

THE FAIRNESS CENTER

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Counsel for Plaintiffs

MARIE DUPONT and
ANN MARIE POCKLEMB,

Plaintiffs,

v.

NEW JERSEY EDUCATION
ASSOCIATION
and SEAN M. SPILLER, as former President
of New Jersey Education Association,

Defendants.

SUPERIOR COURT OF NEW JERSEY
LAW DIVISION
MERCER COUNTY

CIVIL ACTION

Docket No. _____

COMPLAINT

Plaintiffs Marie Dupont and Ann Marie Pocklembo (collectively, “Plaintiffs”) assert this complaint against Defendants New Jersey Education Association (“NJEA” or “union”) and Sean M. Spiller, the former President of NJEA. In support of this complaint, Plaintiffs state as follows:

INTRODUCTION

1. This case arises out of actions that NJEA and Spiller took to ensure that tens of millions of dollars’ worth of union membership dues would be spent in support of the latter’s failed campaign to become New Jersey’s Governor—actions that ran afoul of various legal duties, obligations, and the union’s own statements, to cause harm to union members like Plaintiffs.

2. Plaintiffs seek a judgment against NJEA because, after receiving membership dues from them, it allocated some of those dues to a political action committee, Garden State Forward, so that they could be (and were) used to support a candidate in an election for a state office. In so

doing, NJEA breached its contracts with Plaintiffs, namely, the membership cards that they executed in exchange for its services.

3. Plaintiffs further seek a judgment against NJEA because it negligently misrepresented to them and other union members that only voluntary contributions, as distinct from regular membership dues payments, would fund the union's political action committees. In reliance on NJEA's misrepresentations, Plaintiffs agreed to join or maintain their memberships in the union and pay regular membership dues, while choosing not to fund the union's political action committees. But NJEA, contrary to its representations, ultimately used some of Plaintiffs' regular membership dues payments to fund its political action committee.

4. Plaintiffs also seek a judgment against NJEA because, while it was funding Garden State Forward with their dues money, it deliberately and concertedly took steps to conceal the existence of that PAC from members like them, even going so far as to misreport contributions on tax filings in support of its concealment efforts. In this way, NJEA acted in bad faith towards Plaintiffs and otherwise breached fiduciary duties that it owed to them.

5. Plaintiffs seek a judgment against Spiller because, after their membership dues were allocated to Garden State Forward, as described above, he served as NJEA's President and, in that capacity, was one of three union executives who controlled that PAC and directed it to send over \$40 million to two other political action groups—Protecting Our Democracy and Working New Jersey—that he knew would (and in fact, did) spend the money in support of his own campaign to become New Jersey's Governor. Spiller also served as the chairman of Protecting Our Democracy and, in that capacity, exercised control over that organization's decision to contribute the money to his own campaign. In light of these factors, Spiller, as NJEA's then-President, put his own interests above the best interests of Plaintiffs, who were union members, and otherwise acted arbitrarily and in bad faith towards them, in breach of fiduciary duties that he owed to them.

6. Against this backdrop, Plaintiffs bring this action to obtain damages and other forms of relief from NJEA and Spiller.

JURISDICTION AND VENUE

7. Jurisdiction and venue are proper in this county because NJEA resides here and a substantial part of the events that gave rise to this action occurred here. *See* R. 4:3-2(a).

PARTIES

8. Plaintiff Marie Dupont is an adult individual who resides in Union County, New Jersey. She is a public school teacher. The Roselle Public School District is her employer (“Roselle Public Schools”).

9. Plaintiff Ann Marie Pocklembo is an adult individual who resides in Mercer County, New Jersey. She is a public school teacher. The Hamilton Township School District is her employer (“Hamilton Township Public Schools”).

10. Defendant NJEA is a public sector labor organization. Its principal place of business and registered office are located at 180 West State Street, Trenton, New Jersey 08608.

11. Defendant Sean M. Spiller is NJEA’s former President. He is named as a Defendant in his capacity as NJEA’s former President. His address, in that capacity, is 180 West State Street, Trenton, New Jersey 08608.

BACKGROUND

NJEA’s Agreement to Provide Services to Plaintiffs

12. Dr. Dupont has taught at Roselle Public Schools since the fall of 2007.

13. On information and belief, in or around fall of 2007, Dr. Dupont initially completed and executed an NJEA membership card, which made her a member of that organization.

14. Ms. Pocklembo teaches orchestra and serves as Hamilton Township Public Schools’ High School Orchestra Director.

15. Ms. Pocklembo has served as a teacher at Hamilton Township Public Schools for the past 30 years, nearly her entire teaching career, which spans more than 33 years.

16. On information and belief, in or around the fall of 1996, Ms. Pocklembo initially completed and executed an NJEA membership card, which made her a member of that organization.

17. NJEA utilizes a form that constitutes a membership card. A copy of what is, on information and belief, the most recent version of the form is attached to this Complaint as Exhibit A and incorporated herein by reference (“Current Card”).

18. Under the prevailing case law, Plaintiffs’ fully executed membership cards, like other fully executed union membership cards, are contracts.

19. When Plaintiffs executed their membership cards and agreed to pay membership dues to NJEA, they did so based on the union’s statements that the dues would be paid as consideration for services that they would receive as union members.

20. Indeed, while NJEA’s membership cards have appeared in slightly differing iterations over the years, all of them have contained certain, similar provisions that clarify that regular membership dues payments are distinct from voluntary PAC contributions.

21. For example, in the Current Card, the member agrees to “authorize the disbursing officer” of their school district “to deduct from my earnings, an amount required for current year membership dues and such amounts as may be required for dues in each subsequent year . . . such amounts to be paid to such person as may from time to time be designated by the local association [*i.e.*, NJEA’s local affiliate] in consideration for the services the union provides.” Ex. A at 1.

22. Moreover, within each of the membership cards, including the Current Card, there is a freestanding section—which is separate from the dues deduction authorization—where a member may choose to make voluntary monthly contributions towards NJEA’s political causes.

Plaintiffs' Refusal to Provide NJEA with Voluntary PAC Contributions

23. As explained in the Current Card, “NJEA PAC (New Jersey Education Association Political Action Committee) collects contributions *to help elect friends of education to state offices*. NEA Fund for Children and Public Education performs a similar function in connection with election to federal office.” Ex. A at 2 (emphasis added).

24. The Current Card goes on to say that these “[c]ontributions are voluntary and are not a condition of membership in NEA, NJEA, or any of their affiliates. A member may refuse to make any contribution and this will not affect his or her membership rights or benefits.” *Id.*

25. Previous iterations of the membership card made identical or substantially similar representations regarding PAC contributions and the fact that those contributions are disconnected from membership rights and benefits.

