Section 6

Yes No Local bylaws article(s) and section(s)

9. Contains a process for amending the constitution and bylaws.

Constitution Article XI

Yes No _____
Local bylaws article(s) and section(s)

10. NEA Bylaws 8-7 provides that a local affiliate MAY adopt a provision in its governing documents that would permit that local to allocate a minimum of one representative or delegate to members at each work site of a school district or higher education institution within the jurisdiction of the affiliate. Has your local adopted such a provision?

Constitution Article VI, Section 2

Yes No _____
Local bylaws article(s) and section(s)

11. Requires membership in the local association, Missouri NEA and NEA.

Bylaw I, section 2, a

Yes No _____
Local bylaws article(s) and section(s)

12. Guarantees that no member may be censured by, suspended or expelled from the local association without a due process hearing, which includes an appropriate appellate procedure.

Bylaw I, section 2, h

Yes No _____
Local bylaws article(s) and section(s)

13. Do bylaws require membership in, or affiliation with, any group in competition with Missouri NEA?

Do not include.

Yes No _____
Local bylaws article(s) and section(s)

Comments:

Adopted 4/4/95

Revised 1/13/96

Revised 3/17/98

Revised 9/8/01

Revised 10/12/06

Revised 4/23/08

Revised 5/21/16

Revised 5/16/20

Native People and People of Color Involvement in Local Activities

Due March 1

Please return to:

Missouri NEA Headquarters
Attn: Rebeka McIntosh
1810 East Elm Street
Jefferson City, MO 65101
Rebeka.McIntosh@mnea.org

Local Association: _____

Name of Individual Submitting Information: _____

Contact Information: _____

Please check each involvement strategy that your local has implemented or achieved. Include additional information and/or related strategies in the line provided.

Native People and People of Color or BIPOC means those persons designated as racial and ethnic minorities by statistics published by the United States Bureau of the Census. This designation includes American Indian/Alaska Native, Asian, Native Hawaiian and other Pacific Islander, Black, and Hispanic.

Local has developed and implemented the following BIPOC involvement goals:

Local BIPOC involvement plan developed by local leadership.

Local BIPOC involvement plan is incorporated into governing documents.

Local has established a BIPOC affairs committee.

Local BIPOC involvement plan is evident in local communications with members.

Local has identified BIPOC members for key communications and networking.

Other:

Local demonstrates commitment to diversity and racial and social justice through local activities:

Local partners with NEA, MNEA, or external organizations to develop/promote projects to support K-Higher ed programs that promote BIPOC student success and member engagement.

Local participates in programs that include all aspects of social and racial justice: workshops, student contests, curriculum materials, and mechanisms for sharing best practices.

Other:

Local demonstrates diversity in local leadership and member participation:

Local BIPOC member serves as local officer or Executive Board member.

Local BIPOC member serves on local committee or represents local on a district committee.

Local BIPOC member serves as building or work site representative.

Local BIPOC member volunteers/assists with events sponsored by the local (social events, fundraisers, back to school events, community service projects, etc.)

Other:

Local demonstrates diversity through BIPOC member participation at the state level:

Local BIPOC member serves on the MNEA Board of Directors.

Local BIPOC member serves as a delegate to the MNEA Representative Assembly.

Local BIPOC member serves on an MNEA statewide committee or task force.

Local BIPOC member represents MNEA on an external committee or group.

Local BIPOC member participated in an MNEA leadership training opportunity, e.g. Summer Leadership, ESP Conference, Future Leaders' Academy, webinar, etc.

Local BIPOC member participated in an MNEA event, e.g. Governance District meeting, President's Tour, Read-On Missouri, Degrees Not Debt, etc.

Local BIPOC member participated in an MNEA PAC event, e.g. Education Advocates program, Capital Action Days, PAC candidate screening team, Legislative Forum, legislator lobby visit, etc.

Other:

Local demonstrates diversity through BIPOC member participation at the national level:

Local BIPOC member serves as a delegate to the NEA Representative Assembly.

Local BIPOC member serves on an NEA national committee or task force.

Local BIPOC member participated in an NEA leadership training opportunity, e.g. Leadership Summit, ESP Conference, Women’s Leadership Training, Minority Leadership Training, webinar, etc.

Local BIPOC member participated in an NEA event, e.g. tele-town hall, Time to Thrive conference, Conference on Racial and Social Justice, etc.

Local has nominated BIPOC members for NEA award, grant, training, or exchange programs.

Other:

Local demonstrates a commitment to diversity through BIPOC member participation in other activities:

Leila Medley Quality Local Association Award

The purpose of the Leila Medley Quality Local Association Award (LMQLA) is to strengthen local associations by providing a framework that describes the characteristics of locals with high levels of capacity and recognizes progress within that framework.

Leila Medley was a teacher, MNEA leader, and an MNEA staff member who understood the power of political involvement and the importance of strong local associations. She served as a UniServ Director and as MNEA Political Director from 1988 until 2009. She mentored hundreds of members in the skills needed to empower themselves and other members. She believed that it was through grassroots efforts that our members and their locals become a powerful force in making our public schools great for every student.

To be eligible for this recognition, a local must document at least one activity in each of the eight criteria areas and be a local in good standing (bylaws are in compliance, dues payments are current).

- ❖ Gold level

A local must demonstrate that it has met 90% of the suggested activities - 50/56

- ❖ Silver level

A local must demonstrate that it has met 80% of the suggested activities - 44/56

- ❖ Bronze level

A local must demonstrate that it has met 70% of the suggested activities - 38/56

The checklist items apply to the previous membership year (September 1- August 31)

Documentation may include: photos, screenshots, emails, flyers, social media screen captures, newsletters, text from audio messages, or other evidence of activities.

The MNEA Executive Committee may waive any activity due to local association circumstances. Contact the MNEA Vice President with any questions regarding an activity.

The Membership Advisory Committee will review all applications and make recommendations to the Board of Directors.

Locals achieving LMQLA status will be recognized at the MNEA Representative Assemblies.

Send application and supporting documents to Missouri NEA Vice President, 1810 East Elm, Jefferson City, MO 65101

Deadline for submission is October 1

Criteria

I. Communication:

- Local has provided NEA, MNEA, and local information to members at least 8 times per year
 - Emails, social media posts, newsletters, flyers, etc.
- Participates in and publicizes Read-On Missouri
 - Evidence of event planning, photos, publicity pieces
- Participates in and publicizes American Education Week
 - Evidence of event planning, photos, publicity pieces
- Employs a method for gathering members' input
 - Evidence of survey or polling methods
- Encourages members to participate in MNEA Listservs
 - Evidence of communication to members about listserv opportunities
- Utilizes social media to communicate local events/information with members
 - Evidence of posts, calls, online activities
- Other communication activities:
 - Evidence of any other communication strategies used to engage members

II. Membership:

- Implements a written, year-round, membership recruitment plan
 - Attach continuous organizing plan, MIP/NEIP plan, calendar of local recruiting strategies
- Provides a program that welcomes and recruits new educators and/or ESP employees
 - Photos, agendas, summary of the new employee event
- Recruits at least 80% of new employees
 - Document the number of qualifying new employees and enrollment rate
- Maintains membership strength (recruits new members to replace losses due to retirement, changes in membership status) from previous year
 - Document membership data
- Increases membership (or market share) over the previous year
 - Locals that have maintained 90% or above membership are presumed to have met this requirement, with documentation provided)
- Enrolls members through a Welcome Back program Document
 - Welcome Back strategies and enrollment
- Sends first-time participants to an MNEA event or training
 - Document the activity and participant
- Involves ethnic minority members in leadership and/or local activities
 - Document the participation, evidence could include the MNEA ethnic-minority involvement checklist
- Sponsors an Educators Rising Chapter
 - Document edRising activities
- Other membership activity:
 - Evidence of any other membership strategies used to engage members

III. Training:

- Participate in the MNEA Summer Leadership program
 - Provide the name(s) of participants in attendance
- Participates in at least two MNEA training opportunities and/or conferences
 - Provide the names(s) of participants and events attended
- Provides UniServ and MNEA staff training to local members
 - Document event and participation data
- Nominates members for the Future Leaders' Academy
 - Provide the names of Future Leaders' Academy candidates
- Other training activity:
 - Evidence of any other training strategies used to engage members

IV. Government Relations:

- Participates in Capital Action Days or other Jefferson City political lobbying activity
 - Document the activity and participant
- Participates in political lobbying activities outside of Jefferson City (local lobbying, letter-writing campaign, etc.)
 - Document the activity and participant
- Local has a Political Action Committee (PAC)
 - Document the activities of the committee
- Participates in MNEA edAdvocates
 - Document the activities and participants
- Participates in local school board elections
 - Evidence of local activity (screening, recommendation, communications, etc.)
- Increases member participation in PAC and/or BICF giving
 - Document PAC and/or BICF contribution data
- Other government relations activity:
 - Evidence of any other government relations strategies used to engage members

V. Collective Bargaining:

- Local has a bargaining committee
 - Document committee structure and activities
- Local is the exclusive bargaining representative or has a written plan to become the exclusive bargaining representative
 - Evidence of recognition of exclusive representation or written plan to become exclusive representative,
- Local has a collective bargaining agreement
 - Document agreement with district
- Local surveys members to inform bargaining work
 - Evidence of surveys used to gather member input for bargaining
- Local provides bargaining training opportunities
 - Evidence of trainings and member participation
- Other bargaining activity:
 - Evidence of any other bargaining strategies used to engage members

VI. State and National Participation:

- Seating delegates at one MNEA RA
 - Document name of delegates

- Seating delegates at both MNEA RAs
 - Document names of delegates to each RA
- Seating 100% of its delegates at the Fall and Spring MNEA RA
 - Document delegate allocation and names of delegates to each RA
- Send member to the NEA RA as a State, Local, or cluster delegate
 - Document names of delegate(s) to NEA RA
- Nominates a candidate for a statewide MNEA award
 - Evidence of nomination of candidate for award (Horace Mann, Soar with the Eagles, Cromer Award, Bottger Award, etc.)
- Participates in Governance District meetings
 - Evidence of participation in Governance District meetings
- Members participate on a national or state committee and communicate that work to local
 - Document names of member participants and evidence of communication of activities
- Representation on state governing bodies: Executive Committee, Board of Directors, Exec PAC Council
 - Document names of members' participation
- Other state and national activity:
 - Evidence of any other state or national participation used to engage members

VII. Governance Structure/Leadership

- Demonstrates sound business practices: financial processes, policies, and budget
 - Evidence of local practices
- Maintains required governance documents: bylaws, procedural guidelines, and organizing plan
 - Evidence of local governance documents
- Conducts required elections in adherence to local and MNEA bylaws
 - Evidence of communication and conducted local elections
- Identifies and supports potential leaders
 - Evidence of plan, activities, and communication for leadership development
- Provides training and support for building representatives/worksite representatives
 - Evidence of local activities
- Other leadership activity:
 - Evidence of any other governance or leadership activities used to engage members

VIII. Student/Community Programming

- Builds community support by conducting local activities that promote public education
 - Evidence of local activities
- Sponsors student scholarship or support program
 - Evidence of sponsored program
- Sponsors a local charitable/district event
 - Evidence of local event
- Participates in community service project/s
 - Evidence of local event
- Sponsors student success or community centered event
 - Evidence of local event
- Other student/community activity
 - Evidence of any other student/community activities

Leila Medley Quality Local Association Award Application

Local Association

Person submitting application

E-mail

Phone Number

Criteria applies to previous membership year.
Please check each area in which documentation has been submitted.

