



## **NEA – RETIRED BYLAWS**

Updated February 29, 2024

### **ARTICLE I – PURPOSE**

NEA-Retired, an organization of the National Education Association, shall advance and promote NEA programs for Retired members and Pre-Retired Subscribers.

### **ARTICLE II – GOVERNING AUTHORITY**

NEA-Retired shall be governed by these Bylaws, which shall be compatible with the NEA Constitution and Bylaws.

### **ARTICLE III – OBJECTIVES**

NEA-Retired shall

- A. Provide opportunities for NEA members to continue their membership and involvement in the NEA following retirement from active educational employment;
- B. Provide opportunities for educational employees not previously NEA members to become involved in the NEA following retirement from active educational employment;
- C. Enroll members of the NEA and its affiliates as Pre-Retired Subscribers and provide opportunities for their involvement in certain NEA-sponsored programs;
- D. Establish opportunities for NEA-Retired members to address and pursue issues of common concern, create avenues to safeguard and strengthen retirement benefits, and provide forums for information sharing and social interaction;
- E. Create ways and means for NEA-Retired members to join with the NEA in



efforts to bring about positive support for public education and the achievement of NEA objectives;

- F. Become involved in the election of pro-public education candidates to public office and advocate for educational measures in conjunction with policy decisions made by the NEA and its affiliates;
- G. Support the NEA to improve and advance public education in America; and
- H. Inform NEA of the challenges faced by its retired members and the resources needed to meet these challenges.

## **ARTICLE IV – NEA-RETIRED MEMBERSHIP**

### Section 1. Eligibility

NEA-Retired shall be comprised solely of the retired members of the NEA. Pursuant to NEA Bylaw 2-1(d), Retired membership in NEA is open to any person who is at least forty-five (45) years of age or who is eligible to receive a pension from an educational employment retirement system (including Social Security), and who was employed for at least five (5) years in a position that qualified them for Active membership but who is no longer so employed or who retired and returns to either day-to-day or regular full-time or part-time educational employment as part of an early retirement agreement with a local school district. Retired membership is limited to persons who support the purposes and programs of the Association. Retired members shall maintain membership in a state affiliate, provided the affiliate has a membership category for retired members and provided the affiliate grants such members at least the right to serve as delegates to its delegate assembly or equivalent body and to be counted toward the representation entitlement of such body.

### Section 2. Rights and Responsibilities

- A. NEA-Retired members shall have the right to vote, to hold elective or appointive positions in NEA-Retired and the NEA, and to be counted toward representation entitlement for the NEA Board of Directors and the NEA Representative Assembly as provided in the NEA



Constitution and Bylaws.

- B. NEA-Retired members shall be eligible to receive benefits and services of the NEA authorized by the NEA Board of Directors.

## **ARTICLE V – PRE-RETIRED SUBSCRIBERS**

### Section 1. *Eligibility*

NEA members shall be eligible to become Pre-Retired Subscribers. Section 2.

### *Rights and Responsibilities*

Pre-Retired Subscribers shall be eligible to receive NEA benefits and services of NEA as authorized by the NEA Board of Directors.

## **ARTICLE VI – DUES AND FINANCES**

### Section 1. *Dues*

Dues of Retired members of the NEA shall constitute the dues for membership in NEA-Retired. They shall be established by the NEA Board of Directors and payable (a) by a retired individual who joins the NEA on an annual basis or (b) through a Retired membership for life program. The dues of Pre-Retired Subscribers shall be established by the NEA Board of Directors and payable through the Retired membership for life program.

### Section 2. *Lifetime Dues*

Lifetime dues receipts shall be deposited in a special purpose interest-bearing account.

### Section 3. *Income*

Income for NEA-Retired programs shall be derived from annual dues and the interest from the lifetime account.

## **Article VII – NEA-RETIRED EXECUTIVE OFFICERS**

### Section 1. Executive Officers

The NEA-Retired Executive Officers shall include the President, Vice President, and Secretary. The President, Vice President, and Secretary shall be elected at the NEA-Retired Annual Meeting for three-year staggered terms of office through an open nomination process and secret ballot election. Only NEA-Retired members shall be eligible to be candidates.

Voting shall be restricted to the Retired delegates to the NEA Representative Assembly. If there is only one (1) candidate for the position, the presiding officer shall declare such candidate elected.

### Section 2. Vacancies

Vacancies for the positions of NEA-Retired President, Vice President, and Secretary shall be filled as follows:

- A. A vacancy in the office of President shall be filled by the Vice President, who shall complete the term. The filling of a vacancy of more than 1 1/2 years of the term shall count as one full term and shall count toward term limits. The filling of a vacancy for 1 1/2 years or fewer shall not count toward term limits.
- B. If during the first or second year of a term, a vacancy in either the office of Vice President or Secretary occurs, such vacancy shall be filled by the NEA-Retired Executive Council, which shall elect a successor to serve until the next NEA-Retired Annual Meeting. NEA-Retired delegates to the Representative Assembly shall then elect a successor for the remainder of the term. If a vacancy occurs during the third year of a term, the Executive Council shall elect a successor for the remainder of the term. The filling of a vacancy of more than 1 1/2 years of the term shall count as one full term and shall count toward term limits. The filling of a vacancy for 1 1/2 years or fewer shall not count toward term limits.