26. On their face, these provisions reveal that if Plaintiffs, in becoming members of NJEA or otherwise renewing their memberships in the union, wished to fund union political action committees to help elect candidates to state offices, they could have completed the section of the membership card that deals with “voluntary monthly contributions” to the “NJEA Political Action Fund” or “NEA Fund for Children and Public Education” and elected to have monies deducted from their wages for those purposes—in which case they would have agreed to make voluntary monthly contributions to the NJEA Political Action Fund, beyond paying general union membership dues.

27. To the contrary, Ms. Pocklembo chose not to complete the section of the membership card that authorized “voluntary monthly contributions” to the “NJEA Political Action Fund” or “NEA Fund for Children and Public Education” from her wages.

28. And when she asked them, NJEA officials confirmed to Ms. Pocklembo that her money was not supporting NJEA’s political action committee.

29. As for Dr. Dupont, although she once contributed to it, she later chose to cease making voluntary payments to the NJEA PAC because she did not believe that its expenditures were in the best interests of NJEA members.

30. As a result, the money that Plaintiffs' employers deducted from their earnings and forwarded to NJEA (*i.e.*, their general membership dues) were paid only in consideration for the services the union provides and not to fund the union's political action committees.

NJEA's Representations That Dues Would Not Fund PACs

31. Plaintiffs, in executing their membership cards and maintaining their memberships in NJEA over the years, relied on the union's representations that their dues payments would not go toward the union's political action committees.

32. Beyond what appears in the membership cards, NJEA made other representations that reinforced to its members, including Plaintiffs, that dues were expended only on member benefits and services, while voluntary contributions alone were spent on political action committees.

33. For example, NJEA's membership application instructions state that a membership card "[e]nables NJEA to process each new member so that the correct dues are deducted and they can begin receiving member benefits and services." A copy of NJEA's membership application instructions is attached to this Complaint as Exhibit B and incorporated herein by reference.

34. The instructions do not suggest that PAC contributions are part and parcel of membership benefits and services.

35. To the contrary, the instructions confirm that PAC contributions are distinct and severable from the benefits of membership. *See* Ex. B at 2 ("Voluntary Monthly Contributions -- Associations should encourage their members to make a contribution to the NJEA and NEA political action fund Any amount indicated can be deducted only if the member has authorized it by signing his/her name in this section.").

36. NJEA's Dues Dollar Breakdown publication, which explains how membership dues are spent, further underscores the understanding and promise that regular dues payments would not be used to fund PACs. A copy of NJEA's 2024–25 Dues Dollar Breakdown is attached to this Complaint as Exhibit C and incorporated herein by reference.

37. In the Dues Dollar Breakdown publication, there is one reference to a PAC, and it clarifies that the PAC is funded by voluntary contributions. Ex. C. ("NJEA's Government Relations Division lobbies the Legislature on issues impacting public education, and works with NJEA's Political Action Committee to support pro-education candidates (funded by voluntary contributions from members).").

38. Even NJEA's webpage for its NJEA PAC tells members that "[b]y law, dues money cannot be used to donate to candidates' campaigns." *Political Action Contribution (PAC)*, NJEA <https://actioncenter.njea.org/contribution/> [<https://perma.cc/4FRF-27BE>] (last visited Sept. 24, 2025).

39. All told, the membership cards and NJEA's other representations all state or indicate that only voluntary contributions would be used to fund political action committees while regular dues payments would not.

40. Nevertheless, after receiving membership dues that the Hamilton Township and Roselle Public Schools deducted from Plaintiffs' earnings, NJEA, based on information and belief, allocated a portion of those dues to a political action committee, Garden State Forward, so that it could be (and was) used to support a candidate in an election for a state office—namely, Spiller—as further explained below.

41. Had Plaintiffs known that NJEA would allocate any portion of their membership dues to a political action committee, they would not have agreed to become or remain dues-paying members of the union.

42. In fact, after Dr. Dupont learned of NJEA's contributions to Garden State Forward and Spiller's campaign, she spoke out against those transactions and eventually ended her union membership because of them.

NJEA's Contributions to Spiller's Campaign and Concealment of Garden State Forward

43. In connection with the 2025 New Jersey gubernatorial election, in May of 2024, NJEA determined to send approximately \$40 million of its funds to Garden State Forward, made up of general membership dues that it had received from its members, including Plaintiffs ("Campaign Financing").

44. The next month, Spiller formally announced his candidacy for governor.

45. After launching his campaign, Spiller utilized NJEA member contact information to send emails in which he asked for campaign contributions. He sent those e-mails from his official NJEA email account, signed the emails as NJEA's President, and even labeled the emails as "Copyright NJEA."

46. Garden State Forward is directly controlled by and solely funded by the NJEA.

47. NJEA's current President calls Garden State Forward "NJEA's Super PAC."

48. NJEA, and in particular its three officers, control Garden State Forward's decision making with regard to its allocation of funds.

49. Since Garden State Forward was created in 2013, the regular NJEA budget has funded it.

50. But NJEA concealed the existence of Garden State Forward from its rank-and-file members, including Plaintiffs.

51. For example, any mention of Garden State Forward is absent from NJEA's website, budget documents, and meeting minutes.

52. This is in stark contrast to the NJEA PAC, which has its own dedicated webpage on NJEA's website and is frequently discussed in news releases that the union issues.

53. NJEA never informed Plaintiffs about the creation of Garden State Forward or that it was using their membership dues to fund it.

54. Even though Garden State Forward had been in existence since 2013, NJEA did not even publicly acknowledge its existence until June of 2024, immediately after Spiller launched his gubernational campaign.

55. Additionally, although Garden State Forward is a 527 Super PAC (*i.e.*, organized as a tax-exempt political organization under Section 527 of the U.S. Internal Revenue Code for purposes of influencing elections), NJEA, in its yearly federal tax filings, failed to disclose that its contributions to that organization were for political activity, as federal tax law and, in particular, IRS Form 990 and its Schedules, required it to do.

56. Instead, NJEA and its officials only reported its contributions to NJEA PAC as political activity on its Form 990, Schedule C.

57. Rather than identifying Garden State Forward on its Schedule C, NJEA listed its approximately \$114 million in contributions to that PAC since 2012 on a different Schedule only as "grants."

58. NJEA's misreporting worked to further conceal the extent of its expenditures on political causes (namely, Spiller's campaign) from members like Plaintiffs.

59. After receiving the Campaign Financing, Garden State Forward shifted it to two other political action groups: Protecting Our Democracy and Working New Jersey, for use in supporting Spiller's candidacy.

60. Based on information and belief, NJEA, by and through its officers and executives, including Spiller, controlled the decision making for Garden State Forward, including the decision to

move the Campaign Financing to Protecting Our Democracy and Working New Jersey.

61. Those two organizations, in turn, spent the Campaign Financing in support of Spiller's campaign to become New Jersey's Governor.

62. Spiller was the chairman of Protecting Our Democracy and, in that capacity, based on information and belief, exercised control over that organization's decision to spend its portion of the Campaign Financing in support of his campaign, including as a direct contribution to his campaign.