I. Communication

- Provides NEA, MNEA, and local information to members at least 8 times per year
- Participates in and publicizes Read-On Missouri
- Participates in and publicizes American Education Week
- Employs a method for gathering members' input
- Encourages members to participate in MNEA Listservs
- Utilizes social media to communicate local events/information with members
- Other communication activity:

II. Membership

- Implements a written, year-round, membership recruitment plan
- Provides a program that welcomes and recruits new educators and/or ESP employees
- Recruits at least 80% of new employees
- Maintains membership strength (recruits new members to replace losses due to retirement, changes in membership status) from previous year
- Increases membership (or market share) over the previous year
- Enrolls members through a Welcome Back program
- Sends first time participants to an MNEA event or training
- Involves ethnic minority members in leadership and/or local activities
- Sponsors an Educators Rising Chapter
- Other membership activity:

III. Training

- Participates in the MNEA Summer Leadership program
- Participates in at least two MNEA training opportunities and/or conferences
- Provides UniServ and MNEA staff training to local members
- Nominates members for the Future Leaders' Academy
- Other training activity:

IV. Government Relations

- Participates in Capitol Action Days or other Jefferson City political lobbying activity
- Participates in political lobbying activities outside of Jefferson City
- Local has a Political Action Committee (PAC)
- Participates in MNEA edAdvocates
- Participates in local school board elections
- Increases member participation in PAC and/or BICF giving
- Other government relations activity:

V. Collective Bargaining

- Local has a bargaining committee
- Local is the exclusive bargaining representative or has a written plan to become the exclusive bargaining representative
- Local has a collective bargaining agreement
- Local surveys members to inform bargaining work
- Local provides bargaining training opportunities
- Other bargaining activity:

VI. State and National Participation

- Seating delegates at one MNEA RA
- Seating delegates at both MNEA RAs
- Seating 100% of its delegates at the Fall and Spring MNEA RA
- Sends member to the NEA RA as a State, Local, or cluster delegate
- Nominates a candidate for a statewide MNEA award
- Participates in Governance District meetings
- Members participate on a national or state committee and communicate that work to local
- Representation on state governing bodies: Executive Committee, Board of Directors, Exec PAC Council
- Other state and national activity:

VII. Governance Structure/Leadership

- Demonstrates sound business practices: financial processes, policies, and budget
- Maintains required governance documents: bylaws, procedural guidelines, and organizing plan
- Conducts required elections in adherence to local and MNEA bylaws.
- Identifies and supports potential leaders
- Provides training and support for building representatives/worksite representatives
- Other leadership activity:

VIII. Student/Community Programming

- Builds community support by conducting local activities that promote public education
- Sponsors student scholarship or support program
- Sponsors a local charitable/district event
- Participates in community service project/s
- Sponsors student success or community centered event
- Other student/community activity:

The MNEA Executive Committee may waive any activity due to local association circumstances. Contact the MNEA Vice President with any questions regarding an activity.

The Membership Advisory Committee will review all applications and make recommendations to the Board of Directors.

Locals achieving LMQLA status will be recognized at the MNEA Representative Assemblies.

Send application and supporting documents to Missouri NEA Vice President, 1810 East Elm Street, Jefferson City, MO 65101

Deadline for submission is October 1

Leila Medley Quality Local Association Award – Scoring Guide

Local: _____

Gold level - met 90% of the suggested activities – 50/56

Silver level - met 80% of the suggested activities – 44/56

Bronze level - met 70% of the suggested activities – 38/56

Communication	Achieved	Not achieved + explanation
Provides NEA/MNEA/local info \geq 8 times per year		
Participates in and publicizes Read-On Missouri		
Participates in and publicizes American Education Week		
Employs a method for gathering members' input		
Encourages members to participate in MNEA Listservs		
Utilizes social media to communicate with members		
Other communication activities:		

Comments:

Membership	Achieved	Not achieved + explanation
Implements a written, year-round, membership recruitment plan		
Provides a program that welcomes and recruits new educators and/or ESP employees		
Recruiting at least 80% of new employees		
Maintains membership strength from previous year		
Increasing membership (or market share) over the previous year		
Enrolls members through a Welcome Back program		
Sends first time participants to an MNEA event or training		
Involves ethnic minority members in leadership and/or local activities		
Sponsors an Educators Rising Chapter		
Other membership activities:		

Comments:

Training	Achieved	Not achieved + explanation
Participates in the MNEA Summer Leadership program		
Participates in \geq two MNEA training opportunities and/or conferences		
Provides UniServ and MNEA staff training		
Nominates members for the Future Leaders Academy		
Other training activities:		

Comments:

Government Relations:	Achieved	Not achieved + explanation
Participates in Capitol Action Days or other Jefferson City political lobbying activity		
Participates in political lobbying activities outside of Jefferson City		
Local has a Political Action Committee (PAC)		
Participates in MNEA edAdvocates		
Participates in local school board elections		
Increases member participation in PAC and/or BICF		
Other government relations activity:		

Comments:

Collective Bargaining:	Achieved	Not achieved + explanation
Local has a bargaining committee		
Local is exclusive bargaining representative or has a written plan to become the exclusive rep		
Local has a collective bargaining agreement		
Local surveys members to inform bargaining work		
Local provides bargaining training opportunities		
Other bargaining activity:		

Comments:

State/National Participation:	Achieved	Not achieved + explanation
Seating delegates at one MNEA RA		
Seating delegates at both MNEA RAs		
Seating 100% of its delegates at Fall and Spring RAs		
Sends member to the NEA RA as a State/Local/ cluster delegate		
Nominates a candidate for a statewide MNEA award		
Participates in Governance District meetings		
Members participate on a national/state committee and communicate that work to local		
Representation on state governing bodies		
Other state and national activity:		

Comments:

Governance Structure/Leadership:	Achieved	Not achieved + explanation
Demonstrates sound business practices		
Maintains required governance documents		
Conducts required elections in adherence to local and MNEA bylaws		
Identifies and supports potential leaders		
Provides training and support for building representatives/worksites representatives		
Other leadership activity:		

Comments:

Student/Community Programming	Achieved	Not achieved + explanation
Builds community support by conducting local activities that promote public education		
Sponsors student scholarship or support program		
Sponsors a local charitable/district event		
Participates in community service project/s		
Sponsors student success/community centered event		
Other student/community activity:		

Comments:

HORACE MANN FRIEND OF EDUCATION AWARDS

Six Categories:

I. Journalism

1. **Print:** The nominee is employed in print journalism. The award recognition should be based around a story/stories involving an educational or Missouri NEA organizational issue. The affiliate and/or individual nominating should attempt to submit examples of the story/stories.
- B. **Radio:** The nominee is employed in radio. The award recognition should be based around a story/stories involving an educational or Missouri NEA organizational issue. The affiliate and/or individual nominating should attempt to submit a detailed description of the nominee.
- C. **Television:** The nominee is employed in television. The award recognition should be based around a story/stories involving an educational or Missouri NEA organizational issue. The affiliate and/or individual nominating should attempt to submit a detailed description of the nominee.

II. Legislation

The nominee is an elected federal or state official who has worked for the passage of important educational legislation. The affiliate and/or individual nominating should list in detail the education legislation accomplishments of the nominee.

III. Organizational

1. **Corporate:** The project sponsored by the corporation is devoted to an educational purpose or aspect. This could include direct help to students. Corporations assisting Missouri NEA either at the local or state level to obtain goals are also eligible. No Missouri NEA local affiliate is eligible for the award. The affiliate and/or individual nominating should describe in detail the actions of the organization which make it deserving of the award.
- B. **Civic:** The project sponsored by the civic organization is devoted to an educational purpose or aspect. This could include direct help to students. Organizations assisting Missouri NEA either at the local or state level to obtain goals are also eligible. No Missouri NEA local affiliate is eligible for the award. The affiliate and/or individual nominating should describe in detail the actions of the organization which make it deserving of the award.

IV. Individual Contribution to Education

The nominee must not have been teaching at the time the action(s) being honored took place. The nominee must have through his/her actions advanced the cause of education in a district and/or directly helped Missouri NEA or an affiliate. The affiliate and/or individual nominating should describe in detail the action of the nominee which make him/her deserving of the award.

V. Teacher

Nominee must be an active classroom teacher, counselor, librarian, specialist, etc. and a Missouri NEA member during the year in which the award applies. The nominee should have exhibited outstanding performance as an educator and be a model for other educators to follow.

If the Missouri Teacher of the Year is an MNEA member, the year following their service, the Teacher of the Year will be an automatic nominee for the Horace Mann Teaching Award provided that they are still in the classroom.

The nominator must submit a statement of up to three pages (12-point type, double spaced, one-inch margins) that addresses the following criteria:

1. **Professional Practice:** The nominee demonstrates instructional expertise, creativity, and innovation. The nominee uses a variety of pedagogical techniques and effectively addresses students' different learning styles and needs. The nominee is an instructional leader at the local, state, and/or national level.
2. **Advocacy For The Profession:** The nominee is a current, active member of the local, state, and/or national education association, and has assumed leadership roles at one or more of these levels. The nominee is an active member of other professional organizations and engages in activities that advance the profession and public education. The nominee speaks out on behalf of public education, educators, and students.
3. **Community Engagement:** The nominee frequently interacts with parents and other community members on substantive education issues. The nominee brings community resources to the classroom and conducts service learning projects with his or her students in the community.
4. **Leadership in Professional Development:** The nominee continually engages in experiences to improve his or her practice and to gain new skills and knowledge. The nominee shares this new learning with colleagues in a variety of venues. The nominee's participation in and commitment to professional development has a visible impact on his or her institution, students, and community.
5. **Attention to Diversity:** The nominee works to provide a learning environment that meets the needs of all students, regardless of differences. The nominee recognizes and explicitly addresses the full array of values, cultures, and experiences represented in our diverse modern society, both through curriculum and instruction and in other interactions with students.

The winner of this award shall be the Missouri NEA nominee for the NEA Foundation Award for Teaching Excellence.

VI. Education Support Professional

The nominee must be an active education support professional and a Missouri NEA member during the year in which the award applies. The nominee should have exhibited outstanding performance at the worksite and be a model for other education support professionals to follow. The affiliate and/or individual nominating should provide a detailed summary of why the nominee is an outstanding education support professional, answering the five questions that follow:

1. **Professional Practice:** Describe the worksite responsibilities and personal achievements the nominee has made in his/her classification or field. How has the nominee demonstrated leadership, creativity, and innovation at the work site? How has the nominee's professional growth made a difference for the school, the students, and community?
2. **Advocacy and Association Involvement:** In what ways does the nominee serve as an advocate in the day-to-day educational process, for members, for the profession, and for public education? How has the nominee's involvement in the National Education Association or NEA affiliate(s) contributed to his/her success as a professional? How would the nominee persuade a new colleague to join or become more active in the Association?

3. **Community Engagement:** Specify in detail how the nominee has been involved in promoting public education in the community. In what other ways is the nominee involved in community activities/projects?
4. **Personal Achievement:** How has involvement in Association and community activities enabled the nominee to meet his/her own personal goals? What advice would the nominee give to someone entering the profession?
5. **Enhancement of ESP Image:** Describe in detail how the nominee's activities have enhanced the image of Educational Support Professionals at the worksite, in the Association, and in the community.

The winner of this award shall be the Missouri NEA nominee for the NEA-ESP of the Year Award subject to NEA guidelines for eligibility, which state that nominees must be NEA members for three years as of January 15th of the award year.

Nomination Procedures:

Missouri NEA Board members, staff and other personnel hired by Missouri NEA are ineligible for this award.

Nominations may be made by a local association, a governance council or an Active, ESP, Reserve, Student, Retired, Substitute, or Life member. Nominations should be submitted in writing to the Missouri NEA President. The Horace Mann Award for Teacher is due by December 15. The Horace Mann Awards in the areas of Journalism, Legislation, Organizational Achievement and ESP are due by February 15. The Board of Directors will determine award winners. Awards will not necessarily be given in each category each year. Awards will be presented at the Spring Representative Assembly.

If in any given year, in the judgment of the Board, there is no appropriate candidate, this award will not be given.

All nominations should include:

1. Category for which nominated.
2. Name, home address, work address (where it applies), home phone, work phone (where it applies).
3. Qualifications of candidate.
4. Description of actions meriting the award – can include samples of actual work.
5. Nominator's name, address, phone and local.
6. A maximum of three other endorsement letters can be attached. MNEA staff members are precluded from writing endorsement letters.

Adopted Missouri NEA Board of Directors 2/23/80
Revised Missouri NEA Board of Directors 05/17/08
Revised Missouri NEA Board of Directors 10/15/11
Revised Missouri NEA Board of Directors 5/21/2016
Revised Missouri NEA Board of Directors 8/1/2021

**MISSOURI NATIONAL EDUCATION ASSOCIATION
HORACE MANN AWARDS**

Nomination Form

**Category of
Nomination:
(Check one)**

- Journalism - Print
- Journalism - Radio
- Journalism - Television
- Legislation
- Organizational Achievement - Corporate
- Organizational Achievement - Civic
- Individual Contribution to Education
- Teacher
- Education Support Professional

Name of Person/Organization Nominated _____

Address _____
Street

_____ City State Zip Code

Phone (____) _____

Nominated by _____ Local _____

Address _____
Street

_____ City State Zip Code

Phone (____) _____ (____) _____
Home School

Signature of Local President
in support of the nomination _____ Date _____

On the back of this sheet, or on a separate sheet, please outline the qualifications of the candidate and/or describe the actions meriting the award. A maximum of three other endorsement letters can be attached. MNEA staff members are precluded from writing endorsement letters. Nominations can include samples of actual work.

