



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

THIS IS THE END OF MUR # 639

Date Filmed 7/1/80 Camera No. --- 2

Cameraman SPC

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FEDERAL ELECTION COMMISSION

Conciliation ~~not~~ related ~~and~~ materials

The above-described material was removed from this file pursuant to the following exemption provided in the Freedom of Information Act, 5 U.S.C. Section 552(b):

- | | |
|---|---|
| <input type="checkbox"/> (1) Classified Information | <input type="checkbox"/> (6) Personal privacy |
| <input type="checkbox"/> (2) Internal rules and practices | <input type="checkbox"/> (7) Investigatory files |
| <input checked="" type="checkbox"/> (3) Exempted by other statute (FOIA) | <input type="checkbox"/> (8) Banking Information |
| <input type="checkbox"/> (4) Trade secrets and commercial or financial information | <input type="checkbox"/> (9) Well Information (geographic or geophysical) |
| <input type="checkbox"/> (5) Internal Documents | |

Signed Marsha Genton

date June 17, 1980

FEC 9-21-77

PS Form 3811, Aug. 1978

SENDER: Complete items 1, 2, and 3.
Add your address in the "RETURN TO" space on reverse.

1. The following service is requested (check one).
☐ Show to whom and date delivered.
☐ Show to whom, date, and address of delivery.
☐ RESTRICTED DELIVERY
Show to whom and date delivered.
☐ RESTRICTED DELIVERY.
Show to whom, date, and address of delivery.
(CONSULT POSTMASTER FOR FEES)

2. ARTICLE ADDRESSED TO:
Ronald L. Gattney, Esq.

3. ARTICLE DESCRIPTION:
REGISTERED NO. CERTIFIED NO. INSURED NO.
7005HB

(Always obtain signature of addressee or agent)

I have received the article described above.
SIGNATURE ☐ Addressee ☒ Authorized agent

4. DATE OF DELIVERY
6/6/80

5. ADDRESS (Complete only if requested)

6. UNABLE TO DELIVER BECAUSE:



MUR-639 Gattner

☆ GPO: 1979-572-002

30040200004
20040174975



FEDERAL ELECTION COMMISSION

WASHINGTON, D.C. 20463

June 2, 1980

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Ronald L. Gaffney, Esquire
Barnett & Alagia
Kentucky Home Life Building
P.O. Box 1179
Louisville, KY 40201

Re: MUR 639

Dear Mr. Gaffney:

This is in reference to the complaints filed with the Commission on behalf of your clients Robert A. Roos and Philip A. Thompson, concerning the use of the "reverse check off" procedure to collect political funds for the Kentucky Educators Public Affairs Council ("KEPAC").

After conducting an investigation in this matter, the Commission determined there was reasonable cause to believe that KEPAC violated §441b(b)(3)(A) of the Federal Election Campaign Act of 1971, as amended. On April 22, 1980, a conciliation agreement signed by the respondent and the Kentucky Education Association was accepted by the Commission, thereby concluding the matters. A copy of this agreement is enclosed for your information.

The file number in this matter is MUR 639. If you have any questions, please contact Marsha Gentner, the attorney assigned to this matter, at 202-523-4057.

Sincerely,

Charles N. Steele
General Counsel

Enclosure
Conciliation Agreement

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

HP

Ronald L. Gaffney, Esquire
Barnett & Alagia
Kentucky Home Life Building
P.O. Box 1179
Louisville, KY 40201

Re: MUR 639

Dear Mr. Gaffney:

This is in reference to the complaints filed with the Commission on behalf of your clients Robert A. Roos and Philip A. Thompson, concerning the use of the "reverse check off" procedures to collect political funds for the Kentucky Educators Public Affairs Council ("KEPAC").

After conducting an investigation in this matter, the Commission determined there was reasonable cause to believe that KEPAC violated §441b(b)(3)(A) of the Federal Election Campaign Act of 1971, as amended. On April 22, 1980, a conciliation agreement signed by the respondent and the Kentucky Education Association was accepted by the Commission, thereby concluding the matters. A copy of this agreement is enclosed for your information.

The file number in this matter is MUR 639. If you have any questions, please contact Marsha Gentner, the attorney assigned to this matter, at 202-523-4057.

Sincerely,

Charles N. Steele
General Counsel

Enclosure
Conciliation Agreement

80040200006
80040200007

BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of)
) MUR 949
California Teachers Association and)
Association for Better Citizenship)
)
and)
) MUR 665 (78)
Connecticut Education Association)
and Connecticut Education Association)
Political Action Committee)
)
and)
) MUR 639 (78)
Kentucky Education Association and)
Kentucky Educators Public Affairs)
Council)

CERTIFICATION

I, Marjorie W. Emmons, Secretary to the Federal Election Commission, do hereby certify that on May 29, 1980, the Commission decided by a vote of 6-0 to close the files in MURs 639, 665, and 949.

Voting for this determination were Commissioners Aikens, Friedersdorf, Harris, McGarry, Reiche, and Tiernan.

Attest:

5/30/80
Date

Marjorie W. Emmons
Marjorie W. Emmons
Secretary to the Commission

Memorandum to the Commission dated: 5-27-80
Received in Office of the Commission Secretary: 5-27-80, 12:37
Circulated on 48 hour vote basis: 5-27-80, 4:00

May 27, 1980

MEMORANDUM TO: Marjorie W. Emmons
FROM: Elissa T. Garr
SUBJECT: MURs 639, 665, 949

Please have the attached Memo distributed to the
Commission on a 48 hour tally basis. Thankyyou.

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FEDERAL ELECTION COMMISSION
WASHINGTON, D.C. 20463

RECEIVED
OFFICE OF THE
COMMISSION SECRETARY

80 MAY 27 PI2: 37

May 27, 1980

MEMORANDUM

TO: The Commission

FROM: Charles N. Steele *CS*
General Counsel

SUBJECT: MUR(s) 639, 665 and 949

Attached is a copy of a letter from NEA General Counsel Robert Chanin enclosing a check for \$75,000 in payment of the civil penalty provided for in the Conciliation Agreement approved by the Commission and signed by the respondents in MUR(s) 639, 665 and 949. Accordingly, the Office of General Counsel recommends the files in these matters be closed.

Recommendation

Close the file in MUR(s) 639, 665 and 949.

Attachments

Letter - I
Conciliation Agreement - II



OFFICE OF GENERAL COUNSEL

NATIONAL EDUCATION ASSOCIATION • 1201 16th St., N.W., Washington, D C 20036 • (202) 33-4451
WILLARD H. McGUIRE, President
BERNIE FREITAG, Vice-President
JOHN T. McGARIGAL, Secretary-Treasurer
TERRY HERNDON, Executive Director

May 19, 1980

Charles N. Steele, General Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20463

Re: MURs 949, 665 and 639

Dear Mr. Steele:

Pursuant to Section B(3) of the conciliation agreement disposing of the above matters, I am sending you a check for \$75,000 made payable to the Treasury of the United States. Although the check is drawn on the NEA account, this is solely for purposes of administrative convenience. No part of the civil penalty is being paid with treasury funds of NEA, the respondent affiliates, or any other NEA state affiliate.

Sincerely,

Robert H. Chanin
Robert H. Chanin
General Counsel

RHC:db

Enclosure

cc: CEA-PAC
KEPAC
ABC

RECEIVED
OFFICE OF THE
GENERAL COUNSEL
ACC #1325
MAY 19 P 1:22

NATIONAL EDUCATION ASSOCIATION
 of the UNITED STATES
 1201 SIXTEENTH STREET, N.W. WASHINGTON, D.C. 20036
 DATE

65531

DATE
 05/15/80

PAY TO:
 TREASURY OF THE UNITED STATES

AMOUNT OF CHECK
 \$75,000.00

FEC MURS 949,665(78)639(78)

GENERAL ACCOUNT
 AMERICAN SECURITY
 AND TRUST COMPANY
 WASHINGTON, D.C.

AUTHORIZED SIGNATURES

⑈065531⑈ ⑆0540⑈0055⑆ 43⑈863 52 408⑈

NATIONAL EDUCATION ASSOCIATION
 OF THE UNITED STATES
 1201 SIXTEENTH ST. N.W. WASHINGTON, D.C. 20036

Please Refer to this number
 in any correspondence

65531

DESCRIPTION	UNIT REFERENCE	VENDOR INVOICE	NEA P.O.	AMOUNT
U. S. TREASURY-FEC	5406 ✓			75,000.00

DATE 05/15/80

DETACH BEFORE DEPOSITING

Total \$ 75,000.00

BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of

California Teachers Association and
Association for Better Citizenship

and

Connecticut Education Association
and Connecticut Education Association
Political Action Committee

and

Kentucky Education Association and
Kentucky Educators Public Affairs
Council

MUR 949

MUR 665 (78)

MUR 639 (78)

CONCILIATION AGREEMENT

These matters have been initiated by the Federal Election Commission (Commission) in the ordinary course of carrying out its responsibilities under the Federal Election Campaign Act of 1971, as amended (Act), and with respect to the Kentucky Education Association and the Kentucky Educators Public Affairs Council, by a signed, sworn and notarized complaint.

After investigation, the Commission has found reasonable cause to believe that the California Teachers Association, the Connecticut Education Association, and the Kentucky Education Association (collectively the "Respondent Affiliates"), and the Association for Better Citizenship, the Connecticut Education Association Political Action Committee, and the Kentucky Educators Public Affairs Council (collectively the "Respondent PACs"), have violated 2 U.S.C. §§ 441b(b)(3)(A) and 441b(a). In addition, the Commission has found reasonable cause to believe

that the Kentucky Educators Public Affairs Council has violated 2 U.S.C. §§ 433, 434 and 441b(b)(4)(A)(ii). The Commission has jurisdiction over the Respondent Affiliates and the Respondent PACs and over the issues raised in these matters.

The Respondent Affiliates and the Respondent PACs have had a reasonable opportunity to demonstrate that no action should be taken in these matters.

The National Education Association (NEA) is the national parent organization of the Respondent Affiliates and of counterpart organizations in other states.

NOW THEREFORE, the Commission and the Respondent Affiliates, the Respondent PACs, and the NEA, having duly entered into conciliation as provided for in 2 U.S.C. § 437g(a)(4)(A)(i), agree as follows:

A. Violations of Act.

1. The Respondent Affiliates are labor organizations within the meaning of 2 U.S.C. § 441b(b)(1).

2. The Respondent PACs are separate, segregated funds established and administered by the Respondent Affiliates. Although the primary purpose of the Respondent PACs is to receive contributions from members of the Respondent Affiliates and to expend those contributions in connection with state and local elections, they have made expenditures in connection with federal elections.

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3. Some of the contributions expended by the Respondent PACs in connection with federal elections were collected by the Respondent Affiliates through a payroll deduction system. Pursuant to that system, a teacher who signed an application for membership in a Respondent Affiliate thereby automatically agreed to a deduction of dues and to an additional deduction of a political contribution to the relevant Respondent PAC. If the member did not wish to make a contribution to the Respondent PAC, he or she was required to so notify the Respondent Affiliate, in which event an amount equal to the Respondent PAC contribution was refunded to the member. This system, which is referred to hereinafter as the "reverse checkoff system," was held to constitute a per se violation of 2 U.S.C. § 441b(b)(3)(A) in Federal Election Commission v. National Education Association, et al., 457 F. Supp. 1102 (D.D.C. 1978).

4. The Respondent PACs expended in connection with federal elections contributions that had been collected through the reverse checkoff system. Because of the difficulty of reconstructing a multitude of local records for a period of five years in some instances, the parties are not in agreement as to the precise amount of these expenditures. They do agree, however, that these expenditures aggregated in excess of \$100,000. The political action committees of other NEA state affiliates also may have expended in connection with federal elections contributions that had been collected through the reverse checkoff system.

5. The Respondent Affiliates, and any other NEA state affiliates which used the reverse checkoff system to collect contributions which subsequently were expended in connection with federal elections, violated 2 U.S.C. § 441b(b)(3)(A). The Respondent PACs, and the political action committees of any other NEA state affiliates which made the aforesaid expenditures, violated 2 U.S.C. § 441b(b)(3)(A).

6. Upon receipt by the Respondent Affiliates, membership dues and contributions to the Respondent PACs were deposited in checking accounts in the names of the Respondent Affiliates. No expenditures were made in connection with federal elections from the Respondent Affiliates' checking accounts. Contributions to the Respondent PACs periodically were transferred from the Respondent Affiliates' checking accounts to separate checking accounts in the names of the Respondent PACs, and it was from these latter accounts that all such expenditures were made.

7. Contributions to the Respondent PACs sometimes were retained in the Respondent Affiliates' checking accounts longer than the 10-day period allowed under the Commission's regulations prior to their transfer to the separate Respondent PACs' checking accounts, such retention resulting in the commingling of dues and political contributions. A portion of the contributions so retained were expended by the Respondent PACs in connection with federal elections. Contributions to the

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political action committees of other NEA state affiliates also may have been retained in checking accounts of such state affiliates longer than the period allowed under the Commission's regulations prior to their transfer to separate checking accounts in the names of the state affiliate political action committees, and a portion of the contributions so retained may have been expended by the political action committees in connection with federal elections.

8. By accepting monies retained in state affiliates' accounts longer than the period permitted by the Commission's regulations, portions of which monies were expended in connection with federal elections, the Respondent PACs and the political action committees of any other NEA state affiliates so involved violated 2 U.S.C. § 441b(a). By transferring to their political action committees contributions subsequently expended in connection with federal elections which had been retained in their accounts longer than permissible, the Respondent Affiliates, and any other NEA state affiliates so involved, violated 2 U.S.C. § 441b(a).

9. In 1976 the Kentucky Educators Public Affairs Council ("KEPAC") expended \$1,522 for purposes of influencing the campaigns of candidates for federal office. Respondent did not in 1976 and has not since filed a statement of organization

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with the Federal Election Commission in violation of 2 U.S.C. § 433. Respondent also did not file reports of receipts and expenditures for 1976 in violation of 2 U.S.C. § 434.

10. KEPAC has solicited contributions from persons who are not members or family of members of the Kentucky Education Association in violation of 2 U.S.C. § 441b(b)(4)(A)(ii).

B. Remedy

1. Pursuant to 2 U.S.C. § 441b(b)(3)(A), the Respondent PACs and the political action committees of other NEA state affiliates will not expend in connection with federal elections any contributions collected through the reverse checkoff system. The Respondent Affiliates and other NEA state affiliates will not transfer such contributions to their political action committees to be used for such expenditures.

2. Pursuant to 2 U.S.C. § 432(b)(2), the Respondent PACs and the political action committees of other NEA state affiliates which make or intend to make expenditures in connection with federal elections will not accept for deposit into their accounts:

(1) a contribution in excess of \$50 which has been received by Respondent Affiliates and other NEA state affiliates and held in the treasury accounts of such Respondent Affiliates or other NEA state affiliates for more than 10 days after receipt; or

(2) a contribution of \$50 or less which has been received by Respondent Affiliates and other NEA state affiliates

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and held in the treasury accounts of such Respondent Affiliates or other NEA state affiliates for more than 30 days.

The Respondent Affiliates and other NEA state affiliates will transfer contributions to be used to make expenditures in connection with federal elections to their political action committees within the permissible time periods.

3. NEA, as the agent for the Respondent Affiliates, the Respondent PACs, and any other NEA state affiliates or state affiliate political action committees that in the past may have committed the violations of the Act referred to in Section A of this Agreement, will pay to the Treasury of the United States a civil penalty in the aggregate amount of \$75,000. No part of this penalty will be paid with treasury funds of NEA, the Respondent Affiliates, or any other NEA state affiliate.

C. General Conditions

1. Upon request of anyone filing a complaint under 2 U.S.C. § 437g(a)(1) concerning the issues raised in MURs 949, 665(78), and 639(78), or upon the Commission's own motion, the Commission may review compliance with this Agreement. If the Commission determines that any of the Respondent Affiliates or the Respondent PACs has violated this Agreement,

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it may, without further conciliation, institute a civil action for relief against that Affiliate or PAC in the United States District Court for the District of Columbia.

2. This Agreement will become effective when executed by all of the parties and approved by the Commission.

3. NEA will have thirty days from the effective date of this Agreement to pay the civil penalty called for in Section B(3) above unless additional time is granted by the Commission.

4. This Agreement is entered into in accordance with 2 U.S.C. § 437g(a)(4)(A) and, except as otherwise provided in paragraph 1 of this Section, will constitute a complete bar to any further action by the Commission against the Respondent Affiliates or the Respondent PACs with regard to MURs 949, 665(78) and 639(78), or the issues raised therein. This Agreement also will constitute a complete bar to any action by the Commission against any other NEA state affiliate or state affiliate political action committee with regard to any violations of the Act of the type referred to in Section A above that may have taken place prior to the effective date of this Agreement.

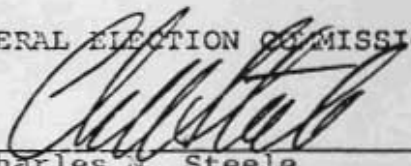
5. The violations of the Act referred to in Section A of this Agreement are admitted for purposes of conciliation among the parties to this Agreement pursuant to 2 U.S.C. § 437g(a)(4)(A), and shall not constitute admissions for

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purposes of any action which has been or may be brought against NEA, the Respondent Affiliates, or the Respondent PACs by a third party.

FEDERAL ELECTION COMMISSION

BY


Charles N. Steele
General Counsel

CALIFORNIA TEACHERS ASSOCIATION
and ASSOCIATION FOR BETTER
CITIZENSHIP

and

CONNECTICUT EDUCATION ASSOCIATION
and CONNECTICUT EDUCATION ASSOCI-
ATION POLITICAL ACTION COMMITTEE

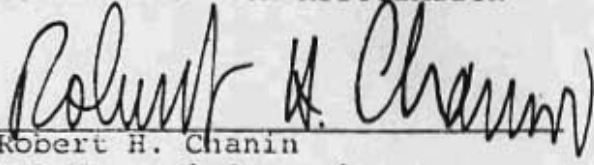
and

KENTUCKY EDUCATION ASSOCIATION
and KENTUCKY EDUCATORS PUBLIC
AFFAIRS COUNCIL

and

NATIONAL EDUCATION ASSOCIATION

BY


Robert H. Chanin
NEA General Counsel

Date:

3/18/80



OFFICE OF GENERAL COUNSEL

NATIONAL EDUCATION ASSOCIATION • 1201 16th St., N.W., Washington, D.C. 20036 • (202) 33-4451
WILLARD H. McGUIRE, President
BERNIE FREITAG, Vice-President
JOHN T. McGARIGAL, Secretary-Treasurer
TERRY HERNDON, Executive Director

May 19, 1980

Charles N. Steele, General Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20463

Re: MURs 949, 665 and 639

Dear Mr. Steele:

Pursuant to Section B(3) of the conciliation agreement disposing of the above matters, I am sending you a check for \$75,000 made payable to the Treasury of the United States. Although the check is drawn on the NEA account, this is solely for purposes of administrative convenience. No part of the civil penalty is being paid with treasury funds of NEA, the respondent affiliates, or any other NEA state affiliate.

Sincerely,

Robert H. Chanin
General Counsel

RHC:db

Enclosure

cc: CEA-PAC
KEPAC
ABC

RECEIVED
GENERAL COUNSEL
#CC#1325
MAY 19 11:22

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DATE

05/15/80

PAY
TO:

TREASURY OF THE UNITED STATES

FEC MURS 949,665(78)639(78)

AMOUNT OF CHECK

\$xxx75,00000

GENERAL ACCOUNT
AMERICAN SECURITY
AND TRUST COMPANY
WASHINGTON, D.C.

AUTHORIZED SIGNATURES

Pontath
Allen W. Smith

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NATIONAL EDUCATION ASSOCIATION
OF THE UNITED STATES
1201 SIXTEENTH ST. N.W. WASHINGTON, D.C. 20036

Please Refer to this number
in any correspondence

65531

DESCRIPTION	UNIT REFERENCE	VENDOR INVOICE	NEA P.O.	AMOUNT
U. S. TREASURY-FEC	5406 ✓			75,000.00

DATE 05/15/80

DETACH BEFORE DEPOSITING

Total \$ 75,000.00



FEDERAL ELECTION COMMISSION

WASHINGTON, D.C. 20463

April 24, 1980

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Robert H. Chanin
Deputy Executive Director
and General Counsel
National Education Association
1201 Sixteenth Street, N.W.
Washington, D.C. 20036

RE: MURs 949, 665 and 639

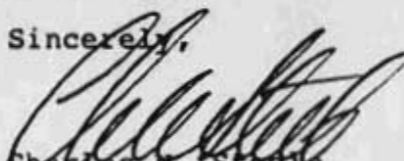
Dear Mr. Chanin:

On April 22, 1980, the Commission accepted the conciliation agreement signed by you on behalf of all respondents in the above referenced matters under review.

Upon payment of the civil penalty provided for in this agreement the files in these matters will be closed. The files will become part of the public record within thirty days of closure; however, 2 U.S.C. § 437g(a)(4)(B) prohibits any information derived in connection with any conciliation attempt from becoming public without the written consent of the respondent and the Commission. Should you wish any such information to become part of the public record, please advise us in writing.

Enclosed you will find a fully executed copy of the final conciliation agreement for your files.

Sincerely,



Charles N. Steele
General Counsel

Enclosure

Conciliation Agreement

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BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of)

California Teachers Association and)
Association for Better Citizenship)

MUR 949

and)

Connecticut Education Association)
and Connecticut Education Association)
Political Action Committee)

MUR 665 (78)

and)

Kentucky Education Association and)
Kentucky Educators Public Affairs)
Council)

MUR 639 (78)

CONCILIATION AGREEMENT

These matters have been initiated by the Federal Election Commission (Commission) in the ordinary course of carrying out its responsibilities under the Federal Election Campaign Act of 1971, as amended (Act), and with respect to the Kentucky Education Association and the Kentucky Educators Public Affairs Council, by a signed, sworn and notarized complaint.

After investigation, the Commission has found reasonable cause to believe that the California Teachers Association, the Connecticut Education Association, and the Kentucky Education Association (collectively the "Respondent Affiliates"), and the Association for Better Citizenship, the Connecticut Education Association Political Action Committee, and the Kentucky Educators Public Affairs Council (collectively the "Respondent PACs"), have violated 2 U.S.C. §§ 441b(b)(3)(A) and 441b(a). In addition, the Commission has found reasonable cause to believe

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that the Kentucky Educators Public Affairs Council has violated 2 U.S.C. §§ 433, 434 and 441b(b)(4)(A)(ii). The Commission has jurisdiction over the Respondent Affiliates and the Respondent PACs and over the issues raised in these matters.

The Respondent Affiliates and the Respondent PACs have had a reasonable opportunity to demonstrate that no action should be taken in these matters.

The National Education Association (NEA) is the national parent organization of the Respondent Affiliates and of counterpart organizations in other states.

NOW THEREFORE, the Commission and the Respondent Affiliates, the Respondent PACs, and the NEA, having duly entered into conciliation as provided for in 2 U.S.C. § 437g(a)(4)(A)(i), agree as follows:

A. Violations of Act.

1. The Respondent Affiliates are labor organizations within the meaning of 2 U.S.C. § 441b(b)(1).

2. The Respondent PACs are separate, segregated funds established and administered by the Respondent Affiliates. Although the primary purpose of the Respondent PACs is to receive contributions from members of the Respondent Affiliates and to expend those contributions in connection with state and local elections, they have made expenditures in connection with federal elections.

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3. Some of the contributions expended by the Respondent PACs in connection with federal elections were collected by the Respondent Affiliates through a payroll deduction system. Pursuant to that system, a teacher who signed an application for membership in a Respondent Affiliate thereby automatically agreed to a deduction of dues and to an additional deduction of a political contribution to the relevant Respondent PAC. If the member did not wish to make a contribution to the Respondent PAC, he or she was required to so notify the Respondent Affiliate, in which event an amount equal to the Respondent PAC contribution was refunded to the member. This system, which is referred to hereinafter as the "reverse checkoff system," was held to constitute a per se violation of 2 U.S.C. § 441b(b)(3)(A) in Federal Election Commission v. National Education Association, et al., 457 F. Supp. 1102 (D.D.C. 1978).

4. The Respondent PACs expended in connection with federal elections contributions that had been collected through the reverse checkoff system. Because of the difficulty of reconstructing a multitude of local records for a period of five years in some instances, the parties are not in agreement as to the precise amount of these expenditures. They do agree, however, that these expenditures aggregated in excess of \$100,000. The political action committees of other NEA state affiliates also may have expended in connection with federal elections contributions that had been collected through the reverse checkoff system.

RAE
3/9/80

5. The Respondent Affiliates, and any other NEA state affiliates which used the reverse checkoff system to collect contributions which subsequently were expended in connection with federal elections, violated 2 U.S.C. § 441b(b)(3)(A). The Respondent PACs, and the political action committees of any other NEA state affiliates which made the aforesaid expenditures, violated 2 U.S.C. § 441b(b)(3)(A).

6. Upon receipt by the Respondent Affiliates, membership dues and contributions to the Respondent PACs were deposited in checking accounts in the names of the Respondent Affiliates. No expenditures were made in connection with federal elections from the Respondent Affiliates' checking accounts. Contributions to the Respondent PACs periodically were transferred from the Respondent Affiliates' checking accounts to separate checking accounts in the names of the Respondent PACs, and it was from these latter accounts that all such expenditures were made.

7. Contributions to the Respondent PACs sometimes were retained in the Respondent Affiliates' checking accounts longer than the 10-day period allowed under the Commission's regulations prior to their transfer to the separate Respondent PACs' checking accounts, such retention resulting in the commingling of dues and political contributions. A portion of the contributions so retained were expended by the Respondent PACs in connection with federal elections. Contributions to the

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political action committees of other NEA state affiliates also may have been retained in checking accounts of such state affiliates longer than the period allowed under the Commission's regulations prior to their transfer to separate checking accounts in the names of the state affiliate political action committees, and a portion of the contributions so retained may have been expended by the political action committees in connection with federal elections.

8. By accepting monies retained in state affiliates' accounts longer than the period permitted by the Commission's regulations, portions of which monies were expended in connection with federal elections, the Respondent PACs and the political action committees of any other NEA state affiliates so involved violated 2 U.S.C. § 441b(a). By transferring to their political action committees contributions subsequently expended in connection with federal elections which had been retained in their accounts longer than permissible, the Respondent Affiliates, and any other NEA state affiliates so involved, violated 2 U.S.C. § 441b(a).

9. In 1976 the Kentucky Educators Public Affairs Council ("KEPAC") expended \$1,522 for purposes of influencing the campaigns of candidates for federal office. Respondent did not in 1976 and has not since filed a statement of organization

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with the Federal Election Commission in violation of 2 U.S.C. § 433. Respondent also did not file reports of receipts and expenditures for 1976 in violation of 2 U.S.C. § 434.

10. KEPAC has solicited contributions from persons who are not members or family of members of the Kentucky Education Association in violation of 2 U.S.C. § 441b(b)(4)(A)(ii).

B. Remedy

1. Pursuant to 2 U.S.C. § 441b(b)(3)(A), the Respondent PACs and the political action committees of other NEA state affiliates will not expend in connection with federal elections any contributions collected through the reverse checkoff system. The Respondent Affiliates and other NEA state affiliates will not transfer such contributions to their political action committees to be used for such expenditures.

2. Pursuant to 2 U.S.C. § 432(b)(2), the Respondent PACs and the political action committees of other NEA state affiliates which make or intend to make expenditures in connection with federal elections will not accept for deposit into their accounts:

(1) a contribution in excess of \$50 which has been received by Respondent Affiliates and other NEA state affiliates and held in the treasury accounts of such Respondent Affiliates or other NEA state affiliates for more than 10 days after receipt; or

(2) a contribution of \$50 or less which has been received by Respondent Affiliates and other NEA state affiliates

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and held in the treasury accounts of such Respondent Affiliates or other NEA state affiliates for more than 30 days.

The Respondent Affiliates and other NEA state affiliates will transfer contributions to be used to make expenditures in connection with federal elections to their political action committees within the permissible time periods.

3. NEA, as the agent for the Respondent Affiliates, the Respondent PACs, and any other NEA state affiliates or state affiliate political action committees that in the past may have committed the violations of the Act referred to in Section A of this Agreement, will pay to the Treasury of the United States a civil penalty in the aggregate amount of \$75,000. No part of this penalty will be paid with treasury funds of NEA, the Respondent Affiliates, or any other NEA state affiliate.

C. General Conditions

1. Upon request of anyone filing a complaint under 2 U.S.C. § 437g(a)(1) concerning the issues raised in MURs 949, 665(78), and 639(78), or upon the Commission's own motion, the Commission may review compliance with this Agreement. If the Commission determines that any of the Respondent Affiliates or the Respondent PACs has violated this Agreement,

it may, without further conciliation, institute a civil action for relief against that Affiliate or PAC in the United States District Court for the District of Columbia.

2. This Agreement will become effective when executed by all of the parties and approved by the Commission.

3. NEA will have thirty days from the effective date of this Agreement to pay the civil penalty called for in Section 3(3) above unless additional time is granted by the Commission.

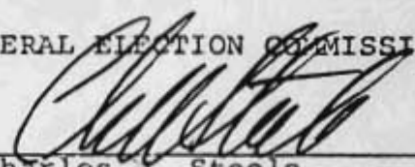
4. This Agreement is entered into in accordance with 2 U.S.C. § 437g(a)(4)(A) and, except as otherwise provided in paragraph 1 of this Section, will constitute a complete bar to any further action by the Commission against the Respondent Affiliates or the Respondent PACs with regard to MURs 949, 665(78) and 639(78), or the issues raised therein. This Agreement also will constitute a complete bar to any action by the Commission against any other NEA state affiliate or state affiliate political action committee with regard to any violations of the Act of the type referred to in Section A above that may have taken place prior to the effective date of this Agreement.

5. The violations of the Act referred to in Section A of this Agreement are admitted for purposes of conciliation among the parties to this Agreement pursuant to 2 U.S.C. § 437g(a)(4)(A), and shall not constitute admissions for

purposes of any action which has been or may be brought against NEA, the Respondent Affiliates, or the Respondent PACs by a third party.

FEDERAL ELECTION COMMISSION

BY


Charles W. Steele
General Counsel

CALIFORNIA TEACHERS ASSOCIATION
and ASSOCIATION FOR BETTER
CITIZENSHIP

and

CONNECTICUT EDUCATION ASSOCIATION
and CONNECTICUT EDUCATION ASSOCI-
ATION POLITICAL ACTION COMMITTEE

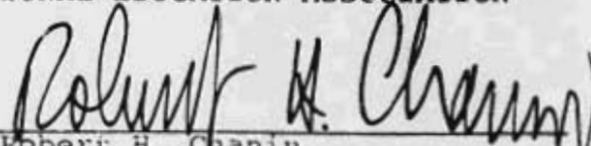
and

KENTUCKY EDUCATION ASSOCIATION
and KENTUCKY EDUCATORS PUBLIC
AFFAIRS COUNCIL

and

NATIONAL EDUCATION ASSOCIATION

BY


Robert H. Chanin
NEA General Counsel

Date:

3/18/80

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CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Robert H. Chanin
Deputy Executive Director
and General Counsel
National Education Association
1201 Sixteenth Street, N.W.
Washington, D.C. 20036

RE: MURs 949, 665 and 639

Dear Mr. Chanin:

On , 1980, the Commission accepted the conciliation agreement signed by you on behalf of all respondents in the above referenced matters under review.

Upon payment of the civil penalty provided for in this agreement the files in these matters will be closed. The files will become part of the public record within thirty days of closure; however, 2 U.S.C. § 437g(a)(4)(B) prohibits any information derived in connection with any conciliation attempt from becoming public without the written consent of the respondent and the Commission. Should you wish any such information to become part of the public record, please advise us in writing.

Enclosed you will find a fully executed copy of the final conciliation agreement for your files.

Sincerely,

Charles N. Steele
General Counsel

Enclosure

Conciliation Agreement

AW 4/23/80
RGG

BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of)
California Teachers Association and) MUR 949
Association for Better Citizenship)
and)
Connecticut Education Association) MUR 665 (78)
and Connecticut Education Association)
Political Action Committee)
and)
Kentucky Education Association and) MUR 639 (78)
Kentucky Educators Public Affairs)
Council)

CERTIFICATION

I, Marjorie W. Emmons, Secretary to the Federal Election Commission, do hereby certify that on April 22, 1980, the Commission decided by a vote of 5-0 to take the following actions regarding the above-captioned matters:

1. Accept the conciliation agreement, as attached to the Memorandum to the Commission dated April 17, 1980, agreed to by counsel for the National Education Association on behalf of the Connecticut Education Association, the Connecticut Education Association Political Action Committee, the California Teachers Association, the Association for Better Citizenship, the Kentucky Education Association, the Kentucky Educators Public Affairs Council, and all other affected affiliates of the National Education Association and their political action committees.

(Continued)

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CERTIFICATION

MURs 949, 665, 639

Memorandum to the Commission

Dated: April 17, 1980

Page 2

2. Send the letter as attached to the above-named memorandum.

Voting for this determination were Commissioners Reiche, Friedersdorf, Harris, McGarry, and Tiernan.

Attest:

4-22-80

Date

Marjorie W. Emmons

Marjorie W. Emmons
Secretary to the Commission

Received in Office of the Commission Secretary: 4-18-80, 9:44
Circulated on 48 hour vote basis: 4-18-80, 2:00

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60040200035

April 18, 1980

MEMORANDUM TO: Marjorie w. Emmons
FROM: Elissa T. Garr
SUBJECT: MURs 639, 665, 949

Please have the attached Memo distributed to the
Commission on a 48 hour tally basis. Thank you!

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FEDERAL ELECTION COMMISSION
WASHINGTON, D.C. 20463

RECEIVED
CHIEF OF THE
COMMISSION SECRETARY

80 APR 18 A9:44

April 17, 1980

MEMORANDUM

TO: THE COMMISSION

FROM: Charles N. Steele *CS*
General Counsel

SUBJECT: Conciliation Agreement - MURs 639, 665 and 949

On December 13, 1978, the Commission found reasonable cause to believe that the Kentucky Educators Public Affairs Council ("KEPAC") had violated 2 U.S.C. § 441b(b)(3)(A), by expending in connection with federal elections \$1,600 which had been collected by the Kentucky Education Association ("KEA") by means of a reverse check-off system. The Commission also found reasonable cause to believe that KEPAC had violated 2 U.S.C. §§ 433 and 434 by failing to register as a political committee and report to the Commission.

The Commission, on December 13, 1978, also found reason to believe that KEA had violated 2 U.S.C. § 441b(b)(3)(A) and 2 U.S.C. § 441b(b)(4)(A)(ii) by collecting contributions for KEPAC by means of a reverse check-off system and by soliciting contributions from persons who are not members or family of members of KEA, and that both KEA and KEPAC had violated 2 U.S.C. § 441b(a) to the result of the commingling of KEPAC contributions with KEA dues in a KEA account. (MUR 639).

On May 23, 1979, the Commission found reasonable cause to believe that the Connecticut Education Association ("CEA") had violated 2 U.S.C. §§ 441b(a) and 441b(b)(3)(A) by commingling CEA dues funds with political contributions made to the Connecticut Education Political Action Committee (CEA-PAC) and by using a reverse check-off procedure to collect contributions to CEA-PAC. The Commission also found reason to believe that CEA-PAC had violated these same statutory provisions by expending in connection with federal elections \$6,310 in funds which had been commingled with CEA dues in a CEA account and which had also been collected by means of a reverse check-off system. (MUR 665)

On November 27, 1979, the Commission found reasonable cause to believe that the California Teachers Association ("CTA") had violated 2 U.S.C. § 441b(a) and 2 U.S.C. § 441b(b)(3)(A) by commingling in the same account CTA dues and contributions made by members to the Association for Better

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MEMORANDUM TO COMMISSION

Page 2

Conciliation Agreement - MURs 639, 665 and 949

Citizenship ("ABC"), CTA's political action committee, and by using a reverse check-off system to collect ABC contributions. The Commission also found reasonable cause to believe that ABC had violated the same provisions of the statute by expending \$93,000 in connection with federal elections which had been previously commingled with CTA funds in a CTA account and which had been collected by means of a reverse check-off system. (MUR 949)

Following each Commission action with regard to the above MURs proposed conciliation agreements were forwarded to the respondents involved. This Office was informed by counsel for the National Education Association ("NEA") that NEA would be representing all of its state affiliates which were the respondents in the above MUR actions, and that NEA wished to include in any final settlement of these matters any other state affiliates not yet subject to enforcement action which had used a reverse check-off system to collect funds from which contributions had been made to federal candidates.

On December 17, 1979, attorneys from this Office met with NEA counsel for purposes of reaching tentative agreement on the contents of a comprehensive conciliation agreement concerning all present respondents and any other relevant NEA affiliates and their political actions committees. Counsel for NEA confirmed that the NEA affiliates in Connecticut, California and Kentucky had utilized a reverse check-off system when collecting money for their political action committees, and also agreed that the NEA affiliate in Wyoming had expended a total of \$800 in funds so collected in 1974-75 and 1976-77. Counsel presented a figure of \$102,000 as the amount known to have been collected by means of reverse check-off systems and then expended in connection with federal elections by NEA affiliates. He stated that this was the most accurate figure possible given NEA's investigatory resources, and offered an additional cushion of \$23,000, bringing the total at issue to \$125,000. He then tentatively agreed to a figure of \$75,000 as a civil penalty covering all known and unknown violations.^{1/} Such civil penalty would be in lieu of any refunds to individual contributors to the political action committees involved and would be paid by the various respondent committees in proportion to the total of the amount each expended on federal elections.

^{1/} The \$75,000 figure was arrived at by reference to NEA's experience with implementation of a refund opportunity as a remedy for § 441b(b)(3)(A) violations, which was applied by the court in FEC v. NEA, 457 F. Supp. 1102 (D.D.C. 1978), in lieu of a civil penalty. In that civil action, NEA had been able to retain 60% of the funds collected by reverse check off, as those NEA members who availed themselves of the refund opportunity only accounted for about 40% of the NEA-PAC

continued

MEMORANDUM TO COMMISSION

Page 3

Conciliation Agreement - MURs 639, 665 and 949

On January 3, 1980, counsel for NEA submitted to this Office a proposed comprehensive conciliation agreement. Negotiations continued concerning the language of this agreement, with the result being the agreement attached to this memorandum.

Recommendation

1. That the the Commission accept the attached conciliation agreement agreed to by counsel for the National Education Association on behalf of the Connecticut Education Association, the Connecticut Education Association Political Action Committee, the California Teachers Association, the Association for Better Citizenship, the Kentucky Education Association, the Kentucky Educators Public Affairs Council, and all other affected affiliates of the National Education Association and their political action committees.

2. Send the attached letter.

Attachments

Conciliation Agreement

Letter to Robert H. Chanin

1/Continued

monies unlawfully collected by NEA. However, the administrative costs to NEA in implementing the refund opportunity were substantial. Thus, the \$75,000 figure tentatively agreed to represents 40% of the reverse check off monies believed to have been spent on federal elections by these committees, plus an additional amount (roughly equivalent to 20% of the funds so collected) to account for the substantial administrative costs that would have to have been expended by the Committees in implementing a refund remedy. (NEA spent about 20% of the NEA-PAC funds collected by the reverse check-off in implementing the refund opportunity in FEC v. NEA, supra. Judge Gasch explicitly considered such costs to be in lieu of the "civil penalty" assessed to NEA for its unlawful actions. Id. at 1112). At the request of the Office of General Counsel the Reports Analysis Division has undertaken an extensive in-house search of committee reports to determine if any other NEA affiliates may have violated the law as to the use of a reverse check-off system. This search resulted in the addition of one committee, the Political Action Committee for Education in Colorado which counsel for NEA has acknowledged used the reverse check-off system in 1977 and 1978 and contributed a total of \$11,164 to federal candidates. No additional states were found to have used reverse check-off systems.

BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of)

California Teachers Association and)
Association for Better Citizenship)

MUR 949

and)

Connecticut Education Association)
and Connecticut Education Association)
Political Action Committee)

MUR 665 (78)

and)

Kentucky Education Association and)
Kentucky Educators Public Affairs)
Council)

MUR 639 (78)

CONCILIATION AGREEMENT

These matters have been initiated by the Federal Election Commission (Commission) in the ordinary course of carrying out its responsibilities under the Federal Election Campaign Act of 1971, as amended (Act), and with respect to the Kentucky Education Association and the Kentucky Educators Public Affairs Council, by a signed, sworn and notarized complaint.

After investigation, the Commission has found reasonable cause to believe that the California Teachers Association, the Connecticut Education Association, and the Kentucky Education Association (collectively the "Respondent Affiliates"), and the Association for Better Citizenship, the Connecticut Education Association Political Action Committee, and the Kentucky Educators Public Affairs Council (collectively the "Respondent PACs"), have violated 2 U.S.C. §§ 441b(b)(3)(A) and 441b(a). In addition, the Commission has found reasonable cause to believe

that the Kentucky Educators Public Affairs Council has violated 2 U.S.C. §§ 433, 434 and 441b(b)(4)(A)(ii). The Commission has jurisdiction over the Respondent Affiliates and the Respondent PACs and over the issues raised in these matters.

The Respondent Affiliates and the Respondent PACs have had a reasonable opportunity to demonstrate that no action should be taken in these matters.

The National Education Association (NEA) is the national parent organization of the Respondent Affiliates and of counterpart organizations in other states.

NOW THEREFORE, the Commission and the Respondent Affiliates, the Respondent PACs, and the NEA, having duly entered into conciliation as provided for in 2 U.S.C. § 437g(a)(4)(A)(i), agree as follows:

A. Violations of Act.

1. The Respondent Affiliates are labor organizations within the meaning of 2 U.S.C. § 441b(b)(1).

2. The Respondent PACs are separate, segregated funds established and administered by the Respondent Affiliates.

Although the primary purpose of the Respondent PACs is to receive contributions from members of the Respondent Affiliates and to expend those contributions in connection with state and local elections, they have made expenditures in connection with federal elections.

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3. Some of the contributions expended by the Respondent PACs in connection with federal elections were collected by the Respondent Affiliates through a payroll deduction system. Pursuant to that system, a teacher who signed an application for membership in a Respondent Affiliate thereby automatically agreed to a deduction of dues and to an additional deduction of a political contribution to the relevant Respondent PAC. If the member did not wish to make a contribution to the Respondent PAC, he or she was required to so notify the Respondent Affiliate, in which event an amount equal to the Respondent PAC contribution was refunded to the member. This system, which is referred to hereinafter as the "reverse checkoff system," was held to constitute a per se violation of 2 U.S.C. § 441b(b)(3)(A) in Federal Election Commission v. National Education Association, et al., 457 F. Supp. 1102 (D.D.C. 1978).

4. The Respondent PACs expended in connection with federal elections contributions that had been collected through the reverse checkoff system. Because of the difficulty of reconstructing a multitude of local records for a period of five years in some instances, the parties are not in agreement as to the precise amount of these expenditures. They do agree, however, that these expenditures aggregated in excess of

\$100,000. The political action committees of other NEA state affiliates also may have expended in connection with federal elections contributions that had been collected through the reverse checkoff system.

5. The Respondent Affiliates, and any other NEA state affiliates which used the reverse checkoff system to collect contributions which subsequently were expended in connection with federal elections, violated 2 U.S.C. § 441b(b)(3)(A). The Respondent PACs, and the political action committees of any other NEA state affiliates which made the aforesaid expenditures, violated 2 U.S.C. § 441b(b)(3)(A).

6. Upon receipt by the Respondent Affiliates, membership dues and contributions to the Respondent PACs were deposited in checking accounts in the names of the Respondent Affiliates. No expenditures were made in connection with federal elections from the Respondent Affiliates' checking accounts. Contributions to the Respondent PACs periodically were transferred from the Respondent Affiliates' checking accounts to separate checking accounts in the names of the Respondent PACs, and it was from these latter accounts that all such expenditures were made.

7. Contributions to the Respondent PACs sometimes were retained in the Respondent Affiliates' checking accounts longer than the 10-day period allowed under the Commission's regulations prior to their transfer to the separate Respondent PACs' checking accounts, such retention resulting in the commingling of dues and political contributions. A portion of the contributions so retained were expended by the Respondent PACs in connection with federal elections. Contributions to the

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political action committees of other NEA state affiliates also may have been retained in checking accounts of such state affiliates longer than the period allowed under the Commission's regulations prior to their transfer to separate checking accounts in the names of the state affiliate political action committees, and a portion of the contributions so retained may have been expended by the political action committees in connection with federal elections.

8. By accepting monies retained in state affiliates' accounts longer than the period permitted by the Commission's regulations, portions of which monies were expended in connection with federal elections, the Respondent PACs and the political action committees of any other NEA state affiliates so involved violated 2 U.S.C. § 441b(a). By transferring to their political action committees contributions subsequently expended in connection with federal elections which had been retained in their accounts longer than permissible, the Respondent Affiliates, and any other NEA state affiliates so involved, violated 2 U.S.C. § 441b(a).

9. In 1976 the Kentucky Educators Public Affairs Council ("KEPAC") expended \$1,522 for purposes of influencing the campaigns of candidates for federal office. Respondent did not in 1976 and has not since filed a statement of organization

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with the Federal Election Commission in violation of 2 U.S.C. § 433. Respondent also did not file reports of receipts and expenditures for 1976 in violation of 2 U.S.C. § 434.

10. KEPAC has solicited contributions from persons who are not members or family of members of the Kentucky Education Association in violation of 2 U.S.C. § 441b(b)(4)(A)(ii).

B. Remedy

1. Pursuant to 2 U.S.C. § 441b(b)(3)(A), the Respondent PACs and the political action committees of other NEA state affiliates will not expend in connection with federal elections any contributions collected through the reverse checkoff system. The Respondent Affiliates and other NEA state affiliates will not transfer such contributions to their political action committees to be used for such expenditures.

2. Pursuant to 2 U.S.C. § 432(b)(2), the Respondent PACs and the political action committees of other NEA state affiliates which make or intend to make expenditures in connection with federal elections will not accept for deposit into their accounts:

(1) a contribution in excess of \$50 which has been received by Respondent Affiliates and other NEA state affiliates and held in the treasury accounts of such Respondent Affiliates or other NEA state affiliates for more than 10 days after receipt; or

(2) a contribution of \$50 or less which has been received by Respondent Affiliates and other NEA state affiliates

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and held in the treasury accounts of such Respondent Affiliates or other NEA state affiliates for more than 30 days.

The Respondent Affiliates and other NEA state affiliates will transfer contributions to be used to make expenditures in connection with federal elections to their political action committees within the permissible time periods.

3. NEA, as the agent for the Respondent Affiliates, the Respondent PACs, and any other NEA state affiliates or state affiliate political action committees that in the past may have committed the violations of the Act referred to in Section A of this Agreement, will pay to the Treasury of the United States a civil penalty in the aggregate amount of \$75,000. No part of this penalty will be paid with treasury funds of NEA, the Respondent Affiliates, or any other NEA state affiliate.

C. General Conditions

1. Upon request of anyone filing a complaint under 2 U.S.C. § 437g(a)(1) concerning the issues raised in MURs 949, 665(78), and 639(78), or upon the Commission's own motion, the Commission may review compliance with this Agreement. If the Commission determines that any of the Respondent Affiliates or the Respondent PACs has violated this Agreement,

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it may, without further conciliation, institute a civil action for relief against that Affiliate or PAC in the United States District Court for the District of Columbia.

2. This Agreement will become effective when executed by all of the parties and approved by the Commission.

3. NEA will have thirty days from the effective date of this Agreement to pay the civil penalty called for in Section B(3) above unless additional time is granted by the Commission.

4. This Agreement is entered into in accordance with 2 U.S.C. § 437g(a)(4)(A) and, except as otherwise provided in paragraph 1 of this Section, will constitute a complete bar to any further action by the Commission against the Respondent Affiliates or the Respondent PACs with regard to MURs 949, 665(78) and 639(78), or the issues raised therein. This Agreement also will constitute a complete bar to any action by the Commission against any other NEA state affiliate or state affiliate political action committee with regard to any violations of the Act of the type referred to in Section A above that may have taken place prior to the effective date of this Agreement.

5. The violations of the Act referred to in Section A of this Agreement are admitted for purposes of conciliation among the parties to this Agreement pursuant to 2 U.S.C. § 437g(a)(4)(A), and shall not constitute admissions for

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purposes of any action which has been or may be brought against NEA, the Respondent Affiliates, or the Respondent PACs by a third party.

FEDERAL ELECTION COMMISSION

BY

Charles N. Steele
General Counsel

CALIFORNIA TEACHERS ASSOCIATION
and ASSOCIATION FOR BETTER
CITIZENSHIP

and

CONNECTICUT EDUCATION ASSOCIATION
and CONNECTICUT EDUCATION ASSOCI-
ATION POLITICAL ACTION COMMITTEE

and

KENTUCKY EDUCATION ASSOCIATION
and KENTUCKY EDUCATORS PUBLIC
AFFAIRS COUNCIL

and

NATIONAL EDUCATION ASSOCIATION

BY

Robert H. Chanin
Robert H. Chanin
NEA General Counsel

Date: 3/18/80

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FEDERAL ELECTION COMMISSION

WASHINGTON, D.C. 20463

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Robert H. Chanin
Deputy Executive Director
and General Counsel
National Education Association
1201 Sixteenth Street, N.W.
Washington, D.C. 20036

RE: MURs 949, 665 and 639

Dear Mr. Chanin:

On , 1980, the Commission accepted the conciliation agreement signed by you on behalf of all respondents in the above referenced matters under review.

Upon payment of the civil penalty provided for in this agreement the files in these matters will be closed. The files will become part of the public record within thirty days of closure; however, 2 U.S.C. § 437g(a)(4)(B) prohibits any information derived in connection with any conciliation attempt from becoming public without the written consent of the respondent and the Commission. Should you wish any such information to become part of the public record, please advise us in writing.

Enclosed you will find a fully executed copy of the final conciliation agreement for your files.

Sincerely,

Charles N. Steele
General Counsel

Enclosure

Conciliation Agreement

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FEDERAL ELECTION COMMISSION
WASHINGTON, D.C. 20463

MEMORANDUM TO: CHARLES STEELE

FROM: MARJORIE W. EMMONS/MARGARET CHANEY *me*

DATE: MARCH 24, 1980

SUBJECT: MURs 639, 665, and 949 - Interim Conciliation
Report dated 3-21-80; Received in OCS
3-21-80, 11:19

The above-named document was circulated to the Commission on a 24 hour no-objection basis at 2:00, March 21, 1980.

There were no objections to the Interim Conciliation Report at the time of the deadline.

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800040195021

March 21, 1980

MEMORANDUM TO: Marjorie W. Emmons
FROM: Elissa T. Garr
SUBJECT: MURs 639, 665, 949

Please have the attached Interim Concil Report distributed to the Commission. Thank you.

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80040193022

REPORTS ANALYSIS REFERRAL UPDATE

*ORIGIN: RAD

DATE July 14, 1979 ANALYST Kevin Kelly R.M.
 TO: Office of General Counsel TEAM CHIEF Steve Mims SM
 ATTENTION: Ken Gross COMPLIANCE REVIEW Peggy Sims PZ/CB
 THROUGH: STAFF DIRECTOR off
 FROM: ASSISTANT STAFF DIRECTOR FOR REPORTS ANALYSIS ng/lt

MUR No. 665,949,639 DATE OF ORIGINAL REFERRAL na

**PURPOSE: In the course of basic review of Wyoming PACE, a Request For Additional Information was sent to this committee on June 21, 1979 concerning their system of solicitation. In response to this request, Wyoming PACE stated that contributions to their political action committee are made through a "reverse check-off system" on their membership form. (See Attachment 1)

As noted in AO 1977-37, this procedure is contrary to 2U.S.C. 441b(b)(3)(A).

Due to the following factors, Reports Analysis feels that this information would be better utilized as background information to the MUR cited above than to begin a new MUR on this subject.

- 1) The total amount of transfers reported by Wyoming PACE are:
 - a) A transfer to NEA PAC of \$5.00 on 1/9/78.
 - b) Transfers to WY Republican State Committee totalling \$860 made on 12/5/77, 8/22/77, 10/13/78.
 - c) Transfer to WY State Democratic Central Committee of \$500.00 made on 10/13/78.

OUTCOME: (if applicable) d) there were no reported transfers directly to candidates or their Principle Campaign Committees.

- 2) Wyoming PACE has requested permission to terminate its filing status as of the July 10, 1979 report.

- a) The Reports Analysis Division granted them terminated status because there were no outstanding debts and they stated that their residual funds would be used for state elections only.

*Commission unit which initiated original Referral (e.g. AUDIT/RAD/OGC).

**INFORMATION, or RESULTS OF RAD ACTION, as appropriate.

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Be a PACE Setter

RECEIVED
FEDERAL ELECTION
COMMISSION

July 18, 1979

'79 JUL 24 PM 12:13

Wyoming

**Political
Action
Committee
for
Education**

Federal Election Commission
Washington, D. C. 20463

Attention: Mr. Wade McArthur

The following letter is written in response to your request of June 21, 1979 concerning the Wyoming Political Action Committee for Education (PACE). Most contributions to Wyoming PACE are made by the reverse check-off system on our membership form. Wyoming PACE does not make any contributions to federal candidates. Most contributions to PACE are forwarded to the State PACE office through the payroll deduction system, with the checks being mailed directly to the Wyoming Education Association by the various school districts.

In a few instances, payroll deduction checks are sent to the local association which in turn forward the money to the Wyoming Education Association. Individuals not on payroll deduction may pay the entire amount or may elect to make a series of deferred payments. All contributions to PACE are voluntary and are on an individual basis. The Wyoming Education Association membership application form has specific instructions whereby the members may elect to make a contribution.

Concerning Schedule B, Line 21A, refunds requested by individual members are mailed to the local for refund to the requesting members. Local organizations then make direct refunds to members. The separate dollar amounts are small with the maximum being five dollars (\$5). This method of refund is used since the amounts are small and it seems to work out much better than mailing individual checks.

I trust this answers your question concerning our Wyoming PACE operation.

Sincerely,

WYOMING POLITICAL ACTION COMMITTEE FOR EDUCATION

Don Shanor

Don Shanor
Treasurer

jb

GOOD SCHOOLS



ARE IMPORTANT

SEGAL, ISENBERG, SALES, STEWART, & NUTT

COUNSELORS AT LAW
M. E. TAYLOR BUILDING
312 RIVER CITY MALL
LOUISVILLE, KY. 40202
(502) 587-8885

RECEIVED
FEDERAL ELECTION
COMMISSION

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HERBERT L. SEGAL
CHARLES R. ISENBERG
RAYMOND L. SALES
JOHN FRITH STEWART
GILBERT HALE NUTT
ROBERT L. CATLETT, JR.
ROBERT M. LINDSAY
IRWIN H. GUTLER, JR.
EDWARD A. MAYER
WALTER LAPP SALES
LINDA J. WALLBAUM
STEPHEN J. TILLMAN
JAMES E. ISENBERG
KENNETH L. SALES
THOMAS G. JARRELL
REX DUNN
KATHLEEN S. PELLEGRINO
TERRY E. FOX
DAVID LEIGHTY
DENNIS FRANKLIN JAMES
CAROL M. RASKIN
ALPHONSO O'NEIL-WHITE

July 19, 1979 JUL 30 AM 9:19

CRESTWOOD, KY.
CRESTWOOD SHOPPING CENTER
241-4880
ST. MATTHEWS, KY.
3618 LEXINGTON RD., 40207
897-8064

DEGLONA, KY.
9411 MAPLE ROAD, 40229
968-7854

INDIANAPOLIS, IND.
445 N. PENNSYLVANIA ST., 46204
(317) 627-2345

NEW ALBANY, IND.
506 STATE STREET, 47150
948-1195

Mr. William C. Oldaker
General Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 40463

903386

Re: MUR 639 (KEPAC)

Dear Mr. Oldaker:

Enclosed please find a compilation of documents the production of which was requested of our client, The Kentucky Educators' Public Affairs Council, in your letter of May 4, 1979, as modified by our subsequent discussion.

The specific request to which each furnished document is responsive is shown in the upper right corner of each document. For example, the notation "1a" indicates that that document is in response to the request numbered "1a" in the Commission's letter of May 4, 1979.

We hope that these documents will assist the Commission in resolving the pending dispute in a manner satisfactory to all involved.

By submitting these, we are in no way waiving the constitutional, statutory or regulatory rights of our client.

Sincerely,

John Frith Stewart
Dennis Franklin James
COUNSEL FOR KEPAC

JFS:DFJ:dw

enclosures

22:04 08706 67

RECEIVED
FEDERAL ELECTION
COMMISSION

1968-69

Cash Form

KEA COPY

KENTUCKY EDUCATION ASSOCIATION

1968-69

12698

101 W. WALNUT ST.
LOUISVILLE, KY. 40202

DATE 11-18-1968

MR.
MISS

LAST NAME

FIRST NAME

MIDDLE NAME

SOCIAL SECURITY #

STREET

BOX OR R.R. #

CITY

STATE

ZIP CODE

SCHOOL SYSTEM

SCHOOL

EDUCATIONAL DIST.

EDUCATIONAL POSITION

ELEM. ☐ SEC. ☐ COLLEGE ☐ E. PRIN. ☐ SEC. PRIN. ☐ SUPT. ☐ OTHER ☒

IMPORTANT:

FORMER NAME OR ADDRESS IF CHANGED SINCE LAST YEAR

ZIP CODE

DUES PLEDGED ☐

DUES PAID ☒

UNIFIED DUES: (KEA \$21.00; DIST. \$2.00; NEA \$15.00) \$38.00

LOCAL

TOTAL

38.00

KEA-NEA (ACTIVE ☒

ASSOCIATE ☐

KEA-LIFE ☐

NEA LIFE

BEING PAID ☐

PAID IN FULL ☒

WERE YOU AN ACTIVE MEMBER LAST YEAR? - KEA - YES ☒ NO ☐

NEA - YES ☒ NO ☐

IF SO, WHERE?

Louisville
SCHOOL SYSTEM

SEND FIRST TWO COPIES TO
KEA HEADQUARTERS
101 W. WALNUT ST.
LOUISVILLE, KY. 40202

GIVE MEMBERSHIP RECEIPT TO PAID MEMBERS ONLY

NOV 20 1968

1969-70
Cash Form

08084

KEA Copy PROFESSIONAL EDUCATION ASSOCIATIONS
Membership Enrollment

1969-70

- ☐ Dr.
☐ Miss
☒ Mrs.
☐ Mr.

Last Name		First Name		Initial
Street/Box No.				
Post Office		State		Zip Code
Breathitt County		Caney Cons'd.		UKREA
School System		School		Educational District
Last Year's Membership Address If Different From Above				
CHECK ONE				
<input checked="" type="checkbox"/> Teacher	<input type="checkbox"/> Supervisor	<input checked="" type="checkbox"/> Elementary	<input type="checkbox"/> Jr. College	
<input type="checkbox"/> Principal	<input type="checkbox"/> Superintendent	<input type="checkbox"/> Secondary	<input type="checkbox"/> College/Univ.	
<input type="checkbox"/> Other	<input type="checkbox"/> Other		NOV 12 PAID	

Social Security No.	
<input checked="" type="checkbox"/> Local	2.00
KEA-NEA *	
<input checked="" type="checkbox"/> Active	\$
<input type="checkbox"/> Assoc.	
<input type="checkbox"/> Reserve	
<input type="checkbox"/> Retired	
<input type="checkbox"/> Educ. Sec.	
<input type="checkbox"/> Life	
TOTAL	\$38.00
<input checked="" type="checkbox"/> Dues Paid	
<input type="checkbox"/> Dues Pledged	
Date	11-3-69
<i>E. J. Sebastian</i> Enroller	

Send First Two Copies to:
KENTUCKY EDUCATION ASSOCIATION
101 W. WALNUT ST.
LOUISVILLE, KY. 40202
GIVE MEMBERSHIP RECEIPT TO PAID MEMBERS ONLY
SEE INSTRUCTIONS ON BACK

* UNIFIED DUES	
KEA	\$21.00
District	2.00
NEA	15.00
TOTAL	\$38.00

00040200056
00040103037

1970-71
Cash Form

00544 PROFESSIONAL EDUCATION ASSOCIATIONS
KEA COPY Membership Enrollment

Dupl. 0131
1970-71

☐ Dr.
☐ Mrs.
☐ Mr.

Last Name

First Name

Initial

Social Security No.

Street/Box No.

Post Office

State

Zip Code

Fulton City

Carr

First

School System

School

Educational District

Last Year's Membership Address if Different from Above

CHECK ONE

☐ Teacher

☐ Supervisor

☐ Elementary

☐ Jr. College

☒ Principal

☐ Superintendent

☐ Secondary

☐ College/Univ.

☐ Other

☐ Other

Send First Two Copies to:

KENTUCKY EDUCATION ASSOCIATION

101 W. WALNUT ST.

LOUISVILLE, KY. 40202

GIVE MEMBERSHIP RECEIPT TO PAID MEMBERS ONLY
SEE INSTRUCTIONS ON BACK

* UNIFIED DUES

KEA	\$26.00
District	2.00
NEA	25.00
TOTAL	\$53.00

☒ Local \$7.00

6 KEA-NEA *

☒ Active \$53.00

☐ Assoc.

☐ Reserve

☐ Retired

☐ Educ. Sec.

☐ Life

TOTAL PAID \$60.00

☒ Dues Paid

☐ Dues Pledged

Date 8-24-70

J. B. Carls

1a Cash form

5633

KEA COPY
PROFESSIONAL EDUCATION ASSOCIATIONS
Membership Enrollment 1971-72

01-0610

☐ Dr.
☐ Mrs.
☐ Mr.

Last Name First Name Initial Social Security No.

Street or Box No.

Post Office

State

Zip Code

Fulton Co. Cayce

1st

School System

School

Educational District

or Year's Membership Address if Different from Above

CHECK ONE

☒ Teacher ☐ Supervisor ☐ Elementary ☐ Jr. College
☐ Principal ☐ Superintendent ☐ Secondary ☐ College/Univ.
☐ Other ☐ Other

First Two Copies to:
TUCKY EDUCATION ASSOC
W. WALNUT ST.
SVILLE, KY. 40202
MEMBERSHIP RECEIPT TO
MEMBERS ONLY
INSTRUCTIONS ON BACK

*UNIFIED DUES
(Cash)
KEA \$28.00
DISTRICT 2.00
NEA 25.00
TOTAL \$55.00

OTHER MEMBERSHIP
CATEGORIES
KEA NEA
Assoc. \$30.00 \$25.00
Reserve 15.00 12.50
Ed. Sec. 10.00 10.00
Life 600.00 500.00

LOCAL \$
*UNIFIED DUES
(KEA-NEA) \$55.00

OTHER MEMBERSHIP
CATEGORIES (CASH)

KEA NEA
☐ ☐ Associate
☐ ☐ Reserve
☐ ☐ Ed. Sec.
☐ ☒ Life
Total \$300

☒ DUES PAID 8 21
☐ DUES PLEDGED

Date 10-8-71

Enroller J. H. D.

80004020403038

1a

1955

KEA COPY
PROFESSIONAL EDUCATION ASSOCIATIONS
Membership Enrollment

1972-73

☐ Dr.
☐ Miss
☐ Mrs.
☐ Mr.

Last Name	First Name	Initial	Social Security No.
Street or Box No.			
Post Office	State	Zip Code	
School System	School	Educational District	
Sex	Marital Status	Birth Date	

Check One:

01 ☐ Teacher 30 ☐ Supervisor
21 ☐ Principal 36 ☐ Superintendent
99 ☐ Other 50 ☐ Adm.(Higher Ed.)

Check One:

2 ☐ Elementary 4 ☐ Jr. College
3 ☐ Secondary 5 ☐ College/Univ.
9 ☐ Other

Send Top Copy to:
KENTUCKY EDUCATION ASSOC
101 W. WALNUT ST.
LOUISVILLE, KY. 40202
GIVE MEMBER COPY TO
PAID MEMBERS ONLY
SEE INSTRUCTIONS ON BACK

*UNIFIED DUES
(Cash)

KEA \$29.00
DISTRICT 2.00
NEA 25.00
TOTAL \$56.00

OTHER MEMBERSHIP
CATEGORIES

	KEA	NEA
Assoc.	\$31.00	\$ 25.00
Reserve	15.00	12.50
Ed. Sec.	10.00	10.00
Life	620.00	500.00

LOCAL \$
*UNIFIED DUES
(KEA-NEA) \$ 56.00
OTHER MEMBERSHIP
CATEGORIES (CASH)
KEA NEA
10 ☐ 10 ☐ Active
20 ☐ 20 ☐ Associate
40 ☐ 40 ☐ Reserve
25 ☐ 25 ☐ Ed. Sec.
30 ☐ 30 ☐ Life Active
99 ☐ 99 ☐ Life pd.-up
45 ☐ Auxiliary
32 ☐ Life Assoc.
☐ *KEPAC \$ 5.00
Total \$

☐ DUES PAID
☐ DUES PLEDGED

Date

Enroller

*See Other Side of this Page

80004012004030399
80040105010

1973-74
cash enrollment form

PROFESSIONAL EDUCATION ASSOCIATIONS
CASH MEMBERSHIP ENROLLMENT

1973-74

<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss	Last Name	First Name	Initial	Social Security No.
--	-----------	------------	---------	---------------------

NOTE:

PLEASE
PRINT
HEAVILY.

USE BALL
POINT PEN

COMPLETE
ALL
SECTIONS
OF THIS
FORM

Street or Box No.	Birth Date	UNIFIED DUES (KEA-NEA) Local \$58.00
Post Office	State	Zip Code

School System	School	Sex <input type="checkbox"/> Male <input type="checkbox"/> Female	Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/> Divorced
---------------	--------	---	--

CHECK ONE:		CHECK ONE:	
01 <input type="checkbox"/> Teacher	30 <input type="checkbox"/> Supervisor	2 <input type="checkbox"/> Elementary	4 <input type="checkbox"/> Jr. College
21 <input type="checkbox"/> Principal	36 <input type="checkbox"/> Superintendent	3 <input type="checkbox"/> Secondary	5 <input type="checkbox"/> College/Univ
99 <input type="checkbox"/> Other	50 <input type="checkbox"/> Adm. (Higher Ed.)	9 <input type="checkbox"/> Other	

Send Top Copy to:	UNIFIED DUES (Active)	OTHER MEMBERSHIP CATEGORIES
KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, Ky. 40202	KEA \$33.00 NEA 25.00 TOTAL \$58.00	KEA \$33.00 NEA \$25.00 Assoc. \$16.50 Ed. Sec. 10.00 Life 660.00

GIVE MEMBER COPY TO
PAID MEMBERS ONLY

MEMBERSHIP CATEGORIES

KEA	NEA
10 <input type="checkbox"/>	10 <input type="checkbox"/> Active
20 <input type="checkbox"/>	20 <input type="checkbox"/> Associate
40 <input type="checkbox"/>	40 <input type="checkbox"/> Reserve
25 <input type="checkbox"/>	25 <input type="checkbox"/> Ed. Sec.
99 <input type="checkbox"/>	99 <input type="checkbox"/> Life Pd. - up
	30 <input type="checkbox"/> Life Active
	45 <input type="checkbox"/> Auxilliary
	32 <input type="checkbox"/> Life Assoc.
<input type="checkbox"/> *KEPAC (\$5.00 or more)	
TOTAL	

<input type="checkbox"/> DUES PAID	<input type="checkbox"/> DUES PLEDGED	11915
------------------------------------	---------------------------------------	-------

Date	Enroller
------	----------

*KEPAC is an independent political arm created by Kentucky Educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

SIGNATURE	DATE
MAKE CHECK PAYABLE TO KEA	KEA COPY

800040129040301600

"The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (d) states: 'Ethnic minority shall mean those persons designated as ethnic minority by the Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian.' In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please (check the appropriate box) or (fill in the appropriate ethnic minority)."

Upon completion of this form and delivery to the Association, you are a member of the professional associations with all the rights and benefits thereof including full coverage of the \$100,000 Professional Liability Insurance provided by KEA as a membership benefit. Membership cards and Professional Liability Insurance certificates will be mailed in January. Please notify the KEA Special Services office of name or address changes.

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1974-75

<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss		Last Name		First Name		Initial		Social Security No.	
Street or Box No.				Birth Date				UNIFIED DUES (KEA-NEA) Local \$64.00	
Post Office		State		Zip Code		Ethnic Minority Class <input type="checkbox"/> 1 Asian-Amer. <input type="checkbox"/> 2 Black <input type="checkbox"/> 4 Mexican-Amer. <input type="checkbox"/> 3 Indian <input type="checkbox"/> 5 Other Spanish Speaking		MEMBERSHIP CATEGORIES	
School System		School		Sex <input type="checkbox"/> Male <input type="checkbox"/> Female		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		KEA NEA 10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 30 <input type="checkbox"/> Life Active 32 <input type="checkbox"/> Life Assoc. 40 <input type="checkbox"/> Reserve 45 <input type="checkbox"/> Paraprof. 99 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd. - up *KEPAC (\$5.00 or more) *NEA-PAC (\$1.00)	
CHECK ONE: 01 <input type="checkbox"/> Teacher 05 <input type="checkbox"/> Counselor 10 <input type="checkbox"/> Librarian 15 <input type="checkbox"/> Nurse 20 <input type="checkbox"/> Asst. Prin.		21 <input type="checkbox"/> Principal 30 <input type="checkbox"/> Supervisor 35 <input type="checkbox"/> Asst. Supt. 36 <input type="checkbox"/> Superintendent 50 <input type="checkbox"/> Adm. (Higher Ed.) 99 <input type="checkbox"/> Other		CHECK ONE: 1 <input type="checkbox"/> Kindergarten 2 <input type="checkbox"/> Elementary 3 <input type="checkbox"/> Secondary 4 <input type="checkbox"/> Jr. College		5 <input type="checkbox"/> College or Univ. 6 <input type="checkbox"/> Adult Ed. 9 <input type="checkbox"/> Other		TOTAL \$	
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, Ky. 40202				UNIFIED DUES (Active)		OTHER MEMBERSHIP CATEGORIES			
				KEA \$39.00 NEA 25.00 TOTAL \$64.00		KEA NEA Assoc. \$ 39.00 \$12.50 Reserve 19.50 Ed. Sec. 10.00 12.50 Life 780.00			
GIVE MEMBER COPY TO MEMBERS						<input type="checkbox"/> DUES PAID <input type="checkbox"/> DUES PLEDGED Enroller _____ Date _____			

*KEPAC and NEA-PAC are independent political arms created by Educators to support education. Contributions will be transferred upon receipt at KEA to KEPAC and NEA-PAC who will be solely responsible for accounting, handling and use of these funds.

SIGNATURE _____

MAKE CHECK PAYABLE TO KEA

DATE _____

KEA COPY

2 2 0 5 8 1 0 4 0 0
 8 0 0 4 0 1 9 5 0 3 2
 8 0 0 0 4 7 0 1 2 0 0 4 0 5 0 1 6 1 1

Upon completion of this form and delivery to the Association, you are a member of the professional associations with all the rights and benefits thereof including full coverage of the Professional Liability Insurance provided by KEA as a membership benefit. Membership cards and Professional Liability Insurance certificates will be mailed in January. Please notify the KEA Special Service office of name or address changes.

"A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C."

"I understand that contributions to NEA-PAC will be used to support candidates for federal offices, and that my contributions are voluntary and are not required as a condition of membership in any organization."

1975.78

<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss		Last Name		First Name		Initial		Social Security No.	
Street or Box No.				Birth Date		Professional Payments (KEA-NEA)			
Post Office				State		Zip Code		Local Dues \$	
School System				School		Sex <input type="checkbox"/> Male <input type="checkbox"/> Female		MEMBERSHIP CATEGORIES	
CHECK ONE: <input type="checkbox"/> 01 Teacher <input type="checkbox"/> 05 Counselor <input type="checkbox"/> 10 Librarian <input type="checkbox"/> 15 Nurse <input type="checkbox"/> 20 Asst. Prin.				<input type="checkbox"/> 21 Principal <input type="checkbox"/> 30 Supervisor <input type="checkbox"/> 35 Asst. Supt. <input type="checkbox"/> 36 Superintendent <input type="checkbox"/> 50 Adm. (Higher Ed.) <input type="checkbox"/> 99 Other		Ethnic Minority Class <input type="checkbox"/> 1 Asian-Amer. <input type="checkbox"/> 2 Black <input type="checkbox"/> 4 Mexican-Amer. <input type="checkbox"/> 3 Indian <input type="checkbox"/> 5 Other Spanish Speaking		KEA NEA 10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 30 <input type="checkbox"/> Life Active 40 <input type="checkbox"/> 45 <input type="checkbox"/> Reserve 99 <input type="checkbox"/> 99 <input type="checkbox"/> Paraprof. 99 <input type="checkbox"/> Life Pd. up	
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W WALNUT STREET LOUISVILLE, Ky. 40202 GIVE MEMBER COPY TO MEMBERS				CHECK ONE: <input type="checkbox"/> 1 Kindergarten <input type="checkbox"/> 2 Elementary <input type="checkbox"/> 3 Secondary <input type="checkbox"/> 4 Jr. College		<input type="checkbox"/> 5 College or Univ. <input type="checkbox"/> 6 Adult Ed. <input type="checkbox"/> 9 Other		TOTAL \$ <input type="checkbox"/> DUES PAID <input type="checkbox"/> DUES PLEDGED Enroller _____ Date _____	
				MEMBERSHIP CATEGORIES Assoc. KEA NEA Reserve \$ 45.00 \$12.50 Ed. Sec. 22.50 Life 10.00 12.50 900.00					

Professional payments for 1975-76 in KEA are \$52.00. KEA dues are \$45.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payments to NEA are \$26.00. NEA dues are \$26.00. \$1.00 is for a voluntary contribution to NEAPAC. I may revoke this agreement and request a refund by submitting a KEAPAC and NEAPAC option form to the KEA Special Services Dept., 703 W. Walnut St., Louisville, Ky. 40202.

SIGNATURE _____ MAKE CHECK PAYABLE TO KEA DATE _____ KEA COPY

800-000-1290 800-000-1290 800-000-1290

1166-69
APA

1a

KENTUCKY EDUCATION ASSOCIATION 101 W. WALNUT ST., LOUISVILLE, KENTUCKY 40202			
LAST NAME		FIRST	MIDDLE
Mr. Mrs. Miss			
STREET	CITY	STATE	ZIP CODE
SCHOOL SYSTEM - Co. or Ind.		SCHOOL NAME	
		KEA COPY <input type="checkbox"/> Admin. Supr. <input type="checkbox"/> Teacher <input type="checkbox"/> Other SOCIAL SECURITY NUMBER	

FILL OUT THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE - WASHINGTON NATIONAL		DEDUCTION SECTION		CHECK BELOW
1. Are you presently actively on duty? <input type="checkbox"/> YES <input type="checkbox"/> NO		1. Local Unit (If \$4.00 Yr. or more)		<input type="checkbox"/>
2. Where did you teach last year?		2. UNIFIED MEMBERSHIP		<input type="checkbox"/>
3. Did you carry this insurance? <input type="checkbox"/> YES <input type="checkbox"/> NO		A. KEA and Dist. <input type="checkbox"/> Active <input type="checkbox"/> Associate		<input type="checkbox"/>
4. Your annual salary		B. NEA <input type="checkbox"/> Life <input type="checkbox"/> Active <input type="checkbox"/> Associate		<input type="checkbox"/>
5. Monthly benefit class (Circle One) I II III		3. INCOME PROTECTION INSURANCE (Washington National)		<input type="checkbox"/>
SELECT BENEFIT CLASS FROM KEA INCOME PROTECTION PLAN LITERATURE		4. LIFE INSURANCE (Minnesota Mutual)		<input type="checkbox"/>
NAME OF BENEFICIARY		RELATIONSHIP		

I hereby authorize the payroll officer to deduct my professional dues and KEA insurance premiums in 8 equal deductions beginning with the third month of school. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as authorized by me and officially calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing at the beginning of the school year.

SIGNATURE	DATE
F 6152-1	
APA-INDIVIDUAL CONTINUOUS MEMBERSHIP	

330040200063
30040193014

1969-70
APA.

1a

KENTUCKY EDUCATION ASSOCIATION 101 W. WALNUT ST., LOUISVILLE, KENTUCKY 40202			
LAST NAME		FIRST	MIDDLE
CITY		STATE	ZIP CODE
SCHOOL SYSTEM - Co. or Ind.		SCHOOL NAME	
<p>OUT THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE - WASHINGTON NATIONAL</p> <p>1. Are you presently actively on duty? <input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>2. Where did you teach last year? _____</p> <p>3. Did you carry this insurance? <input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>4. Your annual salary _____</p> <p>5. Monthly benefit class _____</p> <p>SELECT BENEFIT CLASS FROM KEA INCOME PROTECTION PLAN LITERATURE</p> <p>NAME OF BENEFICIARY _____ RELATIONSHIP _____</p>		<p>DEDUCTION SECTION</p> <p>1. Local Unit (if \$4.00 Yr. or more) \$ _____</p> <p>2. KEA and Dist. <input type="checkbox"/> Active <input type="checkbox"/> Associate \$ _____</p> <p>3. NEA <input type="checkbox"/> Life <input type="checkbox"/> Active <input type="checkbox"/> Associate \$ _____</p> <p>4. INCOME PROTECTION INSURANCE \$ _____ (Washington National)</p> <p>5. LIFE INSURANCE \$ _____ (Minnesota Mutual)</p> <p>TOTAL DEDUCTIONS \$ _____</p>	
<p>8 DEDUCTIONS</p>			
<p>I hereby authorize the payroll officer to deduct my professional dues and KEA insurance premiums in 8 equal deductions beginning with the second month of school. Deductions for insurance are to be adjusted in accordance with the attained age and rate schedule under a master policy issued to KEA. I reserve the right to revoke this authorization for dues and/or insurance by written notice, either at the beginning or end of the school year.</p>			
SIGNATURE _____		DATE _____	
F 6152		INDIVIDUAL CONTINUOUS MEMBERSHIP	

80040120000164
80040193035

69.70

1970-71
4
1971-72
A.P.A.

1a

KENTUCKY EDUCATION ASSOCIATION 101 W. WALNUT ST., LOUISVILLE, KENTUCKY 40202			
Mr. Mrs. Miss		LAST NAME FIRST MIDDLE	KEA COPY
STREET		CITY STATE ZIP CODE	CHECK ONE <input type="checkbox"/> Admin. Supr. <input type="checkbox"/> Teacher <input type="checkbox"/> Other
SCHOOL SYSTEM - Co. or Ind.		SCHOOL NAME	SOCIAL SECURITY NUMBER
FILL OUT THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE - WASHINGTON NATIONAL		DEDUCTION SECTION CHECK BELOW	
1. Are you presently actively on duty? <input type="checkbox"/> YES <input type="checkbox"/> NO		1. UNIFIED MEMBERSHIP (LOCAL KEA-NEA) <input type="checkbox"/>	
2. Where did you teach last year? _____		A. <input type="checkbox"/> ACTIVE <input type="checkbox"/> ASSOCIATE	
3. Did you carry this insurance? <input type="checkbox"/> YES <input type="checkbox"/> NO		B. KEA <input type="checkbox"/> LIFE NEA <input type="checkbox"/> LIFE	
4. Your annual salary _____		2. INCOME PROTECTION INSURANCE <input type="checkbox"/> (Washington National)	
5. Monthly benefit class, (Circle One) I II III		3. LIFE INSURANCE <input type="checkbox"/> (Minnesota Mutual)	
SELECT BENEFIT CLASS FROM KEA INCOME PROTECTION PLAN LITERATURE			
NAME OF BENEFICIARY		RELATIONSHIP	
<p>I hereby authorize the payroll officer to deduct my professional dues and KEA insurance premiums in 8 equal deductions beginning with the third month of school. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as authorized by me and officially calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing at the beginning of the school year.</p>			
SIGNATURE		DATE	
F 6923		APA-INDIVIDUAL CONTINUOUS MEMBERSHIP	

800401204001658
80040195036

1972-73
1a

APR

1

KENTUCKY EDUCATION ASSOCIATION - 101 WALNUT ST. LOUISVILLE, KY 40202

Mr. Test Name First Middle Social Sec. No. *[Redacted]* KEA COPY NEW

Name Address-Street City State Zip Code *[Redacted]*

Present School System Name of School Birth Date *12-23-33* ☐ Male ☒ Female

Name of Beneficiary *[Redacted]* Relationship *[Redacted]*

Complete this section if you want KEA Income Protection Insurance. Washington National Select a plan from their literature

Are you presently actively on duty? ☒ Yes ☐ No Annual Salary from Bd. of Educ. *\$7400*

School System Last Year *Same* Were you insured by Washington Nat'l last year? ☒ Yes ☐ No

Check Base Plan desired A, B, or C (only one)

<input checked="" type="checkbox"/> A (\$3100)	Monthly Benefit	Do you also want the Supplemental LTD Benefits, Plan D (\$9687)?	Monthly Benefit
<input type="checkbox"/> B (\$3640)	<i>1270</i>	<input checked="" type="checkbox"/> Yes	<i>210</i>
<input type="checkbox"/> C (\$3640)		<input type="checkbox"/> No	

Deduction Section

1. Unified Membership (Local KEA-NEA)

A 10 <input type="checkbox"/> Active	20 <input type="checkbox"/> Associate
40 <input type="checkbox"/> Reserve	25 <input type="checkbox"/> Educ. Sec.
8 00 <input type="checkbox"/> Eco Life	99 <input type="checkbox"/> NEA Life

2. KEPAC (Ky. Educ. Public Affairs Council) - \$3.00

3. Income Protection Insurance (Washington National)

4. Life Insurance (Minnesota Mutual)

Check Below

☒ 16.05

I hereby authorize the payroll officer to deduct my professional dues, KEPAC contributions and KEA insurance premiums in equal deductions beginning with the third month of school. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance: Minnesota Mutual and Washington National as authorized by me and officially calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at end of the school year. No cancellations will be accepted after October 1.

SIGNATURE *[Signature]* DATE *1-17-73*

APA-INDIVIDUAL CONTINUOUS MEMBERSHIP

This was completed before 1972, no file available now. Attached to the following copy.

APA

1a.

1973-74

KENTUCKY EDUCATION ASSOCIATION - 101 WALNUT ST. LOUISVILLE, KY. 40202 SEP 24 1973 KEA COPY

Last Name		First	Middle	Social Sec. No.	Check One	
Miss.					01 <input checked="" type="checkbox"/> Teacher (10)	
Home Address-Street		City	State	Zip Code	21 <input type="checkbox"/> Principal	
Present School System		Name of School	Birth Date	<input type="checkbox"/> Male <input checked="" type="checkbox"/> Female	30 <input type="checkbox"/> Supervisor	
County - <u>Jefferson</u>		<u>Co. High</u>	1-13		34 <input type="checkbox"/> Sup't	
Complete this section if you want KEA Income Protection Insurance. Washington National. Select a plan from their literature.		Annual Salary from Ed. of Educ. \$	Marital Status	<input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced	99 <input type="checkbox"/> Educ. Sec.	
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Do you also want the Supplemental LTD Benefits, Plan 3 (1968)? <input type="checkbox"/> Yes <input type="checkbox"/> No	Monthly Benefit \$	Deduction Section		99 <input type="checkbox"/> Other	
School System Last Year	Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No	Monthly Benefit \$	1. Unified Membership (Local KEA-NEA)		2 <input type="checkbox"/> Elem. 3 <input type="checkbox"/> Univ.	
Check Base Plan desired A, B, or C (only one)	Monthly Benefit \$	Relationship	A. 10 <input checked="" type="checkbox"/> Active 20 <input type="checkbox"/> Associate		3 <input checked="" type="checkbox"/> Sec. 9 <input type="checkbox"/> Other	
<input type="checkbox"/> A (13100)			40 <input type="checkbox"/> Reserve 25 <input type="checkbox"/> Educ. Sec.			
<input type="checkbox"/> B (15440)			B. 99 <input type="checkbox"/> Kea Life 30 <input type="checkbox"/> NEA Life			
<input type="checkbox"/> C (15441)			99 <input type="checkbox"/> New Pd-up Active			
Name of Beneficiary	Relationship		2. KEPAC (Ky. Educ. Public Affairs Council). \$5.00 or more \$ <u>5.00</u>			
			3. Income Protection Insurance (Washington National)			
			4. KEA Life Insurance (Minnesota Mutual)			

I hereby authorize the payroll officer to deduct my professional dues, KEPAC contributions and KEA insurance premiums in Be equal deductions beginning with the third month of school. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as authorized by me and officially calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at any or school year. No cancellations will be accepted after October 1.

SIGNATURE [Signature] DATE 9/13/73
 F 6923-2 APA-INDIVIDUAL CONTINUOUS MEMBERSHIP

No files available that were attached to the form originally

3000402000067
 800040195038

21a.

APA

1774-75

The NEA is committed to assuring the equitable representation of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (d) states: 'Ethnic minority shall include those persons designated as ethnic minority by the Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and American Indian.' In order to facilitate achievement of the goal of minority representation, if you are a member of any of these groups, please check the appropriate box or (fill in the appropriate ethnic minority group).

Upon completion and receipt by the Association of this form, you will be a member of the professional associations with all rights and benefits thereof including full coverage of the \$100,000 Professional Liability insurance provided by KEA as a membership benefit. Membership cards and Professional Liability Insurance Certificate will be mailed in January. Please notify the KEA Special Services Office of name or address changes.

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202				KEA COPY
Mr. Last Name		First	Middle	CHECK ONE 01 <input type="checkbox"/> Teacher 30 <input type="checkbox"/> Supervisor 05 <input type="checkbox"/> Counselor 35 <input type="checkbox"/> Asst. Supt. 10 <input type="checkbox"/> Librarian 38 <input type="checkbox"/> Supt. 18 <input type="checkbox"/> Nurse 60 <input type="checkbox"/> Adm. (Higher) 20 <input type="checkbox"/> Asst. Principal 99 <input type="checkbox"/> Educ. Sec. 21 <input type="checkbox"/> Principal 99 <input type="checkbox"/> Other
Mrs. Last Name				
Home Address - Street		City		State
				Zip Code
Present School System		Name of School		Birth Date
				<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class		Mental Status		CHECK ONE
1 <input type="checkbox"/> Asian-Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian		<input type="checkbox"/> Single <input type="checkbox"/> Widowed		1 <input type="checkbox"/> Kind 3 <input type="checkbox"/> Sec. 9 <input type="checkbox"/> Other
4 <input type="checkbox"/> Mexican-Amer. 5 <input type="checkbox"/> Other Spanish Speaking		<input type="checkbox"/> Married <input type="checkbox"/> Divorced		7 <input type="checkbox"/> Elem. 8 <input type="checkbox"/> Univ.
COMPLETE 1, 2, 3 SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE				
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Annual Salary from Bd. of Educ. \$		Deduction Section 1. Unified Membership (Local KEA-NEA) A. 10 <input type="checkbox"/> Active 28 <input type="checkbox"/> Educ. Sec'y B. 99 <input type="checkbox"/> KEA Life 30 <input type="checkbox"/> NEA Life Active 99 <input type="checkbox"/> NEA Paid-up Life 2. KEPAC (Ky. Educ. Public Affairs Council) \$5.00 or more \$ 3. NEA-PAC (\$1.00) 4. Income Protection Insurance (Washington National) 5. KEA Life Insurance (Minnesota Mutual)
School System Last Year		Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Check Base Plan desired 1 or 2 or both. <input type="checkbox"/> 1 Monthly Benefit \$ <input type="checkbox"/> 2 Sick Leave Coordinated		Do you also want the Supplemental LTD Benefits Plan 3 (1988)? <input type="checkbox"/> Yes Monthly Benefit \$ <input type="checkbox"/> No		Check Below <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Name of Beneficiary		Relationship		
<p>I hereby authorize my employer to deduct my professional dues, KEPAC and NEA-PAC contributions and KEA insurance premiums in 8 equal deductions beginning with the third month of school as indicated above. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as calculated by the KEA Special Services Department, in accordance with the attached age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA. No cancellations will be accepted after October 1.</p>				
SIGNATURE _____				DATE _____
F8023-3				APA-INDIVIDUAL CONTINUOUS MEMBERSHIP

8 0 0 0 4 0 0 1 2 0 0 1 6 8
6 1 0 5 6 1 0 4 0 0 8

1774-75

1a.

1975-76
APA

"The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (d) states: 'Ethnic minority shall mean those persons designated as ethnic minority by the Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian.' In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please (check the appropriate box) or (fill in the appropriate ethnic minority)."

KEPAC AND NEA-PAC

*Professional payments for 1975-1976 in KEA are \$52.00. KEA dues are \$45.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payment to NEA is \$26.00. NEA dues are \$25.00. \$1.00 is for a voluntary contribution to NEA-PAC.

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C.

I understand that contributions to KEPAC and NEA-PAC will be used to support candidates for Local, State and Federal offices, and that my contributions are voluntary and are not required as a condition of membership in any organization.

I may revoke this agreement and request a refund by submitting a KEPAC and NEA-PAC option form by January 1st to the KEA Special Services Department, 101 W. Walnut Street, Louisville, Kentucky 40202.

60040200069

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202				20 KEA COPY	
Mr. Last Name		First	Middle	Social Security Number	
Miss					
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input checked="" type="checkbox"/> Male <input type="checkbox"/> Female
Calloway		East Calloway			
Ethnic Minority Class		Marital Status		CHECK ONE	
1 <input type="checkbox"/> Asian-Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian		1 <input type="checkbox"/> Single 2 <input type="checkbox"/> Widowed		1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Sec. 3 <input type="checkbox"/> Other	
4 <input type="checkbox"/> Mexican-Amer. 5 <input type="checkbox"/> Other Spanish Speaking		3 <input checked="" type="checkbox"/> Married 4 <input type="checkbox"/> Divorced		2 <input type="checkbox"/> Elem. 3 <input type="checkbox"/> Univ.	
COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE					
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Annual Salary from Bd. of Educ. \$			
School System Last Year		Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Check Base Plan desired 1 or 2 or both.		Do you also want the Supplemental LTD Benefits Plan 3 (1968)?			
<input type="checkbox"/> 1 Monthly Benefit \$		<input type="checkbox"/> Yes Monthly Benefit \$			
<input type="checkbox"/> 2 Sick Leave Coordinated		<input type="checkbox"/> No \$			
Name of Beneficiary		Relationship			
Deduction Section Check Below					
1. Professional Payments* <input type="checkbox"/>					
10 <input checked="" type="checkbox"/> Unified Active					
2. Other Membership Categories					
KEA NEA					
99 <input type="checkbox"/> 30 <input type="checkbox"/> Life Active					
25 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd-Up					
25 <input type="checkbox"/> 25 <input type="checkbox"/> Educ. Sec'y					
Income Protection Insurance (Washington National) <input type="checkbox"/>					
KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/>					
I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly. KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any member's year.					
SIGNATURE				DATE 8-25-75	
F6023-4				APA INDIVIDUAL CONTINUOUS MEMBERSHIP	

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL

101 West Walnut Street
Louisville, Kentucky 40202

PAYROLL OFFICER COPY

CENTRAL OFFICE SUPPLY, LOUISVILLE, KY.

NOTE:

Please
Print
Heavily.

Use Ball
Point
Pen.

Complete
All
Sections
Of This
Form

Mr. Mrs. Miss	Last Name	First	Middle	Social Sec. No.	Check One: 01 () Teacher 21 () Principal 30 () Supervisor 36 () Sup'l. 99 () Educ. Sec. 99 () Other
Home Address - Street		City	State	Zip Code	
Present School System		Name of School	Birth Date	() Male () Female	

() Elem. () Sec. () Jr. Coll. () Univ. () Other

*K.E.P.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more \$

CHECK ONE: Cash ()

APA - Payroll Deduction ()

I hereby authorize the payroll officer to deduct my KEPAC contribution along with my professional dues and KEA insurance premiums in 8 equal deductions, beginning with the third month of school. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at the end of the school year. In any event, no cancellation will be accepted after October 1.

SIGNATURE _____ DATE _____

*SEE REVERSE SIDE

1972 - 1975

800401200370
80040195041

22 County
Each teacher will set up an insurance program (of his own choice) and the Board will pay \$80 on the premiums.

Cracken County
The teachers won a new salary schedule (5.1 per cent increase) incorporating the increased state distributions.

Lucas
There will be a new salary schedule incorporating the increased state distributions and amounting to approximately a 5 per cent increase.