63. Spiller, in fact, was personally involved in announcing the launch of Protecting Our Democracy, and that organization's public-facing activities, photos, and media feature him prominently.

64. Thus, Spiller had a direct and material role in effectuating the expenditure of NJEA members' dues payments, roughly \$40 million worth of members' dues, on his own campaign for Governor.

65. These expenditures of members' dues made Spiller the highest funded gubernational candidate in the Democrat primary election in New Jersey.

66. As then-President of NJEA, Spiller had a fiduciary obligation to act in the best interest of the union and avoid conflicts of interest or the appearance of such conflicts.

67. NJEA's Conflict of Interest Policy for its officials expressly recognizes that its officers, like Spiller, owe fiduciary obligations to the union and its members.

68. NJEA's Conflict of Interest Policy for executive committee members, like Spiller, prohibits self-dealing transactions, *i.e.*, using one's position as an NJEA executive to further his own financial or material gain.

69. Thus, the Conflict of Interest Policies served to protect members' interests and prohibited Spiller from engaging in self-dealing transactions and other conflicts.

70. Spiller, however, has engaged in conflicts of interest in the past, such as when a court removed him from the Montclair Board of School Estimate because serving on that Board while simultaneously serving as an executive board member of NJEA violated common-law conflict of interest principles and Montclair's ethics code.

71. During his time as Mayor of Montclair, New Jersey, voters revoked Spiller's power to appoint the school board on account of his inherent conflict as the head of NJEA, the union that bargained against the school board.

72. Even during his gubernational campaign, Spiller continued to act as the head of NJEA and therefore, without regard for any conflicts of interest, oversaw political expenditures in support of his bid for office, including a direct contribution of union member dues that was funneled through organizations that only NJEA funds and appears to control: Garden State Forward and Protecting Our Democracy.

73. The other PAC that received part of the Campaign Financing—Working New Jersey—was created in July of 2024 to support Spiller's campaign. A group of former NJEA officials are in control of Working New Jersey.

74. These transactions occurred despite Spiller's attestation in a Reddit AMA that "not one dollar of dues money has gone to Spiller for Governor." Sean Spiller (SpillerforNJ), *My name is Sean Spiller. Tomorrow is Election Day, and I'm running for Governor. Ask Me Anything!*, REDDIT (r/NewJersey) (June 9, 2025, at 8:21:55 PM ET), https://www.reddit.com/r/newjersey/comments/117hrsp/my_name_is_sean_spiller_tomorrow_is_election_day/.

75. Ultimately, Spiller's campaign proved to be unsuccessful.

76. Indeed, despite the \$40 million-plus Campaign Financing from NJEA, Spiller finished fifth in the Democrat primary election for Governor, bringing his campaign to an end.

**COUNT ONE:
BREACH OF CONTRACT
(Plaintiffs Against NJEA)**

77. The preceding paragraphs are incorporated by reference.

78. Plaintiffs and NJEA executed or otherwise subscribed to membership cards, which, like other union membership cards, are contracts.

79. In their membership cards, Plaintiffs agreed to pay membership dues to NJEA, in exchange for services that they would receive as union members.

80. Plaintiffs opted not to complete or otherwise assent to the section of the membership card that deals with making “voluntary monthly contributions” to the “NJEA Political Action Fund” or “NEA Fund for Children and Public Education.”

81. Plaintiffs therefore chose not to make voluntary contributions to union PACs or help elect candidates to state offices. Ex. A at 2.

82. As a result, the money that their employers deducted from their earnings and forwarded to NJEA (*i.e.*, their general membership dues) was paid only in consideration for the services that the union provides and not to fund political action committees.

83. Nevertheless, after receiving membership dues that the employers deducted from Plaintiffs’ earnings, NJEA, based on information and belief, gave a portion of those dues to a political action committee, Garden State Forward, so that it could be (and was) used to support a candidate in an election for a state office.

84. NJEA therefore breached the contracts.

85. NJEA’s breach caused Plaintiffs to experience various forms of loss, including the fact that some of their membership dues were not used to provide them with services, as promised, but instead used to pay for political campaign activities that they did not support.

**COUNT TWO:
NEGLIGENT MISREPRESENTATION
(Plaintiffs Against NJEA)**

86. The preceding paragraphs are incorporated by reference.

87. In its membership cards and publications, NJEA consistently and repeatedly made representations to its members, including Plaintiffs, that membership dues payments would be made in consideration of services and benefits only, and that only voluntary contributions would go to a political action committee.

88. NJEA made those representations despite its creation of Garden State Forward and its funding of that PAC with the Campaign Contribution—which was comprised of more than \$40 million in general membership dues that the union had received from its members, including Plaintiffs.

89. NJEA also made its representations in order to induce Plaintiffs and others to become or remain members of the union and provide regular dues payments to the union.

90. In making its representations, moreover, NJEA sought to provide guidance to Plaintiffs as to how their dues monies would be spent. NJEA therefore assumed a duty to exercise reasonable care or competence.

91. NJEA breached its duty of reasonable care by failing to inform Plaintiffs and others about the existence of Garden State Forward and its use of membership dues to fund that PAC.

92. NJEA further breached its duty of care by making representations and providing guidance to its members that contradicted the reality of the situation: although it represented that only voluntary contributions would be used for political action committees, it used general membership dues to fund Garden State Forward, including dues that Plaintiffs had paid.

93. Plaintiffs relied on NJEA's false and misleading representations in choosing to join or remain members of NJEA.

94. Plaintiffs' reliance on NJEA's representations was justified, given that they were reasonably unaware of Garden State Forward's existence or that their membership dues payments would be used to fund it.

95. Plaintiffs would not have joined or remained members of NJEA had they known that the union would use their dues monies to fund a political action committee.

96. NJEA's misrepresentations caused Plaintiffs to experience various forms of loss, including the fact that some of their membership dues were not used to provide them with services, as promised, but instead used to pay for political campaign activities that they did not support.

**COUNT THREE:
BREACH OF FIDUCIARY DUTY
(Plaintiffs Against NJEA and Sean M. Spiller)**

97. The preceding paragraphs are incorporated by reference.

98. NJEA owes fiduciary duties to its members, including Plaintiffs. Its conduct towards them, for example, may not be arbitrary, discriminatory, or undertaken in bad faith.

99. As then-President of NJEA, a public sector labor organization, Spiller likewise owed fiduciary duties to NJEA's members, including Plaintiffs.

100. Spiller, in particular, owed a duty of loyalty and duty of care to NJEA's members and his conduct towards them was not permitted to be arbitrary, discriminatory, or undertaken in bad faith.

101. In connection with the 2025 New Jersey Democrat primary election for Governor, NJEA provided Garden State Forward with the Campaign Financing, which was comprised of more than \$40 million in general membership dues that the union had received from its members, including Plaintiffs.

102. Garden State Forward, in turn, gave the Campaign Financing to two other political action groups: Protecting Our Democracy and Working New Jersey.