Send to the MNEA President, 1810 East Elm St., Jefferson City, MO 65101

Nominations for Teacher must be received by December 15.

All other nominations are due by February 15.

Horace Mann Award Nomination Qualifications for _____
(Nominee)

Send to:

MNEA President
Missouri NEA
1810 East Elm Street
Jefferson City, MO 65101

Nominations for Teacher must be received by December 15.

All other nominations are due by February 15.

HORACE MANN

FRIEND OF EDUCATION AWARDS

ASSOCIATION'S FRIEND OF EDUCATION AWARD

YEAR	WINNER	CATEGORY
1977	Rep. Wayne Goode	Legislation
1978	Rep. Steve Gardner	Legislation
1979	Rep. John Sharp	Legislation

Awards expanded to seven categories: Journalism (Media and Print), Legislation, Organizational Achievement, Individual Contribution to Education, Teacher and ESP. Awards renamed Horace Mann Awards.

HORACE MANN AWARDS

1980	Shirley Hall (Pattonville)	Teacher
1981	Senator Henry Panethiere Dolores Zerbarini (Lindbergh)	Legislation Teacher
1982	Tom O'Neal Darold Crotzer Conference on Education Warren Lee Eleanor Quearry	Journalism (media) Organization Teacher Individual
1983	U.S. Rep. William Clay Lorene Hawkins (West Plains)	Legislation Teacher
1984	No awards given	
1985	Clarence Lange Community Library Association, (High Ridge) Robert Welling (Board of Education)	Teacher Organization Individual
1986	Rose Stolzer, KTUF-FM Radio Vincent Schoemehl, (Mayor of St. Louis) Rep. Annette Morgan Sen. Roger Wilson Dr. Pat Berger	Electronic Journalism Individual Legislation Legislation Teacher
1987	Nancy Wessley Murray Underwood	Teacher Individual
1988	Susan Burney Rep. Bob Griffin Francis Howell School District KOAM TV-Joplin (Karol Anderson) Ray Hartman, <u>Riverfront Times</u>	Teacher Legislation Organization Electronic Journalism Print Journalism

1989	<p>Anna Rizzi, Belton Don Steed (Mehlville School District) International Education Consortium Dennis Lubeck Rep. Doug Harpool Marti DeFouw (Moberly Monitor Index) Jean Haley (Kansas City Star and Times)</p>	<p>Teacher Individual Organization Legislation Print Journalism Print Journalism</p>
1990	<p>Kim Covington, KPLR-TV St. Louis Sharon Neathery, KUKU Radio West Plains Education St. Louis Rep. Neil Molloy Evening Optimist Club of Belton Domino's Pizza-Team St. Louis Dorothy Lansdown</p>	<p>Electronic Journalism Electronic Journalism Print Journalism Legislation Civic Org. Achievement Corporate Org. Achievement Teacher</p>
1991	<p>Virginia Hick, <u>St. Louis Post Dispatch</u> Senator Harold Caskey Southwestern Bell Telephone Co. Missouri Geographic Alliance Dr. Tony L. Stansberry Annie White Sharon Jones</p>	<p>Print Journalism Legislation Corporate Org. Achievement Civic Org. Achievement Individual Teacher Ed. Support Personnel</p>
1992	<p>KTVI - A. Wayne Thomas Rep. Richard Franklin Weyerhaeuser Paper Co., Mike Motske Community Leadership Program for Teachers, St. Louis, Mary Ellen Finch Tracy L. Milsap Tom Poole Elaine Riley</p>	<p>Journalism - Television Legislation Org. Achievement - Corporate Org. Achievement - Civic Ind. Contribution to Education Ed. Support Personnel Teacher</p>
1993	<p>Craig Watson, <u>Cameron Citizen Observer</u> KLTH 99.7 FM, Kansas City Congressman Bill Clay Southwestern Bell Foundation Jon Kercher, Mt. View-Birch Tree Jeff Gall, Lee's Summit</p>	<p>Journalism- Print Journalism - Radio Legislation Org. Achievement - Corporate Ind. Contribution to Education Teacher</p>
1994	<p>Governor Mel Carnahan <u>The Riverfront Times</u>, Ray Hartmann Donna McGuire, <u>The Kansas City Star</u> McDonnell Douglas, Homework Hotline Country Mart, Douglas Gerard Harmony in Hickman Mills Ed Payton, Springfield Dixie Hoyt, Parkway</p>	<p>Legislation Journalism - Print Journalism - Print Org. Achievement - Corporate Org. Achievement – Corporate Org. Achievement - Civic Ind. Contribution to Education Teacher</p>
1995	<p>Senator Bill McKenna <i>The St. Joseph Telegraph</i>, Scott Johnson KTVO (Kirksville), Gary Cunningham RSVP, Greg & Sarah Lesko Allan Lowenberg, St. Joseph Karen Spencer, Hillsboro Ellen Hare, Lafayette Co.</p>	<p>Legislation Journalism - Print Journalism - Television Org. Achievement - Corporate Ind. Contribution to Education Teacher ESP</p>

1996	<i>Kansas City Star</i> Sharon Stevens - KSDK-TV Donnye Theerman Odegard Outdoor Advertising Clayton Rotary Club Carl R. Boyd Melanie Baker Rep. Stephen M. Stoll	Journalism - Print Journalism - Television Teacher Org. Achievement - Corporate Org. Achievement - Civic Ind. Contribution to Education Ed. Support Personnel Legislation
1997	Jeanette Batz KBSI, Fox 23 TV Senator Ted House Cash's Scrap Metal and Iron, Inc. Mayor Patrick Brennan Lisa Van Amburg Iris Roberts Debbie Henderson	Journalism - Print Journalism - Television Legislative Org. Achievement - Corporate Org. Achievement - Civic Ind. Contribution to Education Teacher Ed. Support Personnel
1998	Partnership for Children Cooperating School District The Lathrop News Speaker of the House Steve Gaw Michael Cosgrove Forrest "Woody" Hay Deborah Murphy	Org. Achievement - Civic Org. Achievement - Corporate Journalism - Print Legislation Teacher Ed. Support Personnel Ind. Contribution to Education
1999	Public Radio KUMR-FM (John R. Francis, Producer) The Honorable Joan Bray Mark McGwire Citizens Telephone Co. Dr. Robert Watkins, Indep. School Dist. Everett (Bill) Bailey Nancy Lewis	Journalism - Radio Legislation Org. Achievement - Civic Org. Achievement - Corporate Ind. Contribution to Education Ed. Support Personnel Teacher
2000	Carolyn Bower, <i>St. Louis Post Dispatch</i> Senator Ken Jacob Jeff Arnett Sherri Talbott	Journalism - Print Legislation Ind. Contribution to Education Teacher
2001	Tracy Townsend Bonnie Leonard Rep. Mary Hagan-Harrell Phil Werline David Clohessy Randy Pierce	Journalism - Television Ed. Support Personnel Legislation Org. Achievement-Corporate Ind. Contribution to Education Teacher
2002	Senator Jean Carnahan Farmland Industries Dr. Katharine Rasch Marla Elizabeth Heiman Georgia Brady	Legislation Org. Achievement-Corporate Ind. Contribution to Education Journalism-Television Teacher
2003	Governor Bob Holden Lafayette County Parent Network Ed Pierce Gwen Weate	Legislation Org. Achievement-Civic Ind. Contribution to Education Teacher

2004	Representative Richard Gephardt Lee's Family Buffet and Restaurant Dr. Paul Kinder Susan Atteberry Smith, Springfield News-Leader Barbara Harris	Legislation Org. Achievement – Corp. Ind. Contribution to Education Journalism – Print Teacher
2005	Dr. Gayden Carruth Mike Sherry, Kansas City Star Gary Knehans Senator Patrick Dougherty National Association for Amateur Radio Independence Center Dr. Maridella Carter John Stamp	Ind. Contribution to Education Journalism-Print Journalism-Radio Legislation Org. Achievement-Civic Org. Achievement-Corporate Teacher Ed. Support Professional
2006	Mara Rose Williams, Kansas City Star Joel Nichols, Channel 9 in K.C. The Honorable Cathy Jolly Staples Dr. Chris Wright Vicki Thurston	Journalism-Print Journalism-Television Legislation Org. Achievement-Corporate Ind. Contribution to Education Education Support Professional
2007	Joe Robertson, Kansas City Star Melissa Yeager, KY# TV Representative Paul LeVota Dr. John Gaal Joseph O'Neal Dale DePalm	Journalism – Print Journalism – Television Legislation Ind. Contribution to Education Teacher Education Support Professional
2008	Janese Heavin, <u>Columbia Daily Tribune</u> Shafer's Crazy Cone, Higginsville Darryl Johnson	Journalism-Print Organizational Achievement-Corp. Teacher
2009	Representative Sara Lampe Sherry Polito, Community Relations Mngr. Joplin Area Chamber of Commerce Catherine Nickens Teresa Jercinovic	Legislation Organizational Achievement-Corporate Organizational Achievement-Civic Individual Contribution to Education Education Support Professional
2010	Senator Yvonne Wilson Rep. Rachel Bringer Bruce Renner Dr. Craig Larson Michelle Shepard Kathy Steinhoff	Legislation Legislation Organizational Achievement-Civic Individual Contribution to Education Educational Support Professional Teacher
2011	Lisa Olliges / KOAM TV Rep. Jeanette Mott Oxford Visa Practical Money Skills for Life Midwest Foster Care & Adoption Assn. Ira Anders Penny Heisel Mary Colgin, Columbia	Journalism – Television Legislation Organizational Achievement-Corporate Organizational Achievement-Civic Individual Contribution to Education Teacher Educational Support Professional

2012	<p>Washington Missourian Dawn Kitchell and Chris Stuckenschneider Senator David Pearce, Warrensburg Jim Kabell, Teamsters Local 245 Bright Futures, Joplin Dr. C.J. Huff, Joplin Dorain Turley Bob Becker</p>	<p>Journalism-Print Legislation Organizational Achievement-Corp. Organizational Achievement-Civic Individual Contribution to Education Education Support Professional Teacher</p>
2013	<p>Wiley Price, the St. Louis American David Lile, KFRU 1400, Columbia Congressman Emanuel Cleaver II Best Teachers Supply, O’Fallon Special Education Foundation, Ballwin Russ Still, Columbia Carmen Hill, NEA St. Louis Ken Holzphal, Special School District</p>	<p>Journalism-Print Journalism-Radio Legislation Organizational Achievement-Corp. Organizational Achievement-Civic Individual Contribution to Education Education Support Professional Teacher</p>
2014	<p>Representative Vicki L. Englund Boeing Company, St. Louis St. Louis Cardinals-Cardinal Care Patricia (Pat) O’Brien, Retired Jane Ann McWilliams-Sykes, St. Louis Jamie Manker, Rockwood School District</p>	<p>Legislation Organizational Achievement-Corp. Organizational Achievement-Civic Individual Contribution to Education Education Support Professional Teacher</p>
2015	<p>Jessica Bock and Elisa Crouch, St. Louis Post Dispatch KWMU Public Radio, Tim Eby, General Manager Susan Hagar, Director for Educational Programming Jack Galmiche, Nine Network of Public Media Representative Genise Montecillo United Steel Workers’ Union #169-G, Ste. Genevieve Doug Pitt, Springfield Sonja Marie Burks, SEEA Chris Holmes, Hazelwood School District</p>	<p>Journalism-Print Journalism-Radio Journalism-Television Legislation Organizational Achievement-Civic Individual Contribution to Education Education Support Professional Teacher</p>
2016	<p>Kevin B. Carbery, Leader Publications of Jefferson County Kyle Palmer, KCUR Public Radio, Kansas City HEC-TEV, St. Louis Missouri Representative Stephen Webber Lafayette Industries, St. Louis Center Education Foundation, Kansas City Dr. Pam Sloan, Francis Howell School District Linda Glasgow, Blue Springs School District</p>	<p>Journalism-Print Journalism-Radio Journalism-Television Legislation Organizational Achievement-Corporate Organizational Achievement-Civic Individual Contribution to Education Teacher</p>
2017	<p>The St. Louis American Newspaper Tim Lloyd; Host and Reporter for St. Louis and Quincy Public Radio KMOV-TV, St. Louis Missouri Senator Scott Sifton Cosentino’s Price Chopper, Kansas City The Camp Guardian Foundation, Warsaw Jeremiah W. (Jay) Nixon, former Missouri Governor Patrick Hemmingsen, Raymore-Peculiar School District</p>	<p>Journalism-Print Journalism-Radio Journalism-Television Legislation Organizational Achievement-Corporate Organizational Achievement-Civic Individual Contribution to Education Teacher</p>

