

## PROPOSAL 5

### ARTICLE V. DUES

#### SECTION 2. ACTIVE MEMBERSHIP IN EDUCATIONAL SUPPORT POSITIONS DUES

The dues for active members in full time educational support positions as verified by the local association, shall be 40% of full, active certified membership dues. The dues for active members in educational support positions employed .51 through .75 shall be three-fourths the full time educational support positions dues and those employed .26 through .50 shall be one half the full time educational support position dues. Educational Support Position members in their first year of ~~employment~~ membership in a public K-12 institution the South Dakota Education Association shall pay one-half of the applicable state membership dues rate through the end of the membership year following the membership year in which they first joined SDEA. Thereafter, they shall pay full applicable state membership dues rate.

Submitted By: ESP Advisory Council

Bylaws Committee Position: Do Pass

Board Position: Do Not Pass

**RATIONALE:** Unlike teachers, ESP employees are hired throughout the year, and districts or associations almost never have orientation events where all new employees come to, unlike new teacher orientation events. Nor do many locals make consistent efforts to engage new employees, meaning that an ESP employee hired in a district might easily not know about, or be contacted by the union for years, thus losing the chance to take advantage of first year of EMPLOYMENT dues discount. **This amendment also ensures that ESPs hired or joining SDEA later in the year receive the full benefit of discounted entry to membership without causing extra accounting issues for SDEA.**

Many ESP employees are working two or three jobs to make ends meet, and even SDEA's current dues are a big ask. Offering a first year of MEMBERSHIP discount is a good way to induce longer-term ESP employees to try out membership and stay on later.

SDEA total ESP membership went up by 50 members in 2020. The approximately \$100 difference is negligible if SDEA can recruit more new members who stay on. The average ESP member stays on for a number of years.