### Section 3. President

- A. **Duties.** The President of NEA-Retired shall chair all meetings of the NEA-Retired Executive Council and shall be responsible for the preparation of the agendas. The President shall chair the NEA-Retired Annual Meeting and be responsible for preparation of the agenda with the advice and consent of the NEA-Retired Executive Council.
- B. The NEA-Retired President shall serve temporarily as the duly elected alternate for NEA-Retired members of the NEA Board of Directors in the event no alternate is available.

### Section 4. Vice President

- A. **Duties.** The Vice President shall chair all meetings of the NEA-Retired Executive Council and the NEA-Retired Annual Meeting in the absence of the President.
- B. The Vice President shall assist the President in representing member interests and in carrying out such duties as the President may delegate.

### Section 5. Secretary

- A. **Duties.** The Secretary shall be responsible for keeping the minutes of all meetings of the NEA-Retired Executive Council and the NEA-Retired Annual Meeting. The Secretary shall present for adoption, at the subsequent meeting of each of these two governing bodies, the respective minutes of the previous meeting. The Secretary shall also be responsible for maintaining the historical records of the organization and a directory of state affiliate leaders.

## **ARTICLE VIII – NEA-RETIRED EXECUTIVE COUNCIL**

### Section 1. Composition and Election

The NEA-Retired Executive Council shall be comprised of the President, Vice President, and Secretary of NEA-Retired, and six members of NEA-Retired elected at the NEA-Retired Annual Meeting, for three-year staggered terms, through open nominations and secret ballot. Following the election of officers and Executive Council members at the NEA-Retired Annual Meeting, if the total membership of the

NEA-Retired Executive Council does not include at least one member of an ethnic-minority group, an ethnic-minority member shall be elected to the Council in accordance with the provisions of these Bylaws. The election shall be conducted with open nominations and a secret ballot. The term of the ethnic-minority member shall be one year.

### Section 2. *Terms of Office*

NEA-Retired Officers and Executive Council members shall serve no more than two terms in the position to which they are elected.

### Section 3. *Function*

The NEA-Retired Executive Council shall provide leadership in carrying out the objectives of the organization and shall support the NEA in the operation of the NEA-Retired program.

### Section 4. *Meetings*

The NEA-Retired Executive Council shall meet at least three times each year at times and locations to be determined by the NEA-Retired President. A majority of members shall constitute a quorum. Minutes of each meeting shall be recorded and duly adopted.

### Section 5. *Vacancies*

The NEA-Retired Executive Council shall be authorized to fill vacancies in its body only until the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office. The filling of a vacancy by appointment until the election for the unexpired term at the next Retired Annual Meeting shall not count toward term limits.

When a member is elected to fill a vacancy of more than 1 1/2 years of the term, the term shall count as one full term and shall count toward term limits. The elected filling of a vacancy for 1 1/2 years or fewer shall not count toward term limits.

## **ARTICLE IX – REPRESENTATION ON THE NEA BOARD OF DIRECTORS**

### Section 1. *Representation*

Members of NEA-Retired shall have representation as provided in the NEA Constitution and Bylaws.

### Section 2. *Number of Directors*

The number of Retired Directors on the NEA Board of Directors shall be determined as provided in the NEA Constitution and Bylaws.

### Section 3. *Eligibility*

Only NEA-Retired members shall be eligible to serve as Retired Directors on the NEA Board of Directors.

### Section 4. *Election*

Directors shall be elected at the NEA-Retired Annual Meeting consistent with the NEA requirements for three-year staggered terms. Nomination for office shall be open and election shall be by secret ballot. Each Retired delegate to the NEA Representative Assembly in attendance shall be entitled to vote. Ethnic-minority representation on the NEA Board of Directors shall be achieved in accordance with the NEA Constitution, Article V, Section 1, b. If the number of candidates nominated equals the number of positions to be filled, the presiding officer shall declare such candidates elected.

### Section 5. *Vacancy*

The NEA-Retired Executive Council shall recommend an individual to fill a Director's vacancy. The vacancy shall be filled by the NEA Board of Directors when in session or when not in session by the NEA Executive Committee. The individual appointed shall serve until the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office.

## **ARTICLE X– RETIRED ALTERNATES TO THE NEA BOARD OF DIRECTORS**

### Section 1. Representation

Members of NEA-Retired shall have alternate representatives in the event elected Directors cannot attend NEA Board meetings.

### Section 2. Number of Retired Alternate Directors to the NEA Board of Directors

NEA-Retired shall elect a minimum of three (3) and a maximum of six (6) Retired Alternate Directors to the NEA Board of Directors, by adding one seat for each of three years in a three-year election cycle, to a total of six elected Alternate Directors.

### Section 3. Eligibility

Only NEA-Retired members shall be eligible to serve in the position of Retired Alternates to the NEA Board of Directors.