2018	<p>South County Call Newspaper Ryan Delaney, St. Louis Public Radio David Hill, KCTV5 Missouri Representative Elaine Gannon Emerson Corporation, St. Louis Shriners Hospital, St. Louis Jeff Marion, Superintendent, St. Charles School District Beth Davey, Ritenour School District</p>	<p>Journalism-Print Journalism-Radio Journalism-Television Legislation Organizational Achievement-Corporate Organizational Achievement-Civic Individual Contribution to Education Outstanding Teacher</p>
2019	<p>The Community News Bob Ehle, News Director, KWIX/KRES Radio HEC-TV, St. Louis Missouri Representative Judy Morgan Beyond Housing, St. Louis Special Education Foundation, St. Louis Shelly Parks, Francis Howell School District</p>	<p>Journalism-Print Journalism-Radio Journalism-Television Legislation Organizational Achievement-Corporate Organizational Achievement-Civic Outstanding Teacher</p>
2020	<p>Blythe Bernhard, St. Louis Post-Dispatch Gabe Fleisher, KWMU Radio Mike Murphy, KMOV-TV, St. Louis Missouri Senator Lauren Arthur IDDHelp, St. Louis Worley Street Roundtable, Columbia Debbie Reed, Special School District Rachael Wilcox, Francis Howell School District</p>	<p>Journalism-Print Journalism-Radio Journalism-Television Legislation Organizational Achievement-Corporate Organizational Achievement-Civic Education Support Professional Outstanding Teacher</p>
2021	<p>Marcus Clem, St. Joseph News-Press Elle Moxley, KCUR Radio Missouri Representative Paula Brown EyeSeeMe Bookstore, St. Louis Show Me Hope Crisis Counseling, Jefferson City Allie Gassmann, Columbia Public Schools Darrion Cockrell, Lindbergh Public Schools</p>	<p>Journalism-Print Journalism-Radio Legislation Organizational Achievement-Corporate Organizational Achievement-Civic Education Support Professional Outstanding Teacher</p>
2022	<p>Josh Renaud, St. Louis Post Dispatch Lincoln University, KJLU 88.9 FM Lucas Geisler, KMIZ-TV, Columbia Missouri Representative Ingrid Burnett Sam Page, St. Louis County Executive University Health, Kansas City Big Brothers Big Sisters of Central Missouri Dennis Tabb, Ferguson-Florissant School District James Young, Ferguson-Florissant School District</p>	<p>Journalism-Print Journalism-Radio Journalism-Television Legislation Individual Contribution to Education Organizational Achievement-Corporate Organizational Achievement-Civic Education Support Professional Outstanding Teacher</p>
2023	<p>Columbia Missourian Suzanne Hogan, KCUR 89.3, Kansas City Kaitlyn Schumacher, KY3, Springfield Missouri Senator Lincoln Hough Missouri Representative Maggie Nurrenbern DeeAnn Aull, Missouri NEA Executive Director Dr. Elizabeth Keenan, Special School District Missouri Association of School Librarians Missouri Budget Project Christina Andrade Melly, Ritenour School District</p>	<p>Journalism-Print Journalism-Radio Journalism-Television Legislation Legislation Individual Contribution to Education Individual Contribution to Education Organizational Achievement-Civic Organizational Achievement-Civic Outstanding Teacher</p>

THE SHIRLEY CROMER LEADERSHIP AWARD

Rationale

Shirley Cromer believed that true leadership extends beyond local and state participation in the Association. She believed that an awareness and knowledge of national goals and programs is essential to preserve the ongoing continuity and integrity of Missouri NEA. This is to honor the experienced leader.

The Shirley Cromer Leadership Award will be funded annually through the Missouri NEA Operating Budget. Each year this award shall be presented to a Missouri NEA member who exemplifies qualities of leadership and dedication to the Association.

Purpose

The Shirley Cromer Leadership Award shall recognize outstanding experienced leaders and encourage continued leadership development.

The Award

The Shirley Cromer Leadership Award shall be a financial grant to provide expense reimbursement for attendance at:

- a professional development conference
- MNEA/NEA Conference or meeting
- A meeting/conference approved in advance by the MNEA President

The recipient shall be reimbursed for vouchered expenses up to the amount of \$1,400 to cover reasonable conference expenses of mileage, travel, conference registration, hotel, ground transportation and meals.

In lieu of attendance at a conference, the recipient may also use the award to take a continuing education class, pre-approved by the MNEA President. In this case, the vouchered expenses of the class will not exceed \$1,400 and the final grade will be a B or above. Reimbursement will be received upon course completion.

The recipient of the award will be notified upon receipt of the award of the timeline for submission of the vouchered expenses.

Eligibility

Nominees must:

1. Be an active or educational support member in good standing of Missouri NEA.
2. Have demonstrated outstanding leadership for at least three years.
3. Be nominated by their local association or governance council.
4. Members of the Missouri NEA Board of Directors are ineligible.

Nominations

Nominations and letters of recommendation may be made and submitted by a local association, a governance council or an Active, ESP, Reserve, Student, Retired, Substitute, or Life member. Nominations shall be submitted prior to October 1. The final selection will be made by the

Board of Directors at the October meeting and announced at the Fall Representative Assembly each year.

Guidelines for Selection of Recipient

Upon reviewing the application forms and letters of recommendation, the Missouri NEA Board of Directors shall make the selection of the recipient based on the following criteria:

1. Applicants must demonstrate an awareness and knowledge of state and national goals and programs.
2. Applicants must be actively involved in local and state association activities.
3. The award shall not be presented to an applicant who receives additional funding to any national conference.

If in any given year, in the judgement of the Board, there is no appropriate candidate, this award will not be given.

If a nomination received for Shirley Cromer Leadership Award is more appropriate for the Soar with the Eagles Award, the Board of Directors, may hold the nomination and/or resubmit it to the appropriate award category. As long as nominees are still active members, they will be considered at that time. Nominators would be notified of this action.

Winners of the Shirley Cromer Award

<u>Year</u>	<u>Name</u>
1987	Joyce Mackender
1988	Karen Heflin
1989	Brad Swofford
1990	Ben Simmons
1992	Vickie Trutzel
1993	Julie Relford
1994	Charles Smith
1995	Doug Allen
1996	Marilyn Sadler
1997	Jan Humphrey
1998	Bill Guinther
1999	Chris Guinther
2000	Cindy Thompson
2001	Sherry Brandes
2002	Christy Broce
2003	Sharon Easterday
2004	Linda Hess
2005	Monica Miller
2006	Julia Todd
2007	Donna Collins
2008	Don Schulte
2009	Rebeka McIntosh
2010	Christopher Eager
2011	Jo Wanda Bozeman
2012	Lisa Kickbusch
2013	Jan Wester
2014	Denice Ash
2015	Mary O'Leary
2016	Diane Livingston
2017	Beverly Schroeder
2019	Christina Andrade Melly
2020	Amanda Bearden
2021	Crystal Stokes-Danner
2022	Jane McPartland

SHIRLEY CROMER LEADERSHIP AWARD
ELIGIBILITY

Nominee must:

1. Be an active member in good standing of Missouri NEA
2. Have demonstrated outstanding leadership potential for at least three years
3. Submit a nomination form or be nominated by their local association
4. Cannot be a current member of the Missouri NEA Board of Directors

NOMINATION FORM

Name _____

Missouri NEA Member for _____ years.

Local offices held:

Local committee positions held:

Other local activities:

State committee positions held:

Other State activities:

Signature of Local President
in support of the nomination: _____

If a nomination received for Shirley Cromer Leadership Award is more appropriate for the Soar with the Eagles Award, the Board of Directors, may hold the nomination and/or resubmit it to the appropriate award category. As long as nominees are still active members, they will be considered at that time. Nominators would be notified of this action.

II. Association Recommendation. In the space provided or on a separate sheet, please explain the reasons for this individual's nomination.

Include the nominee's professional and personal accomplishments.

III. Letters of Recommendation. Up to three letters of recommendation may be included with nomination form.

Nominations should be submitted to

**Missouri NEA
1810 E. Elm Street
Jefferson City, MO 65101**

NOMINATIONS MUST BE RECEIVED BY OCTOBER 1

"SOAR WITH THE EAGLES" AWARD

This award is to be presented annually* in honor of Ruth Keeling to encourage the development of leadership in the United Education Profession. This is for a new leader who is starting to soar.

Nominee must:

1. Be an active member whose presence and contribution of time, energy and/or wisdom within the past year has made a difference to the United Education Profession.
2. The recipient should be an outstanding new leader who is starting to soar.
3. Cannot be a current member of the Missouri NEA Board of Directors

The recipient will be given a full scholarship to the Missouri NEA Summer Academy the following summer. Nominations and letters of recommendation may be made and submitted by a local association, a governance council or an Active, ESP, Reserve, Student, Retired, Substitute, or Life member. Nominations and letters of recommendation should be made and submitted to the Missouri NEA President and the award winner will be determined by the Board of Directors. Nominations must be submitted in writing, giving supportive information. Deadline is February 15.

"Soar with the Eagles" Award Winners

<u>Year</u>	<u>Name</u>	<u>Year</u>	<u>Name</u>
1982	Ruth Keeling	2003	John Michaud
1983	Nancy Cramer	2004	Jan McClenahan
1984	Linda Elliott	2005	Bobbi Aschwanden-Thomas
1985	Tom Bick	2006	Gary Gee
1986	Myrna McCain	2007	Stephanie Price
1987	Betty Babcock	2008	Derek Bailey
1988	Jan Humphrey	2009	Consuela Johnson
1989	Kathy Gerber	2010	Marti Wilmoth
1990	Mike Burgess	2011	Jonna Leonard
1991	Hugh Anderson	2012	Susan McClintic and Linda Stoops
1992	Verna Boyd	2013	Mindy Nix
1993	Kathy Clark	2014	Tresina Alvested and Carrie Begemann
1994	Laura Maxwell		
1995	Mary Thomasson	2015	David M. Hope
1996	Karen Recker	2016	J. Eric Simmons
1997	Dorothy McElroy	2017	Lacey N. Hochenauer
1998	Leanne Anderson	2018	Thomas Bamvakais
1999	Jeannette Goode	2019	Tami Quinn
2000	Linda Callahan	2020	Monica Cifaldi
2001	Beverly Schroeder	2022	Alicia Kleoppel
2002	Allison Seitz	2023	Laura Mullins

*If in any given year, in the judgment of the Board, there is no appropriate candidate, this award will not be given.

If a nomination received for the Soar with the Eagles award is more appropriate for the Shirley Cromer Leadership Award, the Board of Directors may hold the nomination and/or resubmit it to the appropriate award category. As long as nominees are still active members, they will be considered at that time. Nominators would be notified of this action.

Adopted, Missouri NEA Board of Directors 04/17/82
Revised 12/05/98, 09/07, 05/21/16, 4/27/19

**MISSOURI NEA "SOAR WITH THE EAGLES" AWARD
NOMINATION FORM**

Nominee must:

1. Be an active member whose presence and contribution of time, energy and/or wisdom within the past year has made a difference to the United Education Profession.
2. The recipient should be an outstanding new leader who is starting to soar.
3. Cannot be a current member of the Missouri NEA Board of Directors

Name of Nominee: _____

Local Association: _____

Reason for Nomination:
(or attach sheet)

Name of Nominator: _____

Address/Phone: _____

Local Association: _____

Signature of Local President in support of the nomination: _____

If a nomination received for the Soar with the Eagles award is more appropriate for the Shirley Cromer Leadership Award, the Board of Directors may hold the nomination and/or resubmit it to the appropriate award category. As long as nominees are still active members, they will be considered at that time. Nominators would be notified of this action.

