

# 2024 Bylaws Revisions

In 2022, PSEA created a Bylaws Review Committee to advise the PSEA Board of Directors on potential revisions to our current bylaws, and appointed PSEA Parliamentarian Nancy Hall as committee chairperson and PSEA members Amy Durschlag and Steffanie Richardson-Rios, along with PSEA President Courtney Martin as committee members. During the last two years, the committee worked, in consultation with PSEA's legal counsel, to conduct a top-to-bottom review of our current bylaws and propose numerous changes to strengthen the democratic functioning of our Association. The PSEA Board of Directors has reviewed and approved the proposed bylaws revisions and is now submitting them to the membership for ratification. Below is an overview of the proposed changes to the Bylaws:

## **NEGOTIATIONS**

PSEA's practice has always been to have its dues-paying members vote to ratify the collective bargaining agreements that PSEA negotiates with PUSD Management. However, up until now, that requirement has not been spelled out in PSEA's Bylaws.

These Bylaws Amendments make three important updates:

- Clarify that the PSEA Negotiations Team is the group that has the authority to enter into Tentative Agreements with PUSD Management to modify our negotiated Agreements.
- Enshrine in the PSEA Bylaws the right of members to ratify any permanent changes to the negotiated Agreements; and
- Guarantee that each Unit (e.g., Unit I and Unit II) separately votes to ratify their Agreements.

## **DUES**

PSEA is proposing a modest dues increase to reflect increased costs and the need to stay on firm financial footing.

When PSEA first formed in 2010, we set our dues at 1.15% of salary, with a monthly dues cap of \$32.25. Our dues have not increased in the last 14 years. By comparison, CSEA dues are currently 1.5% of salary, with a monthly cap of \$42.75, and PFT dues are currently \$112.93/month.

PSEA has dramatically increased its services since it was formed in 2010. As a result, and due to the Supreme Court's 2018 *Janus* decision, PSEA is currently facing an annual budget shortfall. PSEA leadership has taken numerous steps to close that gap, such as moving offices to save rent and negotiating a reduction in its legal fees. To ensure that PSEA is on solid financial footing, and has the resources to increase services further, PSEA is proposing the following modest changes to its dues structure.

- Increase the dues rate from 1.15% to 1.2%. This would increase dues by a nickel (\$0.05) for every \$100.00 a member earns.
- Gradually increase the monthly dues cap by \$4 with the increases spread over the next 2 years: \$2 increase in 2024-2025 and \$2 increase in 2025-2026.
- Ensure no further increase to the dues rate without membership approval, while giving the PSEA Board the ability, starting in the '26-'27 school year, to adjust the monthly dues cap by a 2/3 vote.

## **OTHER CHANGES**

- Streamlining the language regarding the roles and duties of PSEA Board Members at Large;
- Reorganizing Article VII (Nominations and Elections) so that timelines are in chronological order and shortening the period between the election and the certification of the election.

**THE BYLAWS REVISIONS ARE UNANIMOUSLY ENDORSED BY THE  
PSEA BYLAWS REVIEW COMMITTEE AND THE PSEA BOARD OF DIRECTORS**

**WE URGE ALL MEMBERS TO VOTE "YES" ON THESE BYLAWS REVISIONS**