103. Although Garden State Forward is directly affiliated with NJEA and funded by general union membership dues, the union and its officials concealed its existence from Plaintiffs and other members for a decade, until after Spiller launched his gubernational campaign.

104. On information and belief, on certain tax forms that it filed, NJEA misreported the contributions that it made to Garden State Forward, in order to further conceal from its members the fact that it spent their dues money on political causes, particularly Spiller's bid for Governor.

105. These actions constitute bad faith conduct towards Plaintiffs and otherwise breached fiduciary duties that NJEA and Spiller owed to them.

106. Additionally, based on information and belief, in his capacity as NJEA's then-President, Spiller was one of three NJEA executives who made the decision for Garden State Forward to allocate the Campaign Financing to Protecting Our Democracy and Working New Jersey.

107. Protecting Our Democracy and Working New Jersey, in turn, spent the Campaign Financing in support of Spiller's unsuccessful campaign to become New Jersey's Governor.

108. Spiller was the chairman of Protecting Our Democracy and, in that capacity, based on information and belief, exercised control over that organization's decision to spend its portion of the Campaign Financing in support of his own gubernatorial campaign.

109. In light of these factors, Spiller, as NJEA's President, put his own interest in running for Governor ahead of the best interests of NJEA members, like Plaintiffs.

110. Spiller therefore breached the duty of loyalty and duty of care that he owed to Plaintiffs, by engaging in self-dealing.

111. NJEA and Spiller also acted arbitrarily and in bad faith towards Plaintiffs and the union's other members.

112. NJEA's and Spiller's breaches caused Plaintiffs to experience harm, including the misuse of their membership dues for improper expenditures, a diminishment in the resources that were available for the union to provide them with union representation services and other services, and a loss of confidence in NJEA's and Spiller's ability to continue representing their interests.

DEMAND FOR RELIEF

113. Wherefore, Plaintiffs respectfully ask this Honorable Court to:

- (a) Enter judgment against Defendants;
- (b) Order Defendants to pay damages to them, including, as appropriate, nominal damages;
- (c) In the alternative to (b), order Defendants to provide Plaintiffs with an accounting of the use and status of NJEA membership dues for 2024 and 2025, the years in which Spiller planned and carried out his gubernatorial campaign;
- (d) Award them costs and attorneys' fees; and
- (e) Award them such other relief as the Court deems just and proper.

JURY DEMAND

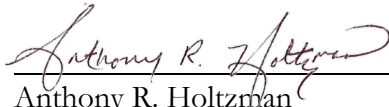
114. Plaintiffs demand a trial by jury.

Respectfully submitted,

THE FAIRNESS CENTER

Dated: September 30, 2025

By:



Anthony R. Holtzman

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Counsel for Plaintiffs

DESIGNATION OF TRIAL COUNSEL

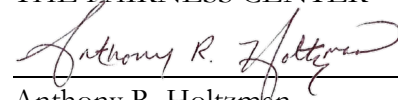
Pursuant to R. 4:5-1(c), Anthony R. Holtzman is designated as trial counsel for the Plaintiffs,
Marie Dupont and Ann Marie Pocklembo, in the above matter.

Respectfully submitted,

THE FAIRNESS CENTER

Dated: September 30, 2025

By:



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Counsel for Plaintiffs

CERTIFICATION OF NO OTHER ACTIONS

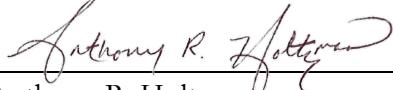
Pursuant to R.4:5-1(b)(2), it is hereby stated that the matter in controversy is not the subject of any other action pending in any other court or of a pending arbitration proceeding to the best of our knowledge or belief. Also, to the best of our belief, no other action or arbitration proceeding is contemplated. Further, other than the parties set forth in this pleading, we know of no other parties that should be joined in the above action. In addition, we recognize the continuing obligation of each party to file and serve on all parties and the court an amended certification if there is a change in the facts stated in this original certification.

Respectfully submitted,

THE FAIRNESS CENTER

Dated: September 30, 2025

By:



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Counsel for Plaintiffs

Exhibit A

NJEA Membership Card



NJEA-NEA ACTIVE MEMBERSHIP APPLICATION

PLEASE PRINT CLEARLY – All information is entered into NJEA's membership system and **must be legible**.

APPLY ONLINE ☐



YOUR NJEA

GEOCODE: **2 3 - 1 1 7 0 - 0 0 -**

SS#

☐ Payroll Deduction OR ☐ Cash

DATE OF EMPLOYMENT

____/____/____

☐ I am a new NJEA member

☐ I am a member transferring

to another district PIN _____

☐ I work in **TWO** districts PIN _____

☐ My position has changed to:

Change Effective ____/____/____

FIRST NAME

MI

LAST NAME

HOME ADDRESS STREET

CITY

STATE

ZIP

CELL* PHONE ☐

HOME PHONE ☐

SCHOOL PHONE ☐

DATE OF BIRTH ____/____/____

Optional

PLEASE CHECK THE BOX NEXT TO YOUR PREFERRED CONTACT NUMBER.

HOME EMAIL

Required to receive temporary membership card

COUNTY OF EMPLOYMENT **MIDDLESEX**

DISTRICT **EAST BRUNSWICK**

FULL NAME OF LOCAL ASSOCIATION (spell-out the name) **EAST BRUNSWICK EDUCATION ASSOCIATION**

BUILDING CODE _____

PLEASE CHECK ONE BOX IN EACH CATEGORY – See reverse side for additional details

MEMBER CENSUS - check one

- ☐ Caucasian
☐ Black/African-American
☐ Mexican-American (Chicano)
☐ Hispanic
☐ Asian-American
☐ American Indian
☐ Alaskan Native
☐ Multi-Ethnic
☐ Pacific Islander

SEX - check one (optional)

☐ Female ☐ Intersex ☐ Male

GENDER - check one (optional)

- ☐ Cisgender ☐ Transgender
☐ Gender non-binary
☐ Prefer not to answer

POSITION - check one

- ☐ 01 Teacher
☐ 02 Paraprofessional/Aide
☐ 03 Custodian
☐ 04 Transportation
☐ 05 Food Service
☐ 06 Security
☐ 07 Secretary/Clerk
☐ 08 Administrator
☐ 09 Supervisor
☐ 11 Other Professional
Nurse, guidance, librarian, child study, specialist, etc.
☐ 13 Other ESP
Educational Support Professional

If "other" is checked (11 or 13), please list job title: _____

MEMBERSHIP ELIGIBILITY -

- ☐ I am **NOT** eligible for local membership (I am not a member of the bargaining unit.)