A Protests

Continued from page 1

It is said in effect that the property as usually imposed to raise local school revenue does not provide equal educational opportunity to children. "Even though some of these earlier decisions do not pertain to tax rates — which were the issue in the sticky case — they do have a ring on tax rates since tax rates are tied to raise local revenue."

Plaintiffs in the federal suit contend that the Rollback Law converted former assessment-ratio inequities into tax-rate inequities, by a "gross violation of the equal protection provision of the 14th Amendment to the US Constitution. The panel's opinion, written by Judge James F. Gordon of Louisville, said, "The effect of the Rollback Law was to freeze the tax rate which any school board itself had power to levy. All such boards are treated equally and there were no inequities."

"Additionally," said the opinion, "the act does not freeze the taxing power of any school district, which may still select, by referendum, as high a tax rate as it chooses for local ad valorem taxes."

KEA-ACT Board of Directors must be elected.

KEA-ACT Board members serve three-year terms, and cannot be re-elected. (Those who are serving the last year or two or an unexpired term are eligible for immediate election to a full term.)

New members must be elected in the following districts:

In the First District, a successor to MRS. EVELYN HOWARD, who teaches at Brazelton Junior High School in Paducah.

In the Second District, a successor to JOHN BASHAM, who teaches in Daviess County Junior High School.

In the Third District, a successor to MRS. MARY ARMSTRONG, who teaches in Bremen Elementary

to CARL FLYNN, a teacher at Boone County High School.

In Central Kentucky, a successor to DON TRIVETTE, band director at Yates Creek Senior High School.

In Eastern Kentucky, a successor to MRS. MILDRED WEBB, a teacher in Russell High School.

On the unexpired term service list are: MRS. MARY GANT, in the Louisville District, and DOROTHY N. McAFEE, in the Fourth District. Both of these individuals are eligible for a full, three-year term, or they can be replaced through the election of someone else.

Also to be elected, in Central Kentucky, is a replacement for MRS. MARGUERITE JUREK, a teacher at Eikhorn Elementary School.

sanctions hearings.

Dr. Mel Heller, professor of administration and supervision at Loyola University in Chicago, will be the keynote speaker at the fall conference of the KASSP at Barren River State Park near Glasgow, November 12-14.

Arthur Fox, from Madisonville, is the 1972-73 chairman of UniServ Unit Nine's advisory council, and Malcolm Hart, from Sturgis, is the vice-chairman.

Mrs. Ruth Reeves, Ashland, a past-president of KEA, will be chairman of the 1972-73 KEA Resolutions Committee for a second consecutive year.

1b.

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL
101 West Walnut Street
Louisville, Kentucky 40202

September 28, 1972

NOTE: Please Print Heavily. Use Ball Point Pen Complete All Sections Of This Form	Mr. Mrs. Miss	Last Name	First	Middle	Social Sec. No.	Check One: 01 () Teacher 21 () Principal 30 () Supervisor 36 () Sup't. 99 () Educ. Sec.
	Home Address — Street		City	State	Zip Code	
	Present School System		Name of School			
			() Sec.	() Jr. Coll.	() Univ.	() Other
	() K.E.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more \$ _____					
	CHECK ONE: Cash () APA - Payroll Deduction ()					
	I hereby authorize the payroll officer to deduct my KEPAC contribution along with my professional dues and KEA insurance premiums in 8 equal deductions, beginning with the third month of school.					
	This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at the end of the school year. In any event, no cancellation will be accepted after October 1.					
	SIGNATURE _____					DATE _____
	*SEE REVERSE SIDE					

This is the form which can be used to enroll in KEPAC by those already enrolled under the APA (Automatic Payment Authorization) Program. Other forms are available to new members — either under the APA Program or on a cash contribution basis.

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1140002004008

16. + 5)

NO. OF KEPAC CONTRIBUTORS BY SCHOOL YEAR & TYPE FORM USED

YEAR	NO. OF CONTRIBUTORS CASH COLLECTED BY KEPAC (KEPAC FORMS)	NO. OF CONTRIBUTORS CASH COLLECTED BY KEA (KEA CASH FORMS)	NO. OF CONTRIBUTORS APA (APA FORMS)
1972-73	1,007	27	1,670
1973-74	1,007	48	2,316
1974-75	543	24	2,731
1975-76	394	991	21,382
1976-77	23	908	22,020
1977-78	9,259 (CASH DRIVE)	591	2,200
1978-79	None	288	23,943

EXPLANATORY NOTE

Although it would be physically impossible to compare the name of each KEPAC contributor against the membership rolls of KEA in order to determine with precision how many of the contributors shown in this chart are KEA members, the officers of both KEPAC and KEA are sure that no more than 100 of the total number of KEPAC contributors over the years have not been KEA members. In fact, it is believed that no KEPAC contributor is not also a KEA member. Only KEA members are solicited to contribute to KEPAC.

80040200072
000105011

Re:
affidavit - April 3, 1979,

1 b

This form was used from October 1972 through June 1975.

These forms were made available by the local education association
to KEA members who wished to make KEPAC contributions.

The forms were sent to local education associations, along
with KEA membership materials.

8000401290030733
800040195044

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL
101 West Walnut Street
Louisville, Kentucky 40202

PAYROLL OFFICER COPY

CENTRAL OFFICE SUPPLY, LOUISVILLE, KY.

NOTE:

Please
Print
Handy.

Use Ball
Point
Pen.

Complete
All
Sections
This
Form

Mr. Mrs. Miss	Last Name	First	Middle	Social Sec. No.	Check One:
Home Address				City	State
Zip Code					
Present School		Name of School	Birth Date	() Male	() Female
[] Elementary		[] Junior High	[] High School	[] Only	[] Other
*K.E.A. Fee: Kentucky Educators in the Public Schools \$30.00 or more \$					
CHECK ONE: Cash ()					
APA - Payroll Deduction ()					
I hereby authorize the payroll officer to deduct my K.E.A.C. contribution along with my professional dues and K.E.A. dues and premiums in equal deductions beginning with the first month of school.					
This authorization is to remain in full force and effect, unless revoked by me in writing to K.E.A. at the end of the school year. In any event, no cancellation will be accepted after October 1.					
SIGNATURE _____ DATE _____					
*SEE REVERSE SIDE					

1972-1975

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80004400120640301744

committee secretary, Ted Christman. The committee which identified these nine individuals were elected last fall at the meetings of the different district education associations. Their nominees - two for each of three vacancies - will be on the ballots which are sent by the State

superintendent of schools in Fort Thomas, and current chairman of the Board, is one of the nominees. The other one is Mrs. Marie Hazelwood, a teacher in the Taylor County school system, Campbellsville. In case either of these individuals declines the nomination, Roy Winchester, New

Asland, and president of KEA. The alternate selection for this vacancy, in case either Mrs. Huletta or Mrs. Reeves declines the nomination, will be Mrs. Sedalia Lomax, a teacher from Louisville. The third vacancy, also representing a new position created by the 1972

The Key to Frankfort is KEPAC

Special Report

The state-wide KEPAC (Kentucky Educators Public Affairs Council) Committee has adopted a new slogan. It is "The Key to Frankfort is KEPAC."

Meeting in Louisville for an all-day workshop on February 17, this group, which is responsible for overall planning and operation of this new educators' political action arm, arranged for a comprehensive campaign to expand the list of contributors and participants.

(See the attachment at the bottom of this page which can be used as a contribution form for this year, and to request a desire to have next year's contribution deducted from your salary under the APA Program.)

As a follow-up first step, the chairman of the KEPAC Committee, Anna Ruth Hise, Fort Thomas, has this week sent letters to all KEA delegates, board members, chairpersons, standing committees, benevolent societies, Dorsey councils and local public affairs committees and superintendents. In these letters she urged support and promotion of the KEPAC program and a financial contribution of \$5.00.

She also cited the mandate by the 1972 KEA delegates that KEPAC formed "the most innovative and effective means of any previous

time, pointed out that it "can only be as far-reaching as we wish it to be."

She went ahead to express the KEPAC Committee's belief that "either you are personally a contributor who is helping to make this mandate far-reaching for education, or you are sitting back knowing what KEPAC can do for you as an educator and are unwilling to help."

The Kentucky Educators Public Affairs Council (KEPAC) was formed last summer "to provide educators with a strong organization through which their individual voices could be magnified into one strong voice."

KEPAC is a completely independent organization, with no direct connection with the Kentucky Education Association except that many KEA members also are contributors to KEPAC. The primary goal is "the identification and promotion of educational issues and candidates that will advance the cause of public education at every level."

One major concern of the state-wide KEPAC Committee is related to the formation of local political action groups to promote participation. According to the State KEPAC guidelines, one-half of the contributions from a local area will be returned to the local PAC group serving that area.

ADVERTISEMENT

Kentucky Educators Public Affairs Council

Post Office Box 1089, Louisville, Ky. 40201

Name _____
 Mrs. _____
 Mr. _____
 Last Name First Middle
 Home Address _____
 City _____ State _____ Zip _____

Send money equivalent to \$5.00 in cash

Dorsey Tour

Announce 1972

Quality tours conducted by bus, to

BE AROUND THE WORLD - July expenses.

TO AUSTRALIA - South Pacific, 13

TO ALASKA - 6 weeks, June 20th. Virginia will travel through Ohio, Indiana, N.Y., rights, INSIDE PASSAGE, 4 CHARTERED BUS returns, Fairbanks, Canadian Rockies, to West Virginia. 1

TO ACADIAN HERITAGE TOUR - NEWFOUNDLAND, July 14th, 1972, 5

TO HAWAII - A 2 week tour, 1st class meals, hotels, transportation to Hilo, Columbus, Ohio.

TO SOUTHEASTERN CANADA - ON from Montreal.

TO EUROPE - July 7/29, 3 weeks, designed for your first visit to Europe.

TO AMERICAN HERITAGE - by chartered bus. Visit all the historic, and scenic landmarks.

TO NATIONAL PARKS TOUR - A National Parks; 2 weeks, chartered bus.

TO GOING TO NEA IN PHOENIX for 3 weeks, leaving Charleston, W. Va.

TO ICELAND "SNOW BIRD TOUR" ICELAND, Round trip, all expenses from Charleston, W. Va. Truly European Style.

TO CRUISES TO BERMUDA - 7 d

TO CRUISES TO CARIBBEAN - 11 d

TO SPECIAL LEADERS AND WEEK

Annual Kentucky Derby week-end, Holland Tulip Festival, May 14-15, Ottawa, Canada, Fall Festival, M. Week-end Summer Theatre Tours, Oak Hills Golf and Tennis, and more.

Please check for free info: DORSEY TOURS, 101 E. 2nd St., South Charleston.

Name _____

INSTRUCTIONS FOR FILLING OUT
KEPAC CONTRIBUTION FORM

1714-1173
E. L. H. H.

1. Only teachers and administrators who are already members of the United Teaching Profession (Local, KPA, NEA) should fill out KEPAC contribution forms.
2. NEW members to the United Teaching Profession (Local, KPA, NEA) should check the KEPAC block on the cash or APA membership enrollment form.
3. Fill in all information requested.
4. Fill in the amount, if you wish to contribute more than \$5.00 per year.
5. Check (v) "Cash", or "APA".
6. Sign and date the contribution form.
7. Retain and keep the green "Contributor Copy".
8. Return other copies of the KEPAC form with the money to your local PAC committee or solicitor.
9. The local KEPAC committee or solicitor should send the money and KEPAC forms to the KPA, Inc., Post Office Box 1089, Louisville, Kentucky 40201, or to the KPA office with the membership forms. If KEPAC money is sent in with professional membership forms, it is separate.

3.

860000440012904030215
80040175047

Do you want to insure.....

YOUR SALARIES

YOUR RETIREMENT

YOUR BENEFITS

.....Then make a contribution to KEPAC

KEPAC gives group strength to political action for education.

KEPAC promotes the goals of the profession through political action.

ENDORSEING CANDIDATES

and

OPINION ON EDUCATIONAL ISSUES

KEPAC is run by a committee of 15 people elected by the contributors.

KEPAC is composed of educators who make a \$5.00 or more contribution.

KEPAC contributions can be made in cash or through APA. There is a box to check on the APA form.

KEPAC contributions should be solicited like membership in the profession -- with a person responsible for solicitations in each building.

800040200077
80010195018





KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT ST.
LOUISVILLE, KY. 40202
PHONE 582-682-2273



J. M. DODSON, EXECUTIVE SECRETARY
WENDY FONTAINE, PROFESSIONAL SERVICES
DAVID ARNOLD, FIELD SERVICES
CHARLES WHALEY, RESEARCH AND INFORMATION
JOHN J. SLATTERY, JR., BUSINESS AND LEGAL AFFAIRS
LYNDIE BARNES, SPECIAL SERVICES
GERALD JAGGERS, PUBLICATIONS

3

August 2, 1972

TO: Local Presidents and Membership Chairmen

THRU: Lyndie Barnes

RE: Ky. Educators Public Affairs Council (KEPAC) Contributors

All KEA members who are presently participating in the APA program should fill out a special KEPAC contribution form if they wish to be a contributor.

All new teachers and people who are not members of KEA may check KEPAC as one of the reasons for joining the regular APA enrollment form. If an individual wishes to contribute more than \$5.00 to KEPAC, he should write in the amount.

Be sure to make the proper disposition of the various copies of the KEPAC contribution form and the regular APA form--a copy to the payroll officer; a contribution copy; a copy to the member, and a copy to the KEA office.

KEPAC contributors should be instructed to retain their copy of the form because this will identify them when they attend meetings to vote for their state KEPAC representation during the fall KEA district conferences. It will also identify them when they attend local KEPAC meetings.

Send the KEA copy of the KEPAC form, along with the regular APA forms, to the KEA office as soon as you can--the earlier, the better, but not later than September 15. We must receive the forms in the KEA office as soon after school starts as possible, in order to properly process them for the first APA billing.

Thanks for your cooperation. Good luck in your membership and KEPAC enrollments.



KENTUCKY
EDUCATION
ASSOCIATION

101 WEST WALNUT ST.
LOUISVILLE, KY. 40202
PHONE 502-582-7243

J. M. DOUGLAS, EXECUTIVE SECRETARY
IRVING H. KATZ, PROFESSIONAL SERVICES
OWEN K. KILG, FINANCIAL SERVICES
CHARLES W. KILPATRICK, RESEARCH AND INFORMATION
JAMES E. KILPATRICK, JR., BUSINESS AND LEGAL SERVICES
LYNDEE WINNIP, SPECIAL SERVICES
GERALD JACOBSON, RECEPTIONS

August 3, 1972

TO: Superintendents and Payroll Officers

1992

3: Professional Mastership Materials

Wherever professional membership forms are being sent to the local association presidents, unless we have been instructed to send them to some other person. We are, however, enclosing a few materials in order that you will have copies available in your office.

I hope that the enrollment forms will be returned to us by September 18 in order that we can process them in time for the first APA billing which will start with the deductions from the pay check for the third month of school.

You will receive what is included in the material and copies of the Kentucky Educators Public Affairs Council (KEPAC) contribution forms as explained in an earlier communication to you from Dr. Dodson.

All members who are presently participating in the APA program should fill out a KEPAC contribution form, if they wish to contribute. Contributors may pay cash or put the deduction on APA. New teachers may check KEPAC, along with their other deductions, on the regular APA enrollment forms.

Persons making contributions to KEPAC should retain their copy of the form. This will be used for admittance to meetings at the district level to elect representatives to the state KEPAC committee and the election of committee members at the local level when a local KEPAC committee is formed.



KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT ST.
LOUISVILLE, KY 40202
PHONE 702-382-2273

J. M. DODSON, EXECUTIVE DIRECTOR
BEULAH KONTAK, ADMINISTRATIVE SERVICES
OWEN ARMOLD, FIELD SERVICES
CHARLES WATKINS, RECEPTION AND INFORMATION
JOHN J. LARSON, RECORDS AND COMMUNICATIONS
LYNDLE DRAKE, PERSONAL SERVICES
DONALD JAGGER, MAIL ROOM

3

August 8, 1972

Dear President:

Professional membership enrollment materials have been sent to you either through the mail, or delivered by your delivery representative.

Your professional membership campaign can be completed within the first two weeks of school. We want the enrollment forms in the KEA office as early as possible, in order that we may process them before the first KEA billing.

Included in your membership materials you will find Kentucky Educators Public Affairs Council (KEPAC) forms to be filled out by all those who are already members. If they wish to make a contribution. KEPAC contributions may be deducted from the dues billings, or one may pay cash. If one wishes to contribute more than \$5.00, he should write in the amount.

Each copy of the KEPAC form is labelled. Please give the copies to the appropriate individuals or groups. These new teachers who have not participated in the KEA program may check KEPAC on the new KEA membership enrollment forms.

Persons making contributions to KEPAC should keep their copies of the form for identification at KEPAC meetings.

Plan your membership campaign early and get the forms in as soon as possible, but no later than September 15, to the KEA office.

Thanks for your cooperation. Good luck for a successful association year.

800 440 1290 40 3000
800 440 1290 40 3000

3



**KENTUCKY
EDUCATION
ASSOCIATION**

101 WEST WALNUT ST.
LOUISVILLE, KY. 40202
PHONE 502-582-2273



August 3, 1973

TO: SUPERINTENDENTS AND PAYROLL OFFICERS
FROM: RAYMOND C. TACKETT, DIRECTOR OF SPECIAL SERVICES
RE: PROFESSIONAL MEMBERSHIP MATERIALS

This year professional membership enrollment forms are being sent to the local association presidents; however, we will appreciate any assistance your office can give us. We are, therefore, enclosing materials so that you will have them available in your office.

We hope that the enrollment forms will be returned to us by September 30 so that we may process them in time for the first APA billing which will start with the deductions from the pay check for the third month of school.

KEPAC contributions may be paid by cash or APA. New teachers may check KEPAU along with their other deductions, on the APA enrollment form.

Persons making contributions to KEPAC should retain the member copy of the form. This will be used for admittance to meetings at the district level to elect representatives to the state KEPAC committee and the election of committee members at the local level when a local KEPAC committee is formed.

We appreciate your cooperation and support.

File 3.

KENTUCKY EDUCATION ASSOCIATION

101 West Walnut Street, Louisville, Kentucky 40202

MEMORANDUM

August 22, 1972

TO: Local Association Presidents
FROM: Lyndle Barnes, Director of Governmental Relations
RE: KEPAC Materials

Following the formation of the KEA Delegate Assembly, a Kentucky Educators Public Affairs Council (KEPAC) has been formed. This organization will do things that KEA is unable to do, in the area of politics, to promote education in the Commonwealth of Kentucky. Our main purpose at the local, regional, and state level will be to collect contributions from educators and assist political candidates who support the educational goals established by the profession.

Enclosed you will find the following materials which have been developed and approved by the temporary State KEPAC Committee.

1. Guidelines for the Operation of the Kentucky Educators Public Affairs Council (KEPAC)
2. Guidelines for Operation of the Local Political Arm in Alignment with Kentucky Educators Public Affairs Council (KEPAC)
3. Rules and Procedures for KEPAC Legislative District Endorsement Committee
4. Procedures for Electing State KEPAC Representatives at the District Level

As you know, KEPAC contribution cards, for those members already participating in the APA program, were included with your membership enrollment materials. For new members, a place is provided on the new membership enrollment forms where they can check for their KEPAC contribution.

Persons making contributions to KEPAC should keep their copy of the form and use it for admittance at the District KEPAC meetings when a representative to the State KEPAC Committee is elected; and also, for admittance to a local KEPAC meeting if a representative on the local KEPAC Committee are elected.

Best wishes for a successful KEPAC drive.

The materials listed above were sent to KEPAC Committee, Staff, Board & Dist. Officers, Local Presidents

1972-3

APA

Notes and Instructions

for Membership Chairmen, Local Presidents
Superintendents and Payroll Officers

KENTUCKY EDUCATION ASSOCIATION 101 W. WALNUT ST., LOUISVILLE, KENTUCKY 40202

LAST NAME	FIRST	MIDDLE	
CITY	STATE	ZIP CODE	CHECK ONE <input type="checkbox"/> Admin. Sup. <input type="checkbox"/> Teacher <input type="checkbox"/> Other
SCHOOL SYSTEM - City or Ind.	SCHOOL NAME	SOCIAL SECURITY NUMBER	

KENTUCKY EDUCATION ASSOCIATION
101 W. WALNUT ST.
LOUISVILLE, KENTUCKY 40202

MEMBER'S RECEIPT

FILL OUT THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE - WASHINGTON NATIONAL

1. Are you presently actively on duty? ☐ YES ☐ NO

2. Where did you teach last year?

3. Did you carry this insurance? ☐ YES ☐ NO

4. Your annual salary

5. My benefit class (Circle One) ☐ I ☐ II ☐ III

DEDUCTION SECTION

1. Local Unit (if \$4.00 Yr. or more)

2. UNIFIED MEMBERSHIP

A KEA and Dist. ☐ Active ☐ Associate

B NEA ☐ Life ☐ Active ☐ Associate

3. INCOME PROTECTION INSURANCE
(Washington National)

4. LIFE INSURANCE
(Minnesota Mutual)

CHECK BELOW

☐

☐

☐

☐

☐

☐

1. Local Unit
2. UNIFIED MEMBERSHIP
 - A. KEA and DIST.
 - B. NEA
3. KEA INCOME INS.
4. KEA LIFE INS.

SELECT BENEFIT CLASS FROM KEA INCOME PROTECTION INSURANCE

NAME OF BENEFICIARY

RELATIONSHIP

I hereby authorize the payroll officer to deduct my professional dues and KEA insurance premiums in 8 equal deductions beginning with the first month of school. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as authorized by me and officially calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing at the beginning of the school year.

SIGNATURE
F 6152-1

APA-INDIVIDUAL CONTINUOUS MEMBERSHIP

DATE

DATE

Write heavily. Use only one pen-complete all sections of this form.
You will be billed directly for professional dues and premiums due before deductions begin.

Kentucky Education Association
Division of Special Services

101 West Walnut St., Louisville, Ky. 40202

APA
INSTRUCTIONS FOR AUTOMATIC PAYMENT AUTHORIZATION
FOR LOCAL ASSOCIATIONS AND PAYROLL OFFICERS

I. ENROLLMENT FORMS

- a. Fill out all blanks that apply and sign.
- b. Payroll officer should retain top copy, give the local association copy to the local association president or secretary, give the member copy to the member, and send the remaining copies to the KEA office.
- c. Membership cards will be mailed to each member in January.

II. MASTER BILLING

- a. Deduction will start with the third month of school (November check) and continue through the tenth month.
- b. Two copies of the MASTER LIST (billing) will be sent to the payroll officer by the first of November.
- c. The payroll officer will check the list and make necessary corrections (additions, deletion, and adjustments) by writing in the information under the last name on the form. The original, (first copy) should be returned to the KEA office as soon after payday as possible along with the check for payment. Otherwise, it should be forwarded as soon as it is ready. The second copy should be corrected and filed in the office of the payroll clerk for his MASTER LIST.

III. SUPPLEMENTAL BILLINGS

- a. During each of the following seven (7) months, the payroll clerk will receive a SUPPLEMENTAL BILLING which will include (1) the totals on the previous month's listing and (2) additions, deletions, and adjustments.
- b. The payroll officer will make any necessary corrections in the SUPPLEMENTAL BILLING by adding names at the bottom of the list and prefixing a plus (+) or a minus (-) sign to the name and amounts to indicate additions, deletions, or adjustments.
- c. The payroll officer will retain the yellow copy of each SUPPLEMENTAL BILLING and send the white copy to KEA with a check covering the total deductions for that month.

IV. DISBURSEMENTS

KEA will make disbursements to all groups in the APA plan (local dues, district dues, NEA dues, KEPAC contributions, and KEA-sponsored insurance premiums.

(over)

APA PROCEDURES

1. Deadlines for enrollment and changes in APA deductions

New teachers should fill out an APA enrollment form and turn it in to the person in charge of collecting membership forms before September 20. The forms should be mailed to the KEA office as early in the school year as possible, but no later than September 30.

If a teacher has been enrolled on APA in one system and transfers to another system, he must fill out an enrollment form in the system to which he transfers.

2. Local Dues

The local association president, or faculty representative, should inform all new teachers of the amount of local dues (this is not included in the scale sheet.)

3. NEA Life Membership

If a person wishes to become a life member of NEA, he must fill out a special life membership form in addition to the regular APA form.

4. Changing Addresses

When a member on APA changes his address, he should send his new address to the KEA office immediately. This can be done in any convenient way, as long as all the information is given. The old address, as well as the new address, should be given.

5. Membership Cards

All members will receive membership cards in January of each year.

(over)

V. LATE MEMBERSHIPS

- a. Teachers who are employed at the beginning of the school year, but wait until later in the year to enroll may do so, but they must pay by personal check for the APA deductions they have missed.
- b. Teachers who are employed during the school year may sign up for APA deductions at the time they are employed and have their professional dues deducted the remaining portion of the year. They do not have to make APA payments for the months they were not employed.

VI. RESIGNATIONS AND ILLNESS

- a. Members who leave a school system during the school year will be billed for the remainder of their professional dues from the KEA office.
- b. Members who are out of school for illness, or other reasons, for a particular month, and do not have money due them from the board of education, but have not been terminated by the board of education and plan to return to their teaching position, may send a personal check to the payroll officer for their monthly deduction. The payroll officer may include the teacher's check with the board's check, when he returns the monthly billing to the KEA office.

VII. INSURANCE PREMIUMS - KEA Life Insurance (Minnesota Mutual Life Insurance)

If members wish to have their KEA Term Life Insurance premiums deducted from their salary, the deduction must appear on the first month's billing. If the insurance premium deduction is not added by the KEA office or the payroll officer before the first billing is returned to the KEA office, the individual must wait until the following year to have the premium deduction included in the APA billing.

VIII. INSURANCE PREMIUMS - KEA Income Protection Ins. (Washington National Ins.)

Washington National Insurance is available to all members during an open period and to all new teachers to a school system if they apply for coverage within 60 days from time of employment or beginning of school.

If a member applies for coverage after an open period has been closed or after a 60 days period for new teachers, one must fill out a health questionnaire.

If Washington National Insurance premiums are added to the billing after the first deduction, the insurance agent must collect the difference between a regular monthly deduction and the balance due.

MISCELLANEOUS NOTES FOR LOCAL ASSOCIATION PRESIDENTS & SUPERINTENDENTS
KEA LIFE INSURANCE PLAN

1. Applying for the KEA Life Insurance Plan

Applications for the KEA Term Life Insurance must be filled out in full and sent to the KEA Office. When applications are received in the KEA office, they are processed and sent to the underwriters (Minnesota Mutual Life Insurance Company) for approval. This usually requires about four weeks. About 90% of the applications are approved without a physical examination. (Application forms are available in the KEA office.)

2. Optional Family Coverage

Each person who holds a KEA Term Life Plan policy may apply for optional family coverage by filling out an application form. This coverage insures the spouse for \$2,000 (up to age 55, and for \$1,000 thereafter, until age 65) and each child between 6 months and 21 years for \$1,000, plus whatever the dividend coverage happens to be for a particular year. (The current dividend is 50%.) A KEA Member may carry as many as five term life policies, but can only have optional family coverage under one policy.

3. Conversion Privileges

A KEA Term Life Plan policyholder may convert a portion or all of the face value of his policy at any time before age 65. At age 65 one must convert his insurance if he wishes to continue his protection. The premiums on a converted policy are paid direct to Minnesota Mutual and cannot be paid through APA.

4. Premium Increases

KEA Life Plan premiums are increased when an insured teacher reaches age 30, 40, 50, or 60, or when optional family coverage is added.

APA SCALE SHEET
(Based on Eight Monthly Deductions)

PAYROLL DEDUCTION FOR PROFESSIONAL MEMBERSHIP DUES, KEPAC CONTRIBUTIONS, AND PREMIUMS FOR CERTAIN KEA-SPONSORED INSURANCE PROGRAMS

UNIFIED MEMBERSHIP

Eight Monthly Deductions

Local Dues (if \$4.00 or more per year)	-----
District Dues (\$2.00)	\$.25
KEA (\$29.00)	3.63
NEA Active (\$25.00)	3.13
NEA Life (\$55.00)	6.88
KEPAC (Ky. Educators Public Affairs Council) (\$5.00)	.63

INCOME PROTECTION (Washington National Ins.)

PREMIUM

Accident & Sickness (per month)		Hospitalized (per month)	Plan A	Plan B	Plan C
CLASS I	\$180.00	\$360.00	\$ 8.99	\$5.66	
CLASS II	\$210.00	\$420.00	10.46	6.59	
CLASS III	\$270.00	\$540.00	13.43	8.46	
CLASS IV	\$300.00	\$600.00	14.90	9.39	
Plan C - Coordinated with Sick Leave					\$8.10

Long Term Disability (May be added to Plan A, Plan B, or Plan C)

PREMIUM

CLASS I	\$120.00	\$1.50
CLASS II	\$210.00	\$2.62

IMPORTANT:

- If a member wants KEA sponsored insurance, he (or she) must fill out the appropriate insurance form:
 - a. KEA Income Protection (Washington National) form is on the left side of the enrollment form.
 - b. KEA Life (Minnesota Mutual) application form is inside the KEA Life Brochure. See reverse side of this form for rates.
- Check your professional position.
- Be sure to sign the form.

UNIFIED MEMBERSHIP. By action of the KEA Delegate Assembly, April 18, 1968, persons must join KEA or NEA separately. They must join both associations. If the local Association has a unified agreement with KEA or NEA, then a person must join the local, and NEA associations.

300402000988

APA SCALE SHEET
(Based on Eight Monthly Deduction)

KEA LIFE PLAN -- \$3,000 Term Insurance, plus dividend coverage (Minnesota Mutual)
Monthly Deduction

Age to 30	\$ 1.50
Age 30-39	2.25
Age 40-49	3.38
Age 50-59	6.38
Age 60-64	12.75

KEA LIFE PLAN -- \$3,000 Term Insurance, plus dividend coverage (Minnesota Mutual)
WITH OPTIONAL FAMILY COVERAGE - \$2,000 spouse, \$1,000 each child

Age to 30	\$ 3.00
Age 30-39	3.75
Age 40-49	6.13
Age 50-59	9.13
Age 60-64	15.50

KEA LIFE PLAN -- \$5,000 Term Insurance, plus dividend coverage (Minnesota Mutual)

Age to 30	\$ 2.50
Age 30-39	3.75
Age 40-49	5.63
Age 50-59	10.63
Age 60-64	21.25

KEA LIFE PLAN -- \$5,000 Term Insurance, plus dividend coverage (Minnesota Mutual)
WITH OPTIONAL FAMILY COVERAGE - \$2,000 spouse, \$1,000 each child

Age to 30	\$ 4.00
Age 30-39	5.25
Age 40-49	8.38
Age 50-59	13.38
Age 60-64	24.00

At age 55 insurance on spouse is reduced to \$1,000.
Children between the ages of 14 days and 6 months are limited to \$100.00 of insurance,
automatically increasing to \$1,000 at age six months.

3004020089

APA

Notes and Instructions

for Membership Chairmen, Local Presidents
Superintendents and Payroll Officers

KENTUCKY EDUCATION ASSOCIATION - 101 WALNUT ST., LOUISVILLE, KY. 40202				KEA COPY	
Mr. Last Name		First	Middle	Social Sec. No.	
Mrs.					
Name Address-Street		City	State	Zip Code	
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Complete this section if you want KEA Income Protection Insurance. Washington National. Select a plan from their literature.				Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced	
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Annual Salary from Bd. of Educ. \$		Check One 01 <input type="checkbox"/> Teacher 21 <input type="checkbox"/> Principal 30 <input type="checkbox"/> Supervisor 36 <input type="checkbox"/> Sup't 99 <input type="checkbox"/> Educ. Sec. 99 <input type="checkbox"/> Other	
School System Last Year		Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No		2 <input type="checkbox"/> Elem. 3 <input type="checkbox"/> Univ. 3 <input type="checkbox"/> Sec. 9 <input type="checkbox"/> Other 4 <input type="checkbox"/> Jr. Coll.	
Check Base Plan desired A, B, or C (only one)		Do you also want the Supplemental LTD Benefits, Plan 2 (1968)?		Deduction Section 1. Unified Membership (Local KEA-NEA) <input type="checkbox"/> A. 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> Associate 40 <input type="checkbox"/> Reserve 25 <input type="checkbox"/> Educ. Sec. B. 99 <input type="checkbox"/> Kea Life 30 <input type="checkbox"/> NEA Life 99 <input type="checkbox"/> New Pd-up Active 2. KEPAC (Ky. Educ. Public Affairs Council) - \$5.00 or more \$ <input type="checkbox"/> 3. Income Protection Insurance (Washington National) <input type="checkbox"/> 4. KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/>	
<input type="checkbox"/> A (15100) Monthly Benefit <input type="checkbox"/> B (15640) <input type="checkbox"/> C (15641) \$		<input type="checkbox"/> Yes Monthly Benefit <input type="checkbox"/> No \$			
Name of Beneficiary		Relationship			
I hereby authorize the payroll officer to deduct my professional dues, KEPAC contributions and KEA insurance premiums in 8 equal deductions beginning with the third month of school. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as authorized by me and officially calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at end of the school year. No cancellations will be accepted after October 1.					
SIGNATURE _____				DATE _____	
F 6923-2 APA-INDIVIDUAL CONTINUOUS MEMBERSHIP					

Kentucky Education Association
Division of Special Services
101 West Walnut St.
Louisville, Kentucky 40202

APA

INSTRUCTIONS FOR AUTOMATIC PAYMENT AUTHORIZATION
FOR LOCAL ASSOCIATIONS AND PAYROLL OFFICERS

I. ENROLLMENT FORMS

- a. Fill out all blanks that apply and sign.
- b. Payroll officer should retain the payroll officer copy, give the local association copy to the local association president or secretary, give the member copy to the member, and send the remaining copies to the KEA office.
- c. Membership cards will be mailed to each member in January.

II. MASTER BILLING

- a. Deduction will start with the third month of school (November check) and continue through the tenth month.
- b. Two copies of the MASTER LIST (billing) will be sent to the payroll officer by the first of November.
- c. The payroll officer will check the list and make necessary corrections (additions, deletions, and adjustments) by writing in the information under the last name on the form. The original, (first copy) should be returned to the KEA office as soon after payday as possible along with the check for payment. The second copy should be corrected and filed in the office of the payroll clerk for his MASTER LIST.

III. SUPPLEMENTAL BILLINGS

- a. During each of the following seven (7) months, the payroll clerk will receive a SUPPLEMENTAL BILLING which will include (1) the totals on the previous month's listing and (2) additions, deletions, and adjustments.
- b. The payroll officer will make any necessary corrections in the SUPPLEMENTAL BILLING by adding names at the bottom of the list and prefixing a plus (+) or a minus (-) sign to the name and amounts to indicate additions, deletions, or adjustments.
- c. The payroll officer will retain the yellow copy of each SUPPLEMENTAL BILLING and send the white copy to KEA with a check covering the total deductions for that month.

IV. DISBURSEMENTS

KEA will make disbursements to all groups in the APA Plan (local dues, district dues, NEA dues, NEPAC contributions, and KEA-sponsored insurance premiums).

(OVER)

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20040120430911

V. LATE MEMBERSHIPS

- a. Eligible personnel who are employed at the beginning of the school year, but wait until later in the year to enroll may do so, but they must pay by personal check for the APA deductions they have missed.
- b. Eligible personnel who are employed during the school year may sign up for APA deductions at the time they are employed and have their professional dues deducted the remaining portion of the year. They do not have to make APA payments for the months they were not employed.

VI. RESIGNATIONS AND ILLNESS

- a. Members who leave a school system during the school year will be billed for the remainder of their professional dues from the KEA office.
- b. Members who are out of school for illness, or other reasons, for a particular month, and do not have money due them from the board of education, but have not been terminated by the board of education and plan to return to their teaching position, may send a personal check to the payroll officer for their monthly deduction. The payroll officer may include the teacher's check with the board's check, when he returns the monthly billing to the KEA office.

VII. INSURANCE PREMIUMS - KEA Life Insurance (Minnesota Mutual Life Insurance)

If members wish to have their KEA Term Life Insurance premiums deducted from their salary, the deduction must appear on the first month's billing. If the insurance premium deduction is not added by the KEA office or the payroll officer before the first billing is returned to the KEA office, the individual must wait until the following year to have the premium deduction included in the APA billing.

VIII. INSURANCE PREMIUMS - KEA Income Protection Ins. (Washington National Ins.)

Washington National Insurance is available to all members during an open period and to all new teachers to a school system if they apply for coverage within 60 days from the time of employment or beginning of school.

If a member applies for coverage after an open period has been closed or after a 60 days period for new teachers, he must fill out a health questionnaire.

If Washington National Insurance premium are added to the billing after the first deduction, the insurance agent must collect the difference between a regular monthly deduction and the balance due.

APA PROCEDURES

1. Deadlines for enrollment and changes in APA deductions

New teachers should fill out an APA enrollment form and turn it in to the person in charge of collecting membership forms before September 20. The forms should be mailed to the KEA office as early in the school year as possible, but no later than September 30.

IF A TEACHER HAS BEEN ENROLLED ON APA IN ONE SYSTEM AND TRANSFERS TO ANOTHER SYSTEM, HE MUST FILL OUT AN ENROLLMENT FORM IN THE SYSTEM TO WHICH HE TRANSFERS.

2. Local Dues

The local association president, or faculty representative, should inform all new teachers of the amount of local dues (this is not included in the scale sheet.)

3. NEA Life Membership

If a person wishes to become a life member of NEA, he must fill out a special life membership form in addition to the APA form.

4. Changing Addresses

When a member on APA changes his address, he should send his new address to the KEA office immediately. This can be done in any convenient way, as long as all the information is given. The member's name, complete new address, and social security number should be given.

5. Membership Cards

All members will receive membership cards in January of each year.

6. Professional Liability Insurance Policies

All members will receive their Professional Liability Policies in January of each year.

(OVER)

80040200093
80040195064

MISCELLANEOUS NOTES FOR LOCAL ASSOCIATION PRESIDENTS & SUPERINTENDENTS
KEA LIFE INSURANCE PLAN

1. Applying for the Kea Life Insurance Plan

Applications for the KEA Term Life Insurance must be filled out in full and sent to the KEA Office. When applications are received in the KEA office, they are processed and sent to the underwriters (Minnesota Mutual Life Insurance Company) for approval. This usually requires about four weeks. About 90% of the applications are approved without a physical examination. (Application forms are included in the KEA Life brochures or are available in the KEA office or Uniserv office.)

2. Optional Family Coverage

Each person who holds a KEA Term Life Plan policy may apply for optional family coverage by filling out an application form. This coverage insures the spouse for \$2,000 (up to age 35, and for \$1,000 thereafter, until age 65) and each child between 6 months and 21 years for \$1,000. A KEA Member may carry as many as five term life policies, but can only have optional family coverage under one policy.

3. Conversion Privileges

A KEA Term Life Plan policyholder may convert a portion or all of the face value of his policy at any time before age 65. At age 65 one must convert his insurance if he wishes to continue his protection. The premiums on a converted policy are paid direct to Minnesota Mutual and cannot be paid through KEA.

4. Premium Increases

KEA Life Plan premiums are increased when an insured teacher reaches age 30, 40, 50, or 60, or when optional family coverage is added, as indicated in the KEA Life brochures.

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KENTUCKY EDUCATION ASSOCIATION

APA SCALE SHEET (Based on Eight Monthly Deductions)

PAYROLL DEDUCTION FOR PROFESSIONAL MEMBERSHIP DUES, KEPAC CONTRIBUTIONS, AND PREMIUMS FOR CERTAIN KEA-SPONSORED INSURANCE PROGRAMS

*UNIFIED MEMBERSHIP DUES:

	Annual \$?	Monthly (8 months) \$?
Local (if \$4.00 or more per yr.)		
District	2.00	.25
KEA	31.00	3.88
NEA Active	25.00	3.13
NEA Life	55.00	6.88
KEPAC (Ky. Educators Public Affairs Council) (May be more than \$5.00)	5.00	.63

KEA INCOME PROTECTION INSURANCE (Washington National) Plans A & B:

CLASS	BENEFITS		-PREMIUMS (8 mo.)	
	Accident & Sickness (per mo.)	Hospitalized (per mo.)	-Plan A	-Plan B
I	\$180.00	\$360.00	\$ 8.99	\$ 5.66
II	210.00	420.00	10.46	6.59
III	270.00	540.00	13.43	8.46
IV	300.00	600.00	14.90	9.39
Plan C	Coordinated sickleave Benefits Variable		-\$ 8.10	
Plan D	Long Term Disability \$120.00 Monthly Benefits		\$ 1.50	
	Long Term Disability \$210.00 Monthly Benefits		\$ 2.62	

IMPORTANT:

- If a member wants KEA sponsored insurance, he (or she) must fill out the appropriate insurance form:
 - KEA Income Protection (Washington National) form is on the left side of the enrollment form.
 - KEA Life (Minnesota Mutual) application form is inside the KEA Life brochure. See reverse side of this form for rates.
- Check your professional position.
- Be sure to sign the form.

*UNIFIED MEMBERSHIP. By action of the KEA Delegate Assembly, April 18, 1968, persons may not join KEA or NEA separately. They must join both associations. If the local association has a unified agreement with KEA or NEA, then a person must join the local, KEA and NEA associations.

KEA LIFE PLAN: Minnesota Mutual

PREMIUMS
APA (8 monthly deductions)

\$4,500 Term Insurance

Age to 30	\$ 1.50
Ages 30-39	2.25
Ages 40-49	3.38
Ages 50-59	6.38
Ages 60-64	12.75

\$4,500 Term Insurance WITH OPTIONAL FAMILY COVERAGE
(\$2,000 spouse, \$1,000 each child)

Age to 30	\$ 3.00
Ages 30-39	3.75
Ages 40-49	6.13
Ages 50-59	9.13
Ages 60-64	15.50

\$7,500 Term Insurance

Age to 30	\$ 2.50
Ages 30-39	3.75
Ages 40-49	5.63
Ages 50-59	10.63
Ages 60-64	21.25

\$7,500 Term Insurance WITH OPTIONAL FAMILY COVERAGE
(\$2,000 spouse, \$1,000 each child)

Age to 30	\$ 4.00
Ages 30-39	5.25
Ages 40-49	8.38
Ages 50-59	13.38
Ages 60-64	24.00

At age 55 insurance on spouse is reduced to \$1,000

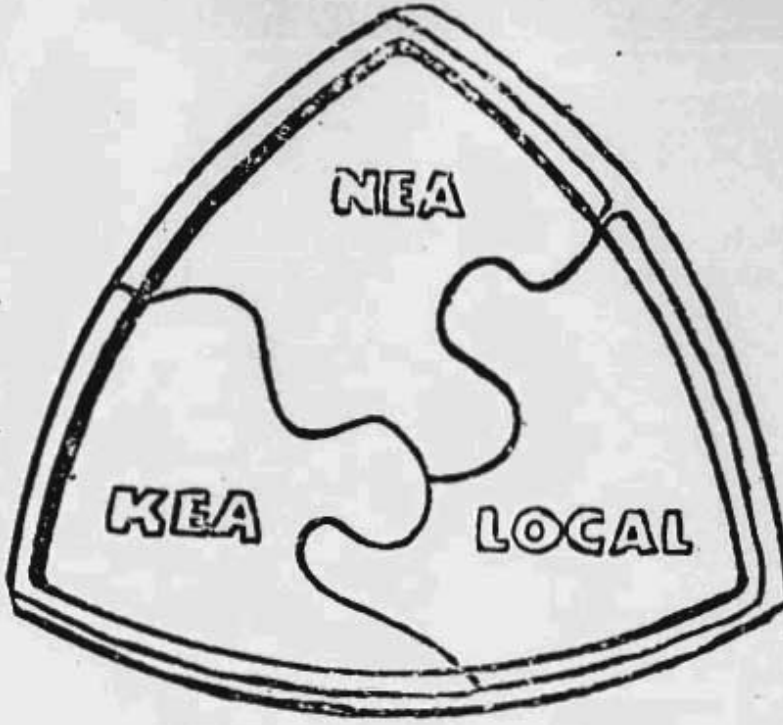
Children between the ages of 14 days and 6 months are limited to \$100.00 of insurance, automatically increasing to \$1,000 at age six months.

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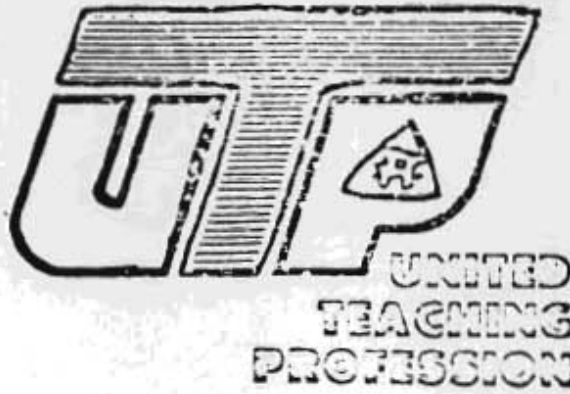
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We've Put It All Together!



TO PROMOTE MEMBERSHIP

in the



HANDBOOK FOR MEMBERSHIP PROMOTION
DEVELOPED BY
OFFICE OF PROGRAM DEVELOPMENT
KENTUCKY EDUCATION ASSOCIATION
LOUISVILLE, KY.

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TO EDUCATION ASSOCIATION LEADERS:

It is our pleasure to present you with this membership promotion handbook. As you well know, a dedicated, hard-working membership is vital to the strength of our United Teaching Profession.

This booklet was prepared to help local presidents, membership committees, and faculty representatives plan and conduct membership recruitment campaigns.

The membership campaign provides several opportunities:

- *It's the first test of effectiveness of new officers and committees.
- *It can build cohesiveness, unity.
- *It can set the proper tone for good working relationships throughout the year.

Campaign results will have a major impact on the entire association program. If you can start promptly, keep right on schedule, and top your membership quota, you are a long way down the road toward a successful year.

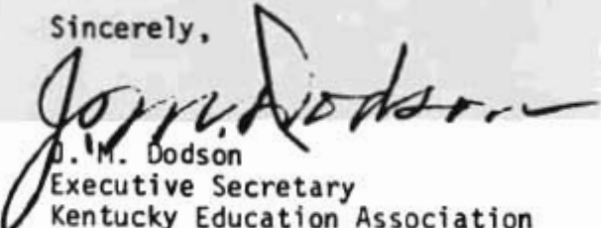
I am convinced that if every educator in the state is asked personally to support his/her local association, KEA, and NEA, our membership rolls will swell. To succeed we need your cooperation.

Education in Kentucky is facing many challenges. We in KEA are convinced that our membership is equal to the task. Every educator in Kentucky needs to have his/her influence felt as KEA faces the challenge of improving educational opportunities for boys and girls.

This handbook is in loose-leaf form in order that you will have the opportunity to add items of local interest to meet your individual needs.

On behalf of all of all of us at KEA, may I extend sincere good wishes for an outstandingly successful year.

Sincerely,


J. M. Dodson
Executive Secretary
Kentucky Education Association

MAKE IT HAPPEN

Successful campaigns don't just happen. They are made to happen. Plan early. Plan fully. Plan every detail, every meeting, every step. Plan:

Materials to be distributed: letters, brochures, leaflets, fliers, posters, pins.

Workshops.

Meetings.

Approaches--to groups and individuals.

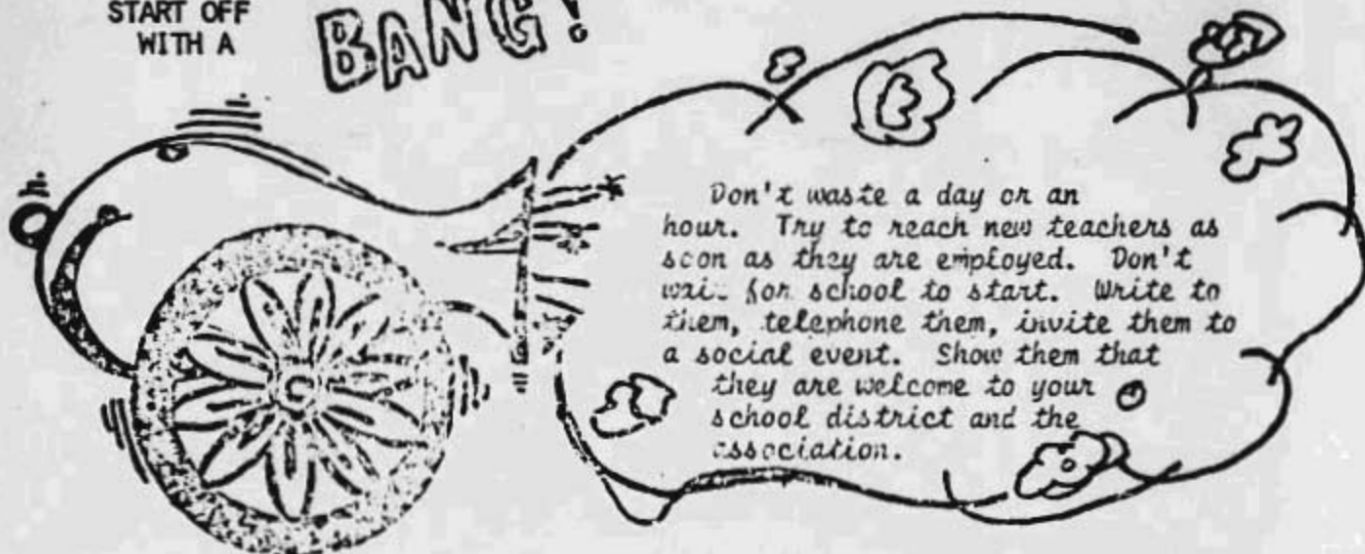
Methods of reporting, recording, follow-up.

Involve all association leaders: the officers, membership committee, public relations committee, all faculty representatives.

Develop a timetable that includes every step in the campaign, from its inception to reaching or exceeding the goal.

START OFF
WITH A

BANG!



Don't waste a day or an hour. Try to reach new teachers as soon as they are employed. Don't wait for school to start. Write to them, telephone them, invite them to a social event. Show them that they are welcome to your school district and the association.

PLANS SHOULD INCLUDE:

A membership chairman in every building. Select a well informed, experienced association member to serve as a membership chairman in each building. This person should be responsible for organizing a membership committee to contact each potential member in his building. This person should also be responsible for reporting to the association's membership committee.

APPROACHING ALL TEACHERS ON THE FIRST DAY OF SCHOOL

Have posters on bulletin boards, letters or fliers in every teacher's box.

Arrange to speak to the faculty at the first meeting.

Tell them that you will meet personally with each teacher as soon as possible--then do it.

CHOOSE AN ABLE TEAM

The Membership Committee must include educators from all levels -- elementary, junior high, senior high -- new teachers, experienced teachers, representatives of different areas of specialization.

Members should be well informed, articulate, respected, diligent-- and persistent.

The committee should spearhead and mastermind the campaign, always working closely with the president and other officers, other committees, and the faculty representatives. Cooperation and coordination are the keys.

"MY FELLOW TEACHERS"

The Membership "Speech" must be thoroughly planned:

Make it interesting.

Make sure your facts are correct.

Don't ramble.

Be brief (five minutes probably will be enough).

Introduce yourself.

Tell them whom you represent, why you are speaking to them, and explain that you will meet with each person individually as soon as possible (within a week or two).

Invite them to ask questions of you at any time.

Offer them literature to explain the purposes and program of the United Teaching Profession.

A TÊTE A TÊTE

The Membership Visit is the most important activity in the entire campaign. It is essential. There is no substitute for face-to-face, person-to-person visiting.

Here are some pointers:

Your first objective is to get the attention of your fellow educator. Do this by talking about something that interests him. Is it salaries, liability insurance, legal protection, tenure, workshops, social events? You may need to ask him questions about his job, his plans, his program to find out how to approach him. Then tell him how the United Teaching Profession can help him. In other words, there is no standard approach, no pat formula that will work for every potential member. Cut the cloth to fit the customer.

Don't say: "You should join the United Teaching Profession because ...". Instead, say: "I think you may be interested in some wonderful opportunities for inexpensive travel that are available through KEA and NEA. Or: "Have you heard about our new group insurance plan that was negotiated last year with the board of education?" Any of dozens of other topics could be used as "openers."

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Your purpose should be to AROUSE INTEREST, create a positive attitude. You won't succeed by lecturing, debating, arguing, haranguing, threatening. Instead, encourage questions and comments. Make the conversation a dialogue rather than a monologue. End a statement with a question, such as, "Don't you agree?" or "Would you like to know more about this?" The listener's response is a guide to the way he is reacting.

Active participation in a discussion is the best cure for indifference and apathy. Involvement is the first step toward commitment.

As soon as the listener appears to be "sold" hand him the application form, offer him a pen and invite him to sign. If he hesitates, be ready with additional comments. reasons HE would have for joining, benefits HE would want. Make every effort to get his signature then. But if he holds out or insists on delay, tell him you will see him tomorrow or in a few days -- and then do it. Most salesmen expect to make several visits before they wrap up a sale.

IF HE REFUSES TO JOIN . . .

Be calm, pleasant and encourage him to talk. What he says will help you discover his major concerns and interests. Your questions may cause him to have doubts about some of his "facts" and convictions. Don't flatly contradict him. Don't argue. Don't tell him he is all wrong.

Hear him out and then say something like this: "You may have a point there, but have you ever thought about this...?" Or "Did you know that...?" and then provide him with facts phrased as questions and requiring his answers. Try to get him to think with you in a two-way conversation that leads him toward your point of view. It can be done if you know your association well and have the facts in mind.

You're a Salesman

Membership promotion is really selling — selling an idea, an association. To be successful a salesman must know his product and he must know the "consumers" or users of the product. He must become familiar with all of the reasons his "customers" might have for wanting his "product."

Why not prepare a list of the accomplishments, services, programs of your association and a list of the questions most likely to be asked? Then make sure that everyone involved in the membership campaign, including every faculty representative, has a copy of the lists and is thoroughly familiar with them. In preparing the lists, don't ramble. Be as direct and concise as possible.

Next, take a very careful look at the different categories of teachers — new, experienced, married, single, those with special responsibilities or special problems.



PROFESSIONAL ASSOCIATION MEMBERSHIP MEANS
DIFFERENT THINGS TO DIFFERENT PEOPLE

THE "CUSTOMER" IS A REALITY

Teachers are mature enough, and sophisticated enough, to recognize that PERFORMANCE is better than PROMISES. Once they understand the scope of operation of their professional associations, and the extent to which their professional future depends on the success of these organizations, they will join.

"SELL" THE NEW TEACHERS

Since Kentucky adds a number of new teachers annually, attention must be focused on the new-comers. Without their support, organizations will perish in the future.

Whether they are recent college graduates or transferees from other states, it may be assumed that they have little information about the structure, importance, program or goals of NEA, KEA, and affiliated locals.

As responsible people, they will want to join and support a united effort to improve their personal, economic, and professional status; and to achieve conditions which will enable them to teach with maximum efficiency and effectiveness.

"RE-SELL THE VETERANS"

There is a natural tendency to forget or to minimize the needs of those who joined previously. This can be dangerous. There are many reasons for re-selling. They include:

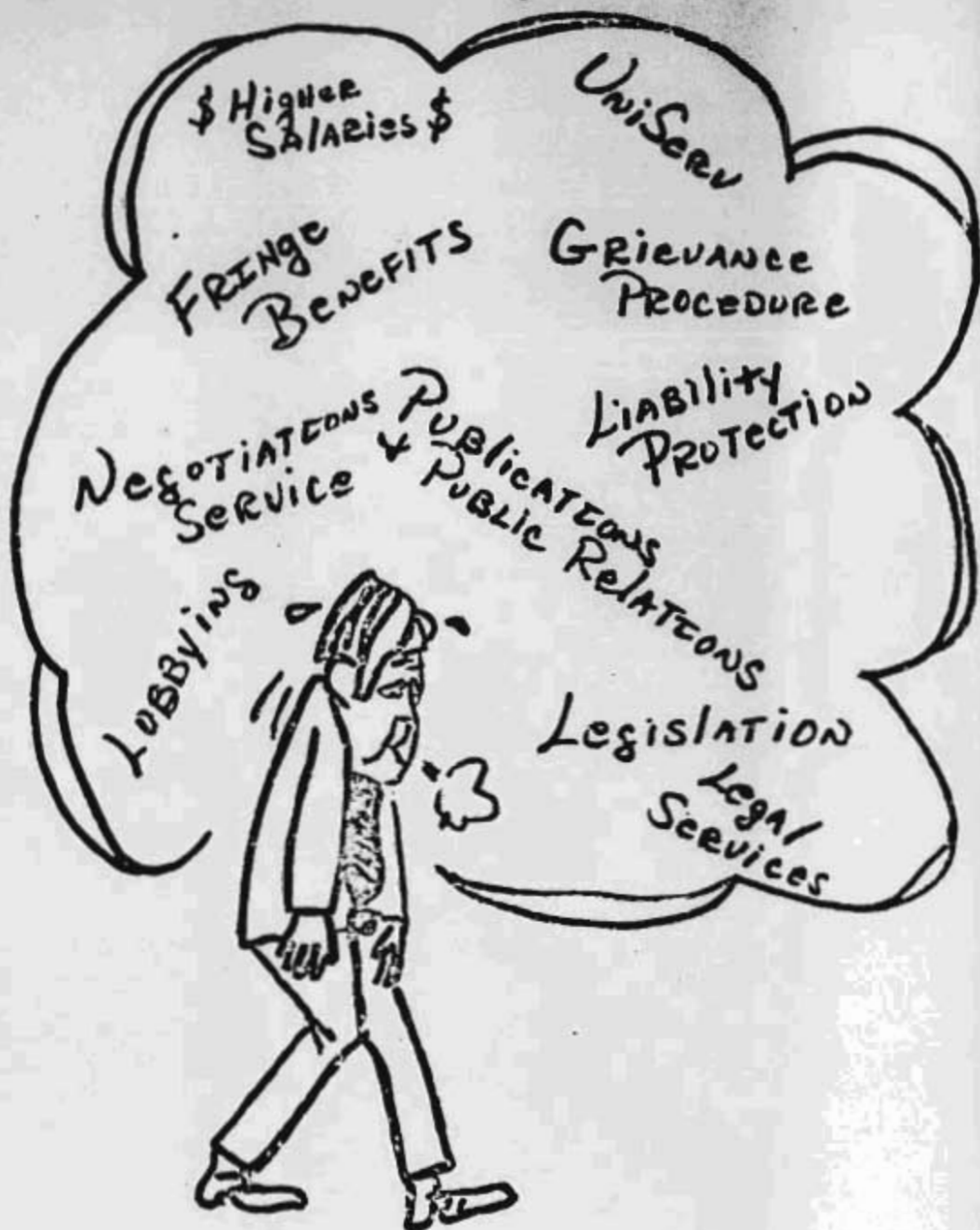
1. Some weren't "sold" in the first place. They joined for reasons other than conviction.
2. Some need to be reminded about progress toward professional goals, and about crises, and about future goals. Unfortunately, their only contact with their organization may be through payment of dues and superficial reading of publications.
3. To many, NEA and KEA are far removed from the local scene. They should know how legislative representation, negotiations leadership, research, public relations, protection of rights, and other state and national activities relate to them personally.
4. Sometimes, due to the fact that there is never full agreement on any major professional issues, members oppose the stand of a majority of their colleagues. They can become professional dropouts. Hopefully, you can convince them that the best chance of converting their viewpoints into policy or action is through continuing membership and fighting within professional channels.

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5. Many more-or-less complacent members have too much faith in their organizations. They underestimate the difficulty of achieving professional goals, or underestimate opposition. They forget that associations are made up of individuals and cannot succeed without the active support of individuals.

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'BOY, THAT'S THE LAST TIME I ASK WHAT'S IN IT FOR ME!'

STEPS IN LAUNCHING AN EFFECTIVE LOCAL ASSOCIATION

MEMBERSHIP CAMPAIGN

I. Basic Considerations

- A. Identify a chairman for the association.
- B. Identify a person or persons in each building to promote membership. (This could be an association representative or someone else.)
- C. Secure the following information from the Central Office:
 1. The names and addresses of the new teachers in the system-- those with teaching experience and those who are new. Also those returning after being out a year.
 2. Identify the present membership and the school in which they will be teaching.
 3. Get a commitment from the Central Office to notify the president of the association when a member resigns membership.

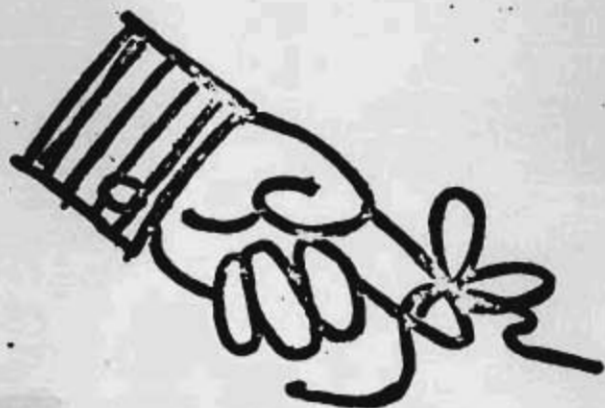
II. Before School Begins

- A. A letter from the president of the local should be sent to the people in the following categories:
 1. Those who are new teachers.
 2. Those who taught somewhere else last year.
 3. Those who were in this system but were not members.
- B. A "Buddy System" should be organized with a member being responsible for looking after a new teacher.
- C. A breakfast or luncheon can be held prior to or during the In-Service training for those teachers new to the system. This breakfast or luncheon may be sponsored by the E & E Insurance Company (endorsed by KEA) at \$1.25 per new teacher. After the E & E representative has said a few words, you will have a good opportunity to sell the new people on the importance of joining the association.

Other activities for the membership committee prior to the beginning of the school year are as follows:

1. The membership committee should prepare for each faculty representative a list of members, non-members, and new teachers in the building.
2. An enrollment form could be filled out for the new teachers and the non-members. Secure his/her signature on the form. Make it as easy as possible to enroll.
3. Goals of the organization for the coming year. It is greatly important that the association receive visibility through its members in the beginning of school.
4. See that someone on the membership committee is responsible for contacting the new teachers and offering assistance in such things as: helping them find a place to live, introducing them to their principal, making them feel comfortable, getting them acquainted with communications, offering to take them to church, and etc.

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Remember...

WHEN YOU APPROACH POTENTIAL MEMBERS

- Be personal.
- Be friendly.
- Be helpful.
- Be optimistic.
- Keep your cool.

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III. At The Beginning Of School

- A. The president should seek 5 or 10 minutes on the In-Service Program or organized meeting to discuss the merits of the United Teaching Profession and solicit membership and support. The members should receive some materials which non-members do not get. This will expose non-members. Also, remember most people do not join simply because no one ask them personally. Remember the importance of personal communication. This is the most effective kind. Non-members should be contacted personally at least 3 times by different people and asked to support the association.

A booth should be set up to distribute association leaflets and materials. Of, course, applications for membership should be made available on In-Service Day.

Soon thereafter, an informal social should be held with the membership chairman for each faculty coordinating promotion. The home of the faculty representative or an experienced teacher in the system would be a good place for the social. Remember the importance of informal mixer type social functions for the association members throughout the year.

IV. The End Of The First Week Of School

- A. Have a meeting with faculty representatives and membership committee members to evaluate the membership campaign. Identify weak problem areas and discuss methods of attacking these problems. Keep constant communication with your UniServ Director for any kind of assistance you need.

LET'S GET EVERYONE ON BOARD!



When they ask



what the United

Teaching Profession

has done lately

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KEA

- I. KEA is the teachers' only voice in Frankfort.
- II. KEA has secured legislation for Kentucky teachers that--
 - A. Guarantees tenure after four years.
 - B. Makes it mandatory that upon the teacher's request a non-tenured teacher be given written reasons for non-renewal of contract.
 - C. Has established the BEST teachers' retirement system in the nation.
 - D. Has increased the average classroom teacher's salary in Kentucky from \$4930 in 1965-66 to \$7025 for 1972-73.
 - E. Has established three professional leave days and extended sick leave benefits.
 - F. Has given teachers a voice in certification requirements.
 - G. Has established a \$3000 life insurance policy for every teacher paid for by the state.
 - H. Has insured full teacher's pay for jury duty service.
- III. KEA continues to push for legislation that will--
 - A. Fully fund our 30-year retirement law.
 - B. Establish a state-wide PN law which will give teachers a voice in working conditions and curriculum.
 - C. Increase teachers' salaries to make Ky. salaries comparable to the average teachers' salary of the seven bordering states.
- IV. KEA has established the UniServ Program, placing 14 field staff professionals within easy reach of all members.
- V. KEA provides low-cost group life and disability insurance for members.
- VI. KEA has taken the lead in efforts to improve instruction.
- VII. KEA has won several court decisions which will be important in defending teacher rights in Ky.
- VIII. KEA is the only organization teachers have in Ky. It is an advocate for teachers' rights. For your own good, support it--help keep it strong!

NEA

- I. Our United Teaching Profession continues to be the major lobbying body securing federal funds for education in Washington.
- II. NEA, by its lobbying, has seen these pieces of legislation pass in Congress--
 - A. Restored Title I funds to their present levels after the President's budget eliminated such programs. This action saved hundreds of teachers' jobs in Kentucky.
 - B. The National Defense Education Act.
 - C. The Elementary and Secondary Education Act.
 - D. The Vocational Education Act.
 - E. The School Lunch Act.
- III. NEA has legislation introduced into Congress now which will--
 - A. Create a National Minimum Foundation Program for Education. By 1976 the target is to have one-third of all educational funding from the federal level.
 - B. Create a Cabinet Level Position for Education. This would give education greater priority and remove it from the gigantic confusion of HEW.
 - C. Create a Mobile Teacher Retirement System. This will mean that a teacher can change from one state to another without losing benefits. This could mean as much as \$500.00 annually to a teacher.
 - D. Secure full medical benefits for retired teachers by making medicare "A" available to all teachers across the Nation.
 - E. Secure a national PN bill thus making it possible for teachers to have an active voice in their working conditions, salary, fringe benefits and curriculum improvement.
- IV. NEA is the nations largest educational research organization. NEA spends more than 50 per cent of its budget (more than 15 million this year) on educational research and programs designed to improve instruction.
- V. NEA returns \$119,000 in dues money to Kentucky to provide full-time KEA field staff to serve members.
- VI. NEA provides low-cost group insurance and special services to all members. Term life insurance is available for only 13¢ per \$1000 per month.
- VII. NEA is constantly involved in legal action to protect the rights of its members.

UNISERV

The purpose of UniServ is to provide members with increased professional staff at the local level as part of the effort to improve the service program from all levels of the association. There are 14 UniServ Units in Kentucky to provide services to members in an identified geographic region.

Through UniServ the following services are available to local associations--

1. Assistance to associations in establishing and implementing their goals and objectives.
2. Negotiations assistance.
3. Public Relations assistance.
4. Assistance to political action groups.
5. Assistance in the resolution of member grievances.
6. Provide workshops and training for local leaders in areas identified by the locals.
7. Other services which may be determined by the members in the unit.



NATIONAL EDUCATION ASSOCIATION • 20 Ashburton Place, Boston, Massachusetts 02108 • (617) 227-4044

NEW ENGLAND REGIONAL OFFICE

MEMORANDUM

TO: Local Leaders

FROM: Joe Letorney *Joe*

SUBJECT: An Answer to An Important Question!

We think we've finally uncovered the answer to the eternal question--WHAT CAN THE ASSOCIATION DO FOR ME?—This is the perennial question that is always being asked, especially by the non-joiner.

The answer is simply -- NOTHING!

He doesn't NEED an association to negotiate for him. Every teacher can negotiate for himself if he has the legal knowledge, time, and money. As a matter of fact, if he runs into an impasse he can certainly exert sufficient pressure on his own to convince the School Board that his is the right way.

He doesn't NEED an association if he is ever involved in personal litigation connected with his teaching job. Certainly he can afford the legal fees and salary losses he might encounter.

He doesn't NEED an association who can utilize mass purchasing power to provide him with economic benefits. He can always go out and buy them himself, and pay the going rate for an individual.

He doesn't NEED an association to work for better educational legislation. Every teacher knows what is needed for good legislation. All he has to do is pay his fee to be a lobbyist and spend several days a month collaring representatives; or maybe he can do that by writing, wiring and talking to his Congressman, or taking nine or ten trips a year to Washington.

He doesn't NEED an association to change public opinion about the teacher. Every teacher can do that by the way he conducts his classes, the time he spends on civic enterprises, his help and contribution to worthy causes and his advertising.

Of course, if he doesn't have the time, money and experience, "know-how" and desire to do all this, MAYBE HE DOES NEED AN ASSOCIATION.

1. The purpose of this program shall be to provide members with increased professional staff at the local level as part of the effort to improve the service program from all levels of the association; to develop a program which coordinates rather than duplicates local, state, and national membership service programs; and to create an equitable distribution of association services regardless of geography or density of the membership population. Specifically, this program shall:

1. Provide staff service to locals in Kentucky on a formula of one full-time professional staff representative for each 2300 members. No service shall exceed 3000 members. This program will require the employment of an additional 11 staff* representatives for a total of 14.
2. Provide conveniently located office and meeting space for local associations, adequate secretarial service, equipment for duplication of materials and space and equipment for the maintenance of records.
3. The UniServ unit shall be for service to members and is not intended to be a policy making or governance entity.

KENTUCKY UNISERV PROGRAM

Section II - UniServ Local Participation

Inasmuch as the UniServ Program is a joint local-state-national program designed to increase direct services to the membership the participation and investment by local UniServ units in Kentucky shall be as follows:

1. The local UniServ unit shall be responsible, with back-up assistance provided by the state and national, for conducting a continuous membership promotion and enrollment campaign and will accept as members only those who become state and national members. It shall ensure either through the payroll deduction plan or direct payment of dues that the state association receives all dues entitled to the state and national associations on a regular basis, and that dues will be transmitted no later than July 1 of any year. The state association shall collect and disperse all funds for the operation of UniServ. It shall maintain records and provide for an annual audit.
2. The local UniServ unit will be responsible for the employment of a professional staff member from a list of not more than five applicants submitted to the local UniServ unit by the state association and approved by the national association.
 - a. All applicants for staff positions in the UniServ program shall be submitted to the Executive Secretary of the state association.
 - b. Each UniServ unit shall provide an advisory committee consisting of five persons elected by the presidents of the local associations within the unit. The terms of the advisory committee members shall be for three years and elections so staggered as to elect not more than two new persons each year. For the initial terms, lots shall be drawn as follows: 1 for 3 years; 2 for 2 years; 2 for 1 year. Advisory committee members shall not succeed themselves in office except for those who are initially elected who shall not serve more than 3 consecutive one-year terms.
 - c. Each local UniServ unit in cooperation with the state association shall be responsible for annually evaluating the performance of its staff employee in conformance with guidelines mutually established by the local-state-national association.

*11 new staff members plus 3 current regional directors - total 14.

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- d. Each local UniServ unit shall have the authority, following evaluation and fair dismissal proceedings, to relieve a staff member from his responsibilities to that UniServ unit at the end of the contract period with the unit. Dismissal from the UniServ program shall be a state responsibility.
 3. To participate in the Kentucky UniServ Program, each UniServ unit shall be responsible for providing \$5000 of the cost of the unit.
 4. Each local UniServ unit shall enter into a contractual relationship with the state-national for released time for the UniServ staff members to assist in state or national crisis situations. In all cases the amount of released time shall be granted at the discretion of the unit advisory committee and the state education association.
 5. The local UniServ staff member's responsibilities shall be mutually and contractually developed to include, but not be limited to the following areas:
 - a. To assist all local associations within the UniServ unit to implement their goals and programs.
 - b. To maintain and operate an efficient UniServ office and to retain the services of a full-time secretary.
 - c. Negotiations assistance.
 - d. Public relations assistance.
 - e. Assistance to political action groups.
 - f. Resolution of member grievances.
 - g. To strive constantly to implement and pursue the goals of the Kentucky and National Education Associations.
 - h. Staff liaison between state, national and local.
 - i. Attend all state staff meetings.
 6. The salary of the UniServ staff member, time of payment, and fringe benefits shall be made by and in accordance with the state association's negotiated agreement between the staff organization and the KEA Board of Directors.
 7. Provision for annual Review
This program shall take effect September 1, 1970 or as soon thereafter as staff can be employed, an office can be established, and arrangements have been made for the UniServ unit to forward its share of the cost to the KEA. If the local UniServ unit, KEA or NEA fail to provide their share of the cost of this program, the other parties shall not be required to assume that obligation. Unless one party notifies other parties 90 days prior to September 1 of any year of its desire to discontinue or modify the UniServ program it shall continue from year to year as described herein.
 8. Local Operational Standards
In order to participate in this program the local association commits itself to the following standards.
 - a. The association assumes the responsibility to represent its members before all official bodies and boards and to attempt to be recognized as the voice of the teaching profession.
 - b. The association, either through a negotiated grievance procedure or other appropriate committee structure, shall develop policies and procedures to guarantee protection to its members from charges arising out of the performance of their jobs. The association should also provide confidential advice and counsel to its members insofar as this is practicable.
 - c. The association will actively participate in legislative programs at the appropriate level; local, state, or national; and be available to help support the legislative programs at the other levels.
 - d. The association will maintain a level of dues which allows for operation of a full program of services to the membership and is able to support an organizational structure that is independent of personal financial sacrifice of one or a small group of leaders.

(next page)



from KENTUCKY EDUCATION ASSOCIATION
101 WEST WALNUT STREET
LOUISVILLE, KY. 40202

LEGISLATIVE REPORT

KEA Public Relations and Research Division
No. 2 April 23, 1973

KEA'S 1974 LEGISLATIVE PROGRAM AND WHY IT IS NEEDED

Kentucky Education Association delegates at their annual meeting this month adopted a 14-point legislative program that the 1974 General Assembly will be asked to enact.

The KEA legislative program is directed toward improving Kentucky schools in three ways:

- I. By strengthening the foundation program for education.
- II. By extending fringe benefits to retain quality teachers.
- III. By streamlining administrative and communications procedures.

Specific proposals and explanations of each are listed under each of the three headings.

I. Strengthening the Foundation Program

A. Special Education.

Proposal: Revise laws relating to special education so that its needs and funding can be achieved in an orderly manner.

Rationale: Difficulties caused by inadequate appropriations have prevented the landmark special education law passed by the 1970 General Assembly from being fully implemented. Implementation of the law is of major importance, since it is designed to take care of all special education needs. If Kentucky cannot meet all these needs immediately, a timetable to ensure implementation should be devised.

B. Current Operating Expenses.

Proposal: Increase the foundation program allotment for current operating expenses \$100 per classroom unit each year of the 1974-76 biennium to offset the increase in the cost of operating schools.

Rationale: As the cost of living has gone up, the cost of operating and maintaining schools has also risen. Today's foundation program allocation thus lags behind the real cost of materials and services that schools must purchase. Among these are instructional supplies, heating and electricity, janitorial supplies, and services of non-certificated personnel such as teacher aides, secretaries, clerks, custodians, and bus drivers.

C. Teacher Compensation.

Proposal: Increase teacher salaries by 9.5% each year of the 1974-76 biennium to make Kentucky salaries comparable to the average teacher salary of the seven bordering states, with a goal of reaching the national average by the close of the 1978-80 biennium. In addition, a built-in cost-of-living index--automatic and flexible as the cost of living increases--would be added each year.

Rationale: Recommendations of the Citizens Advisory Council that has been studying the foundation program under a statewide project organized by the State Department of Education are

(over)

Rationale cont'd

followed in this proposal. The citizen group recognized that competition for teachers is greatest from the states around Kentucky, all seven of which pay higher teacher salaries.

With increases that will bring Kentucky teachers to the average for the seven bordering states plus additional cost-of-living increments to keep Kentucky teachers from slipping behind in purchasing power, the Citizens Advisory Council believes attainment of the national average is a realistic goal for 1980.

Salary increases of at least 9.5% will be necessary each year of the biennium to fit the surrounding-states recommendation of the citizen group to the foundation-program formula. For the current school year, 1972-73, the teacher salary average for the seven bordering states is \$9359, which is \$1534 more than the Kentucky average of \$7825.

D. Vocational Education.

Proposal: Ensure adequate funding for vocational education programs in junior and senior high schools.

Rationale: An accelerating demand for vocational education indicates that occupational and career education are emerging as something needed by everybody's child. To help meet this need, proper financial support must be given to job-oriented education that will prepare students to enter productive work immediately upon graduation from high school.

II. Extending Fringe Benefits

A. Health Insurance.

Proposal: Provide funds to pay for medical and health care coverage comparable to the cost per member of the program provided for state employees.

Rationale: Kentucky now provides medical and health insurance for all state employees except school employees. Teachers, like other public employees, need adequate medical and health insurance, but many do not have the financial resources to purchase such protection. The state has a responsibility to extend such coverage to teachers. Using the same figures that apply to other state employees, the cost would be approximately \$4 million a year.

B. Retirement.

Proposal 1: Secure funding of the present law that would permit teachers to retire after 30 years of teaching without reducing their retirement annuity.

Rationale: The 1970 General Assembly passed such a law, to be effective July 1, 1972, but provided no funding for it. The 1972 General Assembly changed the effective date of the law to July 1, 1974. Funding therefore still needs to be provided.

Such funding, estimated at \$3 million a year, would permit teachers who so desire to retire after 30 years of service, thereby making way for the employment of younger teachers who currently face a restricted job market.

The demands on members of the teaching profession today are such that it is not unreasonable to expect retirement after 30 years of active service. The teaching profession continually experiences changes in curricula and teaching methods that call for the development of new skills not required a few years ago. Thirty years of service in today's public schools are the equivalent of a much longer period when society was more stable.

Proposal 2: Assume the funding schedule of the present law to pay for the state's prior service commitment.

Rationale: Since 1963, the General Assembly has not fully met its commitment to fund the portion of the retirement law relating to prior service, which means years of service prior to establishment of the retirement system in 1941.

This commitment, written into the original 1940 legislation and reaffirmed by the 1960 General Assembly, needs to be honored by appropriating sufficient funds to provide prior service benefits. The current plan calls for an estimated \$2.5 million a year. However, this does not include a large backlog of unfunded prior service for which a substantial appropriation would be required.

Proposal 3: Provide for unlimited accumulation of sick leave at the present minimum rate of 10 days a year.

Rationale: There are convincing arguments that the elimination of accumulated sick leave ceilings is not any

(more)

Rationale cont'd

more costly to boards of education than are sick leave days with a specified limit. Under Kentucky law teachers are entitled to 10 days per year of sick leave cumulative to 60 days. Local school boards may allow a greater accumulation, but the pattern is spotty. A few systems now permit unlimited accumulation. The law needs to be revised to make the policy consistent statewide.

With unlimited accumulation of sick leave, there is strong motivation for an employee to stay on the job. Unlimited accumulation also will make possible sufficient sick leave for an emergency or a prolonged illness.

Proposal 4: Provide for accumulated sick leave at time of retirement to be credited as active years of service and used in calculating retirement annuity.

Rationale: If teachers are able to accumulate an unlimited number of sick leave days and count the unused days as active service, they will not be penalized for having good health and being able to teach a maximum number of days during their professional career. Assuming that every teacher would have one year of accumulated sick leave at retirement, the cost to the state at current salary levels would be \$857,000 a year.

III. Streamlining Administrative and Communications Procedures

A. Educational Policies.

Proposal: Require all local boards of education to file their educational policies with the State Department of Education as public records.

Rationale: Policies adopted by local boards of education often escape public notice. Many boards do not publish their policies, and some reports that are published are questionable as to their completeness in listing all policies that have been adopted.

There is a compelling need for centralizing such information by requiring that school board policies be filed with the State Department of Education as public records. Policies could then be computerized in the same manner that the Legislative Research Commission has computerized Kentucky statutes for quick and easy access to their contents.

Such a system would make it possible for school boards to study and improve upon the policies of their own and other school boards. It also would bring to light the school board policies that are obsolete, redundant, or doubtful as to their legality.

B. Fair Demotion for Administrators.

Proposal: Provide for a fair demotion procedure for administrative and supervisory personnel.

Rationale: Employment contracts for public school administrators between the positions of classroom teacher and superintendent are issued on a year-to-year basis. After spending the time and money to meet certification requirements for an administrative or supervisory post and proving their competence in a position, these educators cannot be given any form of security against an arbitrary or capricious demotion.

The proposed bill would establish procedures whereby administrators who have completed three full school years in an assigned position could contest any demotion that would reduce them to a lower paid position.

C. Audit Report Published.

Proposal: Require the publication of school district audit reports and provide for itemized listing of school expenses to be available in the superintendent's office as a public record.

Rationale: All boards of education except the three within Jefferson County are required to publish in a newspaper the total salary paid to each employee. Many other agencies supported by public funds are not required to do this because the agency is required to publish an annual audit of its financial affairs or because it is otherwise exempted. There is no rational basis for these differences in publication laws.

The proposed bill would require annual publication of school system audit reports. The detailed financial records on which the audit is based would be on file in the school board office as public records.

(over)

D. Professional Negotiation.

Proposal: Guarantee local associations a formal procedure for communicating and negotiating with local boards of education.

Rationale: Teachers should have a voice in shaping the decisions that affect them and the children they teach.

Professional negotiation is the process through which teachers can reach their full potential as professionals. Through PN the teaching profession can provide the accountability that critics of schools say is needed.

A law guaranteeing negotiation rights and establishing standardized procedures to cover recognition, negotiation timetable and topics, settlement of grievances, and resolution of impasse during negotiation is essential.

Professional negotiation can do much to improve school systems because it brings about more efficient administration, makes the local education association a responsible partner in the conduct of the educational enterprise, creates an atmosphere conducive to high teacher morale, and gives teachers a channel for involvement in instructional planning and evaluation.

E. State Election Days.

Proposal: Designate state election days as paid state holidays.

Rationale: Currently only presidential election days are designated state holidays. Teachers must be free on state election days, as well, to exercise their citizenship responsibilities in the cause of better schools and better government.

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80040195092



KENTUCKY EDUCATION ASSOCIATION
101 WEST WALNUT STREET • LOUISVILLE, KENTUCKY 40202

(3)

February 20, 1978

MEMORANDUM

TO: Local Association Presidents
FROM: Ray Tackett
SUBJECT: APA Deductions for KEPAC

The Federal District Court for the Western District of Kentucky has recently issued a preliminary injunction restraining the Kentucky Registry of Election Finance from interfering with KEPAC's method of collecting contributions through the APA system that has been in effect in recent years.

In its decision the court also ruled that boards of education are not corporations as anticipated in the Corrupt Practices Act and therefore the Registry's conclusions that it was illegal for boards to deduct political contributions from salaries of teachers was in error.

As a result of this decision, we plan to reinstate deduction of the PAC contributions on APA. However, it has been decided that this will be done only if the local association gives us approval for the deductions. This is necessary because some teachers gave cash contributions to KEPAC last fall and may not wish to have the four or five 88-cent deductions taken from their checks in the latter part of the school year.

Please contact this office as soon as possible to let us know what the decision of your association is on the matter of KEPAC deductions for the rest of the year.

CW

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00040195093

**KENTUCKY EDUCATION ASSOCIATION**

101 WEST WALNUT STREET • LOUISVILLE, KENTUCKY 40202

3

MEMORANDUM

TO: Local Association Presidents, School District Superintendents, Payroll Officers, and Unified Service Consultants

FROM: Ray Tackett, Director of Budget & Financial Affairs

DATE: September 11, 1978

SUBJECT: APA Deductions for NEA-PAC Contributions

NEA-PAC contributions for this year will be billed only for those persons who have advised us they wish to make the contribution. This is a correction of the statement made in my memorandum to you dated August 16, 1978 concerning APA deduction schedules.

Teachers who haven't already advised us to bill the NEA-PAC contributions may do so by signing one of the statements being circulated at this time advising us they wish to contribute.

80040195034

KEPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

August 10, 1973

TO: Local KEPAC chairmen and treasurers, association presidents
and UniServ Directors
FROM: Lyndle Barnes, Secretary-Treasurer
RE: Fall solicitation for KEPAC

Legislation and political action is the key to getting more money for schools and teachers. KEPAC is the instrument through which educators can participate as a group in political action programs.

August and September are the months to organize and pursue a vigorous solicitation program for KEPAC. KEPAC contributions can be paid through cash or APA. We highly recommend that educators pay KEPAC contributions through the APA program. A minimum contribution is \$5.00 per year. However, many people recommend a dollar or more a month for eight APA deductions.

We strongly recommend that locals organize a solicitation campaign where there can be face-to-face communications, one teacher responsible in each building or one teacher responsible for contacting and explaining KEPAC to ten other teachers.

Packets of the following KEPAC materials have been sent to the UniServ directors for distribution at their request:

1. Instructions for filling out KEPAC contribution form
2. Suggested instructions and procedures for the local PAC committee to use in soliciting and processing KEPAC contributions
3. Blue promotional flyer
4. Brochure - "Questions and Answers"
5. Enrollment forms

If you have problems or need more materials, please get in touch with your UniServ director, your district KEPAC state committee representative, or with me.

Best wishes for a B-I-G sign-up year for KEPAC.

Convention Roundup Report

(Continued from page 1)

The official delegates approved the updated KEA Platform with only one minor revision. (The entire report of the Resolutions Committee, including the Platform, was printed in the April issue of the Kentucky School Journal.)

The basic report of the Resolutions Committee, including 33 separate resolutions, was approved with some major modifications. (A total of 21 major amendments were considered.) In addition, 12 additional resolutions were presented, with 10 of them winning delegate approval.

One important change was to delete from the resolution of appreciation the section commending Governor Ford and other leaders by name, and substituting one aimed generally at "those elected officials and members of the General Assembly who supported action to meet the needs of public elementary and secondary schools in the Commonwealth."

Another major change was to substitute an entirely new policy statement about professional negotiation, to replace the tentative one prepared prior to Governor Ford's veto of the PN Bill. This new version:

- Condemned Governor Ford for is "unwarranted and ill-considered veto of the Professional Negotiation Bill" and called upon him to include this topic in his call for a special session of the Legislature this summer. (Governor Ford later told reporters he did not intend to do so.)

- Called for local associations to continue to push for negotiated master agreements, embodying the principles proposed by the PN Commission.

- Urged the extension of PN rights to faculties in institutions of

quest for ethnic-minority representation on the Board of Trustees of the Kentucky Teachers' Retirement System, and later rejected a similar proposal for guaranteed representation on the KEA Board of Directors. They also rejected a proposal which would have required the employment of a full-time Public Relations Director on the KEA staff, leaving this to the judgement of the KEA Board of Directors.

After rejecting a proposed resolution that would have required 100 per cent KEA membership in affiliated groups, the delegates gave their approval to 10 other new resolutions:

- To encourage the filing of complaints of unethical practice with the Professional Practices Commission in situations where school administrators use "coercive means to reduce teacher involvement and membership in the united teaching profession."

- To limit the KEA leadership in the public identification of potential tax sources from which KEA legislative proposals could be financed.

- To limit KEA staff services (especially legal assistance) to KEA members.

- To stress the KEA belief in equal rights for all, and to work to "eliminate by statute and practice barriers of race, national origin, religion, sex, and economic status."

- To pledge support for assuring an "equal opportunity for occupational and career development."

- Expressed belief in the "maintenance of standards beyond the minimum for all."

- Authorized the establishment of a Public Affairs Council as "an active, viable political arm of the local and state level."

Dodson Calls For Political Action

Louisville (Special Report) — The report of the Executive Secretary of the Kentucky Education Association — made to the members of the KEA Delegate Assembly on April 12 — was essentially a review of what had happened to KEA-sponsored legislation in the 1972 session of the Kentucky General Assembly.

However, he wound up his presentation with an impassioned plea for greater teacher involvement in the political arena. In his words, "I believe the teaching profession in Kentucky is ready to take a long step, a step that will put us right in the middle of the political arena."

He went ahead to point out: "I believe the teaching profession is ready for it; I believe the public is ready to accept it; and I believe political decision-makers (the people who make or break public education) will come to respect us more when we do. I think we have enough experience of all kinds that we can become a political entity that has to be recognized."

(Later on, the delegates approved a resolution calling for the establishment of a Public Affairs Council "to establish an active, viable political arm on the local and state level.")

In putting such a program into effect, Dodson noted that it is going to take more than a resolution, more than "the endorsement of programs and candidates." Rather, for many, it is going to take, as he put it, "courage."

He summed up the importance of this approach when he assured the delegates, "The loudest voice that is



heard in Frankfort is the click of the voting machine or the ballot dropped into the ballot box."

Earlier in his report, Dodson had stressed the excellent "image" the organized teaching profession had developed with Kentucky legislators during the 1972 session of the General Assembly:

"It says something about the posture and credibility of the teaching profession when the Legislature passed every bill the profession asked for if the legislators had a chance to vote on it. It says something about school teachers when legislators were willing to risk their political fortunes by voting for some of our legislation which was highly controversial and was opposed actively by some statewide organizations."

has first meeting

Education News Service

Middlesboro school superintendent James Baker has been elected temporary chairman of the newly formed Kentucky Educators Public Affairs Council (KEPAC).

Establishment of KEPAC, to become the political action arm of the Kentucky Education Association (KEA) at the local and state level, was mandated by the KEA Delegate Assembly at their annual meeting last April.

Representatives selected by KEA's district education associations attended an organizational meeting on July 5, 1972, to draw up KEPAC guidelines and elect temporary officers.

Miss Anna Ruth Hille of Fort Mitchell, a first-grade teacher at Ruth Moyer School in Fort Thomas, was elected chairman-elect, and Mrs. Billye Pope of Lexington, social studies teacher at Fayette County's Beaumont Junior High School, was elected vice chairman.

Permanent KEPAC officers will be elected December 1 by the KEPAC state committee made up of one representative elected by and from voluntary contributors to KEPAC in each KEA district, the KEA president (Mike Auxier of Emma), and the KEA president-elect (Mrs. Louise Hite of Middlesboro).

KEPAC's purpose, as stated in the guidelines adopted at the organizational meeting, is "to

politically promote the cause of education in the Commonwealth of Kentucky."

"To this end," say the guidelines, "it shall aid and promote educational issues and candidates who will advance the cause of education in the local, state, and national communities."

Baker, KEPAC's temporary chairman, also is chairman of a seven-member KEA committee to study and recommend action on the 14 recommendations in the National Education Association (NEA) sanctions investigation report on Kentucky. He is a former member of the NEA and KEA boards of directors, former superintendent of Fairview and Monticello schools, and former president of the Rockcastle County Education Association.

Miss Hille is president-elect of the KEA Association of Classroom Teachers, a member of the Educational Policies Council of KEA, a past president of the Covington Education Association, and a former member of the KEA Legislative Commission.

Mrs. Pope is a member of the board of directors of the Fayette County Education Association, of which she is a former vice president and citizenship committee chairman.

The next meeting of the KEPAC state committee is scheduled for Bowling Green on August 8.

Other members of the committee include: Fred Richardson, a science teacher in East Hardin High School, Glendale; Mrs. Doris Wilson, a teacher in Robert Frost School, Louisville; Woodrow Grosser, from Russell County High School in Russell Springs; and Nelson R. Allen, principal of the Central Elementary School in Russell.

Also: Wayne Harvey of Smithland; Joe Curtsinger, from Manual High School in Louisville; Vesper Singleton, from Hindman High School; Bill True, from Glencoe; and James Byrum, from Owensboro Senior High School.

memo

from

Mike

This is the second of my memos to the get contains three ideas that I think are important.

First, I think you should know that our K. Convention in Atlantic City made up one of particularly proud of the way they attended morning at 7:00 a.m. and the NEA Representative often went into the late hours of the night.

I also was proud of the way they conceived thought best for you, the people they represent was being said on both sides of every question needs here in Kentucky, and then voted their choice.

Secondly, it is particularly important this from each local association in the state at Bowling Green, August 7 and 8. Encourage you and/or others to be there.

In view of the concerns and problems we face in our state, it is essential that we sit down to approach to them. That is the main thing concentrated, 24-hour effort.

Finally, I should remind you that it is a special session of the KEA Delegate Assembly, December 1 and 2. For example, you need to be possible and submit their names to us here at the

Also, at that special session we are mandated about sanctions (a committee is working on this on the development of our 1974 KEA Legislation will all discuss these two topics with your delegates Louisville in December and really represent you Good luck.



James Baker
Chairman



Anna Ruth Hille
Vice-Chairman

3.

Registration should be
by each participant, no later
than 74 to the local
Miss Bettie Tuttle, 2022
Lexington, Ky. 40503.