Missouri NEA Headquarters
1810 East Elm Street, Jefferson City, MO 65101
Fax 573-634-5646 or email to Phil.Murray@mnea.org
Nominations due **February 15.**

Lorna Bottger Award for Individual Excellence in Political Action

In 1968, speaking before a group of teachers, Senator Tom Eagleton looked out over the audience and stated, “I know only one teacher here and that’s Lorna Bottger from Paris, Missouri. Now where were all of the rest of you during my campaign?”

That teacher was a charter member of MNEA. Lorna was in the forefront of political action for teachers and public education throughout her professional life. She was the “Voice crying in the wilderness” for teachers and school children for years. In her half-century of political work, her impact was felt from the schoolhouse to the statehouse to the White House.

Upon her retirement from the Hazelwood School District, she said, “I find great satisfaction in leaving behind the best-trained, best-organized, hardest working and most effective political workers anywhere.”

In tribute to Lorna’s long-time commitment to education and political involvement, the MNEA-PAC Executive Council created the Lorna Bottger Award. First awarded in 1975, this award is given by the MNEA-PAC Executive Council for individual excellence in political action. Nominations may be made by local associations or an Active, Reserve, Student, Retired, Substitute, Associate or Life Member of MNEA. Members of the MNEA PAC Executive Council are not eligible to receive the award while serving on the Council.

Voting is by secret ballot, and the recipient is announced at the MNEA Spring Representative Assembly.

Recipients of the Lorna Bottger Award

<u>Year</u>	<u>Name</u>
1975	Lorna Bottger
1976	Etta Harl
1977	Merideth Francis
	Al Woodward
1978	Mary Lou Homes
1979	Harold Austin
1980	Clarence Siebert
1981	Martha Dexter
1982	Mary Lou Anderson
1983	Leila Medley
1984	Francis Bridgeman
	Joyce Mackender
1985	Dave Brink
1987	Dorothy Kennedy
1988	Beverly Buchheit
1989	Ken Kramme
1990	Ira Anders
1991	Paul Cochran
1992	Pat Handly
1993	Frank Rossetter
1994	Kathy Quick
1995	Jane Gibler
1996	Sharon Easterday
1997	Ruth Keeling
1998	Kathy Bray
1999	Ed Robins
2000	Margo McNeil
2001	Martha Karlovetz
2002	Martha "Marty" Ott
2003	Don Schulte
2004	John and Ann Jarrett
2005	Jim Watson
2006	Peggy Cochran
2007	Ken Curtis
2008	Christy Garnett
2009	Greg Jung
2010	Jim and Kay Coen
2011	Joann Hughes
2012	Bill Guinther
2013	Cecil Sharp
2014	Charli Seitz
2018	James Giokaris
2022	Dorothy Walk

Adopted Missouri NEA Board of Directors 11/23/74
Revised Missouri NEA Board of Directors 01/24/04; 05/19/12

Nomination for the Lorna Bottger Award

Date: _____

Nominator: _____

Contact information (phone, e-mail): _____

Membership category: _____

Nominee: _____

Contact information (phone, e-mail): _____

Is the nominee a Missouri NEA member/PAC Contributor? (Not a requirement to receive the award).

Yes

No

**What qualifies this person as a potential recipient of the Lorna Bottger Award?
(Additional pages can be added to the nomination).**

Nominations due February 15.

**Send nominations to the MNEA President, 1810 East Elm Street, Jefferson City, MO 65101
or fax to 573-634-5646**

Missouri NEA/NEA/Local Association Membership Enrollment Form



Join Now

LOCAL ASSOCIATION: _____

BUILDING NAME: _____

EMPLOYER: _____

MEMBERSHIP HISTORY

Have you ever been an MNEA member? YES NO

Student NEA member last year? YES NO

First year employed in public education.

Name (please print) _____

Address _____

City _____ State _____ Zip _____

Cell Phone _____

Home Phone _____ Work Phone _____

Home Email _____

Work Email _____

Date of Birth _____ Gender _____

MEMBERSHIP TYPE: _____

ANNUAL DUES

	NEA/MNEA ¹	
Prior to your first deduction, you will receive written notification of your average monthly cost	Local	
	TOTAL	

LEVEL _____ **POSITION** _____

- | | |
|---|--|
| <input type="checkbox"/> Early Childhood/PreK | <input type="checkbox"/> Teacher/Subject Area: _____ |
| <input type="checkbox"/> Elementary | _____ |
| <input type="checkbox"/> Middle School | <input type="checkbox"/> Counselor |
| <input type="checkbox"/> Junior High | <input type="checkbox"/> Librarian |
| <input type="checkbox"/> High School | <input type="checkbox"/> Support Personnel Position: _____ |
| <input type="checkbox"/> Higher Education | <input type="checkbox"/> Other _____ |

ETHNIC GROUP ²

- | | |
|--|---|
| <input type="checkbox"/> American Indian/Alaska Native | <input type="checkbox"/> Hispanic |
| <input type="checkbox"/> Asian | <input type="checkbox"/> Multi-ethnic |
| <input type="checkbox"/> Black | <input type="checkbox"/> Native Hawaiian/Pacific Islander |
| <input type="checkbox"/> Caucasian (not of Spanish origin) | <input type="checkbox"/> Unknown |
| <input type="checkbox"/> Other | |

* **Cell Phone Note:** You can opt out of receiving occasional cell phone alerts/texts from your local, state or national NEA affiliate by contacting Missouri NEA at 1-800-392-0236.

CAREFULLY READ EACH PARAGRAPH IN THE BOX BELOW. THEN SIGN AND DATE INDICATING AGREEMENT AND AUTHORIZATION.

Membership Commitment: I want to join as a member of the Local NEA Association, Missouri NEA and the National Education Association (NEA). I hereby request and voluntarily accept membership in these associations and agree to abide by the Constitution and Bylaws of all three associations.

Payment Authorization: I hereby agree to pay the dues, fees and assessments established by the three associations in consideration for the services the union provides. I understand that those amounts are subject to periodic change by the governing bodies of those associations. I authorize on a continuing basis, and regardless of my membership status, the payment of those amounts unless I revoke this authorization in a signed writing sent to Missouri NEA, 1810 E. Elm Street, Jefferson City, MO 65101, via U.S. mail, between August 1 and August 31 preceding the membership year for which the authorization is to be cancelled.

Local and State Legislative/Political Action Fund: These funds are used to support pro-public education candidates, pass local levy/bond issues, and support school board candidates endorsed by your local affiliate. In signing, I hereby agree to a voluntary contribution on a continuous basis of \$1 per month (split 50/50 between my local and state legislative/political action fund). To adjust the recommended amount up or down, I must write a different amount here \$_____ per month. (Read more on back.) ³

Unite-Inspire-Lead Ballot Issue Fund: This is the fund used to win the recent ballot fights to protect local control, tenure, voting rights and employee rights. In signing, I hereby agree to a voluntary contribution on a continuous basis of \$1 per month to the Unite-Inspire-Lead Ballot Issue Fund. To adjust the recommended amount up or down, I must write a different amount here \$_____ per month. (Read more on back.) ⁴

EEL Program Authorization: If I am a participant in the Missouri NEA Early Enrollment Membership Incentive Plan, I am eligible to receive -- prior to Sept. 1 but in no event before April 1, of my first year of membership -- 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 upcoming 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 Sept. 1.

I understand that my membership and contributions are voluntary and continuous, signing this agreement is not a condition of employment and that I have the legal right to refuse to join and/or contribute without suffering any reprisal.

1 2 3 4 Please read explanations on back.

Member Signature _____ Date _____

Association Representative Signature _____ School District _____

Explanations

1 Dues

For exact dues amounts, call your MNEA office (see locations and phone number below). When choosing Bank Draft or Credit Card, in August you will receive written notification informing you of the number of withdrawals and amount for each withdrawal as required by federal regulations.

Of the total Missouri NEA dues, \$3.20 is for a one-year subscription to Something Better.

2 Ethnic Group

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

3 Local and State Legislative/Political Action Fund

MNEA collects voluntary contributions from members to be used in supporting or opposing local and state policy issues, local bond/levy elections, school board election activity and candidates identified through member screening committees as friends of public education. \$1 per month is a recommended minimum amount with ½ set aside to be used by your local association. Many members choose to give more; however, state law requires MNEA to report to the Ethics Commission the name and mailing address of any individual whose contributions aggregated in excess of \$100. You may adjust this voluntary continuous contribution up or down by writing a different amount in the blank space provided on this form.

4 Unite-Inspire-Lead Ballot Issue Fund

The time is now to let your voice be heard on ballot issues that impact public educators. We have used our ballot fund to pass minimum wage increases for support staff and to fight extreme tax reforms that jeopardize school funding. The Unite-Inspire-Lead Ballot Issue Fund has defeated anti public education ballot issues for the past decade. You may adjust this voluntary continuous contribution up or down by writing a different amount in the blank space provided on this form.

NEA Complimentary Life Insurance, free with membership, pays up to \$1,000 for any death from natural causes and up to \$5,000 for any accidental death. It insures every MNEA member for \$50,000 for death or dismemberment resulting from any accident or any assault that occurs while the member is on the job or engaged in an Association leadership activity. It also provides a \$150,000 benefit in the event a member's death results from an unlawful homicide occurring on the job. For more information on this life insurance benefit and to register your beneficiary, visit www.mnea.org and click the Member Benefits Link, and then Complimentary Life Insurance, or call (800) 637-4636.

METHOD OF PAYMENT

 Bank Draft Credit Card (No Debit Cards) Check (Paid in Full)

BANK DRAFT AUTHORIZATION

Attach a voided check or complete form below.



I (we) hereby authorize Missouri NEA to initiate debit entries to my (our) account indicated below and the bank named below, hereinafter called BANK, to debit the same to such account. I (we) will not hold our BANK liable for any erroneous debits made by Missouri NEA.

Bank Name

Bank Address

City

State

Zip

Bank Transit Number (first set of numbers) :

Account Number :

||

This authorization is to remain in full force and effect until BANK has received written notification from me (or either of us) of its termination in such time and in such manner as to afford BANK a reasonable opportunity to act on it. A customer has the right to stop payment of a debit entry by notification to BANK prior to charging account. After account has been charged, a customer has the right to have the amount of the erroneous debit immediately credited to his account by BANK up to fifteen (15) days following issuance of statement of account or forty-five (45) days after the charge, whichever occurs first.

Name (as it appears on the account)

Signed

Date

The payment amount will be charged to your checking account. You will be mailed a payment schedule that details the deduction amount and payment dates. Starting date will be after Sept. 1, and your local association will determine the payment date and number of payments.

CREDIT CARD AUTHORIZATION (NO DEBIT CARDS)

Name (as it appears on card)

Credit Card Number

___ Pay in Full

Exp. Date (MM/YYYY)

/

CSC

(last 3 numbers on back)

___ Monthly Payments

MAIL TO YOUR NEAREST MISSOURI NEA REGIONAL OFFICE

Headquarters/Central

1810 E. Elm St.
Jefferson City, MO 65101
Fax (573) 634-5646

Questions? Call
1-800-392-0236

Kansas City

4224 S. Hocker Dr., Ste. 200
Independence, MO 64055

Springfield

1525-B W. Sunshine
Springfield, MO 65807(0)

St. Charles County

1011 Peruque Crossing Ct.
O'Fallon, MO 63366

St. Louis

955 Gardenview Office Parkway
St. Louis, MO 63141



ASPIRING EDUCATORS

2023-2024

Join a network of over 3 million public educators advocating for our students, schools, and educators across the nation.

MEMBERSHIP INCLUDES

- LEGAL AND LIABILITY PROTECTION
- LEADERSHIP AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES
- PUBLICATIONS INCLUDING NEA TODAY AND MNEA'S SOMETHING BETTER
- DISCOUNTS AT OVER 300,000 LOCATIONS AND SAVINGS ON INSURANCE, LOANS, AND MUCH MORE
- SCHOLARSHIP OPPORTUNITIES EXCLUSIVE TO MEMBERS

Best of all, membership is **FREE**. Join now at mnea.org/aspiringeducators or use the QR code.