WORK WEEK - check one

- ☐ Full-Time - 25 hours or more
☐ Part-Time - Less than 25 hours
☐ 1/4 Time - Less than 10 hours

ANNUAL SALARY - check one

Threshold: **\$22,500.00**
☐ Above low earning threshold
☐ Below low earning threshold

CLASSIFICATION - check one

- ☐ I am a classroom teacher (or nurse, guidance, librarian, etc.)
☐ ESP employee
☐ I am NOT a classroom teacher
 See back for definitions

VOLUNTARY MONTHLY CONTRIBUTIONS*

I would like to make the following **monthly** voluntary contributions.

**See reverse side for additional details*

NJEA Political Action Fund/NEA Fund for Children and Public Education

\$ _____

Local Association Philanthropic Fund

\$ _____

SIGNATURE OF MEMBER

X _____

YOUR SIGNATURE IN THIS BOX

authorizes NJEA to add the voluntary monthly amounts listed above to your annual dues obligation.

\$ _____

TOTAL DUE BY 6/30

(INCLUDES VOLUNTARY IF APPLICABLE)

ANNUAL AMOUNTS ARE BILLED OVER 10 MONTHS (Sept.-June)

NATIONAL \$ _____ STATE \$ _____ COUNTY \$ _____ LOCAL \$ _____ ANNUAL TOTAL \$ _____

Membership Commitment – Yes, I the undersigned, want to join my colleagues by becoming a member of the local association, county association, New Jersey Education Association and the National Education Association. I hereby request and voluntarily accept membership in these associations and agree to abide by the Constitution and Bylaws of all four associations.

Payment Authorization – Yes, I the undersigned, hereby request and authorize the disbursing officer of the above school district to deduct from my earnings, an amount required for current year membership dues and such amounts as may be required for dues in each subsequent year, all as certified by the affiliated and unified organizations, such amounts to be paid to such person as may from time to time be designated by the local association in consideration for the services the union provides.

I understand that those annual amounts are subject to periodic change by the governing bodies of the associations. I authorize on a continuing basis the payment of those annual amounts established by the associations through payroll deduction or other arrangement unless I revoke this authorization in a signed writing. This authorization may be terminated only by prior written notice from me at any time. I understand this termination of membership and dues the corresponding dues deductions will cease effective the next **January 1 or July 1 on and other dates set forth in N.J.S.A. 52:14-15.9e**. I waive all rights and claims for monies so deducted and transmitted and relieve the board of education and its officers from any liability therefore. Dues payments may be deductible as a miscellaneous itemized deduction.

I UNDERSTAND THAT THIS AGREEMENT IS VOLUNTARY AND IS NOT A CONDITION OF EMPLOYMENT AND THAT I HAVE THE LEGAL RIGHT TO REFUSE TO SIGN THIS AGREEMENT WITHOUT SUFFERING ANY REPRISAL.

X

SIGNATURE OF MEMBER – REQUIRED

X

DATE

OFFICE USE ONLY:

FROM _____ TO _____

Months billed this year _____

Entered by: _____

FORM A

NEW JERSEY EDUCATION ASSOCIATION • 180 W. State St., PO Box 1211 • Trenton NJ 08607-1211
 (609) 599-4561, ex. 4123 FAX: (609) 599-9812 njea.org

Please retain a copy for your records

CATEGORY – Additional information about some of the categories that need to be completed on the application.**CLASSIFICATION –**

ESP Employee – If you are an ESP employee, check the second box under "Classification" on the front side of the application. You do not have to read any further definitions.

Definition for Professional Member – For NJEA election purposes, each active professional member must be classified as either a "classroom teacher" or a "nonclassroom teacher." NJEA Bylaws define a classroom teacher as *"Any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work which places that person on a local salary schedule for teachers."*

To determine your classification, answer the following three questions:

- ☐ Yes ☐ No 1. Are you certified, where required (Regular, provisional, emergency, or temporary certification applies)? If your employment does not require certification, you should answer "Yes."
- ☐ Yes ☐ No 2. Is a major part of your time spent in direct contact with students?
- ☐ Yes ☐ No 3. Are you on the teachers' salary guide? Note: Even if you earn additional money for an extra assignment or summer work, you should answer "Yes" if your salary is based on the salary guide for teachers.

Classroom Teacher – If your answer to Question 1 is "Yes," and your answer to either Question 2 or 3 is "Yes," you are considered to be a classroom teacher. Other positions in this classification usually include guidance counselors, nurses, librarians, child study, specialists, etc.

If you are classified a "classroom teacher" according to the above definition, you must check the appropriate box on the front side of the form so that you receive the correct NJEA election ballot.

NOT a Classroom Teacher – If your answer to the Question 1 is "No," you are not a classroom teacher.

If your answer to Question 1 is "Yes," but your answers to both Questions 2 and 3 are "No," you are not a classroom teacher. This classification usually includes some types of administrators.

If you are not a "classroom teacher" as specifically defined above, you must check the appropriate box on the front side of the form. Persons who do not check this box are presumed to be "classroom teachers." You will then be classified accordingly and will receive NJEA election ballots on that classification.

MEMBER CENSUS –

The NJEA Constitution guarantees ethnic minority representation on its governing bodies. In order to implement this provision, we need to know the percentage of ethnic minorities in our membership. The term "ethnic-minority persons" is defined in the bylaws as follows: *"Ethnic-minority persons shall mean those persons designated as ethnic-minority by statistics published by the U.S. Bureau of the Census. This designation shall specifically include Black/African American, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian (First American)."*

To be included as an ethnic-minority person, you must check which of the categories listed on the front which BEST represents your ethnicity.

NJEA frequently surveys members concerning a broad range of issues. In order to ensure that we have surveyed a representative sample, we need to know the distribution of men to women in our membership.

GENDER –

- **SEX:** Female, intersex, and male indicate the member's biological identity (based on anatomy, endocrinology, and chromosomal make up).
- **GENDER:** Gender is often assigned at birth. 'Cisgender' means your gender identity matches the one you were assigned at birth (i.e. a person labeled 'girl' at birth, uses she/her pronouns, and identifies as a woman). 'Gender non-binary' refers to a person who doesn't identify as female or male. 'Transgender' refers to people whose gender identity differs from that which they were assigned at birth.

CELL PHONE –

By providing my phone number, I understand that the New Jersey Education Association-National Education Association (NJEA-NEA) and their affiliates, including the county and/or local association, may use automated calling techniques, prerecorded calls, and/or may text me on my phone on a periodic basis. The NJEA, NEA, county and/or local associations will never charge for text message alerts. Carrier message and data rates may apply to such alerts.

VOLUNTARY MONTHLY CONTRIBUTIONS –

Your signature in the designated area on the front in this section authorizes the disbursing officer of your school district to deduct from your earnings, until notified of termination, the monthly contribution amounts designated on this form. These amounts will continue each subsequent year and are to be paid to such person as may from time to time be designated by the local association.

This authorization may be terminated only by prior written notice from you effective January 1 or July 1 of any year. By signing this section, you waive all right and claim for monies so deducted and transmitted and relieve the board of education and its officers from any liability therefore.