"It is therefore our opinion," Miller wrote, "that each school board is required to make payroll deductions for the Kentucky Educators Public Affairs Council when properly authorized according to its adopted policies and regulations."

The Saturday morning program will include group presentations on such topics as: Wisconsin skills designs, diagnostic prescriptive instruction, organizing the ninth-grade reading program, a multisensory approach to the teaching of reading, creating a learning environment for the mature

November 1, 1973

Membership Cards in the Mail

Special Report

Membership cards for 1973-74 have gone out to contributors to the Kentucky Educators Public Affairs Council (KEPAC) who have in the past authorized their contributions to be deducted under the Automatic

Payment Authorization (APA) Plan. This word has just been passed along by Lyndle Barnes, KEA's director of governmental relations (chief lobbyist), who also serves as secretary-treasurer of KEPAC.

"Those who have authorized APA Plan deductions for KEPAC in the past should have received their membership cards," Barnes says, and "those who have made cash contributions should have a receipt which indicates the same thing." The same applies to those who have only recently authorized APA Plan deductions for KEPAC.

KEPAC, according to Barnes, is the political action arm of the organized teaching profession in Kentucky. It is completely independent of the Kentucky Education Association (KEA), and he performs all of his work with this group "on his own time."

Contributions of \$5.00 or more per year are being accepted from all who wish to participate. When a local PAC unit has been formed, one-half of the contributions from that area are returned to the local PAC unit.

State-wide KEPAC funds are used to support individuals involved in state-wide or congressional unit political races - if the candidate has indicated strong evidence of support of the KEA's legislative proposals. Local PAC units follow the same guidelines in providing special financial support for those involved in local legislative or governmental races.

Decisions are made on whether or not to provide financial and other kinds of support to political candidates by a State KEPAC Committee, of which Anna Ruth Hille, a classroom teacher from Fort Thomas, a past president of the Northern Kentucky Education Association (NKEA), and the current president of the Kentucky Association of Classroom Teachers (ACT), is chairman.

Other members of the State KEPAC Committee represent each of the 13 district education associations affiliated with KEA.



Copyright 1973
Kentucky Education Association

Vol. X No. 8

November 1, 1973

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Middlesboro
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SUBSCRIPTION to members of the Association: \$1.50 per year (included in the annual dues). Subscription to all others: \$3.00 per year.

1974 KEA Legis

- Strengthen the foundation program in
 - special education
 - current operating expense
 - teachers' salaries
 - vocational education

- Extend fringe benefits for teachers to
 - medical and health insurance
 - full funding of 30-year retirement
 - full funding of prior service
 - unlimited accumulation of sick
 - use of sick leave for retirement

- Streamline administrative and commi
 - the filing of local school board
 - publication of school audits
 - fair demotion procedures
 - negotiations with the local sch
 - the designation of state electio

Action by KAESP

Principals Support

The Kentucky Association of Elementary School Principals (KAESP) has voted to support the KEA Legislative Program as a minimum goal for educators.

The action was taken at the association's fall conference that was held October 14-16 in Fort Mitchell.

The KAESP also is backing a proposal that would ensure job protection for principals especially with respect to demotions and transfers. In addition they are

Be Prepared to This

NEA News

As the movement to "think metric" gains ground, teachers who want to "be prepared" can benefit from some new materials. A selected bibliography of instructional aids for metrication, including films, filmstrips, and brochures for parents, has been developed by the American Association of School Librarians (AASL) and the National Council of

"Another check for you this n

of more modern school materials and textbooks that are beginning to reflect a multi-cultural society with blacks, Third World, and white men and women in a variety of roles and responsibilities.

Throughout the seminar, the term "Third World persons" was substituted for minority. Third World was used collectively in referring to Asian, Black, First American (Indian), and Chicano persons.

The teachers were tested on their factual knowledge relating to racism in general. To all, the statistical answers were surprisingly low.

According to the NEA materials, only 11.3 percent of American public school

APA Plan enrolls over 90 percent

Special Report

With the addition of Fulton County to the list, every school system in the First District Education Association is now under the APA (Automatic Payment Authorization) Plan provided by the united teaching profession as a simple way for members to pay dues and certain insurance premiums.

This is the fifth district association to have 100 percent coverage under the APA Plan. (Second District and Third District, along with Louisville and Jefferson County, are the other 100 percenters.)

According to KEA's director of special services, Ray Tackett, who is in charge of administering the APA program, only 24 school systems with about 2300 members in the entire state are not covered by the APA Plan.

One uncovered school system is located in the Fourth District, and two are located in each of five other district associations: Fifth District, Northern Kentucky, Middle Cumberland, Upper Cumberland, and Central Kentucky. Four in Upper Kentucky River and nine in Eastern Kentucky make up the rest of the school systems not covered.

Special groups also can be included, according to Tackett, with Asbury College and the State Department of Education now enrolling local-state-national members under the APA Plan. Discussions are under way to provide this service to other special groups, particularly in state colleges and universities.

State law now requires the local school district to provide the APA Plan if the members in that school system request it. Tackett reports that Casey County also is a new addition to the program this year, and that others still can be added if the move is initiated immediately. He indicates he is available to work with local associations and payroll officers in the installation of the plan.

The APA Plan dates back to 1960. During the intervening years, it has provided for continuing professional membership for a growing percentage of the teachers in Kentucky. A mark of its importance is the fact that no group has ever withdrawn from the program once it was instituted.

Under the plan, KEA prepares a monthly billing for the school system showing the amount to be deducted from each member's paycheck. Beginning with the third paycheck in the fall, and continuing for eight months, the local payroll officer withholds this amount and sends KEA a check for the total amount withheld.

Each member authorizes the payroll officer to continue to do this when he/she signs the membership form. Included in KEA's billing is the amount of the withholding going for each purpose — local, district, state, and national dues; contributions to KEPAC or NEA-PAC; and income protection or life insurance premiums.

The program is designed to reduce the workload of a lot of individuals — the local payroll officer, the local membership committee, the individual members. In addition, it spreads the financial load for members over an eight-month period while leaving all of the member's first two paychecks available to pay summer vacation bills.

NEA Executive Committee Action

State Association in Florida is disaffiliated

From NEA News Service Reports

The Executive Committee of the National Education Association has disaffiliated the Florida Education Association (FEA). They took this action on September 4, in response to a recommendation by NEA Executive Secretary Terry Herndon as requested by a Florida NEA director.

Herndon, at a disaffiliation hearing in Washington on August 23, charged the FEA with interfering with and preventing implementation of NEA's Bylaw provision and other written policies aimed at unifying all state and local affiliates with NEA. He also charged the FEA with encouraging local mergers requiring affiliation with the AFL-CIO in violation of stated NEA policies.

He contended that these actions by FEA make its continued affiliation "prejudicial to the best interests of the NEA."

(The NEA has disaffiliated two state associations in the past few years: in Mississippi for failing to achieve merger of white and black associations; and in Missouri for failing to achieve a plan for unification.)

Leaders of the state association in Florida were invited to appear at the hearing and reply to the charges, but refused to do so even though they were in Washington. NEA leaders, however, went ahead with the presentation of evidence.



Jones

Representative

is a large part of the success and individualized instruction. A good representative to give is James Jones, a man as of educational materials. He's he's an educator with a thorough programs and is capable of

oud of him!

O. Box 20374, Louisville, Kentucky presentation of our varied materials n, mathematics, and individualized

OMY COMPANY
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KEA NEWS

Vol. XII, No. 2 September 18, 1975

The KEA NEWS is published weekly during the school year, except for Thanksgiving week and two weeks at Christmas, and monthly during the summer by the Kentucky Education Association. Address all communications to Dr. Gerald Jagers, Editor, 101 West Walnut Street, Louisville, Kentucky 40202. The telephone number is 502/582-2273, and the TWX number is 810-535-3341.

The KEA NEWS is the only regular official publication of the Association, and is designed to keep members and others informed about news events in the field of education which are of broad professional concern. All rights are reserved, but readers are welcome to quote from or reproduce any article on condition that they give the proper publication credit.

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This symbol of KEA sponsorship can be used only with those programs which have been officially endorsed by the KEA Board of Directors in the name of the membership of the Kentucky Education Association.



Fourth District meets October 10

The Fourth District Education Association will hold its annual fall meeting on Friday, October 10, at the Elizabethtown High School. Arrangements for the program are being made by a planning committee under the chairmanship of Clara Drue, LaRue County.

The general theme will be related to the upcoming bicentennial celebration, with the main speaker scheduled to be Dr. Lynwood Montell, a folklore professor at Western Kentucky University. He will be assisted in his presentation by some student folk singers.

Also on the program will be the chorus from the Elizabethtown Community College, along with a number of luncheons planned by subject area groups.

THE TEACHING MERRY-GO-ROUND



"Here's my paper. By the way, I see where they may permit us students to evaluate the classroom performance of our teachers."

with the other ten scheduled for development in the 1976-77 school year.

Each module is concerned with a different content area of earth/space science organized in such a manner that it can "stand on its own," and they can be used in any sequence. The material resources include a television segment, student supplements, a student activities catalog, teacher guide materials, and cross references to all of the state-approved earth/space science textbooks.

The Universe and I television series, along with other aspects of the program, has three primary goals:

- To instill, within students, constructive attitudes concerning the methods and major concepts of earth/space science.
- To develop physical and mental skills necessary for scientific activity and thought.
- To develop the major concepts of earth/space science which support and extend constructive attitudes and skills of science.

The modules (units) are concerned with an introduction to earth/space science, material resources, energy resources,



KEA President Billye Pope talks to striking teachers in Ohio, indicating Kentucky support for their efforts.

KEPAC - NEA-PAC REFUND APPLICATION FORM

Name _____ Social Security No. _____

Address (Street) _____

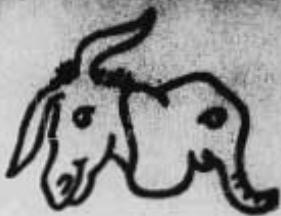
City _____ State _____ Zip Code _____

Local Association _____

Please take my name off the list of contributors to KEPAC _____ NEA-PAC _____ and refund any money which already has been withheld from my salary.

Date _____ Signature _____

For refund, mail this form by January 1 to KEA Division of Special Services, 101 West Walnut Street, Louisville, Kentucky 40202.



KEPAC
Post Office Box 1089
Louisville, Kentucky 40201

Kentucky Educators Public Affairs Council

The Political Action Arm of the United Teaching Profession
Affiliated with NEA-PAC

James Sproul
Chairperson
Lyndle Barnes
Secretary-Treasurer

September 14, 1976

TO: KEPAC Treasurers, Local PAC Affiliates
FROM: Lyndle Barnes, Secretary-Treasurer

Enclosed you will find a statement of your local PAC's income and expenditures from the date of affiliation until the end of the 1975-76 fiscal year. The balance in your account at the present time is the last amount listed under "Balance".

I hope you will encourage all your colleagues to be contributors and not request refunds, or that their names be taken off for KEPAC and NEA-PAC deductions for 1976-77.

During that time, it is possible that some of the organizations throughout Kentucky were neglected. Perhaps these staff people did not give you objective information. However, it is difficult, if not

KEA NEWS

Vol. XIII, No. 9 November 11, 1976

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included in the final plan. The KEA Board of Directors have taken strong positions in opposition to the plan without the safeguards we suggested.

I think it unfair to mention the KEA involvement in the plan without saying that the KEA suggestions were not followed and that the KEA is now on record as opposing the implementation of the Kentucky Plan.

Robert L. Summers, Executive Secretary
Kentucky Education Association

Kentucky Plan Position

It is a matter of great concern to us that the "Staff Development Task Force" set up to monitor the so-called "Kentucky Plan for Improving the Professional Performance of School Personnel" includes only two classroom teachers in a total of 19 persons.

We protest this in the strongest terms. How can you justify such blatant disregard for the classroom teacher voice at the state committee level while calling for majority classroom teacher representation on local committees? There is an obvious inconsistency here.

We protest further that KEA, which represents the overwhelming majority of teachers in this state, was not consulted about appointments to the state committee.

It is our understanding that the state committee is supposed to be the advisory body for Title IV as well as for the Kentucky Plan. This is to request that you remove the Kentucky Plan from its jurisdiction and appoint a new state committee for the Kentucky Plan advisory function to include majority representation of classroom teachers based on nominations submitted by KEA.

Better still, and this we strongly urge once again, recommend to the State Board of Education that the Kentucky Plan be rescinded or that, at the least, it be revised to include the provisions called for by KEA.

James G. Sproul, President
Kentucky Education Association

the way. Who, better than they, know the problems that exist at the grass-roots level in our schools?

When do we begin? If meaningful change is going to occur, teachers will have to start some meaningful communication with parents. For example, instead of bringing parents into our buildings during open house and showing them beautiful bulletin boards and neat rooms, we are going to have to say, "Mrs. Jones, there is no way I can give your child the individual instruction he needs because there are 35 other children in the class, and I just don't have the time."

The recent strike in Letcher County occurred, not over salaries, but because of unsafe buildings, over-size classes, unclean restrooms, lack of textbooks and desks, and inadequate money for materials and supplies.

Teachers and parents will have to stop subsidizing bad situations. Teachers should stop taking money out of their own pockets to buy the necessities for teaching that the state and local board of education should be providing. PTA's should refuse to buy any more carpets, playground equipment, air conditioners, lunchroom furniture, etc. It is the State's constitutional responsibility to provide our children with an equitable and meaningful education, and it's time we demanded the state accept that responsibility.

The day will come, and I hope soon, when education has access to adequate monies, and other departments of state have to depend on chili suppers, candy sales, and fall festivals to provide the necessities for operation.

In summary, teachers and parents should not continue to be pawns in the hands of the local and state power structures. Teachers should bring their problems outside their classrooms and parents should demand support for quality education from their school board members and government leaders. When we do, perhaps quality education will then fulfill the promise of equal opportunity for all children in our state.

Jerry Alleyne, CKEA Unified Service Consultant

KEPAC - NEA-PAC REFUND APPLICATION FORM

Name _____ Social Security No. _____

Address (Street) _____

City _____ State _____ Zip Code _____

Local Association _____

Please take my name off the list of contributors to KEPAC _____ NEA-PAC _____ and refund any money which already has been withheld from my salary.

Date _____ Signature _____

For refund, mail this form by January 1 to KEA Division of Special Services,
101 West Walnut Street, Louisville, Kentucky 40202.

KEA NEWS

Vol. XII, No. 2

September 18, 1975

The KEA NEWS is published weekly during the school year, except for Thanksgiving week and two weeks at Christmas, and monthly during the summer by the Kentucky Education Association. Address all communications to Dr. Gerald Jagers, Editor, 101 West Walnut Street, Louisville, Kentucky 40202. The telephone number is 502/582-2273, and the TWX number is 810-535-3341.

The KEA NEWS is the only regular official publication of the Association, and is designed to keep members and others informed about news events in the field of education which are of broad professional concern. All rights are reserved, but readers are welcome to quote from or reproduce any article on condition that they give the proper publication credit.

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This symbol of KEA sponsorship can be used only with those programs which have been officially endorsed by the KEA Board of Directors in the name of the membership of the Kentucky Education Association.



Fourth District meets October 10

The Fourth District Education Association will hold its annual fall meeting on Friday, October 10, at the Elizabethtown High School. Arrangements for the program are being made by a planning committee under the chairmanship of Clara Druen, Lattue County.

The general theme will be related to the upcoming bicentennial celebration, with the main speaker scheduled to be Dr. Lynwood Monteil, a folklore professor at Western Kentucky University. He will be assisted in his presentation by some student folk singers.

Also on the program will be the chorus from the Elizabethtown Community College, along with a number of luncheons planned by subject area groups.

THE TEACHING MERRY-GO-ROUND



"Here's my paper. By the way, I see where they may permit us students to evaluate the classroom performance of our teachers."

about three years, the first ten television segments are scheduled for use this year, with the other ten scheduled for development in time for use in the 1976-77 school year.

Each module is concerned with a different content area of earth/space science organized in such a manner that it can "stand on its own," and they can be used in any sequence. The material resources include a television segment, student supplements, a student activities catalog, teacher guide materials, and cross references to all of the state-approved earth/space science textbooks.

The Universe and I television series, along with other aspects of the program, has three primary goals:

- To instill, within students, constructive attitudes concerning the methods and major concepts of earth/space science.
- To develop physical and mental skills necessary for scientific activity and thought.
- To develop the major concepts of earth/space science which support and extend constructive attitudes and skills of science.

The modules (units) are concerned with an introduction to earth/space science, material resources, energy resources,

KEA President Billys Pope talks to striking teachers in Ohio, indicating Kentucky support for their efforts.

KEPAC - NEA-PAC REFUND APPLICATION FORM

Name _____ Social Security No. _____

Address (Street) _____

City _____ State _____ Zip Code _____

Local Association _____

Please take my name off the list of contributors to KEPAC _____ NEA-PAC _____ and refund any money which already has been withheld from my salary.

Date _____ Signature _____

For refund, mail this form by January 1 to KEA Division of Special Services, 101 West Walnut Street, Louisville, Kentucky 40202.

JULY 31, 1975

KEPAC reverse dues check-off ruled legal; any member may decide not to pay them

By Mary Musick and
Gerald Jagers

The KEPAC reverse dues check-off procedure is not only good, it is legal.

Teachers have known for sometime that the idea of political action is good. They reinforced this principle last April when delegates to the KEA Delegate Assembly voted to approve a reverse dues check-off procedure to provide the money to support political candidates at the local, state, and national levels.

And now the Kentucky Attorney General, in an opinion written last month, has said that this dues procedure is legal to provide operative funds for the Kentucky Educators Public Affairs Council (KEPAC), local PAC units, and the NEA Political Action Committee (NEA-PAC).

Responding to an inquiry, Carl Miller, an assistant attorney general, has written, that "it is our opinion that it cannot be said that anyone is being forced to contribute to KEPAC." He added, further, that "we see nothing illegal in the reverse dues check-off system."

This legal opinion lends further momentum to the political involvement of teachers here in Kentucky. The procedure itself will enable KEPAC to raise sufficient funds to contribute to the campaigns of many political candidates who are demonstrated friends of education.

State law prohibits a corporation such as KEA from becoming involved in any activity that could be interpreted as giving either direct or indirect support to candidates for political office or to their campaign funds. However, since so many consequential educational decisions are made in the political arena, both KEA and NEA have been stressing the need for teachers to become more politically

involved. KEPAC was established at the state level, and that NEA-PAC was set up at the national level. KEA serves as the collecting agent for KEPAC and NEA-PAC money.

By virtue of the unanimous decision by the delegates last April, \$8 will be added automatically to each member's deductions under the APA Plan (\$1 per month). Of this total amount, \$1 will be sent to NEA-PAC, and the other \$7 will go to KEPAC. A normal charge will be made to each of these groups to cover the expense of collecting these political contributions.

Organized local PAC units will be eligible to receive one-half of the money contributed by their members to KEPAC to use in support of local candidates who are friends of education, particularly those who are campaigning for seats in the Kentucky Senate or House of Representatives. (The money retained by KEPAC will be used primarily in support of friendly candidates in statewide elections, particularly for such offices as Governor, Lieutenant Governor, State Superintendent of Public Instruction, and Attorney General.)

Since this is a voluntary contribution for political action, any member may request that these KEPAC and NEA-PAC dues not be withheld from his/her salary. Even if some monthly deductions have been made, these will be refunded if the member so requests. All such requests must be submitted individually in writing.

Both KEPAC and NEA-PAC have been active for several years, using voluntary contributions by teacher-members. During the congressional elections last fall, for example, NEA-PAC contributed a total of about \$225,000 to 165 candidates in 44 states, including \$4,500 to 6 candidates in Kentucky. This past



Kentuckians spent a lot of time on the bus during

NEA elects first two-ye-

Special Report

John Ryor, a 39-year-old mathematics teacher from Battle Creek, Michigan, is scheduled to take office September 1, 1975, as the first president of the National Education Association elected to a two-year term.

Ryor has an extensive background of activity and leadership at the local, state, and national levels of professional association activity. Most recently, he served as a member of the NEA Executive Committee and as president of the National Council of State Education Associations.

In accepting the nomination for the NEA presidency, he stressed the need to do something about the economic plight of teachers with these words:

"We desperately need an NEA



Oct. 12, 1972

4.

"APA deductions for KEPAC are legal," says Attorney General

ENS Special Report

Kentucky's Attorney General has ruled that school boards are required to make payroll deductions for contributions to the Kentucky Educators Public Affairs Council (KEPAC) when requested by an employee.

The opinion, written by Assistant Attorney General Carl Miller, was in response to questions raised by Ray Corns, director of the division of legal services for the State Department of Education.

Corns asked if payroll deductions for KEPAC, an independent political action organization established at the request of KEA delegates, were mandatory or merely permissive under state law.

Miller replied that KRS 161.158, enacted as House Bill 264 by the 1972 General Assembly, "makes it mandatory that a board of education do three things: (1) adopt policies or

regulations which will provide for deductions from salaries whenever a request is made by an employee; (2) make deductions from salaries earned in at least eight different pay periods, and (3) remit the deductions to the appropriate organization as specified by the employees.

Corns also asked Miller if KEPAC is an eligible organization to receive payroll deductions since its avowed purpose is to engage in political activity on behalf of education.

Miller told Corns, "There is no statute forbidding individuals to make political contributions, and KRS 161.158 does not disqualify political organizations from receiving the authorized deductions."

"It is therefore our opinion," Miller wrote, "that each school board is required to make payroll deductions for the Kentucky Educators Public Affairs Council when properly authorized according to its adopted policies and regulations."

Reading teachers meet in November

The Reading Teachers Association (Kentucky Council of IRA) will hold its annual fall conference in Lexington, November 3-4, according to Dorothy Alexander, Somerset, an official in the organization. The site of the conference will be the Student Center of the University of Kentucky.

On Friday (November 3) participants will have an opportunity to visit schools in Fayette and Clark Counties, and facilities at Kentucky State University in Frankfort, and the UK Special Education Materials Center and Kentucky Educational Television in Lexington.

The Saturday morning program will include group presentations on such topics as: Wisconsin skills designs, diagnostic prescriptive instruction, organizing the ninth-grade reading program, a multisensory approach to the teaching of reading, creating a learning environment for the mature reader, and innovation in the classroom use of the Cloze procedure.

Time) on Friday, Nov. 4. (The session begins at 5:00 p.m.) She is all should plan to remain close of the workshop, and for 1:30 p.m. on Saturday. Headquarters for the workshop sessions will be the Continental Hotel on Lexington's New Road (State Highway 4) just west of the city near the U.S. 60 (Ster Road) exit.

During the workshop, these state district leaders will be involved in discussion, and planning for ACT action programs for the year, along with the proper use of local, state, and national funds and other resources.

Registration should be completed by each participant, no later than October 24, to the local office, Miss Bettie Tuttle, 2022 West Lexington, Ky. 40503.

800 440 19

Look to Edwards and Bacon



KEPAC



(4)

Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

August 21, 1975

TO: Superintendents

FROM: Dexter Meyer, Chairman, KEPAC State Committee
Lyndle Barnes, Secretary-Treasurer, KEPAC State Committee

RE: Payroll Deduction for KEPAC and NEA-PAC

In April 1975 the KEA delegates took a major step forward to assure educators they would have friends in the state Legislature, the Governor's chair and the U. S. Congress. The delegates passed a resolution asking KEA to collect from its members \$8.00 a year to be used for political action. This will be \$1.00 a month for those who are paying their dues through the APA program.

One dollar (\$1.00) will be sent to NEA-PAC to be used in Federal elections and seven dollars (\$7.00) will be forwarded to KEPAC to be used in Kentucky elections. The Attorney General of Kentucky has ruled that this procedure is legal. A copy of the Attorney General's ruling and a copy of the resolution passed by the KEA delegates is enclosed.

It is hoped that all members of the profession will participate in this important program for education. However, if a member does not wish to participate, he may write KEA and have his contribution deleted from the billing, or he may get a refund of whatever amount has been deducted from his paycheck for political action. This fall a form will appear in the KEA News for members to use in requesting KEPAC and NEA-PAC refunds.

We know that you understand the need for educators to get involved politically in moving education in Kentucky out of the cellar. Therefore, your cooperation and support in this matter will be appreciated.

April 15, 1975

TO: KEA Board and Delegate Assembly
FROM: State KEPAC Committee
RE: Reverse Dues Check-Off for Political Activity

The State KEPAC Committee feels that the only way elementary and secondary education programs for the children of Kentucky will be improved is through electing friends of education to public office at the local, state and national level, with special emphasis on the governorship and state Legislature. Therefore, the State KEPAC Committee urges the KEA Board of Directors and the Delegate Assembly to pass the following item to promote political activity:

The KEA recognizes that most decisions affecting education, schools, students and teachers are political decisions. Therefore, KEA urges and encourages its members and affiliates to participate actively in the political process to ensure the election of officials who will make sound decisions on education matters.

The KEA realizes that an individual's involvement in politics, as a candidate or in campaign support, requires a substantial investment of time, energy and money. The KEA urges its members and affiliates to make every effort to assure that such support is provided to candidates who are friends of education.

KEA recognizes that it, as a corporation, cannot become involved in activities that would be construed as lending direct or indirect support to candidates for political office or to campaign funds. Therefore, political activity of KEA members should be channeled through independent agencies such as KEPAC and NEA-PAC.

KEA will deduct \$8.00 annually, in addition to membership dues--\$7.00 for KEPAC and \$1.00 for NEA-PAC. The \$8.00 will be transmitted to KEPAC and NEA-PAC. One-half of the KEPAC contributions shall be set aside for disbursement to affiliated local PAC units in accordance with KEPAC guidelines. As a consideration for these collections, KEA will charge KEPAC and NEA-PAC an amount of money consistent with its billing and schedule for collection services. It is understood that KEPAC and NEA-PAC will refund contributions to any member requesting it, if the request is made by January 1.

The Delegate Assembly directs the KEA Board of Directors to develop, in accordance with state and federal law, a system for collecting voluntary contributions for political purposes from KEA members as generally outlined above.

This system shall be implemented as soon as feasible, but in no event later than the beginning of the 1975-76 membership year."



COMMONWEALTH OF KENTUCKY
OFFICE OF THE ATTORNEY GENERAL
FRANKFORT

June 9, 1975

Mr. James W. McClave
716 Gilley Street
Flatwoods, Kentucky 41139

OAG 75 423

Dear Mr. McClave:

8004012003138
You have requested an opinion of this office as to the legality of the Reverse Dues Checkoff adopted by the KEA Delegate Assembly for the benefit of KEPAC. You state that you are a teacher and a member of the REA, KEA and NEA, and that you feel you are being forced to contribute to KEPAC instead of doing so on a voluntary basis.

KEPAC (Kentucky Educators Public Affairs Council) is described as the political action arm of the KEA. Since KEA is a corporation and therefore barred from making political contributions by the Corrupt Practices Act, KRS Chapter 121, KEPAC is a separate association without any official connection with KEA. In the 1974 Delegate Assembly of KEA, the Assembly voted to comply with a request from KEPAC to institute a negative checkoff system and collect \$8 a year from each member of the KEA for the benefit of KEPAC. The only function of KEA in connection with these contributions to KEPAC is that KEA will ask the cooperating school districts to collect the \$8 per member which KEA will pass on to KEPAC and make a nominal charge for the service of collecting the contributions. The KEPAC contributions will be collected only from the salaries of KEA members who have on file with their employer school district an authorization for payroll deductions of KEA dues. (We are told that about 85 percent of the school districts in

the state cooperate with KEA on a voluntary basis by making payroll deductions of KEA dues.)

A dues checkoff system is often made a part of a contract between a labor union and an employer. Its validity rests entirely on contract. Greenwald v. Chiarella, 57 N.Y.S. 2d 765. It has been held to be a contractual expedient. Local 60 of Industrial Union of Marine and Shipbuilding Workers of America v. Welin Davit & Boat Corporation, 33 A.2d 708. A negative checkoff system is one whereby a deduction is made from the salary of each member of a specified group of employees with the proviso that each employee who so desires may request that the amount deducted from his salary be returned to him because he does not want to contribute to the particular fund for which the deduction was made.

The official statement as to the reverse dues checkoff for political activity made by KEPAC to the KEA Board and Delegate Assembly contains the following:

"KEA will deduct \$8.00 annually, in addition to membership dues- \$7.00 for KEPAC and \$1.00 for NEA-PAC. The \$8.00 will be transmitted to KEPAC and NEA-PAC. One half of the KEPAC contributions shall be set aside for disbursement to affiliated local PAC units in accordance with KEPAC guidelines. As a consideration for these collections, KEA will charge KEPAC and NEA-PAC an amount of money consistent with its billing and schedule for collection services. It is understood that KEPAC and NEA-PAC will refund contributions to any member requesting it, if the request is made by January 1."

Although the above quoted statement is to the effect that KEA members who do not want to contribute to KEPAC must make their request by January 1 in order to get the KEPAC dues refunded, we have been assured by Mr. Robert L. Summers, Executive Secretary of KEA, that any request made for refund during the school year will be honored. Mr. Summers also stated that he is informed by the KEPAC leaders that refunds

will be made for the entire year as soon as the request is received.

Under the above statements and premises, it is our opinion that it cannot be said that anyone is being forced to contribute to KEPAC. Since the entire dues deduction system is a voluntary arrangement between KEA and the several school districts of the state and KEA is only the collecting agent for KEPAC, we see nothing illegal in the reverse dues checkoff system.

Yours very truly,

ED W. HANCOCK
ATTORNEY GENERAL



By: Carl Miller
Assistant Attorney General

CM:lg

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marked

KEA DELEGATE ASSEMBLY
April 16 and 17, 1975

Approved
April 14, 1975
(li)
Copied

The first session of the KEA Delegate Assembly was called to order by President John Basham on Wednesday afternoon, April 16, 1975, at 1:30 P.

The President then recognized Mrs. Billye Pope, President-elect of KEA, who assumed the Chair and recognized Mr. Basham for the report from the President. His remarks follow:

Report of the President

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Albert J. Smith

Mr. Besham expressed appreciation to Mrs. Gant and the members of the Resolutions Committee for their service to the Association and to R. C. Andrews and Charlie Mitchell for their service to the Chair. He then recognized Dexter Neyer, Chairman of the Kentucky Educators Political Action Council. Mr. Neyer stated that the State KEPAC Committee felt that the only way elementary and secondary education programs for the children of Kentucky would be improved was through electing friends of education to public office at the local, state and national levels, and urged the KEA to implement promotion of political activity by the following:

The KEA recognizes that most decisions affecting education, schools, students and teachers are political decisions. Therefore, KEA urges and encourages its members and affiliates to participate actively in the political process to ensure the election of officials who will make sound decisions on education matters.

The KEA realizes that an individual's involvement in politics, as a candidate or in campaign support, requires a substantial investment of time, energy and money. The KEA urges its members and affiliates to make every effort to assure that such support is provided to candidates who are friends of education.

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KEA recognizes that it, as a corporation, cannot become involved in activities that could be construed as lending direct or indirect support to candidates for political office or to campaign funds. Therefore, political activity of KEA members should be channeled through independent agencies such as KEPAC and NEA-PAC.

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The Delegate Assembly directs the KEA Board of Directors to develop, in accordance with state and federal law, a system for collecting voluntary contributions for political purposes from KEA members as generally outlined above.

This system shall be implemented as soon as feasible, but in no event later than the beginning of the 1975-76 membership year.

Mr. Meyer stated that in the past the delegates had passed programs and gone home and forgotten about them and he felt that the success of the program depended upon the commitment of teachers to improving education. In giving rationale for the reverse dues checkoff, he pointed out that decisions affecting education, schools, students and teachers are political decisions and, therefore, friends of education must be elected to public office and because any individual campaigning for public office must invest time and money there is a need for funds. He stated that the profession had been involved in political action for two years and at the present time there were 3000 contributors to KEPAC with 54 local PAC units. Mr. Meyer explained that of the \$8, NEA-PAC would be sent \$1 and one-half of the \$7 would be set aside for local units in local legislative races. He went on to say that this was a voluntary contribution and that forms would be made available for those who wished to request a refund. Mr. Meyer stated that much of the time now is spent in trying to promote KEPAC and the reverse dues checkoff would permit the promotion of the program. The Chair asked for a motion on the recommendation. Mrs. Ovetta Basey was recognized and moved to receive and file the report. Mr. Pessarelli seconded the motion and it passed.

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The Chair recognized Mr. Meyer who moved to suspend the rules in order that the delegates might consider the KEPAC proposal. Mrs. Fannie Gue seconded and the motion passed. Mr. Meyer expressed appreciation to the delegates for their consideration and moved adoption of New Business Item 12.



*Andy
Frank*

"The KEA recognizes that most decisions affecting education, schools, students and teachers are political decisions. Therefore, KEA urges and encourages its members and affiliates to participate actively in the political process to ensure the election of officials who will make sound decisions on education matters.

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This system shall be implemented as soon as feasible, but in no event later than the beginning of the 1975-76 membership year."

Mrs. Gue seconded the motion, and Preston Young, JCTA, spoke in favor saying that a good percentage of the time spent by KEPAC was in trying to sell the idea of KEPAC. Henry Powell spoke in favor saying that he felt KEPAC was the answer to support for public education. Mr. Holian moved the previous question. Palma Dixon seconded and the motion passed. Motion on NU12 passed. Mr. Meyer expressed appreciation to the delegates and pledged the efforts of KEPAC to do everything possible to make political action a reality for Kentucky teachers.

75-2. Political Action

We commend all local groups that have exerted the time and energy to form an independent political action group to provide for involvement of education in political campaigns through the endorsement of candidates and the voluntary contribution of time and money in support of their candidates. We call upon all local groups who have not done so to take such action in cooperation with the statewide Kentucky Educators Public Affairs Council (KEPAC).

Further, we call upon each member to contribute \$1 per month to KEPAC, understanding that one-half of this contribution will be available to the local political action group when and if it is formed.

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KEPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

February 6, 1975

TO: Local PAC Chairmen
FROM: Dexter Meyer, State KEPAC Committee Chairman
RE: Endorsement Material

If we are to realize our legislative goals, we must send friends of education to Frankfort. Now is the time for local PAC committees to swing into action, especially if they are in an area where the primary is tantamount to an election because the opposition does not put up a candidate or only a token candidate.

If you are in an area where there is doubt about what party candidate might be elected in the fall, then you might want to wait about endorsing a candidate until after the primaries are over.

Enclosed you will find guidelines, endorsement forms, and other materials that are necessary for endorsing a legislative candidate. If you are in a legislative district with more than one PAC unit, then you should contact the other PAC units in the district and proceed with your interviews and endorsement procedures. As the guidelines point out, legislative candidates are nominated by local units and confirmed by the KEPAC State Committee.

Statewide candidates are nominated by the KEPAC State Committee and confirmed by a majority of the local PAC units. Where there are no PAC units in legislative districts, then the state committee has the responsibility, if it chooses, to make the endorsements. As you probably know, all candidates filing for legislative or statewide races must file their papers by midnight, April 2, 1975. The state committee would like for you to get in your nomination, if you plan to endorse a candidate in the primary election, as early as possible, but no later than April 4, 1975.

I would recommend that you coordinate your activities in your district with your Unified Service Consultant and with the state KEPAC representative from your district. Information may also be obtained from our state KEPAC secretary-treasurer, Lyndle Barnes, at the KEA office in Louisville.

Many incumbents in the state legislature will be running for re-election. Among the material is a legislative report dated April 29, 1974 which contains the voting records of those who served in the legislature during the 1974 session. I would suggest that in order to maintain credibility, that you give serious consideration to supporting candidates who voted in support of the major peices of legislation sponsored by KEA in the 1974 General Assembly.

I know the KEA legislative program will not be finalized until after the delegates meet on February 15, but I thought it was important to send these materials to you now in order that you may be familiarizing yourself with the election procedure. Copies of the 1976 KEA legislative program will be mailed to you as soon as it can be duplicated following the February 15 Delegate Assembly meeting.

You are urged to attend and to encourage the KEA delegates from your association to attend the open hearing on "reverse dues check-off" for KEPAC. The hearing on this most vital resolution will be held on February 14 at 8:00 P.M. during the special KEA Delegate Assembly.

If you need forms to sign up additional people for KEPAC in your association, the materials may be obtained from your Unified Service Consultant Office, or from Lyndle Barnes at KEA.

Best wishes for a successful political venture.

80040200140

KEA News January 23, 1975

Dexter Meyer to head KEPAC this year

The State Steering Committee of the Kentucky Educators Public Affairs Council (KEPAC) has a new chairman and wants a new way of collecting contributions. These are the main items to report from a recent (January 4) meeting of Kentucky teachers' political action arm.

Dexter Meyer, a classroom teacher from Fayette County, is the new chairman. He succeeds Preston Young, a Jefferson County teacher, who moves to the vice-chairmanship. Mrs. Carolyn May, a Warren County teacher, will serve as recording secretary, and KEA's director of governmental relations, Lyndle Barnes, will continue to serve as treasurer.

The new contribution collecting system the committee is proposing would

involve a "reverse dues checkoff." This system, which will formally be proposed to the KEA Delegate Assembly in April, would involve automatic withholding of dues to KEPAC and NEA-PAC (the national political action arm for teachers) unless individual teachers request that this not be done.

An open hearing on this proposal is scheduled for the evening of February 14, at 8 p.m., when the KEA Delegate Assembly meets in Louisville to adopt the 1976 KEA Legislative Program.

Assuming it is approved by the delegates in April, the reverse dues checkoff would go into effect next September 1. In the meantime, Meyer is calling for a local PAC effort this spring to increase KEPAC contributions for use in legislative campaigns.



Commission Seeking Nominations

—By Mary Musick

KEA Human Relations Commission is seeking nominations for Smith-Wilson Award for Civil and Human Rights.

Each local association will receive a nomination form from the commission to be turned to KEA no later than March 1. The award will be presented in April at the convention.

Nominations being considered for the award must be for persons who either at present work in Kentucky or have worked here. The accomplishments of each person reviewed will be looked at with respect to contributions made to racial integration, students and teachers in Kentucky, and to the advancement of educational opportunities for minority groups.

The first Smith-Wilson Award was last year to Dr. Whitney Young Sr. at the KEA Convention.

James Walker, an elementary teacher from Campbell, who represents Second District Education Association on the commission, is serving as chairman of the commission.

At the January 11 meeting of the commission Mrs. Elsie Ivy, a

McCracken County teacher, was elected secretary replacing Mrs. Joella Brammel, Covington.

The commission voted to inform Governor Julian Carroll by letter of its disappointment and displeasure with his decision not to close state offices in observance of Dr. Martin Luther King Jr.'s birthday January 15 even though it was designated by the Legislature as a state holiday.

Reports were given in regard to the KEA Affirmative Action Committee and progress made in securing federal monies for the establishment of a KEA Human Relations Department.

Mrs. Nancy Dematra, a Louisville teacher who heads the Minority Involvement Leadership Training Program financed by the NEA Hilda Maehling Scholarship, received an endorsement by the commission for the continuation of her project.

She is developing individual workshops on affirmative action, segregation, racism awareness, the metric system, educational neglect, and professional negotiations. Her proposed new project has been submitted to the Maehling Scholarship fund for continuation funding.

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(404) 251-1600

KEA



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

March 24, 1975

Dear KEA Delegate:

In February you adopted a legislative program that if enacted by the state General Assembly will go a long way towards achieving quality education in Kentucky. We all realize that Kentucky is at an educational cross-roads. Should we fail to take the correct path, the educational consequences could, quite literally, be disasterous.

It is not enough to sit in faculty lounges or association meetings and complain about the educational materials we don't have, or the personal bills we can't pay. Our standing as 49th in the nation speaks to the fact that we have done far too much of that. Instead, we must actively move into the political action arena. Only by electing legislators who favor our educational programs can we achieve our goal. This is not a new idea. Nearly every state in the nation has a political action arm. Those with the highest rating have strong, active political action committees. This fact speaks for itself!

In April the KEPAC State Committee is going to ask you to help us create a stronger, more efficient state political action arm for KEA. We are proposing a resolution which will request that an eight dollar (\$8.00) contribution to KEPAC be deducted along with your regular KEA dues on APA. This will be a strictly voluntary contribution. Any member may have his or her money returned by simply clipping out a convenient ad, which will appear regularly in the KEA News, and mailing it in to KEPAC. Thus, any person who does not choose to belong may easily request a refund.

How will this money be used? One dollar will go to NEA-PAC. In all candor, NEA spent \$5,000 in Kentucky on last year's Congressional elections, and we need to begin repaying the debt. Of the remaining seven dollars (\$7.00) one-half (\$3.50) will be returned to the affiliated local PAC units, and the other half (\$3.50) will stay at the state level. In a very real sense the eight dollars contribution is much like a financial investment in the future, for I know of no other arrangement whereby eight dollars can yield a dividend of \$1,000 or more, and that is exactly what will happen when we are successful in 1976.

This proposed process also provides for a very efficient, standardized method of collecting funds and securing contributors. The process currently used is awkward and extremely inefficient. More time and money go into membership campaigns and bookkeeping than into actual political action. This cannot continue! Recognizing the seriousness

The Political Action Arm of the United Teaching Profession

of this dilemma, the KEPAC State Committee (which is made up of elected people from each KEA District, the president, and the president-elect of KEA) unanimously supports this resolution and further urges you to actively support it.

Let us help put Kentucky on the correct educational path. Support a strong, active state KEPAC organization and get involved in your local PAC unit!

Sincerely,

Dexter Meyer, III
Dexter Meyer, III

P.S. Please note the enclosed invitation to our reception on Wednesday, April 16. Come and meet the many candidates who are running for statewide offices. I look forward to meeting each of you.

800402001511
80040195122

6.
April 15, 1975

TO: KEA Board and Delegate Assembly
FROM: State KEPAC Committee
RE: Reverse Dues Check-Off for Political Activity

APR 08 1975

The State KEPAC Committee feels that the only way elementary and secondary education programs for the children of Kentucky will be improved is through electing friends of education to public office at the local, state and national level, with special emphasis on the governorship and state Legislature. Therefore, the State KEPAC Committee urges the KEA Board of Directors and the Delegate Assembly to pass the following item to promote political activity:

3 The KEA recognizes that most decisions affecting education, schools, students and teachers are political decisions. Therefore, KEA urges and encourages its members and affiliates to participate actively in the political process to ensure the election of officials who will make sound decisions on education matters.

13 The KEA realizes that an individual's involvement in politics, as a candidate or in campaign support, requires a substantial investment of time, energy and money. The KEA urges its members and affiliates to make every effort to assure that such support is provided to candidates who are friends of education.

4 KEA recognizes that it, as a corporation, cannot become involved in activities that could be construed as lending direct or indirect support to candidates for political office or to campaign funds. Therefore, political activity of KEA members should be channeled through independent agencies such as KEPAC and NEA-PAC.

8 KEA will deduct \$8.00 annually, in addition to membership dues- \$7.00 for KEPAC and \$1.00 for NEA-PAC. The \$8.00 will be transmitted to KEPAC and NEA-PAC. One-half of the KEPAC contributions shall be set aside for disbursement to affiliated local PAC units in accordance with KEPAC guidelines. As a consideration for these collections, KEA will charge KEPAC and NEA-PAC an amount of money consistent with its billing and schedule for collection services. It is understood that KEPAC and NEA-PAC will refund contributions to any member requesting it, if the request is made by January 1.

The Delegate Assembly directs the KEA Board of Directors to develop, in accordance with state and federal law, a system for collecting voluntary contributions for political purposes from KEA members as generally outlined above.

This system shall be implemented as soon as feasible, but in no event later than the beginning of the 1975-76 membership year."

DISBURSEMENT REQUEST

TO: KEPAC State Treasurer, P. O. Box 1089, Louisville, Kentucky 40201.

FROM: Jeff-PAC
(Local Affiliate)

Date Requested 10-7-76

Please issue a check in the amount of 400.00 for the following:

Name of Payee:

Address:

Marzoli Campaign

Tickets

Purpose for expense:

Authorized by:

Jeanne Andriot
(Local PAC Chairman)

(Signed)

C. F. B.
10-12-76

(Local PAC Treasurer)

(Signed)

10-12-76

Ch. No. 1731

80040200133
10040195124

DISBURSEMENT REQUEST

TO: KEPAC State Treasurer, P. O. Box 1089, Louisville, Kentucky 40201.

FROM: Jeff-PAC
(Local Affiliate)

Date Requested 9-24-76

Please issue a check in the amount of \$80.00 for the following:

Name of Payee:

Address:

Mazzoli Campaign

Purpose for expense:

Reception for Mazzoli

Authorized by:

Jeanne Andriot
(Local PAC Chairman)

(Signed)

(Local PAC Treasurer)

(Signed)

Ch. No. 1696

O.K.
PB.

9-24-76

DISBURSEMENT REQUEST

TO: KEPAC State Treasurer, P. O. Box 1089, Louisville, Kentucky 40201.

FROM: Jeff-PAC Date Requested 10-7-76
(Local Affiliate)

Please issue a check in the amount of 422.00 for the following:

Name of Payee:

Address:

Wintetberg Campaign Tickets

Purpose for expense:

Use for rally

Authorized by:

Jeanne Andriant
(Local PAC Chairman)

(Signed)

(Local PAC Treasurer)

(Signed)

O.K.
L.B.
10-12-76

800040200158
No. 130

DISBURSEMENT REQUEST

TO: KEPAC State Treasurer, P. O. Box 1089, Louisville, Kentucky 40201.

FROM: Jeff-PAC
(Local Affiliate)

Date Requested 9-28-76

Please issue a check in the amount of 10.00 for the following:

Name of Payee:

Marzoli Campaign

Address:

Deliver to Bruce
Tranter at JCFA Office

Purpose for expense:

Authorized by:

Jeanne Indrict (Signed)
(Local PAC Chairman)

(Local PAC Treasurer)

(Signed)

Ok. No. 1710

D-K
J.B.
9-28-76

800402001565
800402001565

4)

KEPAC is not aware that any of its contributors have ever been other than KEA members.

8800402001577
30040195128

16. + 5)

NO. OF KEPAC CONTRIBUTORS BY SCHOOL YEAR & TYPE FORM USED

YEAR	NO. OF CONTRIBUTORS CASH COLLECTED BY KEPAC (KEPAC FORMS)	NO. OF CONTRIBUTORS CASH COLLECTED BY KEA (KEA CASH FORMS)	NO. OF CONTRIBUTORS APA (APA FORMS)
1972-73	1,007	27	1,670
1973-74	1,007	48	2,316
1974-75	543	24	2,731
1975-76	394	991	21,382
1976-77	23	908	22,020
1977-78	9,259 (CASH DRIVE)	591	2,200
1978-79	None	288	23,943

EXPLANATORY NOTE

Although it would be physically impossible to compare the name of each KEPAC contributor against the membership rolls of KEA in order to determine with precision how many of the contributors shown in this chart are KEA members, the officers of both KEPAC and KEA are sure that no more than 100 of the total number of KEPAC contributors over the years have not been KEA members. In fact, it is believed that no KEPAC contributor is not also a KEA member. Only KEA members are solicited to contribute to KEPAC.

57

KEA MEMBERSHIP
1969-1973 School Years
APA & CASH FORMS

<u>School Year</u>	<u>Cash Forms</u>	<u>APA Forms</u>
1968-69	6890	23700
1969-70	5918	5300
1970-71	4682	4300
1971-72	4005	4300
1972-73	3064	4200
1973-74	2435	4400
1974-75	1996	4200
1975-76	2412	3700
1976-77		4326
1977-78		4611
1978-79		3894

EXPLANATORY NOTATION :

In certain circumstances, the administrative burden of ascertaining the precise number KEA members enrolled under each form was so great that estimates of the correct numbers have been included in this compilation. These estimates are correct to the best belief of both KEPAC and KEA officers.

80040200159
80040200159

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'79 JUL 30 AM 10 19

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411
411



**SEGAL, ISENBERG, SALLI
STEWART & NUTT**

THIRD FLOOR, MARION E. TAYLOR BUILD.
LOUISVILLE, KENTUCKY 40202

TO:

Mr. William C. Oldaker
General Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 40463

FIRST CLASS MAIL

FEDERAL ELECTION COMMISSION

Conciliation related materials

The above-described material was removed from this file pursuant to the following exemption provided in the Freedom of Information Act, 5 U.S.C. Section 552(b):

- | | |
|--|---|
| <input type="checkbox"/> (1) Classified Information | <input type="checkbox"/> (6) Personal privacy |
| <input type="checkbox"/> (2) Internal rules and practices | <input type="checkbox"/> (7) Investigatory files |
| <input checked="" type="checkbox"/> (3) Exempted by other statute (FECA) | <input type="checkbox"/> (8) Banking Information |
| <input type="checkbox"/> (4) Trade secrets and commercial or financial information | <input type="checkbox"/> (9) Well Information (geographic or geophysical) |
| <input type="checkbox"/> (5) Internal Documents | |

Signed Marsha Gendron

date June 17, 1980

FEC 9-21-77

BEAL, IBENBERG, SALES, STEWART, & NUTT

COUNSELORS AT LAW
THE THIRD FLOOR
M. E. TAYLOR BUILDING

FOURTH STREET BETWEEN LIBERTY & JEFFERSON
LOUISVILLE, KY. 40202
(502) 587-8888

RECEIVED
FEDERAL ELECTION
COMMISSION

HERBERT L. BEAL
CHARLES R. IBENBERG
RAYMOND L. SALES
JOHN FRITH STEWART
GILBERT HALE NUTT

May 11, 1979

ROBERT L. GATLETT, JR.
ROBERT M. LINDSAY
IRWIN H. DUTLER, JR.
EDWARD A. HAYEN
WALTER LAPP SALES
LINDA J. WALLBAUM
STEPHEN J. TILLMAN
JAMES E. IBENBERG
KENNETH L. SALES
THOMAS G. JARRELL
REX GUNN
KATHLEEN B. PELLEGRINO
TERRY E. FOX
DAVID LEIGHTY
DENNIS FRANKLIN JAMES
CAROL M. RASKIN

79 MAY 15 1979
INDIANAPOLIS, IND. 46204
445 NORTH PENNSYLVANIA ST.
THIRD FLOOR
(317) 637-2246

NEW ALBANY, IND.
WILLIAM MOYER
806 STATE STREET
P. O. BOX 422
NEW ALBANY, IND. 47150
945-1195

ST. MATTHEWS, KY.
2615 LEXINGTON RD.
LOUISVILLE, KY. 40207
897-6064

OKOLOHA, KY.
9411 MAPLE ROAD
LOUISVILLE, KY. 40229
965-7554

Mr. William C. Oldaker, General Counsel
Federal Election Commission
1325 K. Street N.W.
Washington, D.C. 20463

RE: MUR 639 (KEPAC)

902374

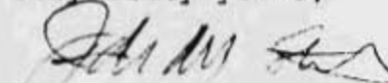
Dear Mr. Oldaker:

I received your latest letter on the 7th of May.

I cannot get the information together within the deadline date. Some of the information you requested we could obtain easily, but some portions would require probably far in excess of 100 hours to reproduce.

Please call me at your convenience.

Very truly yours,



John Frith Stewart

JFS:dw

30040200162

3
ENBERG, SALES, STEWART, & NUTT
COUNSELORS AT LAW
THE THIRD FLOOR
MAYNARD E. TAYLOR BUILDING
STREET BETWEEN LIBERTY & JEFFERSON
LOUISVILLE, KY. 40202



79 MAY 15 PM 12:11

Mr. William C. Oldaker
General Counsel
Federal Election Commission
1325 K. Street N.W.
Washington, D. C. 20463



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

May 4, 1979

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Mr. John Frith Stewart
Segal, Isenberg, Sales,
Stewart & Nutt
M.E. Taylor Building
4th Street, Between Liberty
& Jefferson
Louisville, Kentucky 40202

Re: MUR 639 (KEPAC)

Dear Mr. Stewart:

Thank you for your letter of April 4, 1979, and the accompanying affidavit of Mr. Lyndle Barnes. As a result of several matters brought up in conciliation discussions, and from your recent submissions on behalf of your client, KEPAC, and on behalf of KEA, the Federal Election Commission requests that the following documents be submitted by KEPAC and KEA. This request is made in order to bring about an expeditious resolution of this matter based on a complete and thorough investigation. Please send to the Federal Election Commission, 1325 K Street, N.W., Washington, D.C. 40463:

1. Copies of each type of form actually used in school years 1968 to 1975 by:

- (a) KEA to enroll members
- (b) KEPAC to solicit contributions

and the years of their actual use and the number of members enrolled under each type of form.

In paragraph 6 of the April 3, 1979, affidavit of Lyndle Barnes, a form attached to the affidavit was described, along with the circumstances of its use. Please supply the year(s) such a form was actually used, as well as the process by which an individual acquired such a form in each of the years it was used.



2. Copies of all membership enrollment forms returned to KEA, beginning with the school year of 1975-76 to the present.
3. Copies of all information disseminated to KEA local/building representatives for the school year 1972-73 to the present for use and as background material in enrolling members in KEA. Please include any material that was to be passed on by word of mouth or other process, to those potential enrollees of KEA during those years.
4. Copies of any information disseminated to KEA members after April 1975, as to the availability of a refund of KEPAC contributions and the method in which a KEA member could obtain such refund. Please include the method of dissemination, as well as the dates of publication and estimated receipt by the members, if applicable.
5. Copies of all requests for a refund of monies contributed to KEPAC in any form. Please include the date each request was submitted, along with copies of cancelled refund checks in reply to such requests, and the document(s) that informed the local school boards involved not to deduct KEPAC monies in the future from such individuals.
6. Copies of the minutes from the KEA delegate assembly of April, 1975, concerning KEPAC, including discussion of the adoption of the reverse check-off system for acquiring "contributions" to KEPAC.
7. Copies of all bank statements of the KEA escrow account which contains automatic payroll ("APA") deducted funds, for the period from September 1975 to the present.
8. Copies of cancelled checks for the years 1976, 1977, and 1978 for all KEPAC accounts.

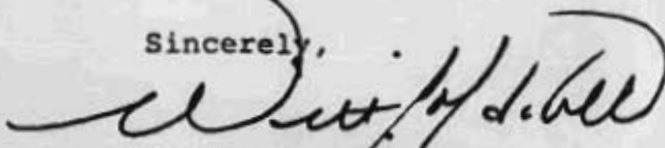
9. Copies of any requests or demands by Jeff-PAC that funds collected by KEPAC be contributed to Walter Huddleston, Romano Mazzoli and/or any other candidates for federal office in the years of 1976, 1977, and 1978.

In addition, we would appreciate it if you could supply us with the following information:

- 1) The number of KEA members who were enrolled on a continuous basis and pay KEA dues in cash who contributed to KEPAC for the school years, 1972-73, 1974-75, 1975-76, 1976-77, and 1977-78, along with the total number of cash "continuous" KEA members for each of those years.
- 2) The methods KEPAC has used to solicit contributions from Kentucky educators and other possible contributors.
- 3) The process by which KEPAC forms were distributed to potential contributors prior to the institution of the affirmative and reverse check-off methods for obtaining KEPAC contributions. Were they distributed at the same time as KEA enrollment forms?
- 4) The number of contributors to KEPAC who were not members of KEA at the time of their contribution. How was their desire to make such contributions and/or authorizations communicated to KEPAC?
- 5) The number of members of KEA who contributed to KEPAC, in each of the following school years: 1972-73, 1973-74, 1974-75, 1975-76, 1976-77, 1977-78; and the total number of KEA members in each of those years.
- 6) The number of "continuous" members who participated in the APA program as of April 1, 1975.

Please send the requested documents and information along with an invoice detailing expenses incurred in copying and mailing same within fifteen days of your receipt of this letter. If you have any questions or concerns pertaining to these requests, or any other matter, please contact Ms. Marsha Gentner at (202) 523-4073. The Commission appreciates your cooperation in this matter.

Sincerely,



William C. Oldaker
General Counsel

8004020041677

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U.S. MAIL SERVICE

BEFORE THE FEDERAL ELECTION COMMISSION

IN THE MATTER OF:)
)
KENTUCKY EDUCATORS' PUBLIC) MUR 639 (78)
AFFAIRS COUNCIL)
)

AFFIDAVIT OF LYNdle BARNES

I, Lyndle Barnes, having been duly sworn, state the following:

1. I am Treasurer of the Kentucky Educators' Public Affairs Council (KEPAC).

2. On March 19, 1979, John Frith Stewart, legal counsel representing KEPAC in its affairs with the Federal Election Commission, received a letter from Charles N. Steele, Associate General Counsel of the FEC, in which it was requested that he be provided with additional information concerning payroll deduction forms previously sent, by me, to the FEC. This Affidavit endeavors to comply with Mr. Steele's request, without waiving any procedural or statutory obligations.

3. All of the payroll deduction forms attached to this Affidavit, with the exception of forms #21 and #22, have been previously furnished to the FEC. They are enclosed and incorporated by reference into this Affidavit for purposes of easy reference.

4. Forms #1 through #7 are copies of the APA payroll deduction form used by KEA in 1976-1977. As shown, the form is a twelve-page carbonless form pack. It was used by KEA members to authorize APA deductions from their salaries.

Notwithstanding the words found on pages 3, 5, 7, 9 and 11 of the form pack, both KEA and KEPAC have always honored payroll deduction authorization revocations, whether or not received by October 1.

5. Forms #8 and #9 are copies of the first three pages of the APA payroll deduction form used by KEA in 1977-1978. The 1977-1978 form was also a twelve-page carbonless form pack. Pages 4-5, 6-7, 8-9, and 10-11 of the 1977-1978 form were virtually identical with Form #9. Page 12 of the form was analogous to Form #7.

Notwithstanding the wording found on page two of the 1977-1978 APA form (Form #9), NEA-PAC contributions were not collected through the APA system in that school year.

Notwithstanding the wording found on page three of the 1977-1978 APA form (Form #9), payroll deduction authorization revocations have always been honored by KEA and KEPAC, even if received after October 1.

6. Forms #10 through #14 are copies of an eight-page carbonless form pack used by KEA members participating in the APA system but who (1) never authorized APA deductions of KEPAC contributions, or (2) previously declined to make voluntary contributions to KEPAC, or (3) previously revoked their APA authorization for KEPAC contributions. This form allows such KEA members to authorize APA deduction of KEPAC contributions. Members wishing to use the form in this manner simply fill in the blanks on the form and check the box marked "APA - Payroll Deduction".

KEA members participating in the APA, but not allowing APA deduction of KEPAC contributions, may pledge direct cash donations to KEPAC by filling in this form and checking the box marked "Cash".

Notwithstanding the wording found on pages 1, 3, 5, and 7 of the form pack, payroll deduction authorization revocations are always honored by KEA and KEPAC, whether or not received before October 1.

Forms #10 through #14 have been used throughout KEPAC's existence and are presently in use as described above.

7. Forms #15 through #20 are copies of a Cash Enrollment Form used by KEA members who do not wish to participate in the APA payroll deductive system. By executing this form, applicants for KEA membership, pledge direct cash dues payments to KEA and NEA and may pledge direct cash voluntary contributions to KEPAC and NEA-PAC.

As noted on pages 3, 4, 6, 7 and 8, KEPAC and NEA-PAC contributions are refundable, upon written request, at any time.

Forms #15 through #20 were used by KEA in the 1975-1976 school year.

Similar forms have also been used in the 1974-1975, 1976-1977 and 1978-1979 schoolyears. These other forms, not provided to the FEC, are virtually identical with Forms #15 through #20.

8. Forms #21 and #22 have not been previously provided to the FEC. These forms are copies of the first three pages of the eight-page printed form pack used as a Cash Enrollment Form in the 1977-1978 school year. It was used in the same manner as the 1976-1976 Cash Enrollment Form (Forms #15 through #20) described above. It is included as a representative sample of the Cash Enrollment Forms used in school years other than 1975-1976.

9. All of the carbonless form packs discussed above are bound only on the left side. Persons examining these forms are able to leaf through the forms and read each word of each page of the forms.

10. All applicants for KEA membership are advised as to the availability of all the opinions presented by the forms discussed above at the time of the initiation of their membership, including the right to simply cross out the words, on any form,

which authorize the payroll deduction of any PAC contribution --
which right many have exercised.

Lyndle Barnes
LYNDLE BARNES

Subscribed and sworn to before me by Lyndle Barnes
on this 3rd day of April, 1979.

[Signature]
NOTARY PUBLIC

My commission expires: My commission expires Jan. 8, 1980

NOTE:

PLEASE
PRINT
HEAVILY

USE BALL
POINT PEN

COMPLETE
ALL SECTIONS
OF THIS
FORM

STANDARD BLDG. 37

1975-76

KENTUCKY EDUCATION ASSOCIATION KPA Membership Enrollment Form

INSTRUCTIONS TO THE MEMBER

1. Please print so that all copies are legible. (Use ball point pen)
2. Complete all sections of the form that apply. (Particularly Social Security Number)
3. Check the appropriate blocks for KEA and NEA membership categories, if other than inactive.
4. Sign name and date at the bottom of the form.

INSTRUCTIONS TO THE ENROLLER

1. Give the MEMBER COPY to the member.
2. Send other copies to the appropriate local association office or to KEA Special Services, 101 W. Walnut Street, Louisville, Ky. 40202.

Upon completion and receipt by the Association of this form you are a member of the professional associations with all rights and benefits thereof, including full coverage of the Professional Liability insurance provided by KEA as a membership benefit. Membership cards and Professional Liability insurance certificates will be mailed in January. Please notify the KEA Special Services office of name or address changes.

10/21/5

KEA COPY

CHECK ONE

- | | |
|---|--|
| <input type="checkbox"/> 04 Teacher | <input type="checkbox"/> 30 Superintendent |
| <input type="checkbox"/> 05 Counselor | <input type="checkbox"/> 35 Asst. Supt. |
| <input type="checkbox"/> 10 Librarian | <input type="checkbox"/> 36 Supt. |
| <input type="checkbox"/> 15 Nurse | <input type="checkbox"/> 50 Adm. Assistant |
| <input type="checkbox"/> 20 Asst. Principal | <input type="checkbox"/> 55 Educ. Ser. |
| <input type="checkbox"/> 21 Principal | <input type="checkbox"/> 60 Other |

Check Below

Wants*

Life ☐

Categories

EA

☐ Life Active

☐ Life Pld-Up

☐ Educ. Serv.

☐ Associate

☐ Insurance (Washington-National)

☐ Life (Metropolitan)

*Include Local KEA and NEA dues, federal deductions. The amounts to be KEA Delegate Assembly, and the NEA Assembly agrees to collect and remit to KEA. This authorization to KEA will accept no cancellations after

DATE

3

"The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (d) states: 'Ethnic minority shall mean those persons designated as ethnic minority by the Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian.' In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please (check the appropriate box) or (fill in the appropriate ethnic minority)."

KEPAC AND NEA-PAC

*Professional payments for 1975-1976 in KEA are \$62.00. KEA dues are \$54.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payment to NEA is \$31.00. NEA dues are \$30.00. \$1.00 is for a voluntary contribution to NEA-PAC.

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C.

I understand that contributions to KEPAC and NEA-PAC will be used to support candidates for Local, State and Federal offices, and that my contributions are voluntary and are not required as a condition of membership in any organization.

I may revoke this agreement and request a refund by submitting a KEPAC and NEA-PAC option form by January 1st to the KEA Special Services Department, 101 W. Walnut Street Louisville, Kentucky 40202.

KENTUCKY EDUCATION ASSOCIATION - 101 W WALNUT ST., LOUISVILLE, KY 40202

KEA COPY

Mr. Last Name First Middle		Social Security Number	
Mrs.			
M-ss			
Home Address Street City State Zip Code			
Present School System Name of School Birth Date		<input type="checkbox"/> Male <input type="checkbox"/> Female	
Ethnic Minority Class 1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian 4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced	
CHECK ONE 1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Sec 9 <input type="checkbox"/> Other 3 <input type="checkbox"/> Elem 5 <input type="checkbox"/> Unk.		CHECK ONE 01 <input type="checkbox"/> Teacher 30 <input type="checkbox"/> Supervisor 05 <input type="checkbox"/> Counselor 35 <input type="checkbox"/> Asst Supt 10 <input type="checkbox"/> Librarian 38 <input type="checkbox"/> Supt. 15 <input type="checkbox"/> Nurse 50 <input type="checkbox"/> Agm. (Higher) 20 <input type="checkbox"/> Asst. Principal 99 <input type="checkbox"/> Educ. Sec. 31 <input type="checkbox"/> Principal 99 <input type="checkbox"/> Other	

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE

Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary from Bd. of Educ. \$
School System Last Year	Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No
Check Base Plan desired 1 or 2 or both. <input type="checkbox"/> 1 Monthly Benefit \$ <input type="checkbox"/> 2 Sick Leave Coordinated	Do you also want the Supplemental LTD Benefits Plan 3 (J8887)? <input type="checkbox"/> Yes Monthly Benefit \$ <input type="checkbox"/> No
Name of Beneficiary	Relationship

Deduction Section-

1. Professional Payments* 10 <input type="checkbox"/> Unified Active	Check Below <input type="checkbox"/>
2. Other Membership Categories KEA 30 <input type="checkbox"/> Life Active NEA 99 <input type="checkbox"/> Life Pd-Up 25 <input type="checkbox"/> Educ Sec'y 20 <input type="checkbox"/> Associate	
Income Protection Insurance (Washington National)	<input type="checkbox"/>
KEA Life Insurance (Minnesota Mutual)	<input type="checkbox"/>

I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and; Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE _____ DATE _____
F6923-S APA INDIVIDUAL CONTINUOUS MEMBERSHIP p.3

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

KENTUCKY EDUCATION ASSOCIATION - 181 W. WALNUT ST., LOUISVILLE, KY. 40202				PAYROLL OFFICER COPY													
Mr. Last Name		First	Middle	Social Security Number													
Mrs.																	
Miss																	
Home Address - Street		City	State	Zip Code													
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female												
Ethnic Minority Class		Marital Status		CHECK ONE													
1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian		<input type="checkbox"/> Single <input type="checkbox"/> Widowed		1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Sec. 8 <input type="checkbox"/> Other													
4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking		<input type="checkbox"/> Married <input type="checkbox"/> Divorced		3 <input type="checkbox"/> Elem. 4 <input type="checkbox"/> Univ. 5 <input type="checkbox"/> Other													
<p>COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE</p> <table border="1"> <tr> <td>Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No</td> <td>Annual Salary - and 11/15/80 dfl. from Bd. of Educ. \$</td> </tr> <tr> <td>School System Last Year</td> <td>Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No</td> </tr> <tr> <td>Check Base Plan desired 1 or 2 or both.</td> <td>Do you also want the Supplemental LTD Benefit Plan 3 (1/88/7)?</td> </tr> <tr> <td><input type="checkbox"/> 1 Monthly Benefit \$</td> <td><input type="checkbox"/> Yes Monthly Benefit \$</td> </tr> <tr> <td><input type="checkbox"/> 2 Sick Leave Coordinated</td> <td><input type="checkbox"/> No \$</td> </tr> <tr> <td>Name of Beneficiary</td> <td>Relationship</td> </tr> </table>						Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary - and 11/15/80 dfl. from Bd. of Educ. \$	School System Last Year	Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No	Check Base Plan desired 1 or 2 or both.	Do you also want the Supplemental LTD Benefit Plan 3 (1/88/7)?	<input type="checkbox"/> 1 Monthly Benefit \$	<input type="checkbox"/> Yes Monthly Benefit \$	<input type="checkbox"/> 2 Sick Leave Coordinated	<input type="checkbox"/> No \$	Name of Beneficiary	Relationship
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary - and 11/15/80 dfl. from Bd. of Educ. \$																
School System Last Year	Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No																
Check Base Plan desired 1 or 2 or both.	Do you also want the Supplemental LTD Benefit Plan 3 (1/88/7)?																
<input type="checkbox"/> 1 Monthly Benefit \$	<input type="checkbox"/> Yes Monthly Benefit \$																
<input type="checkbox"/> 2 Sick Leave Coordinated	<input type="checkbox"/> No \$																
Name of Beneficiary	Relationship																
<p>Deduction Section - Check Below</p> <p>1. Professional Payments: <input type="checkbox"/> 10 <input type="checkbox"/> Unified Active</p> <p>2. Other Membership Categories: <input type="checkbox"/> 30 <input type="checkbox"/> Life Active</p> <p>99 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd-Up</p> <p>25 <input type="checkbox"/> 25 <input type="checkbox"/> Educ Sec'y</p> <p>20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate</p> <p>Income Protection Insurance (Washington Natl.) <input type="checkbox"/></p> <p>KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/></p>																	

I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues. KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly, KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE _____ DATE _____

F6923-S APA-INDIVIDUAL CONTINUOUS MEMBERSHIP

MEMBER COPY

Mr. Last Name		First		Middle		Social Security Number		CHECK ONE	
Mrs. _____		_____		_____		_____		01 <input type="checkbox"/> Teacher 30 <input type="checkbox"/> Supervisor	
Miss _____		_____		_____		_____		03 <input type="checkbox"/> Counselor 35 <input type="checkbox"/> Asst. Supt.	
Home Address - Street				City		State		10 <input type="checkbox"/> Librarian 38 <input type="checkbox"/> Supt.	
_____				_____		_____		15 <input type="checkbox"/> Nurse 60 <input type="checkbox"/> Adm. (Higher)	
Present School System				Name of School		Birth Date		30 <input type="checkbox"/> Asst. Principal 98 <input type="checkbox"/> Educ. Sec.	
_____				_____		_____		21 <input type="checkbox"/> Principal 99 <input type="checkbox"/> Other	
Ethnic Minority Class				Marital Status		CHECK ONE			
1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian				1 <input type="checkbox"/> Single 2 <input type="checkbox"/> Widowed		1 <input type="checkbox"/> Kind 3 <input type="checkbox"/> Sec. 9 <input type="checkbox"/> Other			
4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking				3 <input type="checkbox"/> Married 4 <input type="checkbox"/> Divorced		2 <input type="checkbox"/> Elem. 5 <input type="checkbox"/> Univ.			
								98 <input type="checkbox"/> Other	

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE

Are you presently actively on duty? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary from Bd of Educ \$ 11,000.00
School System Last Year (1987-88)	Were you insured by Washington Natl last year? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Check Base Plan desired 1 or 2 or both <input type="checkbox"/> 1 Monthly Benefit \$ 100.00 <input type="checkbox"/> 2 Sick Leave Coordinated	Do you also want the Supplemental LTD Benefits Plan 3 (1988)? <input type="checkbox"/> Yes Monthly Benefit \$ 100.00 <input checked="" type="checkbox"/> No
Name of Beneficiary	Relationship

Deduction Section 179 (a) (1) (A) Check Below

1 Professional Payments* ☐
 10 ☐ Unified Active

2 Other Membership Categories ☐
 KEA ☐ NEA ☐
 99 ☐ 30 ☐ Life Active ☐
 99 ☐ 99 ☐ Life Pd-Up ☐
 25 ☐ 25 ☐ Educ Sec'y ☐
 20 ☐ 20 ☐ Associate ☐
 Income Protection Insurance (Washington National) ☐
 KEA Life Insurance (Minnesota Mutual) ☐

I hereby authorize my employer to deduct from my salary, professional payments, which include Local KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in B equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly, KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and insurance premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE

F 6023-3

DATE _____

APA INDIVIDUAL CONTINUOUS MEMBERSHIP

Mr. Last Name		First	Middle	Social Security Number	
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class 1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian 4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		CHECK ONE 1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Sec 3 <input type="checkbox"/> Other 3 <input type="checkbox"/> Elem 4 <input type="checkbox"/> Univ.	
COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE					
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Annual Salary from Bd. of Educ. \$			
School System Last Year		Were you insured by Washington Nat'l last year? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Check Base Plan desired 1 or 2 or both - <input type="checkbox"/> 1 Monthly Benefit \$ <input type="checkbox"/> 2 Sick Leave Coordinated		Do you also want the Supplemental LTD Benefits Plan 3 (JG687)? <input type="checkbox"/> Yes <input type="checkbox"/> No Monthly Benefit \$			
Name of Beneficiary		Relationship			
Deduction Section					
1 Professional Payments 10 <input type="checkbox"/> Unified Active					
2 Other Membership Categories KEA <input type="checkbox"/> NEA <input type="checkbox"/> 99 <input type="checkbox"/> 30 <input type="checkbox"/> Life Active 25 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd-Up 20 <input type="checkbox"/> 25 <input type="checkbox"/> Educ Secy 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate					
Income Protection Insurance (Washington National) <input type="checkbox"/>					
KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/>					

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

I hereby authorize my employer to deduct from my salary, professional payments, which include Local KEA and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE

DATE

FE923-S

APA INDIVIDUAL CONTINUOUS MEMBERSHIP

Mr. Last Name		First	Middle	Social Security Number	
Mrs.					
Miss					
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class 1 <input type="checkbox"/> Asian-Amer. 3 <input type="checkbox"/> Black 5 <input type="checkbox"/> Indian 4 <input type="checkbox"/> Mexican-Amer. 6 <input type="checkbox"/> Other Spanish Speaking		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		CHECK ONE 1 <input type="checkbox"/> Retd 3 <input type="checkbox"/> Sec 8 <input type="checkbox"/> Other 2 <input type="checkbox"/> Elem 5 <input type="checkbox"/> Univ.	

01 <input type="checkbox"/> Teacher	30 <input type="checkbox"/> Supervisor
05 <input type="checkbox"/> Counselor	35 <input type="checkbox"/> Asst. Supt.
10 <input type="checkbox"/> Librarian	38 <input type="checkbox"/> Supt.
15 <input type="checkbox"/> Nurse	39 <input type="checkbox"/> Adm. (Higher)
20 <input type="checkbox"/> Asst. Principal	98 <input type="checkbox"/> Educ. Sec.
21 <input type="checkbox"/> Principal	
	99 <input type="checkbox"/> Other

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE

Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary from Bd. of Educ. \$
School System Last Year	Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No
Check Base Plan desired 1 or 2 or both. <input type="checkbox"/> 1 Monthly Benefit \$	Do you also want the Supplemental LTD Benefits Plan 3 (1987)? <input type="checkbox"/> Yes Monthly Benefit \$ <input type="checkbox"/> No
<input type="checkbox"/> 2 Sick Leave Coordinated	Relationship
Name of Beneficiary	

Deduction Section

1 Professional Payments* 10 <input type="checkbox"/> Unified Active	Check Below
2 Other Membership Categories KEA NEA	
30 <input type="checkbox"/> Life Active	
99 <input type="checkbox"/> Life Pd-Up	
25 <input type="checkbox"/> Educ Secy	
20 <input type="checkbox"/> Associate	
Income Protection Insurance (Washington National)	<input type="checkbox"/>
KEA Life Insurance (Minnesota Mutual)	<input type="checkbox"/>

I hereby authorize my employer to deduct from my salary, professional payments, which include Local KEA and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly, KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE

F8923-S

DATE

APA-INDIVIDUAL CONTINUOUS MEMBERSHIP

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

177
3004

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

KENTUCKY EDUCATION ASSOCIATION - 101 W WALNUT ST., LOUISVILLE, KY. 40202 WASHINGTON NAT'L COPY

Mr. Last Name First Middle Social Security Number
 Mrs.
 Miss

Home Address - Street City State Zip Code

Present School System Name of School Birth Date ☐ Male ☐ Female

Ethnic Minority Class 1 ☐ Asian Amer 2 ☐ Black 3 ☐ Indian 4 ☐ Mexican Amer 5 ☐ Other Spanish Speaking
 Marital Status ☐ Single ☐ Widowed ☐ Married ☐ Divorced
 CHECK ONE 1 ☐ King 3 ☐ Sec 9 ☐ Other 2 ☐ Elem 5 ☐ Univ

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE
 Are you presently actively on duty? ☐ Yes ☐ No Annual Salary from Bd of Educ \$
 School System Last Year Were you insured by Washington Nat'l last year? ☐ Yes ☐ No

Check Base Plan desired 1 or 2 or both Do you also want the Supplemental LTD Benefits Plan 3 (1967)? ☐ Yes ☐ No Monthly Benefit \$
☐ 1 Monthly Benefit \$
☐ 2 Sick Leave Coordinated ☐ No \$

Name of Beneficiary Relationship

Deduction Section Check Below
 1 Professional Payments* 10 ☐ United Active
 2 Other Membership Categories KEA NEA
 99 ☐ Life Active 99 ☐ Life Pd-Up
 25 ☐ Educ Sec'y 25 ☐ Educ Sec'y
 20 ☐ Associate 20 ☐ Associate
 Income Protection Insurance (Washington National) ☐
 KEA Life Insurance (Minnesota Mutual) ☐

I hereby authorize my employer to deduct from my salary, professional payments, which include Local KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE _____ DATE _____
 692315 APA INDIVIDUAL CONTINUOUS MEMBERSHIP

10000 MOBILE VOICEMAIL - 4276100 00475031 7740174 40404-584

To be completed by Field Representative

[illegible]

Date		Description		Amount	
Dr	Cr	Dr	Cr	Dr	Cr
		Balance Due		\$	
		(Interest 25c)		\$	
		Months of Prepaid		\$	
		(Interest 1.2 mo)		\$	
		Added to 1st Dec		\$	
		M to 10th of		\$	
		Cash Collected		\$	
		Balance Due		\$	
		Prepaid		\$	
		Paid & App		\$	
		Added to 1st		\$	
		Decided		\$	
		M to 10th of		\$	
		Added to 1st Dec		\$	
		Prepaid		\$	

KENTUCKY EDUCATION ASSOCIATION
APA Membership Enrollment Form

INSTRUCTIONS TO THE MEMBER

1. Please print so that all copies are legible. (Use ball point pen)
2. Complete all sections of the form that apply. (Particularly Social Security Number)
3. Check the appropriate blocks for KEA and NEA membership categories if other than active.
4. Sign name and date at the bottom of the form.

INSTRUCTIONS TO THE ENROLLER

1. Give the MEMBER COPY to the member.
2. Send other copies to the appropriate local association office or to KEA Special Services, 101 W. Walnut Street, Louisville, Ky. 40202.

Upon completion and receipt by the Association of this form you are a member of the professional associations with all rights and benefits thereof including full coverage of the Professional Liability insurance provided by KEA as a membership benefit. Membership cards and Professional Liability Insurance certificates will be mailed in January. Please notify the KEA Special Services office of name or address changes.

F6923-B

KEA COPY

CHECK ONE

01 <input type="checkbox"/> Teacher	30 <input type="checkbox"/> Supervisor
05 <input type="checkbox"/> Counselor	35 <input type="checkbox"/> Asst. Supt.
10 <input type="checkbox"/> Librarian	38 <input type="checkbox"/> Supt.
15 <input type="checkbox"/> Nurse	50 <input type="checkbox"/> Adm. (Higher)
20 <input type="checkbox"/> Asst. Principal	99 <input type="checkbox"/> Educ. Sec.
Other: 21 <input type="checkbox"/> Principal	99 <input type="checkbox"/> Other

Check Below

Members-United Active Categories	<input type="checkbox"/>
NEA	
<input type="checkbox"/> Life Active	
<input type="checkbox"/> Life Pd.-Up	
<input type="checkbox"/> Educ. Sec'y	
<input type="checkbox"/> Para-Prof.	
e (Washington National)	<input type="checkbox"/>
e (Minnesota Mutual)	<input type="checkbox"/>
A-PAC Contributions	<input type="checkbox"/>

include Local, KEA, and NEA dues & equal deductions. The amounts to the KEA Delegate Assembly, and the state Assembly agrees to collect and send to KEA. This authorization is to KEA will accept no cancellations after

DATE _____

"The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the association. NEA Bylaw 12-1 (d) states: 'Ethnic minority shall mean those persons designated as ethnic minority by the Census. This shall specifically include Caucasian, Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian. In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please check the appropriate box) or (fill in the appropriate ethnic minority)."

KEPAC AND NEA-PAC

KEPAC and NEA-PAC contributions of \$7.00 and \$1.00 respectively are included in your professional payments. NEA-PAC contributions will not be deducted if the appropriate box on the enrollment form is checked. Refunds of the voluntary contributions to KEPAC will be made upon request in writing by January 1 to KEA Special Services Department, 101 W. Walnut Street, Louisville, Kentucky 40202.

I understand that contributions to KEPAC and NEA-PAC will be used to support candidates for Local, State and Federal offices, that contributions are voluntary and not a condition of membership, that I have the right to refuse to contribute, and that my refusal to contribute will in no way alter my membership status or benefits. My contribution to NEA-PAC may be more or less than the amount shown.

A copy of the NEA-PAC report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20436.

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST.,

Mr. Last Name		First	Middle
Mrs.			
Miss			
Home Address - Street		City	State
Present School System		Name of School	
Ethnic Minority Class		Marital Status	
1 <input type="checkbox"/> Caucasian	2 <input type="checkbox"/> Asian-Amer.	3 <input type="checkbox"/> Black	4 <input type="checkbox"/> Single
5 <input type="checkbox"/> Indian	6 <input type="checkbox"/> Mexican-Amer.	7 <input type="checkbox"/> Other Spanish Speaking	8 <input type="checkbox"/> Married
9 <input type="checkbox"/> Divorced			
COMPLETE THIS SECTION IF YOU WANT KEA DISABILITY INSURANCE			
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Annual Salary from Bd. of Educ. \$	
School System Last Year		Were you insured by Washington Nat'l last year? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Check Base Plan desired 1 or 2 or both.		Do you also want the Supplemental LTD Benefits Plan 3 (1958)?	
<input type="checkbox"/> 1 Monthly Benefit \$		<input type="checkbox"/> Yes Monthly Benefit \$	
<input type="checkbox"/> 2 Sick Leave Coordinated		<input type="checkbox"/> No \$	
Name of Beneficiary		Relationship	
I hereby authorize my employer to deduct from my salary, professional dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as follows: Dues - as officially determined by the NEA Representative Assembly. KEPAC and NEA-PAC contribution Insurance Premiums - in accordance with rate schedules include remain in full force and effect unless revoked by me in writing to October 1 of any membership year.			
SIGNATURE		KEA INDIVIDUAL CONTIN	

F5923-B

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL
101 West Walnut Street
Louisville, Kentucky 40202

PAYROLL OFFICER COPY

NOTE:

Please
Print
Heavily.

Use Ball
Point
Pen

Complete
All
Sections
Of This
Form

Mr. Mrs. Miss	Last Name	First	Middle	Social Sec. No.	Check One: 01 () Teacher 21 () Principal 30 () Supervisor 36 () Sup'l. 99 () Educ. Sec. 99 () Other
Home Address - Street		City	State	Zip Code	
Present School System		Name of School	Birth Date	() Male () Female	

() Elem. () Sec. () Jr. Coll. () Univ. () Other

*K.E.P.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more

CHECK ONE:

Cash ()

APA - Payroll Deduction ()

I hereby authorize the payroll officer to deduct my ~~KEPAC~~ contribution along with my professional dues and KEA insurance premiums in equal deductions, beginning with the third month of school.

This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at the end of the school year. In any event, no cancellation will be accepted after October 1.

SIGNATURE _____

DATE _____

*SEE REVERSE SIDE

*Note
Other*

90040033401
90040033401

KEPAC is an independent political arm created by Kentucky educators to support
 Their contribution will be transferred upon receipt at KEA to KEPAC
 which be solely responsible for accounting, handling and use of these funds.

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL
 101 West Walnut Street
 Louisville, Kentucky 40202

KEA COPY

NOTE: Please Print Heavily.	Mr. Last Name First Middle			Social Sec. No.	Check One: 01 () Teacher 21 () Principal 30 () Supervisor 36 () Sup't. 99 () Educ. Sec. 99 () Other
	Mrs. Miss				
	Home Address - Street City State Zip Code				
	Present School System Name of School Birth Date			() Male () Female	
Use Ball Point Pen	() Elem. () Sec. () Jr. Coll. () Univ. () Other				
	*K.E.P.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more \$_____				
	CHECK ONE: Cash () APA - Payroll Deduction ()				
Complete All Sections Of This Form	I hereby authorize the payroll officer to deduct my KEPAC contribution along with my professional dues and KEA insurance premiums in 8 equal deductions, beginning with the third month of school.				
	This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at the end of the school year. In any event, no cancellation will be accepted after October 1.				
SIGNATURE _____ DATE _____					
*SEE REVERSE SIDE					

- KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL

101 West Walnut Street
Louisville, Kentucky 40202

CONTRIBUTOR COPY

NOTE: Please Print Heavily. Use Ball Point Pen Complete All Sections Of This Form	Mr. Mrs. Miss			Last Name First Middle		Social Sec. No.		Check One: 01 () Teacher 21 () Principal 30 () Supervisor 36 () Sup'l. 99 () Educ. Sec. 99 () Other	
	Home Address - Street			City		State			Zip Code
	Present School System		Name of School		Birth Date		() Male () Female		
	() Elem. () Sec. () Jr. Coll. () Univ. () Other								
	*K.E.P.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more \$_____								
	CHECK ONE: Cash () APA - Payroll Deduction ()								
	I hereby authorize the payroll officer to deduct my KEPAC contribution along with my professional dues and KEA insurance premiums in 3 equal deductions, beginning with the third month of school. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at the end of the school year. In any event, no cancellation will be accepted after October 1.								
	SIGNATURE _____				DATE _____				
	*SEE REVERSE SIDE								

4

5

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL

101 West Walnut Street
Louisville, Kentucky 40202

LOCAL GROUP COPY

NOTE: Please Print Heavily.	Mr. Mrs. Miss	Last Name	First	Middle	Social Sec. No.	Check One
	Home Address — Street City State Zip Code					01 () Teacher
	Present School System		Name of School	Birth Date	() Male () Female	21 () Principal
						30 () Supervisor 36 () Sup't. 99 () Educ. Sec. 99 () Other
Use Ball Point Pen	() Elem. () Sec. () Jr. Coll. () Univ. () Other					
	*K.E.P.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more \$_____. CHECK ONE: Cash () APA - Payroll Deduction ()					
Complete All Sections Of This Form	I hereby authorize the payroll officer to deduct my KEPAC contribution along with my professional dues and KEA insurance premiums in 8 equal deductions, beginning with the third month of school. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at the end of the school year. In any event, no cancellation will be accepted after October 1.					
	SIGNATURE _____ DATE _____					

*SEE REVERSE SIDE

* KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

CASH ENROLLMENT FORM
INSTRUCTIONS TO THE MEMBER

NOTE:

PLEASE
PRINT
HEAVILY.

USE BALL
POINT PEN

COMPLETE
ALL
SECTIONS
OF THIS
FORM

1. Please print so that all copies are legible. (Use ball point pen)
2. Complete all sections of this form.
3. Fill in the amount of local dues.
4. Check the appropriate blocks for KEA and NEA Membership Categories. Fill in the amount of dues if other than active. (Membership Categories are described on the back of the MEMBER COPY.)
5. Check the appropriate block indicating whether dues are being paid or pledged. (Make check payable to KEA.)
6. Sign Name and Date at bottom of form.

INSTRUCTIONS TO THE ENROLLER

1. Sign name and date the form when completed.
2. Send the KEA copy to the KEA office together with the transmittal and membership report form. When the dues from KEA and NEA are collected on a later date for pledges, the dues should be sent to the KEA office along with the names and the amount remitted for each member.
3. Give MEMBER COPY to the member.

S 1975-76

II Social Security No. _____

Professional Payments
(KEA-NEA) \$78.00
Local Dues \$ _____

MEMBERSHIP CATEGORIES

KEA	NEA	
10 <input type="checkbox"/>	10 <input type="checkbox"/> Active	_____
20 <input type="checkbox"/>	20 <input type="checkbox"/> Associate	_____
25 <input type="checkbox"/>	25 <input type="checkbox"/> Ed. Sec'y	_____
40 <input type="checkbox"/>	30 <input type="checkbox"/> Life Active	_____
	Reserve	_____
99 <input type="checkbox"/>	45 <input type="checkbox"/> Paraprof.	_____
	Life Pd. - up	_____
TOTAL \$ _____		

☐ DUES PAID
☐ DUES PLEDGED

Enroller _____

Date _____

Voluntary contribution to KEPAC, Professional NEA PAC. I may revoke this agreement and Dept., 707 W. Walnut St., Levee, Ky. 40202.

DATE _____
K.E.A. COPY

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1975-76

<input type="checkbox"/> Mr.	Last Name		First Name		Initial	Social Security No.	
<input type="checkbox"/> Mrs.							
<input type="checkbox"/> Miss							
Street or Box No.			Birth Date			Professional Payments (KEA/NEA) \$78.00	
						Local Dues \$	
Post Office	State	Zip Code	Ethnic Minority Class			MEMBERSHIP CATEGORIES	
			<input type="checkbox"/> Asian-Amer. <input type="checkbox"/> Black <input type="checkbox"/> Mexican-Amer. <input type="checkbox"/> Indian <input type="checkbox"/> Other Spanish Speaking			KEA NEA 10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 30 <input type="checkbox"/> 30 <input type="checkbox"/> Life Active 40 <input type="checkbox"/> 40 <input type="checkbox"/> Reserve 45 <input type="checkbox"/> 45 <input type="checkbox"/> Paraprof. 99 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd. - up	
School System	School	Sex	Marital Status			TOTAL \$	
		<input type="checkbox"/> Male <input type="checkbox"/> Female	<input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced				
CHECK ONE:		210 Principal	CHECK ONE:				
010 Teacher		300 Supervisor	10 Kindergarten		College or		
050 Counselor		400 Asst. Supt.	20 Elementary		Univ.		
100 Librarian		500 Superintendent	30 Secondary		6 Adult Ed.		
150 Nurse		600 Asst. Dir. (Super Ed.)	40 College		9 Other		
200 Asst. Prin.		99 Other					
Send Top Copy to:			MEMBERSHIP CATEGORIES				
KENTUCKY EDUCATION ASSOC.			KEA NEA				
101 W. WALNUT STREET			Assoc. \$ 45.00 \$12.50				
LOUISVILLE, Ky. 40202			Reserve 22.50				
GIVE MEMBER COPY			Ed. Sec. 10.00 12.50				
TO MEMBERS			Life 900.00				
Professional payments for 1975-76 in KEA are \$52.00. KEA dues are \$45.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payments to NEA are \$26.00. NEA dues are \$25.00. \$1.00 is for a voluntary contribution to NEA PAC. I may revoke this agreement and request a refund by submitting a KEPAC and NEA PAC option form to the KEA Special Services Dept., 101 W. Walnut St., Louisville, Ky. 40202.							
SIGNATURE			MAKE CHECK PAYABLE TO KEA			DATE	
						KEA COPY	

KEPAC AND NEA-PAC

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C.

I understand that contributions to NEA PAC will be used to support candidates for federal offices, and that my contributions are voluntary and are not required as a condition of membership in any organization.

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1975-76

☐ Mr. ☐ Mrs. ☐ Miss Last Name First Name Initial Social Security No.

Street or Box No. Birth Date Professional Payments
IKEA-NEA \$78.00
Local Dues \$

Post Office, State, Zip Code Ethnic Minority Class
1 ☐ Asian-Amer. 2 ☐ Black
4 ☐ Mexican-Amer. 3 ☐ Indian
5 ☐ Other Spanish Speaking

School System School Sex Marital Status
☐ Male ☐ Female
☐ Single ☐ Widowed
☐ Married ☐ Divorced

CHECK ONE: 21 ☐ Principal 30 ☐ Supervisor 40 ☐ Teacher 50 ☐ Counselor 60 ☐ Librarian 70 ☐ Nurse 80 ☐ Asst. Prin.
21 ☐ Principal 30 ☐ Supervisor 40 ☐ Teacher 50 ☐ Counselor 60 ☐ Librarian 70 ☐ Nurse 80 ☐ Asst. Prin.
21 ☐ Principal 30 ☐ Supervisor 40 ☐ Teacher 50 ☐ Counselor 60 ☐ Librarian 70 ☐ Nurse 80 ☐ Asst. Prin.

Send Top Copy to: MEMBERSHIP CATEGORIES
KENTUCKY EDUCATION ASSOC.
101 W. WALNUT STREET
LOUISVILLE, Ky. 40202
GIVE MEMBER COPY TO MEMBERS

Professional payments for 1975-76 in KEA are \$52.00. KEA dues are \$45.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payments to NEA are \$26.00. NEA dues are \$25.00. \$1.00 is for a voluntary contribution to NEA-PAC. I may revoke this agreement and request a refund by submitting a KEPAC and NEA-PAC option form to the KEA Special Services Dept., 707 W. Walnut St., Louisville, Ky. 40202.