### Section 4. Election

Retired Alternate Directors shall be elected at the NEA-Retired Annual Meeting consistent with the NEA Requirements for three-year staggered terms. Nominations for office shall be open, and election shall be by secret ballot. Each Retired delegate to the NEA Representative Assembly in attendance shall be entitled to vote. If the number of candidates nominated equals the number of positions to be filled, the presiding officer shall declare such candidates elected.

### Section 5. Vacancy

The NEA-Retired Executive Council shall recommend an individual to fill a Retired Alternate Director's vacancy. The vacancy shall be filled by the NEA Board of Directors when in session or, when not in session, by the NEA Executive Committee. The individual appointed shall serve until the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office.



## **ARTICLE XI – REPRESENTATION TO THE NEA REPRESENTATIVE ASSEMBLY**

### Section 1. *Representation*

Members of NEA-Retired shall be represented at the NEA Representative Assembly by the Retired delegates to the NEA Representative Assembly.

### Section 2. *Number of Delegates*

The number of Retired delegates to the NEA Representative Assembly shall be determined as provided in the NEA Bylaws.

### Section 3. *Eligibility*

Only NEA-Retired members shall be eligible for delegate positions to the NEA Representative Assembly.

### Section 4. *Election*

Based upon the number of Retired delegate positions allocated by the NEA to its affiliates, each affiliate shall carry a responsibility to ensure that the election of Retired delegates is conducted in accordance with NEA requirements. Only Retired members of the NEA shall be eligible to vote.

## **ARTICLE XII – REPRESENTATION ON THE NEA RESOLUTIONS COMMITTEE**

### Section 1. *Representation*

Members of NEA-Retired shall have representation on the NEA Resolutions Committee as provided in the NEA Standing Rules.

### Section 2. *Number of Members*

The number of NEA-Retired members on the NEA Resolutions Committee shall be determined as provided in the NEA Standing Rules.

### Section 3. *Eligibility*

Only Retired delegates to the NEA Representative Assembly shall be eligible to be elected to the NEA Resolutions Committee as Retired members or as Alternate Retired members.

### Section 4. *Election*

Resolutions Committee members shall be elected to one-year terms for a maximum of six years at the NEA-Retired Annual Meeting consistent with the NEA Standing Rules. Nominations shall be open and election shall be by secret ballot. Each Retired delegate to the NEA Representative Assembly in attendance shall be entitled to vote. Ethnic-minority representation on the Resolutions Committee shall be achieved in accordance with NEA Standing Rule 7B, Section 8.

### Section 5. *Alternates*

Alternates in equal number to committee members shall be elected to one-year terms in order of highest number of votes from among the candidates remaining after the election of Resolutions Committee members at the NEA-Retired Annual Meeting. Should the number of alternates be fewer than the number needed to fill Retired member vacancies on the Committee, additional alternates shall be appointed by the NEA-Retired Executive Council.

## **ARTICLE XIII – NEA-RETIRED ANNUAL MEETING**

### Section 1. *Agenda*

The agenda for the NEA-Retired Annual Meeting shall be prepared by the President of NEA-Retired with the advice and consent of the NEA-Retired Executive Council. The President of NEA-Retired shall chair the NEA-Retired Annual Meeting.

### Section 2. *City and Date*

The NEA-Retired Annual Meeting shall be held immediately prior to and in the same convention city as the NEA Representative Assembly.

### Section 3. *Voting*

Only NEA-Retired members who are delegates to the NEA Representative Assembly shall have full voting rights at the NEA-Retired Annual Meeting.

### Section 4. *Meeting Participation*

NEA-Retired members who are not delegates to the NEA Representative Assembly cannot vote or make or second motions but may otherwise participate in the proceedings.

## **ARTICLE XIV – AMENDMENTS**

### Section 1. *Submission of Amendments*

An amendment to the NEA-Retired Bylaws may be submitted by a majority vote of the NEA-Retired Executive Council, a majority of Retired members of the NEA Board of Directors, or the official action of a state retired affiliate.

### Section 2. *Deadline for Submission*

For consideration at the NEA-Retired Annual Meeting, proposed amendments to the NEA-Retired Bylaws must be submitted in writing on the appropriate form to the NEA-Retired Executive Council by May 1.

All proposed amendments to the Bylaws shall be sent to the delegates to the NEA-Retired Annual Meeting at least two weeks prior to the meeting.

### Section 3. Adoption

Adoption of the proposed amendment(s) shall be determined by a simple majority vote of the Retired delegates present and voting by secret ballot at the NEA-Retired Annual Meeting. Unless otherwise provided, an amendment shall take effect at the beginning of the fiscal year following its adoption.

## **Article XV – PARLIAMENTARY AUTHORITY**

The current edition of Robert’s Rules of Order Newly Revised shall be the parliamentary authority in all matters of procedure for NEA-Retired except as otherwise specified in the governing documents of the National Education Association, these Bylaws, NEA-Retired Rules, and/or statute.

*Adopted by the NEA Board of Directors: December 1983  
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