NJEA PAC (New Jersey Education Association Political Action Committee) collects contributions to help elect friends of education to state offices. NEA Fund for Children and Public Education performs a similar function in connection with election to federal office.

NJEA PAC recommends a monthly contribution of \$3 divided as follows: \$2.10 to NJEA PAC and \$.90 to NEA Fund for Children and Public Education. A member may contribute more or less than \$3 monthly and may change the distribution between NJEA PAC and NEA Fund for Children and Public Education.

Contributions are voluntary and are not a condition of membership in NEA, NJEA, or any of their affiliates. A member may refuse to make any contribution and this will not affect his or her membership rights or benefits.

Contributions to NJEA PAC and NEA Fund for Children and Public Education are not deductible as charitable contributions for federal income tax purposes.

New Jersey Education Association

180 West State St., PO Box 1211, Trenton New Jersey 08607-1211

(609) 599-4561, ex. 4123

FAX: (609) 599-9812

njea.org

Exhibit B

NJEA's Membership Application Instructions

APPENDIX A-1 Form: NJEA-NEA Active Membership Application

Due date: ASAP – send in to NJEA weekly. Try to have all new member applications sent in by first two weeks of September. Continue to send in membership applications throughout the year whenever an employee is hired.

Distribution: Try to pre-fill some of the standard information before giving to new members to complete. Send **both white** copies to NJEA.

Purpose: Enables NJEA to process each new member so that the correct dues are deducted and they can begin receiving member benefits and services.

No form: NJEA sends payments to locals based on our member records. If a member's application is not sent to NJEA, then NJEA cannot enter the member and the local doesn't get paid for that member.

NJEA-NEA ACTIVE MEMBERSHIP APPLICATION FORM – FRONT SIDE

Every item requested on the application represents an important piece of data that enables NJEA to provide its members with all their benefits and services. Please do not send in an application form that has not been **completely** filled out. If you are unsure how to fill out a section, please contact the NJEA Membership unit at 609-599-4561, ext. 4123, **before** mailing any applications.

Be sure to mail in **both white copies** of the form to NJEA. The pink copy is for the local association and the goldenrod copy should be given to the member. NJEA will send a white copy to the board of education once it has verified all information and dues amounts.

TOP SECTION – ①

Should be filled out by the membership chairperson or AR

NJEA has prepared a customized instruction sheet (*sent in your August mailing*) for your local association which includes your 10-digit NJEA Geocode, list of building codes, and a grid to help you determine a member's dues amount.

Please refer to this instruction sheet. We encourage all membership chairs and/or ARs to complete the first section of the application form (*NJEA Geocode, payment option, county, district, association, and building code or building name.*) This information should be completed before giving it to the new member. Above all, be sure to list your 10-digit NJEA Geocode. It is how NJEA identifies your particular association and bargaining unit.

At the very top of the form, also be sure to check whether the dues will be collected through payroll deduction or cash. It is highly suggested that the dues are collected through APD – automatic payroll deduction. If a box is not checked, NJEA will assume that the dues will be collected through APD.

SECOND SECTION – ②

Personal Information

This is a member's personal demographic information.

New Member, Transfer or Two

Districts Member – The new member box should only be checked if this is the new member's first job in a school district. If the new employee worked in another school district and was a member, then the transfer box should be checked and the member should enter his/her current pin number. The Two Districts box should be checked when a member is working in two different locals/districts at the same time. Only local and/or county dues will be collected in the second local.

Social Security Number – Enables NJEA to uniquely identify each member.

Address – Should be the preferred mailing address for the member – this is where a member's publications and association mailings will be sent. The address can be updated throughout the year directly on the member-only NJEA website at njea.org.

Phone – These numbers will enable NJEA to contact a member directly if any other information needs to be verified. Be sure to indicate the number you want us to use as your primary contact number by checking the applicable box on the form. NJEA suggests that a cell phone number be listed as the primary contact number.

Email – Every member should list an email address that he/she can easily access. A personal address is best, but a work email can be substituted if the member has no other address. This will enable NJEA to send a welcome email with a temporary membership card and PIN number so that new members can immediately access their member benefits and discounts.

Date of Employment – Please list the exact starting date so that the correct dues are calculated and deducted properly.

Date of Birth – We encourage members to enter their date of birth. This optional category will help NJEA plan services and programs to fit the generational needs of all members.

Building Code – Please list building code or name of building that is the primary workplace of the member.

THIRD SECTION – ③**Membership Categories**

Members **must** check **one** box in **each** of the following categories. Please review the application to make sure that this section has been completed before submitting the application.

Position, work week, and**earnings**

– This data is needed to determine the correct dues amount. Please note that the reduced dues amount for lower earnings **only** applies to NJEA dues. The member must also pay local, county, and NEA dues for his/her employment category.

Classification – For NJEA election purposes, NJEA needs information so that the appropriate NJEA election ballots are sent.

Membership Eligibility – A person who is a member of the bargaining unit is eligible for local membership. If a member is promoted to an administrative position, he/she may continue membership in the county, state, and national associations, but is **not** eligible for **local** membership.

Member Census – The NJEA Constitution guarantees ethnic and minority representation on its governing bodies. To implement this provision, we need to know the percentage of ethnic minorities.

Gender – NJEA frequently surveys members concerning a broad range of issues. In order to ensure that we have surveyed a representative sample, we need to know the distribution of men to women in our membership.

FOURTH SECTION – ④**Voluntary Monthly Contributions**

Associations should encourage their members to make a contribution to the NJEA and NEA political action fund and if applicable, the local association's philanthropic fund.

Any amount indicated can be deducted **only** if the member has authorized it by signing his/her name in this section.

For more information and the value of these funds, you can request an informational PAC brochure on the NJEA New Member Organizing Tools Order Form.

FIFTH SECTION – ⑤**Dues Amount**

This section should be filled out by the membership chair who should refer to the customized instruction sheet that was included with the shipment of your membership reporting forms in August. This grid will help you determine the correct amount of dues for each member based on his/her position, work week, and earnings.

The wrong dues amounts are commonly filled in on the application form. If, after looking at the dues chart (sent in the August mailing) you are not **positive** of the correct amounts, leave these fields blank for NJEA to fill in.

SIXTH SECTION – ⑥**Signature**

An application cannot be processed without a member's signature. Before sending in your set of new member applications, be sure to check each form for the member's signature.