SIGNATURE DATE
MAKE CHECK PAYABLE TO KEA MEMBER'S COPY

NEA MEMBERSHIP CATEGORIES

ACTIVE: Active membership shall be open to any person who is engaged in or who is on a limited leave of absence from professional education work. Active members shall hold or shall be eligible to hold a baccalaureate or higher degree or the regular teaching, vocational, or technical certificates required by their employment. Active membership is limited to persons who support the principles and goals of the association and maintain membership in the local and state affiliates where possible.

ASSOCIATE: Associate membership shall be open to any person who is interested in advancing the cause of public education, but who is not eligible for any other class of membership in the association.

EDUCATIONAL SECRETARY: Educational Secretary membership shall be open to any office employee in an educational institution, agency, or organization.

LIFE MEMBERSHIPS: The Life Membership category was discontinued as of July 7, 1973 except for those who had established contracts prior to that date. Life members with established contracts may complete those contracts by continuing to pay the appropriate amount of dues.

PARAPROFESSIONAL: Paraprofessional membership shall be open to any person who works directly with educators in discharging their professional duties.

will apply for membership in the National Education Association of the United States. Of the total dues, \$1.00 is for a subscription to TODAY'S EDUCATION for one year, and \$.20 is for a subscription to the NEA REPORTER for one year. (Subscriptions for individuals are available only as a part of membership.)

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1975-76

<input type="checkbox"/> Mr.		Last Name		First Name		Initial		Social Security No.	
<input type="checkbox"/> Mrs.									
<input type="checkbox"/> Miss									
Street or Box No.				Birth Date				Professional Payments (KEA-NEA) \$78.00 Local Dues \$	
Post Office		State		Zip Code		Ethnic Minority Class 1 <input type="checkbox"/> Asian-Amer. 2 <input type="checkbox"/> Black 4 <input type="checkbox"/> Mexican-Amer. 3 <input type="checkbox"/> Indian 5 <input type="checkbox"/> Other Spanish Speaking			
School System		School		Sex <input type="checkbox"/> Male <input type="checkbox"/> Female		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced			
CHECK ONE: 01 <input type="checkbox"/> Teacher 05 <input type="checkbox"/> Counselor 10 <input type="checkbox"/> Librarian 15 <input type="checkbox"/> Nurse 20 <input type="checkbox"/> Asst. Prin.		21 <input type="checkbox"/> Principal 30 <input type="checkbox"/> Supervisor 35 <input type="checkbox"/> Asst. Supt. 36 <input type="checkbox"/> Superintendent 50 <input type="checkbox"/> Adm. (Higher Ed.) 99 <input type="checkbox"/> Other		CHECK ONE: 1 <input type="checkbox"/> Kindergarten 2 <input type="checkbox"/> Elementary 3 <input type="checkbox"/> Secondary 4 <input type="checkbox"/> Jr. College		5 <input type="checkbox"/> College or Univ. 6 <input type="checkbox"/> Adult Ed. 9 <input type="checkbox"/> Other		MEMBERSHIP CATEGORIES KEA NEA 10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 40 <input type="checkbox"/> 30 <input type="checkbox"/> Life Active 45 <input type="checkbox"/> Reserve 99 <input type="checkbox"/> 99 <input type="checkbox"/> Paraprof. - up TOTAL \$	
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, Ky. 40202 GIVE MEMBER COPY TO MEMBERS				MEMBERSHIP CATEGORIES KEA NEA Assoc. \$ 45.00 \$12.50 Reserve 22.50 Ed. Sec. 10.00 12.50 Life 900.00				<input type="checkbox"/> DUES PAID <input type="checkbox"/> DUES PLEDGED Enroller _____ Date _____	

Professional payments for 1975-76 in KEA are \$52.00. KEA dues are \$45.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payments to NEA are \$26.00. NEA dues are \$25.00. \$1.00 is for a voluntary contribution to NEA-PAC. I may revoke this agreement and request a refund by submitting a KEPAC and NEA-PAC option form to the KEA Special Services Dept., 707 W. Walnut St., Louisville, Ky. 40202.

SIGNATURE _____ MAKE CHECK PAYABLE TO KEA DATE _____
FACULTY REP COPY

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT				1975-76	
Last Name		First Name		Initial	
Social Security No.		Professional Payments (KEA-NEA)		Local Dues	
<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss		Street or Box No. State Zip Code		\$ 78.00 \$	
Birth Date Ethnic Minority Class 1 D Asian-Amr. 2 D Black 3 D Mexican-Amr. 3 D Indian 5 D Other Spanish Speaking		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		MEMBERSHIP CATEGORIES KEA NEA 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> Ed. Sec'y 30 <input type="checkbox"/> Life Active 40 <input type="checkbox"/> Reserve 45 <input type="checkbox"/> Paraprof. 99 <input type="checkbox"/> Life Pd. - up	
School System 210 Principal 300 Supervisor 350 Asst. Supt. 360 Superintendent 500 Librarian 500 Nurse 500 Adm. (Higher Ed.) 99 Other		CHECK ONE: 1 D Kindergarten 2 D Elementary 3 D Secondary 4 D Jr. College 5 D College 6 D Adult Ed. 9 D Other		TOTAL \$ <input type="checkbox"/> DUES PAID <input type="checkbox"/> DUES PLEDGED Enroller Date	
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, KY. 40202 GIVE MEMBER COPY TO MEMBERS		MEMBERSHIP CATEGORIES KEA NEA Assoc. \$ 45.00 \$12.50 Reserve 22.50 Ed. Sec. 10.00 12.50 Life 900.00		DATE KEPAK COPY	
Professional payments for 1975-76 in KEA are \$52.00. NEA dues are \$45.00. \$7.00 is for a voluntary contribution to KEPAK. Professional payments to NEA are \$26.00. NEA dues are \$25.00. \$1.00 is for a voluntary contribution to NEA PAC. I may receive this agreement and request a refund by submitting a KEPAK and NEA PAC option form to the KEA Special Services Dept., 707 W. Walnut St., Louisville, Ky. 40202					
SIGNATURE _____ MAKE CHECK PAYABLE TO KEA					

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1975-76

<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss		Last Name		First Name	Initial	Social Security No.																
Street or Box No.				Birth Date		Professional Payments (KEA-NEA) \$78.00 Local Dues \$																
Post Office		State		Zip Code		MEMBERSHIP CATEGORIES																
School System		School		Sex <input type="checkbox"/> Male <input type="checkbox"/> Female		KEA NEA 10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 30 <input type="checkbox"/> Life Active 40 <input type="checkbox"/> Reserve 45 <input type="checkbox"/> Para-prof. 99 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd. - up																
CHECK ONE: 01 <input type="checkbox"/> Teacher 05 <input type="checkbox"/> Counselor 10 <input type="checkbox"/> Librarian 15 <input type="checkbox"/> Nurse 20 <input type="checkbox"/> Asst. Prin.		21 <input type="checkbox"/> Principal 30 <input type="checkbox"/> Supervisor 35 <input type="checkbox"/> Asst. Supt. 36 <input type="checkbox"/> Superintendent 50 <input type="checkbox"/> Adm. (Higher Ed.) 99 <input type="checkbox"/> Other		Ethnic Minority Class 1 <input type="checkbox"/> Asian-Amer. 2 <input type="checkbox"/> Black 4 <input type="checkbox"/> Mexican-Amer. 3 <input type="checkbox"/> Indian 5 <input type="checkbox"/> Other Spanish Speaking		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced																
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, Ky. 40202 GIVE MEMBER COPY TO MEMBERS		MEMBERSHIP CATEGORIES <table border="1"> <tr> <td></td> <td>KEA</td> <td>NEA</td> </tr> <tr> <td>Assoc.</td> <td>\$ 45.00</td> <td>\$12.50</td> </tr> <tr> <td>Reserve</td> <td>22.50</td> <td></td> </tr> <tr> <td>Ed. Sec.</td> <td>10.00</td> <td>12.50</td> </tr> <tr> <td>Life</td> <td>900.00</td> <td></td> </tr> </table>			KEA	NEA	Assoc.	\$ 45.00	\$12.50	Reserve	22.50		Ed. Sec.	10.00	12.50	Life	900.00		CHECK ONE: 1 <input type="checkbox"/> Kindergarten 2 <input type="checkbox"/> Elementary 3 <input type="checkbox"/> Secondary 4 <input type="checkbox"/> Jr. College 5 <input type="checkbox"/> College or Univ. 6 <input type="checkbox"/> Adult Ed. 9 <input type="checkbox"/> Other		TOTAL \$ <input type="checkbox"/> DUES PAID <input type="checkbox"/> DUES PLEDGED Enroller _____ Date _____	
	KEA	NEA																				
Assoc.	\$ 45.00	\$12.50																				
Reserve	22.50																					
Ed. Sec.	10.00	12.50																				
Life	900.00																					

Professional payments for 1975-76 in KEA are \$52.00. KEA dues are \$45.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payments to NEA are \$26.00. NEA dues are \$25.00. \$1.00 is for a voluntary contribution to NEA-PAC. I may revoke this agreement and request a refund by submitting a KEPAC and NEA-PAC option form to the KEA Special Services Dept., 707 W. Walnut St., Louisville, Ky. 40202.

SIGNATURE _____

MAKE CHECK PAYABLE TO KEA

DATE _____
LOCAL COPY

3

cash

CASH ENROLLMENT FORM

INSTRUCTIONS TO THE MEMBER

NOTE:

1. Please print so that all copies are legible. (Use ball point pen)
2. Complete all sections of this form.
3. Fill in the amount of local dues.
4. Check the appropriate blocks for KEA and NEA Membership Categories. Fill in the amount of dues if other than active. (Membership Categories are described on the back of the MEMBER COPY).
5. Check the appropriate block indicating whether dues are being paid or pledged. (Make check payable to KEA).
6. Sign Name and Date at bottom of form.

INSTRUCTIONS TO THE ENROLLER

1. Sign name and date the form when completed.
2. Send the KEA copy to the KEA office together with the transmittal and membership report form. When the dues from KEA and NEA are collected at a later date for pledges, the dues should be sent to the KEA office along with the names and the amount remitted for each member.
3. Give MEMBER COPY to the member.

ONS

1977-78

Social Security No.

Professional Payments

(KEA-NEA)

\$ 98.00

Local Dues

\$

MEMBERSHIP CATEGORIES

KEA NEA

10 ☐ 10 ☐ Active

20 ☐ 20 ☐ Associate

25 ☐ 25 ☐ Ed. Sec'y

30 ☐ 30 ☐ Life Active

45 ☐ 45 ☐ Paraprof.

99 ☐ 99 ☐ Life Pd. - up

TOTAL \$

☐ DUES PAID

☐ DUES PLEDGED

Enroller

Date

any contribution to KEPAC. Professional pay-
C. Contributions to KEPAC and/or NEA-PAC
Louisville, Kentucky 40202.

DATE

KEA COPY 3

80040105163

#21

8 0 0 4 6 2 0 0 1 9 3
8 0 0 4 0 1 9 5 1 6 4

#22

"The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (d) states: Ethnic minority shall mean those persons designated as ethnic minority by the Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian." In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please (check the appropriate box) or (fill in the appropriate ethnic minority):

Upon completion of this form and delivery to the Association, you are a member of the professional associations with all the rights and benefits thereof including full coverage of the Professional Liability insurance provided by KEA as a membership benefit. Membership cards and Professional Liability Insurance certificates will be mailed in January. Please notify the KEA Special Service office of name or address changes.

KEPAC AND NEA-PAC

KEPAC and NEA-PAC contributions of \$7.00 and \$1.00 respectively are included in your professional payments. Deduct the appropriate amount if you do not wish to make a contribution for this purpose. Refunds of the voluntary contributions to KEPAC will be made upon request in writing by January 1 to KEA Special Services Department, 101 W. Walnut St., Louisville, Kentucky 40202.

I understand that contributions to KEPAC and NEA-PAC will be used to support candidates for Local, State, and Federal offices, that contributions are voluntary and not a condition of membership, that I have the right to refuse to contribute, and that my refusal to contribute will in no way alter my membership status or benefits. My contribution to NEA-PAC may be more or less than the amount shown.

A copy of the NEA-PAC report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D. C. 20436.

2

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1977-78

<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss		Last Name		First Name		Initial		Social Security No.	
Street or Box No.				Birth Date				Professional Payments (KEA-NEA) \$ 98.00	
Post Office		State		Zip Code		Ethnic Minority Class 1 <input type="checkbox"/> Asian-Am. 4 <input type="checkbox"/> Mexican-Am. 3 <input type="checkbox"/> Other Spanish Speaking		Local Dues \$	
School System		School		Sex <input type="checkbox"/> Male <input type="checkbox"/> Female		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/> Divorced		MEMBERSHIP CATEGORIES KEA NEA 10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 45 <input type="checkbox"/> 30 <input type="checkbox"/> Life Active 99 <input type="checkbox"/> 45 <input type="checkbox"/> Paraprof. 99 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd. - up	
CHECK ONE: 01 <input type="checkbox"/> Teacher 05 <input type="checkbox"/> Counselor 10 <input type="checkbox"/> Librarian		13 <input type="checkbox"/> Nurse 20 <input type="checkbox"/> Asst. Prin. 31 <input type="checkbox"/> Principal 30 <input type="checkbox"/> Supervisor		33 <input type="checkbox"/> Asst. Supt. 34 <input type="checkbox"/> Superintendent 50 <input type="checkbox"/> Adm. (Higher Ed.) 99 <input type="checkbox"/> Other		CHECK ONE: 1 <input type="checkbox"/> Kindergarten 2 <input type="checkbox"/> Elementary 3 <input type="checkbox"/> Secondary 4 <input type="checkbox"/> Coll. College 5 <input type="checkbox"/> College or Univ. 4 <input type="checkbox"/> Adult Ed. 9 <input type="checkbox"/> Other		TOTAL \$	
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, Ky. 40202				Give Member Copy to Members				MEMBERSHIP CATEGORIES KEA NEA ACTIVE \$60.00 \$30.00 ASSOC. 60.00 15.00 PARAPROP. 30.00 15.00 ED. SEC. 10.00 15.00	
Professional payments for 1977-78 in KEA are \$67.00. KEA dues are \$40.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payments to NEA are \$31.00. NEA dues are \$30.00. \$1.00 is for a voluntary contribution to NEA-PAC. Contributions to KEPAC and/or NEA-PAC will be refunded upon written request to the KEA Special Services Department, 101 W. Walnut Street, Louisville, Kentucky 40202.									
SIGNATURE						DATE			
MAKE CHECK PAYABLE TO KEA						K.E.A. COPY 3			

8 0 0 4 0 2 0 0 1 9 4

10:34

**SEGAL, ISENBERG, SALES,
STEWART & NUTT**
THIRD FLOOR, MARION E. TAYLOR BUILDING
LOUISVILLE, KENTUCKY 40202

TO:
Ms. Marsha Gentner
Federal Election Commission
1325 K Street N.W.
Washington, D.C. 20463

FIRST CLASS MAIL



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

March 30, 1979

Mr. Ronald L. Gaffney
Barnett & Alagia
17th Floor
Kentucky Home Life Bldg.
P.O. Box 1179
Louisville, KY 40201

Re: MUR 639
Complaint against KEPAC

Dear Mr. Gaffney:

As you were informed in our letter of November 21, 1978, to you, information concerning on going investigations by this Office cannot be made public. 2 U.S.C. §437g(a)(3)(B). Should any conciliation agreement resolving this matter be entered into, or should the complaint filed by your client be dismissed, this Office will promptly inform you of that action. Until such time as some final action is taken and this matter is made public, we regret that we cannot divulge any information pertaining to it.

Thank you for your patience.

Sincerely,

William C. Oldaker
General Counsel



1-987

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL
101 West Walnut Street
Louisville, Kentucky 40202

PAYROLL OFFICER COPY

CENTRAL PRINTING CO., LOUISVILLE, KY.

NOTE: Please Print Heavily.

Use Ball Point Pen

Complete All Sections Of This Form

Mr. Mrs. Miss	Last Name	First	Middle	Social Sec. No.	Check One
Home Address - Street				City	State
Present School System				Name of School	Birth Date
				() Male	() Female
() Elem.				() Sec.	() Jr. Coll.
() Univ.				() Other	

*K.E.P.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more

CHECK ONE:

Cash ()

APA - Payroll Deduction ()

I hereby authorize the payroll officer to deduct my K.E.P.A.C. contribution along with my professional dues and K.E.A. insurance premiums in 8 equal deductions, beginning with the third month of school.

This authorization is to remain in full force and effect, unless revoked by me in writing to K.E.A. at the end of the school year. In any event, no cancellation will be accepted after October 1.

SIGNATURE _____ DATE _____

*SEE REVERSE SIDE

80040200196

30041200107

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL
121 West Walnut Street
Louisville, Kentucky 40202

KEA COPY

NOTE	First Name	Last	Middle	Social Sec. No.	CHECK ONE
Printed	Home Address - Street	City	State	Zip Code	01
Print	Present School System	Name of School	Birth Date	State	02
Handwritten				Female	03

USE BILL	1. I AM	2. I AM	3. I AM	4. I AM	5. OTHER
Print	KEA P.A.C. (Kentucky Educators Public Affairs Council) \$3.00 or more				
Print	CHECK ONE				
	KEA P.A.C. (Kentucky Educators Public Affairs Council)				

Complete all information on this form and return it to the KEA P.A.C. (Kentucky Educators Public Affairs Council) at the address above. Your contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

SEE REVERSE SIDE

* KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

BY EDUCATORS PUBLIC AFFAIRS COUNCIL

200 West 10th Street
Cincinnati, Ohio 45202

LOCAL GROUP COPY

NAME	Last Name	First	Middle	Birth Sec. No.	Birth Date	Sex	Grade	Check One
1								01 Teacher
2								02 Parent
3								03 Student
4								04 Other
5								05 Other

Birth Date (Month/Day/Year) () Male () Female

Check One () Teacher () Parent () Student () Other

Amount (in dollars and cents) \$5.00 or more \$

Check One () Cash () Other

APA Pledge Decision () Yes () No

Signature of Parent/Guardian

Date

Signature of Teacher

Date

Signature of School Principal

Date

Signature of Local Group Representative

Date

Signature of Local Group Representative

Date

Signature of Local Group Representative

Date

Signature of Local Group Representative

Date

Signature of Local Group Representative

Date

Signature of Local Group Representative

Date

SEE REVERSE SIDE

* KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

CASH ENROLLMENT FORM
INSTRUCTIONS TO THE MEMBER

NOTE:

PLEASE

PRINT

HEAVILY

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SECTIONS

OF THIS

FORM

INSTRUCTIONS TO THE ENROLLER

S

Social Security No.

Professional Payments
(KEA/NEA) \$78.00
Local Dues \$

MEMBERSHIP CATEGORIES

KEA	NEA
10 <input type="checkbox"/>	10 <input type="checkbox"/> Active
20 <input type="checkbox"/>	20 <input type="checkbox"/> Associate
25 <input type="checkbox"/>	25 <input type="checkbox"/> Ed. Sec'y
40 <input type="checkbox"/>	30 <input type="checkbox"/> Life Active
	Reserve
	45 <input type="checkbox"/> Paraprof.
99 <input type="checkbox"/>	99 <input type="checkbox"/> Life Pd. up

TOTAL \$

☐ DUES PAID
☐ DUES PLEDGED

Enroller

Date

untary contribution to KEPAC: Professional
NEA PAC. I may revoke this agreement and
a Dept. 703 W. Wendt St., Louisville, Ky. 40202

DATE
KEA COPY

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The NEA is committed to ensuring the equitable representation of members of ethnic minority groups and governance levels of the Association. NEA Section 12.1 of the Constitution and Bylaws defines those persons designated as ethnic minorities by the NEA. The designations specifically include Black, Mexican American, Chinese American, and other groups. Asian American and Indian American are also included in the definition of minority membership. To ensure a membership of diverse groups, please check the appropriate box on the application and indicate the race of the member on the application.

Up to the date of this form and on, you are responsible for the accuracy of the information provided. The NEA does not assume responsibility for the accuracy of the information provided. The NEA does not assume responsibility for the accuracy of the information provided. The NEA does not assume responsibility for the accuracy of the information provided.

KEPAC AND NEA-PAC

A report of contributions is filed with the Federal Election Commission and is available for public release from the Federal Election Commission. The NEA does not assume responsibility for the accuracy of the information provided. The NEA does not assume responsibility for the accuracy of the information provided.

**PROFESSIONAL EDUCATION ASSOCIATIONS
CASH MEMBERSHIP ENROLLMENT**

Mr. _____ Mrs. _____ Miss _____		Last Name		First Name		Initial		Social Security No.	
Street or P.O. Box _____						City _____		State _____	
Profession		State		Zip Code		Ethnic Minority Class		Professional Payments (KEA-NEA) \$73.00 Local Dues \$ _____	
School System		School		Sex		Grade Status		MEMBERSHIP CATEGORIES	
				Male _____ Female _____		Single _____ Married _____ Widowed _____ Divorced _____		KEA NEA 10 _____ 10 _____ Active 20 _____ 20 _____ Associate 25 _____ 25 _____ Ed. Sec'y 30 _____ 30 _____ Life Active 40 _____ 40 _____ Reserve 45 _____ 45 _____ Paraprof. 99 _____ 99 _____ Life Pledge-up	
CHECK ONE		CHECK ONE		CHECK ONE		CHECK ONE		TOTAL \$ _____	
1. Teacher		2. Administrator		3. Supervisor		4. Other		DUES PAID DUES PLEDGED Enroll on _____ Date _____	
5. Counselor		6. Librarian		7. Other		8. Other			
9. Other		10. Other		11. Other		12. Other			
13. Other		14. Other		15. Other		16. Other			
17. Other		18. Other		19. Other		20. Other			
21. Other		22. Other		23. Other		24. Other			
25. Other		26. Other		27. Other		28. Other			
29. Other		30. Other		31. Other		32. Other			
33. Other		34. Other		35. Other		36. Other			
37. Other		38. Other		39. Other		40. Other			
41. Other		42. Other		43. Other		44. Other			
45. Other		46. Other		47. Other		48. Other			
49. Other		50. Other		51. Other		52. Other			
53. Other		54. Other		55. Other		56. Other			
57. Other		58. Other		59. Other		60. Other			
61. Other		62. Other		63. Other		64. Other			
65. Other		66. Other		67. Other		68. Other			
69. Other		70. Other		71. Other		72. Other			
73. Other		74. Other		75. Other		76. Other			
77. Other		78. Other		79. Other		80. Other			
81. Other		82. Other		83. Other		84. Other			
85. Other		86. Other		87. Other		88. Other			
89. Other		90. Other		91. Other		92. Other			
93. Other		94. Other		95. Other		96. Other			
97. Other		98. Other		99. Other		100. Other			

Send Top Copy to:
KENTUCKY EDUCATION ASSOC.
101 W. WALNUT STREET
LOUISVILLE, KY. 40202
GIVE MEMBER COPY TO MEMBERS

KEA NEA
Assoc. \$ 45.00 \$12.50
Reserve 22.50
Ed. Sec. 10.00 12.50
Life 500.00

Professional payments for 1978-79: KEA \$52.00, NEA \$21.00, \$73.00 for a voluntary contribution to NEA-PAC. Professional payments to NEA are \$20.00, NEA dues are \$20.00, \$1.00 is for a voluntary contribution to NEA-PAC. I may revoke this agreement and request a refund by submitting a KEA-PAC and NEA-PAC opt-out form to the NEA Special Services Dept., 707 W. Walnut St., Louisville, KY 40202.

SIGNATURE _____ DATE _____
N.E.A. COPY

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1975-76

<input type="checkbox"/> Mr.	Last Name		First Name	Initial	Social Security No.																	
<input type="checkbox"/> Mrs.																						
<input type="checkbox"/> Miss																						
Street or Box No.			Birth Date		Professional Payments (KEA-NEA) \$78.00 Local Dues \$																	
Post Office	State	Zip Code	Ethnic Minority Class 1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Mexican Amer. 4 <input type="checkbox"/> Indian 5 <input type="checkbox"/> Other Spanish Speaking		MEMBERSHIP CATEGORIES																	
School System	School	Sex <input type="checkbox"/> Male <input type="checkbox"/> Female	Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		<table border="0"> <tr> <td>KEA</td> <td>NEA</td> </tr> <tr> <td>10 <input type="checkbox"/></td> <td>10 <input type="checkbox"/> Active</td> </tr> <tr> <td>20 <input type="checkbox"/></td> <td>20 <input type="checkbox"/> Associate</td> </tr> <tr> <td>25 <input type="checkbox"/></td> <td>25 <input type="checkbox"/> Ed. Sec'y</td> </tr> <tr> <td></td> <td>30 <input type="checkbox"/> Life Active</td> </tr> <tr> <td></td> <td>40 <input type="checkbox"/> Reserve</td> </tr> <tr> <td></td> <td>45 <input type="checkbox"/> Paraprof.</td> </tr> <tr> <td>99 <input type="checkbox"/></td> <td>99 <input type="checkbox"/> Life Pd. up</td> </tr> </table>		KEA	NEA	10 <input type="checkbox"/>	10 <input type="checkbox"/> Active	20 <input type="checkbox"/>	20 <input type="checkbox"/> Associate	25 <input type="checkbox"/>	25 <input type="checkbox"/> Ed. Sec'y		30 <input type="checkbox"/> Life Active		40 <input type="checkbox"/> Reserve		45 <input type="checkbox"/> Paraprof.	99 <input type="checkbox"/>	99 <input type="checkbox"/> Life Pd. up
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25 <input type="checkbox"/>	25 <input type="checkbox"/> Ed. Sec'y																					
	30 <input type="checkbox"/> Life Active																					
	40 <input type="checkbox"/> Reserve																					
	45 <input type="checkbox"/> Paraprof.																					
99 <input type="checkbox"/>	99 <input type="checkbox"/> Life Pd. up																					
CHECK ONE: 01 <input type="checkbox"/> Teacher 05 <input type="checkbox"/> Counselor 10 <input type="checkbox"/> Librarian 15 <input type="checkbox"/> Nurse 20 <input type="checkbox"/> Asst. Prin.		21 <input type="checkbox"/> Principal 30 <input type="checkbox"/> Supervisor 35 <input type="checkbox"/> Asst. Supt. 40 <input type="checkbox"/> Superintendent 50 <input type="checkbox"/> Admin. (Higher Ed.) 99 <input type="checkbox"/> Other		CHECK ONE: 1 <input type="checkbox"/> Kindergarten 5 <input type="checkbox"/> College or 2 <input type="checkbox"/> Elementary Univ. 3 <input type="checkbox"/> Secondary 6 <input type="checkbox"/> Adult Ed. 4 <input type="checkbox"/> Jr. College 9 <input type="checkbox"/> Other		TOTAL \$																
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, Ky. 40202 GIVE MEMBER COPY TO MEMBERS			MEMBERSHIP CATEGORIES		<input type="checkbox"/> DUES PAID <input type="checkbox"/> DUES PLEDGED Enroller _____ Date _____																	
			<table border="0"> <tr> <td></td> <td>KEA</td> <td>NEA</td> </tr> <tr> <td>Assoc.</td> <td>\$ 45.00</td> <td>\$12.50</td> </tr> <tr> <td>Reserve</td> <td>22.50</td> <td></td> </tr> <tr> <td>Ed. Sec.</td> <td>10.00</td> <td>12.50</td> </tr> <tr> <td>Life</td> <td>900.00</td> <td></td> </tr> </table>			KEA	NEA	Assoc.	\$ 45.00	\$12.50	Reserve	22.50		Ed. Sec.	10.00	12.50	Life	900.00				
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Assoc.	\$ 45.00	\$12.50																				
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Ed. Sec.	10.00	12.50																				
Life	900.00																					

Professional payments for 1975-76 in KEA are \$52.00; KEA dues are \$45.00, \$7.00 is for a voluntary contribution to KEPAC. Professional payments to NEA are \$28.00; NEA dues are \$25.00, \$1.00 is for a voluntary contribution to NEA PAC. I may revoke this agreement and request a refund by submitting a KEAPAC and NEA PAC option form to the KEA Special Services Dept., 707 W. Walnut St., Lou., Ky. 40202.

SIGNATURE _____ DATE _____
MAKE CHECK PAYABLE TO KEA MEMBER'S COPY

NEA MEMBERSHIP CATEGORIES

NEA MEMBERSHIP CATEGORIES

1. Active membership shall be open to any person who is engaged in or who is on a limited leave from full-time professional education work. Active members shall hold or shall be eligible to hold a certificate or higher degree of the regular teaching, vocational, or technical certificate issued by their employment. Active membership is limited to persons who support the principles of the association and maintain membership in the local and state affiliates where they are employed.

ASSOCIATE: Associate membership is to be open to any person who is interested in advancing the cause of public education, but who is not eligible for any other class of membership in the association.

EDUCATIONAL SECRETARY: Educational Secretary membership shall be open to any office employee of a Federal Government department, agency, or organization, established on or after July 7, 1973 except for those employees who are not eligible for any other membership category.

MEMBERSHIPS: The Life Membership category was discontinued as of July 7, 1973 except for established contracts, and contracts prior to that date. Life members with established contracts

MEMBERSHIPS: The Life Membership category was discontinued. Those who had established contracts prior to that date, life members with established contracts, and those who had established contracts prior to that date, life members with established contracts, will continue to pay the appropriate amount of dues. The Life Membership category will be open to any person who works directly for the company.

These contacts by continuing to pay the appropriate amount of dues to the National Education Association of the United States. Of the

[illegible]

For a \$1000 per year membership in the National Education Association, you will receive a subscription to TODAY'S EDUCATION for one year, and a subscription to the NEA REPORTER for one year. (Subscriptions for individuals are available only with active membership.)

PROFESSIONAL EDUCATION ASSOCIATIONS

702348

Mr. Mrs. Miss	Last Name	First Name	Initial	Social Security No.
Street or Box No.		Birth Date		Professional Payments (KEA-NEA) \$78.00 Local Dues \$
Post Office	State	Zip Code		MEMBERSHIP CATEGORIES
		Ethnic Minority Class 1 Asian-Amér. 2 Black 3 Mexican-Amér. 3 Indian 5 Other Spanish Speaking		
School System	School	Sex	Marital Status	KEA NEA
		<input type="checkbox"/> Male <input type="checkbox"/> Female	<input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced	10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 30 <input type="checkbox"/> Life Active 40 <input type="checkbox"/> Reserve 45 <input type="checkbox"/> Paraprof. 99 <input type="checkbox"/> Life P'd. Up
CHECK ONE:		CHECK ONE:		
01 Teacher 05 Counselor 10 Librarian 15 Nurse 20 Asst. Prin.		21 Principal 30 Supervisor 35 Asst. Supt. 36 Superintendent 50 Adm. (Higher Ed.) 99 Other		1 Kindergarten 5 College or 3 Elementary Univ. 3 Secondary 6 Adult Ed. 4 Jr. College 9 Other
Send Top Copy to:		MEMBERSHIP CATEGORIES		TOTAL \$
KENTUCKY EDUCATION ASSOC.		KEA NEA		<input type="checkbox"/> DUES PAID
101 W. WALNUT STREET		Assoc. 5 45.00 12.50		<input type="checkbox"/> DUES PLEDGED
LOUISVILLE, Ky. 40202		Reserve 22.50		Enroller _____
GIVE MEMBER COPY		Ed. Sec. 10.00 12.50		Date _____
TO MEMBERS		Life 900.00		

Professional payments for 1978/79 in KEA are \$57.00. KEA dues are \$45.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payments to NEA are \$26.00. NEA dues are \$25.00. \$1.00 is for a voluntary contribution to NEA PAC. I may revoke this agreement and receive a refund by submitting a KEAPAC and NEA PAC option form to the KEA Special Services Dept., 707 W. Walnut St., Low, KY 40202.

SIGNATURE _____ DATE _____
NAME CHECK PAYABLE TO RPA FACULTY REP COPY

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1975-76

<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss	Last Name		First Name	Initial	Social Security No.																	
Street or Box No.			Birth Date		Professional Payments (KEA-NEA) \$75.00 Local Dues \$																	
Post Office	State	Zip Code	Ethnic Minority Class 1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Mexican Amer. 4 <input type="checkbox"/> Indian 5 <input type="checkbox"/> Other Spanish Speaking		MEMBERSHIP CATEGORIES																	
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Send Top Copy to KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, Ky. 40202		MEMBERSHIP CATEGORIES		<input type="checkbox"/> DUES PAID <input type="checkbox"/> DUES PLEDGED Enroller _____ Date _____		<table border="0"> <tr> <td></td> <td>KEA</td> <td>NEA</td> </tr> <tr> <td>Assoc.</td> <td>\$ 45.00</td> <td>\$12.50</td> </tr> <tr> <td>Reserve</td> <td>22.50</td> <td></td> </tr> <tr> <td>Ed. Sec.</td> <td>10.00</td> <td>12.50</td> </tr> <tr> <td>Life</td> <td>900.00</td> <td></td> </tr> </table>			KEA	NEA	Assoc.	\$ 45.00	\$12.50	Reserve	22.50		Ed. Sec.	10.00	12.50	Life	900.00	
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SIGNATURE _____ DATE _____
 MAKE CHECK PAYABLE TO KEA KEAPAC COPY

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800 432 00207

lucy

**SEGAL, ISENBERG, SALES,
STEWART & NUTT**

THIRD FLOOR, MARION E. TAYLOR BUILDING
LOUISVILLE, KENTUCKY 40202

TO:

Hon. Kenneth Gross
Associate General Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C.

FIRST CLASS MAIL



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

March 15, 1979

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Mr. John Frith Stewart
Segal, Isenberg, Sales,
Stewart & Nutt
M.E. Taylor Building
4th Street Between Liberty
and Jefferson
Louisville, Kentucky 40202

Re: MUR 639/KEPAC

Dear Mr. Stewart:

Thank you for your letter of January 22, 1979, with attachments. KEPAC's recent submissions raise some problems in light of the statutory procedural requirements.

On September 20, 1978, KEPAC was notified of the Commission's finding of reason to believe the Committee had violated certain sections of the Federal Election Campaign Act of 1971, as amended, and of KEPAC's opportunity to present any information which would demonstrate that no further action should be taken in this matter. 2 U.S.C. § 437g(a)(4). Included in this letter of notification were certain requests for information my staff felt would facilitate an expeditious investigation in this matter. This Office then received a letter and affidavit from KEPAC treasurer, Lyndle Barnes, but no other information until after KEPAC was notified of the Commission's finding of reasonable cause to believe a violation occurred. Procedurally, at this stage in a compliance matter, conciliation efforts have begun, and any information submitted should be for the purpose of mitigating and facilitating conciliation.

These forms were not accompanied by any explanation of the circumstances under which they were used, the dates of their use, or if they were ever used. Furthermore, the letter of notification of reason to believe contained a



If you have any questions concerning the above matters, or any other matter, please contact Ms. Marsha Gentner, the attorney handling this matter, at (202) 523-4073. We look forward to meeting with you again.

William C. Oldaker
General Counsel

By: 
Charles N. Steele

● SENDER: Complete items 1., 2., and 3. Add your address in the "RETURN TO" space on reverse.	
1. The following service is requested (check one). <input type="checkbox"/> Show to whom and date delivered..... <input checked="" type="checkbox"/> Show to whom, date, and address of delivery..... <input type="checkbox"/> RESTRICTED DELIVERY Show to whom and date delivered..... <input type="checkbox"/> RESTRICTED DELIVERY Show to whom, date, and address of delivery..... (CONSULT POSTMASTER FOR FEES)	
2. ARTICLE ADDRESSED TO: <i>John Fritz Stenberg</i>	
3. ARTICLE DESCRIPTION: REGISTERED NO. CERTIFIED NO. INSURED NO.	<i>437586</i>
(Always obtain signature of addressee or agent)	
I have received the article described above. SIGNATURE <input type="checkbox"/> Address <input type="checkbox"/> Authorized agent	
4. DATE OF DELIVERY <i>3-19-79</i>	POSTMARK MAR 19 1979
5. ADDRESS (Complete only) <i>312 Avenue C, N.Y.C.</i> <i>New York City</i>	
6. UNABLE TO DELIVER BECAUSE:	
CLERK'S INITIALS	

RETURN RECEIPT, REGISTERED, INSURED AND CERTIFIED MAIL

901239

LAW OFFICES
BARNETT & ALAGIA
 THE SEVENTEENTH FLOOR
 KENTUCKY HOME LIFE BUILDING
 P. O. BOX 1179
 LOUISVILLE, KENTUCKY 40201

D. PAUL ALAGIA, JR.
 BERNARD H. BARNETT
 JOSEPH M. DAY
 JOHN T. MILLER
 H. BROOKS BENN
 RICHARD M. TRAUTWEIN
 CHARLES DAWSON BARNETT
 ANTHONY O. BROWN
 CAROLYN A. DYE
 JOHN E. EVANS
 WM. CARL FUST
 RONALD L. GAFFNEY
 GARY D. GARRISON
 BENJAMIN J. ISAACS
 MICHAEL E. LANNON
 DONALD F. MINTHIRE
 CHARLES L. OWEN
 IVAN RICH
 JACK E. RUCK
 LEE C. SUMMERS
 MARY JO WINKLER

J. BERNARD BROWN 1902-1974
 BERNARD M. KUNEN 1903-1967

TELEPHONE (502) 585-4131
 CABLE ADDRESS - ALBAR

79 MAR 5 AM 10:51

WASHINGTON OFFICE
 BARNETT, ALAGIA & CAREY
 1627 K STREET, N.W.
 WASHINGTON, D.C. 20006
 (202) 785-5572
 WILLIAM A. CAREY
 RESIDENT PARTNER
 ST. JOHN BARNETT
 WILLIAM S. GLADING
 RICHARD A. GLADSTONE
 JOHN M. HIMMELBERG
 JOHN F. SHERLOCK III
 RUFUS E. WILSON
 OF COUNSEL

March 1, 1979

Ms. Marsha Gentner
 Legal Counsel
 Federal Election Commission
 1325 K Street, N.W.
 Washington, D. C. 20463

RE: MUR 639 (78)

Dear Ms. Gentner:

We request that you advise us as to the progress that has been made regarding the above referenced matter. Specifically, we request that you advise as to the results of any conciliation attempt, including a copy of any conciliation agreement entered into as well as any failure to conciliate. We would also appreciate knowing whether you have determined if a violation has occurred.

Thank you for your cooperation.

Very truly yours,

BARNETT & ALAGIA

Ronald L. Gaffney
 Ronald L. Gaffney

RLG/sh

80004402040126100
 80004402040126100

LAW OFFICES

ETT & ALAGIA

SEVENTEENTH FLOOR

HOME LIFE BUILDING

P.O. BOX 1179

LE, KENTUCKY 40201



'79 MAR 5 AM 10:51

Ms. Marsha Gentner
Legal Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20463

LAW OFFICES

BARNETT & ALAGIA

THE SEVENTEENTH FLOOR

KENTUCKY HOME LIFE BUILDING

P.O. BOX 1179

LOUISVILLE, KENTUCKY 40201

D. PAUL ALAGIA, JR.
BERNARD H. BARNETT
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J. BERNARD BROWN 1902-1974
JAMES F. MILLER 1893-1967

TELEPHONE (502) 585-4131
CABLE ADDRESS - ALBAR

WASHINGTON OFFICE

BARNETT, ALAGIA & CAREY

1827 K STREET, N.W.

WASHINGTON, D.C. 20006

(202) 785-5572

WILLIAM A. CAREY

RESIDENT PARTNER

ST. JOHN BARRETT

WILLIAM S. GLADING

RICHARD A. GLADSTONE

JOHN M. HIMMELBERG

JOHN F. SHERLOCK III

RUFUS E. WILSON

OF COUNSEL

January 26, 1979

Ms. Marsha Gettering
Legal Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20463

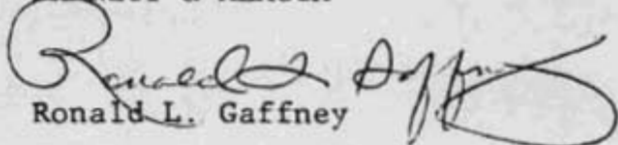
Dear Ms. Gettering:

Please find enclosed a statement for duplication charges in the matter of KEPAC v. Kentucky Registry of Election Finance, per our agreement.

If you have any questions, please do not hesitate to contact me.

Very truly yours,

BARNETT & ALAGIA


Ronald L. Gaffney

RLG/sh

Enclosure

8004020025133

800492002104
D. PAUL ALAGIA, JR.
BERNARD H. BARNETT
JOSEPH M. DAY
JOHN T. MILLER
H. BROOKS SEHN
RICHARD M. TRAUTWEIN
CHARLES DAWSON BARNETT
ANTHONY O. BROWN
CAROLYN A. DYE
JOHN E. EVANS
WM. CARL FUST
RONALD L. GAFFNEY
GARY D. GARRISON
BENJAMIN J. ISAACS
MICHAEL E. LANNON
DONALD F. MINTHIRE
CHARLES L. OWEN
IVAN RICH
JACK E. RUCK
LEE C. SUMMERS
MARY JO WINKLER

LAW OFFICES
BARNETT & ALAGIA
THE SEVENTEENTH FLOOR
KENTUCKY HOME LIFE BUILDING
P. O. BOX 1178
LOUISVILLE, KENTUCKY 40201

J. BERNARD BROWN 1902-1974
JAMES P. MILLER 1893-1967

TELEPHONE (502) 585-4131
CABLE ADDRESS - ALSAR

WASHINGTON OFFICE
BARNETT, ALAGIA & CAREY
1827 K STREET, N.W.
WASHINGTON, D. C. 20006
(202) 788-8672
WILLIAM A. CAREY
RESIDENT PARTNER
ST. JOHN BARRETT
WILLIAM S. GLADING
RICHARD A. GLADSTONE
JOHN M. MINNELBERG
JOHN F. SHERLOCK III
RUFUS E. WILSON
OF COUNSEL

January 24, 1979

Ms. Marsha Gettering
Legal Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20463

Dear Ms. Gettering:

Per your request, we enclose the following pleadings from KEPAC v. Kentucky Registry of Election Finance, et al, Civil Action No. C-77-05751(A), now pending in the United States District Court for the Western District of Kentucky at Louisville:

1. Complaint
2. Plaintiff's Memorandum in Support of Motion and Preliminary Injunction
3. Amended Intervening Petition
4. Intervener's Memorandum Opposing Plaintiff's Motion for Preliminary Injunction
5. Memorandum of Defendant Kentucky Registry Upon Plaintiff's Motion for Preliminary Injunction
6. Plaintiffs Reply Memorandum In Support of Plaintiff's Motion for Preliminary Injunction
7. Response to Plaintiff's Proofed and Corrected Reply Memorandum
8. Findings of Fact and Conclusions of Law
9. Preliminary Injunction
10. Plaintiff's Motion for Summary Judgment and Memorandum
11. Supplemental Memorandum in Support of Plaintiff's Motion for Summary Judgment

BARNETT & ALAGIA

Ms. Marsha Gettering
January 24, 1979
Page Two

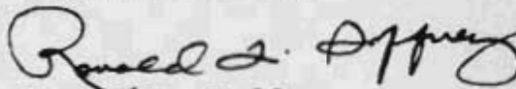
12. Memorandum Opinion
13. Summary Judgment
14. Motion
15. Memorandum in Support of Motion to Alter, Amend, Clarify and/or Set Aside
16. Response to Intervenor's Motion to Alter
17. Reply
18. Plaintiff's Response to Affidavits
19. Memorandum and Amended Summary Judgment

We believe that these pleadings are primary to the case. We are forwarding under separate cover copies of depositions, hearings and material obtained in discovery.

If we can be of further assistance, please do not hesitate to call.

Very truly yours,

BARNETT & ALAGIA


Ronald L. Gaffney

RLG/sh

P.S. I am also enclosing for your reference copies of the KEA-APA Membership Forms used respectively prior to 1972, 1972-1977, and 1977 to the present. APA memberships are automatically renewed; therefore, teachers do not fill out new membership applications each year nor do they make new payroll deduction authorizations each year. Nevertheless KEA deducts KEPAC dues from all teachers on APA, regardless of the form of their enrollment, unless teachers write in expressly objecting to the deduction.

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LAW OFFICES

BARNETT & ALAGIA

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WILLIAM A. CAREY

RESIDENT PARTNER

ST. JOHN BARRETT

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RICHARD A. GLADSTONE

JOHN M. HIMMELBERG

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OF COUNSEL

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DONALD F. MINTMIRE
CHARLES L. OWEN
IVAN RICH
JACK E. RUCK
LEE C. SUMMERS
MARY JO WINKLER

79 JAN 26 AM 10:37

January 24, 1979

Ms. Marsha Gettering
Legal Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20643

900452

Dear Ms. Gettering:

Pursuant to your request, we hereby enclose for your reference the following:

1. Transcript of Hearing Before the Kentucky Registry in Thompson v. KEA
2. Deposition of Carolyn Kaufman
3. Deposition of Lyndle Barnes
4. Deposition of Raymond C. Tackett
5. Deposition Exhibits from Barnes and Tackett Depositions - It is interesting to note the effectiveness of the reverse check-off from the print outs (Group Exhibit 3) from 1973 to 1977 until KEA halted by the Registry.
6. Various selections from KEA and KEPAC Minutes - selected exclusively by KEA
7. Various clippings from the KEA news - As you will note, according to counsel for KEA, the first "refund form" appeared in the September 1975 edition of the KEA News, five months after the reverse check-off was adopted and then it was surrounded by articles having nothing to do with KEPAC/NEAPAC. To my knowledge few, if any, additional refund forms were made available in other editions until the Registry and FEC's action. Clearly, refund forms were not in every edition.

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BARNETT & ALAGIA

Ms. Marsha Gettering
January 24, 1979
Page Two

8. Miscellaneous

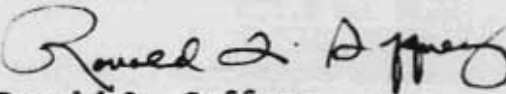
We apologize for the incomplete condition of the minutes and the news clippings; however, we were not permitted discovery on these items. What we have, we have obtained from various sources including KEA members.

As we agreed, we shall forward to you a statement for the cost of xeroxing this material.

If we may be of further assistance to you, please do not hesitate to call.

Very truly yours,

BARNETT & ALAGIA


Ronald L. Gaffney

RLG/sh

Enclosures

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80040200246



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

January 15, 1979

Mr. John Frith Stewart
Segal, Isenberg, Sales, Stewart
& Nutt
M.E. Taylor Building
4th Street, Between Liberty &
Jefferson
Louisville, Kentucky 40202

Re: MUR 639 (78)
Kentucky Educators
Public Affairs Council
(KEPAC)

Dear Mr. Stewart:

We are in receipt of your letter of December 21, 1978, concerning the above-referenced matter. The Federal Election Commission is primarily an investigatory body with the power to find probable cause to believe there has been a violation of the Federal Election Campaign Act ("the Act"); however, it does not adjudicate, hold trials, or determine civil or criminal liability. Accordingly, our investigative files are not available for copying or inspection. Therefore, we can only supply a copy of the certification of the Commission's finding of reasonable cause to believe KEPAC may have violated the Act, which is enclosed.

We will be glad to arrange a meeting with you at a mutually convenient time at our offices in Washington, D.C.

Sincerely,

A handwritten signature in dark ink, appearing to read "William C. Oldaker", is written over the word "Sincerely,".

William C. Oldaker
General Counsel

cc: Lyndle Barnes, Treasurer
K.E.P.A.C.

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80040105189

Mr. John Frith Stewart
Segal, Isenberg, Sales, Stewart
& Nutt
M.E. Taylor Building
4th Street, Between Liberty &
Jefferson
Louisville, Kentucky 40202

1/15/79

Re: MUR 639 (78)
Kentucky Educators
Public Affairs Council
(KEPAC)

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We will be glad to arrange a meeting with you at a mutually convenient time at our offices in Washington, D.C.

Sincerely,

/s/
William C. Oldaker
General Counsel

cc: Lyndle Barnes, Treasurer
K.E.P.A.C.
101 W. Muhammad Ali Boulevard
Louisville, Kentucky 40202

80004720426199
80040195170
600903

SEGAL, ISENBERG, SALES, STEWART, & NUTT

COUNSELORS AT LAW
THE THIRD FLOOR
M. E. TAYLOR BUILDING

FOURTH STREET BETWEEN LIBERTY & JEFFERSON

LOUISVILLE, KY. 40202

(502) 587-8885

HERBERT L. SEGAL
CHARLES R. ISENBERG
RAYMOND L. SALES
JOHN FRITH STEWART
GILBERT HALE NUTT

ROBERT L. CATLETT, JR.
ROBERT M. LINDSAY
IRWIN H. CUTLER, JR.
EDWARD A. MAYER
WALTER LAPP SALES
LINDA J. WALLBAUM
STEPHEN J. TILLMAN
JAMES E. ISENBERG
KENNETH L. SALES
THOMAS S. JARRELL
REX DUNN
KATHLEEN E. PELLEGRINO
TERRY E. FOX
DAVID LEIGHTY
DENNIS FRANKLIN JAMES
CAROL M. RASKIN

79 JAN 16 AM 10:24
January 11, 1979

INDIANAPOLIS
BARRY HAGEY
445 NORTH PENNSYLVANIA ST.
THIRD FLOOR
INDIANAPOLIS, IND. 46204
(317) 637-8848

NEW ALBANY, IND.
WILLIAM MOYER
808 STATE STREET
P. O. BOX 488
NEW ALBANY, IND. 47180
948-1198

ST. MATTHEWS, KY.
3818 LEXINGTON RD.
LOUISVILLE, KY. 40207
897-8084

OKLAHOMA, KY.
9411 MAPLE ROAD
LOUISVILLE, KY. 40229
968-7884

Hon. William C. Oldaker, General Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D. C. 20463

RE: MUR 639 (78)

Dear Mr. Oldaker:

As we have not yet received the information we have requested, my associate, Dennis Janes, and I will meet with some of your staff this coming Monday afternoon to discuss and explore the basis for the "beliefs" expressed in the notice to KEPAC.

After that information is reviewed, we will work with you promptly to obtain a date for a conciliation conference. The foregoing is without waiving any of my client's constitutional, statutory, regulatory and/or procedural rights.

Very truly yours,

[Signature]
John Frith Stewart

JFS/mhl

CC: Mr. Lyndle Barnes, Sec.-Treas.
K.E.P.A.C.

SEGAL, ISENBERG, SALES, STEWART, & NUTT

COUNSELORS AT LAW
THE THIRD FLOOR
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THOMAS B. JARRELL
REX DUNN
KATHLEEN B. PELLEGRINO
TERRY E. FOX
DAVID LEIGHTY
DENNIS FRANKLIN JAMES
CAROL M. RASKIN

December 21, 1978

Hon. William C. Oldaker, Gen. Counsel
Federal Elections Commission
1325 K Street, N.W.
Washington, D. C. 20463

RE: MUR 639 (78)

Dear Mr. Oldaker:

Without waiving any procedural or substantive rights, that my client, the Kentucky Educators Public Affairs Council might have, my clients deny the beliefs expressed in your letter of December 19, 1978 that the provisions of 2 U.S.C. have been violated; and further, request a conference as provided for under the appropriate statute and regulations.

I hereby formally request copies of all documents as well as Federal Election Commission minutes, and staff notations upon which the "belief" was based, or the documentation evidencing the facts that the Commission arrived at such a "belief."

Would you please furnish these requested items promptly, and prior to scheduling the conference. I would appreciate a telephone call in an effort to arrive at a mutually agreeable date to me and a representative of my client.

INDIANAPOLIS
BARRY MACEY
410 NORTH PENNSYLVANIA ST.
THIRD FLOOR
INDIANAPOLIS, IND. 46204
(317) 627-2345

NEW ALBANY, IND.
WILLIAM MOYER
806 STATE STREET
P. O. BOX 428
NEW ALBANY, IND. 47150
948-1198

ST. MATTHEWS, KY.
3618 LEXINGTON RD.
LOUISVILLE, KY. 40207
897-6064

OKOLONA, KY.
9411 MAPLE ROAD
LOUISVILLE, KY. 40229
968-7554

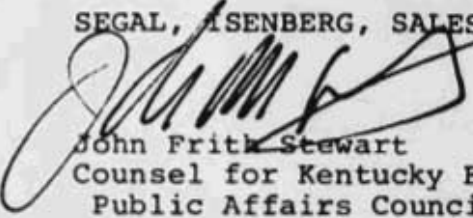
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Hon. William C. Oldaker
December 21, 1978
Page Two

I further reiterate our request that this matter be kept confidential and that it not be publicly disclosed.

Sincerely,

SEGAL, ISENBERG, SALES, STEWART & NUTT



John Frith Stewart
Counsel for Kentucky Educators
Public Affairs Council

JFS/mhl

CC: Mr. Lyndle Barnes, Treasurer
K.E.P.A.C.
101 W. Muhammad Ali Boulevard
Louisville, KY 40202

80049200222
80049105193

3004020023
30040195194
LEGAL, ISENBERG, SALES, STEWART, & NUTT
COUNSELORS AT LAW
THE THIRD FLOOR
MARION E. TAYLOR BUILDING
NORTH STREET BETWEEN LIBERTY & JEFFERSON
LOUISVILLE, KY. 40202

78 DEC 27 AM 11 15



Hon. William C. Oldaker, General Counsel
Federal Elections Commission
1325 K Street, N.W.
Washington, D. C. 20463



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

December 19, 1978

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Mr. Lyndle Barnes
Treasurer
Kentucky Educators Public
Affairs Council
101 West Walnut Street
Louisville, Kentucky 40202

Re: MUR 639 (78)

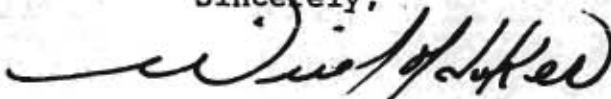
Dear Mr. Barnes:

The Federal Election Commission has found reasonable cause to believe that the Kentucky Educators Public Affairs Council has violated 2 U.S.C. § 441b(b)(3)(A) by using a reverse check-off procedure to collect KEPAC contributions, 2 U.S.C. §§ 433 and 434 for failure to register and report to the Commission; and reason to believe KEPAC violated 2 U.S.C. § 441b(a) by commingling of Kentucky Education Association (KEA) monies with KEPAC contributions, and 2 U.S.C. § 441b(b)(4)(A)(ii) by soliciting contributions from those who are not members of KEA.

Please be advised that the Commission is under a duty to make every endeavor for a period of not less than thirty (30) days to correct such a violation by informal methods of conference, conciliation and persuasion, and to enter into a conciliation agreement. 2 U.S.C. § 437g(a)(5)(A). If we are unable to reach agreement during that period, the Commission may, upon a finding of probable cause to believe a violation has occurred, institute civil suit. 2 U.S.C. § 437g(a)(5)(B).

Enclosed please find a conciliation agreement which this office is prepared to recommend to the Commission in settlement of this matter. If you agree with the provisions of this agreement, please sign it and return it to the Commission within ten days of your receipt of this letter. If not, please contact Ms. Marsha G. Gentner at (202) 523-4060 to discuss your objections to the agreement.

Sincerely,



William C. Oldaker
General Counsel

Enclosure

cc: Mr. John Frith Stewart
Segal, Isenberg, Sales,
Stewart and Nutt

639 ✓ Gentner

1. The following service is requested (check one):
☐ Show to whom and date delivered.
☒ Show to whom, date, and address of delivery.
☐ RESTRICTED DELIVERY
Show to whom and date delivered.
☐ RESTRICTED DELIVERY
Show to whom, date, and address of delivery.
(CONSULT POSTMASTER FOR FEES)

2. ARTICLE ADDRESSED TO:
Synalle Burner
Kentucky Education Public Affairs
Council

3. ARTICLE DESCRIPTION:
REGISTERED NO. *94379* CERTIFIED NO. INSURED NO.
(Always obtain signature of addressee or agent)

I have received the article described above.
SIGNATURE ☐ Addressee ☒ Authorized agent
Vickie White *Person in Charge*

4. DATE OF DELIVERY
12/21/78

5. ADDRESS (Complete only if requested)
1001 N. 40202
101 W. WALNUT UNIT

6. UNABLE TO DELIVER BECAUSE

POSTMARK
ST. LOUIS MO
DEC 21 1978

CLERK'S INITIALS

☆FO: 1977-0-240-695

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Mr. Lyndle Barnes
Treasurer
Kentucky Educators Public
Affairs Council
101 West Walnut Street
Louisville, Kentucky 40202

12/18/78

Re: MUR 639 (78)

Dear Mr. Barnes:

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Please be advised that the Commission is under a duty to make every endeavor for a period of not less than thirty (30) days to correct such a violation by informal methods of conference, conciliation and persuasion, and to enter into a conciliation agreement. 2 U.S.C. § 437g(a) (5) (A). If we are unable to reach agreement during that period, the Commission may, upon a finding of probable cause to believe a violation has occurred, institute civil suit. 2 U.S.C. § 437g(a) (5) (B).

Enclosed please find a conciliation agreement which this office is prepared to recommend to the Commission in settlement of this matter. If you agree with the provisions of this agreement, please sign it and return it to the Commission within ten days of your receipt of this letter. If not, please contact Ms. Marsha G. Gentner at (202) 523-4060 to discuss your objections to the agreement.

Sincerely,

WJ

William C. Oldaker
General Counsel

Enclosure

cc: Mr. John Frath Stewart
Segal, Isenberg, Sales,
Stewart and Nutt

30049200227
30040195198

HC

BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of)
)
Kentucky Educators Public) MUR 639 (78)
Affairs Council)

CONCILIATION AGREEMENT

80040200220
This matter having been initiated by the Commission in the ordinary course of carrying out its supervisory responsibilities, and, after an investigation, the Commission having found reasonable cause to believe that Kentucky Educators Public Affairs Council (hereinafter "the Respondent" or "KEPAC") has violated 2 U.S.C. §§ 433, 434, 441b(b)(3)(A) and reason to believe the Respondent has violated 2 U.S.C. §§ 441b(b)(4)(A)(ii), and 441b(a).

WHEREFORE, the Commission and the Respondent, having duly entered into conciliation as provided for in 2 U.S.C. § 437(a)(5), do hereby agree as follows:

- I. The Federal Election Commission has jurisdiction over the Respondent and subject matter in this case.
- II. The Respondent has had a reasonable opportunity to demonstrate that no action should be taken in this matter.
- III. The Respondent enters into this agreement with the Commission voluntarily.
- IV. The pertinent facts in this matter are as follows:
 - A. The Respondent is a political committee established by and connected to the Kentucky

Education Association ("KEA"). The Respondent has not registered with or reported to the Commission.

- 30040200229
- B. Pursuant to Kentucky law and the request of KEA, a payroll deduction plan to collect KEA dues in eight installments over the school year was instituted in most of Kentucky's public school districts. In these school districts, payroll deduction authorization constituted membership in KEA.
 - C. Beginning in the school year of 1975-76, and continuing through 1976-77, and 1977-78, KEPAC contributions of \$7.00 per year per member were automatically deducted along with KEA dues and other items from the paychecks of KEA members in school districts where the payroll deduction system was used.
 - D. A refund of the \$7.00 KEPAC contribution could be secured upon written request to KEA by January 1st of that school year.
 - E. All monies collected each month by local school boards under the payroll deduction plan were transferred to KEA in one lump sum. KEA deposited these funds in an audited escrow account.

- 30040200230
- F. KEA paid each payroll deduction recipient, including KEPAC, and KEA member dues to its general account, the amount due to the recipient that month. Each recipient paid KEA \$.25 per transaction per year for this service.
 - G. If a refund of a KEPAC contribution was requested, KEA would pay the refund and deduct that amount from its next transfer to the Respondent.
 - H. Upon receipt of the payroll deducted contributions, KEPAC deposited the money in a central account. The Respondent set aside as a book-keeping entry only, 50% of the funds received from a school district if that district had a local affiliate.
 - I. The funds "set aside" on the books for the local affiliate would be expended by the Respondent at the direction of the local affiliate in connection with local school board races. If a local affiliate wanted to support a legislative candidate, the Respondent had to agree to that contribution or it would not make the payment requested by the local affiliate.
 - J. All contributions requested by local affiliates were drawn on the Respondent's checks from the Respondent's central account.

- K. In 1976, KEPAC contributed \$200 to Carter for President, \$10 to Romano Mazzoli's congressional campaign, and \$400 to Walter Huddleston's senatorial campaign. Payments, ostensibly on the request of a local affiliate of KEPAC's, Jefferson County Public Affairs Council ("Jeff PAC"), in the amount of \$422 and \$490 to the congressional campaigns of Edward Winterberg and Romano Mazzoli respectively, were made by KEPAC. These payments were reported by Mr. Winterberg's and Mr. Mazzoli's principal campaign committees as KEPAC contributions. KEPAC expended \$50 for Congressman Carroll Hubbard in 1977.
- L. The Respondent solicited those who were not members or family of members of KEA for contributions to KEPAC. Membership in KEA was not required to become a member of KEPAC.

WHEREFORE, the Respondent agrees:

- A. That in 1976 Respondent expended \$1,522 for purpose of influencing the campaigns of candidates for federal office.
- B. That the Respondent did not in 1976 and has not since filed a statement of organization with the Federal Election Commission.

- C. The Respondent did not file reports of receipts and expenditures for 1976.
- D. Failure by a political committee that receives contributions or makes expenditures to federal candidates in excess of \$1,000 in a calendar year to file a statement of organization with the Commission is a violation of 2 U.S.C. § 433.
- E. The Respondent violated 2 U.S.C. § 433 by failing to file a statement of organization with the Commission while making expenditures of \$1,522 to federal candidates in 1976.
- F. Failure of a political committee supporting candidates to federal office to file reports of receipts and expenditures to the Commission is a violation of 2 U.S.C. § 434.
- G. The Respondent is in violation of 2 U.S.C. § 434 by failing to file reports of receipts and expenditures with the Commission.
- H. That in the school districts where the payroll deduction plan was used to collect KEA dues, KEPAC contributions for the school years 1975-76, 1976-77, and 1977-78, in the amount of \$7.00 a year, were automatically deducted from the paychecks of those teachers who authorized the payroll deduction of KEA membership dues. A refund of the \$7.00 could

only be secured by written notice to KEA. Such a system of collection of funds is commonly known as a "reverse check-off" procedure.

- I. It is a violation of 2 U.S.C. § 441b(b) (3) (A) for a separate segregated fund of a labor organization to make a contribution using money secured as a condition of membership in a labor organization. 11 C.F.R. § 114.5(a) (1) construes this prohibition as applying to monies paid as a condition of acquiring/retaining membership in a labor organization even if the money is refundable upon request of the payor.
- J. The "reverse check-off" system of collecting contributions to a segregated fund is per se a violation of 2 U.S.C. § 441b(b) (3) (A) as interpreted by 11 C.F.R. § 114.5(a) (1). FEC v. NEA, C.A. #77-1705 (D.D.C. July 20, 1978).
- K. The Respondent's method of collecting contributions in the years 1975-76, 1976-77, 1977-78 through the use of the "reverse check-off" procedure was in violation of 2 U.S.C. § 441b(b) (3) (A).
- L. That KEPAC contributions were solicited from those who were not members or family of members of KEA, and membership in KEA is not a requirement for membership in KEPAC.

- B0040200234
- M. Under 2 U.S.C. § 441b(b)(4)(A)(ii) it is illegal for a separate segregated fund established by a labor organization to solicit contributions to the segregated fund from those who are not members or family of members of the labor organization.
 - N. The Respondent violated 2 U.S.C. § 441b(b)(4)(A)(ii) by soliciting contributions from non-members of KEA.
 - O. That KEA membership dues and KEPAC funds were deposited in one KEA account; and any KEPAC contribution refunds were paid out of KEA funds and deducted from future transfers of collected contributions to KEPAC. Therefore, some of the \$1,572 contributed by KEPAC to federal candidates in 1976 and 1977 were commingled with KEA general treasury funds.
 - P. 2 U.S.C. § 441b(a) and 11 C.F.R. § 114.2(c) make it unlawful for a labor organization to make any direct or indirect contribution to a candidate for federal office.
 - Q. The Respondent violated 2 U.S.C. § 441b(a) by commingling KEA monies with KEPAC monies, part of which were later contributed to candidates for federal office.
 - R. The Respondent will now, and in the future, comply in all respects with the Federal Election Campaign Act of 1971, as amended.

- S. In conjunction with KEA, the Respondent will submit a plan in accordance with the Court's order of November 2, 1978, in FEC v. NEA., supra, whereby all KEPAC funds collected under the reverse check-off procedure will be returned to those individuals who were contributors unless those individuals affirmatively assent that they wish their contribution not be returned.
- T. The Respondent will pay a civil penalty in the amount of ten thousand dollars (\$10,000) pursuant to 2 U.S.C. § 437g(a) (5) (B).

V. General Conditions

- A. The Commission, on request of anyone filing a complaint under 2 U.S.C. § 437g(a) (1), concerning the matter at issue herein, or on its own motion, may review compliance with this Agreement. If the Commission believes that this Agreement or any requirements thereof have been violated, it may institute a civil action for relief in the United States District Court for the District of Columbia.
- B. It is further agreed that this Conciliation Agreement is entered into in accordance with 2 U.S.C. § 437g (a) (5) (A), and that this Agreement, unless violated, shall constitute a complete bar to any further action by the Commission with regard to the matter set forth in this Agreement.

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- C. It is mutually agreed that this agreement shall become effective as of the date that all parties hereto have executed same and the Commission has approved the entire agreement.
- D. It is agreed that the Respondent shall have no more than thirty (30) days from the date of this agreement to implement and comply with the requirements contained herein, or so notify the Commission.

Date: _____

William C. Oldaker
General Counsel

Date: _____

Lyndle Barnes
Treasurer
Kentucky Educators Public
Affairs Council
Respondent

0040200236



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

December 19, 1978

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

President
Kentucky Education Association
101 West Walnut Street
Louisville, Kentucky 40202

Re: MUR 639 (78)

Dear Sir:

The Federal Election Commission has found reason to believe that the Kentucky Education Association has violated 2 U.S.C. § 441b(b)(3)(A) by using a reverse check-off system to collect contributions to the Kentucky Educators Public Affairs Council (KEPAC), 2 U.S.C. § 441b(a) by commingling KEA funds with KEPAC funds part of which were contributed to federal candidates, and 2 U.S.C. § 441b(b)(4)(A)(ii) by soliciting contributions from those who are not members of KEA.

Please be advised that the Commission is under a duty to make every endeavor for a period of not less than thirty (30) days to correct such a violation by informal methods of conference, conciliation and persuasion, and to enter into a conciliation agreement. 2 U.S.C. § 437g(a)(5)(A). If we are unable to reach agreement during that period, the Commission may, upon a finding of probable cause to believe a violation has occurred, institute civil suit. 2 U.S.C. § 437g(a)(5)(B).

Enclosure

Sincerely,
W. H. H. H.

William C. Oldaker
General Counsel

639 V. G. G. G.

SENDER Complete Items 1, 2, and 3.
Add your address in the "RETURN TO" space on reverse.

1. The following service is requested (check one).
☐ Show to whom and date delivered
☒ Show to whom, date, and address of delivery.
☐ RESTRICTED DELIVERY
 Show to whom and date delivered
☐ RESTRICTED DELIVERY
 Show to whom, date, and address of delivery.
 (CONSULT POSTMASTER FOR FEES)

2. ARTICLE ADDRESSED TO:
 President
 Kentucky Education Assn.

3. ARTICLE DESCRIPTION:
 REGISTERED NO. CERTIFIED NO. INSURED NO.
 45386

(Always obtain signature of addressee or agent)

I have received the article described above.
 SIGNATURE ☐ Addressee ☒ Authorized agent
 Vickie White

4. DATE OF DELIVERY
 12-26-78

5. ADDRESS (Complete only if registered)
 101 N. Main St.
 Hovee

6. UNABLE TO DELIVER BECAUSE:

CLERK'S INITIALS

U.S. MAIL
 15c
 POSTMARK
 KENTUCKY
 12-26-78



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

12/11/78

President
Kentucky Education Association
101 West Walnut Street
Louisville, Kentucky 40202

Re: MUR 639 (78)

Dear Sir:

The Federal Election Commission has found reason to believe that the Kentucky Education Association has violated 2 U.S.C. § 441b(b)(3)(A) by using a reverse check-off system to collect contributions to the Kentucky Educators Public Affairs Council (KEPAC), 2 U.S.C. § 441b(a) by commingling KEA funds with KEPAC funds part of which were contributed to federal candidates, and 2 U.S.C. § 441b(b)(4)(A)(ii) by soliciting contributions from those who are not members of KEA.

Please be advised that the Commission is under a duty to make every endeavor for a period of not less than thirty (30) days to correct such a violation by informal methods of conference, conciliation and persuasion, and to enter into a conciliation agreement. 2 U.S.C. § 437g(a)(5)(A). If we are unable to reach agreement during that period, the Commission may, upon a finding of probable cause to believe a violation has occurred, institute civil suit. 2 U.S.C. § 437g(a)(5)(B).

MG
12/11/78
yellow
copy

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Enclosed please find a conciliation agreement which this office is prepared to recommend to the Commission in settlement of this matter. If you agree with the provisions of this agreement, please sign it and return it to the Commission within ten days of your receipt of this letter. If not, please contact Ms. Marsha G. Gentner at (202) 523-4060 to discuss your objections to the agreement.

Sincerely,

W

William C. Oldaker
General Counsel

Enclosure

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BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of)
Kentucky Education Association)

MUR 639 (78)

CONCILIATION AGREEMENT

This matter having been initiated by the Commission in the ordinary course of carrying out its supervisory responsibilities, and, after an investigation, the Commission having found reason to believe that Kentucky Education Association (hereinafter "the Respondent" or "KEA") has violated 2 U.S.C. §§ 441b(b)(3)(A); 441b(a); and 441b(b)(4)(A)(ii).

WHEREFORE, the Commission and the Respondent, having duly entered into conciliation as provided for in 2 U.S.C. § 437(a)(5), do hereby agree as follows:

- I. The Federal Election Commission has jurisdiction over the Respondent and subject matter in this case.
- II. The Respondent has had a reasonable opportunity to demonstrate that no action should be taken in this matter.
- III. The Respondent enters into this agreement with the Commission voluntarily.
- IV. The pertinent facts in this matter are as follows:
 - A. The Respondent is a labor organization in the state of Kentucky, which established a separate segregated fund, the Kentucky Educators Public Affairs Council ("KEPAC").

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- B. Pursuant to Kentucky law and the request of the Respondent, a payroll deduction plan to collect KEA dues in eight installments over the school year was instituted in most of Kentucky's public school districts. In these school districts, payroll deduction authorization constituted membership in KEA.
- C. Beginning in the school year of 1975-76, and continuing through 1976-77, and 1977-78, KEPAC contributions of \$7.00 per year per member were automatically deducted along with KEA dues and other items from the checks of members of KEA in school districts where the payroll deduction system was used.
- D. A refund of the \$7.00 KEPAC contribution could be secured upon written notice to the Respondent by January 1st of that school year.
- E. All monies collected each month by local school boards under the payroll deduction plan were transferred to the Respondent in one lump sum. The Respondent deposited these funds in an audited escrow account.
- F. The Respondent paid each payroll deduction recipient, including KEPAC, and KEA member dues to its general account, the amount due to the recipient that month.

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Each recipient paid the Respondent \$.25 per transaction per year for this service.

- G. If a refund of a KEPAC contribution was requested, the Respondent would pay the refund and deduct that amount from its next transfer to KEPAC.
- H. In 1976, KEPAC contributed \$200 to Carter for President, \$10 to Romano Mazzoli's congressional campaign, and \$400 to Walter Huddleston's senatorial campaign. Payments, ostensibly on the request of a local affiliate of KEPAC's, Jefferson County Public Affairs Council ("Jeff PAC"), in the amount of \$422 and \$490 to the congressional campaigns of Edward Winterberg and Romano Mazzoli respectively, were made by KEPAC. These payments were reported by Mr. Winterberg's and Mr. Mazzoli's principal campaign committees as KEPAC contributions. KEPAC expended \$50 for Congressman Carroll Hubbard in 1977.
- I. The Respondent solicited those who were not members or family of members of KEA for contributions to KEPAC. Membership in KEA was not required to become a member of KEPAC.

WHEREFORE, the Respondent agrees:

- A. That in 1976 KEPAC expended \$1,522 from its central account on the campaign of candidates for federal office.

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- B. That in Kentucky school districts where the payroll deduction plan was used to collect KEA dues, KEPAC contributions for the school years 1975-76, 1976-77, and 1977-78, in the amount of \$7.00 a year, were automatically deducted from the pay of those teachers who authorized the deduction of KEA membership dues from their paychecks. A refund of the \$7.00 could only be secured by written notice to the Respondent. Such a system of collection of funds is commonly called a "reverse check-off" system.
- C. It is a violation of 2 U.S.C. § 441b(b)(3)(A) for a separate segregated fund of a labor organization to make a contribution using money secured as a condition of membership in a labor organization. 11 C.F.R. § 114.5(a)(1) construes this prohibition as applying to monies paid as a condition of acquiring/retaining membership in a labor organization even if the money is refundable upon request of the payor.
- D. The "reverse check-off" system of collecting contributions to a segregated fund is per se a violation of 2 U.S.C. § 441b(b)(3)(A) as interpreted by 11 C.F.R. § 114.5(a)(1). FEC v. NEA, C.A. #77-1705 (D.D.C. July 20, 1978).

- E. The Respondent violated 2 U.S.C. § 441b(b)(3)(A) by collecting contributions to KEPAC in the years 1975-76, 1976-77, 1977-78, by use of a "reverse check-off" system.
- F. That KEPAC contributions were solicited from those who were not members or family of members of the Respondent, and membership in KEA is not a requirement for membership in KEPAC.
- G. Under 2 U.S.C. § 441b(b)(4)(A)(ii) it is illegal for a separate segregated fund established by a labor organization to solicit contributions to the segregated fund from those who are not members or family of members of the labor organization.
- H. The Respondent violated 2 U.S.C. § 441b(b)(4)(A)(ii) by soliciting contributions to KEPAC from those who were not members or family of members of the Respondent.
- I. That KEA membership dues and KEPAC funds were deposited in one KEA account; and any KEPAC contribution refunds were paid out of KEA funds and deducted from future transfers of collected contributions to KEPAC. Therefore, some of the \$1,572 contributed by KEPAC to federal candidates in 1976 and 1977 were commingled with KEA general treasury funds.

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- J. 2 U.S.C. § 441b(a) and 11 C.F.R. § 114.2(c) make it unlawful for a labor organization to make any direct or indirect contribution to a candidate for federal office.
- K. The Respondent violated 2 U.S.C. § 441b(a) by commingling KEA monies with KEPAC monies, part of which were later contributed to candidates for federal office, thereby making indirect contributions to such candidates.
- L. The Respondent will now, and in the future, comply in all respects with the Federal Election Campaign Act of 1971, as amended.
- M. In conjunction with KEPAC the Respondent will submit a plan in accordance with the Court's order of November 2, 1978, in FEC v. NEA, supra, whereby all KEPAC funds collected under the reverse check-off procedure will be returned to those individuals who were contributors unless those individuals affirmatively assent that they wish their contribution not be returned.
- N. The Respondent will pay a civil penalty in the amount of ten thousand dollars (\$10,000) pursuant to U.S.C. § 437g(a)(5)(B).

V. General Conditions

- A. The Commission, on request of anyone filing a complaint under 2 U.S.C. § 437g(a)(1), concerning

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the matter at issue herein, or on its own motion, may review compliance with this Agreement. If the Commission believes that this Agreement or any requirements thereof have been violated, it may institute a civil action for relief in the United States District Court for the District of Columbia.

- B. It is further agreed that this Conciliation Agreement is entered into in accordance with 2 U.S.C. § 437g(a)(5)(A), and that this Agreement, unless violated, shall constitute a complete bar to any further action by the Commission with regard to the matter set forth in this Agreement.
- C. It is mutually agreed that this Agreement shall become effective as of the date that all parties hereto have executed same and the Commission has approved the entire agreement.
- D. It is agreed that the Respondent shall have no more than thirty (30) days from the date of this agreement to implement and comply with the requirements contained herein, or so notify the Commission.

Date: _____

William C. Oldaker
General Counsel

Date: _____

Kentucky Education Association
Respondent

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BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of)
)
Kentucky Educators Public) MUR 639 (78)
Affairs Council, et al)

CERTIFICATION

I, Lena L. Stafford, Recording Secretary for
the Executive Session of the Federal Election Commission
held December 13, 1978, at a meeting at which a quorum
was present, do hereby certify that the Commission
determined by a vote of 6-0 to adopt the recommendations
of the General Counsel to take the following actions
in MUR 639:

1. Find reasonable cause to believe KEPAC
violated 2 U.S.C. §433 by making contri-
butions in excess of \$1,000 in a calendar
year and by failing to register with the
Commission.
2. Find reasonable cause to believe KEPAC
violated 2 U.S.C. §434 by failing to report
contributions made by it to federal candidates.
3. Find reasonable cause to believe KEPAC
violated 2 U.S.C. §441b (b)(3) (A) by use
of a reverse check-off procedure in collecting
KEPAC contributions.
4. Find reason to believe KEA violated 2 U.S.C.
§441b (b)(3) (A) by using a reverse check-off
system to collect KEPAC contributions.
5. Find reason to believe KEPAC and KEA violated
2 U.S.C. §441b(a) by commingling union and
KEPAC monies.

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MUR 639 (78)
General Counsel's Report
Dated December 4, 1978
CERTIFICATION

Page 2

6. Find reason to believe KEPAC and KEA violated 2 U.S.C. §441b(b) (4) (A)(ii) by soliciting KEPAC contributions from those not members of the KEA.
7. Send the letters and conciliation agreements attached to the General Counsel's report signed December 4, 1978.

Attest:

12/15/78
Date

Lena L. Stafford
Lena L. Stafford
Recording Secretary

Received in Office of Commission Secretary: 12-4-78, 5:21
Circulated on 48 hour vote basis: 12-5-78, 12:00
Objection filed: 12/5/78, 3:00
Placed on Agenda for December 13, 1978

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FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

MEMORANDUM TO: CHARLES STEELE
FROM: Marjorie W. Emmons *mwe*
DATE: DECEMBER 5, 1978
SUBJECT: MUR 639 - General Counsel's Report dated
12-4-78, Received in OCS:
12-4-78, 5:21

The above-named document was circulated on a
48 hour vote basis at 12:00, December 5, 1978.

Commissioner Harris submitted an objection at
3:00, December 5, 1978, thereby placing MUR 639 on
the Executive Session Agenda for December 13, 1978.

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December 4, 1978

MEMORANDUM TO: Marge Emmons
FROM: Elissa T. Garr
SUBJECT: MUR 638

Please have the attached General Counsel's Report on MUR 639 distributed to the Commission on a 48 hour tally basis.

Thank you.

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BEFORE THE FEDERAL ELECTION COMMISSION

RECEIVED
OF THE
COMMISSION SECRETARY

In the Matter of)
)
)
Kentucky Educators Public)
Affairs Council, et al)

RECEIVED 4 P5: 21

MUR 639 (78)

GENERAL COUNSEL'S REPORT

SUMMARY OF ALLEGATIONS AND COMMISSION ACTION

This matter was initiated by a complaint from Mr. Robert A. Roos, a teacher in Kentucky. Mr. Roos alleged that the Kentucky Educators Public Affairs Council ("KEPAC") used a "reverse check off" procedure to collect a \$7.00 annual political contribution from members of the Kentucky Education Association ("KEA"), in possible violation of 2 U.S.C. § 441b (b) (3) (A) and 11 C.F.R. § 114.5(a) (1).

Mr. Roos also alleged that KEPAC received contributions and made expenditures in excess of \$1,000 in a calendar year, but failed to register with the Commission, in possible violation of 2 U.S.C. § 433.

Complainant alleged, too, that KEPAC made contributions in excess of \$1,000 to federal candidates, but did not file reports of receipts and expenditures with the Commission, in possible violation of 2 U.S.C. § 434.

On September 13, 1978, the Commission found reason to believe that KEPAC violated 2 U.S.C. §§ 433(a) and 434 for

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failure to register and report, and § 441b(b)(3)(A) for collecting political contributions as a condition of membership through use of a "reverse check-off" procedure.

EVIDENCE

An investigation of Mr. Roos's complaint, along with information acquired from affidavits submitted by Lyndle Barnes, Treasurer of KEPAC, and from the transcript of a hearing before the Kentucky Registry of Election Finance (KREF), presented the following facts.

KEPAC is a political action committee whose connected organization is KEA. KEPAC has never registered with, nor reported to the Commission. Under Kentucky law, K.R.S. 161.158 (2), local boards of education are required to deduct dues, insurance premiums, and other items from the pay of its employees if requested to do so by an employee organization. KEA, an employee organization, made such a request for "all but a few of the 181 public school districts in Kentucky." Affidavit of Wayne C. Harvey, President of KEA, September 8, 1977. Thus, under this payroll deduction plan (for the school districts that participated in it), KEA dues were deducted from KEA member paychecks in eight equal installments, beginning in November of a new school year. Because union membership is not required of Kentucky teachers, deduction of KEA dues from his or her paycheck by the local school board must be authorized by each teacher. One signature constitutes the authorization.

for payroll deduction as well as membership in NEA, KEA, and the local union. 1/

In the spring of 1975, pursuant to a resolution passed by the KEA Delegate Assembly, a new system for collecting money for KEPAC was adopted. KEPAC contributions of \$7.00 per KEA member per year would be deducted along with KEA dues and other items under the payroll deduction plan. This system was used in KEA membership years 1975-76, 1976-77, and 1977-78. 2/

Under the newly implemented system, the KEPAC "contribution" was automatically withheld from the pay of all KEA members in areas where payroll deduction was used for KEA dues. The payroll deduction authorization form (which also served as the KEA membership authorization), Attachment I, supplied to the teachers informed them that the professional payments that would be deducted included a \$7.00 "voluntary contribution" to KEPAC that could be refunded if a KEPAC "option form" was submitted to KEA by January 1. The option form was not included in the authorization materials; rather it was printed in various KEA member publications.

1/ In those areas where the local school board was not requested by KEA to use a payroll deduction plan, KEA membership is acquired by payments made directly to KEA representatives.

2/ Some school boards refused to include KEPAC deductions in their payroll deduction plans. In those areas, KEPAC contributions were solicited separately from KEA members.

Some of the authorization forms used (different forms were used in some areas) did not inform the recipient that the KEPAC contribution could be refunded. These forms did provide that the entire deduction plan, including KEA member dues, could be cancelled if acted upon by October 1. According to Lyndle Barnes, Treasurer of KEPAC, KEPAC "contributions" were refunded at any time during the year upon the written request of a KEA member. However, this option was not communicated to the teachers in the solicitation materials, nor on the option forms.

After deducting KEA member dues, the contribution for KEPAC, and other items from each KEA member paycheck, the local school board would transfer these funds to KEA. KEA deposited all these funds in an audited escrow account. Disbursements would then be made to the KEA regular account, KEPAC, an insurance company, etc. 3/ If a refund of a KEPAC contribution was requested, KEA would refund the money and deduct that amount from its next transfer of payroll deducted funds to KEPAC.

Once KEPAC received these funds from KEA, KEPAC would "set aside", on its books only, 50% of the monies received from the teachers of a local area if that area had a local public affairs council ("local PAC"). 4/ All local PAC's were governed by the KEPAC statewide guidelines. Pursuant

3/ KEPAC paid KEA \$.25 per member per year for this service

4/ A local PAC would be formed if requested by KEA members in that area, and if KEPAC contributions had been received from teachers in that area.

to these guidelines, individuals authorized by their local PAC to sign a "personal request form" could then request payment by KEPAC of obligations incurred by the local PAC, in support of candidates for local school board elections or request contributions be made to certain legislative candidates. The latter would only be made with the express consent of KEPAC officials. These funds would then be subtracted from the amount allotted to the local PAC on KEPAC's books. However, as of August 15, 1977, there was only one actual account for funds received by KEPAC, and all payments made at the request of a local PAC were drawn from this account on a KEPAC check.

In 1976, KEPAC made contributions of \$200 to Carter for President, and \$400 to the senatorial campaign of Walter Huddleston. Kentucky candidates for congressional seats, Edward Winterberg and Romano Mazzoli, reported contributions from KEPAC of \$422 and \$500, respectively, in 1976. KEPAC also expended \$50 for Congressman Carroll Hubbard in 1977.

FAILURE TO REGISTER AND REPORT

2 U.S.C. § 433(a) requires each political committee that anticipates receiving contributions or making expenditures during the calendar year in excess of \$1,000 to file a statement of organization with the Commission. Initially, KEPAC argues that it is not subject to this provision and that it is not a political committee as defined in 2 U.S.C. § 431(d)

because it has not made contributions in excess of \$1,000 in a calendar year to candidates for federal office. KEPAC maintains that \$912 of the \$1,522 in contributions attributed to the committee in 1976 represent contributions by Jefferson County Public Affairs Committee ("Jeff PAC") to the congressional candidacies of Edward Winterberg and Romano Mazzoli, and as such, cannot be attributed to KEPAC.

The reports filed with the Commission by Mr. Winterberg and Mr. Mazzoli, however, both show these contributions as being made by KEPAC. The contributions to these two candidates were written on KEPAC checks, See testimony of Lyndle Barnes, KEPAC Treasurer, Transcript of Hearing before the Kentucky Registry of Finance, p. 89-92, August 15, 1977, (hereinafter "Transcript"), from the funds collected for KEPAC. KEPAC's treasurer acknowledged that because such contributions were drawn on KEPAC checks, the recipient would not know it represented a contribution from anyone but KEPAC. Transcript, supra.

In addition, it is difficult to accept that such expenditures from the KEPAC account were in fact independent contributions from Jeff PAC when, as previously stated, under KEPAC guidelines in effect in 1976, no local PAC authorization for a contribution to a legislative candidate would be acted upon unless KEPAC officials agreed that the candidate should receive its support. See Attachment II, Guidelines for the Operation of the Kentucky Educators Public Affairs Council

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(hereinafter "Guidelines"). In fact, one of the payroll deduction authorization forms used in soliciting KEA member dues and KEPAC funds states that KEPAC will be "solely responsible for accounting, handling, and use of these funds", (emphasis supplied), and none of the authorization forms ever mentioned local PAC's. (See Attachment I).

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In any case, even if KEPAC could legally maintain that the contributions to Mr. Mazzoli and Mr. Winterberg were made by Jeff PAC alone, and not on behalf of KEPAC, under 2 U.S.C. § 441a(a)(5) and 11 C.F.R. 110.3(a) contributions made by local affiliates of a statewide political action committee are considered to be made on behalf of the statewide committee as well. 5/ In implementing these provisions, 11 C.F.R. § 110.14(c)(2) defines affiliated committees as those which are "established, financed, maintained, or controlled by the same...person or group of persons." KEPAC and Jeff PAC come within this definition since KEPAC funds comprise most if not all of Jeff PAC's receipts. KEPAC also exercises a great deal of control over Jeff PAC, most notably in the area of contributions to legislative candidates which must be agreed to by KEPAC. Also, C.F.R. § 100.14(c)(2)(ii)(B) and (E) list as indicia of establishing, financing, maintaining, or controlling,

5/ See Advisory Opinion 76-104, where 2 U.S.C. § 441a(a)(5) was referred to as the anti-proliferation provision designed to "prevent evasion of the Act's contribution limits by the existence of splinter political action committees (PAC's), which were ostensibly separate entities, but were in fact set up, aided, directed or controlled in some manner by the parent organization."

provisions in documents by which one entity has the power to direct another entity (See Attachment II), and the transfer of funds between committees which represent a substantial portion of the funds of the transferee committee if such funds were not jointly raised.

Furthermore, KEPAC and at least one of its local PAC's have referred to the relationship between KEPAC and the local PAC's as being one of affiliation and not independence. See Transcript, p. 88,112, Guidelines (Attachment II), and Attachment III. Thus, KEPAC and Jeff PAC were affiliated committees at the time the contributions to Mr. Mazzoli and Mr. Winterberg were made, making these contributions KEPAC's as well, for purposes of the Federal Election Campaign Act of 1971, as amended. Therefore, KEPAC contributions to candidates for federal office in 1976 totalled \$1,522, and as KEPAC never registered or filed any reports as required of political committees which contribute at least \$1,000 in a calendar year to candidates for federal office, the Office of General Counsel recommends the Commission find reasonable cause to believe KEPAC violated 2 U.S.C. §§ 433(a) and 434.

USE OF "REVERSE CHECK-OFF" FOR KEPAC CONTRIBUTIONS

2 U.S.C. § 441b(b)(3)(A) makes it unlawful for any political action committee to make contributions from funds secured by dues or other monies required as a condition of

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membership in a labor organization. 11 C.F.R. § 114.5(a)(1) construes this prohibition against contributions of "money collected as a condition of membership" as applying to fees or monies paid as a condition of acquiring or retaining membership even though they are refundable upon the request of the payor. Some KEPAC monies for the years 1975-76, 1976-77, and 1977-78 were acquired by an automatic deduction of \$7.00 from each individual who authorized a deduction of KEA dues from his or her paycheck. The only way a teacher in an area that used a payroll deduction plan could become a member of KEA without contributing \$7.00 to KEPAC each year was by submission of a written request for a refund of those funds withheld from his or her paycheck along with KEA dues. See Attachment I. Such a procedure falls within the prohibition of 2 U.S.C. § 441b(b)(3)(A) as described in 11 C.F.R. § 114.5(a)(1), and was held to be a per se violation of 2 U.S.C. § 441b(b)(3)(A) in FEC v. NEA, C.A. #77-1705 (D.D.C. July 20, 1978).

The Office of the General Counsel therefore recommends that the Commission find reasonable cause to believe KEPAC violated 2 U.S.C. § 441b(b)(3)(A), and reason to believe KEA violated 2 U.S.C. § 441b(b)(3)(A).

OTHER POSSIBLE VIOLATIONS

Commingling

As previously mentioned, the KEPAC funds that were withheld from teacher paychecks along with KEA member dues

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were transmitted to KEA from the local school boards in one lump sum per month. These funds were deposited, unsegregated, into an audited KEA escrow account. KEA then remitted KEPAC funds to KEPAC. Such a procedure was held by the Commission to be permissible under 2 U.S.C. § 441b(a), Advisory Opinion 1978-42, so long as certain conditions are met, one of them being that the political action committee funds are deposited in a designated depository of that committee within 10 days of receipt by the collecting agent. 6/

KEA and KEPAC funds were deposited in one KEA account, and there is no evidence KEPAC monies were transferred to KEPAC within 10 days. Furthermore, when KEPAC contribution refunds were requested, KEA would pay them with KEA funds and then deduct that amount from the next month's transfer of KEPAC funds. These facts present the possibility that KEPAC funds from which subsequent contributions to federal candidates were made were not completely segregated from KEA funds. Therefore, the Office of General Counsel recommends that the Commission find reason to believe KEA and KEPAC violated 2 U.S.C. § 441b(a).

6/ Otherwise, the political committee would not be in compliance with 2 U.S.C. § 437b(a) and 11 C.F.R. § 103.3(a) which require all contributions received by a political committee to be deposited into a designated depository of that committee within 10 days of receipt by the committee. The Commission noted that the effective date of receipt by the committee would be that point in time when the collecting agent received the funds, since the funds legally belong to the political committee from that point forward.

Solicitation of Non-Members

80040209252

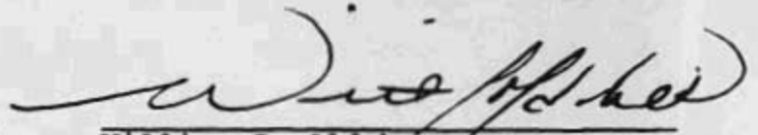
In a sworn affidavit to the FEC, the Treasurer of KEPAC stated that KEPAC "solicited contributions primarily from members of the Kentucky Education Association (KEA)." Affidavit of Lyndle Barnes, September 8, 1977, p. 2. Also, in a KEPAC informational sheet (Attachment IV) submitted by Mr. Barnes, it is stated that membership in KEA is not a prerequisite to membership in KEPAC. 2 U.S.C. § 441b(b) (4) (A) (ii) makes it illegal for a labor organization or separate segregated fund established by a labor organization to solicit contributions to the segregated fund from those who are not members of the labor organization. Since KEPAC contributions were apparently solicited from non-KEA members, the General Counsel's Office recommends that the Commission find reason to believe KEA and KEPAC violated 2 U.S.C. § 441b (b) (4) (A) (ii).