 Join Now

Essential Local Financial and Membership Processes

LOCAL LEADER TRAINING AND SUPPORT

- Financial, budget and membership questions should be directed to Karen Struempf at 573-644-9617, or karen.struempf@mnea.org.
- Your local executive committee should participate in the training modules. These modules provide critical information and are available here: <https://leader.mnealearns.org/>

BUDGET

- If the Association collects local dues you must have an annual budget (regardless of local size or amount of local dues collected). The budget formulation and approval process should be defined in your by-laws. The groups that formulate and approve the budget (formulating and approving groups should be different) should also be noted.
- The Association budget should be implemented and followed.
- The Association should have a process for unbudgeted items.

FINANCIAL

- The Association should have an employer identification number (EIN). If you do not have this number in your records, call 573-644-9617.
- The Association president and treasurer should know the filing requirements for the IRS forms 990, 990N, 990T, 1096 and 1099. If the IRS filing requirements are met, the Association should file these forms by the IRS deadline. Missouri NEA files 990N's on behalf of the local.
- The Association should have a written policy or statement about the financial system and process. This policy should include any pertinent information about the accounting records and/or accounting system and bank accounts.
- The Association treasurer should provide financial reports, receipts and disbursements reports and original bank statements on a regular (at least quarterly) basis. Your governance documents should state the frequency of reporting and to which bodies the information is reported.
- **Every deposit and expenditure of the association should be documented and saved for 7 years. The training module provides guidance on how to maintain the records.**
- Association financial records should be audited by an independent accounting firm or an internal audit committee and the governance documents should define the audit process.
- Checking and savings account
 - All Association leaders should know the approximate balance in their checking account and any other cash accounts (savings accounts, certificates of deposit, other investments).
 - All Association leaders should know which bank(s) maintains cash accounts.
 - The EIN of the Association should be listed on all bank accounts and investments.
 - The Association should require two signatures on every check OR have a dual approval process. Governance policy should designate which officers can sign checks.
- Expenditures
 - The Association should have an expense voucher approval form and system that specifies which officers or leaders can authorize expenditure of local money.
 - The Association should have a policy that details the expenditure approval process and expenditure guidelines. The policy should include local expense reimbursement for members who receive state or national reimbursement for serving on state committee or as state and/or national delegates.

- The Association should understand the implication of giving allowances or subsidies to officers or expense advances to members.
- If the Association has a credit card, you should have a usage policy that defines authorized users and allowed expenditures.

MEMBERSHIP

- Any membership changes (i.e. retirements, left district, dropped membership or new membership forms) should be submitted to the regional office as soon as possible but not later than September 30.
- The Association governance documents (officer responsibilities) should define which officer or leader is responsible for maintaining an accurate membership roster and membership records.
- Missouri NEA collects payroll deduction dues directly from the school district and remits local dues back to the local association.
- Missouri NEA bills check payers directly and remits local dues back to the local association.
- Missouri NEA collects EFT (bank draft) and RCC (credit card) dues directly from the member and remits local dues back to the local association.
- The Association should have an agreement with the school district payroll office about members that want to stop payroll deduction without contacting the local.
- The Association leaders should understand the MNEA incentive programs MIP, NEIP and Welcome Back.

PAC and Unite, Inspire, Lead (formerly Ballot Issue Crisis) Funds

- The Association should remind members annually about the purpose and importance of The Missouri NEA PAC fund and have a PAC drive. 50% of Missouri NEA PAC funds collected through payroll deduction, EFT, RCC and check payers are available for use in elections at the local level.
- The Association should understand how they can use PAC contributions and how to request local PAC money from MNEA.
- The Unite, Inspire, Lead Fund is NOT available for local use and is ONLY used for issue driven campaigns. Locals should encourage membership contribution to this fund so Missouri NEA can advocate for and against policies that positively and negatively affect children and our schools.

GOVERNANCE DOCUMENTS

- The Association governance documents include the Constitution/by-laws and policy manual.
- The Constitution/by-laws contain the critical governing language and sample templates are available. The Constitution/by-laws are reviewed by the state association every 5 years.
 - Guidance about governance documents and Association policy is available by contacting the Missouri NEA Vice-President at 573-644-9620.
- The policy manual provides more detail to the by-laws and is more “fluid”.
- The Association should have timely meetings and keep official minutes of all meetings.
- The Association should develop an annual calendar that lists all meetings and events of the Association and distribute this to membership.
- The Association should have an internal communication system in place.
- Association members should know how to contact local leaders and MNEA staff.

Guidance about governance activities is available by contacting the Missouri NEA President at 573-644-9603.

President's Financial and Membership Processing Timeline

By April 1

1. Provide Regional Office with the following information:
 - Local officer names, contact information and terms.
 - Local dues amount.
 - Potential membership for upcoming year.
 - Payroll contact at the school district.
 - School district paycheck schedule for the upcoming school year (Schedule Form on page 47).

By June 1

1. Complete the "Back to School" form.
2. Register local members to attend the MNEA Summer Leadership.
3. Register local members to attend the MNEA Political Academy.
4. Obtain new hire list from the school district.

By August 1

1. Complete internal audit for year just completed.
2. Pick up fall membership materials from the regional office.
3. Local Executive Committee should complete the training modules located at <https://leader.mnealearns.org/>

By August 31

1. Executive committee meeting to discuss following action items and develop timeline.
2. Review governance documents and existing language.
3. Review expenditure process.
4. Review financial process:
 - a) Reporting requirements.
 - b) Checking account.
 - c) Expenditures
 - i) If necessary, develop and implement expenditure guidelines.
 - ii) Ensure local members with state committee or delegate assignments understand state and/or local expense reimbursement process.
 - d) Annual audit process and committee.
 - e) Software packages or accounting system.
 - f) Employer Identification Number.
 - g) Forms 990 and 990T.
 - h) Forms 1099 and 1096.
6. Review process as it relates to coordination of membership records.
7. Review PAC process and how the local can utilize LOCAL PAC funds.

By September 30

1. Ensure any membership changes (retirements, left district, new members) are returned to the regional office as soon as possible but no later than September 30.

Before January 1

1. Ensure IRS forms 990, 990T, 990N, 1096 and 1099 (if applicable) are ready for January 15 filing date.

By April 15

1. Finalized budget for upcoming year.
2. Review timeline for upcoming year.
3. Provide list of retirees to regional office: <https://www.mnea.org/form/mnea-local-association-retiree-r>

Contacts at MNEA:

- Membership/Financial – Karen Struempf (headquarters)
- Organing/Field – Chastity Young (west) and Shannon Weber (east)
- PAC – Elizabeth (Liz) Zerr (headquarters)

Email addresses at MNEA: `firstname.lastname@mnea.org`
(i.e. `karen.struempf@mnea.org`)

Officer and Local Responsibilities

Accountability is essential because local Associations are membership based and operate primarily on dues from members. It is vital to membership that financial affairs be conducted above reproach. The relationship between the Association, its members, and the community is a relationship based on trust. Once that trust is lost, it is difficult, if not impossible, to regain. Financial mismanagement can destroy the greatest asset of the Association, its reputation. In an environment in which confidence in many union organizations is eroding, the Association must clearly demonstrate the best financial practices.

Training

All officers should complete the training modules located at <https://leader.mnealearns.org/>

Procedures Manual

A Procedures Manual for the financial and membership processes of the Association should be developed and maintained by the treasurer and president. The manual should include, but not be limited to, the titles of authorized check signers, chart of accounts, location of checking and/or savings accounts, policy for approving fund disbursement, components of the accounting system, etc. The manual should include enough detail to allow any officer of the Association to conduct the financial affairs of the Association. This handbook can be modified to be a Procedures Manual for the local.

Fiduciary duties of all Officers and Employees

- Safeguard the assets of the Association.
- Ensure the resources of the Association are utilized to the maximum benefit of themembers.

Responsibilities of the Treasurer

- Act for the good of the Association and exercise reasonable care in all decision-making.
- Understand basic financial terminology and maintain complete and accurate financial records.
- On a monthly basis, present complete and meaningful financial reports to the Executive Committee for their review and approval.
- On an annual basis, present complete and meaningful financial reports to the membership for their review. It is best to do this in conjunction with the budget approval process.
- Comply with federal, state and local reporting requirements including tax filings and political expenditure reports.
- Compare the actual income and expenses of the Association with the approved budget. Note any variances and recommend budget adjustments as necessary.
- Coordinate and assist with an annual financial audit or review of the Association funds.
- Report the findings of the annual financial audit or review to the executive committee and/or any other designated body.
- Monitor the cash flow and cash needs of the Association to maximize investment income and minimize borrowing.

BEST LOCAL FINANCIAL PRACTICES

1. Require two signatures on Association checks **OR** have a dual approval process in place for ALL checks written to individuals. This dual approval process should include a voucher system and receipts for all expenditures.
2. Adequate checking account controls:
 - a. IN NO CIRCUMSTANCES EVER sign a blank check.
 - b. Restrict **CASH WITHDRAWALS** from all bank or other accounts. **This includes checks written for cash or cash withheld from a deposited check.**
NOTE: If a local needs cash for membership drives, two officers **MUST** be present at the time the cash is withdrawn and a complete accounting of the cash spent **MUST** be documented.
 - c. Do NOT have a debit or ATM card unless you have **STRONG** controls and closely monitor the use of this card.
 - d. If your local association needs a card for use when traveling, a credit card is a better option. Missouri NEA has a credit card program available to local leaders. Email Karen.Struempf@mnea.org for details.
3. Require that **all statement copies** of bank accounts and/or **cash investments** and/or **credit card statements** are distributed to the executive committee on a regular basis.
 - a. These copies should include as much detail as possible and be the **ACTUAL** statement received from the bank and/or credit card company.
 - b. The executive committee should make sure ALL months are provided; none should be missing.
4. Follow a budget development process and compare budget to actual expenditures.
5. Require **regular** reporting of finances and bank activity to officers and members.
6. View **any hesitation** by a local leader or officer to share or provide financial information as a red flag and immediately contact the MNEA president for assistance.
7. Ensure **all officers are duly trained** in the areas of finances and membership by receiving the MNEA offered training(s).
8. Ensure all officers **are duly elected** pursuant to by-laws and election protocol is followed.
If the person doing the job of treasurer is NOT elected or appointed pursuant to the by-laws, the policy does not cover any losses. Officers that are elected or appointed pursuant to the by-laws should only perform those functions of the office for which they were elected or appointed. Additionally, if a claim is filed against an individual by a local Association, that individual is not covered under the policy in the future. Thus, once a claim is filed against an individual, that individual can no longer serve in any fiduciary capacity in the local.
9. Participate in MNEA online training modules available here:
<https://leader.mnealearns.org/>



Tuition Grant Application For Professional Educator



FINANCIAL SERVICES

Click here to submit your application online rather than using a form.

Applications must be received or postmarked by January 31st.
Drawing will be held February 8th.
Limit one grant per person per calendar year.
See other criteria below.

Name:						
School District:						
Home Address:						
City:			State:		Zip Code:	
Home Phone:			Home Email:			
Course Title:						
College or University offering Course:						
Date Course Begins:				Date Course Ends:		
Years Teaching/ESP (check one)	1 st Year:	2 nd Year:	3 rd Year:	4 th Year:	5 th Year:	ESP:

The MNEA and Reliant Financial Services will be awarding ten \$500 tuition grants, per calendar year. This grant must be applied toward the cost of, at least, a three-hour graduate course.

Criteria: The recipient must be an MNEA member and a probationary teacher within the first five years of teaching or support staff, must complete the course and submit a grade report to MNEA indicating a grade of “C” or better before receiving funds. The course must be related to advancement of the member’s career in public education. Payment will be made upon receipt of successful completion of class and receipt of grades. Recipients will be eligible for only one grant per calendar year (January-December).

Ways to apply:

- ✓ Online or print form: www.mnea.org
- ✓ Email form: pam.koetting@mnea.org
- ✓ Fax form: 573-634-5646
- ✓ Mail form: 1810 E Elm Street, Jefferson City, MO 65101

If you have any questions, please contact Pam Koetting at 573-644-9601.