MEMBERSHIP APPLICATION FORM -

<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"> <div style="border: 1px solid black; border-radius: 50%; width: 20px; height: 20px; display: flex; align-items: center; justify-content: center; margin: 5px;">1</div> </div> <div> <div style="display: flex; flex-direction: column;"> <div>20XX-XX</div> <div>2010-11</div> </div> </div> </div> <div style="margin-left: 10px;"> <h2 style="margin: 0;">NJEA-NEA ACTIVE MEMBERSHIP APPLICATION</h2> </div>		
<p>PLEASE PRINT CLEARLY - All information is entered into NJEA's membership system and must be legible.</p>		
<p>YOUR NJEA GEOCODE: _____ SS# _____</p>	<p>New Jersey Education Association 180 West State St., PO Box 1211 Trenton NJ 08607-1211 (609) 599-4561, ex. 4123 FAX: (609) 599-1201 njea.org</p>	
<p><input type="checkbox"/> Payroll Deduction OR <input type="checkbox"/> Cash</p>	<p>FIRST NAME _____ MI _____ LAST NAME _____</p>	
<p>DATE OF EMPLOYMENT _____ / _____ / _____</p>	<p>HOME ADDRESS STREET _____</p>	
<p><input type="checkbox"/> I am a new NJEA member</p>	<p>CITY _____ STATE _____ ZIP _____</p>	
<p><input type="checkbox"/> I am a member transferring to another district PIN _____</p>	<p>CELL PHONE <input type="checkbox"/> HOME PHONE <input type="checkbox"/></p>	
<p><input type="checkbox"/> I work in TWO districts PIN _____</p>	<p>SCHOOL PHONE <input type="checkbox"/> DATE OF BIRTH _____ / _____ / _____ <i>Optional</i></p>	
<p><input type="checkbox"/> My position has changed to:</p> <p>Change Effective _____ / _____ / _____</p>	<p>HOME EMAIL _____ SCHOOL EMAIL _____</p>	
<p><i>Please check the box next to your preferred contact number.</i></p>		
<p>COUNTY OF EMPLOYMENT _____ DISTRICT _____</p>		
<p>FULL NAME OF LOCAL ASSOCIATION _____</p>		
<p>BUILDING CODE _____ ENTER BUILDING NAME IF CODE IS NOT LISTED _____</p>		
<p>PLEASE CHECK ONE BOX IN EACH CATEGORY - See reverse side for additional details</p>		
<p>MEMBER CENSUS - check one</p> <p><input type="checkbox"/> Caucasian</p> <p><input type="checkbox"/> Black/African-American</p> <p><input type="checkbox"/> Mexican-American (Chicano)</p> <p><input type="checkbox"/> Hispanic</p> <p><input type="checkbox"/> Asian-American</p> <p><input type="checkbox"/> American Indian</p> <p><input checked="" type="checkbox"/> Alaskan Native</p> <p><input type="checkbox"/> Pacific Islander</p> <p>GENDER - check one</p> <p><input type="checkbox"/> Female <input type="checkbox"/> Male</p>	<p>POSITION - check one</p> <p><input type="checkbox"/> 01 Teacher</p> <p><input type="checkbox"/> 02 Paraprofessional/Aide</p> <p><input type="checkbox"/> 03 Custodian</p> <p><input type="checkbox"/> 04 Transportation</p> <p><input checked="" type="checkbox"/> 05 Food Service</p> <p><input type="checkbox"/> 06 Security</p> <p><input type="checkbox"/> 07 Secretary/Clerk</p> <p><input type="checkbox"/> 08 Administrator</p> <p><input type="checkbox"/> 11 Other Professional <i>Nurse, guidance, librarian, child study, specialist, etc.</i></p> <p><input type="checkbox"/> 13 - Other ESP Educational Support Professional <i>If other is checked (11 or 13) above, please list job title: _____</i></p> <p>MEMBERSHIP ELIGIBILITY - check one</p> <p><input type="checkbox"/> I am eligible for local membership (<i>I am a member of the bargaining unit.</i>)</p> <p><input type="checkbox"/> I am NOT eligible for local membership (<i>I am not a member of the bargaining unit.</i>)</p>	<p>WORK WEEK - check one</p> <p><input type="checkbox"/> Full-Time - 20 hours or more</p> <p><input type="checkbox"/> Part-Time - Less than 20 hours</p> <p><input type="checkbox"/> 1/4 Time* - Less than 10 hours <i>* Impacts NEA dues only</i></p> <p>ANNUAL EARNINGS - check one</p> <p><input type="checkbox"/> \$XXXXX or more</p> <p><input type="checkbox"/> Less than \$XXXXX</p> <p>CLASSIFICATION - check one</p> <p><input type="checkbox"/> I am a classroom teacher (<i>or nurse, guidance, librarian, etc.</i>)</p> <p><input type="checkbox"/> ESP employee</p> <p><input type="checkbox"/> I am NOT a classroom teacher <i>See back for definitions</i></p>
<p>ANNUAL AMOUNTS ARE BILLED OVER 10 MONTHS (Sept-June)</p> <p>NATIONAL \$ _____ STATE \$ _____ COUNTY \$ _____ LOCAL \$ _____ ANNUAL TOTAL \$ _____</p>		<p>VOLUNTARY MONTHLY CONTRIBUTIONS*</p> <p>I would like to make the following monthly voluntary contributions. <i>*See reverse side for additional details</i></p> <p>NJEA Political Action Fund/NEA Fund for Children and Public Education</p> <p>Recommendation: \$ <u>3</u></p> <p>(OR)</p> <p>Other: \$ _____</p> <p>Local Association Philanthropic Fund</p> <p>\$ _____</p> <p>SIGNATURE OF MEMBER</p> <p>X</p> <p>YOUR SIGNATURE IN THIS BOX authorizes NJEA to add the voluntary monthly amounts listed above to your annual dues obligation.</p>
<p>I hereby request and authorize the disbursing officer of the above school district to deduct from my earnings, until notified of termination, an amount required for current year membership dues and such amounts as may be required for dues in each subsequent year, all as certified by the affiliated an unified organizations, such amounts to be paid to such person as may from time to time be designated by the local association. This authorization may be terminated only by prior written notice from me effective January 1 or July 1 of any year. I waive all right and claim for monies so deducted and transmitted and relieve the board of education and its officers from any liability therefore. Dues payments may be deductible as a miscellaneous itemized deduction.</p>		<p>VOLUNTARY \$ _____</p> <p>TOTAL DUE BY 6/30</p> <p>_____ (INCLUDES VOLUNTARY IF APPLICABLE)</p>
<p>SIGNATURE OF MEMBER - REQUIRED _____ DATE _____</p>		<p>OFFICE USE ONLY:</p> <p>FROM _____ TO _____</p> <p># Months billed this year _____</p> <p>Entered by: _____</p>
<p>FORM A RETURN BOTH WHITE COPIES TO NJEA PINK COPY - LOCAL ASSOCIATION GOLDENROD COPY - MEMBER</p>		

MEMBERSHIP APPLICATION FORM – REVERSE SIDE

The reverse side of the application provides additional information to help a member complete the application form.

Member Census – Member census information is needed so that NJEA can provide adequate ethnic and minority representation on its governing bodies.

Gender – This category should be filled

so that NJEA can determine the distribution of men and women in our membership when conducting surveys.