RECOMMENDATIONS

1. Find reasonable cause to believe KEPAC violated 2 U.S.C. § 433 by making contributions in excess of \$1,000 in a calendar year and by failing to register with the Commission.
2. Find reasonable cause to believe KEPAC violated 2 U.S.C. § 434 by failing to report contributions made by it to federal candidates.
3. Find reasonable cause to believe KEPAC violated 2 U.S.C. § 441b(b) (3) (A) by use of a reverse check-off procedure in collecting KEPAC contributions.

4. Find reason to believe KEA violated 2 U.S.C. § 441b (b) (3) (A) by using a reverse check-off system to collect KEPAC contributions.
5. Find reason to believe KEPAC and KEA violated 2 U.S.C. § 441b(a) by comingling union and KEPAC monies.
6. Find reason to believe KEPAC and KEA violated 2 U.S.C. § 441b(b) (4) (A) (ii) by soliciting KEPAC contributions from those not members of the KEA.
7. Send the attached letters and conciliation agreements.

12/4/78
Date


William C. Oldaker
General Counsel

Attachments:

- Attachment I - KEA Payroll Deduction
Authorization Forms
- Attachment II - KEPAC Guidelines
- Attachment III - PAC PAC Information Sheet
- Attachment IV - KEPAC Information Sheet
- Letters and Conciliation Agreements

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8004719522
Attachment I

NOTE:

PLEASE
PRINT
HEAVILY

USE BALL
POINT PEN

COMPLETE
ALL SECTIONS
OF THIS
FORM

1975-76

KENTUCKY EDUCATION ASSOCIATION
KPA Membership Enrollment Form

INSTRUCTIONS TO THE MEMBER

1. Please print so that all copies are legible. (Use ball point pen.)
2. Complete all sections of the form that apply. (Particularly Social Security Number.)
3. Check the appropriate blocks for KEA and NEA membership categories if other than active.
4. Sign name and date at the bottom of the form.

INSTRUCTIONS TO THE ENROLLER

1. Give the MEMBER COPY to the member.
2. Send other copies to the appropriate local association office or to KEA Special Services, 101 W. Walnut Street, Louisville, Ky. 40202.

Upon completion and receipt by the Association of this form you are a member of the professional associations with all rights and benefits thereof, including full coverage of the Professional Liability Insurance provided by KEA as a membership benefit. Membership cards and Professional Liability Insurance certificates will be mailed in January. Please notify the KEA Special Services office of name or address changes.

KEDS-5

KEA COPY

CHECK ONE

- 01 ☐ Teacher 30 ☐ Supervisor
02 ☐ Counselor 35 ☐ Asst. Supt.
10 ☐ Librarian 36 ☐ Supt.
15 ☐ Nurse 38 ☐ Asst. (H-School)
20 ☐ Asst. Principal 40 ☐ Educ. Sec.
21 ☐ Principal
99 ☐ Other

Check Below

- Wants* ☐
Give ☐
Categories:
EA ☐
Life Active ☐
Life Pay-Up ☐
Educ. Sec'y ☐
Associate ☐
Insurance (Washington National) ☐
Insurance (Minnesota Mutual) ☐

Include Local KEA and NEA dues & equal divisions. The amounts to be KEA Delegate Assembly, and the NEA Assembly, agree to collect and send to KEA. This authorization is to KEA will accept no cancellations after

DATE _____

300401200265
30040195236

"The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (U) states: Ethnic minority shall mean those persons designated as ethnic minority by the Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian. In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please (check the appropriate box) or (fill in the appropriate ethnic minority)." **KEPAC AND NEA-PAC**

*Professional payments for 1976-1978 in NEA are \$82.00. NEA dues are \$64.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payment to NEA is \$31.00. NEA dues are \$30.00. \$100.00 is for a voluntary contribution to NEA-PAC.

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C.

I understand that contributions to KEPAC and NEA-PAC will be used to support candidates for local, state and federal offices, and that my contributions are voluntary and are not required as a condition of membership in any organization.

I have read this agreement and request a refund by submitting a KEPAC and NEA-PAC refund form by January 1st to the NEA Special Services Department, 101 W. Walnut Street, Louisville, Kentucky 40202.

KENTUCKY EDUCATION ASSOCIATION - 101 W WALNUT ST. LOUISVILLE, KY 40202

NEA COPY

Mr. Last Name		First	Middle	Social Security Number
Mile				
Home Address - Street		City	State	Zip Code
Present School System		Name of School	Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class		Marital Status		CHECK ONE
1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian		Single <input type="checkbox"/> Widowed		1 <input type="checkbox"/> And 3 <input type="checkbox"/> Or 4 <input type="checkbox"/> Other
4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking		Married <input type="checkbox"/> Divorced		2 <input type="checkbox"/> Exam 3 <input type="checkbox"/> Other
Are you presently active in NEA?		Yes <input type="checkbox"/> No <input type="checkbox"/>		Annual Salary from Br. of Educ. \$
School System Last Year		Were you insured by Washington Nat. last year?		Yes <input type="checkbox"/> No <input type="checkbox"/>
Check Base Plan desired: 1 or 2 or 3 or 4		Do you wish to contribute to the NEA-PAC LTD. Benefits Plan?		Yes <input type="checkbox"/> No <input type="checkbox"/>
1 <input type="checkbox"/> Monthly Benefit \$		Monthly Benefit		
2 <input type="checkbox"/> Sick Leave Contribution		No <input type="checkbox"/>		
Name of Beneficiary		Relationship		
<p>I hereby authorize my employer to deduct from my salary, professional payments, which include Local NEA and NEA dues, KEPAC and NEA-PAC contributions and NEA insurance premiums as indicated above in the following deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the NEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the NEA Delegate Assembly agrees to collect and insurance premiums - in accordance with rate schedules included in Master policies issued to NEA. This authorization is to remain in full force and effect unless revoked by me in writing to NEA. I understand NEA will accept no cancellations after October 1st of any membership year.</p>				
SIGNATURE		DATE		
76022-2		APR INDIVIDUAL CONTINUOUS MEMBERSHIP		

NOTE:

PLEASE
PRINT
HEAVILY.

USE BALL
POINT PEN

COMPLETE
ALL SECTIONS
OF THIS
FORM

86-1001

KENTUCKY EDUCATION ASSOCIATION APA Membership Enrollment Form

INSTRUCTIONS TO THE MEMBER

1. Please print so that all copies are legible. (Use ball point pen)
2. Complete all sections of the form that apply. (Particularly Social Security Number)
3. Check the appropriate blocks for KEA and NEA membership categories if other than active.
4. Sign name and date at the bottom of the form.

INSTRUCTIONS TO THE ENROLLER

1. Give the MEMBER COPY to the member.
2. Send other copies to the appropriate local association office or to KEA Special Services, 101 W. Walnut Street, Louisville, Ky. 40202.

Upon completion and receipt by the Association of this form you are a member of the professional associations with all rights and benefits thereof including full coverage of the Professional Liability Insurance provided by KEA as a membership benefit. Membership cards and Professional Liability Insurance certificates will be mailed in January. Please notify the KEA Special Services office of name or address changes.

KEA23-6

KEA COPY

CHECK ONE

- | | |
|--|---|
| 01 <input type="checkbox"/> Teacher | 30 <input type="checkbox"/> Supervisor |
| 05 <input type="checkbox"/> Counselor | 35 <input type="checkbox"/> Asst. Supt. |
| 10 <input type="checkbox"/> Librarian | 36 <input type="checkbox"/> Supt. |
| 15 <input type="checkbox"/> Nurse | 50 <input type="checkbox"/> Adm. (Higher) |
| 20 <input type="checkbox"/> Asst. Principal | 99 <input type="checkbox"/> Educ. Sec. |
| Other: 21 <input type="checkbox"/> Principal | |
| | 99 <input type="checkbox"/> Other |

Check Below

Members-United Active Categories ☐

NEA

- ☐ Life Active
☐ Life Pd-Up
☐ Educ. Sec'y
☐ Para-Prof.

e (Washington National) ☐

e (Minnesota Mutual) ☐

APAC Contributions ☐

Include Local KEA and NEA dues & equal deductions. The amounts to the KEA Delegate Assembly, and the State Assembly, agrees to collect and send to KEA. This authorization is to KEA will accept no cancellations after

DATE _____

30040200257
30040195238

"The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (d) states: 'Ethnic minority shall mean those persons designated as ethnic minority by the Census. This designation shall specifically include Caucasian, Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian. In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please check the appropriate box or (fill in the appropriate ethnic minority)'"

KEPAC AND NEA-PAC

KEPAC and NEA-PAC contributions of \$7.00 and \$1.00 respectively are included in your professional payments. NEA-PAC contributions will not be deducted if the appropriate box on the enrollment form is checked. Refunds of the voluntary contributions to KEPAC will be made upon request in writing by January 1 to KEA Special Services Department, 101 W. Walnut Street, Louisville, Kentucky 40202.

I understand that contributions to KEPAC and NEA-PAC will be used to support candidates for Local, State and Federal offices; that contributions are voluntary and not a condition of membership; that I have the right to refuse to contribute; and that my refusal to contribute will in no way alter my membership status or benefits. My contribution to NEA-PAC may be more or less than the amount shown.

A copy of the NEA-PAC report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20438.

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202

KEA COPY

Mr. Last Name		First	Middle	Social Security Number	
Mrs.					
Maid					
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class		Marital Status		CHECK ONE	
1 <input type="checkbox"/> Caucasian 2 <input type="checkbox"/> Asian-Amer. 3 <input type="checkbox"/> Black		<input type="checkbox"/> Single <input type="checkbox"/> Widowed		1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Sec 3 <input type="checkbox"/> Other	
4 <input type="checkbox"/> Indian 5 <input type="checkbox"/> Mexican-Amer. 6 <input type="checkbox"/> Other Spanish Speaking		<input type="checkbox"/> Married <input type="checkbox"/> Divorced		4 <input type="checkbox"/> Elem 5 <input type="checkbox"/> Univ	
COMPLETE THIS SECTION IF YOU WANT KEA DISABILITY INSURANCE					
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Annual Salary from Bd. of Educ. \$			
School System Last Year		Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Check Base Plan desired 1 or 2 or both.		Do you also want the Supplemental LTD Benefits, Plan 3 (1988)? <input type="checkbox"/> Yes <input type="checkbox"/> No			
<input type="checkbox"/> 1 Monthly Benefit \$		Monthly Benefit			
<input type="checkbox"/> 2 Sick Leave Coordinated		<input type="checkbox"/> No \$			
Name of Beneficiary		Relationship			
Deduction Section Check Below 1. Professional Payments - Unified Active <input type="checkbox"/> 2. Other Membership Categories KEA NEA 99 <input type="checkbox"/> 50 <input type="checkbox"/> Life Active 25 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd-Up 45 <input type="checkbox"/> 25 <input type="checkbox"/> Educ. Sec'y 45 <input type="checkbox"/> 45 <input type="checkbox"/> Para-Prof. Disability Insurance (Washington National) <input type="checkbox"/> KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/> Do Not Deduct NEA-PAC Contributions <input type="checkbox"/>					
I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KEPAC and NEA-PAC contributions, and NEA insurance premiums as indicated above in B equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA District Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA District Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.					
SIGNATURE _____				DATE _____	
F6923-6 APR 1990 VOLUNTARY CONTRIBUTION MEMBERSHIP					

KERPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KERPAC which will be solely responsible for accounting, handling and use of these funds.

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST. LOUISVILLE, KY. 40202 WASHINGTON NAT'L COPY			
Mr. Last Name		First	Middle
Mrs.		Social Security Number	
Mr.		CHECK ONE	
Home Address / Street		City	State
		Zip Code	
Present School System		Name of School	
		Birth Date	
		<input type="checkbox"/> Male <input type="checkbox"/> Female	
Ethnic Minority Class		Marital Status	
1. Asian Amer. 2. Black 3. Indian		<input type="checkbox"/> Single <input type="checkbox"/> Widowed	
4. Mexican Amer. 5. Other Spanish Speaking		<input type="checkbox"/> Married <input type="checkbox"/> Divorced	
CHECK ONE		CHECK ONE	
1. Kind 2. Sec. 8. Other		1. Kind 2. Sec. 8. Other	
3. Elem. 5. Other		3. Elem. 5. Other	
		99. Other	
COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE		Deduction Section	
Are you presently active on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		1. Professional Payments* <input type="checkbox"/> Check Below	
Annual Salary from Bd. of Educ. \$		2. Other Membership Categories	
School System Last Year		KEA NEA	
Were you insured by Washington Nat'l last year? <input type="checkbox"/> Yes <input type="checkbox"/> No		30 <input type="checkbox"/> Life Active	
Do you also want the Supplemental LTD Benefits Plan 2 (1968)?		99 <input type="checkbox"/> Life Paid-Up	
<input type="checkbox"/> Yes <input type="checkbox"/> No		25 <input type="checkbox"/> Educ. Sec'y	
Monthly Benefit \$		20 <input type="checkbox"/> Associate	
Check Base Plan desired 1 or 2 or both		Income Protection Insurance Washington National <input type="checkbox"/>	
<input type="checkbox"/> 1 Monthly Benefit \$		KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/>	
<input type="checkbox"/> 2 Sick Leave Coordinator			
Name of Beneficiary		Relationship	
<p>I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KERPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in \$ equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KERPAC and NEA-PAC contributions - as the KEA Delegate Assembly agreed to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.</p>			
SIGNATURE		DATE	
K6922-S		APA IND-0281 CONTINUOUS MEMBERSHIP	

Attachment II

**GUIDELINES FOR THE OPERATION
OF THE
KENTUCKY EDUCATORS PUBLIC AFFAIRS COUNCIL (KEPAC)**

Approved by the State KEPAC Committee, Jan. 13, 1973; Revised Oct. 13,
1973, Jan. 19, 1974, May 15, 1976.

I. PURPOSE

The purpose of KEPAC is to promote politically the cause of education in the Commonwealth of Kentucky. To this end it shall aid and promote educational issues and candidates who will advance the cause of education in the local, state and national communities.

II. GOVERNANCE

A. State KEPAC Committee:

1. The State KEPAC Committee shall have full authority and responsibility for policies, directions and activities of KEPAC.
2. The State KEPAC Committee shall by a majority vote elect the officers of KEPAC from members of the State KEPAC Committee. The officers of KEPAC shall be a chairperson, vice-chairperson and recording secretary.

a. The term for officers shall be for one year. Such officers shall be eligible to succeed themselves.

b. The officers shall be elected at the February meeting and assume office April 1.

3. The State KEPAC Committee shall be composed of the following:

a. From KEA:

- (1) The KEA President;
- (2) The KEA President-elect;
- (3) The KEA Executive Secretary will be asked to serve as a consultant to the committee in an advisory capacity only;
- (4) The KEA staff person in charge of Governmental Relations will be asked to serve as secretary-treasurer and consultant to the committee. This person shall be a non-voting member of the committee, and shall be responsible for explaining the guidelines of KEPAC, as well as overseeing compliance with the state and Federal statutes. If the Governmental Relations person is unable to serve, upon receiving a recommendation from the out-going secretary-treasurer, the State KEPAC Committee shall elect a replacement.

b. One member from each KEA district shall be elected by and from educators, who are annual voluntary contributors to KEPAC in that district, to serve a two-year staggered term. Any district with over 4,000 contributors shall elect two representatives. Each KEPAC district representative shall be elected prior to the February State KEPAC Committee meeting by contributors of each district and assume office February 1. Such representatives shall be eligible to succeed themselves.

c. The number of KEPAC district representation shall be based on the number of contributors enrolled as of June 1 preceding the election.

d. Each district shall also elect an alternate representative to serve when the regular representative is unable to attend meetings. If the regular representative is not from a minority race, the alternate shall be from a minority race, unless the district is unable to find a person from a minority race who is willing to serve.

Upon the selection of a State KEPAC chairperson, if the chairperson is a KEPAC district representative, the alternate from the district shall assume the role of district representative during the term of the chairperson's office.

4. No business can be transacted by the State KEPAC Committee unless there is a quorum. A quorum shall consist of more than 50%.
5. Unless otherwise specified, all business shall be conducted in accordance with the latest edition of Robert's Rules of Order.
6. Any member of the State KEPAC Committee shall be removed by a 2/3 vote of the committee for willful violation of the policies or guidelines of the KEPAC and/or state and Federal statutes. In the event that the chairperson shall be considered for removal, the vice-chairperson shall preside. Should the vice-chairperson be disqualified, the state committee shall elect a presiding officer. Any member involved shall be guaranteed due process.

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7. In the event a district has no representative on the State KEPAC Committee, the secretary-treasurer of KEPAC shall call a meeting of all PAC chairpersons within the district for the purpose of selecting a representative from that district who shall serve with all the rights and privileges of membership and shall complete the term of office. The vacancy shall be certified by the KEPAC Executive Committee.
8. A district representative to the State KEPAC Committee may not hold a political office, or if a council member becomes an announced candidate for a political office, his position on the council shall be vacated immediately. This action shall be subject to review by the State KEPAC Committee.
9. No member of the State KEPAC Committee shall become directly involved in any statewide political campaign without the approval of the State KEPAC Executive Committee.
10. The State KEPAC Committee shall call an annual meeting which:
 - a. shall be open to all contributors to KEPAC;
 - b. shall be held at the time of the annual KEA Convention;
 - c. shall provide an annual account of its activities to the contributors of KEPAC.
11. The State KEPAC Committee shall have three regular meetings per year and special meetings when they are needed.
 - a. One of the regular meetings shall be held in February. The chairperson, with the consent of the executive committee, shall set the time and place of the regular meetings.
 - b. Special meetings shall be called by the chairperson with the consent of the executive committee or by a written request to the secretary-treasurer by a majority of the State KEPAC Executive Committee.

B. State KEPAC Executive Committee:

1. A State KEPAC Executive Committee shall be formed and shall consist of the officers of the State KEPAC Committee and the KEA president. The KEA executive secretary and the KEPAC secretary-treasurer shall serve as advisors. The president-elect shall serve as a non-voting member except in the case of a tie vote.
2. The committee shall carry on the routine duties between meetings of the state committee; shall have the responsibility of concurring on any endorsed candidate (s) by local PACs and/or legislative district units, with the approval of the state committee member (s) of the district affected, when the State KEPAC Committee is not assembled; and shall have the authority to make emergency appropriations up to \$1,000.

AUTHORITY AND DUTIES

- A. The State KEPAC Committee is charged with the responsibility of advance planning, initiating, stimulating, coordinating and assisting campaigns:
 1. to ensure maximum voting participation on election day;
 2. to encourage qualified candidates to seek public office;
 3. to recommend approval or disapproval of candidates and proposals, in both primary and general elections, pursuant to procedures set forth in Article V (Endorsements);
 4. to encourage and assist the effective solicitation of annual individual contributions to the political program of KEPAC.
- B. The State KEPAC Committee shall assist in the formation of local PACs and legislative district units, and shall provide assistance, direction and coordination to the political education work of such units within the state.
- C. The State KEPAC Committee shall establish policies and guidelines as necessary to ensure the efficient, orderly operation of the state and local PACs and legislative district units.
- D. The State KEPAC Committee shall have the power to establish sub-committees or departments as it deems desirable and proper.

IV. PROCEDURAL AND MONETARY GUIDELINES FOR STATE AND LOCAL PACS AND LEGISLATIVE DISTRICT UNITS

- A. The fiscal year for KEPAC shall begin September 1 and end August 31.
- B. All funds available to KEPAC shall be through annual voluntary contributions from direct solicitations, payroll deduction, or other fund-raising activities as from time to time are determined by the State KEPAC Committee. Only contributors of a minimum amount per year to be determined by the State KEPAC Committee will be recognized as participants.

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C. Local PAC units shall be required to forward all funds to the State KEPAC Committee, and no funds may be kept by the local. Exceptions to the procedure may be made by written approval by the State KEPAC Committee. The State KEPAC Committee shall establish policies and guidelines as necessary to ensure the efficient, orderly operation of the state and local PACs and legislative district units.

D. Administrative costs for the operation of KEPAC shall be kept at a minimum and shall be paid from contributions received. Money should be handled in accordance with the following:

1. All contributions received for support of KEPAC will be kept in a bank account arranged for by the KEPAC Secretary-Treasurer, and it shall be the responsibility of the State KEPAC Committee to make an annual audit.
2. Funds received by KEPAC through payroll deductions and through contributions shall be properly accounted for by the secretary-treasurer.
3. One-half of the funds received from affiliated local PAC units shall be credited to such local units. Upon receipt of a properly certified "Disbursement Request", the Secretary Treasurer shall disperse funds in amounts up to the total that has been credited to that local unit.
4. Local PAC funds not exhausted in any year shall be carried over to the succeeding year.
5. When requested by local PAC or Legislative district units, the State KEPAC Committee may expend additional money for political races or issues which have special significance for educators.
6. Accurate records shall be kept of all contributions received, contributor-by-contributor, with the amount contributed, and of all contributions made by KEPAC to particular campaign funds.
7. No funds shall be transmitted to any campaign or candidates, except as provided in D-3 above, or by procedures approved by the State KEPAC Committee.
8. The official financial records of local PAC units shall be the records kept by the KEPAC secretary-treasurer, except in cases where the local unit has registered with the Kentucky Registry of Election Finance, and is complying with the laws and regulations that govern contributions to political campaigns.
9. A local PAC unit that fails to comply with these guidelines shall be disaffiliated immediately.

ENDORSEMENT PROCEDURES

A RECOMMENDATION FOR ACTION IN THIS AREA MAY BE INITIATED FROM EITHER THE STATE OR LOCAL LEVEL, BUT IN EACH CASE, THE LOCAL PAC UNIT HAS THE RESPONSIBILITY OF CONDUCTING INTERVIEWS AND COMPLETING THE FORMS REQUIRED BY KEPAC.

Candidate selection, endorsement and contributions to candidates and/or campaigns shall be the result of the action of the State KEPAC Committee according to criteria and procedures for selection as determined by the State KEPAC Committee, except in those instances specifically stated in this document.

- A. The process of evaluation of candidates seeking re-election shall include consultation with individuals who have personal knowledge of their educational records and evaluation of their performance and support, or lack of support, for educational issues. Individual contributors to KEPAC will be encouraged to submit information and opinions on specific candidates for State KEPAC Committee consideration. State administrative and Federal Congressional candidates shall be interviewed by the State KEPAC Executive Committee.
- B. All candidates shall be chosen on the basis of their commitment to established educational goals.
- C. The State KEPAC Committee shall have the sole authority to grant endorsements for candidates seeking State administrative and Federal Congressional offices. Endorsement requires both a 2/3 vote of the members present, and the concurrence of the majority of local PACs voting in the areas concerned.
- D. The State KEPAC Committee shall endorse a particular state Senate and/or State Representative candidate in conjunction and agreement with the corresponding legislative district and/or local PAC executive committees for that particular legislative seat. Either party may initiate the endorsement process. If there is a failure to agree, neither group will provide support for any candidate in that particular race.
- E. The State KEPAC Committee shall not unilaterally initiate support for candidates in local school board races or other local political races. It may, however, consider financial support at the request of local PAC units.

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F. The State KEPAC Committee reserves the sole right to determine candidate selection and endorsement in any Kentucky House or Senate race in which no local PAC units have been organized and recognized.

G. Local PAC and Legislative District units may make endorsements and recommendations as stated in Article VI, Section B.1.

H. In those instances where political action committee members or contributors to KEPAC are political party officials (i.e., precinct chairmen, central committee members, etc.) or where political conscience will not permit them to work for a particular KEPAC supported candidate, they are to be encouraged to work for other KEPAC supported candidates within their party.

VI. ORGANIZATION AND COORDINATION OF LOCAL PAC AND LEGISLATIVE DISTRICT UNITS:

A. Organization

1. The contributors are urged to form a local PAC unit for the purpose of promoting the cause of education within their communities and school districts in cooperation with KEPAC. Such units shall be provided suggested operational guidelines by the Secretary-Treasurer.
2. When local PAC units are formed, they must send to the State KEPAC Secretary-Treasurer, for his approval, a copy of their guidelines and affiliation form before June 1 to be eligible for funds collected during the current school year. This provision may be waived by the State KEPAC Committee.

Coordination

1. Legislative District Units should be formed to coordinate local PAC support for legislative district candidates (Kentucky House and Senate).

The following procedure shall be honored:

- a. Each local PAC unit chairperson, or his designee, will be a member of both the House and Senate Legislative district unit in which the local PAC unit is located. These legislative district unit members shall choose a chairperson and secretary-treasurer.
- b. Endorsements, concurrence and recommendations shall be made by a majority vote of the legislative district unit members present, provided that this vote reflects the views of the majority of the contributors represented within that legislative district unit.
2. Local PACs and legislative units and committees shall follow the endorsement procedure recommended by the State KEPAC Committee for all State Legislative, State Administrative, and Federal Congressional elections.
3. Local PAC units are encouraged to make recommendations for concurrence by the State KEPAC Committee for State Legislative, State Administrative, and Federal Congressional candidates.
4. Local PAC units shall have the sole authority to endorse local candidates for non-state legislative offices.

VII. AMENDMENTS

Amendments to this document shall be adopted only by a two-thirds vote of the members of the State KEPAC Committee.

30040200272

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3 0 0 4 0 1 5 2 4 4 III

FAC-PAC Meeting

10-21-77

When: Thursday, October 27, 1977 at 4:00 P.M.

Where: Lexington Technological Institute

Who: ALL FCEA members (except those who have sent in a KEPAC
Refund Application Form)

Purpose: To make endorsements in the legislative and senatorial races.

FAC-PAC is the political action arm of the FCEA and is affiliated with
KEPAC, the political action arm of the KEA. The combined contributions
are \$7.00. All members of the FCEA are automatically members of both
FAC-PAC and KEPAC.

POLITICAL CONTRIBUTIONS TO KEPAC ARE AUTOMATIC--UNLESS OTHERWISE REQUESTED.

Do you want to make a political contribution to the Kentucky Educators
Public Affairs Council (KEPAC)?

If so, there's nothing else you need to do, since the "reverse dues
check-off system" will take care of your contribution automatically.
If not, you need to complete and return the coupon printed below
which says you do not want such a contribution taken out of your
paychecks this year for this purpose.

Under the terms of the "reverse dues check-off system," as adopted
by the KEA delegate Assembly two years ago, deductions for KEPAC
contributions are made each month from the salary of every teacher
under the APA Plan. Only those who specifically request that this
not be done will be exempted from this deduction.

KEPAC is an independent political action organization which provides
financial and other support for candidates for public office who are
believed to have the best interests of public education at heart.
KEPAC has contracted with KEA to collect these contributions, but has
no other official relationship with KEA.

Endorsements are made, and funds allocated, to candidates for local,
state or national office. The entire operation is conducted within
the framework of Kentucky statutes, as well as the regulations of
the Kentucky Registry of Election Finance.

KEPAC REFUND APPLICATION FORM

Name _____ Social Security No. _____

Address (Street) _____

City _____ State _____ Zip Code _____

Local Association _____

Please take my name off the list of contributors to KEPAC, and refund any
money which already has been withheld from my salary.

Date _____ Signature _____

For refund, mail this form by January 1 to KEA Division of Special Services,
101 West Walnut Street, Louisville, Kentucky 40202.

KEPAC AND NEA-PAC

The Kentucky Educators Public Affairs Council (KEPAC) and the National Education Association Political Action Committee (NEA-PAC) are independent political arms of KEA and NEA. Their primary goal is the identification and promotion of educational issues and candidates that will advance the cause of public education at all levels ... local, state, and national. Contributions will be forwarded upon receipt to KEPAC and NEA-PAC who will be solely responsible for accounting, handling, and use of these funds.

MEMBERSHIP:

Educators interested in the welfare of education may become KEPAC/NEA-PAC members by contributing \$7.00 to KEPAC and \$1.00 to NEA-PAC per year. Membership in KEA and NEA is not required.

ENROLLMENT FORMS AND CONTRIBUTIONS:

KEA members do not need to fill out special KEPAC/NEA-PAC enrollment forms. \$7.00 for KEPAC contributions and \$1.00 for NEA-PAC contributions will be automatically added to the APA billing for each KEA member. Members who pay their dues by personal check may include the contribution with their KEA dues payments.

A special enrollment form is available for contributors who are not KEA members or for KEA members who do not make their contributions along with their KEA dues payments. These are available from any Uniserv office or from KEA's Governmental Relations office in Louisville.

KEPAC/NEA-PAC membership isn't a requirement for membership in KEA and NEA. Although the KEPAC/NEA-PAC contributions are automatically added to the APA billing for KEA members who pay their dues through APA, a member may elect not to make the contribution. Members who do not wish to make the contributions should notify the KEA Special Services office in writing prior to October 1. Such notifications will be honored and no billing for KEPAC/NEA-PAC contributions will be made. Requests for discontinuances of contributions received prior to January 1 will also be honored. Refunds of contributions made in the current fiscal year will also be made upon request.

CONTRIBUTION CARDS:

Persons contributing cash or contributing through APA for the first time, should be given the member copy which will serve as their contribution card for the current year.

Persons who contribute through APA on a continuous basis will be mailed contribution cards each year except the first year.



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Mr. Lyndle Barnes
Treasurer
Kentucky Educators Public
Affairs Council
101 West Walnut Street
Louisville, Kentucky 40202

Re: MUR 639(78)

Dear Mr. Barnes:

The Federal Election Commission has found reasonable cause to believe that the Kentucky Educators Public Affairs Council has violated 2 U.S.C. § 441b(b)(3)(A) by using a reverse check-off procedure to collect KEPAC contributions, 2 U.S.C. §§ 433 and 434 for failure to register and report to the Commission; and reason to believe KEPAC violated 2 U.S.C. § 441b(a) by commingling of Kentucky Education Association (KEA) monies with KEPAC contributions, and 2 U.S.C. § 441b(b)(4)(A)(ii) by soliciting contributions from those who are not members of KEA.

Please be advised that the Commission is under a duty to make every endeavor for a period of not less than thirty (30) days to correct such a violation by informal methods of conference, conciliation and persuasion, and to enter into a conciliation agreement. 2 U.S.C. § 437g(a)(5)(A). If we are unable to reach agreement during that period, the Commission may, upon a finding of probable cause to believe a violation has occurred, institute civil suit. 2 U.S.C. § 437g(a)(5)(B).

Enclosed please find a conciliation agreement which this office is prepared to recommend to the Commission in settlement of this matter. If you agree with the provisions of this agreement, please sign it and return it to the Commission within ten days of your receipt of this letter. If not, please contact Ms. Marsha G. Gentner at (202) 523-4060 to discuss your objections to the agreement.

Sincerely,

William C. Oldaker
General Counsel

Enclosure

cc: Mr. John Frath Stewart
Segal, Isenberg, Sales,
Stewart and Nutt

80040200276



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

President
Kentucky Education Association
101 West Walnut Street
Louisville, Kentucky 40202

Re: MUR 639 (78)

Dear Sir:

The Federal Election Commission has found reason to believe that the Kentucky Education Association has violated 2 U.S.C. § 441b(b)(3)(A) by using a reverse check-off system to collect contributions to the Kentucky Educators Public Affairs Council (KEPAC), 2 U.S.C. § 441b(a) by commingling KEA funds with KEPAC funds part of which were contributed to federal candidates, and 2 U.S.C. § 441b(b)(4)(A)(ii) by soliciting contributions from those who are not members of KEA.

Please be advised that the Commission is under a duty to make every endeavor for a period of not less than thirty (30) days to correct such a violation by informal methods of conference, conciliation and persuasion, and to enter into a conciliation agreement. 2 U.S.C. § 437g(a)(5)(A). If we are unable to reach agreement during that period, the Commission may, upon a finding of probable cause to believe a violation has occurred, institute civil suit. 2 U.S.C. § 437g(a)(5)(B).

- 2 -

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Sincerely,

William C. Oldaker
General Counsel

Enclosure

80040200276



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

MEMORANDUM TO CHARLES STEELE
FROM: MARJORIE W. EMMONS *note luyfe*
DATE: NOVEMBER 24, 1978
SUBJECT: MUR 639 (78) - Interim Status Report
dated 11-23-78; Received
11-22-78, 2:09

The above-named document was circulated on a 24
hour no-objection basis at 3:30, November 22, 1978.

The Commission Secretary's Office has received
no objections to the Interim Status Report as of 4:00
this date.

80040200279

November 22, 1978

MEMORANDUM TO: Marge Emmons
FROM: Elissa T. Garr
SUBJECT: MUR 639

Please have the attached Interim Status Report on
MUR 639 distributed to the Commission.

Thank you.

800040200290

BEFORE THE FEDERAL ELECTION COMMISSION

RECEIVED

OFFICE OF THE
COMMISSIONER

In the Matter of)
)
Kentucky Educators Public)
Affairs Council, et al)

78 NOV 22 P 2: 09
MUR 639 (78)

INTERIM STATUS REPORT

This matter was initiated by a complaint from Mr. Robert A. Roos, a teacher in Kentucky. On September 13, 1978, the Commission found reason to believe that the Kentucky Education Public Affairs Council (KEPAC) violated 2 U.S.C. §§ 433(a) and 434 for failure to register and report, and § 441b(b)(3)(A) for collecting political contributions as a condition of membership through use of a reverse check off procedure.

The investigation of this matter entails the review of extensive records as well as an in-depth examination of the structure and procedures of the respondents' collection methods. Although the necessary information has been compiled and the General Counsel's Report is near completion, the submission which will recommend reasonable cause to believe will not be submitted until next week.

11/23/78
Date

William C. Oldaker
William C. Oldaker
General Counsel

100040200281



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

November 21, 1978

Mr. Ronald L. Gaffney
Barnett & Alagia
Kentucky Home Life Building
Post Office Box 1179
Louisville, Kentucky 40201

Re: MUR 639 (78)

Dear Mr. Gaffney:

This is in response to your letter of November 2, 1978, regarding the complaint filed by your client, Mr. Robert A. Roos, against the Kentucky Educators Political Affairs Council (KEPAC). We have completed a preliminary review of the complaint and have numbered it MUR 639 (78). Please refer to this number in any further correspondence. A copy of the complaint has been forwarded to KEPAC.

Please note that the Federal Election Campaign Act of 1971, as amended, proscribes our making public any investigation without the consent of the party with respect to whom such investigation is made. 2 U.S.C. § 437g(a)(3)(B). The Act does, however, require that we make public the results of any conciliation attempt, including any conciliation agreement entered into or any failure to conciliate, as well as any determination that no violation has occurred. 2 U.S.C. § 437g(a)(6)(C).

If you have any further questions, please feel free to contact Ms. Marsha Gentner, the attorney assigned to this case at (202) 523-4060.

Sincerely,

A handwritten signature in dark ink, appearing to read "William C. Oldaker", is written over the word "Sincerely,".

William C. Oldaker
General Counsel

Mr. Ronald L. Gaffney
Barnett & Alagia
Kentucky Home Life Building
Post Office Box 1179
Louisville, Kentucky 40201

u/20/78

Re: MUR 639 (78)

Dear Mr. Gaffney:

This is in response to your letter of November 2, 1978, regarding the complaint filed by your client, Mr. Robert A. Roos, against the Kentucky Educators Political Affairs Council (KEPAC). We have completed a preliminary review of the complaint and have numbered it MUR 639 (78). Please refer to this number in any further correspondence. A copy of the complaint has been forwarded to KEPAC.

Please note that the Federal Election Campaign Act of 1971, as amended, proscribes our making public any investigation without the consent of the party with respect to whom such investigation is made. 2 U.S.C. § 437g(a)(3)(B). The Act does, however, require that we make public the results of any conciliation attempt, including any conciliation agreement entered into or any failure to conciliate, as well as any determination that no violation has occurred. 2 U.S.C. § 437g(a)(6)(C).

If you have any further questions, please feel free to contact Ms. Marsha Gentner, the attorney assigned to this case at (202) 523-4060.

Sincerely,

151

William C. Oldaker
General Counsel

D. PAUL ALAGIA, JR.
BERNARD H. BARNETT
JOSEPH M. DAY
JOHN T. MILLER
H. BROOKS SENN
RICHARD M. TRAUTWEIN
CHARLES DAWSON BARNETT
ANTHONY O. BROWN
CAROLYN A. OYE
JOHN E. EVANS
WM. CARL FUST
RONALD L. GAFFNEY
GARY D. GARRISON
BENJAMIN J. ISAACS
MICHAEL E. LANNON
DONALD F. NINTHIRE
CHARLES L. OWEN
IVAN RICH
JACK E. RUCK
LEE C. SUMMERS
MARY JO WINKLER

LAW OFFICES
BARNETT & ALAGIA

THE SEVENTEENTH FLOOR
KENTUCKY HOME LIFE BUILDING
P. O. BOX 1178 '78 NOV 4 AM 9:22
LOUISVILLE, KENTUCKY 40201

November 2, 1978

807617

RECEIVED
FEDERAL ELECTION
COMMISSION
BERNARD BROWN 1902-1974
JAMES P. MILLER 1883-1967

TELEPHONE (502) 585-4131
CABLE ADDRESS - ALBAR

WASHINGTON OFFICE
BARNETT, ALAGIA & CAREY
1827 K STREET, N.W.
WASHINGTON, D.C. 20006
(202) 785-5572
WILLIAM A. CAREY
RESIDENT PARTNER
ST. JOHN BARRETT
WILLIAM S. GLADING
RICHARD A. GLADSTONE
JOHN M. KINNELBERG
JOHN F. SHERLOCK III
RUFUS E. WILSON
OF COUNSEL

Federal Election Commission
1325 K Street, N.W.
Washington, D. C. 20463

RE: Complaint of Robert A. Roos
Complaint against Kentucky Education Association and Kentucky
Educations Public Affairs Council

Gentlemen:

We are counsel to Mr. Robert A. Roos who filed a complaint as above
referenced several months ago. Please advise as to the status of
this complaint.

Very truly yours,

BARNETT & ALAGIA

Ronald L. Gaffney
Ronald L. Gaffney

RLG/sh

LAW OFFICES

BARNETT & ALAGIA

THE SEVENTEENTH FLOOR
KENTUCKY HOME LIFE BUILDING
P. O. BOX 1179

LOUISVILLE, KENTUCKY 40201



Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20463

78 NOV 4 AM 9:22

30041296104003

SEAL, IBENBERG, SALES, STEWART & NUTT

COUNSELORS AT LAW

THE THIRD FLOOR

M. E. TAYLOR BUILDING

FOURTH STREET BETWEEN LIBERTY & JEFFERSON

LOUISVILLE, KY. 40202

(502) 587-8885

HERBERT L. SEAL
CHARLES R. IBENBERG
RAYMOND L. SALES
JOHN FRITH STEWART
GILBERT HALE NUTT

ROBERT L. CATLEY, JR.
ROBERT M. LINDSAY
IRWIN H. CUTLER, JR.
EDWARD A. MAYER
WALTER LAPP SALES
LINDA J. WALLBAUM
STEPHEN J. TILLMAN
JAMES E. IBENBERG
KENNETH L. SALES
THOMAS B. JARRELL
REX DUNN
KATHLEEN B. PELLEGRINO
TERRY E. FOX
DAVID LEIGHTY
DENNIS FRANKLIN JAMES

807138

October 19, 1978

INDIANAPOLIS
BARRY H. MOYER
1445 NORTH PENNSYLVANIA ST.
THIRD FLOOR
INDIANAPOLIS, IND. 46204
(317) 627-2245

NEW ALBANY, IND.
WILLIAM MOYER
505 STATE STREET
P. O. BOX 422
NEW ALBANY, IND. 47150
945-1195

ST. MATTHEWS, KY.
3615 LEXINGTON RD.
LOUISVILLE, KY. 40207
897-6064

OKOLONA, KY.
9411 MAPLE ROAD
LOUISVILLE, KY. 40229
945-7554

Hon. William C. Oldaker
General Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D. C. 20463

IN RE: Mur 639 (78) -- Copy of Complaint Received
October 13, 1978

Dear Mr. Oldaker:

Your letter and copy of enclosed complaint unfortunately did not reach me until October 13, 1978, although the letter was dated October 6, 1978.

As provided for under the law, we request that this complaint and responses be kept confidential.

My client, the Kentucky Educators Public Affairs Council, through its secretary-treasurer, is, by his affidavits attached hereto, responding to the inquiries made by you.

Without waiving any procedural or substantive rights, my clients are certainly willing to provide, at this time, fullest cooperation to you and the Federal Election Commission.

Very truly yours,

John Frith Stewart

JFS/mhl

Enclosures

CC: Mr. Lyndle Barnes, Sec.-Treas.
K.E.P.A.C.

8 0 0 4 0 2 0 0 2 3 7

3 0 0 4 0 1 9 5 2 5 8

AFFIDAVIT OF LYNdle BARNES
Treasurer Of
KENTUCKY EDUCATORS PUBLIC AFFAIRS COUNCIL

IN RE: MUR 639 (78)

Comes the undersigned, Affiant, Lyndle Barnes,
Treasurer of Kentucky Educators Public Affairs Council, and
after first being duly sworn states as follows:

I currently serve and have been serving since the date
of its formation, as Treasurer of the Kentucky
Educators Public Affairs Council. The Kentucky Educators Public
Affairs Council was established as a local political action
committee for educators in the State of Kentucky.

In the years 1976-1977 and 1977-1978, KEPAC solicited
contributions from members of the Kentucky Education Association
in two forms:

- (1) Solicitation of cash contributions;
- (2) Solicitation of dues check-off through the APA
system.

1. Since the effective date of the Federal Regulations re-
lating to "reverse dues check-off," (April, 1977), KEPAC has only
expended the sum of \$252.00 for candidates in federal elections.
None of such expenditure involved funds obtained through any
check-off method. KEPAC neither anticipates soliciting nor
expending a sum of \$1,000.00 for advancing the candidacies for
any candidates in federal elections, therefore it is not a
political action committee which is entitled or required to
register with the Federal Election Commission. As Mr. Roos
is the individual who has filed the complaint herein, a copy

of his signed payroll authorization form is attached hereto. Mr. Roos not only was apprised of his right to participate in the KEPAC program, but he also paid the first three months contribution in cash. No educator in Kentucky is required to be a member of the Kentucky Education Association in order to initially be employed or to retain his employment. No member of the Kentucky Education Association is required to participate with KEPAC in order to obtain initial membership in the Kentucky Education Association, or in order to retain his membership with Kentucky Education Association. A sample copy of solicitation materials and enrollment forms are attached hereto.

There is no longer a deduction of NEAPAC contributions through the reverse dues check-off system, that system having been abolished prior to the commencement of the 1977-1978 school year and, of course, there was litigation instituted by the Federal Election Commission regarding that operation, in the U.S. District Court in Washington, D.C.

2. Under the provisions of K.R.S 161.158(2) local boards of education (which specifically have been held not to be corporations under Kentucky law), withhold dues. KEPAC dues, along with insurance premiums, and associational dues, are forwarded by the local boards of education to the Kentucky Education Association, where they are put into a special account. From that account, disbursements are made again, respectively, to the party to whom they are due i.e., insurance company, KEPAC, local associations, state association, etc. The Kentucky Education Association charges for this service twenty-five cents per entry, onto or off of the computer, annually. None of KEPAC monies are sent to a national level. Local PAC units

receive and have deposited in their account from this KEA trust fund, 50% of the contributions received. The Kentucky Educators Public Affairs Council receives 50% of the funds received.

3. See Item 2. This is an audited account, and no discrepancies have been found to exist.

4. See Items 2 and 3. The funds for local PACs are not held in the same account as the rest of the KEPAC funds. Each local PAC has its own account. KEPAC does not make expenditures at the direction of the local PAC. In accordance with its By-Laws, and in compliance with the procedures established by the Kentucky Registry of Election Finance, the local PAC organizations authorized the expenditure of funds from each of their respective accounts.

5. As previously explained, in responding to your September, 1978 letter, before receiving a copy of the Complaint, the article by E. J. Logan in the KEA News, Volume 13, No. 25 (3/31/77) was in error.

In 1976, KEPAC expended on April 14, \$20.00, for "Carter for President." On November 4, 1976, \$10.00 worth of tickets were purchased for the Mozolli campaign by rally. On November 15, 1976, KEPAC expended \$400.00 for Senator Huddleston reception tickets, such expenditure being made with the Cumberland Club. On February 24, 1977, \$50.00 was expended for Congressman Carroll Hubbard. All of those expenditures were made prior to the time that any Regulation was adopted by the Federal Election Commission relating to reverse dues check-off. The \$8,000.00 figure referred to in Paragraph 5 of your letter of September 15, 1978 was actually a figure of the contributions made by NEAPAC.


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3 0 0 4 0 9 5 2 5 1

Refunds of reverse dues check-offs are made without limitation as to time. New KEA members can elect not to contribute.

Further, KEPAC denies violation of Federal Regulations, Section 114.5 (a)(1), 2 USC §433, 2 USC §434, and as previously stated in reference to Mr. Roos' alleged "violation 4," local boards of education are not corporations and the process utilized by KEPAC for receipt of its contributions' from its contributors is specifically mandated by the Kentucky Legislature.

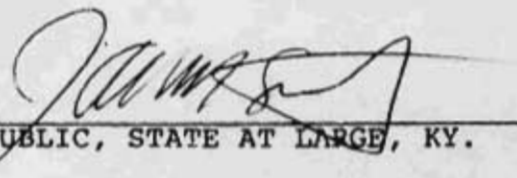
Further information will be supplied upon request.

Respectfully submitted,


LYNDLE BARNES, Treasurer
Kentucky Educators Public Affairs Council

Subscribed and sworn to before me by LYNDLE BARNES on this 19th day of October, 1978.

My commission expires on November 9, 1981.


NOTARY PUBLIC, STATE AT LARGE, KY.

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202

KEA COPY

NOV 29 1978

Mr. Last Name Roos First Robert Middle A Social Security Number 403-58-3035
 Zip Code 40222
 Home Address - Street 8205 Old Westport Rd City Jefferson Co State 90
 Present School System Jefferson Co Name of School Thomas Jefferson Birth Date 3-22-44 ☒ Male ☐ Female
 Marital Status ☒ Single ☐ Widowed ☐ Divorced
 CHECK ONE
 1. Kind ☒ Sec. 9. Other
 2. Elem. 5. Univ.

Ethnic Minority Class
 1. Asian Amer. 2. Black 3. Indian
 4. Mexican Amer. 5. Other Spanish Speaking ☒ Married ☐ Divorced

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE
 Are you presently actively on duty? ☒ Yes ☐ No
 School System Last Year Jefferson Co
 Check Bene Plan desired 1 or 2 or both
 1 Monthly Benefit \$ 5
 2 Sick Leave Coordinator DAUGHTER
 Name of Beneficiary Robert Roos

Deduction Section
 1 Professional Payments*
 10 ☐ Unified Active
 2 Other Membership Categories
 KEA ☐ NEA ☐
 30 ☐ Life Active
 99 ☐ Life Pd-Up
 25 ☐ Educ Sec
 20 ☐ Associate
 Income Protection Insurance (Washington National) ☐
 KEA Life Insurance (Minnesota Mutual) ☐

I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KEAPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly. KEAPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE Robert G. Roos DATE 11-24-76
 APA INDIVIDUAL CONTINUOUS MEMBERSHIP

90040200291

KEA NEWS

Vol. XII, No. 2 September 18, 1975

The KEA NEWS is published weekly during the school year, except for Thanksgiving week and two weeks at Christmas, and monthly during the summer by the Kentucky Education Association. Address all communications to Dr. Gerald Jagers, Editor, 101 West Walnut Street, Louisville, Kentucky 40202. The telephone number is 502/582-2273, and the TWX number is 810-535-3341.

The KEA NEWS is the only regular official publication of the Association, and is designed to keep members and others informed about news events in the field of education which are of broad professional concern. All rights are reserved, but readers are welcome to quote from or reproduce any article on condition that they give the proper publication credit.

Second class postage has been paid at Louisville, Kentucky. The subscription rate to members is \$1.50 per year, and is included in the annual dues. The subscription rate to others is \$3.00 per year.

The KEA NEWS is Copyright 1975 by the Kentucky Education Association. The prior approval, indicated above, to quote from or duplicate any article is granted by the copyright holder in the interest of promoting the cause of education beyond the publication's regular readership.

The national advertising representative for the KEA NEWS is: State Education Publications, 131 South 31st Street, Kenilworth, New Jersey 07033. Their telephone number is 201/241-7200.

This symbol of KEA sponsorship can be used only with those programs which have been officially endorsed by the KEA Board of Directors in the name of the membership of the Kentucky Education Association.



Fourth District meets October 10

The Fourth District Education Association will hold its annual fall meeting on Friday, October 10, at the Elizabethtown High School. Arrangements for the program are being made by a planning committee under the chairmanship of Clara Druen, LaRue County.

The general theme will be related to the upcoming bicentennial celebration, with the main speaker scheduled to be Dr. Lynwood Montell, a folklore professor at Western Kentucky University. He will be assisted in his presentation by some student folk singers.

Also on the program will be the chorus from the Elizabethtown Community College, along with a number of luncheons planned by subject area groups.

THE TEACHING MERRY-GO-ROUND



"Here's my paper. By the way, I see where they may permit us students to evaluate the classroom performance of our teachers."

with the other teachers scheduled for development in time for use in the 1976-77 school year.

Each module is concerned with a different content area of earth/space science organized in such a manner that it can "stand on its own," and they can be used in any sequence. The material resources include a television segment, student supplements, a student activities catalog, teacher guide materials, and cross references to all of the state-approved earth/space science textbooks.

The Universe and I television series, along with other aspects of the program, has three primary goals:

- To instill, within students, constructive attitudes concerning the methods and major concepts of earth/space science.
- To develop physical and mental skills necessary for scientific activity and thought.
- To develop the major concepts of earth/space science which support and extend constructive attitudes and skills of science.

The modules (units) are concerned with an introduction to earth/space science, material resources, energy resources,



KEA President Bilye Pope talks to striking teachers in Ohio, indicating Kentucky support for their efforts.

KEPAC - NEA-PAC REFUND APPLICATION FORM

Name _____ Social Security No. _____

Address (Street) _____

City _____ State _____ Zip Code _____

Local Association _____

Please take my name off the list of contributors to KEPAC _____ NEA-PAC _____ and refund any money which already has been withheld from my salary.

Date _____ Signature _____

For refund, mail this form by January 1 to KEA Division of Special Services, 101 West Walnut Street, Louisville, Kentucky 40202.

9/18/75
@H57901 & P081540
1st DISTRICTED + P081540
Sample - 1st

KEPAC AND NEA-PAC

The Kentucky Educators Public Affairs Council (KEPAC) and the National Education Association Political Action Committee (NEA-PAC) are independent political arms of KEA and NEA. Their primary goal is the identification and promotion of educational issues and candidates that will advance the cause of public education at all levels ... local, state, and national. Contributions will be forwarded upon receipt to KEPAC and NEA-PAC who will be solely responsible for accounting, handling, and use of these funds.

MEMBERSHIP:

Educators interested in the welfare of education may become KEPAC/NEA-PAC members by contributing \$7.00 to KEPAC and \$1.00 to NEA-PAC per year. Membership in KEA and NEA is not required.

ENROLLMENT FORMS AND CONTRIBUTIONS:

KEA members do not need to fill out special KEPAC/NEA-PAC enrollment forms. \$7.00 for KEPAC contributions and \$1.00 for NEA-PAC contributions will be automatically added to the APA billing for each KEA member. Members who pay their dues by personal check may include the contribution with their KEA dues payments.

A special enrollment form is available for contributors who are not KEA members or for KEA members who do not make their contributions along with their KEA dues payments. These are available from any Uniserv office or from KEA's Governmental Relations office in Louisville.

KEPAC/NEA-PAC membership isn't a requirement for membership in KEA and NEA. Although the KEPAC/NEA-PAC contributions are automatically added to the APA billing for KEA members who pay their dues through APA, a member may elect not to make the contribution. Members who do not wish to make the contributions should notify the KEA Special Services office in writing prior to October 1. Such notifications will be honored and no billing for KEPAC/NEA-PAC contributions will be made. Requests for discontinuances of contributions received prior to January 1 will also be honored. Refunds of contributions made in the current fiscal year will also be made upon request.

CONTRIBUTION CARDS:

Persons contributing cash or contributing through APA for the first time, should be given the member copy which will serve as their contribution card for the current year.

Persons who contribute through APA on a continuous basis will be mailed contribution cards each year except the first year.

00040200293

NOTE:

PLEASE
PRINT
HEAVILY

USE BALL
POINT PEN

COMPLETE
ALL SECTIONS
OF THIS
FORM

KENTUCKY EDUCATION ASSOCIATION KAE Membership Enrollment Form

PLEASE PRINT NAME AND ADDRESS

NAME _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____
I am enclosing \$____ for my KAE membership for the year _____
to _____.

PLEASE PRINT NAME AND ADDRESS

NAME _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____
I am enclosing \$____ for my KAE membership for the year _____
to _____.

I am enclosing \$____ for my KAE membership for the year _____
to _____.

REA CODE

1. ☐ 1st Year 2. ☐ 2nd Year 3. ☐ 3rd Year 4. ☐ 4th Year 5. ☐ 5th Year 6. ☐ 6th Year 7. ☐ 7th Year 8. ☐ 8th Year 9. ☐ 9th Year 10. ☐ 10th Year 11. ☐ 11th Year 12. ☐ 12th Year 13. ☐ 13th Year 14. ☐ 14th Year 15. ☐ 15th Year 16. ☐ 16th Year 17. ☐ 17th Year 18. ☐ 18th Year 19. ☐ 19th Year 20. ☐ 20th Year 21. ☐ 21st Year 22. ☐ 22nd Year 23. ☐ 23rd Year 24. ☐ 24th Year 25. ☐ 25th Year 26. ☐ 26th Year 27. ☐ 27th Year 28. ☐ 28th Year 29. ☐ 29th Year 30. ☐ 30th Year 31. ☐ 31st Year 32. ☐ 32nd Year 33. ☐ 33rd Year 34. ☐ 34th Year 35. ☐ 35th Year 36. ☐ 36th Year 37. ☐ 37th Year 38. ☐ 38th Year 39. ☐ 39th Year 40. ☐ 40th Year 41. ☐ 41st Year 42. ☐ 42nd Year 43. ☐ 43rd Year 44. ☐ 44th Year 45. ☐ 45th Year 46. ☐ 46th Year 47. ☐ 47th Year 48. ☐ 48th Year 49. ☐ 49th Year 50. ☐ 50th Year 51. ☐ 51st Year 52. ☐ 52nd Year 53. ☐ 53rd Year 54. ☐ 54th Year 55. ☐ 55th Year 56. ☐ 56th Year 57. ☐ 57th Year 58. ☐ 58th Year 59. ☐ 59th Year 60. ☐ 60th Year 61. ☐ 61st Year 62. ☐ 62nd Year 63. ☐ 63rd Year 64. ☐ 64th Year 65. ☐ 65th Year 66. ☐ 66th Year 67. ☐ 67th Year 68. ☐ 68th Year 69. ☐ 69th Year 70. ☐ 70th Year 71. ☐ 71st Year 72. ☐ 72nd Year 73. ☐ 73rd Year 74. ☐ 74th Year 75. ☐ 75th Year 76. ☐ 76th Year 77. ☐ 77th Year 78. ☐ 78th Year 79. ☐ 79th Year 80. ☐ 80th Year 81. ☐ 81st Year 82. ☐ 82nd Year 83. ☐ 83rd Year 84. ☐ 84th Year 85. ☐ 85th Year 86. ☐ 86th Year 87. ☐ 87th Year 88. ☐ 88th Year 89. ☐ 89th Year 90. ☐ 90th Year 91. ☐ 91st Year 92. ☐ 92nd Year 93. ☐ 93rd Year 94. ☐ 94th Year 95. ☐ 95th Year 96. ☐ 96th Year 97. ☐ 97th Year 98. ☐ 98th Year 99. ☐ 99th Year 100. ☐ 100th Year

1. ☐ 1st Year 2. ☐ 2nd Year 3. ☐ 3rd Year 4. ☐ 4th Year 5. ☐ 5th Year 6. ☐ 6th Year 7. ☐ 7th Year 8. ☐ 8th Year 9. ☐ 9th Year 10. ☐ 10th Year 11. ☐ 11th Year 12. ☐ 12th Year 13. ☐ 13th Year 14. ☐ 14th Year 15. ☐ 15th Year 16. ☐ 16th Year 17. ☐ 17th Year 18. ☐ 18th Year 19. ☐ 19th Year 20. ☐ 20th Year 21. ☐ 21st Year 22. ☐ 22nd Year 23. ☐ 23rd Year 24. ☐ 24th Year 25. ☐ 25th Year 26. ☐ 26th Year 27. ☐ 27th Year 28. ☐ 28th Year 29. ☐ 29th Year 30. ☐ 30th Year 31. ☐ 31st Year 32. ☐ 32nd Year 33. ☐ 33rd Year 34. ☐ 34th Year 35. ☐ 35th Year 36. ☐ 36th Year 37. ☐ 37th Year 38. ☐ 38th Year 39. ☐ 39th Year 40. ☐ 40th Year 41. ☐ 41st Year 42. ☐ 42nd Year 43. ☐ 43rd Year 44. ☐ 44th Year 45. ☐ 45th Year 46. ☐ 46th Year 47. ☐ 47th Year 48. ☐ 48th Year 49. ☐ 49th Year 50. ☐ 50th Year 51. ☐ 51st Year 52. ☐ 52nd Year 53. ☐ 53rd Year 54. ☐ 54th Year 55. ☐ 55th Year 56. ☐ 56th Year 57. ☐ 57th Year 58. ☐ 58th Year 59. ☐ 59th Year 60. ☐ 60th Year 61. ☐ 61st Year 62. ☐ 62nd Year 63. ☐ 63rd Year 64. ☐ 64th Year 65. ☐ 65th Year 66. ☐ 66th Year 67. ☐ 67th Year 68. ☐ 68th Year 69. ☐ 69th Year 70. ☐ 70th Year 71. ☐ 71st Year 72. ☐ 72nd Year 73. ☐ 73rd Year 74. ☐ 74th Year 75. ☐ 75th Year 76. ☐ 76th Year 77. ☐ 77th Year 78. ☐ 78th Year 79. ☐ 79th Year 80. ☐ 80th Year 81. ☐ 81st Year 82. ☐ 82nd Year 83. ☐ 83rd Year 84. ☐ 84th Year 85. ☐ 85th Year 86. ☐ 86th Year 87. ☐ 87th Year 88. ☐ 88th Year 89. ☐ 89th Year 90. ☐ 90th Year 91. ☐ 91st Year 92. ☐ 92nd Year 93. ☐ 93rd Year 94. ☐ 94th Year 95. ☐ 95th Year 96. ☐ 96th Year 97. ☐ 97th Year 98. ☐ 98th Year 99. ☐ 99th Year 100. ☐ 100th Year

I am enclosing \$____ for my KAE membership for the year _____
to _____.

DATE _____

The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (d) states: "Ethnic minority shall mean those persons designated as ethnic minority by the Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian." In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please (check the appropriate box) or (fill in the appropriate ethnic minority)."

KEPAC AND NEA-PAC

*Professional payments for 1975-1976 in KEA are \$62.00. KEA dues are \$54.00. \$7.00 is for a voluntary contribution to KEPAC. Professional payment to NEA is \$31.00. NEA dues are \$30.00. \$100 is for a voluntary contribution to NEA-PAC.

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C.

I understand that contributions to KEPAC and NEA-PAC will be used to support candidates for Local, State and Federal offices, and that my contributions are voluntary and are not required as a condition of membership in any organization.

I may revoke this agreement and request a refund by submitting a KEPAC and NEA-PAC option form by January 1st to the KEA Special Services Department 101 W. Walnut Street, Louisville, Kentucky 40202.

KENTUCKY EDUCATION ASSOCIATION - 101 W WALNUT ST., LOUISVILLE, KY 40202

KEA COPY

Mr. Last Name First Middle Social Security Number
 Mrs.
 Miss

Home Address Street City State Zip Code

Present School System Name of School Birth Date Male Female

Ethnic Minority Class: 1 Asian Amer. 2 Black 3 Indian 4 Mexican Amer. 5 Other Spanish Speaking
 Marital Status: Single Widowed Married Divorced
 CHECK ONE: 1 Kind 3 Sec 9 Other 2 Elem 5 Univ

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE

Are you presently actively on duty? Yes No Annual Salary from Bd. of Educ. \$

School System Last Year Were you insured by Washington Natl. last year? Yes No

Check Base Plan desired 1 or 2 or both Do you also want the Supplemental LTD Benefits Plan 3 (1987)?

1 Monthly Benefit \$ Yes Monthly Benefit No \$

2 Sick Leave Coordinated

Name of Beneficiary Relationship

CHECK ONE
 01 Teacher 30 Supervisor
 05 Counselor 35 Asst Supt
 10 Librarian 36 Supt
 15 Nurse 50 Adm (Higher)
 20 Asst Principal 99 Educ. Sec
 21 Principal 99 Other

Deduction Section - Check Below

1 Professional Payments* 10 Undied Active

2 Other Membership Categories KEA NEA

30 Life Active 99 Life Pd-Up

25 Educ. Sec'y 20 Associate

Income Protection Insurance (Washington National)

KEA Life Insurance (Minnesota Mutual)

I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE DATE

PRINT NAME (Last, First, Middle Initial) ADDRESS (Street, City, State, Zip)

30043200276300401

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

KENTUCKY EDUCATION ASSOCIATION - 181 W. WALNUT ST., LOUISVILLE, KY. 40202

PAYROLL OFFICER COPY

Mr. Last Name		First	Middle	Social Security Number													
Mrs.																	
Miss																	
Home Address Street		City		State	Zip Code												
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female												
Ethnic Minority Class		Mental Status		CHECK ONE													
1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian		<input type="checkbox"/> Single <input type="checkbox"/> Widowed		1 <input type="checkbox"/> Kind 3 <input type="checkbox"/> Sec. 9 <input type="checkbox"/> Other													
4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking		<input type="checkbox"/> Married <input type="checkbox"/> Divorced		2 <input type="checkbox"/> Elem. 3 <input type="checkbox"/> Univ.													
<p>COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE</p> <table border="1"> <tr> <td>Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No</td> <td>Annual Salary from Bd. of Educ. \$</td> </tr> <tr> <td>School System Last Year</td> <td>Were you insured by Washington Natl last year? <input type="checkbox"/> Yes <input type="checkbox"/> No</td> </tr> <tr> <td>Check Base Plan desired 1 or 2 or both.</td> <td>Do you also want the Supplemental LTD Benefits Plan 3 (J5687)?</td> </tr> <tr> <td><input type="checkbox"/> 1 Monthly Benefit \$</td> <td><input type="checkbox"/> Yes Monthly Benefit \$</td> </tr> <tr> <td><input type="checkbox"/> 2 Sick Leave Coordinated</td> <td><input type="checkbox"/> No</td> </tr> <tr> <td>Name of Beneficiary</td> <td>Relationship</td> </tr> </table>						Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary from Bd. of Educ. \$	School System Last Year	Were you insured by Washington Natl last year? <input type="checkbox"/> Yes <input type="checkbox"/> No	Check Base Plan desired 1 or 2 or both.	Do you also want the Supplemental LTD Benefits Plan 3 (J5687)?	<input type="checkbox"/> 1 Monthly Benefit \$	<input type="checkbox"/> Yes Monthly Benefit \$	<input type="checkbox"/> 2 Sick Leave Coordinated	<input type="checkbox"/> No	Name of Beneficiary	Relationship
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary from Bd. of Educ. \$																
School System Last Year	Were you insured by Washington Natl last year? <input type="checkbox"/> Yes <input type="checkbox"/> No																
Check Base Plan desired 1 or 2 or both.	Do you also want the Supplemental LTD Benefits Plan 3 (J5687)?																
<input type="checkbox"/> 1 Monthly Benefit \$	<input type="checkbox"/> Yes Monthly Benefit \$																
<input type="checkbox"/> 2 Sick Leave Coordinated	<input type="checkbox"/> No																
Name of Beneficiary	Relationship																
<p>DEDUCTION SECTION</p> <p>1. Professional Payments* <input type="checkbox"/> 10 <input type="checkbox"/> Unified Active</p> <p>2. Other Membership Categories</p> <p>KEA: 30 <input type="checkbox"/> Life Active 99 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd-Up 25 <input type="checkbox"/> 25 <input type="checkbox"/> Educ Secy 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate</p> <p>Income Protection Insurance (Washington National) <input type="checkbox"/></p> <p>KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/></p>																	

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SIGNATURE

DATE

F6923-5

APA-INDIVIDUAL CONTINUOUS MEMBERSHIP

Mr. Last Name		First	Middle	Social Security Number
Mrs.				
Miss				
Home Address - Street		City	State	Zip Code
Present School System		Name of School		Birth Date
				<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class		Mental Status		CHECK ONE
1 <input type="checkbox"/> Asian-Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian		<input type="checkbox"/> Single <input type="checkbox"/> Widowed		1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Sec. 9 <input type="checkbox"/> Other
4 <input type="checkbox"/> Mexican-Amer. 5 <input type="checkbox"/> Other Spanish Speaking		<input type="checkbox"/> Married <input type="checkbox"/> Divorced		2 <input type="checkbox"/> Elem 5 <input type="checkbox"/> Univ.

CHECK ONE	
01 <input type="checkbox"/> Teacher	30 <input type="checkbox"/> Supervisor
08 <input type="checkbox"/> Counselor	35 <input type="checkbox"/> Asst. Supt.
10 <input type="checkbox"/> Librarian	38 <input type="checkbox"/> Supt.
18 <input type="checkbox"/> Nurse	50 <input type="checkbox"/> Adm. (High)
20 <input type="checkbox"/> Asst. Principal	99 <input type="checkbox"/> Educ. Sr.
21 <input type="checkbox"/> Principal	
99 <input type="checkbox"/> Other	

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE

Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary from Bd. of Educ. \$
School System Last Year	Were you insured by Washington Natl last year? <input type="checkbox"/> Yes <input type="checkbox"/> No
Check Base Plan desired 1 or 2 or both.	Do you also want the Supplemental LTD Benefits Plan 3 (19887)?
<input type="checkbox"/> 1 Monthly Benefit \$	<input type="checkbox"/> Yes Monthly Benefit
<input type="checkbox"/> 2 Sick Leave Coordinated	<input type="checkbox"/> No \$
Name of Beneficiary	Relationship

Deduction Section Check Below

1. Professional Payments		<input type="checkbox"/>
10 <input type="checkbox"/> Unified Active		
2. Other Membership Categories		
KEA	NEA	
99 <input type="checkbox"/>	30 <input type="checkbox"/> Life Active	
25 <input type="checkbox"/>	99 <input type="checkbox"/> Life Pd-Up	
20 <input type="checkbox"/>	25 <input type="checkbox"/> Educ. Sec y	
	20 <input type="checkbox"/> Associate	
Income Protection Insurance (Washington National)		<input type="checkbox"/>
KEA Life Insurance (Minnesota Mutual)		<input type="checkbox"/>

I hereby authorize my employer to deduct from my salary, professional payments, which include Local KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly, KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE _____ DATE _____
F6923-5 APA INDIVIDUAL CONTINUOUS MEMBERSHIP

3002413004019526

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202

LOCAL ASSOCIATION COPY

Mr. Last Name		First	Middle	Social Security Number	
Mrs.					
Miss					
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class 1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian 4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking		Mental Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		CHECK ONE 1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Sec. 3 <input type="checkbox"/> Other 4 <input type="checkbox"/> Elem. 5 <input type="checkbox"/> Univ.	

CHECK ONE

01 <input type="checkbox"/> Teacher	30 <input type="checkbox"/> Supervisor
08 <input type="checkbox"/> Counselor	35 <input type="checkbox"/> Asst. Supt.
10 <input type="checkbox"/> Librarian	36 <input type="checkbox"/> Supt.
18 <input type="checkbox"/> Nurse	50 <input type="checkbox"/> Adm. (Higher)
20 <input type="checkbox"/> Asst. Principal	99 <input type="checkbox"/> Educ. Sec.
21 <input type="checkbox"/> Principal	
	99 <input type="checkbox"/> Other

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE

Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No	Annual Salary from Bd. of Educ. \$
School System Last Year	Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No
Check Base Plan desired 1 or 2 or both <input type="checkbox"/> 1 Monthly Benefit \$	Do you also want the Supplemental LTD Benefits Plan 3 (1968)? <input type="checkbox"/> Yes Monthly Benefit \$
<input type="checkbox"/> 2 Sick Leave Coordinated	<input type="checkbox"/> No
Name of Beneficiary	Relationship

Deduction Section Check Below

1. Professional Payments* <input type="checkbox"/>	
10 <input type="checkbox"/> Unified Active	
2. Other Membership Categories	
KEA	NEA
99 <input type="checkbox"/>	30 <input type="checkbox"/> Life Active
25 <input type="checkbox"/>	99 <input type="checkbox"/> Life Pd-Up
20 <input type="checkbox"/>	25 <input type="checkbox"/> Educ. Sec'y
	20 <input type="checkbox"/> Associate
Income Protection Insurance (Washington National) <input type="checkbox"/>	
KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/>	

I hereby authorize my employer to deduct from my salary, professional payments, which include Local KEA and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and insurance premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE _____ DATE _____

F6923-5 APA INDIVIDUAL CONTINUOUS MEMBERSHIP

004020082004019
00402004019527

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KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202 WASHINGTON NAT'L COPY

Mr. Last Name First Middle Social Security Number
 Mrs.
 Miss

Home Address - Street City State Zip Code

Present School System Name of School Birth Date ☐ Male ☐ Female

Ethnic Minority Class 1 ☐ Asian Amer. 2 ☐ Black 3 ☐ Indian 4 ☐ Mexican Amer. 5 ☐ Other Spanish Speaking Mental Status ☐ Single ☐ Widowed ☐ Married ☐ Divorced CHECK ONE 1 ☐ Kind 2 ☐ Sec. 9 ☐ Other 2 ☐ Elem. 5 ☐ Univ. 18 ☐ Teacher 30 ☐ Supervisor 05 ☐ Counselor 35 ☐ Asst. Supr. 10 ☐ Librarian 38 ☐ Subst. 15 ☐ Nurse 50 ☐ Adm. Inspec. 20 ☐ Asst. Principal 99 ☐ Educ. Scl. 21 ☐ Principal 99 ☐ Other

COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE

Are you presently actively on duty? ☐ Yes ☐ No Annual Salary from Bd. of Educ. \$

School System Last Year Were you insured by Washington Natl. last year? ☐ Yes ☐ No

Check Base Plan desired 1 or 2 or both. ☐ 1 Monthly Benefit \$ ☐ 2 Sick Leave Coordinated Do you also want the Supplemental LTD Benefits, Plan 3 (19667)? ☐ Yes Monthly Benefit \$ ☐ No

Name of Beneficiary Relationship

Deduction Section Check Below

1. Professional Payments* ☐ 10 ☐ Unified Active

2. Other Membership Categories KEA NEA

30 ☐ Life Active 99 ☐ Life Pd-Up 25 ☐ 25 Educ Sec'y 20 ☐ 20 Associate Income Protection Insurance (Washington National) ☐ KEA Life Insurance (Minnesota Mutual) ☐

I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE DATE

Annual Prem. Due \$ _____
 (Nearest 25c) \$ _____
 Months of Prorate _____
 (Nearest 1 2 mo.) _____
 Prorate Amt. \$ _____
 Credit Due \$ _____

Balance Due \$ _____
 Cash Collected \$ _____
 H.O. to bill for \$ _____
 Added to 1st Ded. \$ _____

Prorate
☐ Paid w/App.
☐ Add to 1st Deduction
☐ H.O. to Bill
☐ No Prorate Due

H.O. ID #	B.D. ID #	FMP	B.D. INIT.
-----------	-----------	-----	------------

* Plan No.	PLANNO				
* Key	KEYLINE				
* Bill Method	BILMET				
* Mode	MODE				
* NCI Code	NCI				
* Eff. Date (MDY)	EFFDA				
* Evidence	EVID				
* 1st Bill Mo. (MY)	FBILMO				
* 1st Deduc. (MD)	FDDEDUC				
Prorate Indic	PRIND				
Prorate Pd. w. App.	PRPAID				
Prorate Amt	PRDUPD				
Prev. Plan No.	PREPLAN				
Get Print	OPRNT				

* To be completed by Field Representative

WASHINGTON NATIONAL INSURANCE COMPANY - Evanston, Illinois 60201

KENTUCKY EDUCATION ASSOCIATION KEA Membership Enrollment Form

INSTRUCTIONS TO THE MEMBER

1. Fill in your name, address, and telephone number.
2. Check the appropriate box for the type of membership you desire (Professional, Lay, or Student).
3. Check the appropriate box for the type of insurance coverage you desire (Life, Health, or None).
4. Sign your name and date at the bottom of the form.

INSTRUCTIONS TO THE ENROLLER

1. Give the MEMBER COPY to the member.
2. Send other copies to the appropriate local association official or to KEA Special Services, 101 W. Walnut Street, Louisville, Ky. 40202.

Upon completion and receipt by the Association of this form you are a member of the professional association with all rights and benefits including life, health, and coverage of the Professional Liability insurance provided by KEA as a membership benefit. Membership cards and Professional Liability insurance certificates will be mailed in January of the following year. KEA Special Services will mail a letter of welcome to you.

KEA COPY

CHECK ONE			
01	Sec. 1	02	Supervisor
03	Associate	04	Assoc. Teacher
05	Student	06	None
07	None	08	None
09	None	10	None
11	None	12	None
13	None	14	None
15	None	16	None
17	None	18	None
19	None	20	None

Insurance Selected (Check One)

Life Insurance ☐

Health Insurance ☐

None ☐

Life Action ☐

Life Plan ☐

Life Sec'y ☐

Life Prod. ☐

10 Washington National ☐

11 Insurance Mutual ☐

12 KAG Contributions ☐

Include Local KEA and KEA dues, if equal dues form. The amounts to be KEA Insurance Agency, and the KEA Assembly agrees to collect and send to KEA. This authorization is for KEA will accept for its insurance. Other

The NEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. NEA Bylaw 12-1 (d) states: "Ethnic minority shall mean those persons designated as ethnic minority by the Census. This designation shall specifically include Caucasian, Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and Indian. In order to facilitate achievement of the goal of minority involvement, if you are a member of any of these groups, please check the appropriate box or fill in the appropriate ethnic minority."

KEPAC AND NEA-PAC

KEPAC and NEA-PAC contributions of \$7.00 and \$1.00 respectively are included in your professional payments. NEA-PAC contributions will not be deducted if the appropriate box on the enrollment form is checked. Refunds of the voluntary contributions to KEPAC will be made upon request in writing by January 1 to KEA Special Services Department, 101 W. Walnut Street, Louisville, Kentucky 40202.

I understand that contributions to KEPAC and NEA-PAC will be used to support candidates for Local, State and Federal offices, that contributions are voluntary and not a condition of membership, that I have the right to refuse to contribute, and that my refusal to contribute will in no way alter my membership status or benefits. My contribution to NEA-PAC may be more or less than the amount shown.

A copy of the NEA-PAC report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20436.

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202

KEA COPY

Mr. Last Name		First	Middle	Social Security Number	
Mrs.					
Miss					
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class		Marital Status		CHECK ONE	
<input type="checkbox"/> 1 Caucasian <input type="checkbox"/> 2 Asian-Amer. <input type="checkbox"/> 3 Black <input type="checkbox"/> 4 Indian <input type="checkbox"/> 5 Mexican-Amer. <input type="checkbox"/> 6 Other Spanish Speaking		<input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/> Divorced		<input type="checkbox"/> 1 Kind <input type="checkbox"/> 2 Elem <input type="checkbox"/> 3 Sec <input type="checkbox"/> 4 Univ. <input type="checkbox"/> 5 Other	
COMPLETE THIS SECTION IF YOU WANT KEA DISABILITY INSURANCE					
Are you presently actively on duty?		Annual Salary from Bd. of Educ. \$			
<input type="checkbox"/> Yes <input type="checkbox"/> No		Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No			
School System Last Year		Do you also want the Supplemental LTD Benefits Plan 3 (1987)?			
Check Base Plan desired 1 or 2 or both.		<input type="checkbox"/> Yes Monthly Benefit \$ <input type="checkbox"/> No \$			
<input type="checkbox"/> 1 Monthly Benefit \$ <input type="checkbox"/> 2 Sick Leave Coordinated		Name of Beneficiary Relationship			
Deduction Section 1. Professional Payments-Unified Active <input type="checkbox"/> 2. Other Membership Categories <input type="checkbox"/>					
KEA NEA 99 <input type="checkbox"/> Life Active 25 <input type="checkbox"/> Life Pd-Up 45 <input type="checkbox"/> Educ. Sec'y 45 <input type="checkbox"/> Para-Prof.					
Disability Insurance (Washington National) <input type="checkbox"/> KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/> Do Not Deduct NEA-PAC Contributions <input type="checkbox"/>					

I hereby authorize my employer to deduct from my salary, professional payments, which include Local KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.

SIGNATURE

EX-20-6

DATE

30040200303

1973

NOV 20

NY 400

NY 400

1973

NOV 20

NY 400

NY 400



SEGAL, ISENBERG, SA
STEWART & NUTT

THIRD FLOOR, MARION E. TAYLOR BUILDING
LOUISVILLE, KENTUCKY 40202

TO:

Mr. William C. Oldaker
General Counsel
F.E.C.
1325 K Street, N.W.
Washington, D. C. 20463

FIRST CLASS MAIL

1800123 P2:55



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

October 6, 1978

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Mr. John Frith Stewart
Segal, Isenberg, Sales, Stewart, & Nutt
Third Floor, M.E. Taylor Bldg.
Fourth Street Between Liberty and Jefferson
Louisville, KY 40202

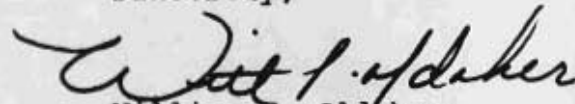
Re: MUR 639 (78)

Dear Mr. Stewart:

We are in receipt of your letter of September 25, 1978 requesting a copy of the complaint filed with the Federal Election Commission in the above referenced matter. Enclosed please find a copy of that complaint.

We will look forward to your response.

Sincerely,


William C. Oldaker
General Counsel

Enclosure

cc: Treasurer
Kentucky Educators Public Affairs Council
101 West Walnut Street
Louisville, KY 40202

80040200304

80040200305

MG 657

PSN 3811, Apr 1977 RETURN RECEIPT, REGISTERED, INSURED AND CERTIFIED MAIL

1. The following service is requested (check one).
☐ Show to whom and date delivered
☐ Show to whom, date, and address of delivery
☐ RESTRICTED DELIVERY
Show to whom and date delivered
☐ RESTRICTED DELIVERY
Show to whom, date, and address of delivery
(CONSULT POSTMASTER FOR FEES)

2. ARTICLE ADDRESSED TO:
John F. Stewart
Jesul, Iserberg, Sales, Stewart & Nuth

3. ARTICLE DESCRIPTION:
REGISTERED NO. CERTIFIED NO. INSURED NO.
943515

(Always obtain signature of addressee or agent)

I have received the article described above.
SIGNATURE ☐ Addressee ☐ Authorized agent
DATE OF DELIVERY 10-13-78
POSTMARK OCT 13 1978

5. ADDRESS (Complete only if requested)

6. UNABLE TO DELIVER BECAUSE:

CLERK'S INITIALS

SEGAL, ISENBERG, SALES, STEWART, & NUTT

COUNSELORS AT LAW
THE THIRD FLOOR
M. E. TAYLOR BUILDING

FOURTH STREET BETWEEN LIBERTY & JEFFERSON
LOUISVILLE, KY. 40202
(502) 587-8885

September 25, 1978

HERBERT L. SEGAL
CHARLES R. ISENBERG
RAYMOND L. SALES
JOHN FRITH STEWART
SILBERT HALE NUTT

ROBERT L. GATLEY, JR.
ROBERT M. LINDSAY
IRWIN H. CUTLER, JR.
EDWARD A. MAYER
WALTER LAPP SALES
LINDA J. WALLBAUM
STEPHEN J. TILLMAN
JAMES E. ISENBERG
KENNETH L. SALES
THOMAS B. JARRELL
REX DUNN
KATHLEEN S. PELLEGRINO
TERRY E. FOX
DAVID LEIGHTY
DENNIS FRANKLIN JAMES

FEDERAL ELECTION COMMISSION

18 SEP 28 AIA: 88

INDIANAPOLIS
HARRY MACEY
1245 NORTH PENNSYLVANIA ST.
THIRD FLOOR
INDIANAPOLIS, IND. 46204
(317) 627-2245

806575

NEW ALBANY, IND.
WILLIAM MOYER
806 STATE STREET
P. O. BOX 422
NEW ALBANY, IND. 47150
942-1192

ST. MATTHEWS, KY.
3612 LEXINGTON RD.
LOUISVILLE, KY. 40207
897-6064

OKOLONA, KY.
9411 MAPLE ROAD
LOUISVILLE, KY. 40229
922-7534

Mr. William C. Oldaker
General Counsel
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20463

IN RE: Mur 639(78) (Kentucky Educators Public Affairs Council)

Dear Mr. Oldaker:

My client, the Kentucky Educators Public Affairs Council, has forwarded to me the two page letter which they received on September 20, 1978, from you.

The letter indicated in the first paragraph that, "a copy of the complaint is enclosed". My client advises that a copy of the complaint was not enclosed. Consequently, would you please forward to my client and to me a copy of the complaint, so that we might be in a position to respond to your inquiry. I will make every effort to have a response filed to your inquiry within ten (10) days of receipt of a copy of the complaint.

In the interim, I might call attention to Paragraph Five (5) of your correspondence appearing on page 2, referencing an article in the KEA News regarding \$8150 spent on the congressional races in the 1976 elections.

My clients advised that they were aware that the information was incorrect, and did immediately confer with NEA-PAC's staff. They advised that the figure was actually \$8200. Apparently, one \$50 ticket not having been picked up for the story. The entire \$8200 was contributed by NEA-PAC on behalf of three congressional candidates in Kentucky.

90040200306

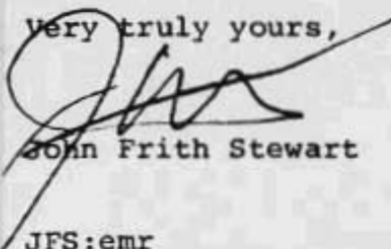
Mr. William C. Oldaker
September 25, 1978
Page 2

I feel confident that your commission records would reflect that NEA-PAC contributed to the congressional campaigns of Mr. Mazzoli, Mr. Winterberg, and Mr. Hubbard, in this amount.

If this article was the precipitating basis for the complaint, perhaps this will resolve it at this point.

The foregoing reply and inquiry does not constitute a waiver of any statutory or regulatory procedural or substantive rights.

Very truly yours,



John Frith Stewart

JFS:emr

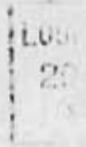
cc: Treasurer
Kentucky Educators Public Affairs Council

00040200307

3 0 0 1 1 2 0 0 3 7 8

COAL, ISENBERG, SALES, STEWART, & NUTT
COUNSELORS AT LAW
THE THIRD FLOOR
MARION E. TAYLOR BUILDING
DURHAM STREET BETWEEN LIBERTY & JEFFERSON
LOUISVILLE, KY. 40202

78 SEP 29 A10:



Mr. William C. Oldaker
General Council
Federal Election Commission
1325 K Street, N.W.
Washington, D.C. 20463



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

September 15, 1978

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Treasurer
Kentucky Educators Public Affairs Council
101 West Walnut Street
Louisville, KY 40202

Re: MUR 639 (78)

Dear Sir:

This letter is to notify you that the Federal Election Commission has received a complaint against the Kentucky Educators Public Affairs Council which alleges certain violations of the Federal Election Campaign Act of 1971, as amended ("the Act"). We have numbered this matter MUR 639 (78). A copy of the complaint is enclosed. The Commission has reason to believe that the matters alleged herein state violations of 2 U.S.C. §§ 433(a), 434, and 441b(b) (3) (A).

Under the Act, you have an opportunity to demonstrate that no action should be taken against you. Please submit any factual or legal materials which you believe are relevant to the Commission's analysis of this matter. Where appropriate, statements should be submitted under oath. In particular, I would appreciate it if you would address the following questions:

1. Describe the method(s) KEPAC used in school years 1976-77 and 1977-78 to solicit contributions from members of the Kentucky Educational Association, including copies of solicitation materials and all forms used, as well as any explanatory materials.
2. Explain in detail the collection procedure that is used by the union, including the involvement of the local boards of education, in collecting KEA dues and KEPAC contributions from KEA members. Specifically, trace the transmittal of dues and KEPAC monies through the local, state and national levels.

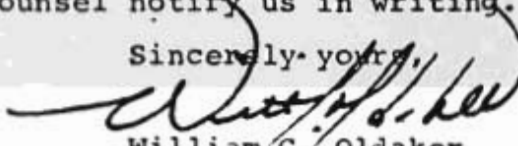
3. Once KEA member payments are received by KEA, when and how are the KEPAC contributions determined, and in what type of account are they held until distribution to KEPAC?
4. How much of the amount each member contributes to KEPAC is designated for the local PACs and how does KEPAC distribute this amount among the local PACs? Are the funds for the local PACs held in the same account as the rest of KEPAC's funds, in one account for all local PAC funds, or in individual accounts for each local PAC? Which organization, KEPAC or the local PAC, manages this/these account(s)? How is the amount that each local PAC is presently entitled be determined? Does KEPAC make expenditures at the direction of the local PAC, or is the money sent to the local PAC, which then makes its own expenditures?
5. According to an article by E. J. Logan in the "KEA News", Vol. 13, #25 (3/31/77), KEPAC spent \$8150 on congressional races in the 1976 elections. Indicate the amount of funds collected by KEPAC which were contributed by KEPAC and by Kentucky local PACs to federal candidates in the 1976 elections.

The Commission is under a duty to investigate this matter expeditiously; therefore, your response should be submitted within ten days after receipt of the notification. If you have any questions, please contact Kenneth A. Gross (telephone number 202-523-4060), the attorney assigned to this case.

This matter will remain confidential in accordance with 2 U.S.C. §437g(a)(3) unless you notify the Commission in writing that you wish the investigation to be made public.

If you intend to be represented by counsel in this matter, please have such counsel notify us in writing.

Sincerely yours,


William C. Oldaker
General Counsel

80041200310

1637

SENDER: Complete items 1, 2, and 3.
Add your address in the "RETURN TO" space on reverse.

1. The following service is requested (check one).
☐ Show to whom and date delivered.
☒ Show to whom, date, and address of delivery.
☐ RESTRICTED DELIVERY
Show to whom and date delivered.
☐ RESTRICTED DELIVERY
Show to whom, date, and address of delivery.
(CONSULT POSTMASTER FOR FEES)

2. ARTICLE ADDRESSED TO:
Treasurer, Kentucky
Educators Public Officers Assn

3. ARTICLE DESCRIPTION:
REGISTERED NO. CERTIFIED NO. INSURED NO.
943246

(Always obtain signature of addressee or agent)

I have received the article described above.
SIGNATURE ☐ Addressee ☐ Authorized agent

4. KEA / Lisa Rowley
DATE OF DELIVERY
9/20/78

5. ADDRESS (Complete only if requested)
101 W Walnut St 4 NW

6. UNABLE TO DELIVER BECAUSE:

POSTMARK
SEP 20 1978
CLERKS INITIALS

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Treasurer
Kentucky Educators Public Affairs Council
101 West Walnut Street
Louisville, KY 40202

Re: MUR 639(78)

Dear Sir:

This letter is to notify you that the Federal Election Commission has received a complaint against the Kentucky Educators Public Affairs Council which alleges certain violations of the Federal Election Campaign Act of 1971, as amended ("the Act"). We have numbered this matter MUR 639(78). A copy of the complaint is enclosed. The Commission has reason to believe that the matters alleged herein state violations of 2 U.S.C. §§ 433(a), 434, and 441b(b)(3)(A).

Under the Act, you have an opportunity to demonstrate that no action should be taken against you. Please submit any factual or legal materials which you believe are relevant to the Commission's analysis of this matter. Where appropriate, statements should be submitted under oath. In particular, I would appreciate it if you would address the following questions:

1. Describe the methods) KEPAC used in school years 1976-77 and 1977-78 to solicit contributions from members of the Kentucky Educational Association, including copies of solicitation materials and all forms used, as well as any explanatory materials.
2. Explain in detail the collection procedure that is used by the union, including the involvement of the local boards of education, in collecting KEA dues and KEPAC contributions from KEA members. Specifically, trace the transmitted of dues and KEPAC monies through the local, state and national levels.

KLAG
9/15/78

3. Once KEA member payments are received by BEA, when and how are the KEPAC contributions determined, and in what type of account are they held until distribution to KEPAC?
4. How much of the amount each member contributes to KEPAC is designated for the local PACs and how does KEPAC distribute this amount among the local PACs? Are the funds for the local PACs held in the same ~~account~~ as the rest of KEPAC's funds, in one account for all local PAC funds, or in individual accounts for each local PAC? Which organization, KEPAC or the local PAC, manages this/these account(s)? How is the amount that each local PAC is presently entitled be determined? Does KEPAC make expenditures at the direction of the local PAC, or is the money sent to the local PAC, which then makes its own expenditures?
5. According to an article by E. J. Logan in the "KEA News", Vol. 13, #25 (3/31/77), KEPAC spent \$8150 on congressional races in the 1976 elections. Indicate the amount of funds collected by KEPAC which were contributed by KEPAC and by Kentucky local PACs to federal candidates in the 1976 elections.

The Commission is under a duty to investigate this matter expeditiously; therefore, your response should be submitted within ten days after receipt of the notification. If you have any questions, please contact Kenneth A. Gross (telephone number 202-523-4060), the attorney assigned to this case.

This matter will remain confidential in accordance with 2 U.S.C. §437g(a)(3) unless you notify the Commission in writing that you wish the investigation to be made public.

If you intend to be represented by counsel in this matter, please have such counsel notify us in writing.

Sincerely yours,

William C. Oldaker
General Counsel

30040200313

BEFORE THE FEDERAL ELECTION COMMISSION

In the Matter of)
)
Kentucky Educators Public Affairs) MUR 639
Council (KEPAC))
Kentucky Education Association)
(KEA))

CERTIFICATION

I, Marjorie W. Emmons, Secretary to the Federal Election Commission, do hereby certify that on September 13, 1979, the Commission determined by a vote of 5-0 to adopt the recommendation of the General Counsel to take the following actions in the above-captioned matter:

1. Find reason to believe that KEPAC violated 2 U.S.C. §§ 433(a) and 434 for failure to register and report and § 441b(b)(3)(A) for collecting political contributions as a condition of membership through its "reverse check-off" procedure, no reason to believe that KEPAC has violated 2 U.S.C. § 441b(a).
2. Find no reason to believe that the local boards of education are in violation of the FECA.
3. Send letter attached to the First General Counsel's Report dated September 8, 1978.

Voting for these determinations were Commissioners Harris, Springer, Staebler, Thomson, and Tiernan.

9/14/78
Date

Marjorie W. Emmons
Marjorie W. Emmons
Secretary to the Commission

Received in Office of Commission Secretary 9-8-78, 5:06
Circulated on 48 hour vote basis 9-11-78 4:00

30040200314

September 8, 1978

MEMORANDUM TO: Marge Emmons
FROM: Elissa T. Garr
SUBJECT: MUR 639

Please have the attached First General Counsel's
Report on MUR 639 distributed to the Commission on a 48
hour tally basis.

Thank you.

0040200315

FEDERAL ELECTION COMMISSION
1325 K Street, N.W.
Washington, D.C. 20463

FIRST GENERAL COUNSEL'S REPORT

DATE AND TIME OF TRANSMITTAL
BY OGC TO THE COMMISSION SEP 8 1978

MUR NO. 639
DATE COMPLAINT RECEIVED
BY OGC
STAFF
MEMBER GENTNER

COMPLAINANT'S NAME: Robert A. Roos

RESPONDENT'S NAME: KY Educators Public Affairs Council (KEPAC)
KY Education Association (KEA)

RELEVANT STATUTE: 2 U.S.C. § 433(a), § 434, § 441b(b) (3) (A)

INTERNAL REPORTS CHECKED: KEPAC - no reports

FEDERAL AGENCIES CHECKED:
None

SUMMARY OF ALLEGATIONS

1. Complainant alleges that KEPAC utilizes a "reverse check off procedure" to collect an \$8.00 annual political contribution from each member of KEA, in violation of 2 U.S.C. § 441b(b) (3) (A) and § 114.5(a) (1) of the Commission's regulations.
2. Complainant also alleges that KEPAC has received contributions and made expenditures in excess of \$1000 in a calendar year, and has failed to register with the Commission, in violation of 2 U.S.C. § 433.
3. Complainant alleges that KEPAC made contributions in excess of \$8000.00 to federal candidates and did not file reports of receipts and expenditures with the Commission in violation of 2 U.S.C. § 434.
4. Finally, complainant alleges that the local boards of education in Kentucky provide KEPAC and KEA with unreimbursed services by using the school offices, equipment and personnel to collect political dues via payroll deductions. These services constitute unreported contributions "received from corporations" in violation of the FECA [2 U.S.C. § 441b(a)].