2023-2024 MNEA Political Action Timeline

Political Dates

It's Time To:

AUGUST 2023	AUGUST 2023
8 Available for elections if needed	Watch for updates from MNEA Government Relations about special elections.
28 Effective Date of Approved Legislation (unless passed with Emergency Clause)	
SEPTEMBER 2023	SEPTEMBER 2023
4 Labor Day (MNEA offices closed)	
6 Is every member of your local registered to vote?	Contact UD and Political Director to make a voter registration outreach plan for your members.
13 MO Legislature Veto Session Begins	Continue PAC fundraising with membership drive, identify PAC volunteers while soliciting other association volunteers.
9 MNEA Resolutions Committee meeting	Begin back home visits with legislators.
OCTOBER 2023	OCTOBER 2023
5 World Teacher Day	Recruit candidates to represent governance district on MNEA PAC.
5 60 Days Until School Board Candidate Filing Begins	Recruit school board candidates.
7 MNEA Resolutions Committee meeting	
11 Last Day to Register to Vote for November Election	
21 PAC Council Meeting	
31 Get Out the Vote (for special or local elections)	Get out the vote program to members.
NOVEMBER 2023	NOVEMBER 2023
5 30 Days Until School Board Candidate Filing Begins	Early endorse any incumbents or recruited candidates
7 Election Day	Watch for updates from MNEA Government Relations about special elections.
11 Veterans Day	
13 American Education Week Begins	Back home visits with legislators continue.
18 MNEA Fall RA	PAC Executive Council Elections.
23 Thanksgiving (MNEA offices closed Nov. 24-25)	
DECEMBER 2023	DECEMBER 2023
1 Pre-Filing of Legislation Begins	Back home visits with legislators continue.
5 First day to file for school board and certain municipal elections.	Request filed candidates on a rolling basis from school district
26 Last day to file for school board	Last day to file for school board; Request volunteer list from MNEA headquarters.
23-31 Winter recess (MNEA offices closed)	Submit email address for MNEA Legislative Update.
JANUARY 2024	JANUARY 2024
1 New Year's Day	
3 Legislature convenes	Develop survey for school board candidate screening. Train local PAC for school board candidate screening/campaigning.
8 What is your CAD Plan?	Recruit for Capitol Action Day; begin informing members of key legislation.
10 Local preparation for April elections.	Check voter registration of members; Conduct voter registration campaign for school board election.
15 Dr. Martin Luther King Jr. Birthday (MNEA offices closed)	Recruit campaign volunteers for school board election.

FEBRUARY 2024	FEBRUARY 2024
7 CAD – Governance Districts 2 and 10	Develop campaign for endorsed school board candidates(s), begin to schedule phone banks at regional offices.
19 Presidents' Day (MNEA offices closed)	<u>Deadline to request MNEA assistance for school board</u>
21 CAD – Governance District 3	Request PAC funds for school board candidates & bond issues.
MARCH 2024	MARCH 2024
1 Finish voter registration efforts for April election	Take voter registration cards to local election authority.
6 CAD – Governance Districts 1, 7 and 8	Plan Capitol Action Days for April.
6 Last Day to Register to Vote - begin turnout plan for educators.	GOTV activities for school board elections.
13 CAD – Governance Districts 4, 5, and 6	Campaign for school board candidates(s).
29 MNEA offices closed	
APRIL 2024	APRIL 2024
1 MNEA offices closed	
2 School Board, Bond, Levy, and Municipal Elections	VOTE
3 CAD – Governance Districts 9 and 11	Plan Capitol Action Days for May.
10 CAD – MNEA Retired	
13 PAC Council Meeting	
17 CAD – Governance Districts 7 and 10	
20-21 MNEA Spring RA	
MAY 2024	MAY 2024
1 CAD – MNEA-Retired and Governance District 6	
17 MO Legislature Adjourns	Recruit volunteers for primary recommended candidates.
27 Memorial Day (MNEA offices closed)	
JUNE 2024	JUNE 2024
8 NEA Pre-RA Caucus	
22 PAC Council Orientation and Meeting	
JULY 2024	JULY 2024
July 3- July 7 NEA Annual Meeting, Philadelphia, PA	
4 Independence Day (MNEA offices closed)	
AUGUST 2024	AUGUST 2024
6 Primary Election Day	
17 PAC Executive Council Meeting	



MNEA Government Relations Political Training Programs

MNEA offers a variety of training programs for building local advocacy and political capacity. For more information or to schedule a training, contact Liz Zerr, MNEA Political Director at (573) 508-8547 or elizabeth.zerr@mnea.org

School Board Elections 101

- + Assess your current board and opportunities in your district
- + Recruit viable candidates
- + Piece together a localized campaign plan
- + Target & contact the right voters

Why do we Recommend Candidates for School Board, State Legislature or Higher Office?

- + Overview of how Missouri NEA and NEA make candidate recommendations
- + Piece together a local recommendation process for school board
- + The “do’s” and “don’ts” of recommending
- + How to use the recommendation process to engage more members in the political process

Recruiting and Retaining Local Volunteers

- + Where to look for volunteers
- + Make the ask as simple as possible
- + How to track and treat volunteers once you’ve recruited them

How to Contact and Target Voters for your Issue

- + Understand who votes and who doesn’t in local and state elections
- + Map out a timeline to contact voters that will have an impact
- + Plan and administer a member to member phone bank

How to Raise Money for your Local PAC

- + Set realistic goals
- + Making and framing the correct "ask"
- + Build a plan that works for your local that reacts to current realities

Who Decides? Connecting the dots between government, politicians and You

- + Make the connection between local, state and national politics
- + Identify where you can make a difference and be your own best advocate

Building Relationships that Matter

- + Assess your local’s relationship with your school board and elected leaders
- + Identify opportunities to regularize your communications with school board members
- + Build a year round communications plan for your board

**2023 Election Procedure
For
MNEA PAC Executive Council**

Election Date: Fall Representative Assembly (RA)

Voters: Representative Assembly delegates within each Governance District

Eligibility: Any MNEA member. No more than two of the three executive council members from a governance district may be from locals in the same congressional district unless all locals in the governance district are in a single congressional district or the executive council votes to make an exception.

Term of Office: Begins January 1 following the election

Declaration of Candidacy:

- Candidate(s) shall file the MNEA PAC Executive Council declaration form with either Liz Zerr, Political Director, or the Executive Director, prior to 11:00 a.m. on November 17, 2023. The form shall contain the name of the candidate, local association (if retired, former local), and congressional district of that local.

No nominations shall be accepted from the floor for the RA.

- Anyone who expresses interest in running for PAC will receive a packet of information explaining the duties and expectations of a member of the MNEA PAC Executive Council. The packet shall contain a cover sheet to be signed by the candidate acknowledging that he/she has received and read the information and accepts the responsibilities of the office. The cover sheet must be signed and returned to Liz Zerr prior to 11:00 a.m. on November 17, 2022. A member shall become an official candidate only upon return of the signed sheet.
- Letters of intent may be faxed, attached to an email or mailed to the following:
Emailed: elizabeth.zerr@mnea.org
Faxed: (573) 634-5646
Mailed: MNEA PAC
1810 East Elm Street
Jefferson City, MO 65101-4174

It is preferred that declaration forms be received in MNEA headquarters before COB on the Friday (November 10, 2023) prior to the Fall Representative Assembly (November 18, 2023). However, candidates who are unable to return the declaration forms before the RA, may complete and/or deliver their declaration forms in person at the Fall RA by speaking to Liz Zerr and/or the Executive Director. It is the candidate's responsibility to insure the declaration forms are in the hands of Liz Zerr or the Executive Director prior to the deadline.

MNEA PAC Executive Council

Duties and Responsibilities

All elected members of the executive council shall:

- Attend meetings of the executive council. The executive council shall meet at least once during the membership year. If an executive council member is absent from two scheduled meetings, unless approved by the chairperson (MNEA president), a vacancy shall exist.
- Serve as an Education Advocate and attend meetings of area Education Advocate councils.
- Promote MNEA PAC within the Association and help educate MNEA members as to the purposes and importance of PAC.
- Help as necessary and appropriate in PAC fund-drives.
- Work with area Education Advocates and UniServ Directors to ensure that screening committees are in place for each legislative race.
- Serve on screening committees where appropriate and in such a manner as to ensure that at least one member of the executive council is on each screening committee.
- Help governance, UniServ Directors and governmental relations staff recruit new Education Advocates so that most locals have Education Advocates willing to conduct legislative outreach and conduct candidate screenings.
- Each year, attend at least three meetings of the following types: Capital Action Day(s), MNEA regional legislative events, political fund-raising events, political party events (Jackson days, Lincoln days, etc.), governance council (or similar) meetings for the purpose of promoting Education Advocate participation, local meetings for the purpose of promoting Education Advocate meetings, MNEA fund-raising events or other similar meetings approved by the chair (MNEA President). At the first meeting of each year, each member shall bring a list of the meetings attended in the prior year. If an executive council member fails to attend three events, a vacancy shall exist in that council seat.
- Perform such other duties as may be imposed by the MNEA PAC Guidelines or by action of the executive council.

Any PAC executive council member who fails to meet any of the above responsibilities (Article VI.4. of PAC guidelines), may be removed by the chair after consultation with area Education Advocates or UniServ Staff. Any member removed under this provision shall have 30 days after notification of removal to appeal the removal in writing to the full executive council.

Declaration of Candidacy

Date: _____

Time: _____

I _____ wish to declare myself as a
(print name)
candidate for the Missouri NEA PAC Executive Council from Governance District _____.

(signature)

#####

Candidate Acknowledgement of and Acceptance of PAC Expectations

Many Missouri NEA members believe that the only role of an elected member of the MNEA PAC Executive Council is to attend meetings of that council and make decisions about which candidates for office should be recommended to our members. By signing this sheet, I acknowledge that the role of an executive council member is much broader than that and that I am willing to accept that role. If elected, I agree in my role as an executive council member to promote the government relations program of MNEA; to work with area Education Advocates to insure that legislative outreach and legislative campaigns are being conducted properly; to encourage members to attend lobby day, legislative brunches and other appropriate meetings; to help deliver the Association message to elected officials in Missouri and across the nation; to contribute to and help raise money for MNEA PAC; and to have the necessary information to explain the actions of the screening committees from my governance district.

I _____, have read the above paragraph and the attached sheet setting forth the duties and responsibilities of the MNEA PAC Executive Council and its members. I hereby agree to fulfill all duties and responsibilities, if elected.

(signature)

(local)

(governance district)

(congressional district of local)

(school phone)

(email home)

(email school)

(home phone)

(cell phone)

Please return prior to 11:00 a.m. the day before the Fall Representative Assembly to Liz Zerr, MNEA, 1810 East Elm Street, Jefferson City, MO 65101, fax (573) 634-5646 or email elizabeth.zerr@mnea.org. Should you have questions, please contact Liz at (573) 508-8547.

Click here to submit your request online rather than using a form.

Request for PAC Funds

Please complete a different form for each check request. All sections must be completed in order to process your PAC fund request. If you have questions about this form or about using PAC funds, contact the Political Director, Liz Zerr at elizabeth.zerr@mnea.org or (573) 644-9610.

1. Funds requested from

Local Affiliate PAC Acct MNEA State Acct TISPE ESPE

2. Total amount of funds requested: _____

3. Election the request is for: *Check only ONE*

April Board Election-Date _____ August Primary Election – Date _____
November General Election-Date _____ Other Specific Election Date (list) _____

4. Purpose of Request: Check only ONE either a, b or c.

a. Contribution to a candidate

Candidate must have a committee filed with the MO Ethics Commission or County Election Authority.

Committee name & address: _____

Candidate name & address: _____

b. Contribution to a school bond or levy committee

Do you support or oppose the issue?

(Funds cannot be distributed until the committee is filed with the MO Ethics Commission or County Election Authority.)

Committee name & address: _____

Committee treasurer & phone # _____

c. Payment to a vendor for campaign materials or supplies

Vendor Name: _____

Ballot Measure Name: _____ or

Candidate Name & Address: _____

Do you support or oppose

School District (Political Subdivision) _____

What is the purpose of this vendor payment? i.e. yard signs, postage, refreshments?

5. Mail check to the following name and address:

Name & address: _____

6. Local or individual authorizing:

I understand that funds will be deducted from the MNEA PAC in accordance with all rules and regulations associated with local and state election and campaign finance laws and the MNEA PAC Guidelines. I understand that I must be an authorized representative from my local to withdraw PAC Funds for candidate and issue campaigns.