Classification – Professional members should complete this section to determine whether or not they should be classified as a classroom teacher. This classification is strictly used for election

purposes so that members receive the appropriate election ballot.

Voluntary Monthly Contributions

– This section provides additional information for members who chose to make voluntary monthly contributions.

CATEGORY – Additional information about some of the categories that need to be completed on the application.

CLASSIFICATION –

ESP Employee – If you are an ESP employee, check the second box under “Classification” on the front side of the application. You do not have to read any further definitions.

Definition for Professional Member – For NJEA election purposes, each active professional member must be classified as either a “classroom teacher” or a “nonclassroom teacher.” NJEA Bylaws define a classroom teacher as “Any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work which places that person on a local salary schedule for teachers.”

To determine your classification, answer the following three questions:

- ☐ Yes ☐ No 1. Are you certified, where required (Regular, provisional, emergency, or temporary certification applies)? If your employment does not require certification, you should answer “Yes.”
- ☐ Yes ☐ No 2. Is a major part of your time spent in direct contact with students?
- ☐ Yes ☐ No 3. Are you on the teacher’s salary guide? (Note: Even if you earn additional money for an extra assignment or summer work, you should answer “Yes” if your salary is based on the salary guide for teachers).

Classroom Teacher – If your answer to Question 1 is “Yes,” and your answer to **either** Question 2 or 3 is “Yes,” you are considered to be a classroom teacher. Other positions in this classification usually include guidance counselors, nurses, librarians, child study, specialists, etc.

If you are classified a “classroom teacher” according to the above definition, you must check the appropriate box on the front side of the form so that you receive the correct NJEA election ballot.

NOT a Classroom Teacher – If your answer to the Question 1 is “No,” you are **not** a classroom teacher.

If your answer to Question 1 is “Yes,” but your answers to both Questions 2 **and** 3 are “No,” you are **not** a classroom teacher. This classification usually includes some types of administrators.

If you are not a “classroom teacher” as specifically defined above, you must check the appropriate box on the front side of the form. Persons who do not check this box are presumed to be “classroom teachers.” You will then be classified accordingly and will receive NJEA election ballots on that classification.

MEMBER CENSUS –

The NJEA Constitution guarantees ethnic minority representation on its governing bodies. In order to implement this provision, we need to know the percentage of ethnic minorities in our membership. The term “ethnic-minority persons” is defined in the bylaws as follows: “Ethnic-minority persons shall mean those persons designated as ethnic-minority by statistics published by the U.S. Bureau of the Census. This designation shall specifically include Black/African American, Mexican-American (Chicano), other Spanish-speaking groups, Asian American, and Indian (First American), Other, Multi-ethnic or Unknown.”

To be included as an ethnic-minority person, you must check which of the categories listed on the front which BEST represents your ethnicity.

GENDER –

NJEA frequently surveys members concerning a broad range of issues. In order to ensure that we have surveyed a representative sample, we need to know the distribution of men to women in our membership.

VOLUNTARY MONTHLY CONTRIBUTIONS –

Your signature in the designated area on the front in this section authorizes the disbursing officer of your school district to deduct from your earnings, until notified of termination, the monthly contribution amounts designated on this form. These amounts will continue each subsequent year and to be paid to such person as may from time to time be designated by the local association.

This authorization may be terminated only by prior written notice from you effective January 1 or July 1 of any year. By signing this section, you waive all right and claim for monies so deducted and transmitted and relieve the board of education and its officers from any liability therefore.

NJEA PAC (New Jersey Education Association Political Action Committee) collects contributions to help elect friends of education to state offices. NEA Fund for Children and Public Education performs a similar function in connection with election to federal office.

NJEA PAC recommends a monthly contribution of \$3 divided as follows: \$2.10 to NJEA PAC and \$.90 to NEA Fund for Children and Public Education. A member may contribute more or less than \$3 monthly and may change the distribution between NJEA PAC and NEA Fund for Children and Public Education.

Contributions are voluntary and are not a condition of membership in NEA, NJEA, or any of their affiliates. A member may refuse to make any contribution and this will not affect his or her membership rights or benefits.

Contributions to NJEA PAC and NEA Fund for Children and Public Education are not deductible as charitable contributions for federal income tax purposes.

Exhibit C

NJEA's 2024–25 Dues Dollar Breakdown

2024-25 NJEA DUES DOLLAR BREAKDOWN



2024-25 TOTAL NJEA DUES:

Active professional-\$981.00 • Educational support professional-\$477 .00

Contract Negotiation & Enforcement

22.44%

NJEA's 18 regional offices, housing NJEA's UniServ staff, work directly with local associations to negotiate contracts, process grievances, handle member concerns, and provide a link to all NJEA and NEA services.
Active professional-\$241 ESP-\$117

Organizing, Training, & Membership Development

4.84%

NJEA provides membership materials and Membership Chair training, Summer and Winter Leadership training, program conferences and other member organizing initiatives.
Active professional-\$52 • ESP-\$25

Communications

4.59%

NJEA's Communications Division conducts media relations and public relations, while publishing the *NJEA Review*, *njea.org* and other electronic communications.
Active professional-\$49 • ESP-\$24

Legislative & Government Relations

3.69%

NJEA's Government Relations Division lobbies the Legislature on issues impacting public education, and works with NJEA's Political Action Committee to support pro-education candidates (funded by voluntary contributions from members).
Active professional-\$40 • ESP-\$19

Legal Services

8.53%

NJEA attorneys provide direct representation to local associations and members, in support of contract enforcement and employment-related issues.
Active professional-\$92 • ESP-\$45

Research & Economic Services

4.23%

NJEA's Research Division provides state-of-the-art research in support of contract negotiation and other NJEA programs. NJEA Member Benefits provide cost-saving consumer programs to members.
Active professional-\$45 • ESP-\$22

Administration & Business Services

21.8%

Covers NJEA Administration, Organizational activities, Human, Civil Rights and Equity activities and Conference, Membership Processing, Finance, Information Technology, Personnel, Accounting, Mailing and Production, Headquarters operation, and administration of post-retirement and pension benefits.
Active professional-\$234 • ESP-\$114

Professional Development

3.00%

NJEA's Professional Development Division provides training and support for members through conferences, local workshops, and other means to further their growth as professionals.
Active professional-\$32 • ESP-\$16

PRIDE in Public Education

8.66%

NJEA's PRIDE program pays for paid media (TV, radio, web) to promote public education, and for NJEA's PRIDE organizing grants for local associations.
Active professional-\$101 • ESP-\$43

Governance

11.22%

Includes NJEA officers, Executive Committee, Delegate Assembly, committees, and elections.
Active professional-\$121 • ESP-\$59

NJEA Convention

1.59%

Covers the cost of the annual NJEA Convention.
Active professional-\$17 • ESP-\$8

Local Assistance Programs

5.44%

These programs provide financial reimbursements and assistance to local and county associations to help serve their members.
Active professional-\$58 • ESP-\$28