PRELIMINARY LEGAL ANALYSIS

1. Section 114.5(a)(1) of the Commission's regulations construes the prohibition against money "collected as a condition of membership" as applying to "fees or monies paid ... even though they are refundable upon the request of the payor". The procedure described by the complainant clearly falls within the ambit of this proscription thus constituting reason to believe that 2 U.S.C. § 441b(b)(3)(A) has been violated. FEC v. NEA, C.A. # 77-1705 (D.D.C.) (holding such a reverse check off system is a per se violation of 2 U.S.C. § 441b(b)(3)(A)).

2. A review of Commission records indicates that KEPAC has not registered as a multicandidate political committee, in possible violation of 2 U.S.C. § 433(a).

3. An article in the "KEA News" Vol 28, #25 (3/31/77) admits to KEPAC contributions and expenditures of \$8,150 relating to the campaigns of federal candidates. KEPAC has failed to report making the contributions, in possible violation of 2 U.S.C. § 434.

4. The use of school offices, equipment and personnel of local school boards to collect political contributions does not constitute a "corporate contribution" as defined by 2 U.S.C. § 441b(b)(2) and § 114.1 of the Commission's regulations.^{1/} The fact that the school boards - as corporate entities - have consented, presumably pursuant to collective bargaining agreements with the education association, to administer payroll deduction plans for the collection of association membership dues - including political contributions - does not make the administrative costs of the plans, corporate contributions to the political funds in violation of 2 U.S.C. § 441b(a). To accept complainant's premise would mean that no union would be able to utilize a payroll deduction plan for the collection of membership dues which included in the amount deducted a political contribution since payroll deduction plans are, by nature, administered by the corporate employer and not by the union itself.

^{1/} There is some question as to whether municipal corporations are subject to § 441b. In Advisory Opinion 1975-1, the Commission addressed the issue in the context of the propriety of municipal or state facilities or services being provided for Presidential nominating conventions at reduced rates or at no charge.

The Opinion distinguished between municipal and private corporations and stated:

The services . . . may be offered by state or local governmental agencies and municipal corporations without violating 18 U.S.C. § 610 (now, 2 U.S.C. § 441b). Section 610 prohibits only national banks, corporations and labor organizations from making contributions or expenditures in connection with political conventions.

There appears to be no legislative history on the issue.

Such an interpretation appears to be refuted by the legislative history and explicit provisions of 2 U.S.C. § 441b. Congress specifically acknowledged the use by corporations of check-off systems (Conference Report No. 94-1057, p. 62) and § 441b, Subsection (b)(6) required that:

"any corporation . . . that utilizes a method of soliciting voluntary contributions or facilitating the making of voluntary contributions, shall make available such method, on written request and at a cost sufficient only to reimburse the corporation for the expenses incurred thereby, to a labor organization representing any members working for such corporation" (emphasis added)

§ 441b(b)(5) eliminates any "legal impediment" (i.e. the § 441b(a) prohibition of corporate contributions) to the use by a labor organization of any method of soliciting voluntary political contributions permitted by law to a corporation. (Conference Report, p. 64).

While there is no evidence to indicate that the school boards themselves utilize a payroll deduction plan to solicit political contributions from their executive and administrative personnel, this is not required by the Act, which would allow a labor organization to use a method even though the corporation has chosen not to use such method itself. (Conference Report, p. 62).

The Commission's regulations (§ 114.5(k)(4)) similarly state:

If a corporation uses no method to solicit voluntary contributions or to facilitate the making of voluntary contributions . . . it is not required by law to make any method available to the labor organization for its members. The corporation and the labor organization may agree upon making any lawful method available even though such agreement is not required by the Act. (emphasis added)

Accordingly, there is no reason to believe that 2 U.S.C. § 441b(a) has been violated by KEPAC or by the local school boards.

Recommendations

1. Find reason to believe that KEPAC violated 2 U.S.C. §§ 433(a) and 434 for failure to register and report and § 441b(b)(3)(A) for collecting political contributions as a condition of membership through its "reverse check-off" procedure; no reason to believe that KEPAC has violated 2 U.S.C. § 441b(a).
2. Find no reason to believe that the local boards of education are in violation of the FECA.
3. Send attached letter.

June 19, 1978

Federal Election Commission
Office of the General Council
1325 K Street, N.W.
Washington, D.C. 20643

'78 JUN 30 AM 9:28

804071

Dear Sir:

The purpose of this letter is to file with the Federal Election Commission an official complaint against a political action committee called the Kentucky Educators Public Affairs Council, headquartered at 101 W. Walnut Street, Louisville, Kentucky 40202.

My name is Robert A. Roos, and I reside at 8205 Old Westport Road, Louisville, Kentucky 40222, telephone (502) 425-7687. I am not a candidate, and I assert that this complaint is not filed at the request or suggestion of any candidate. I am a teacher in Jefferson County, Commonwealth of Kentucky, and am employed by the Commonwealth of Kentucky. I am a member of the Kentucky Education Association and have had money taken from my salary for the Kentucky Educators Public Affairs Council.

The Kentucky Educators Public Affairs Council is a state-wide political action committee of the Kentucky Education Association. It, in concert with Kentucky Education Association, has illegally collected and continues to illegally collect political dues from approximately 25,000 school teachers in Kentucky who are association members.

KEPAC was officially created in December of 1974 and since then has made political contributions to candidates at all levels, including local, state and federal candidates. In the March 31, 1977 edition of the KEA news, KEA announced that KEPAC and/or KEA had spent a total of \$8,150.00 for federal congressional candidates. In that same article KEA and/or KEPAC indicates that it has been active in presidential, vice-presidential and congressional elections.

KEPAC, by and through KEA, utilizes a device known as a negative check-off or reverse check-off to raise money for its political activity. Under such a provision, money is automatically deducted, without the express authorization of the teacher, unless the teacher writes to the KEA requesting that such a check-off not be undertaken and that any money obtained thereby be refunded. If the teacher does not take an affirmative act by a specified date to obtain a refund of the money, the money is forever lost.

KEPAC and the KEA have violated the Federal Election Campaign Act of 1971, as amended, in the following ways.

Violation 1 - The Federal Election Commission has ruled that the negative or reverse due check-off (Federal Regulations, Section 114.5(a)(1), promulgated April 13, 1977) is illegal. The negative check-off method of obtaining funds has been used by the KEA in KEPAC since 1975. It continues to use said method of raising funds today.

It should be noted that since the KEA has co-mingled its funds for state and federal contributions its entire fund must meet both state and federal regulations.

Violation 2 - It is my understanding that KEPAC is not registered as a political action committee with the Federal Election Commission. The Federal Election Campaign Act of 1971, as amended, 2 USC § 433, requires that each political action committee receiving contributions or making expenditures during the calendar year in aggregate amounts exceeding \$1000.00 shall file with the FEC a statement of organization within ten days from the date it has information which causes it to anticipate receiving contributions or making expenditures in excess of \$1000.00. KEPAC has made contributions clearly in excess of \$1000.00 but has failed to register as required by the law.

Violation 3 - Federal Election Campaign Act also requires that the treasurer of committees supporting candidates to federal office to file reports of receipts and expenditures with the Federal Election Commission. 2 USC § 434. As noted previously KEPAC and KEA have made numerous contributions to federal candidates (by its own admission contributions exceeding \$8000.00) but it has not filed the necessary reports of receipts and expenditures with the Federal Election Commission.

Violation 4 - Local boards of education provide KEPAC and KEA with a service by collecting the political funds for KEA and KEPAC. In so doing, the local boards of education give unreimbursed services to KEPAC and KEA by using the school offices, equipment and personnel to collect political dues via payroll deductions. These services are of value and constitute a contribution to KEPAC. To that extent, they are unreported contributions which are received from corporations all in violation of the Federal Election Campaign Act.

In summary, the Kentucky Education Association and KEPAC, without being registered with the Federal Election Commission, have contributed to federal candidates money that is being collected illegally. Similarly they receive contributions in the form of services which come from corporate entities for which no report or reimbursement is made.

80040200320

Since I and many of my associates do not believe that this method of raising political funds is free and voluntary and since we believe that many of the acts described herein violate the law, I request that the Federal Election Commission investigate KEA and KEPAC to determine whether their practices comply with the federal law and determine whether those sums of money which they have collected in violation of the federal law should not be refunded.

Sincerely,

Robert A. Roos

Robert A. Roos

RAR/da

STATE OF KENTUCKY)
COUNTY OF JEFFERSON)

There appeared before me on this the 19th day of June, 1978, one Robert A. Roos who swore that the information contained herein is true and correct to his best knowledge and belief and that the execution hereof is his free and voluntary act and deed.

Marion G. Bennett
NOTARY PUBLIC, STATE-AT-LARGE,
KENTUCKY

My Commission Expires:

October 11, 1981



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Treasurer
Kentucky Educators Public Affairs Council
101 West Walnut Street
Louisville, KY 40202

Re: MUR 639 (78)

Dear Sir:

This letter is to notify you that the Federal Election Commission has received a complaint against the Kentucky Educators Public Affairs Council which alleges certain violations of the Federal Election Campaign Act of 1971, as amended ("the Act"). We have numbered this matter MUR 639(78). A copy of the complaint is enclosed. The Commission has reason to believe that the matters alleged herein state violations of 2 U.S.C. §§ 433(a), 434, and 441b(b) (3) (A).

Under the Act, you have an opportunity to demonstrate that no action should be taken against you. Please submit any factual or legal materials which you believe are relevant to the Commission's analysis of this matter. Where appropriate, statements should be submitted under oath. In particular, I would appreciate it if you would address the following questions:

1. Describe the method(s) KEPAC used in school years 1976-77 and 1977-78 to solicit contributions from members of the Kentucky Educational Association, including copies of solicitation materials and all forms used, as well as any explanatory materials.
2. Explain in detail the collection procedure that is used by the union, including the involvement of the local boards of education, in collecting KEA dues and KEPAC contributions from KEA members. Specifically, trace the transmittal of dues and KEPAC monies through the local, state

and national levels.

3. Once KEA member payments are received by KEA, when and how are the KEPAC contributions determined, and in what type of account are they held until distribution to KEPAC?
4. How much of the amount each member contributes to KEPAC is designated for the local PACs and how does KEPAC distribute this amount among the local PACs? Are the funds for the local PACs held in the same account as the rest of KEPAC's funds, in one account for all local PAC funds, or in individual accounts for each local PAC? Which organization, KEPAC or the local PAC, manages this/these account(s)? How is the amount that each local PAC is presently entitled to determined? Does KEPAC make expenditures at the direction of the local PAC, or is the money sent to the local PAC, which then makes its own expenditures?
5. According to an article by E. J. Logan in the "KEA News", Vol 13, #25 (3/31/77), KEPAC spent \$8150 on congressional races in the 1976 elections. Indicate the amount of funds collected by KEPAC which were contributed by KEPAC and by Kentucky local PACs to federal candidates in the 1976 elections.

The Commission is under a duty to investigate this matter expeditiously; therefore, your response should be submitted within ten days after receipt of the notification. You will be sent copies or summaries of all correspondence received by the Commission from the complainant concerning this matter. If you have any questions, please contact Kenneth A. Gross (telephone number 202-523-4060), the attorney assigned to this case.

This matter will remain confidential in accordance with 2 U.S.C. § 437g(a)(3) unless you notify the Commission in writing that you wish the investigation to be made public.

100040200323

-3-

If you intend to be represented by counsel in this matter, please have such counsel notify us in writing.

Sincerely yours,

William C. Oldaker
General Counsel

180040200324



FEDERAL ELECTION COMMISSION

1325 K STREET N.W.
WASHINGTON, D.C. 20463

July 6, 1978

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

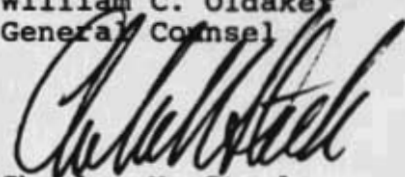
Robert A. Roos
8205 Old Wstprt. Rd.
Lsvll., KY. 40222

Dear Mr. Roos:

This is to acknowledge receipt of your complaint of July 3, 1978, alleging violations of the Federal Election Campaign Laws. A staff member has been assigned to analyze your allegations and a recommendation to the Federal Election Commission as to how this matter should be handled will be made shortly. You will be notified as soon as the Commission determines what action should be taken. For your information, we have attached a brief description of the Commission's preliminary procedures for the handling of complaints.

Sincerely yours,

William C. Oldaker
General Counsel


Charles N. Steele
Associate General Counsel

MOB 639
RECEIVED
FEDERAL ELECTION
COMMISSION

June 19, 1978

Federal Election Commission
Office of the General Council
1325 K Street, N.W.
Washington, D.C. 20643

'78 JUN 30 AM 9:28

804071

Dear Sir:

The purpose of this letter is to file with the Federal Election Commission an official complaint against a political action committee called the Kentucky Educators Public Affairs Council, headquartered at 101 W. Walnut Street, Louisville, Kentucky 40202.

My name is Robert A. Roos, and I reside at 8205 Old Westport Road, Louisville, Kentucky 40222, telephone (502) 425-7687. I am not a candidate, and I assert that this complaint is not filed at the request or suggestion of any candidate. I am a teacher in Jefferson County, Commonwealth of Kentucky, and am employed by the Commonwealth of Kentucky. I am a member of the Kentucky Education Association and have had money taken from my salary for the Kentucky Educators Public Affairs Council.

The Kentucky Educators Public Affairs Council is a state-wide political action committee of the Kentucky Education Association. It, in concert with Kentucky Education Association, has illegally collected and continues to illegally collect political dues from approximately 25,000 school teachers in Kentucky who are association members.

KEPAC was officially created in December of 1974 and since then has made political contributions to candidates at all levels, including local, state and federal candidates. In the March 31, 1977 edition of the KEA news, KEA announced that KEPAC and/or KEA had spent a total of \$8,150.00 for federal congressional candidates. In that same article KEA and/or KEPAC indicates that it has been active in presidential, vice-presidential and congressional elections.

KEPAC, by and through KEA, utilizes a device known as a negative check-off or reverse check-off to raise money for its political activity. Under such a provision, money is automatically deducted, without the express authorization of the teacher, unless the teacher writes to the KEA requesting that such a check-off not be undertaken and that any money obtained thereby be refunded. If the teacher does not take an affirmative act by a specified date to obtain a refund of the money, the money is forever lost.

90040200326

KEPAC and the KEA have violated the Federal Election Campaign Act of 1971, as amended, in the following ways.

Violation 1 - The Federal Election Commission has ruled that the negative or reverse due check-off (Federal Regulations, Section 114.5(a)(1), promulgated April 13, 1977) is illegal. The negative check-off method of obtaining funds has been used by the KEA in KEPAC since 1975. It continues to use said method of raising funds today.

It should be noted that since the KEA has co-mingled its funds for state and federal contributions its entire fund must meet both state and federal regulations.

Violation 2 - It is my understanding that KEPAC is not registered as a political action committee with the Federal Election Commission. The Federal Election Campaign Act of 1971, as amended, 2 USC § 433, requires that each political action committee receiving contributions or making expenditures during the calendar year in aggregate amounts exceeding \$1000.00 shall file with the FEC a statement of organization within ten days from the date it has information which causes it to anticipate receiving contributions or making expenditures in excess of \$1000.00. KEPAC has made contributions clearly in excess of \$1000.00 but has failed to register as required by the law.

Violation 3 - Federal Election Campaign Act also requires that the treasurer of committees supporting candidates to federal office to file reports of receipts and expenditures with the Federal Election Commission. 2 USC § 434. As noted previously KEPAC and KEA have made numerous contributions to federal candidates (by its own admission contributions exceeding \$8000.00) but it has not filed the necessary reports of receipts and expenditures with the Federal Election Commission.

Violation 4 - Local boards of education provide KEPAC and KEA with a service by collecting the political funds for KEA and KEPAC. In so doing, the local boards of education give unreimbursed services to KEPAC and KEA by using the school offices, equipment and personnel to collect political dues via payroll deductions. These services are of value and constitute a contribution to KEPAC. To that extent, they are unreported contributions which are received from corporations all in violation of the Federal Election Campaign Act.

In summary, the Kentucky Education Association and KEPAC, without being registered with the Federal Election Commission, have contributed to federal candidates money that is being collected illegally. Similarly they receive contributions in the form of services which come from corporate entities for which no report or reimbursement is made.

18000402200537277

Since I and many of my associates do not believe that this method of raising political funds is free and voluntary and since we believe that many of the acts described herein violate the law, I request that the Federal Election Commission investigate KEA and KEPAC to determine whether their practices comply with the federal law and determine whether those sums of money which they have collected in violation of the federal law should not be refunded.

Sincerely,

Robert A. Roos

Robert A. Roos

RAR/da

STATE OF KENTUCKY)
COUNTY OF JEFFERSON)

There appeared before me on this the 19th day of June, 1978, one Robert A. Roos who swore that the information contained herein is true and correct to his best knowledge and belief and that the execution hereof is his free and voluntary act and deed.

Heanne G. Bennett
NOTARY PUBLIC, STATE-AT-LARGE,
KENTUCKY

My Commission Expires:

October 11, 1981

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10040175299

30040200329

RECEIVED
FEDERAL ELECTION
COMMISSION



JUN 30 AM 9:20

Federal Election Commission
Office of the General Council
1325 K Street, N.W.
Washington, D.C. 20643



FEDERAL ELECTION COMMISSION

1125 K STREET N.W.
WASHINGTON, D.C. 20461

THIS IS THE BEGINNING OF MUR # 639

Date Filmed 7/1/80 Camera No. --- 2

Cameraman SPC

∴ Note Exhibits + Evidence
Following This PAGE

30017200330



FEDERAL ELECTION COMMISSION

1125 K STREET N.W.
WASHINGTON, D.C. 20463

THIS IS THE BEGINNING OF EXHIBITS & EVIDENCE

Mark 639

Date Filmed 7/1/80 Camera No. --- 2

Cameraman SPC

30740200337

KEA NEWS

Vol. XII, No. 2 September 18, 1975

The KEA NEWS is published weekly during the school year, except for Thanksgiving week and two weeks at Christmas, and monthly during the summer by the Kentucky Education Association. Address all communications to Dr. Gerald Jagers, Editor, 101 West Walnut Street, Louisville, Kentucky 40202. The telephone number is 502/582-2273, and the TWX number is 810 535-3341.

The KEA NEWS is the only regular official publication of the Association, and is designed to keep members and others informed about news events in the field of education which are of broad professional concern. All rights are reserved, but readers are welcome to quote from or reproduce any article on condition that they give the proper publication credit.

Second class postage has been paid at Louisville, Kentucky. The subscription rate to members is \$1.50 per year, and is included in the annual dues. The subscription rate to others is \$3.00 per year.

The KEA NEWS is Copyright 1975 by the Kentucky Education Association. The prior approval, indicated above, to quote from or duplicate any article is granted by the copyright holder in the interest of promoting the cause of education beyond the publication's regular readership.

The national advertising representative for the KEA NEWS is: State Education Publications, 131 South 31st Street, Kenilworth, New Jersey 07033. Their telephone number is 201/241-7200.

This symbol of KEA sponsorship can be used only with those programs which have been officially endorsed by the KEA Board of Directors in the name of the membership of the Kentucky Education Association.



Fourth District meets October 10

The Fourth District Education Association will hold its annual fall meeting on Friday, October 10, at the Elizabethtown High School. Arrangements for the program are being made by a planning committee under the chairmanship of Clara Druen, LaRue County.

The general theme will be related to the upcoming bicentennial celebration, with the main speaker scheduled to be Dr. Lynwood Montell, a folklore professor at Western Kentucky University. He will be assisted in his presentation by some student folk singers.

Also on the program will be the chorus from the Elizabethtown Community College, along with a number of luncheons planned by subject area groups.

THE TEACHING MERRY-GO-ROUND



"Here's my paper. By the way, I see where they may permit us students to evaluate the classroom performance of our teachers."

with the other ten scheduled for development in time for use in the 1976-77 school year.

Each module is concerned with a different content area of earth/space science organized in such a manner that it can "stand on its own," and they can be used in any sequence. The material resources include a television segment, student supplements, a student activities catalog, teacher guide materials, and cross references to all of the state-approved earth/space science textbooks.

The Universe and I television series, along with other aspects of the program, has three primary goals:

- To instill, within students, constructive attitudes concerning the methods and major concepts of earth/space science.
- To develop physical and mental skills necessary for scientific activity and thought.
- To develop the major concepts of earth/space science which support and extend constructive attitudes and skills of science.

The modules (units) are concerned with an introduction to earth/space science, material resources, energy resources,



KEA President Billye Pope talks to striking teachers in Ohio, indicating Kentucky support for their efforts.

KEPAC - NEA-PAC REFUND APPLICATION FORM

Name _____ Social Security No. _____

Address (Street) _____

City _____ State _____ Zip Code _____

Local Association _____

Please take my name off the list of contributors to KEPAC _____ NEA-PAC _____ and refund any money which already has been withheld from my salary.

Date _____ Signature _____

For refund, mail this form by January 1 to KEA Division of Special Services, 101 West Walnut Street, Louisville, Kentucky 40202.

✓
SEGAL, ISENBERG, SALES, STEWART, & NUTT

COUNSELORS AT LAW

THE THIRD FLOOR

M. E. TAYLOR BUILDING

FOURTH STREET BETWEEN LIBERTY & JEFFERSON

LOUISVILLE, KY. 40202

(502) 587-8885

HERBERT L. SEGAL
CHARLES R. ISENBERG
RAYMOND L. SALES
JOHN FRITH STEWART
GILBERT HALE NUTT

ROBERT L. GATLEY, JR.
ROBERT M. LINDSAY
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WILLIAM MOYER
806 STATE STREET
P. O. BOX 433
NEW ALBANY, IND. 47150
948-1195

ST. MATTHEWS, KY.
3618 LEXINGTON RD.
LOUISVILLE, KY. 40207
897-6064

OKOLONA, KY.
9411 MAPLE ROAD
LOUISVILLE, KY. 40228
948-7554

September 8, 1978

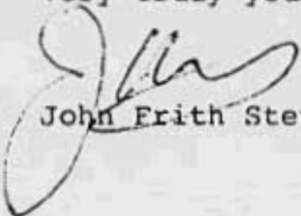
Hon. Ronald Gaffney
Kentucky Home Life Building
Louisville, Kentucky 40202

IN RE: K.E.P.A.C., et al. -v- Kentucky Registry
of Election Finance, et al.

Dear Ron:

Enclosed please find a copy of the KEPAC - NEA-PAC refund
application form which first appeared in the KEA News,
after the authorization of reverse dues check-off.

Very truly yours,


John Frith Stewart

JFS/mhl
Enclosure

3000102003304

LOUISVILLE, KY 40202

Index

2

I N D E X

Witness

Dir. Cr. Cr. cont.

Raymond C. Tackett

4 14 49

E X H I B I T S

- 1 -- Enrollment Form
- 2 -- Enrollment Card of Marty Craig
- 3 -- Bill for dues
- 4 -- Enrollment Forms
- 5 -- Pamphlet

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30041193306
300411900315

1 UNITED STATES DISTRICT COURT
2 WESTERN DISTRICT OF KENTUCKY
3 AT LOUISVILLE

4 KENTUCKY EDUCATORS PUBLIC)
5 AFFAIRS COUNCIL, ET AL.,)

6 PLAINTIFFS)

7 v.)

8 KENTUCKY REGISTRY OF ELECTION)
9 FINANCE, ET AL.,)

10 DEFENDANTS)

11 -and-)

12 ROBERT A. ROOS and)
13 MARTY CRAIG)

14 INTERVENORS)

15 DEPOSITION OF RAYMOND C. TACKETT

16 TAKEN BY THE INTERVENORS

17 Louisville, Kentucky

18 APPEARANCES:

19 John F. Stewart for the Plaintiffs.

20 Ronald L. Gaffney of the firm of
21 Barnett and Alagia for the
22 Intervenor.

23 Also Present: Merrill S. Schell of
24 the firm of Tarrant, Combs & Bullitt.
25

1 Tackett - dir.

4

2 The deposition of RAYMOND TACKETT taken
3 pursuant to notice at the offices of Barnett & Alagia
4 in the Kentucky Home Life Bldg. in Louisville,
5 Kentucky, on September , 1978, said deposition
6 being taken by agreement of the parties to be used
7 on behalf of the Intervenor pursuant to the
8 Kentucky Rules of Civil Procedure.

9

- - -

10 MR. GAFFNEY: Show on the
11 record that by agreement of the parties, Marie
12 Alagia, a person not admitted to the Bar, sat in
13 as an observer.

14

- - -

15 RAYMOND TACKETT,
16 the said witness, having been first duly sworn, was
17 examined and deposed as follows:

18

DIRECT EXAMINATION

19

By Mr. Gaffney:

20

Q

Would you state your name for
the record, please?

22

A

Raymond Tackett.

23

Q

And what is your home address,

24

Mr. Tackett?

25

A

23 Forest Drive, Jeffersonville,

Indiana.

80040200337

1 Tackett - dir.

5

2 Q Do you have a telephone there?

3 A Yes.

4 Q What is your telephone number?

5 A 282-1083.

6 Q And where are you employed?

7 A Kentucky Education Association.

8 Q And where is it located?

9 A 101 West Walnut Street,

10 Louisville, Kentucky.

11 Q Do you have a business
12 telephone there?

13 A Yes. 582-2273.

14 Q Mr. Tackett, I believe we
15 requested that you bring some documents with you.
16 Have you brought those?

17 A I think so.

18 (Documents shown to

19 Mr. Gaffney.)

20 Q Mr. Tackett, state your
21 position with KEA?

22 A My title is Director of Budget
23 and Financial Affairs.

24 Q And how long have you had that
25 title?

80040200318

1 Tackett - dir.

6

2 A October or November of '77.
3 I am not certain of the month.

4 Q And were you in the same
5 position prior to that?

6 A Different title. Director of
7 Special Services up to that point.

8 Q Are your duties primarily the
9 same under both of the titles?

10 A Well, there are some added
11 duties under the new title, yes.

12 Q As Director of Special Services,
13 what were your duties?

14 A Primarily it was the promotion
15 of insurance programs with KEA members, monitoring
16 them, promoting them, negotiating with the Insurance
17 companies for benefits.

18 Included with that was member-
19 ship records, billing and collecting dues.

20 Q And as Director of Budget and
21 Finance -- is that correct?

22 A Right.

23 Q -- what are your duties?

24 A That includes the accounting
25 operation for KEA.

1 Tackett - dir.

7

2 Q In your positions with the
3 KEA have you operated or monitored or been in charge
4 of what is called the APA System?

5 A Yes.

6 Q Could you briefly describe
7 what the APA System is?

8 A The APA stands for --

9 MR. STEWART: Let me note an
10 objection at this point in time in the record.
11 Mr. Tackett has already testified in this case and
12 the APA System has been fully explained in the
13 course of the court's proceedings in the open
14 hearing. I think it unnecessary to repeat this.

15 Q You may answer the question.

16 A Okay. APA stands for
17 Automatic Payroll Authorization. We start at the
18 beginning, I guess, by putting out the Involvement
19 Forms. Those are filled out, signed by members.

20 They are sent to us. We put
21 them into a computer. The computer prepares a
22 billing, which I think you have copies of there.
23 We send this billing to the Payroll offices in the
24 various school districts -- the District Payroll
25 Offices.

80040200310

1 Tackett - dir.

8

2 Then, what they do, they make
3 withholding from paychecks for dues and insurance
4 premiums, and etc., and forward them back to us and
5 we distribute the funds.

6 Q When did the APA System go into
7 effect, if you know?

8 A I wasn't there at the time,
9 but my understanding is, it was around 1968.

10 Q And has it undergone any
11 modifications since then -- the basic operation?

12 A No basic changes, no.

13 Q I don't know if you had these
14 figures available or not, but do you happen to know
15 how many members of KEA were on the APA System in
16 1973?

17 A Make a close guess.

18 Q Could you estimate?

19 A Around twenty-three, twenty-
20 four thousand.

21 Q And in 1974?

22 A Approximately the same.

23 Q '75?

24 A Approximately the same.

25 Q '76?

1 Tackett - dir.

9

2 A Approximately the same.

3 Q And '77?

4 A Approximately the same.

5 Q Are there members of the KEA
6 who are not on the APA System?

7 A Yes.

8 Q How do you obtain KEPAC dues
9 from members who are not on the APA System?

10 A Write personal checks.

11 Q And are the KEPAC dues included
12 in the dues payment for the KEA dues?

13 A No. They are separate.

14 Q They write a separate check
15 for you?

16 A No. Most of the time they will
17 issue one check. You are talking about, still, the
18 ones who write checks?

19 Q Yes.

20 A Okay. No. They usually
21 write one check, send it to the KEA's Collection
22 Department, the APA Department.

23 MR. STEWART: That's
24 presuming that those people are all contributors to
25 KEPAC?

1 Tackett - dir.

10

2 A Right. They don't all
3 contribute.

4 Q How many people are not on
5 the APA System?

6 A I made the estimate of how
7 many were on it. We had been running about \$27,000
8 until this year, and now it's around \$28,000.

9 Q So you have about four or five
10 thousand people?

11 A About four or five thousand
12 people.

13 Q Do you know, or do you have
14 available the number of people who are not on the
15 APA System, who are active subscribers to REPAC.

16 A I don't know.

17 Q Could you obtain that
18 information?

19 A Sure.

20 Q And would you do so and
21 provide that to your counsel so that he can provide
22 it to me?

23 A Sure.

24 Q Does KEA have a membership
25 provision or policy which is called a continuing

1 Tackett - dir.

11

2 membership?

3 A Yes.

4 Q And what is that -- if you'll
5 describe that for the court, please?

6 A The form -- can I see it? I
7 will read it to you.

8 Q Okay.

9 A It says "I hereby authorize
10 the payroll officer to deduct my professional dues,
11 KEPAC contributions and KEA insurance premiums in
12 eight equal deductions beginning with the third
13 month of school. Deduct the amount for dues as
14 officially determined by the Local Association KEA
15 Delegate Assembly and NEA Representative Assembly.
16 Deduct the amount for insurance (Minnesota Mutual
17 and Washington National) as authorized by me and
18 officially calculated by the KEA Special Services
19 Department in accordance with the attained age, rate,
20 and coverage schedule included in the master policies
21 issued to KEA. This authorization is to remain in
22 full force and effect, unless revoked by me in
23 writing to JCTA at end of the school year. No
24 cancellations will be accepted after October 1."

25 And they signed that statement.

YODER & COMMONS
COURT REPORTERS
LOUISVILLE, KENTUCKY

30040200314

1 Hackett - dir.

12

2 In effect it says that they will remain a member
3 until they notify us otherwise or leave their
4 position.

5 Q Has KEA always had a continuing
6 membership?

7 A Now you are going back before
8 my time. I think the APA System has instituted
9 continuous membership.

10 Q To your knowledge, then, the
11 continuing membership provision began around 1968?

12 A My memory tells me there was
13 probably one year where the continuous membership
14 wasn't there, wasn't part of it, but I am not certain
15 of that.

16 Q Before KEA went on the
17 continuing membership, did a member then have to
18 re-execute a new enrollment card each year?

19 A Yes. And I say that will lack
20 of full knowledge.

21 Q Could you check and find out
22 for sure when the continuing membership began --

23 A Sure.

24 Q -- and inform your counsel so
25 he can inform me?

1 Tackett - dir.

13

2 A Yes. Sure.

3 Q Do you know how many members
4 were continuing members of KEA in 1974?

5 A I have no figures with me,
6 no.

7 Q Could you get that information?

8 A Yes.

9 Q Provide that to your counsel,
10 so he can provide it to me?

11 A (Witness nods affirmatively.)

12 Q For the year 1975?

13 A Same answer would be true for
14 all years.

15 Q I'd like for you to get that
16 information for '74, '75, '76, and '77.

17 MR. STEWART: I object to
18 the question on the grounds that it's not relevant
19 to the issues here.

20 MR. GAFFNEY: Are you saying
21 that you will not provide this information?

22 MR. STEWART: This is the
23 witness you have called. I just say the information
24 is not relevant and does not belong in this case.

25 Q Mr. Tackett, will you provide'

1 Tackett - dir.

14

2 this information?

3 A. I will provide it to counsel.

4 Q. Now, members who are on the
5 continuing membership, then, do not re-authorize any
6 deductions each year, do they?

7 A. No.

8 Q. Whatever deductions they had
9 authorized continue unless they make some change,
10 right?

11 A. Yes.

12 MR. STEWART: In accordance
13 with the forms.

14 THE WITNESS: Yes.

15 Q. KEA also has, I believe, what's
16 called the unified membership?

17 A. Yes.

18 Q. And under the terms of the
19 unified membership, a member cannot belong to a
20 local association or to the KEA or to the NEA
21 unless he belongs to all three. Is that not
22 correct?

23 MR. STEWART: I object to the
24 question on the grounds it's irrelevant to the
25 issues in dispute in this case.

1 Tackett - dir.

15

2 A. There is a three-party
3 agreement. The unified agreement is a three-party
4 agreement, and all parties must have signed the
5 agreement before what you said is completely true.

6 Some of the local associations
7 have not signed that agreement, therefore they are
8 not part of that. They do not have to be local
9 association members in order to be KEA-NEA members,
10 and at the same time we don't have to be KEA and
11 NEA members to be members of the local association.

12 Most of the local members are,
13 however, as you describe.

14 Q. Is the Jefferson County
15 Teachers Association a member of this tri-party
16 agreement?

17 A. Yes, it is.

18 Q. When was this tri-party
19 agreement entered?

20 MR. STEWART: Objection to
21 this entire line of questioning; lack of relevancy.

22 A. I believe it was 1968.

23 Q. What was the purpose of going
24 to a unified membership?

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2 A. I will have to do some
3 research before I can give you a good answer on
4 that. At that time I was a teacher in high school,
5 and really -- .

6 Q. Were you a member of the KEA
7 at that time?

8 A. Yes, I was. At that time I
9 could have probably given you a good answer, too.

10 Q. Right now you don't know what
11 the purpose was?

12 A. Well, I know some purposes,
13 but I am not sure what's the purpose.

14 Q. Can you tell me what those
15 purposes were?

16 A. O.K. I think one of the
17 purposes was that NEA would have no problem with
18 membership -- they were having a problem, and this
19 was a way of increasing their membership.

20 Another one is that all
21 teachers do receive services from all three organi-
22 zations, and it was designed to see that each
23 member, if they received service, they pay their
24 share of the expenses toward this.

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2 Q The end result is that a
3 member has to pay all the dues and assessments of
4 all three associations, is that not correct?

5 A That's correct.

6 MR. STEWART: Well, now, let's
7 make that subject -- with my knowledge, subject to
8 the bylaws and regulations of the governing bodies
9 of these organizations, when you say "all", because
10 obviously there's been a considerable number of
11 statements in this case about KEPAC. It's a
12 voluntary organization, so obviously those people
13 who don't want to pay don't have to, and people
14 voluntarily elect to take the income protection
15 insurance, or life insurance -- they don't have to
16 pay that expense if they don't want to incur it.

17 MR. GAFFNEY: Is this an
18 objection, or --

19 MR. STEWART: I objected to
20 the entire line of questioning about the unified
21 membership and its operation, and I don't think that
22 the witness should be misled with several questions
23 in one.

24 Q Does the NEA, or did the NEA
25 to your knowledge, encourage KEA to obtain the APA

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2 System or the payroll deduction system?

3 A I haven't been in any direct
4 contact with NEA on this, but I think it's fair to
5 assume they encouraged it.

6 Q Does NEA encourage its local
7 organizations to obtain the payroll deduction?

8 A Oh, yes.

9 Q And do these organizations
10 do that because it is an easier means of collecting
11 dues and assessments from your members?

12 A The word "assessments" bothers
13 me. Collecting dues, yes.

14 Q You have a tripartite dues
15 structure, then, do you not?

16 A Yes.

17 Q How do you assess your KEA
18 dues?

19 A Will you explain the question?

20 Q How do you determine and
21 collect the KEA dues?

22 A How do we determine the
23 amount of the dues?

24 Q Yes.

25 A There's a formula of .555

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2 for the average teacher.

3 Q. How do you determine and
4 assess the NEA dues?

5 MR. STEWART: Don, you used
6 the work "assess". Are you talking about determine
7 the amount?

8 MR. GAFFNEY: I think that
9 when you establish dues for members, that that dues
10 can be adequately described as an assessment.

11 MR. STEWART: Well, I don't
12 accept the definition.

13 Q. Do you know what I am talking
14 about, Mr. Tackett?

15 A. The NEA dues are established
16 by the NEA Representative Assembly, through the
17 Constitutional process.

18 Q. Is it also a formula?

19 A. Not at the present time.

20 Q. What is the NEA dues?

21 A. Say that again, on that one.

22 It was established as a formula for the coming years.
23 It has already been established for the current
24 year. It's a flat amount.

25 Q. What is that amount?

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2 A \$30 this year.

3 Q And how are local dues
4 assessed?

5 A In various ways.

6 Q How is the Jefferson County
7 Teachers Association dues assessed?

8 MR. GAFFNEY: You continue to
9 use the word "assessment". I make a continuing
10 objection. You are talking about established --

11 THE WITNESS: Jefferson
12 County determines their dues by a formula based on
13 again, teachers' salaries.

14 Q Do you remember when the first
15 dues for KEPAC were assessed or collected, whatever
16 term you want to use, from the KEA members?

17 A I was there, I did it, but
18 exactly which year -- seems like this is the third
19 year of it, but I wouldn't want to make that sworn
20 statement.

21 Q Was it instituted at the same
22 time the KEPAC reverse checkoff was instituted?

23 A I think so, yes. Either that
24 or the KEPAC was first. It may be a year earlier,
25 I am not certain of that.

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2 Q Would you check on that and
3 advise counsel so he can advise me?

4 A I will.

5 Q Is KEA still utilizing the
6 reverse checkoff to obtain dues for NEA-PAC?

7 MR. STEWART: I object to the
8 question. It's irrelevant to the issues in this
9 case. I don't think it's a proper subject of
10 questioning.

11 A KEPAC is still collecting
12 NEA-PAC contributions, sure.

13 Q Is it doing so by a means of
14 a reverse checkoff?

15 A No.

16 Q When did it stop?

17 A Last fall.

18 Q Why did it stop?

19 A Advice of counsel.

20 Q Did he tell you that he felt
21 it might be illegal?

22 A I think a case had been filed
23 somewhere, and apparently he thought there might
24 be some repercussions from it.

25 Q Is KEA still obtaining dues

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2 for KEPAC by use of the reverse checkoff?

3 A Yes.

4 MR. STEWART: Again, that
5 question, as the record shows, the process was
6 stopped until after the temporary injunction was
7 obtained from the Court.

8 THE WITNESS: That's true.

9 Q But it is expected to
10 continue?

11 A Yes.

12 Q Mr. Tackett, do you contribute
13 to KEPAC?

14 A I have, yes.

15 Q Do you now?

16 A I don't know. You'd think I'd
17 know, wouldn't you? I think I did last year, yes.

18 Q Are you a member of the KEA?

19 A No.

20 Q Are employees prevented from
21 being members?

22 A They are eligible.

23 Q When you were a member of
24 KEPAC, would you agree that it was the goal of
25 KEPAC to influence teachers to make political

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2 contributions?

3 A. I think -- of course, I think
4 they had a goal to have teachers contribute to
5 KEPAC, yes.

6 Q. I have a here a copy of an
7 April 25th, 1974, KEA News which is, I believe, the
8 official publication of the KEA?

9 A. That's correct.

10 Q. In it there is an an article,
11 which I believe is by-lined by the President of the
12 KEA. I call your attention particularly to the
13 section called "Involvement In Political Action,"
14 in the last portion of that column.

15 Do you agree that for teachers
16 money talks in politics?

17 MR. STEWART: Let me object
18 and ask you what your question is. Are you asking
19 if he agrees with the entire article, the speech
20 that wasn't made by KEA, but by John Basham?

21 MR. GAFFNEY: I am asking him
22 if he agrees with Mr. Basham's statement that, for
23 teachers, money talks in politics.

24 A. Are you asking for my personal
25 opinion?

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2 Q Yes.

3 A I think that money talks in
4 politics, whoever is contributing.

5 Q You then agree with his
6 statement?

7 A Personally, yes.

8 Q KEPAC, I believe, was formed
9 in 1972, isn't that right?

10 A You keep asking me those dates
11 and I don't have them filed that way. That would
12 be close -- within a year, yes. Whether they were
13 formed the year before or the year after, I am not
14 certain.

15 Q Prior to the institution of
16 the reverse checkoff, would you agree that teachers
17 were not participating in KEPAC at a desired level?

18 MR. STEWART: Let me object
19 to that line of questioning unless this witness is
20 in a position to know the facts and has information.
21 I don't believe it's been established that this
22 witness is an officer or member of the Executive
23 Board of KEPAC, and what KEPAC's desires were, it
24 hasn't been established that this witness is or was
25 aware of their desires.

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2 Q Can you answer the question?

3 A I'd like to hear it again.

4 (Whereupon, the question
5 beginning at line 15 on page 24 was read by the
6 reporter.)

7 A I need to qualify who is
8 doing the desiring. Subjective answer. I'd say
9 no. I'd say they aren't now, either.

10 Q Did you work closely with the
11 Director of the Governmental Affairs of KEA
12 Mr. Barnes?

13 A Yes.

14 Q Did he ever express to you
15 any concern about the small number of teachers who
16 were participating in KEPAC prior to the institution
17 of the reverse checkoff?

18 A I am not certain whether he
19 did or not. See, I wasn't a member of the KEA staff
20 at that time.

21 Q When was it you became a
22 member of the KEA staff?

23 A Right after Thanksgiving, 1972.
24 I am not sure whether reverse dues came in just
25 before or just after that, either, so I think it

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2 would be safe to say that Mr. Barnes felt that we
3 needed more participation. If that's the gist of
4 the question.

5 Q Do you have available to you,
6 or can you tell from the records that you have
7 available to you the people who participated in
8 KEPAC and NEA-PAC before the institution of the
9 reverse checkoff?

10 A Yes. I have it available.

11 Q Do you have it by member?

12 A I am certain we have it, yes.

13 Q By year?

14 A Let me think now. Go back
15 to your first question again, the one I said I am
16 sure we have it.

17 Q I said, were records available
18 to you regarding teachers who participated in KEPAC
19 and NEA-PAC before the institution of the reverse
20 checkoff?

21 A I'd like to answer that
22 question again, because I am not certain that I know.
23 I am not certain whether all of it came through our
24 office or not. Some did, I am not certain all of
25 it did.

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2 Q. If that information is
3 available to you, would you provide your counsel
4 with the breakdown by years and numbers of the
5 persons who contributed to KEPAC and NEA-PAC?

6 MR. STEWART: Let me object
7 to the question on the grounds of lack of relevance.
8 It's the same basis stated in more detail in our
9 objection to the production of documents that have
10 been made previously on different occasions.

11 The issue is not an issue
12 that's in dispute before this Court, and is not a
13 matter which needs to clutter the record here. I
14 would object to any further questioning along this
15 line.

16 Q. Would you provide this
17 information?

18 A. You are asking for the number?

19 Q. Total number by year.

20 A. By year.

21 Q. And the total amount collected.

22 A. And the total amount collected
23 prior to -- ?

24 Q. The institution of the reverse
25 checkoff.

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2 A We can provide that information.
3 It will take a while.

4 MR. STEWART: Let me ask
5 counsel this question. What's the purpose of
6 having a breakdown by the number of years? The
7 record has already established the fact that prior
8 to the institution of the reverse checkoff system
9 there were X number of participants in KEPAC and
10 subsequent to that institution of the checkoff
11 system there were X+ number, which was substantially
12 greater than the prior participation. The number
13 having gradually grown over the period of the
14 preceeding years, having then grown substantially
15 with the option by the KEA Delegate Assembly of the
16 new type of checkoff system, what's the purpose of
17 having a breakdown by years?

18 MR. GAFFNEY: Well, it's going
19 to involve two years, I think -- or three -- since
20 the formation of KEPAC, and I'd like the information
21 for the record.

22 MR. STEWART: For what purpose?

23 MR. GAFFNEY: I think to show
24 the growth or lack of growth of participation on
25 a voluntary basis of KEPAC, and to show the

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2 effectiveness of the reverse checkoff as an
3 involuntary assessment.

4 MR. STEWART: Of course, we
5 don't accept the fact that it's involuntary. It
6 was publicized after having been voted on by the
7 governing body of the KEA.

8 Q Are KEPAC dues, which are
9 not collected under the NEA System channeled
10 through KEA?

11 A No.

12 Q They go directly to KEPAC?

13 A Yes.

14 Q Do you know, or do you have
15 available to you records which would indicate the
16 number of teachers who contributed to KEPAC, other
17 than by the reverse checkoff, in the following
18 years - 1975, 1976, and 1977?

19 MR. STEWART: What's that
20 question?

21 (Whereupon, the question
22 beginning at line 14, page 29 was read by the
23 reporter.)

24 MR. STEWART: Again, I think
25 this question is irrelevant to the claims made by

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2 the Intervenors here.

3 THE WITNESS: And I am not
4 certain whether I have the records or not.

5 Q. Would you check?

6 A. Yes.

7 Q. And if you do have this
8 information would you provide it to counsel, who
9 can provide it for me?

10 A. I may not have it for all
11 those years. I may have it for one.

12 Q. For any of those years, if
13 you have it, will you provide it?

14 A. Yes.

15 Q. Mr. Tackett, if you know,
16 are non-member teachers -- by "non-members," I
17 mean non-members of KEA -- in Jefferson County
18 required to pay any kind of fee either to the JCTA,
19 the KEA or to the NEA in order to pay her or his
20 fair share of the representation of JCTA?

21 A. No. Not to my knowledge,
22 anyway.

23 Q. How many persons who chose to
24 pay their membership through the APA system and who
25 were subject to the reverse checkoff, actually wrote

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2 in and requested refunds in the school year 1975-
3 1976?

4 MR. STEWART: Object to the
5 question on the grounds it's not relevant to the
6 Intervenor's claim here.

7 A Again, I will have to check
8 the records.

9 Q Would you also check for the
10 year 1976-1977, and for the year 1977-1978?

11 MR. GAFFNEY: Same objection.

12 A (The witness nods affirmatively.)

13 Q Would you provide that infor-
14 mation to counsel, who can then provide it to me?

15 A Yes.

16 Q Mr. Tackett, would you say
17 that the political goals of KEPAC are in tune with
18 the political goals of the KEA?

19 A I don't think I am qualified
20 to answer that question.

21 Q At the time that you were a
22 member of KEPAC, do you have an opinion as to
23 whether those goals were the same?

24 A I certainly hope so.

25 Q Are there members of KEPAC who

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2 are not members of KEA, to your knowledge?

3 A Yes.

4 Q How many?

5 A I'd have a hard time
6 determining that. I am not sure I could.

7 Q As much as five percent?

8 A I don't know. I don't know.

9 Q Could you find that information
10 out for me and provide it to me?

11 A Not from my records, no.

12 Q Who would know that kind of
13 information?

14 A KEPAC probably.

15 Q Mr. Barnes?

16 A I'd assume he would be the
17 best source. I am not certain that that particular
18 item is even checked anywhere.

19 Q At the hearing, which I think
20 you attended, on the preliminary injunction and also,
21 as I recall, at the registry here, these three
22 membership enrollment cards were introduced as
23 evidence as being the membership enrollment cards
24 that are being used by KEA. Is that true, to your
25 knowledge?

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2 (Shown to the witness.)

3 MR. STEWART: Are you asking
4 whether or not he introduced them or -- ?

5 MR. GAFFNEY: No.

6 Q Are those the three membership
7 enrollment cards?

8 A. These are copies of the form
9 for these applications, yes.

10 MR. STEWART: That's just one
11 page of the forms.

12 MR. GAFFNEY: I understand that
13 it may not be a complete document, but that
14 is the portion which is signed. There may be
15 attachments to it.

16 THE WITNESS: These have been
17 used in particular years. I am not sur which years.

18 MR. GAFFNEY: That's what I
19 wanted to ask you about.

20 Let's call this, for purposes
21 of the deposition, Exhibit 1.

22 (Copy of membership enrollment
23 application card was marked
24 Intervenor's Exhibit 1 for
25 identification.)

MR. STEWART: Make a note that
there may be attachments to these, that these may

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2 not be complete.

3 Q Mr. Tackett, I hand you a copy
4 of an Enrollment card, which we have identified
5 as Exhibit 1, and ask you if you have seen such a
6 document before.

7 (Shown to the witness.)

8 A Yes.

9 Q Do you know when this
10 document was used?

11 A (No response.)

12 Q Approximately. You don't
13 have to give me exact dates.

14 A It's an old form, I know that.
15 If I had to guess I would say it was somewhere
16 around 1971 or '2 or '3, somewhere along in there.

17 Q Teachers who signed this
18 document would still only have this document on file
19 as their payroll deduction authorization if they
20 were continuous members, wouldn't they?

21 A That's correct.

22 Q From your records can you tell
23 me how many teachers who are on the continuing
24 membership, or on any type of membership, are
25 acutally proceeding under the deduction authorizations

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2 that are designated on Exhibit 1?

3 MR. STEWART: Let me object
4 to the question. It's totally irrelevant to the
5 claims of the Intervenor in this case.

6 A I presume such information
7 could be found, yes.

8 Q Could you, of your own
9 personal knowledge, make a statement of how many
10 people would be continuing members under a
11 document such as this?

12 A It could be an erroneous
13 estimate, whatever it be.

14 Q I am not asking you to count
15 each and every document --

16 A That's what I was afraid you
17 were coming to.

18 Q -- in the file, but would you
19 give me an estimate based upon whatever information
20 you have available to you, short of counting each
21 and every document, of the number of teachers who
22 are enrolled in KEA under a document such as
23 Exhibit 1?

24 MR. STEWART: I would object
25 to the line of questioning -- make it a continuing

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2 objection. I think asking for an estimate based on
3 this information would be improper, and obviously,
4 from what the witness says, a wild guess and would
5 not be appropriate.

6 A The only way I could find
7 out would be to go to the documents, the active file,
8 because there's quite a turnover and I have no
9 idea as to who's turning over. I just see the
10 paper.

11 Q Would it be a fair estimate --
12 or would it be a fair assumption, let's put it that
13 way -- to assume that those teachers who are on
14 continuous membership prior to the date, or from
15 and since the date that this Exhibit was used, that
16 those teachers signed an enrollment card like or
17 similar to Exhibit 1?

18 A Would you state that again?
19 (Whereupon, the question
20 beginning at line 11, page 36 was read by the
21 reporter.)

22 Q Do you understand what the
23 question is asking?

24 A No.

25 Q All right. I believe

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2 previously you indicated that you are going to
3 provide for me the number of teachers who were
4 continuing members in KEA --

5 A (The Witness nods affirmatively.

6 Q -- let's say since 1973.

7 A Okay.

8 Q If, in fact these are the
9 enrollment cards that had been used by KEA, which
10 I believe is what the testimony is, would it not be
11 fair to assume that all teachers who were members
12 of KEA prior to or at the time this document went
13 into effect, would have only this type of an
14 enrollment card to authorize their deductions?

15 A If they signed this form
16 (indicating) and they have continued to be members,
17 that would be the form that is in our files, yes.

18 Q Is what you are telling me
19 that these are not the only membership cards that
20 KEA has utilized?

21 A Well, you have some other
22 examples over there, that are somewhat different.

23 Q All right. Okay. I am going
24 to ask about these, when these went into effect?

25 A This went -- just one from one
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2 particular year. Each year they change somewhat.

3 Q Any member, though, who
4 became a member of KEA prior to the formation of
5 KEPAC, who has been a continuing member, there
6 would be no chance that his enrollment authorization
7 would say anything about a KEPAC deduction, is that
8 not true?

9 A I wouldn't say there is no
10 chance, but I would say that it's -- there are
11 quite a few there that do not, yes.

12 Q By "quite a few," would you
13 venture a percentage guess?

14 A No.

15 Q Would you say it's substantial?

16 A I am not even sure we had a
17 substantial number of people with that particular
18 enrollment form. There are other documents which
19 are attached at times which it may or may not
20 include. Some members do re-enroll on occasion,
21 which is why I am a little hesitant to answer your
22 question either yes or no.

23 Q If a teacher has been a
24 continuing member of KEA since 1973?

25 A Okay.
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2 Q And you are going to provide
3 me the number of teachers who are continuing mem-
4 bers and who have been members since 1973. Unless
5 they have filled out a new enrollment card, there
6 would be no chance that the enrollment card under
7 which they are enrolled would have any reference to
8 KEPAC whatsoever, is that not correct?

9 A It's probable, yes.

10 Q Now, I want to ask you about a
11 document that you have produced for me that
12 we will identify as Exhibit 2.

13 (KEA Membership Enrollment Card,
14 Marty Craig, marked Intervenor's
Exhibit 2 for identification.)

15 Q This is a membership enroll-
16 ment card for KEA of one Marty Craig, one of the
17 intervenors in this action.

18 (Shown to the witness.)

19 Q Is that not correct?

20 A That's correct.

21 Q When did this particular
22 enrollment card come into effect, or when was it used,
23 to your knowledge?

24 A From all appearances it says
25 it would be the 1972-73 school year, membership year.

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2 year.

3 Q And is this what is termed the
4 affirmative or positive checkoff enrollment card
5 for KEPAC?

6 A Yes, it's the KEA membership
7 form -- enrollment form.

8 Q Is it not also the form where
9 the school teacher had the option of checking or
10 not checking to have KEPAC dues deducted?

11 A Yes, it is.

12 MR. GAFFNEY: Now, let's have
13 these marked as a group exhibit. It will be 3.

14 (Copies of bills sent to
15 Jefferson County School Board
16 for dues, KEPAC contributions
17 and insurance premiums was
18 marked Intevenor Exhibit 3 for
19 identification.)

20 Q Mr. Tackett, if you would,
21 would you identify for the record what Group
22 Exhibit 3 is?

23 (Shown to the Witness.)

24 A These are copies of bills that
25 we sent to the Jefferson County School Board for
dues, KEPAC contributions and insurance premiums.

Q And this is a computer

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2 printout?

3 A A copy of the computer
4 printout, yes. It's not the entire billing.

5 Q This is the document used for
6 APA deductions?

7 A Yes.

8 Q Just for purposes of the
9 record, do you know how many teachers -- can you
10 tell from your records how many teachers are on this
11 particular type of enrollment card?

12 A Not from memory, no.

13 Q Would it require you to count
14 each one to determine?

15 A Yes, it would.

16 Q Would you say that the number
17 of KEA members who are enrolled under the document
18 entitled, or identified as Exhibit 2, would be
19 substantially smaller than the number of teachers
20 who are enrolled under the document entitled or
21 identified Exhibit 1?

22 MR. STEWART: Again, object
23 to the question. The witness has stated he doesn't
24 know, and again it continues to be irrelevant to the
25 issues before the court.

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2 A These are both old documents.
3 I have no idea how much of either one of them is
4 left in the file. I know there are some.

5 MR. GAFFNEY: Let's go ahead
6 and get this one identified.

7 (A document was marked
8 Intervenors' Exhibit 4 for
identification.)

9 (Shown to the witness.)

10 Q Now, Mr. Tackett, could you
11 tell me, do you know when the enrollment form
12 identified as Exhibit 4 began being used by KEA?

13 A I should be able to, but
14 memory, when we get within a year or two -- it's
15 been within the last year or two, maybe four. I
16 presume that was the one that went into effect
17 about the time the new checkoff began.

18 Q About 1975 or '76?

19 A That particular one could
20 be '75-'76 or '76-'77. I am not certain. I'd have
21 to see some others parts of that document before I
22 could identify it correctly.

23 Q Would it be fair to assume
24 that those teachers who are continuing members of
25 KEA and have been continuing members of KEA since

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2 before 1975, would have signed enrollment
3 documents the same or similar to Exhibits 1 and 2?

4 MR. STEWART: I think you are
5 asking the same question you asked previously.

6 A I am not sure I know what the
7 question is asking.

8 Q If they have not signed
9 Exhibit 4, enrolled under Exhibit 4, is it safe to
10 assume that they are enrolled either under Exhibit 2
11 or Exhibit 1 or documents very similar thereto?

12 A That question gets down to --
13 let me put it this way, that if they became members
14 before this document went into effect, they signed
15 something else and these would be two examples of
16 something else.

17 Q Okay.

18 A I think that's the question
19 you are asking, isn't it?

20 Q Right. Would you provide me
21 a copy of any enrollment forms -- I don't mean those
22 that vary in small amounts, but those which have a
23 substantial difference between Exhibit 1 and Exhibit 2
24 I think we previously asked for those and we were
25 told that these were the documents.

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2 Okay, would you provide me
3 copies of these so I can take them back and see what
4 we have?

5 MR. STEWART: I'd be happy to.

6 THE WITNESS: I am assuming I
7 have them. I presented almost all of my supply to
8 one court or the other.

9 Q Can you also provide me with
10 the number of teachers who have enrolled as members
11 of KEA under the APA System, since Exhibit 4 went
12 into effect?

13 MR. STEWART: I would object
14 to the question. It's irrelevant, again, to the
15 issues that are involved in this litigation.

16 A Again, it's going back into
17 the files and counting. Yes, it can be done.

18 Q There is no way you can tell
19 by a new-member tally?

20 A No. We don't keep a
21 new-member tally.

22 Q Has the membership in KEA
23 changed substantially since 1975?

24 A 1975. The membership dropped
25 some -- decreased, let us put it that way -- each

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2 year until '76-'77, and there again I am not certain
3 whether it was an increase or a decrease. It was
4 virtually the same. This year it increased.

5 Q Has the membership of KEA
6 been very continuous, say '73 through '77?

7 A So far as members?

8 Q Yes.

9 A I can't tell what it was in
10 '73. We went from around 27 down -- no, went from
11 about 28,000 to 26-something between '75 and the
12 previous year. We went to 28,000, a little over,
13 this year. As far as the total number is concerned,
14 I can't provide those, the numbers.

15 Q I understand there are
16 in-and-outs?

17 A Lots of in-and-outs.

18 Q People formerly members drop
19 out and come back in?

20 A I think it's a fair statement
21 to assume we process a little over 4 to 5,000 new
22 enrollment forms each year.

23 Q Okay. Now, when you are doing
24 your APA deductions, how do you determine what
25 deductions to make. Do you have a billing form there?

1 Tackett - dir.

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2 One of those (indicating). Let's go across it.

3 (Shown to the witness.)

4 A The local dues are established
5 by the local association. They inform us how much
6 their total is. We divide it by 8, and that becomes
7 the monthly billing total.

8 District dues are established
9 by the KEA Constitution at two dollars a year,
10 twenty-five cents being one-eighth.

11 KEA dues are established by
12 the Delegate Assembly and in the bylaws, at a
13 formula which we mentioned a while ago. That's
14 one eighth.

15 NEA dues are established by
16 NEA's governing body, and that would be an annual
17 dues, and that is one-eighth. The KEPAC contribution:
18 are established by KEPAC and they ask us to collect
19 that for them, and that would be one-eighth of the
20 amount of the total, they ask us to collect.

21 The Washington National Income
22 Protection Insurance was established by the
23 insurance company, the amount of premium, and that
24 would be one-eighth of the total premium.

25 The KEA Life, Minnesota Mutual
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2 again, is an insurance premium which is established
3 by the insurance company, and that would be
4 one-eighth.

5 Q All right. Now, are the, for
6 instance, Kentucky Income Protection, KEA Protection,
7 Washington National Life -- apparently all teachers
8 do not choose to have that, is that correct?

9 A That's correct.

10 Q How do you determine which
11 ones to deduct it from and which ones not to deduct
12 it from?

13 A The application blank is on
14 the APA form. One copy of the APA form goes to the
15 insurance company, their underwriters. Whoever it
16 is that their company determines whether that person
17 is acceptable as an insurededee or not, and they
18 inform us and tell us the amount of premium.

19 Q So if the teacher wants it
20 he actually checks it off?

21 A Yes.

22 Q If he doesn't check it off
23 you don't deduct it?

24 A That's correct.

25 MR. STEWART: I have no further
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1 Tackett - dir.

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2 questions.

3 MR. STEWART: I would just say,
4 concerning the various exhibits that you asked for,
5 I object to the relevancy of those exhibits,
6 and that information you requested, I do object to
7 its relevancy, and I am not certain at this time
8 that I will provide it to you. I will notify you
9 when I have received it, and that position I would
10 take to the other various documents.

11 MR. GAFFNEY: Let the record
12 reflect that Mr. Tackett is a witness who has
13 advised us that he would provide this information
14 to counsel, and that as a witness, he has indicated
15 his willingness to provide this information.

16 MR. STEWART: I think the
17 record indicates the extent of his agreement. I am
18 just stating some of the material that was requested
19 is not relevant to these proceedings.

20 MR. GAFFNEY: I believe he is
21 still a witness; he is not a party.

22 MR. STEWART: As counsel for
23 the Plaintiff I still have a right to object to what
24 goes in the record.

2 MR. STEWART: I have got a
3 question for the witness, something I don't believe
4 that was in the record fully.

5 CROSS EXAMINATION

6 By Mr. Stewart:

7 Q. Mr. Tackett, do you know
8 personally the plaintiff, or the intervenor,
9 Mr. Roos?

10 A. Yes.

11 Q. Would you tell the Court where
12 you first gained an acquaintance with Mr. Roos?

13 A. Yes. I was a teacher at
14 Thomas Jefferson High School at the same time he
15 was, for two or three years.

16 Q. And in your official capacity
17 with Kentucky Education Association, did you have
18 any personal knowledge of Mr. Roos's participation
19 and becoming a member of KEA as well as a KEPAC
20 contributor?

21 A. Any particular time?

22 A. Yes. When he first became
23 a member.

24 A. O.K. Mr. Roos had not been
25 a member of KEA until -- there is a date on one of

1 Tackett - cross

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2 MR. STEWART: I don't believe
3 any of these are his.

4 Q According to the records I
5 believe it was November of 1976?

6 A Yes. November of '76. Okay.
7 At that time he came to my office -- not to my
8 office, he came to the KEA building and I did
9 discuss this with him, he wanted to become a member
10 at that time. That was just prior to the Jefferson
11 County teachers' strike, and it was late in the year
12 for our usual enrollment time, but he wanted to be
13 a member so I did get him a form. It did require
14 some back-payments of dues and contributions.

15 I sat down with him, calculated
16 the amount that he would be required -- that he
17 needed to pay the back-pay items -- and included
18 in that, it went item by item, so much for KEA,
19 so much for NEA, so much for KEPAC, so much for
20 local Association, and we calculated three months of
21 dues and contributions at that time.

22 Q Did you tell him that he had
23 to make the KEPAC contributions in order to be a
24 member of KEA, JCTA, NEA?

25 A No sir. He was advised that

1 Tackett - cross

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2 this was voluntary, and he wrote a check for \$45 and
3 something, some odd cents, and submitted that with
4 his application form.

5 Q At the time the application
6 form was signed by him, which was filled out, you
7 made a complete breakdown of each of the items showing
8 the ones that he had to pay as well as the ones that
9 were voluntary, is that right?

10 A Yes. Yes.

11 Q And if he determined that he
12 wanted to be a KEPAC contributor, if he determined
13 that he wanted various insurance programs, did he
14 make the appropriate payments in his total payment?

15 A Yes, he did.

16 Q Let me ask one other question.
17 Do you have any notes or anything where you wrote
18 all this down for him?

19 A No. Did it on a yellow pad
20 outside of my office.

21 Q This is just your best
22 recollection what happened?

23 A Yes.

24 Q How many years ago was that?

25 A November 1976.

1 Tackett - cross

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2 Q Do you usually go outside
3 and sign up members?

4 A No. Mr. Roos came to me
5 because he knew me.

6 Q How do you enroll teachers
7 in the field?

8 A These are usually done by
9 representatives in the buildings.

10 Q Do these representatives
11 receive pamphlets or anything which tells them what
12 to do?

13 A Yes.

14 Q Do you have a copy of that
15 pamphlet?

16 A I just happened to bring one.
17 (Shown to counsel.)

18 Q Is this the one that was in
19 effect as of August, 1977?

20 A August 1977.

21 Q It's got a date on the front
22 of August '77.

23 A I guess that's the one, yes.

24 Q Could I ask you if you could
25 go through your records and see if there is one for

1 Tackett - cross

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2 the year 1975 and the year 1976?

3 A That is the second one I
4 produced. The other one was two years prior.

5 Q There are no other documents
6 prior to that?

7 A I'd have to check and see what
8 was done before that.

9 Q Would you provide me with the
10 prior one, and if there are any prior to that I'd
11 like to have copies prior to 1973.

12 A Okay. I am not sure there are
13 such things.

14 Q Okay. Is this an extra copy?

15 A Yes.

16 MR. STEWART: Do you want to
17 introduce it?

18 MR. GAFFNEY: We might want to
19 label it.

20 THE WITNESS: These were all
21 sent to all the building representatives. This one
22 was.

23 Q How were the people advised
24 to enroll members beforehand?

25 A Local committees.
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1 Tackett - cross

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2 Q Word of mouth?

3 A Word of mouth.

4 Q So it would be very difficult
5 to ascertain whether each representative went into
6 the details that you went into?

7 A Very, very difficult.

8 Q And probably very doubtful?

9 A What they had in the newspapers.
10 such as information from leadership conference type
11 things. It's not all participating, you know. Each
12 local did it differently, sometimes.

13 MR. GAFFNEY: When you talk
14 about the newspapers you are talking about the
15 official KEA organization -- KEA News?

16 THE WITNESS: Right, it went
17 to every member.

18 MR. STEWART: I have no other
19 questions.

20 MR. SCHELL: No questions.

21 MR. GAFFNEY: Let me have
22 Exhibit 5 as part of his deposition.

23 (Exhibit 5 is offered in
24 evidence.)

25 Witness excused.

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1 STATE OF KENTUCKY

2 COUNTY OF JEFFERSON, Sct.,

3
4 I, Margaret L. Commons, Notary
5 Public within and for the State and County aforesaid,
6 do hereby certify that the foregoing is a true,
7 correct, and complete transcript of the deposition
8 of Raymond C. Tackett, taken at the time and place and
9 for the purpose set out in the caption hereof; that
10 the witness was duly sworn before giving his
11 deposition; that the deposition was taken down by me
12 in stenotypy and afterwards transcribed on a
13 typewriter under my direction; that the appearances
14 were as set out in the caption hereof and that no
15 request was made by counsel for any party that the
16 deposition be submitted to the witness for reading
17 and signature.

18 Given under my hand this the
19 25th day of September, 1978.

20 My commission expires November 18, 1979.

21
22 
23 Notary Public,
24 State of Kentucky
25

3

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF KENTUCKY
AT LOUISVILLE
CIVIL ACTION NO. C-77-0575L (A)

KENTUCKY EDUCATORS PUBLIC AFFAIRS COUNCIL,
et al

PLAINTIFFS

Vs

DEPOSITION FOR INTERVENERS

KENTUCKY REGISTRY OF ELECTION FINANCE, et al

DEFENDANTS

and

ROBERT A. ROOS

and

MARTY CRAIG

INTERVENERS

*** **

DEPONENT: LYNDLE BARNES

DATE: SEPTEMBER 6, 1978

INDEX ENCLOSED

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I N D E X

EXAMINATION RE-EXAMINATION

BY MR. GAFFNEY:

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BY MR. STEWART:

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(OFF THE RECORD REMARKS)

Q9 Mr. Barnes, are you also affiliated either by employment or by voluntary work with NEAPAC?

A No, I am not really affiliated with NEAPAC.

Q10 What is NEAPAC?

A It's a - -

MR. STEWART: (Interrupting) Let me object to the question on the grounds it's irrelevant to this litigation.

MR. GAFFNEY: You can answer.

A Well, really it's a separate organization at the National level to promote education and candidates who favor education.

Q11 Is it a political action arm of the NEAA?

A Yes.

Q12 Now, in the notice that we sent to you we ask that you bring some documents with you.

Have you brought any documents in compliance with this notice?

A Yes, I do have some documents.

Q13 Okay. Let me ask you this.

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1 We will take them in order and I think that will be
2 the easiest way.

3 Did you bring any and all KEA
4 or KEPAC documents which you have not previously
5 furnished which are in your possession and to which
6 you have access including but not limited to letters,
7 memoranda, minutes and interoffice communications and
8 similar documents relative to soliciting all collec-
9 ting political contributions from KEA members?

10 A That just about covers every-
11 thing you asked for. I brought a lot of documents,
12 counsel and I will have to confer I guess as to just
13 exactly what you want at this point.

14 Q14 Okay.

15 MR. STEWART: This is just off the
16 record.

17 (OFF THE RECORD REMARKS)

18 MR. STEWART: In regards to the documen-
19 ts that you referred to in your notice, we object to
20 the introduction of reference to any documents which
21 preceded November, 1976, the date of Mr. Roos'
22 involvement in KEA and KEPAC and it's not relevant
23 to the claim of the intervener, Roos, and in view of
24 the fact that the Intervener, Craig has not made a
25 request for refund and had testified in the trial

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EXAMINATION

BY MR. CAFFNEY:

Q1 Would you state your name for
the record, please?

A Lyndle Barnes.

Q2 And your address, Mr. Barnes?

A 3900 Rinehart Way.

Q3 And by whom are you employed,
Mr. Barnes?

A Kentucky Education Association.

Q4 In what capacity are you so
employed?

A Government Relations Specialist.

Q5 Are you also employed by the
Kentucky Educators Public Affairs Council?

A No.

Q6 Are you a member of that council?

A I am an advisor and treasurer,
secretary treasurer.

Q7 You are advisor and secretary
treasurer?

A Right.

Q8 So you are an officer of KEPAC?

A Yes.

MR. CAFFNEY: Let's go off the record.

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1
2
3 The deposition of LYNDLE BARNES, taken
4 on discovery, pursuant to notice, heretofore filed,
5 in the offices of Barnett and Alagia, 1700 Kentucky
6 Home Life Building, Louisville, Jefferson County,
7 Kentucky, on September 6, 1978, at 10:00 A.M., upon
8 oral examination, and to be used in accordance with
9 the Federal Rules of Civil Procedure.

10
11
12 *** **

13
14 A P P E A R A N C E S

15
16 For the Plaintiffs: Mr. John F. Stewart
17 For the Defendants: Mr. Stoart Prather
18 For the Interveners: Mr. Ronald L. Gaffney
19
20

21 *** **

22
23 LYNDLE BARNES, called on behalf of the
24 Interveners, having been first duly sworn, was examin-
25 ed and deposed as follows:

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1 of this action that he wasn't sure whether or not
2 he wanted a refund, consequently since this is not
3 a class action information sought prior to that
4 date I mentioned, it's not relevant and it's
5 immaterial to the issues in this case, and also
6 would object to any reference made to NEAPAC as it
7 also is not relevant, information requested related to
8 it is immaterial.

9 Q15 Are these additional documents?
10 A Some might be. We have given
11 so much, I am not real sure but-- -

12 Q16 (Interrupting) Okay. We also
13 requested that in the notice that you bring with
14 you any and all KEA and/or KEPAC documents not
15 previously furnished which are in your possession
16 or to which you have access communicating to the
17 general membership of KEA the fact that the KEA
18 delegate membership in 1975 would be asked to
19 consider resolution instituting a reverse political
20 dues check-off for KEPAC or NEAPAC.

21 Have you brought any such
22 documents with you?

23 A Yes.

24 MR. STEWART: Identify what that is.

25 A That is a copy of an article

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1 from the KEA News dated June 23rd, 1975.

2 MR. STEWART: Mr. Barnes, for the
3 purpose of identification that is the official voice
4 of KEA in the means of communication with each and
5 every KEA member and is distributed to each and
6 every KEA member, is that correct?

7 WITNESS: That is correct.

8 Q17 Mr. Barnes, other than this
9 one newspaper article which occurred January 23rd,
10 1975, were there additional documents or newspaper
11 articles or information of that type which was sent to
12 the general membership of KEA explaining to them
13 that the KEA delegate assembly would be asked to
14 consider a resolution instituting a reverse political
15 dues check-off?

16 A Meetings were held all over
17 the district by the state KEPAC representatives to
18 discuss this with teachers throughout the state and
19 a hearing was held.

20 Q18 Are - - in February of - -

21 A (Interrupting) Whenever, in the
22 - - February 14th at 8:00 P.M. which was carried
23 in this newspaper to all members.

24 Anyone that wished to come and
25 speak or get information was notified that this was

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1 available to them.

2 Q19 This was the meeting that was
3 held at the KEA delegate assembly?

4 A Yes.

5 Q20 Was that a special meeting of
6 the delegate assembly?

7 A Yes.

8 Q21 That was not a regular meet-
9 ing, that is not a regularly scheduled time for the
10 KEA delegate assembly to meet, is it?

11 A No, that was a special meeting.

12 Q22 How many people attended this
13 special KEA delegate assembly, if you know?

14 MR. STEWART: Let the record show,
15 because the documents haven't been introduced that
16 that was just to have the input, an opportunity
17 for additional input which was - - notice was given
18 in the other documents as well which have been
19 furnished to you previously, as well as this morn-
20 ing notifying the members of the KEA delegate
21 assembly that that open hearing would occur, and
22 this was not the meeting at which it was voted upon
23 and stated that it would be taken up as an item of
24 business at the regular April meeting.

25 Q23 My question is this, Mr.

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1 Barnes.

2 Is this the document, or is
3 this the article which went to the general member-
4 ship communicating to the general membership, in
5 other words, people who were not delegates to the
6 delegate assembly, or who were not organizers or
7 whatever for KEA, is this the communication which was
8 sent to the general membership telling them that
9 a reverse dues check-off resolution would be placed
10 before the KEA delegate assembly at some time in
11 April, I believe?

12 A Yes, that is what the original
13 document that went to KEA members.

14 However we also sent documents
15 to all the delegates informing them of it, so if
16 they wished to talk to their people they represented,
17 why they would have an opportunity to do so prior
18 to the meeting, give them any instructions that they
19 might choose to give them.

20 Q24 Okay.

21 Also in the notice we asked
22 for any and all KEA and/or KEPAC documents, not
23 previously furnished relative to instructions for
24 the solicitation, collection and/or refund
25 of political contributions from KEA members which were

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1 provided to KEA or KEPAC field representatives and/or
2 local association representatives or building represe-
3 tatives.

4 Did you bring any documents
5 with you relative to that request?

6 MR. STEART: I believe for the record
7 that that is included in number - -

8 MR. GAFFNEY: One A?

9 MR. STEWART: (Continuing) One, in
10 addition to what has already been furnished if those
11 have not been furnished.

12 Q25 To your knowledge, Mr. Barnes,
13 are there any additional documents other than those
14 which you have already produced which relate to
15 instructions for the solicitation, and collection,
16 and/or refund of political contributions from the
17 KEA members which were provided to your field
18 people?

19 A No, I don't know of any more.

20 MR. STEWART: Let me see what you
21 have there.

22 MR. GAFFNEY: (Handing document to
23 Mr. Stewart).

24 MR. STEWART: Do you have some other
25 KEA news articles?

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1 WITNESS: This article in the KEA
2 news dated April 24th, 1975 which explains the
3 delegates action and informs the members of ways
4 to not contribute if they do not wish to.

5 Q26 Are there any documents which
6 precede this 1975 date which provide your field
7 people with instructions for solicitation, collec-
8 tion and/or refund of political contributions?

9 MR. STEWART: I believe that has already
10 been furnished previously as well as what is in those
11 other documents that you were handed earlier.

12 Q27 Okay. We also asked Mr.
13 Barnes that you bring - - produce any and all KEA
14 or KEPAC documents not previously produced in your
15 possession or to which you have access relating to
16 KEPAC's member recruitment for the years 1972 thru
17 1978, and copies of any and all documents required
18 to be executed for membership in KEPAC during that
19 same period.

20 Have you produced any addition-
21 al documents pursuant to that request?

22 MR. STEWART: Okay.

23 Note for the record our
24 objection to any of those for the period prior to the
25 fall of 1976, although they have been produced and

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1 are being produced for some periods prior to that,
2 we do object as being irrelevant and immaterial
3 to the claim of the Interveners.

4 You might identify those - -
5 this - - all these have been produced or seen
6 previously.

7 A I believe I presented all the
8 information you requested relative to promotion,
9 execution of the membership form.

10 These are copies now I am
11 presenting to you are of membership forms which were
12 used at various years in the promotion sign-up for
13 KEPAC.

14 Q28 Is the date that is written
15 in the upper corner the year or approximate year that
16 the forms were in use?

17 A Yes.

18 Q29 Okay. We also asked that
19 you produce copies of all KEA or KEPAC documents,
20 not previously furnished, in your possession or
21 to which you have access relative to contribution
22 drives for KEPAC during the period 1974 and 1975.

23 Have you brought any documents
24 relative to that request?

25 A I believe they are - -

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1 MR. STEWART: (Interrupting) Yes.
2 Q30 They have already been pro-
3 duced?

4 A They have been presented.

5 Q31 Okay. We also asked for any
6 and all KEA or KEPAC documents, not previously
7 furnished, in your possession or to which you have
8 access, which would provide information relative
9 to the number of KEA members who elected to make
10 KEPAC contributions through the automatic payroll
11 authorization deduction system during the years
12 1972 through 1975.

13 Have you produced any such
14 documents?

15 MR. STEWART: I don't believe so,
16 I think that goes beyond the period of relevancy
17 to the claim of the Interveners and I'm not sure
18 really specifically what you are asking for as far
19 as document is concerned, and that - -

20 MR. GAFFNEY: (Interrupting) All
21 we are asking for is information which would
22 identify or disclose the number of KEA members who
23 elected to make their KEPAC contributions through
24 the APA during the years 1972 through 1975.

25 MR. STEWART: Okay. Well, I object

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1 to the question as being irrelevant to the claim of
2 the Interveners.

3 MR. GAFFNEY: You are not going to
4 provide that information?

5 MR. STEWART: No.

6 MR. GAFFNEY: Okay. Certify that one
7 to the Court and ask the Court to direct that that
8 information be provided in that it's relevant and
9 discoverable on the grounds that the number of
10 persons who choose to voluntarily sign up to make
11 KEPAC contributions through the automatic payroll
12 authorization deduction reflects on the question or
13 whether or not in fact the reverse dues check-off
14 constitutes an assessment or an otherwise involun-
15 tary contribution in that statistical evidence
16 is of relevance in formulating such proof.

17 MR. STEWART: Doesn't relate to the
18 claim of the Interveners.

19 Q32 Now, Mr. Barnes, KEPAC was
20 initially set up in 1972, is that correct?

21 A Yes.

22 Q33 And it was established by the
23 KEA as its political action arm?

24 A It was established by a
25 group of teachers I guess who were interested in

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1 political action.

2 Q34 And were all of those teachers
3 who initially established KEPAC, were they KEA
4 members?

5 A I am not positive, but I
6 presume most of them were.

7 Q35 And were not a good number
8 of those teachers officers in some way involved in
9 the leadership of KEA ?

10 A Not all of them, one or two
11 of them may have been.

12 Q36 Okay. Is it not true that
13 KEPAC is described as being the political action
14 arm of KEA?

15 A It's the political action arm
16 of the profession.

17 Q37 Are you saying that KEA is
18 synonymous with the teaching profession?

19 MR. STEWART: I don't think that is
20 what the witness has stated.

21 MR. GAFFNEY: Well, I'm asking him.

22 Q38 Is or does KEA describe KEPAC
23 or does KEPAC describe itself as being the political
24 action arm of the KEA?

25 A It's a political action arm of

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1 the profession, I suppose we are about eighty-
2 five percent of the educating profession and
3 in the membership of KEA.

4 Q39 Mr. Barnes, isn't it true
5 that KEPAC was established because KEA was prohibi-
6 tive of a corporation from undertaking political
7 activity?

8 A Yes, I think that is one
9 of the main reasons.

10 Q40 And I ask you again, isn't
11 it true that KEPAC was established as the
12 political action arm of KEA?

13 A It's hard to say it's solely
14 political action arm of KEA because educators
15 who are not KEA members may be contributors to
16 KEPAC.

17 Q41 Isn't it true that KEA
18 and even the NEA has stressed in the past the need
19 for teachers to find a mechanism whereby they can
20 channel their political activity?

21 A Yes.

22 Q42 And isn't it precisely for
23 that reason that the KEA acts as the collecting
24 agent for KEPAC and NEAPAC?

25 MR. STEWART: I object to the question

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1 relating to NEAPAC being irrelevant and immaterial
2 to the litigation.

3 MR. GAFFNEY: You can answer the ques-
4 tion.

5 MR. STEWART: I just instruct him to
6 answer it only in regards to what he knows about
7 KEPAC?

8 A Yes, that is a sufficient way
9 of serving the membership in collecting contribu-
10 tions for political activity.

11 Q43 I want to ask you if you
12 can identify these documents which have previously
13 been produced by your counsel in compliance with
14 request for documents, and which has been identified
15 as being the minutes of the KEA delegate assembly for
16 April 16, April 17, 1975 as they relate to the
17 adoption of the reverse check-off? and see if you
18 are familiar with those documents?

19 A Yes, I recognize these documents

20 Q44 Mr. Barnes, before we go on,
21 I want to go back and ask you initially if KEPAC
22 was not established by KEA, and I believe that you
23 told me that it was not.

24 Just glancing at some of the
25 documents that you produced today, I notice on

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1 a pamphlet which bears the name Kentucky Educators
2 Public Affairs Council, and then it's styled question
3 and answers and on the inside of that flier it says
4 the KEA delegate assembly passed a resolution in
5 April of 1972 calling for a political action group
6 for educators, this organization with provide an oppor-
7 tunity for educators to get involved in political
8 processes in a more meaningful way to promote the
9 cause of education.

10 The following are a series of
11 question and answers designed to give you information
12 on KEPAC.

13 Was not KEPAC established as
14 a direct result of this resolution passed by the
15 KEA delegate assembly in April of 1972?

16 A Well, the delegates can take
17 positions or call for anything they choose to call
18 for.

19 It's free for anyone to make
20 a resolution or establishment of what not, but they
21 did encourage the establishment of a political action
22 arm.

23 Q45 In fact, they passed a resolu-
24 tion I believe it says.

25 A Calls for the establishment

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1 of it, yes.

2 Q46 Was not KEPAC set up as a
3 direct result of that resolution?

4 A There have been educators in-
5 volved in various ways in political activity prior
6 to that time that were quite interested in keeping
7 it going that work with lay citizens and so forth
8 and many of them were also pushing for the estab-
9 lishment of such a political action committee.

10 Q47 Well then, are you saying, just
11 answer me yes or no, that KEPAC was established
12 as a result of this resolution which calls for the
13 establishment of a political action group for educa-
14 tors?

15 A I think it was established
16 because of that resolution and because of other
17 actions and then ongoing, within the profession.

18 Q48 By this act, by the passing
19 of this resolution in April of '72, the KEA
20 delegate assembly in fact calls for the establish-
21 ment of KEPAC or eventually what was KEPAC, is that
22 not true?

23 MR. STEWART: I don't think the witness
24 has answered the question that way previously, I
25 think he told you apparently to the best of his

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1 knowledge the input that various people have - -

2 MR. GAFFNEY: (Interrupting) Could you
3 answer my question?

4 WITNESS: Would you repeat the ques-
5 tion.

6 MR. GAFFNEY: Could you read the ques-
7 tion back to him please?

8 REPORTER: (Reading orally)
9 "Question 48: By this
10 act, by the passing of
11 this resolution in April
12 of '72, the KEA dele-
13 gate assembly in fact calls
14 for the establishment of
15 KEPAC or eventually what
16 was KEPAC, is that not
17 true?"

18 A Well, they called for the
19 establishment of a political arm which later happen-
20 ed, but I don't know that it was completely as a
21 result of this resolution.

22 It was the result of other
23 things as well, other teachers who were not maybe
24 in the delegate assembly who wanted to establish
25 one.

Q49 But by passing this resolu-
tion, the delegate assembly which is, as I understand
it, the governing body of KEA did direct that a

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1 political action committee be formed, is that not
2 correct?

3 A I don't believe it's a direc-
4 tive that one be formed, rather an expression that
5 they would like to see one formed.

6 Q50 Were there any steps taken
7 after the passing of this resolution to establish
8 a political action arm for KEA members?

9 A There is a group of people
10 that got together after - - maybe before or after
11 this and started working on formation of a political
12 action arm.

13 Q51 Okay. Now, in the - - first,
14 let's for purposes of the record the documents that
15 we have been referring to, let's mark it as exhibit
16 one and it will be one and one A, it has a flier
17 attached to it, and I would like - - I would ask
18 was the description which I previously read into
19 the record an accurate identification of this
20 document, Mr. Barnes?

21 A Yes.

22 MR. STEWART: Okay. I don't think
23 necessarily the flier attached to it was attached
24 originally.

25 WITNESS: No.

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1 MR. GAFFNEY: I think for a matter of
2 convenience let's leave them together and mark
3 this one and one A of Barnes deposition.

4 (Whereupon Exhibit One and
5 One A were duly received,
6 marked, and made a part
7 of the record herein,)

8 Q52 I believe you reviewed a
9 document for me which is actually four separate
10 pages which we previously identified as being the
11 minutes from the KEA delegate assembly from April
12 16 and 17, 1975, as those minutes relate to KEPAC,
13 and I want to read you a paragraph from that and
14 ask you if this accurately portrays your under-
15 standing of part of the reason at least that
16 KEPAC was formed.

17 It states that KEA recognizes
18 that it as a corporation cannot become involved
19 in activities that could be construed as lend-
20 ing direct or indirect support to a candidate for
21 political office or to campaign funds, therefore
22 political activities of KEA members should be
23 channeled through independent agencies such as
24 KEPAC and NEAPAC.

25 As you understand it, was this

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1 part of the reason then that KEPAC was established
2 because KEA could not undertake some of the activi-
3 ties?

4 A Many of the teachers throughout
5 the state were concerned that KEA was not involved
6 in political activities such as helping candidates
7 and so forth.

8 So a lot of this information
9 was to explain to them that KEA was a corporation,
10 and KEA could not give things of value to a political
11 candidate because it's prohibited by law.

12 So a lot of this was explana-
13 tion in order that the delegates would go back and
14 explain this to the teachers and satisfy them if
15 they wanted to participate that there had to be
16 another vehicle set up that would be legal and the
17 delegates in passing their resolution said that one
18 should be set up but that it should be legal, what-
19 ever was established.

20 Q53 Okay. Now, I believe you stated
21 today that membership of KEPAC is not totally made
22 up of persons who are also members of KEA.

23 Isn't it true that the over-
24 whelming majority of KEPAC members are also KEA
25 members?

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1 A We call them contributors to
2 KEPAC, they are not - - KEPAC is not a membership
3 organization, but a large percentage of KEA members
4 are contributors to KEPAC.

5 Q54 Do you know offhand, and you
6 can give me your best estimate, what percentage of
7 the KEPAC contributors are KEA members?

8 A Today?

9 Q55 Yes.

10 MR. STEWART: Let me just object
11 to the question as being irrelevant and immaterial.

12 A It would be just a guess because
13 I don't know the exact percentage.

14 Q56 Could you give me a guess
15 then ?

16 A I would rather not.

17 Q57 Would you agree that it
18 would be an overwhelming majority?

19 A It would have been over
20 fifty percent I would say.

21 Q58 Well, over fifty?

22 A Yes.

23 Q59 Isn't it also true that
24 beginning in 1975 when the reverse check-off went
25 into effect that the overwhelming majority of KEPAC

1 contributors were KEA members who were on the APA
2 system.

3 MR. STEWART: Let me object to the
4 question again as not being relevant to the claim
5 of the Interveners here.

6 Interveners have a very
7 limited interest and you are going back to questions
8 I have stated objections previously in which the
9 Court has already ruled on regarding the limited
10 scope of the interest of the interveners and it's
11 a question relating to a period of time prior to
12 November of 1976.

13 We object to the question
14 and I will instruct the witness not to answer.

15 Q60 Mr. Barnes, I asked you to
16 look at this document which has been previously
17 produced pursuant to a request for documents
18 styled at the top minutes state KEAPAC committee
19 March 5th, 1977. See if you are familiar with
20 those documents.

21 I call your attention to a
22 report that you apparently gave at this meeting
23 which indicates that and I "Mr. Barnes further
24 stated that there are twenty-two thousand two
25 hundred seventy-nine contributors on APA and that

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1 four hundred ninety contributors paid cash."

2 Now, I ask you are these twenty-
3 two thousand two hundred seventy-nine contributors
4 who are on the APA, they are KEA members, are they
5 not?

6 A I am not positive that all of
7 them are KEA members.

8 I would say most of them are
9 KEA members.

10 Q61 Okay. Doesn't that indicate
11 to you that the overwhelming majority of contributors
12 who contribute to KEPAC are KEA members who are
13 on the APA system?

14 A Yes, that was true at that
15 time.

16 Q62 And has that been true most
17 of the time?

18 A Since we started the - -

19 Q63 (Interrupting) Reverse - -

20 A (Continuing) Reverse check-
21 off?

22 I suppose it would have been
23 true, yes, that is a general way of people - -
24 for people to pay in small amounts.

25 It's an efficient way of

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1 making their contributions.

2 Q64 Now, it states that four hundred
3 ninety contributors paid cash.

4 Would it be fair to say that
5 most of that four hundred ninety contributors are also
6 KEA members?

7 A Without looking up the records,
8 you know, I wouldn't know really.

9 Q65 Okay. Mr. Barnes, KEA would
10 have no authority to automatically deduct contributions
11 for KEPAC from persons who are not members of KEA
12 would it?

13 MR. STEWART: KEA doesn't do any
14 deducting at all.

15 MR. GAFFNEY: It designates what is to
16 be deducted from its members' salaries.

17 MR. STEWART: Though through the
18 actions of its members, what are you really asking,
19 Ron?

20 MR. GAFFNEY: I am trying to figure
21 out how a person could be a - - on the AFA and a
22 contributor who is not a KEA member?

23 A Well, that is - - the law per-
24 mits boards of education or really requires them
25 or teachers requested to make deductions and someone

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1 at the local level can request it and their name
2 be put on and deductions would be made.

3 Q66 But the teacher would have
4 to request it?

5 A Yes, if they weren't a KEA
6 member, probably they wouldn't be on the billing that
7 we would send out unless we got a form from them
8 requesting that their names be put on there which
9 could happen and does happen.

10 Q67 You say that does happen?

11 A Yes, I can't give you any
12 specifics on that either. I would say there
13 wouldn't be overwhelming numbers that would do it.

14 Q68 Probably less than a hundred?

15 A I wouldn't know what number.

16 Q69 Okay. Now, the - - what does
17 the state KEPAC committee do, what is its function?

18 MR. STEWART: Are you talking about
19 presently or prior to the registration decision?

20 MR. GAFFNEY: Let's start with the
21 present time.

22 MR. STEWART: Let me object to the ques-
23 tion and the line of questions on the ground of lack
24 of relevancy to the claims being made here.

25 I believe neither Mr.

1 Craig nor Mr. Roos are contributors any more, and
2 consequently they don't have an interest in the
3 action.

4 They are not members of a class
5 prosecuting this action.

6 Q70 Does the State KEPAC Committee,
7 is it the governing body of KEPAC?

8 A Yes.

9 MR. STEWART: That is of the State
10 KEPAC you're talking about?

11 MR. GAFFNEY: Yes, State KEPAC Committee

12 Q71 And are the governing documents
13 for KEPAC the documents which have been produced and
14 they are entitled Guidelines for the Operation of
15 Kentucky Educators Public Affairs Council, there are
16 three sets of documents that were produced apparently
17 reflecting the guidelines which were in operation
18 at various times throughout the existence of KEPAC.

19 MR. STEWART: Note my objection to
20 this entire line of questioning, it's irrelevant
21 and immaterial.

22 A Yes, they look like the
23 guidelines.

24 Q72 Now, - -

25 A (Interrupting) Without reading

1 them, they appear to be.

2 Q73 Now, recently counsel advised
3 the Court that it was merely a coincidence that
4 Mr. Harvey who is or at least it was at the
5 commencement of this action the president of
6 KEA that it was merely a coincidence that he was
7 a member of KEPAC.

