



## ADMINISTRATORS CAN JOIN MNEA/RNEA!

Every year, misinformation is spread throughout a number of school districts in Missouri – that administrators are excluded from membership in MNEA and RNEA. This is **TOTALLY WRONG!** In fact, the opposite is true – administrators are entitled to full membership rights in MNEA and RNEA upon payment of unified dues (NEA, MNEA, and local).

Administrative members of the Association enjoy the same rights and privileges as any other active Association member. They can vote and hold office, if elected, and can attend conferences, workshops, and representative assemblies. They can be represented by Association leaders or the UniServ Director when in the role of employee. They can participate in all special services programs, they are covered by our \$2 million liability policy, DUES-TAB, life insurance, and much more!

There are two differences:

- (1) The Association represents employees; therefore, when the administrative member is serving in the role of managerial agent of the school board, the Association will represent the teacher or support member in the role of employee (e.g., evaluation situations, disciplinary situations or building level grievance). However, if an administrative member has a grievance or a problem with his/her evaluation for example, the Association will represent him/her in the process with his/her supervisor(s) and/or the school board.
- (2) On the NEA Board of Directors, if the regular election process does not result in sufficient Board members elected who are administrators proportionate to their membership in the Association, then a special election takes place to elect additional administrators as Board members to make up the difference.

NOTE: There is a difference between membership in the Association and membership in the bargaining unit. The bargaining unit consists only of those represented in negotiations (e.g., all teachers, counselors, librarians, etc. – both Association members and non-members). Since administrators are not part of the bargaining unit, they are not entitled to attend bargaining unit meetings, provide input to the Association for negotiations, or vote on the ratification of the agreement.

MNEA has always had members who are administrators. Lots of principals and assistant principals are members; a number of directors, coordinators and assistant superintendents are members; and even a few superintendents are members.

MNEA/RNEA encourages administrators to join our Association family!