Local association name: _____

Local PAC designee or president name: _____

Local PAC designee or president signature: _____

(you may provide an e-signature/typed signature if you agree to the statement above)

Home phone: _____ Email: _____

Return this form to Sandy Smith, Executive Secretary at
sandy.smith@mnea.org or fax at **573-634-5646**
1810 East Elm Street, Jefferson City, MO 65101

MNEA Office Processing (*office use only*)

Received by: _____ Date received: _____

GR Executive Secretary

**MEC Report: ___ Regular Quarterly ___ More than \$250 within 12 days before
___ 40 Days Before ___ 8 Days Before ___ 30 Days After**

Reviewed by: _____ Date reviewed: _____

Political Director

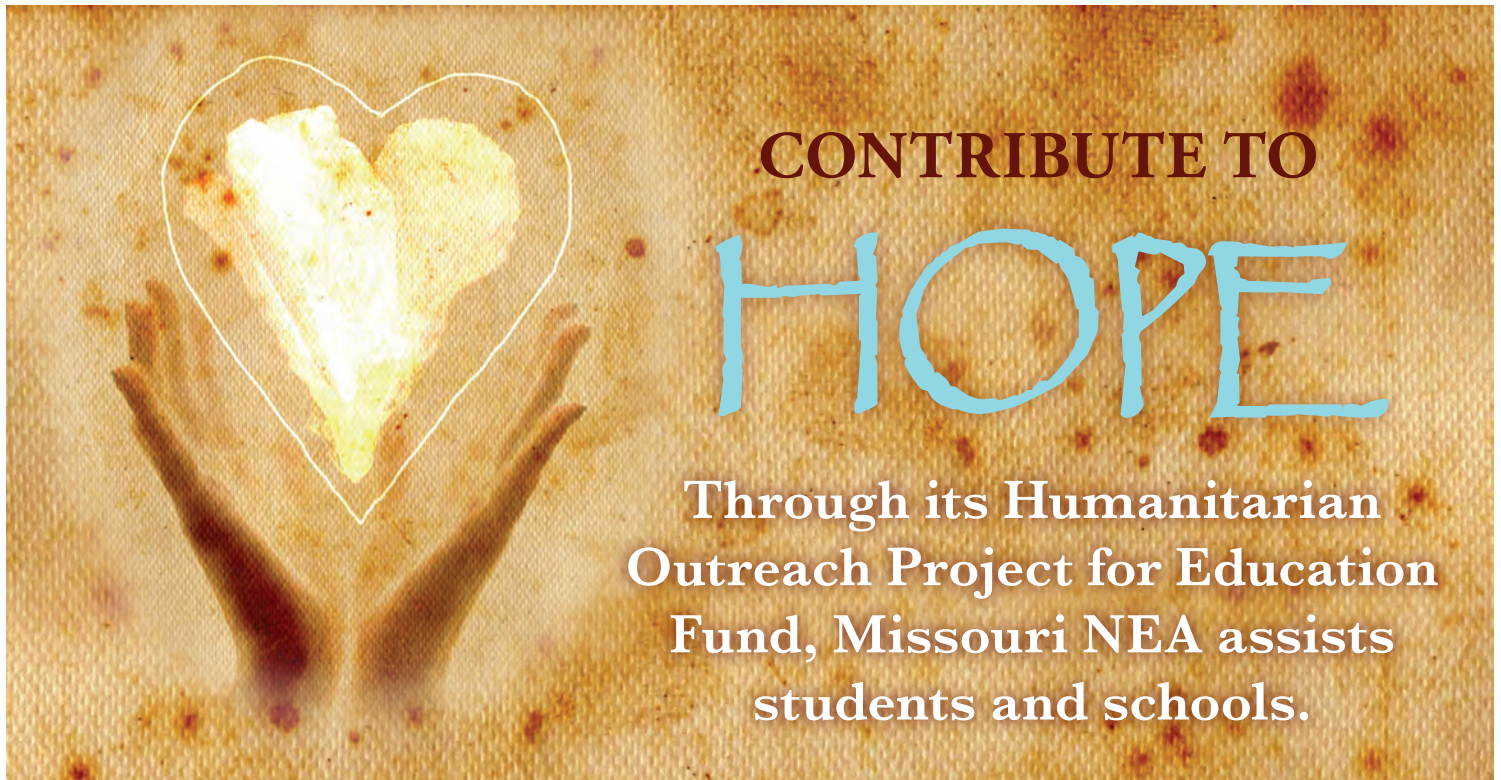
Approved by: _____ Date approved: _____

Manager

Paid by Check Number _____ Check Date _____ Account Number _____

Paid by Credit Card _____ Transaction Date _____ Account Number _____

Date copy was sent to Business Coordinator: _____



CONTRIBUTE TO HOPE

Through its Humanitarian Outreach Project for Education Fund, Missouri NEA assists students and schools.

Hope is a thing with feathers
that perches in the soul,
and sings the tune without words
and never stops at all.

—Emily Dickinson

Missouri NEA’s HOPE Fund provides financial gifts to help children, educators and schools affected by tornados, fire, flood, funeral expenses and medical hardships.

The HOPE Fund aids students who have been affected by a natural disaster, hardship or other special circumstance with school-related expenses such as the purchase of school supplies or clothing. The fund also provides financial assistance for educational-related supplies to schools that have been damaged or destroyed by fire or natural disaster.

Please consider making a one-time or recurring tax-deductible contribution and circulating this flier back home to continue to campaign to rebuild the fund so that it remains a valuable resource for school communities in need.

To make a HOPE Fund contribution, visit <https://www.mnea.org/hope-fund-contribution> or complete the form on the back of this flier. You may designate your tax-deductible contribution for a special cause or in honor/memory of a loved one. Missouri NEA will send a notice of the contribution to the recipient(s).

Please send the form and payment (check or credit card) to Missouri NEA, 1810 East Elm Street, Jefferson City, MO 65101. Make checks out to MNEA Charitable Fund.

To request assistance complete a request form at <https://www.mnea.org/hope-grant-application>



Missouri National Education Association
www.mnea.org  2017

Click here to submit your contribution online rather than using a form.



Please accept my HOPE Fund contribution



First Name / Last Name _____

Street Address / Apt./Suite _____

City _____

State _____ Zip Code _____

Home Email _____

Home Phone Number _____

School District _____

Local Association _____

NEA ID (optional) _____

Social Security Number (last four digits) _____

Contribution is:

In honor of _____

In memory of _____

Special circumstance charitable contribution to be used for

Person, Special Event or Cause:

Please send notice of my contribution to the following individual(s):

Full Name _____

Street Address _____

City _____

State _____ Zip Code _____

Recurring or one-time credit card payment:

This payment option requires a minimum contribution of \$5.

Recurring Amount Monthly Quarterly

One time only

Start Date _____ Number of Payments _____

Credit Card Visa Mastercard

Name on Card _____

Card Number _____

Card Security Code (3 digits) _____ Exp. (Month/Year) _____



Missouri NEA/NEA/MNEA-Retired Membership Enrollment Form

Have you ever been an MNEA member?

YES NO

If yes, what is your membership ID: _____

What Local did you retire from? _____

Name (please print) _____

Address _____

City _____ State _____ Zip _____

Cell Phone _____

Home Phone _____

Home Email _____

Date of Birth _____ Gender _____

Preferred phone: Cell Home

Select Membership Type and Payment Option

- Certified Life Retired
 - One-time Payment - \$500.00
 - 10 Monthly Payments
 - 20 Monthly Payments
- ESP Life Retired
 - One-time Payment - \$380.00
 - 10 Monthly Payments
 - 20 Monthly Payments
- Certified Pre-Retired
 - One-time Payment - \$500.00
 - 10 Monthly Payments
 - 20 Monthly Payments
- ESP Pre-Retired
 - One-time Payment - \$380.00
 - 10 Monthly Payments
 - 20 Monthly Payments
- Certified Annual-Automatically renewed until cancelled.
 - One-time Payment - \$75.00
- ESP Annual- Automatically renewed until cancelled.
 - One-time Payment - \$61.00

CAREFULLY READ THEN SIGN AND DATE.

Local and State Legislative/Political Action Fund: These funds are used to support pro-public education candidates, pass local levy/bond issues, and support school board candidates endorsed by your local affiliate. In signing, I hereby agree to a voluntary continuous contribution of \$1 per month. To adjust the recommended amount up or down, I must write a different amount here \$_____ per month. (Read more on back.)

METHOD OF PAYMENT

Bank Draft Credit Card (No Debit Cards) Check (Paid in

BANK DRAFT AUTHORIZATION

Attach a voided check or complete form below.



I (we) hereby authorize Missouri NEA to initiate debit entries to my (our) account indicated below and the bank named below, hereinafter called BANK, to debit the same to such account. I (we) will not hold our BANK liable for any erroneous debits made by Missouri NEA.

Bank Name _____ Bank Address _____
 City _____ State _____ Zip _____
 Bank Transit Number (first set of numbers) :| _____ :| Account Number :| _____ ||

This authorization is to remain in full force and effect until BANK has received written notification from me (or either of us) of its termination in such time and in such manner as to afford BANK a reasonable opportunity to act on it. A customer has the right to stop payment of a debit entry by notification to BANK prior to charging account. After account has been charged, a customer has the right to have the amount of the erroneous debit immediately credited to his account by BANK up to fifteen (15) days following issuance of statement of account or forty-five (45) days after the charge, whichever occurs first.

Name (as it appears on the account) _____

Signed _____ Date _____

The payment amount will be charged to your checking account. You will be mailed a payment schedule that details the deduction amount and payment dates. Starting date will be after Sept. 1, and your local association will determine the payment date and number of payments.

CREDIT CARD AUTHORIZATION (NO DEBIT CARDS)

Name (as it appears on card) _____
 Credit Card Number _____ Pay in Full
 Exp. Date (MM/YYYY) ____ / ____ CSC (last 3 numbers on back) _____ Monthly Payments

Explanations

Local and State Legislative/Political Action Fund

MNEA collects voluntary contributions from members to be used in supporting or opposing local and state policy issues, local bond/levy elections, school board election activity and candidates identified through member screening committees as friends of public education. \$1 per month is a recommended. Many members choose to give more; however, state law requires MNEA to report to the Ethics Commission the name and mailing address of any individual whose contributions aggregated in excess of \$100. You may adjust this voluntary continuous contribution up or down by writing a different amount in the blank space provided on this form.

Payment Information

If your full dues are not paid within the stated time (10 or 20 months), my membership will be terminated, and any amount paid will be forfeited and not subject to refund or credit for future retired membership. If this form is received after September 30th, I understand my number of monthly payments will be adjusted accordingly.

10 Monthly Payments	
Certified Retired Life or Pre-Retired	10 payments of \$50 (October – July)
ESP Retired Life or Pre-Retired	10 payments of \$38 (October-July)
20 Monthly Payments	
Certified Retired Life or Pre-Retired	1 st year – 10 payments of \$30 (October – July) 2 nd year – 10 payments of \$20 (October – July)
ESP Retired Life or Pre-Retired	1 st year – 10 payments of \$18 (October – July) 2 nd year – 10 payments of \$20 (October – July)

Cell Phone

You can opt out of receiving occasional cell phone alerts/texts from your local, state or national NEA affiliate by contacting Missouri NEA at 1-800-392-0236.

Return this form to your regional representative or mail to:
Missouri NEA-Retired, 1810 East Elm Street, Jefferson City, MO 65101-4174

Retired membership allows you to:

- Stay informed and proactive on MNEA and NEA political and legislative efforts to protect your retirement benefits (PSRS/PEERS and social security) and other retired issues. Be a part of the organization that has a proven record of working effectively statewide and nationally in behalf of its members.
- Continue your \$4 million employment liability coverage if you substitute at school (up to 550 hours).
- Receive two 30-minute sessions each year, and a 30 percent discount on personal legal assistance on wills and estate planning, real estate, consumer protection, domestic relations and traffic violations.
- Access group discounts and valuable benefits on auto, home, life, dental, long-term care and Medicare supplemental insurance; on loans, credit cards, travel and hotels; wireless phone plans; local and nationwide dining and shopping opportunities, and on thousands of everyday purchases.

Dues payments and PAC contributions are not tax deductible as charitable contributions.