8 Isn't it a fact that the
9 Guidelines for the Operation of the Kentucky
10 Educators Public Affairs Council specifically
11 designates that the president of the KEA will also
12 be a member of the State KEPAC Committee?

13 A Yes, that is right.

14 Q74 And is that not to provide
15 some continuity of leadership between the activities
16 of KEA and KEPAC ?

17 A No, I don't know that it's
18 to provide continuity of leadership, but the
19 framers of the KEPAC guidelines felt that it
20 should have people of this caliber on the committee.

21 Q75 Of this caliber, you mean
22 persons who hold high offices in KEA?

23 A Yes, I guess so.

24 Q76 Was it also a purpose having
25 these officials of KEA coincidentally serve as

1 officials of KEPAC to be sure that KEA and KEPAC
2 were following similar lines of influence in the
3 political sphere?

4 A The makeup of the committee
5 as you know is fifteen members, two of which are
6 within the leadership in KEA and the other thirteen
7 are not, so there are two against thirteen.

8 Q77 Okay.

9 A (Continuing) But - - that is
10 all.

11 Q78 There are other officials other
12 than the president of KEA who acts as a member of
13 the State KEPAC Committee, is that not correct?

14 A As a member of the committee?

15 Q79 Uh-huh.

16 A I don't know of any.

17 Q80 Well - -

18 A (Interrupting) Unless they just
19 happen to be elected at the - -

20 Q81 (Interrupting) Let me ask you
21 to look at the guidelines and it says that Kentucky
22 KEPAC Committee shall be composed of the following:

23 A, then it states the KEA
24 president, KEA present elect, KEA executive secre-
25 tary will be asked to serve as a consultant to the

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1 committee in an advisory capacity only, and the
2 KEA staff person in charge of governmental relations
3 will be asked to serve as secretary treasurer as
4 consultant to the committee, and then it goes on and
5 specifies that you will be a nonvoting person, but
6 you are a member of that committee, are you not?

7 A I am an adviser of that comm-
8 ittee. I am not a voting member and neither is the
9 executive secretary of KEA a voting member.

10 Q82 Is it merely a coincidence
11 the fact that you are director of governmental
12 relations for KEA and that you are also the secretary
13 and treasurer of KEPAC?

14 A The framers of KEPAC felt
15 they should have some knowledgeable person about
16 government relations, about government functions
17 as advisers to the committee, and that is I think
18 why they stressed that office, whoever may hold
19 it would be an advisor to that committee.

20 Q83 Was it - - are you saying
21 that it's to greater input and communication from
22 the person who is in charge of governmental relations
23 for KEA, for him to cover, offer information that
24 he provides to KEPAC?

25 A It is for him to do - - be

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1 consulted about things of which he is knowledg-
2 cable and - - in the area of government relations.

3 Q84 You state that you act as
4 consultant, you also serve as secretary treasurer?

5 A That is correct.

6 Q85 So you are I assume present
7 at most of the State KEPAC Committee meetings?

8 A Yes, I am.

9 Q86 And you are an active partici-
10 pant in those meetings?

11 A Yes, that is true.

12 Q87 You write the checks for
13 contributions?

14 A I sign them, bookkeeper writes
15 them.

16 Q88 Now, it also says that one
17 member from each KEA district shall be elected by
18 and from educators who are annual voluntary contri-
19 butors to KEPAC in that district, they are also - -
20 those persons are also members of KEA, are they not?

21 A I would imagine most of them
22 are.

23 Q89 In fact, I believe it states
24 that all of the state committee is - - as I read
25 your guidelines, will be made up of persons who are

1 KEA members?

2 MR. STEWART: Where does it say that?

3 WITNESS: Where does it say that?

4 Q90 What I'm referring to is the
5 fact that the section two governances, then it
6 provides subsection A State KEPAC Committee, sub-
7 section three, the State KEPAC Committee shall be
8 composed of the following : And then subsection
9 A says from KEA, then I don't see any provision from
10 - - for the appointment of anyone other than
11 KEA members.

12 MR. STEWART: You have section D which
13 says they shall be elected by and from educators.

14 MR. GAFFNEY: That doesn't require them
15 that they be KEA members.

16 WITNESS: (Shaking head negative)

17 MR. STEWART: KEA District, it's just
18 a geographical district, it's definable.

19 MR. GAFFNEY: Fine.

20 MR. STEWART: Isn't that right, Mr.
21 Barnes?

22 WITNESS: That is correct.

23 Q91 Now, your executive committee
24 for KEPAC which I assume - - well, don't let me
25 assume.

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1 What does the KEPAC Executive
2 Committee do?

3 A They interview statewide candi-
4 dates, although they may be other members of the
5 state committee there with them and they have
6 certain responsibilities to carry on routine business
7 between meetings of the State KEPAC Committee.

8 Q92 And the KEA president is
9 automatically appointed to that committee too, is he
10 not?

11 A Yes.

12 Q93 And the KEA executive secretary
13 and the KEA director of governmental relations also
14 act as advisors to that committee, is that not cor-
15 rect?

16 A That is correct.

17 Q94 Does KEPAC have any compen-
18 sated employee?

19 A Yes.

20 Q95 How many does it have?

21 A One at the present time.

22 Q96 Does Mr. Tackett receive a
23 salary from KEPAC?

24 A No.

25 Q97 Do you receive a salary from

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1 KEPAC?

2 A No.

3 Q98 Do most of the persons who
4 serve KEPAC serve voluntarily?

5 A Yes.

6 Q99 Okay. - -

7 A (Interrupting) I might add
8 that if - - after this summer, if we keep getting
9 requests from Mr. Gaffney, why I'm going to be
10 required a salary.

11 MR. GAFFNEY: I'm going to require
12 one to sort through all this stuff.

13 MR. STEWART: Off the record.

14 (OFF THE RECORD REMARKS)

15 MR. GAFFNEY: Back on the record.

16 Q100 I believe you previously
17 stated that KEPAC was established in 1972, is that
18 correct?

19 A That is right.

20 Q101 When KEPAC was initially
21 established, did it establish a specified amount for
22 contributions?

23 MR. STEWART: Let me object to the
24 question, it has not relevancy to this claim of
25 the interveners in this case whatsoever. It's

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1 immaterial to it, and I will instruct the witness
2 not to answer.

3 MR. GAFFNEY: Well, certify this
4 question to the Court on the grounds that the question
5 of whether or not the deduction which has been made
6 from the Interveners has been alleged to be an
7 assessment by them and we believe it's relevant
8 as to whether or not KEPAC assigned the designated
9 amount for contributions prior to the establish-
10 ment of the reverse check-off and its specified
11 deductions on assessment.

12 Q102 When KEPAC was initially
13 established, did it send forms to KEA members
14 requesting contributions?

15 MR. STEWART: Same objection as to
16 relevancy and lack of relevancy and lack of material-
17 ity.

18 You can answer it for the
19 purposes of the deposition, but I object to its
20 inclusion in the record.

21 A Yes, we sent forms to a
22 lot of people, educators throughout the state for
23 them to sign if they wished to contribute in order
24 that we might have record of their contributions.

25 Q103 Other than the form which

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1 you have - - are these the forms that you are
2 talking about?

3 A As I recall we had three kinds
4 of forms in the beginning. One was for those people
5 who were already paying their professional dues
6 through the APA plan and on continuing membership.

7 The committee encouraged them
8 to sign up or give either cash or put it on APA and
9 they encouraged five dollars or more, but they would
10 accept whatever.

11 Some gave a dollar, some two
12 dollars, some ten, whichever they wished to give
13 that was their choice because it's a free and
14 voluntary contribution.

15 Then on the membership cards
16 and continuing membership for new people joining
17 KEA it was put on there and for those who were not
18 on APA but paid cash or had some other means of
19 deduction, they were put on that form.

20 Q104 Just so I am clear on this,
21 let's mark this exhibit Two A and designate it
22 Two A.

23 (Whereupon Exhibit Two
24 A was duly received, marked,
25 and made a part of the
record herein.)

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1 MR. GAFFNEY: Off the record.

2 (OFF THE RECORD REMARKS)

3 MR. GAFFNEY: Back on the record.

4 Q105 Now, Mr. Barnes I hand you a
5 document which is styled Kentucky Educators Public
6 Affairs Council form to be filled out by those already
7 participating in the APA program.

8 Are you familiar with this
9 document?

10 A Yes, I am.

11 Q106 And is this the document which
12 in 1972 was used to enroll KEA members who were already
13 on the APA system and who were continuing members to
14 permit them to authorize deductions for KEPAC?

15 MR. STEWART: Again, I will object
16 to the questions on the grounds of lack of relevancy
17 and lack of materiality on the claim of the inter-
18 veners.

19 A This form was used for members
20 and nonmembers for either being put on payroll
21 deduction if they were paying their professional
22 dues that way, or to pay cash by it whichever they
23 chose to do.

24 Q107 They could pay cash on this?

25 A Yes, sec we got a place there

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1 to check.

2 MR. GAFFNEY: All right, let's mark
3 that as Exhibit Two A.

4 Q108 And I hand you a document
5 which is styled cash enrollment form and ask you if
6 you can identify this for the record?

7 A Yes.

8 Q109 What is that document?

9 A That is a KEA Enrollment
10 Form for the year '72, '75, for those who pay cash
11 membership dues.

12 MR. GAFFNEY: And we will mark that
13 Exhibit Two B.

14 (Whereupon Exhibit Two
15 B was duly received,
16 marked, and made a part
17 of the record herein.)

18 Q110 Now, I also hand you a third
19 document and ask you if you can identify this for
20 me, please?

21 A Now, this is a 1974-75

22 KEA membership enrollment form for those partici-
23 pating in APA or continuing membership program.

24 MR. GAFFNEY: Now, we would mark that
25 as Exhibit Two C.

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1 (Whereupon Exhibit Two
2 C was duly received,
3 marked, and made a part
4 of the record herein.)

5 Q111 Now, under each of these
6 forms the teacher was asked to make a contribution
7 to KEPAC and to NEAPAC, is that not correct?

8 MR. STEWART: I don't think that
9 is what the document says.

10 A No. No, on the first document
11 you saw it was for just KEPAC only. There was
12 nothing about NEAPAC.

13 Q112 Tell me this. How would a
14 teacher if he wanted to make a contribution to
15 KEPAC, how would he go about doing it utilizing
16 that form?

17 A Fill out the form and check
18 the appropriate box and either put a check or send
19 it into the payroll officer to have the deduction made

20 Q113 Does it specify the amount of the
21 contribution that the teacher will make?

22 A The KEPAC Committee encouraged
23 everybody at this time to try to give at least five
24 dollars or more.

25 There was no minimum taken, I

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1 mean, they would take any amount and did.

2 Q114 And if a teacher did not want to
3 contribute to KEPAC using this solicitation techni-
4 que, how would he refuse to make that contribution?

5 A Just not fill out the form and
6 not give any contribution.

7 Q115 Okay. Under Exhibit Two B
8 is the teacher also given the option of choosing to
9 give to KEPAC or not giving to KEPAC - - well,
10 strike that question - -

11 If a teacher filling out this
12 type of a form, exhibit two B, wanted to make a
13 contribution to KEPAC, what would he do?

14 A He would check the appropriate
15 line and make his check, include whatever contri-
16 butions he wish to give.

17 Q116 Again, it does not specify
18 the amount of contributions ?

19 A As I said earlier, it indicates
20 that the committee would hope that people would
21 give at least five dollars, but again they would take
22 any amount.

23 Q117 And if a teacher decided that
24 he did not want to contribute to KEPAC or NEAPAC,
25 what would he do?

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1 A He would just leave that column
2 blank or not include the amount in his check for
3 professional - -

4 Q118 (Interrupting) On exhibit Two C
5 if a teacher wanted to make a contribution to KEPAC,
6 how would he do it?

7 A He would check the line or fill
8 in the amount he wish to have deducted for KEPAC
9 contributions.

10 Q119 If he did not want to make a
11 contribution?

12 A Just leave it blank.

13 Q120 Each time a teacher did not
14 fill out or did not check a blank, did that tell you
15 that he did not want to make a contribution to
16 KEPAC ?

17 MR. STEWART: Are you telling Mr.
18 Barnes that?

19 MR. GAFFNEY: Tell KEPAC that, he's
20 here as a representative of KEPAC as well.

21 MR. STEWART: I don't even know if
22 KEPAC would know.

23 Q121 Let me ask you this, Mr.
24 Barnes. If you were sitting in the KEA office
25 and this document came in, and it did not have KEPAC

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1 checked or NEAPAC checked, would that not tell you
2 that that person did not want to contribute to
3 KEPAC?

4 MR. STEWART: Again, I don't think
5 that establishes that there would be any referral
6 of that information to Mr. Barnes, that he would
7 even see the documents.

8 MR. GAFFNEY: I'm asking for his
9 opinion.

10 A Well, my opinion on it would
11 be that they may or may not know what KEPAC is
12 all about, with twenty-six, twenty-eight thousand
13 teachers, it's hard to give the information to every-
14 body as hard as we try, but there could be a number
15 of reasons why a person wouldn't want to make a
16 contribution and overlook it, not understanding it
17 completely or not wanting to join, not wanting to - -

18 MR. STEWART: (Interrupting) Or may
19 have made a cash contribution.

20 WITNESS: (Continuing) Or may have made
21 a cash contribution.

22 Q122 When KEPAC was utilizing these
23 membership solicitation techniques as are indicated
24 by exhibit two A thru C, is it not true that the
25 growth of KEPAC was rather slow?

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1 A Well, it was steady as more
2 people understood what it was, what it attempted to do
3 and as they become more interested why more have
4 then joined.

5 Q123 Do you know how many people
6 chose to join KEPAC in 1972?

7 A I don't know that I can give
8 you that, unless I look at the records.

9 Q124 Could you look at the records
10 and provide your counsel that information and he could
11 provide it to me?

12 A Yes, I can check it out.

13 Q125 Would you also give me that
14 information for 1973 and 1974?

15 MR. STEWART: Let me say that I - -
16 I don't think the information is relevant to any of
17 the issues raised by the intervenors or any of the
18 parties in this case, it's immaterial to the issues.

19 MR. GAFFNEY: Are you going to provide
20 them?

21 MR. STEWART: No.

22 MR. GAFFNEY: Okay. Let's certify
23 this request to the Court and I am not going to
24 go into the reasons why, we will make our arguments
25 to the Court when the time comes.

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1 Q126 Let me ask you this question.
2
3 When did KEPAC start making
4 reports to the Kentucky Registry?

5 A When we first organized and
6 the first report was due on the report.

7 Q127 Has it been making reports
8 since '72?

9 A As far as I know we have, yes.

10 Q128 That information would be
11 contained in those reports, would it not?

12 A I assume they would be.

13 Q129 The growth then from '72 to
14 '74, would it be accurate to describe it as being
15 slow?

16 A I think that is a relative
17 term, process of education going on during that
18 period of time, I think it all to be relative.

19 Q130 I read from you - - to you
20 from the March 6th, 1975 edition of the KEA News
21 and I can't tell you who the byline is by, because
22 I think I only have a part of it, but I quote you a
23 paragraph out of it.

24 It says, "Since 1972 the
25 Kentucky Educators Public Affairs Council has been
developing an organization to provide a process

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1 for statewide political action."

2 "It has also been assisting
3 in development of local PAC units, the election of
4 local political candidates."

5 "The past three years has been
6 years of slow but steady growth and progress."

7 "We are now ready to accept the
8 challenge that lies ahead of us". End of quote.

9 I believe you previously
10 states that this is the organ of the KEA and that
11 it speaks for the KEA, this particular article does
12 say that the growth has been slow.

13 A. (Nodding head affirmative).

14 MR. STEWART: Slow and steady.

15 MR. GAFFNEY: Slow and steady. yes.

16 Q131 Is that an accurate description
17 is all I'm asking?

18 A. At least the person that wrote
19 that felt that way about it.

20 Q132 In fact I think the record
21 previously has established that in that three year
22 period where teachers were permitted to choose to
23 join or not to join KEA by doing an affirmative
24 act less than thirty-five hundred teachers were
25 participating in the KEPAC program, is that not

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1 correct?

2 A Yes, that was a period of
3 education understanding, it takes a long time for
4 education process to work with such a large group.

5 Q133 Now, in 1974 - -
6 let me ask you this, strike that and ask you if you
7 can identify this document.

8 A Okay.

9 Q134 What is this document, Mr.
10 Barnes, can you identify it for the Court, please?

11 A It is a letter sent by Preston
12 Young as chairman of KEPAC and me as secretary
13 treasurer, local presidents KEPAC chair persons and
14 the treasurers.

15 Q135 Okay. Was this document
16 sent out because of the participation level of teach-
17 ers in KEPAC?

18 A It was sent out to encourage
19 people to the amount of campaigns, to educate and
20 enroll people as contributors to KEPAC.

21 Q136 It says in there that as of
22 July 25th, 1974 only ten or eleven percent of our^s
23 members are contributors to our political arms.

24 By members I assume you mean
25 KEA members?

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1 MR. STEWART: Let me object to the
2 question on the grounds that it again is irrelevant
3 and immaterial to the issues raised by the Inter-
4 veneers.

5 A I suppose that is what it
6 refers to, yes.

7 Q137 And isn't this letter express-
8 ing some dissatisfaction with the fact that you have
9 only ten or eleven percent?

10 A Well, I think it speaks to the
11 fact there is room for a lot of improvement.

12 Q138 In fact, you state in there
13 that you would like to have all educators contribut-
14 ing and participating in the political process that
15 was KEPAC's goal, was it not?

16 A Yes.

17 MR. GAFFNEY: Let's mark this as
18 Exhibit Three.

19 (Whereupon Exhibit Three was
20 duly received, marked, and
21 made a part of the record
herein.)

22 Q139 In there you also state that
23 you hope that these persons to whom this letter is
24 addressed, that they will design a contribution
25 enrollment campaign where every educator in your

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1 school system is contacted and asked to contri-
2 bute, and then you state that contribution forms are
3 included with the membership enrollment forms for
4 those already on APA, and in signing up new teachers,
5 make sure they check the KEPAC on the regular member-
6 ship forms.

7
8 Now, weren't you asking these
9 people to whom this letter is addressed to get out
10 and actively solicit because you only had ten or
11 eleven percent contributing?

12 MR. STEWART: I think the letter will
13 speak for itself.

14 MR. CAFFEY: He wrote it, I am just
15 asking for his thoughts about it.

16 A There again, I think the letter
17 speaks for itself. We were asking for campaigns
18 and to make sure everybody is contacted and make
19 sure they knew what it was all about.

20 Q140 Okay. I also hand you a
21 letter dated August 1st, 1974 signed by yourself
22 to local presidents, KEPAC chairman and treasurer
23 and ask you if you can identify that?

24 A Yes.

25 Q141 Again, isn't this a letter that
expresses your dissatisfaction, KEPAC's dissatisfac-

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1 tion with the present level of contributors, the
2 number of contributors?

3 A Well, I think it meant - -
4 speaks to the fact that we need more educational
5 campaigns, and contacts explaining what it's all
6 about so that people will want to contribute.

7 Q142 This letter then was a result of
8 people not wanting to contribute or at least not
9 taking the effort to contribute?

10 A Maybe not being informed about
11 what it was all about or educated.

12 Q143 At any rate it's a direct
13 request that teachers be solicited and that they
14 be asked to join KEPAC because they are not joining,
15 is that correct?

16 A No, it was a - - it was an
17 attempt to have local people contact other local people
18 and explain what it was all about and give them the
19 opportunity to contribute.

20 Q144 Okay. Or an opportunity not
21 to.

22 A Well - -

23 MR. GAFFNEY: Could you mark this
24 as Exhibit Four, I guess.
25

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1 (Whereupon Exhibit Four
2 was duly received, marked,
3 and made a part of the
4 record herein.)

4 Q145 Now, I hand you a copy that
5 has been produced by your counsel and I will mark
6 out something that says exhibit two on it, it's
7 been previously introduced and just hand it to you
8 for identification purposes.

9 This KEA membership form
10 is dated 9-16-1972 signed by Mr. Marty A. Craig?

11 A Yes, right.

12 Q146 I ask you now, on there, this
13 is the type of membership form in which Mr. Craig
14 if he so desires, could check and make a contribu-
15 tion to KEPAC, is that not correct?

16 A Yes.

17 Q147 And did he not check it, did
18 he ?

19 A No, he did not check it.

20 Q148 And no contribution then
21 would be deducted from his paycheck, is that
22 correct?

23 A For KEPAC, that is correct.

24 Q149 For NEAPAC?

25 A Well, there is no place for

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1 NEAPAC, no, it wouldn't be.

2 MR. STEWART: Let me object to any
3 testimony or questioning relating to Mr.
4 Craig's prior form execution or any reference
5 to any participation or role or lack of partici-
6 pation of Mr. Craig as being irrelevant to the
7 issues raised by the Interveners and immaterial
8 to the issues raised as has been established by
9 the Court record.

10 Q150 Now, in 1975 KEA adopted
11 the reverse dues check-off for KEPAC, is that
12 not correct?

13 A Yes.

14 The KEPAC State Committee
15 requested that the delegates adopt this, and they did.

16 Q151 And I think you previously
17 identified these documents, but are these copies of
18 the minutes of the KEA delegate assembly at which the
19 reverse dues check-off was adopted or - -

20 A (Interrupting) These are
21 excerpts of the delegate assembly meeting of April
22 16 and 17, 1975 dealing with the reverse dues check-
23 off system.

24 Q152 And is this not the meeting - -
25 and is this not the resolution in fact whereby the

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1 reverse dues check-off was adopted.

2 MR. STEWART: Okay. I think what we
3 have been referring to is the reverse dues check-
4 off that is where delegate assembly - - I think the
5 minutes speak for themselves, but state that the
6 authorization was given.

7 MR. GAFFNEY: Okay. Let's have this -
8 these four pages marked as exhibit five.

9 (Whereupon Exhibit Five
10 was duly received, marked,
11 and made a part of the
12 record herein.)

13 Q153 Now, Mr. Barnes, at the time
14 this reverse dues check-off procedure was adopted,
15 the minutes state that there were three thousand
16 contributors to KEPAC, is that correct, to the best
17 of your knowledge?

18 A Yes.

19 Q154 And at - - although there are
20 whited out portions in this minutes, I will ask you
21 if you know, was not the reverse check-off establish-
22 ed for NEAPAC dues at the same time?

23 In other words, this resolution
24 applied to both KEPAC dues and NEAPAC dues?

25 MR. STEWART: Let me object to the

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1 question as being irrelevant and immaterial to the
2 litigation before the Court at the present time and
3 instruct the witness not to answer.

4 MR. GAFFNEY: Again, let's certify
5 the question to the Court.

6 Q155 Now, on page - - or
7 exhibit five C at the bottom a Mrs. Gue seconded
8 the motion and Preston Young - - who is Preston
9 Young, do you know?

10 A Well, Preston was on the
11 State KEPAC Committee.

12 Preston Young was a teacher
13 in Jefferson County.

14 Q156 It indicates that Preston
15 Young spoke in favor of adopting the reverse dues
16 checkoff saying that, "A good percentage of the
17 time spent by KEPAC was in trying to sell the
18 idea of KEPAC."

19 Is he talking about the time
20 preceding the adoption of the reverse check-off?

21 A I think what he was talking
22 about that since we were dealing with such a small
23 amount of money, teachers can't give a hundred or
24 two hundred dollar contributions, that they give
25 a dollar a month or a small amount of money at a

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1 time.

2 By the time you organized a
3 campaign and go out and contact everybody it's diffi-
4 cult to get the education process accomplished, and
5 cost sometimes with forms and when you are dealing
6 with a small amount of money takes a lot of the
7 contributions.

8 Q157 Would you not say that it
9 appears that he's saying that prior to this time
10 there was some problem in convincing teachers to
11 join KEPAC?

12 A No, I don't think he was intend-
13 ing to say that at all. I think he was saying that
14 there needs to be a more efficient way of collecting
15 small amounts of money.

16 Q158 What does he mean when he says
17 trying to sell the idea of KEPAC? He doesn't say
18 anything about soliciting contributions or efficiency
19 or anything?

20 A You will have to ask Mr.
21 Young to interpret his own statement.

22 Q159 I also note on page five B
23 that a Mr. Meyer - - who is Mr. Meyer?

24 A He is a teacher in the Fayette
25 County School System.

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1 Q160 He says that, "much of the
2 time now is spent in trying to promote KEPAC
3 and the reverse dues check-off would permit the
4 promotion of the program."

5 Again, is he referring to
6 the fact that you were spending too much time asking
7 teachers to give?

8 A Again, I think he was talking
9 about when you are asking for small amounts of
10 money and it takes a lot of time and effort to get
11 a small amount as it would to get a larger amount,
12 and the cost when they are dealing with small amounts
13 is quite great.

14 Q161 Now, the reverse check-off,
15 it affected only persons who were on the APA program,
16 is that not correct?

17 A (Nodding head affirmative)
18 Yes, that is right.

19 Q162 And it affected only persons
20 who had an APA authorization on file?

21 A (Nodding head affirmative)
22 Yes, I believe that is true.

23 MR. STEWART: As well as it gets new
24 members.

25 WITNESS: True.

1 Q163 Under the reverse dues check-
2 off, one of the advantages of it was that you really
3 no longer had to wait for members to contribute, is
4 that not correct?

5 A Well, advantages, was that it
6 was an efficient way for teachers to contribute to
7 political actions, they didn't have to go around
8 and try to find somebody to give the money to or
9 get a stamp, write out a check and send it in.

10 It was an efficient way of
11 collecting small amounts of money.

12 Q164 The KEA News describes the
13 reverse check-off as follows: - -

14 If I can find the edition,
15 you may have provided me - -

16 (Continuing) I think this has
17 been previously introduced.

18 In fact, I am sure it has been
19 because it was brought in by persons involved in
20 KEFAC.

21 It describes it as follows:

22 "It says at the same time - -"

23 Talking about what happened at the delegate assembly

24 - - "The delegates approved a new system for
25 collecting member contributions to the Profession's

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1 Political Action Arms, Kentucky Educators Political
2 Affairs Council, KEPAC."

3 "Instead of waiting for members
4 to send in their contributions they will be with-
5 held from everyone under the APA plan and reimbursed
6 only if requested before January 1."

7 Is that the way the reverse
8 check-off worked?

9 A Really in theory it doesn't
10 work exactly that way.

11 If anyone requested not to
12 have their dues deducted because we start using
13 the third month of school, why we didn't even put
14 it on the billing to be deducted in the first place.

15 If they had had a few deduc-
16 tions and request their money back, why we took them
17 off the billing and refunded whatever money they
18 had contributed.

19 If they waited until the end
20 of the year and requested their refund, why we
21 refunded it that way.

22 Q165 But this document which does
23 speak for KEA as the official organ of KEA advises
24 them they have to request it on or before a certain
25 date, is that not correct?

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1 A Well, there was a lot of infor-
2 mation put out, the KEA News being one, but then the
3 members of the KEPAC State Committee and the dele-
4 gates and everybody that had taken part in the
5 request in the first place was back reporting to the
6 teachers locally and advising them what happened and
7 how it would operate.

8 MR. STEWART: I think that is in
9 addition to other advertisements and KEA News and
10 articles which have been previously filed in the
11 record and furnished also to Mr. Gaffney which
12 advised formally of the procedure that could be
13 utilized in addition to that news article.

14 A (Continuing) I might say too,
15 that the opinion rendered by the Attorney General
16 was also sent to all the superintendents where we
17 said, you know, that - - where we said that KEPAC
18 dues would be - - or contributions would be refunded,
19 you know, very readily upon request, or they would
20 not be deducted as it's stated.

21 Q166 Did you send a letter to the
22 members telling them that?

23 A Sent a letter to the super-
24 intendents and - -

25 Q167 (Interrupting) Well, two your

1 members?

2 A Local presidents, usually the
3 members contacted the superintendent about things.

4 Q168 What was going on with the
5 paycheck?

6 A That's right.

7 MR. STEWART: As is established and
8 I think Mr. Caffney is well aware it's already been
9 filed in the record, there were documents that were
10 in the KEA News which explained how the person
11 both would not have a deduction, if they didn't
12 want it and how they could get it refunded if any
13 deductions that they had.

14 Q169 Let me ask you this, Mr.
15 Barnes. Before you told me that the method of
16 soliciting teachers used prior to the reverse
17 check-off was inefficient, disorderly, time
18 consuming, burdensome, all those things, is that not
19 correct?

20 A I don't know if I added all
21 those things that you added in there, but it was
22 an inefficient way of doing it.

23 Q170 And of course, if you could,
24 as it says here, instead of waiting for a member to
25 make a contribution, automatically take the money

1 from them, that was a more efficient way, was it
2 not?

3 A It was a more efficient way
4 for the teacher to make the contribution. It was
5 time consuming for the teacher who wished to make
6 a contribution as well as those trying to solicit
7 the contribution.

8 Q171 Now, did you not shift the
9 burden of the inefficiency in obtaining small contribu-
10 tions to the teacher who in fact may not want to make
11 a contribution by having to do all these things that
12 you said were inefficient for KEPAC?

13 A I doubt it if it's any more
14 trouble for a teacher to have to write out a check
15 and listen to a pitch on, you know, why they should
16 join or writing a letter or just a statement saying
17 I don't want to contribute, give me my money back.

18 Q172 So you are saying that even
19 though it was inefficient to have to solicit, it's
20 not inefficient to the teachers or burdensome to the
21 teachers to have to write in and ask for his money
22 back?

23 A I doubt that it is a great
24 burden on the teacher.

25 Q173 You think it was a great burden

1 on KEPAC to have to do solicitation?

2 A It's a - - it takes a lot of
3 time when you have a lot of people.

4 Q174 It's hard to convince a lot of
5 people?

6 A When you have to make contacts
7 with all those many people.

8 Q175 It's difficult to convince
9 them to give like that, isn't it?

10 A No, I don't think it is.

11 Q176 How come you only had three
12 thousand contributors?

13 A Did you ever try educating,
14 making person to person contact with thirty thousand
15 people?

16 Q177 No.

17 WITNESS: (Continuing) It takes a lot of
18 time to get around to that many people.

19 Q178 So this was a means of not hav-
20 ing to do that, is that correct?

21 A Well, it was a means of
22 what are you talking about?

23 Q179 The reverse check-off?

24 A (Continuing) Well, it was a
25 means of those people being able to give small

1 amounts of money in an efficient manner.

2 Q180 With the understanding of
3 the reverse check-off at least as it applied to
4 persons on APA, and I believe you testified that
5 they were the only persons who were affected by it,
6 you did establish a specified contribution, did you
7 not?

8 A There was a recommended con-
9 tribution that they made, yes.

10 Q181 That was eight dollars a year?

11 A That was a recommended - -
12 few gave little more, some may have given less.

13 Q182 And seven dollars of that went
14 to KEPAC, is that correct?

15 A That is true.

16 Q183 And a dollar went to NEAPAC?

17 A That is right.

18 Q184 They were deducted simultane-
19 ously?

20 A Yes, at the same time, yes.

21 Q185 Okay. Using the same system?

22 A Yes.

23 Q186 Just so we make sure
24 we get all this information into the record,
25 Mr. Barnes, would you identify this document for

1 me. if you can?

2 A Yes, it is a letter that was
3 sent to the KEA delegates on March 26th, 1975 by
4 Dexter Meyer who was chair person.

5 Q137 Is this the same Mr. Meyer who
6 was addressing the delegate assembly regarding the
7 reverse check-off?

8 A Yes.

9 MR. GAFFNEY: Okay. Could we mark
10 this as Exhibit Six?

11 (Whereupon Exhibit Six was
12 duly received, marked,
13 and made a part of the
14 record herein.)

15 Q183 And can you identify this
16 document for me, it's an unsigned document?

17 A It is a recommendation from
18 the KEPAC committee to the KEA Board and dele-
19 gate assembly concerning the reverse dues check-
20 off for political activity dated April 15th,
21 1975.

22 MR. GAFFNEY: Could you mark this as
23 Exhibit Seven.

(Whereupon Exhibit Seven
was duly received, marked,
and made a part of the
record herein.)

Q189 Could you identify this
document for me?

A This is a rationale for the
reverse dues check-off.

Apparently it was passed out
to the delegates and others who needed this kind of
information.

Q190 Who drafted that, do you know?

A I don't know.

Q191 You don't know whether it was
actually passed out?

A Probably it was the State
KEPAC Committee, but there is no name on it, so I
can't be positive.

Q192 You are not sure who it was
sent to ?

A No.

MR. GAFFNEY: Let's mark this Exhibit
Eight.

(Whereupon Exhibit Eight
was duly received, marked,
and made a part of the
record herein.)

1 Q193 Now, I ask you if you can
2 identify this document.

3 A This is a letter dated August
4 26th, 1975 to local association presidents and
5 KEPAC chairman from Dexter Meyer, chairman KEPAC
6 and myself as secretary-treasurer, reinformation
7 for political activity.

8 Q194 Did you help draft this document

9 A I am not sure whether I helped
10 draft it or whether Dexter Meyer did the drafting by
11 himself.

12 He wrote lots of letters and
13 he may have drafted that by himself.

14 Q195 Let me ask you about one
15 sentence that appears in this letter.

16 "Since reverse dues check-off
17 will begin this school year for KEPAC, all KEA
18 members will be contributors."

19 A That is providing none of them
20 decided they do not want to be contributors, that is
21 those on APA because there are members who are not
22 on APA.

23 Q196 The only way they could - -
24 strike that - -

25 MR. GAFFNEY: Let's mark this as

1 Exhibit Nine.

2 (Whereupon Exhibit Nine
3 was duly received, marked,
4 and made a part of the
5 record herein.)

6 Q197 I assume that KEPAC was
7 pleased with the upsurge in membership after the
8 adoption of the reverse dues check-off, is that
9 correct, Mr. Barnes?

10 A Yes, KEPAC was pleased
11 with the contributions and the number of people
12 that decided not to ask for their contributions
13 back.

14 Q198 In fact, the growth was
15 virtually astounding, was it not?

16 A It wasn't any greater than
17 we anticipated.

18 Q199 I believe KEA delegate
19 assembly minutes said at that time you had three
20 thousand members?

21 A Had three thousand contribu-
22 tors or approximately that many.

23 Q200 In 1976, April, 1976, you
24 already had over twenty-two thousand. That was no
25 longer slow and steady growth, was it?

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1 A We were pleased with the
2 number of contributors at that point.

3 Q201 Could you identify this
4 document for me, please?

5 A Yes, this is a letter that
6 I sent to the local association presidents for infor-
7 mational purposes and secretary treasurer of KEPAC
8 explaining about local affiliations, what it took and
9 how that they could organize local KEPAC units
10 and affiliate with State KEPAC Committee.

11 Q202 Also contains information
12 relative to the level of persons and number of
13 persons involved in KEPAC, correct?

14 A (Nodding head affirmative)
15 Yes.

16 MR. GAFFNEY: Could you mark this as
17 Exhibit Ten?

18 (Whereupon Exhibit Ten
19 was duly received, marked,
20 and made a part of the
21 record herein.)

22 Q203 Mr. Barnes, were you not
23 on the deliberations regarding the institution of
24 the reverse check-off?

25 A Yes, some of them.

Q204 Did you not anticipate that in

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1 fact very few teachers would undertake the
2 effort to write a letter requesting a refund of
3 their assessment?

4 MR. STEWART: I object to the form
5 of that question. I think it's an argumentative
6 type of question, talking about effort.

7 MR. GAFFNEY: I'm asking him about
8 in his deliberations.

9 MR. STEWART: There was considerable
10 controversies of the institution of this method of
11 obtaining contributions and I think it was to be
12 seen as to how people reacted to it.

13 MR. GAFFNEY: You can answer the
14 question.

15 A We made every effort, the
16 KEPAC State Committee did to inform teachers what
17 the reverse dues check-off was, what the need for it
18 was and this sort of thing, and we anticipated
19 that, or we at least had hoped that we would have
20 at least one hundred or seventy-five percent or
21 better participation.

22 Q205 That is something that - -
23 read that last question, and let me ask if you've
24 got a question to it.
25

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1 REPORTER: (Reading orally)
2 "Question 204: Did you
3 not anticipate that in
4 fact very few teachers
5 would undertake the effort
6 to write a letter requesting
7 a refund of their assess-
8 ment?"

9 "Answer: We made every
10 effort, the KEPAC State
11 Committee did to inform
12 teachers what the reverse
13 dues check-off was, what
14 the need for it was and this
15 sort of thing, and we antici-
16 pated that, or we at least
17 had hoped that we would
18 have at least one hundred or
19 seventy-five percent or
20 better participation."

21 WITNESS: I didn't mean to say a hundred.

22 I meant to say seventy-five.

23 Q206 I ask you again, in your
24 deliberations, was it one of the purposes in estab-
25 lishing the reverse dues check-off - - strike that

26 - - Did you not recognize in your
27 deliberations regarding the reverse check-off
28 that in fact very few teachers would undertake
29 the burden to do whatever was necessary to stop
30 something which many of the individual teachers
31 had never authorized?

32 A. We tried to make it as easy
33 for them to stop their deductions as possible by

1 putting ads in the newspaper which went to every
2 member by discussing it and local teacher groups
3 and by other articles in the KEA News of how they
4 could not contribute if they did not wish to, and we
5 had hoped, of course, that most of them would not
6 choose to not contribute.

7 Most of them would contribute
8 through this system.

9 Q207 I assume you are a former
10 teacher, school teacher, are you not?

11 A Yes.

12 Q208 You probably know quite a bit
13 about human nature, do you believe you do?

14 A Sometimes I do and sometimes
15 I wonder.

16 Q209 Didn't - - I ask you the same
17 question again, did you not anticipate that very
18 few teachers would in fact undertake the necessary
19 steps to obtain a refund of money that was automa-
20 tically deducted from their paycheck?

21 A That is difficult to say
22 what we anticipated.

23 We had hoped that we wouldn't,
24 but we wanted to make sure we made it easy for
25 people if they did want to not have this deducted.

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1 Q210 If we are talking about easy,
2 Mr. Barnes, wouldn't it have been just as easy for
3 KEPAC to send out a request for a contribution like
4 you had been doing before?

5 MR. STEWART: I object to the
6 question, I think it's argumentative of the witness,
7 and I think the delegate assembly was advised - -
8 the members were advised of the method that was
9 being considered.

10 Their benefits, just as
11 the benefits that flowed to the teachers from the
12 KEA membership, and the payroll deductions and other
13 things that they did were in their own political
14 internal structure of how to accomplish things and
15 these people who had the voting power made the
16 decision.

17 Their members having
18 an opportunity to express their positions in
19 advance, and having the opportunity to express
20 their positions subsequently.

21 Q211 Mr. Barnes, are you aware
22 that a lawsuit was brought by the Federal Election
23 Commission in the United States District Court for
24 the District of Columbia, bearing Civil Action
25 Number 77-1705 in which the National Education

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1 Association and other were sued?

2 MR. BARNES: Let me object to the
3 question, it's not relevant to the issue.

4 MR. GAFFNEY: I'm just asking Mr.
5 Barnes if he is aware.

6 MR. STEWART: It still isn't relevant
7 to the issues in this suit.

8 Q212 (Continuing) Are you aware - -

9 MR. STEWART: (Interrupting) Let me
10 object and instruct you not to answer.

11 MR. GAFFNEY: I think you are being
12 ridiculous, John.

13 MR. STEWART: I don't mean to be,
14 there is no relevance and it's immaterial to this
15 action.

16 Q213 Let me advise you that that
17 - - an action was brought by the Federal Election
18 Commission against the National Education Associa-
19 tion and others, and one of those and others was the
20 Kentucky Education Association.

21 All right. Now, I believe
22 that KEA had probably received a copy of this
23 (indicating) since it's a permanent injunction,
24 is that correct?

25 MR. STEWART: Let me object to the

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1 question, Mr. Barnes before you answer that
2 action involving NEAPAC deductions has no rele-
3 vance to the litigation before this Court involving
4 the action of collection of KEPAC contributions
5 from people within the Commonwealth of Kentucky,
6 and as the questions concerning that action have
7 no relevance to any of the issues involved here,
8 and are immaterial.

9 MR. GAFFNEY: Are you directing him
10 not to answer?

11 MR. STEWART: Any questions relating
12 to the Federal - - FEC action.

13 Q214 Mr. Barnes, was KEA represent-
14 ed by counsel in this action pending in the Federal
15 District Court of Washington?

16 MR. STEWART: Same objection.

17 Q215 Well, your counsel there stated,
18 and I quote, "Letters were sent out asking people
19 to mail in some money to the Kentucky Education
20 Association, individual building representatives
21 were told with all your other tasks try to get a
22 dollar from these people if they are willing to
23 contribute, two dollars to the State Fund. The
24 fact of the matter is it didn't work, not because
25 people were coerced or not coerced, it never worked

1 with us, if it was dues or insurance or anything
2 else. It is well recognized that if you take away
3 the mechanism of payroll deduction you will not
4 collect a penny from these people. It has nothing
5 to do with voluntary or involuntary. I think it
6 has to do with the nature of the beast who are
7 our teachers who are dispersed all over cities
8 who simply don't come up with money regardless of
9 the purpose."

10 I just ask you if your
11 counsel was speaking on behalf of the KEA members
12 at the time he made that statement?

13 MR. STEWART: Same objection, I don't
14 know how the statement is attributable to this.

15 MR. GAFFNEY: Well, the Court says
16 that it was KEA's counsel.

17 Q216 I would like to have marked
18 if you can identify this - -

19 A (Interrupting) I haven't - -

20 Q217 (Interrupting) You haven't
21 seen this document, Mr. Barnes?

22 A (Shaking head negative) No,
23 I haven't seen a copy of this before today.

24 Q218 You have not seen a copy of it?

25 A (Shaking head negative)

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1 Q219 Are you aware of what it is?

2 MR. STEWART: Do you want him to read
3 it into - -

4 MR. CAFFNEY: (Interrupting) If he want
5 ed to read it he can take his time, I have got all day

6 MR. STEWART: Well, I don't see the
7 relevancy to the issue that we have here.

8 Q220 Mr. Barnes, have you seen this
9 document before?

10 A Not until today.

11 Q221 Are you aware of what it is?

12 A I can read the top of it, I can
13 read the - - I can read.

14 It says Federal Election
15 Commission Plaintiff, National Education Association
16 and others Defendants, Civil Action 77-1705.

17 MR. CAFFNEY: Let's mark this for
18 purposes of identification and also as an exhibit
19 to Mr. Barnes deposition, mark it as Exhibit Eleven.

20 (Whereupon Exhibit Eleven
21 was duly received, marked,
22 and made a part of the
23 record herein.)

24 Q222 Mr. Barnes, are you - -

25 MR. STEWART: (Interrupting) Let me
object to marking it even as an exhibit to the

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1 deposition, you heard the witness's statement
2 concerning it.

3 Q223 Mr. Barnes, are you aware that
4 an order directing KEA, National Education Association
5 and other that they be permanently enjoined from
6 collecting contributions for the Political Action
7 Committee by use of the procedure known as reverse
8 check-off, are you aware that such an order was
9 entered?

10 MR. STEWART: Let me object to the
11 question again on the further grounds that it has
12 been filed, an interpretation of the Federal
13 statute relating to contributions made for Federal
14 Election, it has no relevance to the suit before
15 this Court, or any of the issues legitimately
16 raised in this action, and instruct the witness not
17 to answer relating to anything that went on relating
18 to the FEC action.

19 MR. GAFFNEY: Let's certify that one.

20 Q224 You are aware that the procedure
21 that was involved here is exactly the same procedure
22 that you were using to deduct dues for KEPAC?

23 MR. STEWART: Object to the question
24 again, and instruct the witness not - -

25 MR. GAFFNEY: (Interrupting) Mr. Barnes

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1 has previously answered this question.

2 MR. STEWART: (Interrupting) Instruct
3 him not to answer the question.

4 MR. GAFFNEY: Certify that question
5 too. In fact, I think maybe if we are not going to
6 be able to answer any of these questions that we
7 should adjourn until we can get a Court ruling and
8 have Mr. Barnes come back.

9 MR. STEWART: Mr. Gaffney, we have
10 gone far beyond the point of providing information
11 we previously objected to, which the Court has
12 previously sustained and I am still giving you
13 additional information which we stated would not be
14 provided previously because it wasn't
15 relevant and permit you to go far afield for almost
16 three hours now, and you have not stated the
17 relevancy of the subject matter about which you are
18 inquiring of the witness at the present time and
19 there is no necessity for him to answer questions
20 about some activity that went on in the Court proceed-
21 ing that you are talking about.

22 He did not participate in
23 those proceedings, they involve different issues
24 entirely.

25 The testimony in this

1 record presently before the Court indicates that
2 Kentucky in the last fiscal year was not utilizing
3 the - - even the type of check-off system complained
4 about in that action, even regarding NEAPAC, so
5 I do not see the relevancy nor the materiality to
6 the issues that your two clients have.

7 MR. GAFFNEY: Well, we will adjourn
8 and get a ruling and come back, that is the only
9 thing I know.

10 MR. STEWART: Do you have any other
11 areas you want to pursue?

12 MR. GAFFNEY: Yes, we can move to
13 some other area. This has been marked as an exhibit.

14 Q225 Mr. Barnes, does KEA deduct
15 any other dues, assessments, premiums, any other
16 items by the process of the reverse check-off?

17 MR. STEWART: No assessments have been
18 established have been deducted by KEA at all.

19 KEA doesn't deduct
20 anything.

21 MR. GAFFNEY: Can you answer the
22 question, Mr. Barnes?

23 A. KEA has a billing of local
24 superintendents for deductions that have been
25 authorized by teachers.

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1 Q226 How do they normally auth-
2 orize those deductions?

3 A It is done by - - it is an
4 insurance policy they fill out an insurance form
5 indicating what they want, given certain information
6 to the insurance company and that is the dues and
7 other deductions they fill out a form generally.

8 Q227 In fact when we want insurance
9 deducted for instance, Washington Life Insurance,
10 they check it, do they not?

11 A And give specific information
12 that the insurance company requires before we issue
13 a policy.

14 Q228 And you don't deduct it unless
15 they do that, is that correct?

16 A That is right.

17 Q229 Income protection insurance,
18 same way?

19 A That is income protection
20 insurance, the question asked was income protection.

21 Q230 I'm sorry. Minnesota Mutual

22 Life Insurance, same way if they want it, they check
23 it?

24 A Well, they check it and then
25 the insurance company requires a separate form and

1 they fill it out.

2 Q231 You wouldn't deduct any
3 premiums or anything unless they check it, would you?

4 A No.

5 Q232 Are you familiar with the
6 KEA governing document, Mr. Barnes?

7 A Well yes, bylaws and constitu-
8 tion you are speaking of?

9 Q233 Could you identify these
10 documents for the record, please?

11 A KEA - - Basic governance
12 documents constitution and bylaws approved by the
13 KEA delegate assembly, April 16, 1977.

14 Q234 Could you show me or tell me
15 what article pertains to the KEA powers and
16 authority over its members?

17 MR. STEWART: I'm not sure I understand
18 that question, Mr. Gaffney.

19 MR. GAFFNEY: It's the witness - -

20 Q235 Do you understand it?

21 A I don't believe I do, it's all
22 inclusive.

23 Q236 Let me ask you this.

24 Can you show me the particular
25 article which provides KEA with the authority or

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1 power over its members to enroll them in other organi-
2 zations?

3 A Well, the KEA delegate assembly
4 is a policy making body of the profession.

5 Q237 Wait a minute, of the profess-
6 ion or of the KEA?

7 A Of KEA.

8 Q238 Okay.

9 A (Continuing) And as a legislative
10 body, they can take whatever action they deem necess-
11 ary and appropriate at the time they are in session.

12 MR. GAFFNEY: Will you read this back
13 for me?

14 REPORTER: (Reading orally)
15 "Question 236: Let me ask
16 you this."

17 "Can you show
18 me this particular article
19 which provides KEA with the
20 authority or power over
21 its members to enroll them
22 in other organizations?"

23 "Answer: Well, the KEA
24 delegate assembly is a
25 policy making body of the
profession."

"Question 237: Wait a minute,
of the profession or of the
KEA?"

"Answer: Of KEA."

"Question 238: Okay."

"Answer: (Continuing) And as
a legislative body, they can
take whatever action they
deem necessary and appropriate
at the time they are in session."

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1 Q239 I don't believe that answers
2 my question.

3 MR. STEWART: Okay. I don't think this
4 is - - this witness hasn't been established either
5 as the parliamentarian or the interpreter of the
6 KEA constitution and bylaws.

7 MR. GAFFNEY: Mr. Barnes has stated
8 he is familiar with them and he is an officer of that
9 body.

10 Q240 I am just asking him where if
11 there is a place in the articles for the constitution
12 and bylaws which he says he's familiar with that gives
13 KEA that kind of authority, it's not a complicated
14 question at all.

15 A I am a staff member and not
16 an officer or the parliamentarian or the interpreter
17 of the constitution and bylaws.

18 I have seen them, I have
19 read them.

20 They are changed frequently
21 at delegate assembly meetings.

22 Q241 Can you show me in there where
23 you think KEA has that authority or power?

24 MR. STEWART: I object to this witness
25 being called upon to make such an interpretation.

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1 A I don't feel that I am
2 qualified to make the interpretation that you
3 have been asked of me.

4 Q242 Mr. Barnes, let me ask you
5 this question.

6 Under your understanding of
7 KEA's basic governance documents, would KEA have
8 the authority to enroll its members say in the
9 democratic party or the republican party or for
10 the communist party as far as that goes?

11 MR. STEWART: If you know.

12 A I don't really know whether
13 they would or not. I would doubt that they would
14 take that kind of action.

15 Q243 My question is do you think
16 they have that power?

17 A I don't know.

18 Q244 Who would know?

19 A It would take somebody that
20 was an expert that could interpret their bylaws
21 and constitution.

22 Q245 Who would that be?

23 A I don't know.

24 Q246 Would the president of your
25 association - -

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1 A (Interrupting) You could ask
2 him.

3 Q247 Is it that you don't know or
4 that you can't find it in here?

5 A I don't know that I could find
6 in there where they would have power to do things
7 you suggested, and I guess that means I don't know.

8 MR. GAFFNEY: Okay, let's mark this
9 as exhibit twelve.

10 (Whereupon Exhibit Twelve
11 was duly received, marked,
12 and made a part of the
record herein.)

13 MR. GAFFNEY: And mark this twelve, A.

14 (Whereupon Exhibit Twelve
15 A was duly received, marked,
16 and made a part of the
record herein.)

17
18 Q248 If you can identify this for me,
19 I think it does pertain to the - - governing
20 documents of KEA.

21 A It is amended articles of
22 incorporation of Kentucky Education Association.

23 Q249 Are these part of the govern-
24 ing documents of KEA?

25 A Yes, I suppose they are.

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1 MR. GAFFNEY: Then those were marked as
2 Twelve A.

3 Q250 Mr. Barnes, do you know
4 whether KEA is declared to be a labor organization
5 by the terms of its charter or any similarly related
6 documents?

7 A I think you will have to ask
8 our attorney about that matter, I don't think I am
9 qualified to deal with legal matters by profession.

10 We have an attorney that is
11 employed to interpret and give legal opinions.

12 Q251 Are you telling me you don't
13 know whether KEA is a labor union or not?

14 A KEA is a professional organi-
15 zation.

16 Q252 Are you telling me it's not
17 a labor union?

18 MR. STEWART: I think he already
19 answered your question, Mr. Gaffney.

20 Q253 Are you telling me it's not
21 a labor union?

22 A I'm telling you it's a profess-
23 ional association.

24 Q254 You know whether any organi-
25 zation with which KEA is affiliated is declared to be

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1 a labor organization by the terms of its charter
2 or similarly related documents?

3 A There again I think it would
4 take somebody that is expert in those matters to give
5 an interpretation that has a legal background.

6 Q255 Do you know whether KEA or
7 any organization with which it's affiliated files form
8 LM one or LM two with the Federal Government or any
9 governmental agency?

10 A I'm not acquainted with those
11 forms and I don't file them personally and I don't
12 have - -

13 Q256 (Interrupting) Who in KEA
14 would know that?

15 A I suppose our executive
16 secretary or president or legal counsel might know
17 that.

18 Q257 Do you know whether or not
19 KEA has ever filed a charge or grievance or petition
20 with the National Labor Relations Board?

21 A No.

22 Q258 You don't know whether it
23 has or not?

24 A I don't know period.

25 Q259 Okay. Does KEA exist for the

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1 purpose of dealing with employers of its members
2 for settling grievances?

3 A Primary purpose of KEA is to
4 promote the cause of education and to serve its
5 members, that is in general words.

6 Q260 That is very general. Could
7 I get an answer to my question though?

8 MR. STEWART: I don't think there is -
9 KEA has any relationship with employers other than
10 sending them the notifications that it distributes
11 and other than the fact that they generally would
12 receive KEA News, is that correct?

13 WITNESS: With the employers?

14 MR. STEWART: With the employers, yes.

15 WITNESS: That's all. We have no - -
16 I'm not sure what you are getting at, but we have
17 no hiring and firing power. That is done by local
18 boards of education.

19 Q261 I'm not asking you that, I'm
20 asking whether you intervene on behalf of your
21 members in grievances such as hiring and firing?

22 A That is not out of my office.
23 I don't have any - - I don't deal with that, other
24 areas of - - may deal with that area.

25 Q262 Does KEA exist for the purpose

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1 of dealing with the employers of your members in
2 negotiating wages?

3 A In some instances - - well,
4 usually the negotiation of wages is done between
5 local teacher groups and local boards of education.

6 Q263 Which in most cases is an
7 affiliate of KEA?

8 A Yes.

9 Q264 And of National Education
10 Association?

11 A Yes.

12 Q265 Do you know whether KEA or
13 any of its affiliates have collective bargaining
14 agreements with any state, local or federal govern-
15 mental body?

16 A KEA does.

17 Q266 KEA or any of its affiliates?

18 A Have a collective bargaining
19 agreement?

20 Q267 Uh-huh.

21 A With its local boards of
22 education?

23 Q268 Uh-huh.

24 A Yes.

25 MR. STEWART: Can I suggest local

1 KEA does not have.

2 A (Continuing) KEA does not
3 have, just the local as I stated before where they
4 have a grievance with their boards of education
5 in some instances.

6 Q269 Do you know offhand how many of
7 them have them?

8 MR. STEWART: Let me object to the
9 line of questioning. I don't see the relevance to the
10 issues before the Court, as to materiality.

11 MR. GAFFNEY: Mr. Stewart, every
12 case that you have cited is a labor union case and the
13 question I have got, and I think it is - - has some
14 relevance, whether KEA is in fact a labor organiza-
15 tion and I think I have made up my own mind, but I
16 think the Court needs some enlightenment.

17 MR. STEWART: Witness has told you the
18 best information that is available to him, I'm just
19 making my objection.

20 MR. GAFFNEY: You can answer the ques-
21 tion.

22 A Well, someone else probably in
23 our association would be better qualified to answer
24 this, because I don't know the exact number of - -
25 it's not - - I don't keep those records.

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1 Q270 Who would have that kind of
2 information as to whether KEA in fact involves it-
3 self in grievances, wage negotiation, this type of
4 thing, would this be Mr. Summers?

5 A Yes.

6 MR. GAFFNEY: We asked sometime back
7 for production of some minutes and I think in your
8 recent memorandum to the Court you indicated that
9 you were going to produce those and I would like to
10 know when and where?

11 MR. STEWART: Which minutes were those,
12 Ron?

13 MR. GAFFNEY: They were minutes that
14 were requested of KEA relating to KEPAC formation
15 of the, you know, the reverse check-off.

16 I think the - - relating
17 to solicitation, collection, refunds, that type of
18 thing, political contributions.

19 MR. STEWART: Whatever we stated we
20 would produce, today is Wednesday and I will - -
21 I will endeavor to see and have those - - try to
22 have those ready for you before this week is over.

23 MR. GAFFNEY: Okay. I would also ask
24 if I asked for certain information from Mr. Tackett,
25 and that information has not been made available yet.

1 Do you know whether - - when
2 that will be available?

3 MR. STEWART: I think that will be
4 available at the same time.

5 MR. GAFFNEY: Do it all at one time?

6 MR. STEWART: Yes.

7 MR. GAFFNEY: If we can do it all
8 at one time it would be better.

9 MR. STEWART: Okay.

10 MR. GAFFNEY: Okay. I want to take
11 just a few minutes to review some of the documents
12 you produced today. I think most of them have been
13 produced previously and then we will adjourn until
14 a later date when we can get a ruling from the Court
15 as to your ability to testify in regard to the FEC
16 suit.

17 REPORTER'S NOTE: At this
18 point there was a brief
19 recess in the deposition
20 and after the recess the
21 following testimony was
22 heard:

21 Q271 Mr. Barnes, I hand you a
22 document which you previously produced pursuant to a
23 request that was attached with this deposition for
24 documents relating to information that you provided
25 to the general membership regarding the institution

1 of the reverse dues check-off and you provided us with
2 a newspaper clipping which on the top of it is
3 written KEA News January 23, 1975.

4 Have I actually identified
5 that for the Court?

6 A January 23, 19 - - yes, I think
7 you identified it properly.

8 MR. GAFFNEY: Could we mark that as
9 exhibit thirteen.

10 (Whereupon Exhibit Thirteen
11 was duly received, marked,
12 and made a part of the
13 record herein.)

14 Q.272 Then you provided us a document
15 which is entitled instructions for filling out
16 KEPAC contribution form.

17 Could you identify that for
18 the Court, please - - is that what the document
19 is?

20 A Yes, that is what this
21 document is and was used in the very beginning of
22 KEPAC.

23 Q.273 And was this used at all
24 times prior to the reverse check-off?

25 A Yes.

1 Q274 And this was instructions that
2 were what, sent to the representatives?

3 A People out there working on
4 contacting teachers to make contributions.

5 MR. GAFFNEY: Please mark that as
6 exhibit fourteen.

7 (Whereupon Exhibit Fourteen
8 was duly received, marked,
9 and made a part of the
10 record herein.)

11 MR. GAFFNEY: Okay. Subject to recall,
12 that is all I have at the present time.

13 MR. STEWART: Let me get a couple of
14 things in here.

15
16 EXAMINATION

17 BY MR. STEWART:

18 Q275 Mr. Barnes, Mr. Roos intervened
19 in this action in November, 1977, and the registry
20 issued its opinion in the fall of 1977 I believe
21 also around - - sometime late October, early Novem-
22 ber.

23 Has there been a meeting of
24 the KEA delegate assembly since then?

25 A Yes.

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1 Q276 Was there a motion or proposal
2 made at delegate assembly to abolish the reverse
3 dues check-off system since its adoption?

4 A No, not to my knowledge.

5 Q277 And even after Mr. Roos and
6 Mr. Craig intervened in this action in the fall of
7 '77 and the registry issued its opinion, there still
8 has been no motion or proposal made of the delegate
9 assembly to abolish the reverse dues check-off?

10 A No, there has not been.

11 Q278 When the registry ruled in the
12 fall of 1977 that the dues check-off system was
13 illegal and up until the enforcement of the registry's
14 decision was enjoined, was there a cash drive start-
15 ed by the KEPAC organization?

16 A Yes, upon the registry's
17 ruling we immediately stopped payroll deductions and
18 instituted a cash drive.

19 Q279 And how many cash contributors
20 did you have up to the publicity attendant to that
21 decision?

22 A Through last year there was
23 approximately eleven thousand six hundred.

24 Q280 Okay. So that was through the
25 end of 1977 there was eleven thousand six hundred

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1 cash contributors who were not on APA and made
2 cash contributions?

3 A Well, that was through the
4 total year of '77, '78, but there was approximately
5 oh, nine thousand, I guess contributors within a
6 very short period of time from the last of October
7 until about the 12th of November.

8 Q281 In regards to the dues paid
9 by KEA member to KEA, will that rate of dues change
10 from year to year even though a specific amount was
11 initially provided for on the APA deduction authori-
12 zation at the time the member signed its most
13 recent enrollment card based on the amount of dues
14 set by the KEA delegate assembly?

15 A Yes, the dues change practically
16 every year. I guess every year, and the dues are
17 set by the delegate assembly.

18 Q282 The other document which Mr.
19 Gaffney had that was furnished to him, he hasn't
20 had the reporter mark these too, and I would like
21 him to mark the KEPAC communique of February 6th,
22 1975 and March 26th, 1975 as exhibits fifteen and
23 sixteen respectively.

24 (Whereupon Exhibit Fifteen
25 was duly received, marked,
and made a part of the
record herein.)

1 (Whereupon Exhibit Sixteen
2 was duly received, marked,
3 and made a part of the
4 record herein.)

5 Q283 Okay. Mr. Barnes, let me ask
6 you this.

7 Can you identify document
8 exhibit fifteen and sixteen, those documents coming
9 from the KEPAC organization as indicated and being
10 distributed as indicated?

11 A Yes, these are documents,
12 February 6th, 1975 to local PAC chairman from
13 Dexter Meyer, State KEPAC Committee Chairman on
14 endorsement material, and then the one dated March
15 26th, 1975 was to KEA delegates from Dexter Meyer,
16 chair person of the KEPAC, State KEPAC Committee.

17 MR. STEWART: Those I would like to
18 be filed with the deposition, and that's all I have.
19

20
21 RE-EXAMINATION

22 BY MR. GAFFNEY:

23 Q284 Mr. Barnes, I believe you
24 stated that in what, 1976 you had a drive for cash
25 contributions?

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1 A No, it was in - -

2 Q285 (Interrupting) 1977?

3 A 1977.

4 Q286 And that was a drive that was
5 undertaken after you were directed by the registry
6 to cease utilizing the reverse check-off?

7 A Yes.

8 Q287 Okay. And you had better than
9 eleven thousand people who responded to that?

10 A Yes.

11 Q288 Okay. Under the reverse check-
12 off, you had what, approximately twenty-three thousand
13 people giving?

14 A Approximately.

15 Q289 So about one-half of the
16 people who were on the reverse check-off took the
17 affirmative act of making a cash contribution, is
18 that correct?

19 A Well, we had some people that
20 continued to make deductions through payroll
21 deductions.

22 They had negotiated with
23 their board and had it in their contract so they
24 continued.

25 I think the Fayette County

1 was one large group where they didn't have a cash
2 drive there, and there were a few others, but I
3 don't know just how many there were.

4 MR. STEWART: Some stopped temporarily
5 and went back.

6 WITNESS: That's right, some stopped
7 temporarily and as the restraining order was - -

8 Q290 (Interrupting) It's eleven
9 thousand six hundred figure, does that include
10 persons who were ordinarily making cash contributions
11 or is this the number who directly responded to this
12 call?

13 A This is the number who directly
14 responded to the call.

15 I am sure several of them had
16 been paying through payroll deductions to the
17 reverse check-off, in fact I would say that probably
18 most of them.

19 Q291 So you go on - - strike that -

20 Are you saying then that you
21 ordered the cessation of the reverse check-off and
22 then you had this cash drive, or I don't understand
23 the sequence of events.

24 A Yes. When the registry first
25 made its ruling, why we immediately informed all the

1 local superintendents, presidents, KEPAC people
2 of the registry's ruling, and immediately took all
3 reverse dues check-off contributions off of our
4 APA billings with the exception of some that had
5 special contracts or for their boards of education
6 to make the deduction.

7 MR. STEWART: Some of the superinten-
8 dents informed you as well, didn't they?

9 WITNESS: Some superintendents informed
10 us as well they were not going to do it, they were -
11 because of what they had read in the paper about it.

12 Q292 What I'm trying to figure out
13 is, when you had the reverse check-off, you had
14 about twenty-three thousand people giving, and in
15 accordance to your solicitation where you ask
16 people to come forth with cash contributions, you
17 got about half that number?

18 A Well, it's hard to answer this
19 question because some of them kept on making deduc-
20 tions anyway, and some of them went back to making
21 them after we temporarily ceased to putting them
22 on the billing, so it's hard to give an exact
23 count of which is which.

24 We had about seventeen thousand
25 that were on APA. Of course, the first billing, and

1 the second billing went out, you know, before the
2 registry made its ruling, so this year it's been
3 a little mixed up.

4 Q293 It's hard to tell anything
5 about those figures then, isn't it?

6 A It's hard to tell, but we
7 do know the cash.

8 Q294 Let me ask you this one
9 question.

10 If you know, when did the
11 first refund form appear in KEA* dues?

12 A I have to go back and check
13 it.

14 Q295 Could you check that and
15 advise your counsel and he can advise me?

16 A Yes.

17 MR. GAFFNEY: Stu?

18 MR. PRATHER: I have no questions.

19 MR. GAFFNEY: Okay.

20
21
22 *** **

1 STATE OF KENTUCKY)
2)
3) SS.
4)
5 COUNTY OF JEFFERSON)

6 I, BRUCE D. HANDY, a Notary Public,
7 within and for the State at Large, do hereby certify
8 that the foregoing deposition of

9 LYNDLE BARNES

10 was taken before me at the time and place and for the
11 purpose in the caption stated; that the witness was
12 first duly sworn to tell the truth, the whole truth
13 and nothing but the truth; that the deposition was
14 reduced to shorthand writing by me in the presence of
15 the witness; that the foregoing is a full, true and
16 correct transcript of the said deposition so given;
17 that there was no request that the witness read and
18 sign the deposition; that the appearances were as
19 stated in the caption.

20 I further certify that I am neither of counsel
21 nor of kin to either of the parties to this action, and
22 am in no wise interested in the outcome of said action.

23 WITNESS MY SIGNATURE this 13th day of Sept., 1978.

24 My commission expires July 5, 1981.

25 Notary Public
State at Large, Kentucky

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF KENTUCKY
AT LOUISVILLE
CIVIL ACTION NO. C-77-057L(a)

KENTUCKY EDUCATORS PUBLIC AFFAIRS COUNCIL,
et al,

PLAINTIFFS

VS

DEPOSITION FOR DEFENDANTS

KENTUCKY REGISTRY OF ELECTION FINANCE,
et al,

DEFENDANTS

*** **

DEPONENT:

CAROLYN KAUFMAN

DATE:

December 12, 1977

*** **

JAMES E. EDMONDSON
REPORTER

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I N D E X

DIRECT CROSS

MR. GAFFNEY:

3-12;
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MR. STEWART:

12-29; 26-27

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The deposition of CAROLYN KAUFMAN,
taken on discovery, pursuant to notice heretofore
filed, in the office of Carolyn Kaufman, Thomas
Jefferson High School, Louisville, Jefferson
County, Kentucky, on December 12, 1977, at 2:00
P.M., upon oral examination, and to be used in
accordance with the Kentucky Rules of Civil
Procedure.

*** **

A P P E A R A N C E S

For the Plaintiffs: Mr. John Stewart
For the Defendants: Mr. Ronald Gaffney

*** **

CAROLYN KAUFMAN, called on behalf of
the Defendants, after being first duly sworn, was
examined and deposed as follows:

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1 MR. GAFFNEY: Let the record
2 reflect before we begin that both Defendants, the
3 Kentucky Registry of Election Finance, was served
4 with a notice by mail and I also talked with their
5 counsel of record, Mr. Allen Pruitt, who indicated
6 that he was not sure whether they would make an
7 appearance or not, and also for the Defendants,
8 Mr. L. Stanley Chauvin, Jr., Elmer Carroll, Charles
9 Coy and Foster Ockerman and C.J. McNally, the same
10 notice was served upon their counsel of record,
11 Mr. Robert Cusick and he was also notified by
12 telephone and he, again, indicated that he did not
13 know whether he would make an appearance or not.

14 So we will assume that since
15 we are a little late anyway, neither are going to
16 make an appearance.

17
18
19 EXAMINATION

20 BY MR. GAFFNEY:

21
22 Q1 Ms. Kaufman, will you state
23 your name for the record, please?

24 A Carolyn W. Kaufman.

25 Q2 And where do you reside?

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A 202 Charlestown Court.

Q3 Are you married?

A No, divorced.

Q4 Do you have any children?

A One.

Q5 Ms. Kaufman, what do you
do for a living?

A I teach in the Jefferson
County Public School System.

Q6 Where specifically do you
teach?

A Thomas Jefferson High
School.

Q7 How long have you been a
teacher in the Jefferson County School System?

A In the merged system, six
years. I taught in the City System eight years
prior to the merger.

Q8 Ms. Kaufman, are you a
member of the Kentucky Education Association?

A Yes.

Q9 How long have you been a
member of the Kentucky Education Association?

A Off and on since 1962.

Q10 When was your last contin-

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1 uous membership?

2 A 1973, since 1973.

3 Q11 So you've been a member
4 continuously since 1973?

5 A Right.

6 Q12 Ms. Kaufman, have you ever
7 heard of an organization by the name of Kentucky
8 Educators Public Affairs Council, better known
9 as K.E.P.A.C.?

10 A Yes.

11 Q13 When did you hear of such
12 an organization?

13 A Probably when it first
14 started.

15 Q14 When was that, if you
16 recall?

17 A It's been about three or
18 four or five years I guess, when they started
19 talking about it. I don't remember the exact
20 date when it came into existence.

21 Q15 Ms. Kaufman, are you aware
22 that beginning in the school year, 1975 and '76, that
23 KE.A. began making deductions from your salary for
24 use by K.E.P.A.C.?

25 A I was not aware that they

1 were doing it at the beginning of the school year
2 no.

3 Q16 When did you become aware
4 that they were making deductions from your pay-
5 check?

6 A At the end of the school
7 term I found it out.

8 Q17 Which year?

9 A '75-'76.

10 Q18 Were you aware at that
11 time that you could obtain a refund of your
12 money?

13 A No.

14 Q19 When did you become aware
15 that you could obtain a refund of your money?

16 A I read it in a newsletter
17 last September or October of this school year that
18 anybody that wanted their refund could write to
19 Mr. Tackett and get it.

20 Q20 Prior to that time, you
21 did not ---

22 MR. STEWART: (Interrupting)
23 Object to your leading.

24 Q21 Prior to that time, you
25 did not know that you could obtain a refund?

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A No.

MR. STEWART: Object to
your leading.

Q22 Prior to that time, you
were also not aware that they were taking money
from your paycheck?

MR. STEWART: Object to
your leading.

THE WITNESS: Wait a minute
now. Prior to what time?

Q23 Prior to the time that
you found out that you could obtain a refund.
Let me ask you this: when did you find out that
they -- if anybody asked it -- I think you told
me ---

A. (Interrupting) I said
during '75 or '76, that's when I found out. When
I found out they were first taking money. See,
when I first heard about it, they were asking for
donations and I did not make a donation then, and
then I don't know -- I say '75 or '76, but I
guess I'm getting my years mixed up. I think at
the end of last school year was when I found out
that they were taking money out; they were using
part of the dues money to give to them, that's

1 when I found it out.

2 Q24 Did you consider these --
3 this money that was taken from your paycheck to
4 be money which you voluntarily gave to K.E.P.A.C.?

5 A No, sir.

6 Q25 Did you feel that it was
7 money that was obtained from you at your own free
8 will?

9 A No. My dues money was.

10 Q26 I'm talking about the money
11 to K.E.P.A.C.

12 A No.

13 Q27 Did you ever ask for your
14 money back from K.E.P.A.C.?

15 A I did this year. I wrote
16 a letter.

17 Q28 And what did you say in that
18 letter?

19 A In essence I said that I
20 did not mind making contributions on my own, but
21 I did not appreciate money being used for the pur-
22 poses which I did not designate or something of
23 that sort.

24 Q29 Did you ask for a refund
25 of all your money?

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MR. STEWART:

Object to the

leading.

A

I don't remember how I

had it worded, but I thought it was worded that they would give me all that they had ever taken.

Q30

Did you ever receive a

check from K.E.P.A.C.?

A

I received a check a

couple of weeks ago for eighty-eight cents.

Q31

And is this a copy or is

this the check that you received?

MR. STEWART:

Let the record

show that Mr. Gaffney is handing the witness what appears to be a check.

A

Yes, it is.

Q32

And was the attachment

which is attached to it indicating that this is a refund of your K.E.P.A.C. contributions? Was that attached to it at that time?

A

Yes.

MR. GAFFNEY:

Mark that as

an Exhibit

(Whereupon Defendant Exhibit No. 1 was duly received, marked, made a part of the record).

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1 Q33 Ms. Kaufman, do you know one
2 Robert Roos?

3 A Yes.

4 Q34 And have you talked with
5 him regarding refund of any money from K.E.P.A.C.
6 to him?

7 A Yes. He showed me his
8 refund check -- that he received.

9 Q35 And did he tell you ---

10 MR. STEWART: (Interrupting)
11 Let me make an objection concerning any discus-
12 sion between them. Mr. Roos had his day on the
13 stand in open court and Mr. Roos is not here and
14 subject to cross examination and it's strictly
15 hearsay.

16 Q36 Did Mr. Roos show you a
17 check which he had received from K.E.P.A.C.?

18 A Yes.

19 Q37 Is this a copy -- Let me
20 show it to Mr. Stewart first. (Passing document
21 to counsel for Plaintiffs).

22 Is this the check which
23 Mr. Roos showed to you?

24 A It's one of them.

25 Q38 He also received from K.E.A.?

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1 A Right. One was blue and
2 one was yellow.

3 MR. GAFFNEY: Could you mark this as
4 Exhibit 2?

5
6 (Whereupon Defendant Exhibit
7 No. 2 was duly received,
8 marked, made a part of the
9 record).

10 MR. STEWART: I'll object
11 to the introduction of this document on the
12 grounds that Mr. Roos would be the best person
13 to introduce them.

14 Q39 Did Mr. Roos tell you
15 whether or not this was his refund of all the
16 money that he had ever had deducted or did he
17 tell you that was a refund of one month or any
18 designated period of time?

19 MR. STEWART: Let me object
20 to the question and move to strike all testimony.
21 I think it's unfair to ask these questions out
22 of the presence of the Court and counsel for the
23 Intervening Roos and we know that they would not
24 be permitted to be asked in front of the Court
25 and would be stricken.

MR. GAFFNEY: You may answer.

1 A He really didn't understand,
2 since he received two of them. He was not sure
3 what they were for.

4 MR. GAFFNEY: That's all I
5 have.

6
7
8 CROSS EXAMINATION

9 BY MR. STEWART:

10
11 Q40 Ms. Kaufman, you sat in
12 on almost all the hearings in the U.S. District
13 Court this last Wednesday, the 7th of December I
14 believe, is that correct?

15 A Right.

16 Q41 Ms. Kaufman, what education
17 do you have?

18 A I have a Bachelors degree
19 in music education. A Masters degree in Education,
20 plus about 15 hours above ---

21 Q42 About 15 hours of what?

22 A Above my Masters Degree in
23 related subjects.

24 Q43 And when did you first
25 begin teaching?

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1 A September, 1960.
2 Q44 September, 1960?
3 A Yes.
4 Q45 You've been teaching over
5 a span of seventeen years?
6 A With an exception of two
7 years. Well, yes, two years. I subed a year and
8 I took a year maternity leave.
9 Q46 As a member of K.E.A., I
10 believe you said regularly and continuously since
11 1973. Do you receive the K.E.A. News?
12 A Yes.
13 Q47 Did you ever request a
14 refund of your K.E.P.A.C. contributions prior to
15 the fall of 1977?
16 A No.
17 Q48 Do you know who your
18 K.E.A. delegate to the K.E.A. Delegate Assembly
19 is?
20 A No.
21 Q49 Do you have some K.E.A. or
22 some affiliated organization representative in this
23 building?
24 A Yes, I'm sure we do.
25 Q50 Do you ever go to any of

1 the K.E.A. or K.E.A. affiliate meetings?

2 A I have not this year.

3 Q51 Did you last year?

4 A During the time of the
5 work stoppage I attended one or two or them.

6 Q52 Other than that, do you
7 ever participate in any of the activities.

8 A Not really. I don't have
9 much time. I went to one or two meetings last
10 year, but they're usually in the afternoons
11 after school and it's pretty late and I usually
12 don't get to participate in them.

13 Q53 Do you ever participate
14 in actively opposing any dues increases of the
15 K.E.A. or it's affiliates?

16 A Not publically.

17 Q54 I'm talking about actively.

18 A Not actively.

19 Q55 No writings or talked to
20 people?

21 A No, not on a scale of
22 where it would matter, just on personal basis.
23 I oppose any increase.

24 Q56 Did you learn of those
25 through the K.E.A. news?

1 A Learn of what?
2
3 Q57 The proposed increases.
4 A No, I didn't. I learned--
5 wait a minute.
6 Q58 Well, anything since you've
7 been a member?
8 A Well, last year before we
9 received our raises I learned of an increase of
10 dues from my checkstub and this year I learned of
11 an increase by reading a little newsletter that
12 I received, not from K.E.A., but another newsletter
13 that they sent out from the J.C.T.A.
14 Q59 That's the Jefferson County
15 Teacher's Association?
16 A Right.
17 Q60 And that's the
18 K.E.A. affiliate?
19 A Right.
20 Q61 You're then on both the
21 K.E.A. mailing list and the J.C.T.A. mailing list?
22 A Right.
23 Q62 When you get the K.E.A.
24 newsletter, do you read it?
25 A Honestly, very seldom.
Q63 You are aware that that's

1 the official voice of the K.E.A./

2 A I am.

3 Q64 That's the way they communi-
4 cate all the information to the members?

5 A Yes.

6 Q65 And, Ms.Kaufman, not out of
7 any disrespect that I ask this question, but I'll
8 ask you for the record, you are a capable of and
9 I'm sure do read the English language, do you not?

10 A I do.

11 Q66 Were you present in Court
12 when Mr. Caswell testified?

13 A No, sir.

14 Q67 Let me ask you this
15 question: Have you ever given a written test
16 to your students in the course of your seventeen
17 years?

18 A Yes, I've seen it.

19 Q68 Ma'am?

20 A Yes.

21 Q69 Ms. Kaufman, do you ever
22 provide written instructions to the students with
23 the test?

24 A Yes.

25 Q70 Do you ever advise that the

1 Q75 Was that the school
2 administration?

3 A I don't know who per se,
4 but, you know, basically that's why a lot of us
5 joined back then

6 Q76 You dropped out apparently?

7 A Well, from time to time,
8 when I went on maternity leave and if you didn't
9 pay your dues you weren't a member, and maybe
10 one year if I felt like I couldn't pay dues, I
11 wouldn't pay them. That's why I said off and
12 on, because I'm sure there were a couple of
13 years during the time that I worked for the City
14 that I was not a member.

15 Q77 Did that have anything to
16 do with you being recalled to work, the fact that
17 you weren't a member?

18 A No.

19 Q78 It never had anything to do
20 with you retaining your job if you were not a mem-
21 ber?

22 A No, sir.

23 Q79 Did anyone ever tell you that
24 it was a condition of your employment that you con-
25 tributed to K.E.P.A.C.?

1 A No.
2 Q80 Ms. Kaufman, where -- when
3 did you give Mr. Gaffney the check that you received
4 for eighty-eight cents that he filed?
5 A Wednesday, December the 7th,
6 because I had just received it the day prior to
7 that.
8 Q81 Who asked you to testify
9 in that case?
10 A Mr. Gaffney I suppose.
11 Q82 How did Mr. Gaffney contact
12 you?
13 A By phone.
14 Q83 He called you?
15 A Yes.
16 Q84 And how long before the
17 hearing was that that he contacted you?
18 A The night before.
19 Q85 Did you have the check at
20 that time?
21 A Yes, that's the day I
22 received it, I think -- I take that back, maybe
23 it was on the Monday the 5th that I received it
24 because I had it attached to the Bulletin Board
25 in the kitchen at the time he called.

1 Q86 Now, that eighty-eight
2 cents, that was for the first K.E.P.A.C. deductions,
3 which apparently was in October of 1977, is that
4 correct?

5 A I suppose. There's no date
6 on it, just says October, but no year.

7 Q87 After you received the
8 check, did you -- did you expect more than the
9 eighty-eight cents?

10 A Well, if K.E.P.A.C. had
11 been deducting money from my checks for the past
12 two years or so, yes, I did, and I still do.

13 Q88 Did you write K.E.P.A.C
14 and advise them or Mr. Tackett stating that you
15 wanted more than the eighty-eight cents back?

16 A No, I wrote one letter
17 and I never -- no follow-up.

18 Q89 And in that letter, you
19 did not state that you wanted all the contribu-
20 tions that you had made to K.E.P.A.C., did you?

21 A As I said, I did not keep
22 a carbon copy and I don't know it verbatim of what
23 I asked, but I did ask for the money that was
24 withdrawn from my salary which I took to mean all
25 of the money. I just wouldn't write and ask for

1 students read the instructions you provide?

2 A Yes.

3 Q71 Have you ever seen the type
4 of test that gives the instructions to the students
5 and the -- perhaps a paragraph or so of instruc-
6 tions and then at the conclusion of the instructions
7 it tells you to simply sign your name on the paper
8 and turn the test in without answering any ques-
9 tions, and that the individual has completed the
10 test?

11 A Did you ask me have I ever
12 seen it or have I ever used it?

13 Q72 Have you ever seen it?

14 A Yes.

15 Q73 Did anyone ever tell you
16 that it was the condition of your employment that
17 you belong to the K.E.A.?

18 A Not recently.

19 Q74 Did anyone ever tell you it
20 was a condition of your employment to belong to the
21 K.E.A., that you would not be employed as a school
22 teacher if not?

23 A Not in those words. Years
24 ago, I don't mean to tell you I'm old, but years
25 ago, they used to pressure you.

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1 eighty-eight cents.

2 Q90 Are you willing now to
3 write another note to K.E.A. and ask for a refund
4 of all of the contributions you have made during
5 the last years?

6 A That's what it takes, if
7 I have to write another letter, then I'll be
8 willing to do that. Is that what I'm having to
9 do?

10 Q91 You're physically capable
11 with no handicaps?

12 A No physical handicaps.

13 Q92 And what form of communication
14 did you received the word that you could get a
15 refund or not have any deductions taken out anymore
16 for K.E.P.A.C.?

17 A In a one-page newsletter
18 that was put in everybody's mailbox, either the
19 last of September of the first of October of this
20 year.

21 Q93 Was that a newsletter from
22 the Jefferson County Teacher's Association?

23 A I'm pretty sure it was,
24 it was an orangeish yellow sheet and I think it
25 had J.C.T.A. on the top.

1 Q94 Was there also printed in
2 that communication a copy of a form that could be
3 utilized for having a refund or stating that you
4 did not --

5 A (Interrupting) No, they
6 just said if you wanted a refund you could write and
7 they gave you the address.

8 Q95 Did you ever attend any of
9 the -- apparently from what you stated, you
10 attended at least two meetings during the action
11 regarding the contract that was being negotiated
12 in late 1976, that's the Association contract
13 I'm talking about, but the other, than that
14 meeting at that time, did you attend any other
15 K.E.A. or K.E.A. affiliate organization meeting,
16 the Jefferson County Association meetings or
17 the Louisville Association meetings held either
18 in your building here or held here in the City,
19 since 1973?

20 A Not to my knowledge.

21 Q96 What you're stating to the
22 court is then that you have not participated at
23 all in any of the association's activities in-
24 volving the election of officers or ---

25 A (Interrupting) When we elect

1 officers, we do it here in the building. We have
2 building representatives and they fix the ballot
3 box and everybody votes as they sign in in the
4 morning. So the meetings that are held are held
5 for officers and representatives and not the entire
6 group.

7 Q97 When you vote for these
8 people, -- before you go to those meetings, or
9 where you go to vote at the ballot box, do you have
10 any idea who the individuals are who are running
11 for the offices?

12 A Sometimes you do and some-
13 times you don't.

14 Q98 I'm asking you.

15 A Do I?

16 Q99 Yes.

17 A Very few.

18 Q100 Do you learn of who is
19 running through the K.E.A. news or the Jefferson
20 County Teacher's Association paper I think they
21 call it Action?

22 A Well, the information is
23 there and you can read it, but that doesnot really
24 tell you who the individual is, so I really still
25 in a sense don't know them.

1 Q101 That's in those newspapers
2 that you're talking about?

3 A Yes.

4 Q102 Do you read those to find
5 out as much information there is on each individual,
6 as far as who is running and their background?

7 A Sometimes. Not diligently.

8 Q103 Just one other line of
9 questioning, Mrs. Kaufman.

10 Are you aware of any of
11 the people who K.E.P.A.C. supported for either
12 state or local office during the last election?

13 A No.

14 Q104 Do you know whether -- I
15 want to ask you this, not about the specific
16 individuals, but did you participate and vote
17 in the last election?

18 A In November?

19 Q105 Yes.

20 A Yes.

21 Q106 Do you know whether or not
22 any of the individuals that you supported were
23 also supported by the K.E.P.A.C. contributions?

24 A No.

25 Q107 Were you aware that in the

1 K.E.A. news or K.E.P.A.C. provided information as
2 to who they were supporting for the election and
3 provided information after the election as to
4 who they had supported and how successful those
5 individuals had been?

6 A No, I was not aware -- I
7 did not read that. I usually don't read political
8 campaign material of that sort.

9 Q108 When you get the K.E.A.
10 news, do you retain a copy or do you just when
11 they come in throw them away?

12 A I hate to say it, but I
13 pick one up off the floor, see, my mail falls on
14 the floor, and there was one there, it must have
15 been last week, one day last week, and I honestly
16 did pick it up and drop it right in the trash.
17 No offense or anything to the organization, I
18 just didn't want to read it. I take that back.
19 I did see the proceedings that had gone on the
20 Wednesday, December the 7th, on the front page.
21 I scanned that and then I put it in the trash.
22 I didn't open it. I just don't read them.

23 MR. STEWART: That's all I
24 have.

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REDIRECT EXAMINATION

BY MR. GAFFNEY:

Q109 Carolyn, when you joined the K.E.A. in '73, did you sign a membership card or a membership application?

A Yes.

Q110 Do you recall whether or not there was any indication on that membership blank as to whether or not money was going to be deducted from your salary for K.E.P.A.C.?

A I don't remember.

Q111 Did you want to belong to K.E.P.A.C.?

A No.

MR. GAFFNEY: No other questions.

RECROSS EXAMINATION

BY MR. STEWART:

Q112 Ms. Kaufman, do you believe that the political process is effective to a degree whereby interested citizens do have a common interest and support candidates who indicate a similar

1 interest in legislation which can benefit both
2 those people such as teachers and educational
3 system as well?

4 A Yes.

5 Q113 Do you have a belief that
6 the teachers, the teacher's voice in Kentucky,
7 I'm talking about teachers collectively, is going
8 to have something done in the educational field,
9 as far as legislation is concerned; the teachers
10 in fact have to be the ones to speak out and chal-
11 lenge the candidates to support the educational
12 positions and interests?

13 A Yes.

14 MR. STEWART: That's all I
15 have.

16 MR. GAFFNEY: I have nothing
17 further.

18
19 *** **

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597-6006

1 STATE OF KENTUCKY)
2)
3) SS.
4)
5 COUNTY OF JEFFERSON)

6 I, James E. Edmondson, a Notary Public,
7 within and for the State at Large, do hereby certify
8 that the foregoing deposition of

9 CAROLYN KAUFMAN

10 was taken before me at the time and place and for the
11 purpose in the caption stated; that the witness was
12 first duly sworn to tell the truth, the whole truth
13 and nothing but the truth; that the deposition was
14 reduced to shorthand writing by me in the presence of
15 the witness; that the foregoing is a full, true and
16 correct transcript of the said deposition so given;
17 that there was no request that the witness read and
18 sign the deposition; that the appearances were as
19 stated in the caption.

20 I further certify that I am neither of counsel
21 nor of kin to either of the parties to this action, and
22 am in no wise interested in the outcome of said action.

23 WITNESS MY SIGNATURE this 13th day of December 1977

24 My commission expires December 11, 1979

25
Notary Public
State at Large, Kentucky

KENTUCKY EDUCATORS PUBLIC
AFFAIRS COUNCIL
101 WEST WALNUT ST.
LOUISVILLE, KY. 40202


Nº 2436

November 29, 1977

21-10/830 44

-----NINE & 88/100-----

Dollars


Citizens & Fidelity Bank & Trust Company
LOUISVILLE, KENTUCKY 40201

Lynelle Barnes

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	Refund of KEPAC and NEA-PAC contributions		\$9.88
	<i>CH 20</i>		

KENTUCKY EDUCATORS PUBLIC AFFAIRS COUNCIL

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LUCKY EDUCATION ASSOCIATION

APA FUND

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13758

December 2, 1977

21-52/830

Carolyn M. Kaufman

\$.88

K.E.A. \$80 doll's 88 cts

Dollars

Lewisville Trust Bank

Lewisville, Kentucky

APA FUND

Raymond C. [Signature]

TREAS

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TRANSCRIPT OF HEARING
BEFORE THE KENTUCKY REGISTRY OF ELECTION FINANCE

*** **

August 15, 1977

Louisville, Kentucky

KENTUCKY EDUCATION ASSOCIATION
(KENTUCKY BUSINESS POLITICAL ACTION COMMITTEE)

JAMES E. EDMONDSON
Reporter

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I N D E X

DIRECT CROSS REDIRECT RECROSS

FOR THE COMPLAINANT:

Phillip Thompson:	8-24	24-35	35-36	37
James Lay:	39-53	59-63	58, 64- 65	
Dr. G.S. Potts:	66-72	72-77		

FOR THE RESPONDENT:

Wendell Barnes:	78-85	85-109		118
— Raymond C. Tackett:	120-136	136-139;	—	144
Charlotte McCormick:	145-148	148-149		
Lamar Gering:	152-157	157		
Robert Summers:	159-164	164-168		

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A P P E A R A N C E S

L. Stanley Chauvin, Jr.
Chairman

Elmer N. Carrell,

Charles R. Coy

Foster Ockerman
Board members

John J. Slattery
Representing Kentucky Education Association

Ronald Gaffney
Representing Kentucky Business Political
Action Committee

*** *** ***

This matter coming on for Hearing
before the Board of the Kentucky Registry of
Election Finance, in the office of the Kentucky
Registry of Election Finance, 1515 Old Louisville
Road, Frankfort, Fayette County, Kentucky, on
August 15, 1977, commencing at 9:00 A.M., the
following was heard:

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THE CHAIRMAN:

If you would, let the record show that this is a hearing for the Kentucky Registry of Election Finance as a result of a complaint filed by Mr. Phillip A. Thompson, on June 1st, 1977, alleging seven violations of the Corrupt Practices Act.

That all parties are present in person and by counsel. The Respondent being the Kentucky Education Association, and it's political arm for the Education Public Affairs Council referred to as K.E.P.A.C., and that these parties have exchanged certain information prior to this hearing, each side -- The Respondent, K.E.P.A.C., has been advised of the charges against it, and that the record has been open for inspection, that process has been issued for the production of certain documents and that this hearing has been called for the purpose of determining whether or not in fact certain violations have occurred.

Now, before we start, let me say something to the people from the Kentucky Business Political Action Committee, and K.E.P.A.C. In going through these charges, Mr. Thompson filed on June 1st, 1977, and the exhibits, there seems to be not that much dispute as to the facts which

surround the charges, the deduction, whether or not they reimbursed services, all of the things that are contained in the seven charges. The members of the Registry are conversant with and familiar with the Corrupt Practices Act and I want this hearing to be limited strictly to these specific Acts, and whether or not these Acts constitute a violation of the Corrupt Practices Act.

It would seem to me in looking through here that numerous, more almost than I can count, stipulations could be entered into. The stipulations would be received by the Registry, not as an admission of any fact, but merely as an agreement between the parties; that where a witness is called to testify or where a document is introduced, it would in fact be thus and so. And we would expect you all, if you want to have a conference on it for a few minutes -- I see in the file here several attachments, and K.E.A. and K.E.P.A.C. may well want to have some records, you may want to have some records. The Registry is perfectly competent to examine these if they're put in under the terms that they are comparative with the Corrupt Practices Act.

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And we're here to hear the case, but there is no reason to spend hours wrangling over documents because I think we're competent to inspect these documents and to look at them and apply them to the law.

MR. SLATTERY: Mr. Chairman, we have no objection to that, however, we do have some documents that we would like to introduce. However, I think it might be helpful to the Registry to listen to the witnesses that we introduce the documents through, so that the meaning of these documents can be explained, and to take the time to come up with a stipulation and then go through the same process with the witnesses --

THE CHAIRMAN: (Interrupting) I would agree, and I think the Registry would agree that we can hear these for the purpose of putting these documents in, and we will expect these questions to be brief.

How much time are we talking about for proof? How long will it take you?

MR. SLATTERY: My proof I suppose, what I have planned right now, would take, I suppose forty-five minutes to an hour, depending on how long cross examination is.

THE CHAIRMAN: All right. How about you, Mr. Gaffney?

MR. GAFFNEY: We approached this subject of stipulation with Mr. Slattery and he felt that it would be more informative to the Registry to hear the witnesses. Depending on what we have to put on for Mr. Thomas, I don't know if K.E.A. or K.E.P.A.C. are willing to stipulate as to the mechanics of how the funds are solicited and obtained and that type of thing, but assuming that there is really not any real dispute over those things, I would think we would be able to put our witnesses on in an equal amount of time.

THE CHAIRMAN: Okay. Let's try it that way.

MR. SLATTERY: At the outset --

THE CHAIRMAN: (Interrupting)

An opening statement, make it brief.

MR. SLATTERY: No, not an opening statement. It's just so I won't be waiving anything. I would like to object to charges one through six on the grounds that they don't comply with the regulations of the Commission; specifically, that there are no dates, no statements that they are continuing violations,

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and these charges are not specific enough to comply with the regulations of the Registry. So, for that reason, I move that these first six charges be stricken.

THE CHAIRMAN: Mr. Reporter,
note the objection and it will be overruled at this time.

Your first witness, please,
Mr. Gaffney.

MR. GAFFNEY: I would like
to call Mr. Phillip A. Thompson.

PHILLIP A. THOMPSON, called on behalf
of the Claimant, after being first duly sworn, was
examined and testified as follows:

THE CHAIRMAN: For the record,
would you state your name, please?

THE WITNESS: Phillip A.
Thompson.

THE CHAIRMAN: What is your
address?

THE WITNESS: Route 3,

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Georgetown.

THE CHAIRMAN: And your
occupation?

THE WITNESS: I'm employed
by the Kentucky Chamber of Commerce.

THE CHAIRMAN: Mr. Thompson,
are you the same Phillip Thompson that filed a
complaint with the Registry on June 1st, 1977?

THE WITNESS: I am.

THE CHAIRMAN: You may proceed,
Mr. Gaffney.

DIRECT EXAMINATION

BY MR. GAFFNEY:

Q1 Mr. Thompson, is it
your belief that the practices which you described
in your letter of June 1st are continuing practices
that date from the onset of K.E.P.A.C. and they're
still continuing today?

A It's my understanding,
yes.

Q2 I want to look at a few
specific charges that you alleged in your complaint,

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and ask you a few questions about those. I think the easiest way to do it is just go down through the violations.

THE CHAIRMAN: Yes, just start with number one and go through them.

Q3 As I read you alleged violation one, you are alleging that the K.E.A. receives political contributions which are deducted from teacher's salaries by the local school board, is that correct?

A That's my understanding, yes.

Q4 Is it your understanding that K.E.A. writes a corporate check to K.E.P.A.C. for the amounts that are so collected?

A That's my understanding.

Q5 And upon what do you base this allegation?

A It's based principally on the news reports of the K.E.A. newsletters, that we receive in our office, plus conversations with people who I think ought to know. It's my understanding that the K.E.A. receives the dues and in turn writes the checks to K.E.P.A.C.

Q6 Is the news article that

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you're mentioning entitled the K.E.A. News?

A Yes, I believe that's either their monthly or bi-monthly letter, yes.

Q7 Is this a copy I hand to you (Passing document to witness), of that newsletter?

A Yes.

MR. GAFFNEY: Mr. Chairman, I have a clean copy in that it was copied by Xerox, but it does have some underline marks and we will obtain the original if you so desire.

THE CHAIRMAN: I don't think we'll have any problems with these copies. Have you furnished counsel for the Respondent a copy yet?

MR. SLATTERY: Mr. Chairman, I asked in the interrogatories for all documents that were going to be introduced and I have not received any of these.

MR. GAFFNEY: Well, these are documents that come from the K.E.A. News, it's the K.E.A. publication, and they would be documents already in their possession.

MR. SLATTERY: Well, I didn't know you were going to introduce them. So that's the basis for my objection.

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THE CHAIRMAN: Well, let them
be introduced.

MR. COY: Before we
introduce them, Mr. Chairman, can they be identified
a little more specifically?

THE CHAIRMAN: Can you read
the date and who they're by?

MR. GAFFNEY: This is from
the July 31st, 1975 edition of the K.E.A. News,
which I believe is the official publication of
the Kentucky Education Association.

THE CHAIRMAN: Do you want to
let Mr. Slattery look at that?

(PASSING DOCUMENTS)

Okay, go ahead.

Q8 And, is it on this basis
this information you received in the article that
you referred to that you make your allegations in
violation number one?

A That's true.

Q9 In violation number two,
you allege as I understand it that the local school
board may be making political contributions to
K.E.P.A.C., is that correct?

A Yes, by providing clerical

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services, yes.

Q10 What is the basis for
your belief?

A Well, it's my understanding
that some local school boards deduct from the
teacher's pay checks each payday a stipulated amount
to be forwarded to K.E.A. and, therefore, on to
K.E.P.A.C., and there is some amount of effort that
is required to handle all those deductions.

Q11 Have you received any
letters or other information indicating that the
school boards in fact do do this and in fact it
does cost the school board money?

A Yes, I have.

Q12 And I ask you -- the only
one of these letters that you do not have is the one
I just received this morning from Somerset Public
Schools, but you do have copies of all the rest?

MR. SLATTERY: Well, let me
see the ones you have.

Q13 I'll ask you, Mr. Thompson,
did you receive a letter from the Estill County
Board of Education?

A Yes, I did.

Q14 And I'll ask you, is this

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a copy of the letter that you received from the
Estill County Board of Education?

A Yes, it is.

MR. GAFFNEY: Mr. Chairman --

THE CHAIRMAN: That will be
Complainant Exhibit No. 2.

(Whereupon Complainant Exhibit
No. 2 was duly received, marked
and made a part of the record).

Q15 Does the letter from the
Estill County School Board indicate that they do
take these deductions and it does cost them some
amount of money per year?

A That's true.

Q16 And have you received
similar letters either indicating that such deduc-
tions are made and/or that they do or do not cost
the school board money?

MR. SLATTERY: Mr. Chairman,
I think --

THE CHAIRMAN: I think the
letters will speak for themselves.

MR. GAFFNEY: Then if we
can, we will just introduce them all at one time.

THE CHAIRMAN: That will be

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fine.

MR. GAFFNEY: A letter from
the Bullitt County School System.

THE CHAIRMAN: That will be
Complainant Exhibit No. 3

(Whereupon Complainant Exhibit
No. 3 was duly received, marked,
made a part of the record).

MR. GAFFNEY: From the
Campbell County School System.

THE CHAIRMAN: That will be
number 4.

(Whereupon Complainant Exhibit
No. 4 was duly received, marked,
made a part of the record).

MR. GAFFNEY: The Hopkins
County School System.

THE CHAIRMAN: That will be
number 5.

(Whereupon Complainant Exhibit
No. 5 was duly received, marked,
made a part of the record).

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MR. GAFFNEY:
County School System.

From the Fayette

THE CHAIRMAN:
number 6.

That will be

(Whereupon Complainant Exhibit
No. 6 was duly received, marked,
made a part of the record).

MR. GAFFNEY:
Jefferson County School System.

And from the

THE CHAIRMAN:
number 7.

That will be

(Whereupon Complainant Exhibit
No. 7 was duly received, marked,
made a part of the record).

MR. GAFFNEY:
Public School System.

And the Somerset

THE CHAIRMAN:
number 8.

That will be

(Whereupon Complainant Exhibit
No. 8 was duly received, marked,
made a part of the record).

Q17

Now, we got those out of

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the way.

In your violation number three, Mr Thompson, I believe you allege that K.E.A. and K.E.P.A.C. solicited services from -- services and/or contributions from civic organizations established for the public good, is that correct?

A It is.

Q18 And what is your basis for that?

A Well, requests from K.E.A. to -- to deduct from the teacher's salaries moneys that ultimately end up in K.E.P.A.C.

MR. GAFFNEY: And, Mr. Chairman, we will submit that the letters previously identified will also substantiate that particular allegation.

MR. COY: May I ask a question at this time, Mr. Chairman?

THE CHAIRMAN: Yes.

MR. COY: What is the distinction as seen by the counsel for the witness between the violation number two and violation number three, if any?

MR. GAFFNEY: I believe that if I may speak on that issue for Mr. Thompson, vio-

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lation number two I believe and number three are very similar; that they involve two separate Sections of the Statutes.

MR. COY: But the factual allegations are the same?

MR. GAFFNEY: Yes.

THE CHAIRMAN: It's your contention that these facts are applied to two separate Statutes?

MR. GAFFNEY: Right, one particular provision states that a corporation cannot make a contribution of services or money, and the other one says that you cannot solicit an organization established for the public good.

THE CHAIRMAN: Thank you.

Q19 Violation number four, I believe, Mr. Thompson, alleges that K.E.A. and K.E.P.A.C. have unregistered pacs that operate throughout the State disbursing political contributions, is that correct?

A To my understanding, there are a number of local political action committees that are not registered and we were unable to find them.

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Q20 You were unable to find any registration?

A Any registration with the local groups.

Q21 And what is your basis for your belief of that allegation?

A Well, again, that comes from their own newsletter, K.E.A. newsletters that describe quite clearly how they handle their funds, and it is funneled down through local organizations of some form, and it's from the newsletters, and in checking with the register, there was no -- We were unable to find any local packs filed.

Q22 And this newsletter which you're discussing the one that was previously submitted into evidence?

A Yes.

THE CHAIRMAN: Since someone is going to have to read this record, you're talking about Complainant Exhibit No. 1?

MR. GAFFNEY: Yes.

Q23 And in violation number five, I believe you indicate that K.E.A. and/or K.E.P.A.C. are obtaining money from teachers by assessment or by coercion, is that correct?

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A Yes, it seems to me that the teachers have no choice in belonging to K.E.A. and, therefore, contributing to K.E.P.A.C., except at the end of the year, as their newsletter clarifies, that only after some period of time at the end of the year can they request their money back, that seems to be something less than voluntary, and as I understand it, this has been ruled illegal by the F.E.C. and by the New Jersey Supreme Court in a similar --

MR. SLATTERY: (Interrupting)
I object to the witness testifying as to what the law might say.

THE CHAIRMAN: Well, your observation is based on what you read in this article?

THE WITNESS: Yes.

Q24 By the F.E.C., you refer to the Federal Election Commission?

A Yes, that's right.

Q25 I believe you said that the teachers have no choice except to belong to K.E.A., is that what you said?

MR. SLATTERY: Objection.

THE CHAIRMAN: Yes, that would call for a conclusion on the part of the witness.

MR. GAFFNEY:
not a court hearing.

Well, this is

MR. SLATTERY:
by the rules issued by the Registry.

Well, I'm going

THE CHAIRMAN:
state that this calls for a conclusion on the part
of the witness. If you can lay the foundation for
this, then the witness can answer.

Well, let me

Q26 Do you have any knowledge
as to the -- as to whether or not teachers are re-
quired to belong to K.E.A.?

A I didn't mean to indicate
that they have to belong to K.E.A., but once they
do, it appears to us that they are somewhat obligated
to contribute to K.E.P.A.C.. No, they do not have
to belong to K.E.A. and many do not.

Q27 Violation number six,
I believe you describe as being contributions are
received from teachers and the contributions that are
being made by the teachers are not necessarily being
made freely and voluntarily?

A Yes.

Q28 And what is the basis for
that belief?

A Well, I think it refers

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a little bit to my previous statement. It's my understanding that funds are solicited from those members of the K.E.A., and at the time they sign their card, they really have little choice as to whether or not they contribute to K.E.P.A.C., and they can only get their money at the end of the year, by January 1 or some point, specifically requesting their money back.

Q29 Do you, of your own knowledge, have any information as to what the K.E.A. refers to or how the K.E.A. refers to this particular system, what is it called?

A They use the term "reverse dues checkoff," I presume there's other terms for it, but they use the term "reverse dues checkoff".

MR. GAFFNEY: I believe the Board can take judicial notice that the F.E.C. has issued a regulation --

MR. SLATTERY: (Interrupting)
That would be argumentative.

MR. GAFFNEY: Well, we're asking that the Board take judicial notice of it.

MR. SLATTERY: Well, this is very argumentative.

MR. GAFFNEY: This is an --

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existing regulation of the Federal Election Commission number 114.5, and the commentary thereto, and I quote, "This section specifically prohibits the use of reverse checkoff system. The Commission interprets the statutory claim upon the condition of membership, to include lines under which individuals must make a contribution in order to acquire or obtain membership even if the contribution is refundable at a later date upon request of the contributor."

MR. SLATTERY: What was the number of the regulation?

MR. GAFFNEY: Section 114.5, A-1, and the commentary thereto. Number 114.5, Subsection A.

THE CHAIRMAN: What --

MR. GAFFNEY: (Interrupting)
It's the regulation from the Federal Election Commission.

THE CHAIRMAN: Is that Exhibit Number 9?

MR. GAFFNEY: Yes. And that is a xerox copy; if the Board wishes, we would be happy to provide them with a full copy.

THE CHAIRMAN: That's okay.

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Q30

Violation number 7, Mr.

Thompson, I believe you are alleging that the K.E.A. or K.E.P.A.C. gives contributions in return for pledges from particular legislatures or candidates that they will vote this particular way. Is that correct?

A

Yes, from the annual report; I don't have the date of the article in K.E.A. News, but the executor made it quite clear that they give contributions only to those who pledge support to their goals. It seems to be, the way they say it, they said it, I did not. I really didn't have to interpret their words at all, it's very clear.

Q31

Is the annual report that you're referring to a report entitled "The Executor Secretary Annual Report," authored by Robert L. Sommers?

A

That's true.

Q32

And it's entitled, "The K.E.A. continues to move forward"?

A

That's true.

Q33

Is this a copy of that report?

A

Yes, sir.

MR. GAFFNEY:

I would like

to have that introduced at an exhibit as well.

(Whereupon Complainant Exhibit No. 10 was duly received, marked, made a part of the record).

Q34 Now, Mr. Thompson, is there anything else other than what we've discussed here today which would provide a basis for the statement that you have made in your complaint?

A No -- I'll make a comment that I'm interested in making sure that the teachers are protected and it's kind of the motivation to be taken with the whole complaint, but I know of no other documents to be entered.

Q35 Have you had conversation with teachers which have led you to become involved in filing this complaint?

A Not personally, no.

MR. GAFFNEY: I have no further questions.

THE CHAIRMAN: Mr. Slattery, you may ask.

CROSS EXAMINATION

BY MR. SLATTERY:

Q36 Mr. Thompson, you stated

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that you were employed by the Kentucky Chamber of Commerce, is that correct?

A That's true.

Q37 What's your position with the Chamber?

A I'm the president of the Kentucky Chamber of Commerce.

Q38 I also note that the charges were on a letter head of the Kentucky Business Political Action Committee, with your name listed as Treasurer. What is the nature of this Kentucky Business Political Action Committee?

A It is a group of people who raise money to contribute to State Legislature candidates.

Q39 And you're the treasurer of this group?

A That's true.

Q40 And a Mr. William H. Neal is Chairman, is that correct?

A That's true.

Q41 What is Mr. Neal's connection with the Chamber, if any?

A He is a member of the Kentucky Chamber.

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Q42 Is he on the Board of
Directors of the Chamber?

A Not now.

Q43 Has he been?

A Yes, he is a past president
of the Kentucky Chamber, of about five years ago,
five or six years ago.

Q44 Is he a past member of
the Chamber's Board of Directors?

A Yes, that's true.

Q45 In reality, aren't these
charges being brought by the Chamber against K.E.A.?

MR. GAFFNEY: I object, Your
Honor.

THE CHAIRMAN: I think I will
sustain that because regardless of their basis,
they're sworn to by this witness.

Q46 Are you familiar with the
publication, 1976, '77 legislative report which was
published by the Kentucky Chamber of Commerce?

A I am.

Q47 Did you have anything to
do with the publication of this document?

A I did.

Q48 To what extent were you

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involved in the publication?

A I assisted in the research and the selection of the issues that were used to make the computations.

Q49 Are you the one who selected the entitlement of the House bills and the Senate bills that are set out on page 10 of that publication?

A Yes.

Q50 For example, House bill 300, unionization of public employees, that's not really the name of the House bill 300, is it?

A I don't recall. The affect of it is the unionization of public employees.

Q51 In your estimation?

A That's true.

Q52 So then these are editorial titles to these various pieces of legislation, to reflect the Chamber's position, is that true?

A Well --

MR. GAFFNEY: (Interrupting)

Mr. Chairman, I want to object to this line of questioning. I really don't think it has anything to do with the violations.

THE CHAIRMAN: It will be

admissible only if it shows or can be shown that it relates to the bias of the witness. These charges these seven charges were made under oath and if it will show the bias of the witness, it will be admissible for that purpose.

MR. SLATTERY: I would like to introduce them for that purpose and also to establish an affirmative defense to charge number 7, in that the complainant here has done exactly the same thing that is being charged against the respondent, and for that reason he should be --

MR. GAFFNEY: (Interrupting)
May I pose a question to counsel?

MR. SLATTERY: Well, --

MR. COY: (Interrupting)
The issue is not one of who has clean hands, the issue is whether or not K.E.P.A.C. is in fact violating the Corrupt Practices Statute, isn't it?

MR. GAFFNEY: That's exactly right.

MR. COY: And would it make any difference that the complainant himself or itself, whichever may be the case, was itself guilty of the same Statute, and if that's the charges that counsel wants to make, shouldn't that be made in the

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same fashion that this claim was brought?

MR. SLATTERY: We do not intend by this proceeding to bring any charges, however, I think the information in this document would show bias of the witness against K.E.A. and K.E.P.A..C, and that he is very highly, very extremely biased.

THE CHAIRMAN: So it will be admitted not for it's truth or -- any other reason that it might affect Mr. Thompson's bias against this respondent. You may use it for that purpose.

Q53 At another point in this publication, there is a section beginning on page 16, stating the names of the members of the House in the Kentucky General Assembly and their voting record on certain selected issues. Are you familiar with that section?

A Yes, I am.

Q54 Did you assist in the preparation of that section?

A Not in the clerical mechanical end of it.

Q55 Did you have anything to do with the classification of whether or not the representatives shown voted right, wrong or indifferent according to the Chamber's position?

A According to the Chamber's policy.

Q56 The same thing appears on page 4, for members of the Senate, I suppose your interest is the same as it relates to the Senate?

A Yes.

Q57 Also on page 20 of this publication apparently members of the legislature have been divided into categories; namely, favorable, divided and unfavorable. How were the conclusions reached as to whether or not these representatives were put into particular categories?

A It was based on the roll call votes of the issues that you referred to earlier, a point value was assigned to each one and a numerical calculation was made for each member of the General Assembly and depending on his numerical score, he was rated either favorable or unfavorable legislator or either he was divided.

Q58 So a vote for House Bill 300, which you characterize as unionization of public employees, House Bill 200, -- Senate Bill 200, which you call unionization of school teachers, Senate Bill 81, which you state relates to the Workmen's Compensation laws. If a legislature

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voted for any one of these bills or any of them that you show here being colored red, you would characterize him as being favorable, is that correct?

4

I'm not sure all those bills had a floor vote; there were more bills listed there than what was a floor vote, and I'm not at all certain that either House Bill 300 --

Q59

Senate Bill 200, unionization of school teachers.

If the legislature voted for that bill, would he be characterized as unfavorable according to Chamber policy?

1

THE CHAIRMAN:

I think we've reached a limit on that document.

As I understand the document, it's a document used by the Chamber of Commerce to assist it's values of the legislators.

MR. SLATTERY:

to introduce this as Respondent Exhibit No. 1.

(Whereupon Respondent Exhibit No. 1 was duly received, marked, made a part of the record).

Q60 Mr. Thompson, did you write a letter on June 1, 1977, to the Superintendent of Kentucky Public Schools?

A Yes, I believe that was the date.

Q61 In that letter did you request that the Superintendents give you information to any cost connected with administration or collection of political dues?

A There was a request, yes.

Q62 Are the responses in evidence here today the only responses that you received from this memorandum?

A Yes.

Q63 There are no others?

A I don't believe so.

Q64 Are there any responses by phone call that you received?

A No, sir.

Q65 Were there any oral responses or by means of any kind of communication other than written?

A Not except the ones that have already been introduced into the record.

Q66 Rather than go through each

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one of these charges, I believe throughout your testimony you were using expressions such as, "it appears to us," or, "it seems," or, "according to a certain publication in a newspaper." Do you have any personal information relating to the significant charges? Information that you have of your own personal knowledge.

A Just what I read in the K.E.A. News, and the conversations with other people that were concerned with the process.

Q67 So you have no direct knowledge?

A I'm not sure what you mean by "direct knowledge."

MR. GAFFNEY: (Interrupting)
Well, the newsletters have already been admitted into evidence and the letters also, and I think they speak for themselves.

MR. SLATTERY: Excluding the letters.

THE WITNESS: Well, I still don't --

THE CHAIRMAN: (Interrupting)
Do you understand the question?

THE WITNESS: Well, I don't

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what direct means.

Q68 All right. For example, you said you had no conversations with teachers. Is that right?

A My wife is a teacher and I've had -- she's not a member of K.E.A., but I'm sure I talked to her about it.

Q69 You have?

A Yes.

Q70 Has your wife been coerced to --

A (Interrupting) No, she's on the staff of Eastern Kentucky University. And I don't believe K.E.A. solicites their membership.

Q71 Then primarily the information that you testified to, you gathered from newspaper publications and various publications, is that correct?

A Yes, and/or understanding of the process.

Q72 Well, what do you mean by "or understanding"?

A My understanding.

Q73 The Chamber?

A No, my understanding from

the documents from K.E.A.

Q74 In other words, your interpretation of those documents?

A That's true.

Q75 So other than those newspaper publications, you have no firsthand information or any of the processes that you described?

A Firsthand, I'm not a member of the K.E.A., no, it's not firsthand.

MR. SLATTERY: That's all.

THE CHAIRMAN: Mr. Gaffney any redirect?

MR. GAFFNEY: Yes, it's very, very limited.

REDIRECT EXAMINATION

BY MR. GAFFNEY:

Q76 When you brought this complaint, Mr. Thompson, have you done any preliminary investigation as to the charges that you have outlined?

A Yes.

Q77 And did you intend by

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filing the complaint expect the Registry would in fact do a further investigation?

A It would be my understanding that the Registry is charged with that responsibility.

Q78 And the document that we extensively surveyed, entitled the "1976, 1977 Legislative Report," is that document always contain your personal views?

A No.

Q79 And do your views occasionally vary, your personal views occasionally vary from the Kentucky Chamber of Commerce's views?

A Yes.

Q80 And is that particular publication more accurately described as being a document which describes the Kentucky Chamber of Commerce's views rather than your personal views?

A That's true.

MR. GAFFNEY: I have no other questions.

THE CHAIRMAN: Anything further, Mr. Slattery?

MR. SLATTERY: Yes. I have a couple.

RECROSS EXAMINATION

BY MR. SLATTERY:

Q81 Then in your testimony
and the bringing of these charges -- Excuse me,
strike that.

 Your testimony as it
relates to these charges at several points stated
what constitutes your opinion.

A Yes.

82 Now, you also stated
several times "our opinion" I believe. Now, under-
standing these charges are being brought as an
individual, but you keep saying "our opinion," do
you mean the Chamber of Commerce when you say "our"?

A No, I don't.

Q83 Who do you mean?

A My opinion, plus the
opinion of others that I have -- that I trust.

Q84 Who are not members of
the Chamber of Commerce?

A No, it doesn't have any-
thing to do with membership in the Chamber, but there
are other people who agree me with these charges.

MR. SLATTERY: That's all I have.

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THE CHAIRMAN: You're excused,
and may we have the next witness, please.

(WITNESS EXCUSED)

MR. GAFFNEY: Well, at this
time, I would like to call Mr. James Lay.

JAMES LAY, called on behalf of the
Complainant, after being first duly sworn, was
examined and testified as follows:

THE CHAIRMAN: For the
record, would you state your name, please?

THE WITNESS: My name is
James M. Lay.

THE CHAIRMAN: And what is
your address, Mr. Lay?

THE WITNESS: My place of
employment is 3323 Newburg Road.

THE CHAIRMAN: And what is
that?

THE WITNESS: It's the
Jefferson County School Board.

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THE CHAIRMAN:
position there?

And what's your

THE WITNESS:
Director of Finance for the County Schools.

My capacity is

THE CHAIRMAN:
Gaffney.

Go ahead, Mr.

DIRECT EXAMINATION

BY MR. GAFFNEY:

Q1 Mr. Lay, are you present
here today pursuant to a subpoena?

A Yes, sir.

Q2 To your knowledge, has
the K.E.A. requested that the Jefferson County
School Board make payroll deductions for it's --
for the school board employees who are members
of the K.E.A.?

A Made requests for payroll
deductions?

Q3 Yes.

A Yes, they make such requests
several years ago.

Q4 And has the Jefferson County
School Board as a practice made that deduction?

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A Yes, for many years.

Q5 And as a part of those deductions, does the Jefferson County School Board also make a payroll deduction for K.E.A. members who are also members of K.E.P.A.C. and any A.P.A.C.?

A Well, I would like to clarify the answer, we make deductions strictly for dues that comes out in deductions in the blocks on the checks. K.E.P.A.C., N.E.P.A.C. comes out to my knowledge as far as I know there's one single amount of money that comes out and to our knowledge this is dues deductions.

Q6 In other words, on the payroll checkstubs, the teacher could not look at that and say these are my K.E.P.A.C. dues?

A That's correct.

Q7 They would all be lumped together as dues?

A Yes.

Q8 Would these dues be identified as anything other than K.E.A. dues?

A On the block on the checks, as you know, the deduction blocks we call it, -- and it's been named for many years, K.E.A., the initials, K.E.A.

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Q9 But K.E.P.A.C. dues are included in those?

A Yes.

Q10 Did K.E.P.A.C. request that the Jefferson County School Board make this particular deduction?

A Not to my knowledge.

Q11 So you do it as a deduction practice along with the K.E.A. dues?

A That's correct.

Q12 And you do it on the basis that K.E.A. requests you make these deductions?

A That's correct.

Q13 To your knowledge, has K.E.P.A.C. ever requested that the Jefferson County School Board make these deductions?

A Not to my knowledge.

Q14 Nothing in writing?

A No.

Q15 Do you know how long the Jefferson County School Board has been making K.E.P.A.C. deductions and N.E.P.A.C. deductions along with the K.E.A. dues?

A No, I don't know.

Q16 Has it been providing this

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service ever since you've been employed there?

A I'm going to have to say that I don't know that. We've been providing dues deductions ever since I've been there. When K.E.P.A.C. came into existence, I don't know.

Q17 Are you saying that you might have been making the K.E.P.A.C. deductions and didn't know you were making them?

A That's correct. There's several responsibilities that fall -- the K.E.A. office prepares the billing once a year and we enroll them through magnetic tapes, through a computer and they could have been making these deductions without my knowledge, but it all comes out in one block on the checks as I stated earlier.

Q18 So you just deduct whatever K.E.A. tells you to deduct?

A That's correct --

MR. CARRELL: (Interrupting)
I want to ask a question. Do you mean that you don't question K.E.A. as to what the deductions are?

THE WITNESS: Well, we get a billing --

MR. CARRELL: Wait a minute now. I asked you, you don't question the breakdown

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of the deductions to K.E.A.?

THE WITNESS: We have a billing that shows the breakdown of the deductions, and we withhold any sum of these deductions, and we have no reason to question K.E.A. to this point as far as the capacity that I'm serving.

MR. CARRELL: In other words, you mean -- in running a business, you can question any deductions I have. I have to deduct for union in my business, but I question, and I know exactly what those deductions are, exactly what they are.

THE WITNESS: Well, I think that's admirable.

MR. CARRELL: Well, wait a minute. You're spending taxpayers' money and you don't know what the deductions are; that's pretty bad.

THE WITNESS: Well I've already stated that I know what the deductions are.

MR. CARRELL: Well, your people don't know, they don't break it down.

MR. COY: I have a question.

THE CHAIRMAN: We have a question here.

MR. COY: Mr. Lay, the question I would like to pose with respect to these deductions is, as I understand it, on the check stub it will show K.E.A. and there will be a total sum?

THE WITNESS: That's right.

MR. COY: There is, however, that pertains to your records, a breakdown with respect to that way the total sum is proportioned?

THE WITNESS: That's correct.

MR. COY: I would, therefore assume with respect to different teachers, different sums may be deducted, is that correct?

THE WITNESS: Yes.

MR. OCKERMAN: Well, just to follow that up a little bit, you say there is a breakdown, what are the items in the breakdown?

THE WITNESS: Okay --

MR. GAFFNEY: (Interrupting)
I think I can be of some assistance to you on this matter.

Q19 Mr. Lay, is this an example of a breakdown that you've been discussing?

A This is a copy that we made last week for Mr. Rafferty regarding the deductions. It reflects the total on your lefthand column

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and the various breakdowns on the righthand column,

Q20 Now, as I understand it, what's reflected on the teachers' checkstubs is the total amount, it does not break it down?

A Yes, just the extreme left. Of course, this information is available upon request to any teacher who would like to know this. We already assume that he knows this.

Q21 Now, when you made this deduction for K.E.A., how is the deduction transferred from Jefferson County School Board to the K.E.A.?

A By a payroll deduction check.

Q22 So it's a School Board check?

A That's correct.

Q23 And is a combined sum?

A Yes.

Q24 It does not identify individual teachers?

A No.

Q25 And then this check in total, including the K.E.P.A..C dues, does go to the K.E.A., it does not go to K.E.P.A.C.?

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A

That's right.

Q26

In the school year 1976, and '77, did Jefferson County School Board, to your knowledge, provide any service to the K.E.A. and K.E.P.A.C. other than the deductions which you have listed on here?

A

That's correct, that's the only service we provide is dues deductions.

Q27

Prior to 1976 and '77 did the School Board provide any other services?

A

Not to my knowledge.

Q28

Did it assist K.E.A. or K.E.P.A.C. in any way signing up teacher members for payroll deductions?

A

Only through the principal's office at the individual school, where a representative school person would visit the school for the purpose of enrollment.

Q29

This is prior to this past school year?

A

How is that again?

Q30

Prior to the past school year, -- prior to 1976 and '77 school year?

A

Well, it's customary that every year at the beginning of the school

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year along with the other deductions, Blue Cross and Blue Shield or whatever it may be, a representative would visit the school for the purpose of enrollment, and this is an estension -- the school, we consider an extension of the School Board and therefore, --

Q31 (Interrupting) Did they -- For instance, did the K.E.A. prior to '76-'77 send these authorization cards to the School Board?

A Okay. Several years ago we used to receive the enrollment forms and we would transfer them to the schools. Last year, I'm not clear on how many years we've been doing it, but last year the enrollment cards went to the schools direct and the employees that enrolled, those who cared to, and we received the information by magnetic tape.

Q32 When you were involved let's say for a lack of a better term, in obtaining the payroll deduction forms with the K.E.A, did this involve the use of School Board personnel?

A Yes.

Q33 Did it involve the use of any School Board equipment or School Board time?

A Very little.

Q34 I think you pretty well described the way that the Jefferson County School Board deducts the K.E.P.A.C. dues, is there anything that you would like to add as to the procedure in the office that you use?

A No, nothing. We are strictly in a position of making the dues deductions. We've done this for many years, we operate under the K.R.S., I think, 161.158, and that's the capacity of which we're serving. We're simply providing a service to these employees, and we've done it for many years. I may add that if an individual wants to stop a deduction it purely takes a letter in writing to me and we stop the deduction and if there's any refund involved, there's no problem in obtaining it. We merely provide a service.

Q35 I believe you stated that there's no way a teacher by looking at a pay stub could tell whether he was making a K.E.P.A.C. deduction or not.

A That's correct.

Q36 Now, let's get ^{to} the heart of the matter. When you make these deductions, the K.E.A. deductions and the K.E.P.A.C. deductions,

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does this involve the use of School Board personnel?

A Yes.

Q37 And does it take time to do this?

A Yes.

Q38 And are these people or personnel who are being used, are they paid a salary?

A Yes.

Q39 And does it in fact involve the utilization of the School Board equipment?

A Yes.

Q40 School Board facilities?

A Right.

Q41 And can you measure the value of this service in dollars?

A Yes, we can. We have an employee that handles the payroll deductions; we estimate that it would take her probably one day a month to perform in this capacity, with her making approximately three-fifty to three seventy-five an hour.

Q42 Let me ask you, have you ever seen a payroll deduction form such as the one I'm handing to you? (Passing documents to witness).

MR. SLATTERY:

Again, I object.

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I asked for all these documents that were going to be introduced, and they're being introduced --

MR. CHAIRMAN: (Interrupting)
Is this a document that you have -- What is this document?

MR. GAFFNEY: It's a K.E.A. --

MR. SLATTERY: (Interrupting)
Well, that's not the question. As long as they're being introduced, I'm not prepared to defend against this kind of thing, if he didn't tell me what he was going to introduce, that's the basis for my objection.

THE CHAIRMAN: What's the purpose of this, just to show --

MR. GAFFNEY: (Interrupting)
Yes, I was going to ask him if this is the type of deduction authorization form used.

THE CHAIRMAN: Well, I think you can go that far, but no further.

MR. COY: Mr. Chairman,
I'd like to call to your attention that an annex to the complaint filed on June 1, 1977, was what I assume a copy of this proposed exhibit, and therefore, I would think that everybody would be on notice that it was part of the complaint.

THE CHAIRMAN: Well, if it's being introduced for the purpose that I think it is, and the questions are what I think they're going to be, I don't see any problem in addition to it being a part of the complaint.

Q43 Mr. Lay, very briefly, are you familiar with this type of payroll deduction form?

A Yes.

Q44 When was this used to your knowledge?

A This has been used for several years. We do not see this any longer in that the representative enrolls the people at the school and ultimately we receive this on a magnetic tape which works along with the computer. This is the last form that I recall that we used for enrollment.

Q45 By the K.E.A.?

A Yes.

Q46 And that's the form that authorized K.E.A. deductions?

A That's correct.

Q47 Including K.E.P.A.C.?

A Yes.

MR. GAFFNEY: May I have that

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back?

MR. SLATTERY:

Sure.

THE CHAIRMAN:

Is this going to
be an exhibit?

MR. GAFFNEY:

Yes. I would
like to introduce this as Exhibit 11.

(Whereupon Complainant Exhibit
No. 11 was duly received,
marked, made a part of the
record.)

Q48

Now, Mr. Lay, one other
question I have for you. To your knowledge, does
the School Board receive any compensation whatsoever
from K.E.P.A.C. for the services which you have
described?

A

No, they don't.

Q49

You're not reimbursed for
it?

A

That's correct.

Q50

Does the Jefferson County
School Board have any written policy or regulation
governing teachers' salary deductions?

A

There is something in the
teachers' contracts, the yellow book that we have
that provides this service for dues deductions.

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Q51 Including K.E.P.A.C.?

A It does not make reference to K.E.P.A.C. dues, just professional dues.

Q52 Do you happen to have a copy of that?

A No, I do not.

Q53 Would you provide the Board and myself a copy of this particular document?

A I would be glad to.

Q54 Just mail it.

A Sure.

MR. GAFFNEY: I have no other questions.

THE CHAIRMAN: Are there any questions from the Board?

MR. CARRELL: I want to ask one question. Did the Board of Education approve this deduction every year?

THE WITNESS: This deduction meaning --

MR. CARRELL: Yes, this deduction, did the Board itself, I'm not talking about the Superintendent, I'm talking about the Board -- You have a change on the Board quite often, did the Board vote on it every year?

THE WITNESS:

Well, --

MR. COY:

I think he
just answered by that regulation.

MR. CARRELL:

Well, if the
Board doesn't have to do it -- I want to know if
the Board approves it each year, the Board changes
faces every year, and I want to know if they approved
it.

THE WITNESS:

Not to my
knowledge.

MR. COY:

It's in the
regulations.

MR. CARRELL:

Well, the
regulations says they may, it doesn't say they
have to.

MR. SLATTERY:

It says they
shall.

MR. CARRELL:

Okay.

MR. COY:

I have a few
questions.

Mr. Lay, I had trouble
following the time consumption that you talked about.
As I understand it, you get from K.E.A. a magnetic
tape for your payroll deductions, is that correct?

A

That's correct.

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MR. COY: Now, included on that magnetic tape will be the K.E.P.A.C. and N.E.P.A.C. deductions, will it not?

A Correct.

MR. COY: Now, you heretofore estimated that the time consumed by one clerical employee for the purpose of these deductions, that is the K.E.A. deductions, total is one day a month is that correct?

A Yes.

MR. COY: Does it add any additional time to the clerical employee to make the tape deduction with respect to the K.E.P.A.C. and the N.E.P.A.C. deductions or are you talking about the total time consumed?

A I'm talking about total time consumed.

MR. COY: It wouldn't make any difference then whether there was or was not a K.E.P.A.C. or N.E.P.A.C. deduction with respect to the amount of time that this clerical employee of your office consumes in the preparation of these deductions, is that correct?

A That's correct. If you wanted to break it down, you could look at it this

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way: To say that there are six or seven slots here and take a percentage.

MR. GAFFNEY: You would divide the time into sevenths, eighths or tenths?

THE WITNESS: Yes.

THE CHAIRMAN: But that's done for you when you get it, isn't it?

THE WITNESS: Yes.

THE CHAIRMAN: Well, that was my question.

MR. COY: Well, I just don't follow. I just don't see what you're getting at. I'm sorry.

THE WITNESS: Well, all I'm saying is it takes a clerk approximately one day per month to handle the K.E.A. billing deductions, in order to get it ready to submit to K.E.A. with a balanced billing to accompany the check. You asked if it would take anymore time; no, it wouldn't take anymore time. I simply stated that if there is six, seven or eight areas -- there's the local dues, district dues, N.E.A., K.E.A., K.E.P.A.C. and the income protection, if you wanted to break it down you could take a percentage, that's all I'm saying.

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MR. COY: Well, let me pursue this a little further if I may.

Are you saying that the fact that somebody does have a K.E.P.A.C. or a N.E.P.A.C. deduction, I believe they're the same, aren't they?

THE WITNESS: Yes.

MR. COY: That that consumes more time than if they don't?

THE WITNESS: No, sir, perhaps I mislead you.

THE CHAIRMAN: Well, it doesn't cost you any more, you just deduct the dues total amount and regardless to whether it's or an income production or any type?

THE WITNESS: Yes.

THE CHAIRMAN: And do you do that because the statute requires it?

THE WITNESS: Yes.

MR. COY: And the pro-
ration of time therefore with respect to that matter, would not make any difference, would it? Once you get -- If they're a member of K.E.A., the time is consumed regardless of what the K.E.A. gets total from a particular teacher for a given

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month?

THE WITNESS: Right.

MR. OCKERMAN: This payroll officer's copy, appear at the upper lefthand corner, Superintendent, Jefferson County Administration, is this for your files?

THE WITNESS: Yes.

MR. OCKERMAN: And do teachers ever come in and request to see what's on this particular document, as to what their dues are being deducted from?

THE WITNESS: I can never recall one doing this.

MR. OCKERMAN: You all maintain files with this breakdown on it?

THE WITNESS: Yes.

THE CHAIRMAN: Are there any further questions?

MR. GAFFNEY: Let me ask one more.

FURTHER DIRECT EXAMINATION
BY MR. GAFFNEY:

Q55 If the teacher does not belong to K.E.A.; if the teacher gets out of K.E.A.,

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who pays for these deductions?

A Who pays for them?

Q56 Does the Board pay for them?

A No.

Q57 Who pays for them if he had a certain deduction that had to be made?

A If the teacher chooses to avoid this deduction that they signed up for, we simply stop the deduction.

Q58 That involves the use of time?

A Yes.

Q59 The use of personnel?

A Sure.

Q60 That's all.

THE CHAIRMAN: Okay. We're ready for cross examination.

CROSS EXAMINATION

BY MR. SLATTERY:

Q61 Now, there was a question raised here about taxpayers' money. When a paycheck

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is written to a teacher, has the teacher earned that money?

A We hope so.

Q62 Well, in fact, doesn't that money belong to the teacher?

A Yes, sir.

Q63 And it's no longer Board money or the taxpayers, it's the teacher's money, right?

A Yes.

Q64 So, the taxpayers' money is not involved when you talk about the amount that goes on to the teachers, the amount deducted?

A How's that again, sir?

Q65 The taxpayers' money -- you're not dealing with taxpayers' money when you're talking about the amount of money on a paycheck and the amount deducted?

THE CHAIRMAN: You understand that question?

THE WITNESS: I'm not quite sure that I do.

Q66 Well, let me state it a different way.

THE CHAIRMAN: You're really

not giving the teachers anything; the teachers earned it?

THE WITNESS: Right.

Q67 The teacher has earned this money, that's the point I'm trying to make.

A That's correct.

Q68 So it's not the Board's money any longer.

A After they earned it, it doesn't belong to the Board.

Q69 It's a debt to that teacher, and the Board is merely paying a debt that they owe?

A That's right.

Q70 So we're not talking about taxpayers' money?

A At this moment we're not.

Q71 I believe in your testimony you were saying that on the paycheck the teachers receive, everything was lumped together as dues, that's the amount -- the total amount of deductions on the exhibit?

A That's correct.

Q72 How is that shown in the block, on the pay stub?

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A It's shown as a sum of money, for example, the second one down, if the name was there, \$41.20 would come out of that individual's check, and it's shown above it, the initials "K.E.A."

Q73 Are you sure it isn't A.P.A.?

A Well, you could be right, I'm sorry, it probably is. I'm sorry, it is A.P.A., Automatic Payroll Authorization.

Q74 So when you said that these are characterized as a deduction to K.E.A., it really is A.P.A.?

A No, sir, the check is made to K.E.A. but on the check stub it's A.P.A.

Q75 On the check stub you have a block and that block has the initials "A.P.A." above it?

A That's correct.

Q76 Do you know what those initials stand for?

A Automatic payroll authorization.

Q77 I believe you stated that you were not aware of the fact that the K.E.P.A.C. deductions were going to be made from payroll checks.

Isn't it true that notice was sent or let me say this; are you aware of any notices that were sent to the Jefferson County Board?

A No, I'm not aware of any. Perhaps someone else could be.

Q78 Do you maintain a file of these payroll authorization sheets?

A No, we don't.

Q79 There is a copy here entitled "Cable Authorization Copy," is that furnished to the Board?

A It's not.

Q80 It's not?

A No, we don't maintain a file on those.

MR. COY: Mr. Lay, I'm sorry to hound you, and I apologize.

THE WITNESS: That's okay, that's my purpose for being here.

MR. COY: Mr. Slattery has raised the question with respect to the payroll check itself. Do I conclude from the questions that he asked and the answers that you gave that if I was a teacher in Jefferson County having signed a K.E.A. authorization, that I would not know from my payroll

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check how much was being deducted from my check by the K.E.A. because it would simply show A.P.A. on the check?

A

That's correct.

MR. COY:

Does A.P.A.

include anything other than the K.E.A. deductions?

A

Yes, it does, it includes the income protection, the Washington National, and any other items that are in the State program.

MR. COY:

It's stated in

a total sum under A.P.A.?

A

Yes, sir.

THE CHAIRMAN:

It is a fair

statement that everything that's in there is pursuant to the statute that you talked about?

THE WITNESS:

Yes.

MR. GAFFNEY:

May I ask a

couple of questions?

THE CHAIRMAN:

Yes.

FURTHER DIRECT EXAMINATION

BY MR. GAFFNEY:

Q91

Are you an accountant,

Mr. Lay?

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A No, I'm not, I'm not a
C.P.A.

Q82 A while ago we were talking
about whose money this was and obviously the money
that's paid to the teachers is the teachers' money,
and the money that is deducted is the teachers' money.
But in fact the teacher does not directly pay for
all the services that the School Board renders in
making these deductions and so forth?

A No, sir.

Q83 He pays only as a taxpayer
would?

A That's right.

THE CHAIRMAN: Excuse me,
is that it?

MR. SLATTERY: Well, he said
he pays only as a taxpayer?

THE CHAIRMAN: Well, he's
saying that there's no surcharge or deduction, and
obviously, there never is for taking the deductions
or anything else.

THE WITNESS: That's right.

THE CHAIRMAN: Is there any-
thing else?

MR. GAFFNEY: No, I have

nothing.

MR. SLATTERY:
further.

I have nothing

THE CHAIRMAN:
step down.

Okay. You may

(WITNESS EXCUSED)

DR. G. S. POTTS, called on behalf of
the Complainant, after being first duly sworn, was
examined and testified as follows:

THE CHAIRMAN: Would you state
your name, please for the Board?

THE WITNESS: Dr. G. S. Potts,
Superintendent of Schools, Fayette County, Business
address, 701 East Main Street.

THE CHAIRMAN: You may ask, Mr.
Gaffney.

DIRECT EXAMINATION

BY MR. GAFFNEY:

Q1

Dr. Potts, how long have

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you been Superintendent of the Fayette County Schools?

A Sixteen years.

Q2 Are you appearing here pursuant to a subpoena?

A Yes, I am.

Q3 Are you familiar with an organization known as the Kentucky Education Public Affairs Council, or K.E.P.A.C.?

A Yes.

Q4 Has K.E.P.A.C. ever approached you or an agent of K.E.P.A.C. and asked you to do payroll deductions for dues to K.E.P.A.C.?

A Yes.

Q5 And who, if you recall, was the person that approached you?

A As I recall, the approach was through the person who was then president of the Fayette County Educational Association, Mark Moore. The Board of Education did not make that deduction because it would have been in conflict with their policy on payroll deductions.

Q6 When they approached you --

THE CHAIRMAN: (Interrupting)

What date was this?

THE WITNESS: '75.

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MR. SLATTERY:
late September 26th, '75.

We will stipu-

Q7 When these persons approached you regarding the K.E.P.A.C. deductions in the Fayette County Schools, did they ask you to do these as a separate deduction or along with the K.E.A. dues?

A No, it would have been along with the total package because as I recall at that time they submitted this multi -- this carbonized copy here that very clearly broke down the membership, the dues and K.E.P.A.C. was not a membership dues.

Q8 In other words, it was clear to you that the K.E.A. dues and the K.E.P.A.C. dues were two different things?

A Yes.

Q9 Are you aware of any other school boards other than the Fayette County School System being solicited to do these?

A Well, not personally, but I would assume that every school board in Kentucky got the same sort of correspondence that I received on this matter. I did receive some correspondence from K.E.P.A.C. on it, so I think it was every school superintendent in Kentucky.

Q10 Were you aware of what the

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form or the formulation of the deductions were going to be?

THE CHAIRMAN: Do you understand that question?

THE WITNESS: No.

Q11 Let me be a little more specific. Did you receive certain documents addressed to superintendents in general?

A Yes, it was something like eight dollars a year or ten dollars a year.

MR. GAFFNEY: May we stipulate to these documents?

MR. SLATTERY: I don't know what documents you're referring to. I have not seen them.

Q12 And did --

MR. SLATTERY: (Interrupting)
Same objection.

Q13 Did you also receive from the State K.E.P.A.C. Committee a provision, resolution from the K.E.A. Board where they had adopted what is called a "reverse checkoff"?

A Yes.

Q14 Is this a copy of that resolution?

A Right.

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Q15 Now, you said that the Fayette County School Board refused to do the deductions?

A The K.E.P.A.C., yes.

Q16 But you do do the K.E.A. deductions?

A Yes, we've done the K.E.A. deductions for many, many years as well as other professional authorizations.

Q17 Other than the regulations that you spoke of, do you have any personal reasons or any personal feelings about doing the type of deductions that we've discussed, the K.E.P.A.C. deductions?

A Yes, I have some personal feelings concerning that type of deduction.

THE CHAIRMAN: Do you think that would go to the law or to the hearing --

MR. COY: (Interrupting)
That's the issue.

THE CHAIRMAN: (Continuing) --
I think that would be a personal preference.

Q18 Do you feel that this type of a deduction has a coercing effect?

THE CHAIRMAN: That would be

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a conclusion. I'm trying to keep the record as clear as I can on the peoples' feelings on this.

THE WITNESS: Well, I'm not sure that K.E.P.A.C. in itself would carry any coercive aspects to it.

Q19 What about the type of dues checkoff, do you think this is -- has any coercive effect or intimidating effect on those persons to belong to any organization, it doesn't necessarily have to be K.E.P.A.C. or N.E.P.A.C. --

THE CHAIRMAN: (Interrupting)
You're getting beyond the issue here.

MR. GAFFNEY: Well, we're trying to keep this away from his feelings toward the K.E.A. or K.E.P.A.C. and we're talking about a particular procedure that is being used.

MR. COY: Well, isn't that question, however, invasion of the province of the Board here with respect to a factual determination on the question of whether or not the process used by K.E.P.A.C. and K.E.A. is coercive, isn't that the conclusion that the Board has to arrive at ultimately? And whatever Dr. Potts' opinion may be -- I have great regard for him, but on the other hand, can he make a determination

for this Board with respect to whether or not it is coersive, I think not.

MR. GAFFNEY:

Well, I think --

MR. OCKERMAN:

(Interrupting)

Well, I would have to disagree because I think Dr. Potts is superintendent of the second largest school system in the State of Kentucky, and he does have familiarity with this type of thing, and I would like to see if he does have an opinion.

THE WITNESS:

I would from my own personal standpoint -- I would not consider it intimidating because I don't intimidate very easily, but I think there is considerable amount of feeling that it is on the part of some teachers, it is intimidating. I base this on personal conversations with teachers.

MR. GAFFNEY:

We have no other questions at this time.

CROSS EXAMINATION

BY MR. SLATTERY:

Q20

Dr. Potts, have you had any information relating to the change in the Payette

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County Board of policy on the deductions on the K.E.P.A.C. dues?

A I have information relating to the possible change, Mr. Slattery. The Fayette County Board of Education and the Fayette County Education Association are currently negotiating their contract, and the Board and the Association have tentatively, and I underline tentatively, agreed to the statement concerning the dues deductions for the Fayette County Education Association, which includes K.E.P.A.C. as well as the others, but that will not change the Board's policy on deductions until that's ratified.

Q21 You stated that you have made K.E.A. deductions for many years.

A Yes, they've been made for many, many years before I came to Fayette County.

Q22 Okay. As I understand it on the September 26th, 1975, Mrs. Martha Moore, the President of the Fayette County Education Association, requested that these dues deductions including K.E.P.A.C.?

A That's essentially correct.

Q23 And I believe you testified that these deductions were not made because --

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A (Interrupting) We construed that K.E.P.A.C. -- the way we understood it was it was not to be professional dues and that's what the Board's policy provided for.

Q24 In other words, it was against Board policy?

A Right.

Q25 Now, during the period since September 26th, 1975, have you continued to make K.E.A. deductions?

A Yes.

Q26 So then those people are still K.E.A. members, is that correct?

A Well, I don't know how many are making the deductions now were members in 1975.

Q27 Well, let me phrase it this way: The ones for whom deductions were made are still members?

A Right.

Q28 So whether or not K.E.P.A.C. was deducted had nothing to do with their membership in K.E.A., would that be a fair statement?

A Well, I'm not sure that I would say that to be a fair conclusion because the Fayette County Education Association was not very

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candid, and I have some correspondence with them requesting a clarification of the dues, and I asked them if K.E.P.A.C. was included and they were very evasive and finally they said it was part of the total contribution.

Q29 Well, I don't believe that relates to the question. The question is --

MR. GAFFNEY: I think it relates very well.

MR. SLATTERY: Well, it doesn't relate to the question.

Q30 I believe we established that you do not make K.E.P.A.C. deductions, but you do make deductions for K.E.A. dues?

A Yes.

Q31 Well --

THE CHAIRMAN: (Interrupting)
The long and the short of this witness' testimony is that he deducts everything that they construed that is required to be deducted.

MR. SLATTERY: Well, I'm talking about this F.E.C. regulation.

Q32 So the people were not having K.E.P.A.C. dues deducted, but at the same time they were K.E.A. members, on the dues deduction

plan?

A That's right.

Q33 I believe you said that you had personal conversations with teachers relating to the adviseability of this kind of procedure?

A Not the adviseability, the teachers -- I've had several teachers express the concern that if K.E.A. Has the K.E.P.A.C. contributions, -- or let's say the Board would deduct them, that this would have to go to the K.E.A. headquarters before they would have any particular right to refund.

Q34 Do you know that for a fact, did you check with K.E.A. headquarters to find that out?

A I have not checked with K.E.A.

Q35 Well, what's your sources on this, you said you talked to teachers, can you tell us who they are?

A No, I would prefer not to. These were private conversations over a period of two or three years.

THE CHAIRMAN: Do you have anything else?

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MR. SLATTERY: That's all I
have.

MR. GAFFNEY: I have nothing
further.

THE CHAIRMAN: You're excused
now.

(WITNESS EXCUSED)

THE CHAIRMAN: We will take
a short break here and we will resume in about ten
minutes.

(REPORTER'S NOTE: After a
short recess, the following
was heard:)

THE CHAIRMAN: Mr. Gaffney, is
that all your proof?

MR. GAFFNEY: Yes, that's our
case.

THE CHAIRMAN: Okay. Now we
will hear the Respondent's case.

Mr. Slattery, would you
please call your first witness.

MR. SLATTERY: I would like to
call Mr. Wendell Barnes.

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WENDELL BARNES, called on behalf of
the Respondent, after being first duly sworn, was
examined and testified as follows:

THE CHAIRMAN: For the Board,
will you give us your name and where you are employed,
please?

THE WITNESS: My name is
Wendell Barnes, my address is 2260 Bradford Drive,
Louisville, Kentucky. I'm employed with the Kentucky
Education Association.

THE CHAIRMAN: And what's your
capacity there?

THE WITNESS: I'm Director of
Governmental Relations.

THE CHAIRMAN: You may proceed,
Mr. Slattery.

DIRECT EXAMINATION

BY MR. SLATTERY:

Q1 Mr. Barnes, do you have
any capacity with K.E.P.A.C.?

A Yes.

Q2 What is that?

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A

I'm Treasurer.

Q3

Were you involved with K.E.P.A.C. from the time it was originally started?

A

Yes.

Q4

Can you explain to the Registry generally the organization of K.E.P.A.C. and how it's set up?

A

I'm not sure -- you want it from the very beginning?

Q5

Well, how it exists now.

A

Well, it's a State-wide organization run by a committee of fifteen people who make policy and decisions regarding how it operates. It receives contributions and distributes them for political candidates and to educational issues. The committee receives to further the cause of education in the State of Kentucky.

Q6

Did this committee, the governing body of K.E.P.A.C. make a request to K.E.A. concerning deductions of K.E.P.A.C. contributions for the membership dues of teachers?

A

I believe it was April of '74 that the K.E.P.A.C. committee did make a request to the K.E.A. delegate assembly to make deductions for K.E.P.A.C. contributions.

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Q7 And was that request granted?

A Yes, it was granted.

Q8 And after that request was granted, what happened, how did you get into the business of deducting K.E.P.A.C. contributions from dues of the K.E.A. members?

A Well, --

Q9 Excuse me, from the pay of K.E.A. members.

A We notified, of course, all of our members through publications about it. We notified all the local associations of K.E.A. about it. We tried to get as much information out about it, what it was, how it operated, and we got advice from -- I don't know if I'm giving you the right answer here or not. We got advice from legal people as to how we could do this through the Attorney General's office, and the Registry of Election Finance as to the best way to operate it and set it up, so that it would be efficient, so that it would have accurate reporting and so that we could keep our records straight and this sort of thing.

Q10 You say you got an opinion

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from the Attorney General's office, is this the opinion you received from the Attorney General?

A Yes, I believe that is.

THE CHAIRMAN: Let the record show that this will be marked as Respondent's Exhibit No. 2.

THE WITNESS: Yes, I believe this is the letter.

MR. SLATTERY: Let the record show that this is the opinion of the Attorney General 75-423, dated June 9th, 1975 to a James W. McClave.

Q11 Who is James W. McClave?

A He's a teacher, a member of the K.E.A.

Q12 Did you seek this opinion?

A No, Mr. McClave sought that on his own, without our knowledge at all. So really the Attorney General gave the opinion to him.

Q13 Did you contact the Attorney General?

A Yes, we did, and in our efforts to contact the Attorney General by filling out a request stating whether this was legal or not, and we answered any questions that he had and we tried to explain to him how it was set up in order

to determine whether it was legal according to his letter.

Q14 Well, what did he say, that he was going to issue the opinion based on this request as opposed to his?

A Yes.

Q15 Is that the way it worked out?

A Yes.

Q16 Okay. I was just trying to distinguish between the two names.

Do you handle the funds of K.E.P.A.C. as they are received from the members, from the contributors?

A Yes, I handle all the funds.

Q17 You're the Treasurer, is that correct?

A Yes.

Q18 Do you have a bank account?
How do you do this?

A We have a bank account.

Q19 Do you have offices where you operate from?

A Yes, we rent space and

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our secretary's from the K.E.A.

Q20 I believe it has been alleged in one of the charges that the money is forwarded to local pacts, do you in fact forward money to local political action committees?

A No, we do nto.

Q21 How is that handled, what if a local committee wants to spend some money, what do you do?

A Yes, we have a structure, a State structure that provides for local committees to select persons who are authorized to sign this personal request form, and on our books at the central office we set aside one-half of the funds that comes from our local area for their use, and these persons may request payment for bills that maybe incurred locally, and that's according to the guidelines that are established by the State committee.

Q22 Are all of these local organizations governed by the guidelines of K.E.P.A.C. the State organization?

A Yes.

Q23 What if they wanted to operate in a way different from the way your guide-

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lines state, what would happen?

A Then they would be on their own. We would not be responsible for them, they would have to set up their own organization, they would have to do their own reporting to the Registry, and if they don't follow our guidelines we immediately disassociate with them.

Q24 Did you seek any assistance in making a determination on this structure?

A Yes.

Q25 Who did you talk to about this?

A I believe it was Mr. K.P. Vinsel with whom we set it up originally, and later I talked to many, many times to Larmar Gering to make sure I was doing things in accordance to the regulations established by the Kentucky Registry.

Q26 Has there ever been an indication that you were not complying with the regulations?

A No.

Q27 Prior to this complaint?

A Right, prior to this complaint.

MR. SLATTERY:

You may ask.

CROSS EXAMINATION

BY MR. GAFFNEY:

Q28 Mr. Barnes, I believe
you said you were the treasurer of K.E.P.A.C.?

A Yes.

Q29 And you're also the Director
of Governmental Affairs of the K.E.A.?

A Yes, we call it Government
Relations.

Q30 Do you draw a salary from
K.E.P.A.C.?

A Yes -- No, I don't draw
a salary from K.E.P.A.C.

Q31 How long have you been
the Treasurer of K.E.P.A.C.?

A Since it began.

Q32 When did it begin?

A I believe it was '73 or
'74.

Q33 Did you have a political
committee -- did K.E.A. have a political committee
prior to that time?

A Well, not a formal poli-
tical -- no, we did not.

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Q34 Did the K.E.A. make political contributions prior to that time?

A No.

Q35 What did the K.E.A. do in the participation of government affairs prior to that time?

A Well, they've always worked with establishing the goals, the legislative goals that we think would improve the quality of education for the Kentucky children and we still do that.

Q36 Prior to 1973, did K.E.A. make no political contributions whatsoever?

A None at all, we did not.

Q37 What are your duties as treasurer of K.E.P.A.C.?

A Keep an accurate record of the funds as they are received and distributed, and follow and make sure that we keep our records up to date and accurate.

Q38 K.E.P.A.C., as it's now operating, I think you testified it began operating as it is in 1974?

A '73-'74 school year I believe.

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Q39
K.E.P.A.C. now have?

How many members does

A
thousand.

Approximately twenty-three

Q40

They're all teachers?

A
in education, some are teachers, some are adminis-
trators.

As far as I know, they're

Q41

Are you responsible for
seeing that the reports of the expenditures are filed
with the Kentucky Registry?

Are you responsible for

A

Yes, I am.

Q42

Is K.E.P.A.C. registered
as a federal committee?

Is K.E.P.A.C. registered

A

No.

Q43

It makes contributions to
federal candidates, doesn't it?

It makes contributions to

A

Yes, according to the
F.E.C. regulations.

Yes, according to the

Q44

And you've made contribu-
tions in excess of a thousand dollars to federal
candidates, in the year of '76?

And you've made contribu-

A

No.

MR. SLATTERY:
pardon, what does this have to do --

I beg your

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MR. GAFFNEY: (Interrupting)
Well, we're trying to find out a little bit how it operates.

MR. SLATTERY: Well, if you want to file a charge with the F.E.C., I think that would be the proper way.

MR. GAFFNEY: It's already been filed.

THE CHAIRMAN: I think we're getting a little bit astray here.

MR. GAFFNEY: Well, I won't belabor that part.

Q45 Your local units, I'm a little bit intrigued about how they operate. Do they have -- do you have a local unit or a local committee in every county?

A No.

Q46 How do you determine what county is going to have one?

A Well, when the teachers in those local counties that are making contributions to K.E.P.A.C. decide that they want to form some kind of structure, then they affiliate with us and send us the name of the people that they have chosen to be their leaders.

Q47 Are their leaders like a

chairman and a treasurer?

A Yes.

Q48 So it has all the earmarks of a committee, doesn't it?

A Yes. As I said a while ago, one-half of the funds that come in after they are affiliated is set aside for their use, so we have to know, we can't just let anybody sign a request form for money. We have to know which one.

Q49 Do they have a separate bank account?

A No.

Q50 Do they have an account at all?

A No.

Q51 They then petition K.E.P.A.C. and say we have X expenses, will you send us a check so we can pay them?

A No, they usually send us a bill that they incurred and we pay the bill.

Q52 So you cover the committee's expenses on a local level?

A Right.

Q53 Now, what if the local committee wants to make a contribution to a candidate,

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how do they do that?

A To a State candidate?

Q54 Yes.

A They cannot make a contribution to a State legislative candidate unless that candidate is also been approved or endorsed by the State committee, then after that they may.

Q55 So then they then petition to K.E.P.A.C. and say we need to make a contribution to Mr. X, who is running for some office, please provide us with the funds and K.E.P.A.C. decides whether or not they will in fact provide them with the funds?

A No, that's not how it works. They know the ones that we've endorsed, and they request that they send to that candidate so much money and we take it from the money that is available to them.

Q56 Now, when you send the money to them, why send it to a local organization, if you're going to -- if K.E.P.A.C. is in fact making the contribution?

A We don't send it to the local organization, we send it to the candidate or a person to where this group has incurred the bill.

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We might send a check to the individual to give to the candidate, but it would be made out to the candidate or the candidate's committee, as the case may be.

Q57 And would it be coming from then K.E.P.A.C., the check say that this is a check from K.E.P.A.C. rather than from Webster County?

A It has on it that it's from K.E.P.A.C., but it will also probably have on it or at least the bottom part of the check that's torn off and it's not really part of the check. It'll state what part it was requested from, so we'll know how to credit it on our bookkeeping system.

Q58 Now, do these local committees in fact incur expenses? What kind of expenses do they have?

A Oh, they might even invite a legislative candidate or a group of candidates to a meeting to talk to them about educational issues, they might have a dinner or something and they would incur that expense and then they would send it in.

Q59 Do any of them have offices?

A No.

Q60 You say none of them have separate checking accounts?

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A No.

Q61 But they do have separate officers, they have their own chairman?

A Yes.

Q62 Do they have meetings?

A Yes, I assume they have meetings of the groups that are contributors.

Q63 You indicated to Mr. Slattery that K.E.P.A.C. requests that K.E.A. do it's dues collection, is K.E.P.A.C. separate and apart from K.E.A.?

A Yes.

Q64 Totally independent?

A Yes.

Q65 If not a part of the professional organization per se?

A That's correct.

Q66 When K.E.P.A.C. asked K.E.A. to do this dues deduction, was K.E.P.A.C. aware that they were incurring -- that they were going to ask the school boards to do the same thing?

A Well, we knew that K.E.A. had a payroll deduction process that had been going on for a long time, with it's payroll deduction billing system, which had been worked out since 1960, and we

felt like this could be worked out through that system.

Q67 Do you know approximately how many school boards do the deductions process for K.E.A. and K.E.P.A.C.?

A Well, most of them.

Q68 How many school boards are there in Kentucky?

A One hundred and eighty-one.

Q69 Now, let me ask you, I believe you heard Dr. Potts testify that Fayette County, at least prior to this year, -- They may be doing it this year, but prior to this year they did not do the deduction process for K.E.P.A.C. because they did not consider it a part of the K.E.A. dues.

A Right.

Q70 Now, in that particular county, how does K.E.P.A.C. go about obtaining contributions?

A Through solicitation, by teachers that are in that system that are members or contributors to K.E.P.A.C.

Q71 Does this require time and effort on the behalf of K.E.P.A.C.?

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A Well, in so much that we might send K.E.P.A.C. contribution forms or something like this.

Q72 When those funds are brought in or when you have to go out and solicit don't you have to use K.E.P.A.C. personnel for that?

A Any teacher can volunteer any amount of time they want to to work in this area.

Q73 But they contribute something in doing it, don't they, their service or whatever you want to call it?

A Well, members -- I suppose.

Q74 if And/all the school boards refused to provide you with this deduction service, it would in fact cost K.E.P.A.C. something to do it otherwise, wouldn't it?

A Unless we'd get all volunteers.

Q75 Even then it would cost those people time and effort?

A Probably, yes.

Q76 So in fact, when the school boards make these deductions they are providing

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K.E.P.A.C. a service, aren't they?

Well, let's put it this way, you just testified that if they didn't do it, you would have to do it. So in that sense of the word, they're providing you with a service, aren't they?

A Well, it's hard -- kind of hard to answer that question. Yes, we have to have funds I suppose in an indirect way they are.

Q77 Now, when a school board member joins K.E.A. does he fill out a deduction authorization?

A A school board member?
Q78 Excuse me, when a teacher joins K.E.A., does he fill out a deduction authorization form?

A Yes.
Q79 And is that in fact what consists of his membership, does that indicate that he is now a member of the K.E.A.?

A Yes.
Q80 And did K.E.A. -- strike that.

Did K.E.P.A.C. in fact use what is called a "negative check-off process" to get

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it's membership enrolled?

A Well, we call it a check-off system, it's not a true negative check-off system because we give the teachers the opportunity, the K.E.A. deductions or the A.P.A. deductions does not start until November, and if the teachers want to say that they don't want to belong, they can include that on their enrollment form and they can say that they don't want to contribute to K.E.P.A.C. and it's never deducted.

Q81 But that's not what the form says, is it?

A We go beyond the form. At any time during the year we refund it if the teacher wants it back.

Q82 Let me ask you this: I believe you saw or had an opportunity or if you didn't please tell me, the deduction authorization form which I introduced to Mr. Lay?

A Yes.

Q83 Is that a type of deduction authorization that is actually used by K.E.A.?

A That's a billing form -- I don't know which one you're talking about.

Q84 It's a --

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A (Interrupting) Yes, that's the type, I don't know whether that's our most recent one or not, but that is a type.

Q85 Does K.E.A. have more than one form deduction authorization that's being utilized over the State, if you know.

A Yes, we have somebody on our staff that works with that that would be more qualified probably to answer it than I would.

Q86 So that one might be used in the State and there may be other ones being used in the State?

A That's right.

Q87 But has that one been used in Kentucky?

A This looks like a very old form, yes, for membership, yes.

Q88 And it would have entitled a person to membership in K.E.P.A.C. as well?

A No, that one does not have anything listed about K.E.P.A.C. on it.

Q89 I notice that; that's the reason I'm trying to find out. So that one did not entitle you to membership in K.E.P.A.C.?

A That's true.

Q90 Now, is this a form that is also being used by the K.E.A. at the present time?

A I don't know.

MR. GAFFNEY: I would like to have this marked and introduced anyway.

Q91 Let me ask you, to your knowledge, and I'm talking about the operation of the K.E.P.A.C. and the check-off system, whether we want to call it negative or what. When a person joins K.E.A. he fills out the authorization deduction; it's true, isn't it, that he automatically also authorizes that his K.E.P.A.C. dues be deducted from his paycheck?

A Yes, unless it's stated otherwise.

Q92 Unless he states otherwise?

A Yes.

Q93 Now, isn't it true also that the only way he can get those funds back once he finds that authorization form is to write to K.E.A., he doesn't write to K.E.P.A.C., does he?

A No.

Q94 He writes to K.E.A.?

A No, we do not collect the funds directly for -- K.E.P.A.C. does not, it's

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transmitted to us through our A.P.A. system.

Q95 So he has to contact the
K.E.A.?

A Yes, in some way, either
writes it on the form when he fills it out or he
writes the K.E.A., we cannot take phone calls,
because anybody can phone in, and we have to be
sure that that individual wants that.

Q96 So he has to give you
something in writing or make a personal appearance?

A Yes.

Q97 Now, I believe you said
that there are some twenty-three thousand members
in K.E.P.A.C.?

A That's an approximation.
The record will fluctuate because of the deductions.

Q98 Do you know how many this
year, how many members of K.E.P.A.C. and K.E.A.
asked that they be refunded their dues?

A There was about five
thousand.

Q99 Were they members of
K.E.A. and also K.E.P.A.A.C and they wrote in and
said that they would like to withdraw?

A No, some of them were not

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members of both, as you heard from Dr. Potts, some of them in Payette County did not give the deduction, but the majority of them were -- indicated in some way that they did not wish to participate.

Q100 Do you have copies of letters from teachers indicating that they wish to withdraw?

A Yes.

Q101 And there's about five thousand of these?

A Well, unless it was like Dr. Potts, there was several hundred over there.

Q102 Would you have gotten as many as a thousand letters from teachers asking for their money back?

A In some way, yes.

Q103 Would you produce -- I think that's too many --

THE CHAIRMAN: (Interrupting)
Yes, thats too many.

MR. GAFFNEY: Well, I'm sort of interested in some way, I don't know what that means.

THE CHAIRMAN: Well, I think his testimony is sufficient in showing that the stop

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has been put on some.

Q104 Now, have you ever had any teacher complain about the K.E.A. deductions?

A Well, we always have complaints.

Q105 Have you ever had any teachers that complained about the K.E.P.A.C. deductions specifically?

A Yes.

Q106 Have you ever had teachers that told you they did not even understand what K.E.P.A.C. deductions were?

A I can't recall whether they told me that or not, sometimes we endorse a candidate that they don't particularly favor, we hear about that.

Q107 When you say it's true that many teachers don't even know that they're being assessed K.E.P.A.C. and M.E.P.A.C. dues?

A Not, I'd say that's false. We make every effort to communicate this to them, through our publications and through our local administration and through every means that we have at our hands.

Q108 Do you believe ~~that~~

teachers feel intimidated or coerced by this particular method?

A No.

Q109 Did you read the letter from Mr. McClave, to the Attorney General?

A Yes

Q110 He indicates there that he felt like he was being forced to contribute.

A Well, he was questioned, of course, I'm sure there are individuals, but you said teachers and I'm going by large numbers.

Q111 Well, he was a teacher.

A Well, I think you'll find individuals that may feel this way.

Q112 Are you aware that the particular method caused a negative check-off which has at least many of the earmarks of being utilized by K.E.P.A.C. is specifically prohibited by federal law?

A Well, we do not have strictly a negative check-off.

Q113 Well, I'm saying, are you aware that similar programs have been declared illegal by federal law?

A Yes, I'm aware --

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MR. SLATTERY:

(Interrupting)

I object, I don't think the witness is qualified to answer on what is reflected in federal law.

Q114

Now, when K.E.P.A.C. and the K.E.A. do the dues deduction in the form that it's done, whatever that form is, did it also ask the N.E.A. dues be deducted the same way?

A

Yes.

Q115

Did N.E.P.A.C. ask K.E.A. to do that?

A

Yes, our members are a unified organization, our members are N.E.A. members as well.

Q116

Did N.E.A. ever ask the K.E.A. to do the deductions and collection process for the political contributions as they are done?

A

Yes, they advocate this in their meeting, their N.E.P.A.C. meetings and also I guess their representative assembly.

Q117

Now, when K.E.P.A.C. asked the K.E.A. to do this, they drew up a formal resolution and made the request in writing, did N.E.P.A.C. do the same thing?

A

Yes, N.E.A. has one.

Q118

Would you provide this

Committee a copy of that resolution or request similar to that of K.E.P.A.C. to make this national political contribution deduction through the K.E.A.?

A I don't have any such thing with me, but it is available, it's been advocated and it's in our literature.

Q119 Now, I believe you said there was over a hundred school boards in the State of Kentucky. Have you requested of each of those school boards that they provide you with this deduction service?

A Yes, when it was authorized back in '74 as a delegate assembly. We sent them a letter explaining to them what it was all about, all the superintendents, a copy of the attorney general's opinion saying that it was legal, and that went to all the superintendents throughout the State.

Q120 And the majority of those school boards do provide you with that service?

A Yes, they do.

Q121 Now, when the school boards provide this check-off service or this deduction service, do they send the funds to K.E.A.?

A Yes.

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Q122 And those funds are co-
mingled with other K.E.A. funds, aren't they?

A No.

Q123 They're not, they're sent
in a separate check?

A Well, we've got our
secretary and our treasurer of this fund with us
that would be better able to answer.

Q124 Well, did you hear Mr. Lay
testify --

A (Interrupting) Well, they
send me the funds, the K.E.P.A.C. funds and I know
about those. But as you saw from this exhibit you
entered earlier, they're several things on there
besides K.E.P.A.C. that comes in on the total A.P.A.
account. And then disbursements are made from that
to the groups that are on that deduction.

Q125 So all the money does come
in one common pot?

A They make out one check
for the local board of education.

Q126 Then does K.E.A. write a
check to K.E.P.A.C.?

A Yes.

Q127 Now, I believe you testi-

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... fied before that K.E.P.A.C. supports issues and candidates in the State of Kentucky, is that right?

A Yes.

Q128 But it does also support some federal candidates?

A Yes.

Q129 I'm kind of interested; is Mr. McClave still a member of K.E.A.?

A I would have to check the record on that.

Q130 You indicated that when he sent his question into the Attorney General, that you then contacted the Attorney General's office yourself.

A We were in the process of doing that when he got his request.

Q131 So you were going to ask the same question, whether it was legal?

A Right.

Q132 Did you have some question about it?

A Well, the delegates wanted to be sure that we didn't do anything illegal.

Q133 Now, when you were testi-

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fyng I thought I understood you to say in response to a question from Mr. Slattery as to whether or not K.E.P.A.C. had a bank account, you said they had a bank account and then you said they had several in fact.

A No, I did not. If I did, I didn't mean to.

Q134 Well, that's what I'm asking you, do you have several?

A No.

Q135 You have one bank account?

A Yes, one. I was talking about K.E.A. and A.P.A.

Q136 Do the local units support local candidates?

A Yes.

Q137 Do they determine what local candidates they are going to support?

A If you're talking about a school board race, the answer is yes.

Q138 So they operate independently from K.E.P.A.C. in that sense?

A Yes, on local candidates, not legislative candidates.

Q139 But they do obtain funds

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from K.E.P.A.C. to make those contributions to the local candidates they select, isn't that correct?

A Yes.

Q140 Now, I'm not sure I understand, I don't want to beat a dead horse, but just for clarification purposes, do you have some type of formula to where these local groups or these local pacts are able to obtain one-half of the amount that there is contributed, is that how it words, maybe you can enlighten me a little.

A Well, one-half is set aside or reserved for their use, right.

Q141 And they can use this, if they want to give it to a local candidate they can?

A Yes.

Q142 What if they don't use it, does it accumulate?

A It stays in the central account.

Q143 For instance, for one year they don't make any contributions at all, the next year does that amount -- their one-half accumulate, does it increase?

A Yes.

Q144 Now, you said that you rent space and hire help from K.E.A., so K.E.P.A.C. then reimburses K.E.A. for the services they render?

A That's right, we hire a secretary of our own, a bookkeeper.

Q145 Well, does K.E.P.A.C. reimburse any of the school board for the services they provide?

A No.

MR. GAFFNEY: I believe I have no further questions at this time.

MR. OCKERMAN: I believe I have one question.

Mr. Barnes, how is the K.E.P.A.C. committee selected, is it governed by a 15-man group?

THE WITNESS: Yes, they're governed by -- they're elected by -- we're divided or K.E.A. has been divided by districts, so the contributors of those regions select representatives.

MR. OCKERMAN: Do they hold a separate conference or meeting?

THE WITNESS: Yes, that's right they hold separate meetings and all who wish -- all

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contributors who wish to attend, they may and make their selection.

MR. OCKERMAN: Is that on a local basis?

THE WITNESS: Yes, they're elected for two years.

MR. OCKERMAN: I understand. You're the president of K.E.P.A.C.?

THE WITNESS: That's right.

MR. OCKERMAN: And you're also an employee of the K.E.A.?

THE WITNESS: Yes.

MR. OCKERMAN: Does your compensation come from K.E.A. or K.E.P.A.C.?

THE WITNESS: K.E.A. The work that I do for K.E.P.A.C. is over and beyond of what's required by the K.E.A.

MR. OCKERMAN: What percentage of your time is involved in K.E.P.A.C.?

THE WITNESS: Oh, it would be hard to say, it depends on what time of the year it is.

MR. OCKERMAN: Well, let's suppose its the year of a legislative election.

THE WITNESS: Well, it doesn't

take much time.

MR. OCKERMAN:
president of K.E.P.A.C.?

Who is the

THE WITNESS:
we have a Chairperson, Doris Wilson.

The chairman--

MR. OCKERMAN:
school teacher?

Is that a

THE WITNESS:
teacher in Jefferson County.

That's a school

THE CHAIRMAN:
other questions?

Are there any

MR. COY:

Yes, I have one.

Mr. Barnes, you indicated
in response to one of the questions by the Council,
I'm not sure which, that K.E.P.A.C. makes it's
disbursements under guidelines that are delegated
by the K.E.P.A.C. committee, is that correct?

THE WITNESS:

Yes.

MR. COY:

Now, I would
assume that those guidelines are in writing, are
they not?

THE WITNESS:

Yes.

MR. COY:

Will you file
a copy of those guidelines and make that a part of
your testimony here today, the guidelines of which are

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currently working?

THE WITNESS: I will be glad to.

MR. COY: Now, I want to ask about these local pacts. As you denominate them, in fact, as I understand it, the local political action committee is like these Webster County pacts, for example, is not a legal entity in the sense that it is organized as a separate political action committee, is that correct?

THE WITNESS: That's correct.

MR. COY: The Webster County Pact is a committee which is selected by the Webster County members of K.E.A. or the Webster County Education Association?

THE WITNESS: It's the contributors, that's a separate thing. We try to keep it completely separate.

MR. COY: Now, before -- under your guidelines, before that committee can make a -- before a committee can make a request of K.E.P. A.C. for the disbursements of funds, it must in fact organize, is that correct?

THE WITNESS: Yes, that's correct.

MR. COY: There has to be
a chairman?

THE WITNESS: We have to know
who the chairman and the members are.

MR. COY: Now, if I follow
the process correctly, the way you do this, if I was
a candidate for the General Assembly of this year and
K.E.P.A.C. had voted to support me, before K.E.P.A.C.
would make a contribution to my campaign, even though
it had endorsed my candidacy, it would be necessary
for Madison County request of K.E.P.A.C. that a
disbursement be made to me, is that correct?

THE WITNESS: Well, we would --
we would have the local people and the State Committee
must agree on candidates, and the State does have the
right to disburse State funds, not those set aside for
local funds, as far as State candidates, like a local
legislator, but generally that's the way it's done.

MR. COY: Okay. Let's
assume then by taking your answer that I'm in favor
with the hierarchy but not with the local people
because -- just personal reasons. You're saying
that the fifty percent could not be disbursed on
my behalf, that is, the money that goes back to the
local support, but if K.E.P.A.C. wanted to, they

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could go ahead and make a contribution to my campaign?

THE WITNESS:

No, if there's

a local pact, there must be agreement with the people or else we just back off that candidate.

MR. COY:

Well, you said

earlier that only those candidates that have been endorsed by K.E.P.A.C. are eligible.

THE WITNESS:

That's right.

K.E.P.A.C. has the veto power.

MR. COY:

Now, is it

necessary to get K.E.P.A.C. endorsements, that I first get an endorsement from my local Madison County pact before I can even say to K.E.P.A.C., "Hey look, I'm a good boy, help me"?

THE WITNESS:

Well, either

the local committee can recommend or the State Committee can recommend, both have to agree.

MR. COY:

Okay. Let's

assume that I've overcome those hurdles; I've gotten beyond that. Then from what I understood about your testimony earlier, you're not going to send me the check, you're going to send it to the chairman of my local committee, but he brings it to me and says, "Hey, Charlie, look, we've gotten you this money, he should help us"?

THE WITNESS: Well, many times
and it directly to the candidates, it depends on
the local people want to do.

MR. COY: So there is no
y with respect to the delivery of the checks?

THE WITNESS: No, there's no
set policy.

MR. COY: Now, the matter
covered with you, Mr. Barnes, are they matters
are covered by the written guidelines that I
have you file as a part of your deposition?

THE WITNESS: Those are mostly
cy matters that may or may not be in the guide-

MR. COY: Thank you, sir.

THE CHAIRMAN: Is there any-

g else?

MR. OCKERMAN: Yes, I'd like
sk one more.

MR. OCKERMAN: When you or
representative from the state or county pact
sider making a contribution, does anyone talk to
candidate to try to ascertain his views?

THE WITNESS: Yes, we send
tionnaires to every candidate to try to ascertain

their views as far as education is concerned, and the local people talk to them.

MR. OCKERMAN: Do you ask them in the questionnaire or the interview if they will support a particular policy?

THE WITNESS: Well, most of them are very hesitant, I've dealt with the legislative board quite a while and most of them are hesitant about a particular piece of legislature. But mostly if they support goals and this sort of thing, and usually we use their voting record as an evaluation.

MR. OCKERMAN: Just for my enlightenment, what was your two most goals in this past legislature?

THE WITNESS: Well, we have 26 different planks in our legislative program, and it is hard to set any one goal above the other goals; they're all introduced as bills and we work for them because with the teachers, what might be one person's main priority may not be another's, but funding is generally among the top ones.

THE CHAIRMAN: Could you just give us another one?

THE WITNESS: Well, we have a

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lot of them, the last session we had about kindergartens, we had collective bargaining and we had depression negotiations and we had some fringe benefits.

MR. CARRELL: I have one question. How many teachers or people affiliated with education, what percentage belong to the K.E.A., do you know?

THE WITNESS: I'm just making a guess now, I'd say eighty to eighty-five percent.

MR. CARRELL: That are affiliated with K.E.A.?

THE WITNESS: Yes.

MR. CARRELL: Does that include high schools or does that count the colleges?

THE WITNESS: Well, I was -- I was thinking mostly of the public high schools. We do have college teachers.

MR. CARRELL: Well, basically it's through high schools?

THE WITNESS: Yes.

MR. CARRELL: About eighty to eighty-five percent are affiliated?

THE WITNESS: That's just a guess.

MR. COY: Mr. Barnes,

there's one other thing that I'd like to ask you about. I know that you do have a questionnaire for the legislative candidates for this year. Would you file a copy of that questionnaire and make that a part of your testimony here today?

THE WITNESS:

Yes.

MR. GAFFNEY:

I have one other question..

RE CROSS EXAMINATION

BY MR. GAFFNEY:

Q146

I got a little bit confused about when we were talking about the agreement between the K.E.P.A.C. and the local pactas to the candidates they support. Now, that does not apply to their selection of local candidates, to contribute to, does it?

A

I don't know if I understand your question.

Q147

Well, if I understand your testimony, in a State-wide race, if you have a legislator there that's running for an office in Webster County, then K.E.P.A.C. and Webster County pact must agree to the support of that candidate or he does not get anything?

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A Yes.

Q148 Now, on your local candidates, these school board members, let's say of Webster County, the local pact does not have to agree with K.E.P.A.C. as to who's going to make the contribution, does it?

A That's right.

MR. GAFFNEY: That's all I have.

THE CHAIRMAN: Anything further, if not, you're excused and Mr. Slattery, you may call your next witness.

(WITNESS EXCUSED)

RAYMOND C. TACKETT, called on behalf of the Respondent, being first duly sworn, was examined and testified as follows:

THE CHAIRMAN: For the record, would you please give us your name and address and occupation?

THE WITNESS: Raymond C. Tackett. The business address, 101 West Walnut

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Street, Louisville, Kentucky. My title is Director of Special Services for the Kentucky Education Association.

THE CHAIRMAN: Mr. Slattery,
you may ask.

DIRECT EXAMINATION

BY MR. SLATTERY:

Q1 Mr. Tackett, will you describe for the Registry your summary of your duties as an employee of K.E.A.?

A Okay. Part of the duties include collecting membership dues, which include all the things on the sheet here, the local districts, the K.E.A., N.E.A., K.E.P.A.C., the insurance programs, we keep the membership records, we do the disbursing of funds that are collected through the proper agencies. We also handle the accounting for the K.E.A.

Q2 All right. You made a reference to the form -- excuse me, may we go off the record a minute?

(OFF THE RECORD REMARKS)

Q3 I'll show you here exhibit

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No. 11 and this is apparently a payroll deduction form. Will you explain to the Registry what that form is and how it's developed and what it's purpose is?

A Well, this is a billing form that we send to the local boards of education superintendents primarily, which tells them how much -- it's got a total column showing how much should be deducted from each person's paycheck monthly, and then it gives a -- seven columns across detailing what it's made up of, how that total is made up.

Q4 As I understand it, each of these persons on the form have a deduction authorization of some kind to back up the deduction?

A Yes, for each and every item.

Q5 Do you send a copy of that deduction form to the Board of Education?

A Yes.

Q6 Would that be the copy of the form that's designated for the payroll officers?

A Yes, but let me clarify it just a moment. Sometimes those are taken out before we get them. We don't necessarily send them. The local units may pull them out and give it to

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the payroll officer before we get it.

Q7 In any event, they wind up with the Board of Education, one way or the other?

A Right.

Q8 Before the deductions for K.E.P.A.C. and N.E.P.A.C. were made, was any kind of a notice sent to the Board of Education, to your knowledge?

A I'm trying to see what the question is calling for?

Q9 Was there a letter or a memo or any kind of written communication sent to the Board of Education advising that the billing forms would include the K.E.P.A.C. and N.E.P.A.C. deductions?

A Not to my office.

Q10 Then are you aware of one that came to another office?

A Yes, concerning K.E.P.A.C., there was communications with other offices, I'm sure.

Q11 But to your knowledge, then, the Board of Education was advised that this was going to happen?

A Yes.

Q12 When money comes in to

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3 0 0 4 0 2 0 0 6 4 7
K.E.A. how is it handled, do you have a bank account?

A Yes, we have a bank account.

Q13 Is this the same as K.E.A.'s regular bank account?

A No.

Q14 Will you tell us about it, what kind of an account is it?

A Well, it's a-- it's sort of an escrow account. All the money that's collected is put into that account and disbursed to the agencies that it's collected from.

Q15 Then are you saying that everything that is collected under this billing form is collected for someone else?

A Yes.

Q16 Then it really wouldn't be the property of K.E.A., would it?

A No.

Q17 But you handle it for another person?

A Yes.

Q18 For example, this insurance, that isn't the K.E.A.'s money, is it?

A No, it belongs to the insurance company and we send a check to the insurance company.

Q19 Do they require you to
account for that money?

A Yes.

Q20 Is this account audited?

A Yes.

Q21 Who makes an audit of this
account?

A A C.P.A. firm.

Q22 Now, is this a separate
account from the general funds of the K.E.A.?

A Yes.

Q23 Are you in a position to
know if improper disbursements have ever been made?

A Yes.

Q24 Do you know --

MR. COY: (Interrupting)

Wait a minute. He said he was in a position to know.
Has any been made?

THE WITNESS: No.

Q25 How would you -- How could
you tell whether or not an improper expenditure
had been made out of the K.E.A. fund?

A Well, there are books on
this.

Q26 For example, if you saw a

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check to the Office Equipment Company for a desk, would that be a proper expenditure from this fund?

A No.

Q27 On the other hand, if you saw a check to Washington National Insurance Company for the insurance you collected, would that be proper?

A Yes.

Q28 Do you charge K.E.P.A.C. for collecting these contributions?

A Yes.

Q29 What is the charge?

A Twenty-five cents per transaction.

Q30 Do you make charges to any N.E.A.P.A.C. for collecting their dues?

A Yes.

Q31 What is that charge?

A Twenty-five cents per transaction.

Q32 What about the Washington National?

A It's the same.

MR. CHAIRMAN: Let me ask you something, you say twenty-five cents per transaction,

A Yes.

MR. CARRELL: Then it's made out to the K.E.A., it has to be.

Q34 Are the checks that go into the A.P.A. account made payable to K.E.A.?

A Yes.

MR. CARRELL: Well, it's K.E.A. money, it has to be. I was Clerk of the Court and handled three million dollars a year, and all the money came into the Clerk of the Court, it had to be distributed to the accounts, I know what it is. I had the same thing to separate accounts, but it all comes into one office, then you make distribution of an escrow account to the various funds. So it's K.E.A. money when they get it until they distribute it out, it can't be any other way.

A That's correct.

Q35 All right. I would like to show you a membership form for Mr. Glen E. Wilson. Will you look at that form, please. When was that received in the offices of K.E.A.?

A September 20th, 1976.

Q36 Had any deductions been made for that year from Mr. Wilson's paychecks by the Board of Education?

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A Well, --

MR. CARRELL: (Interrupting)

Wait a minute, the check goes to K.E.A., so K.E.A. handles all this, right?

A That's correct.

MR. CARRELL: And you put it in an escrow account?

A Right.

MR. CARRELL: So, that's a separate account of K.E.A.

A Right.

MR. CARRELL: So you can't say that they don't have the money because they do.

MR. SLATTERY: Well, I don't think he said they didn't handle the money.

MR. CARRELL: Well, he said K.E.A. didn't handle the money.

MR. SLATTERY: Well --

THE WITNESS: (Interrupting)
Well, if I did, I misunderstood the question.

MR. SLATTERY: Well, let me clarify that if I may without getting into a hassle over it.

Q33 Is that A.P.A. account, a K.E.A. bank account?

it's only a dollar a month, isn't it?

A Yes.

THE CHAIRMAN: And you charge a quarter to collect a dollar?

A Well, one transaction would be entering it into the record, and the other one would be if we take it out.

THE CHAIRMAN: That's a whole piece of money?

A Right, that's for the year, annually.

MR. GAFFNEY: It would be twenty-five cents for eight dollars?

A Right.

MR. CARRELL: Let me ask you one question. I understood earlier that the money was all sent to K.E.A. and distributed. Now, how are the checks made out to these local school boards to K.E.A. or to whom?

A Generally to K.E.A.

MR. CARRELL: Now, K.E.A. does handle the money then?

A Yes, in a separate amount.

MR. CARRELL: Well, you said they didn't. I say they do.

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A Not at that time.

Q37 There is a note down at the bottom, will you read the note?

A It says, "Do not withhold K.E.P.A.C. and N.E.P.A.C.

Q38 What did you do when you received that note on the enrollment form?

A We took and punched in to the computer a program not to withhold the K.E.P.A.C. and N.E.P.A.C. contributions, not to put it on our bill.

Q39 All right. There is an attachment, a second sheet, letter from Mr. Wilson.

A Yes.

Q40 And I believe that letter says -- it's to the K.E.A., and it says, "Please notify the proper authorities not to deduct K.E.P.A.C. and N.E.P.A.C."

A That's right.

Q41 Now, there's a note at the bottom, what happens when this letter is received in your office?

A The letter is handled by one of the keypunch operators, and she has a note written on the bottom, it says, okay, already cancel-

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led per note on form.

Q42 Now, the next sheet is the A.P.A. billing form for Boone County, is that correct?

A Yes.

Q43 Was any K.E.P.A.C. or N.E.P.A.C. deducted from Mr. Wilson's pay for that year?

A On the line with Glen E. Wilson's name the K.E.P.A.C. and N.E.P.A.C. column is blank, it's not included in his total billing.

Q44 Was Mr. Wilson retained as a member of K.E.A.?

A Yes.

Q45 With full rights of membership?

A Yes.

Q46 So would you say that deduction of K.E.P.A.C. dues was a condition of membership?

A No.

Q47 Have you had occasion to make refunds --

THE CHAIRMAN: (Interrupting)
Are you introducing that?

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MR. SLATTERY:

If I may

(Whereupon Respondent Exhibit No. 4 was duly received, marked, made a part of the record).

Q48 Have you had occasion to make refunds to people in the middle of the year?

A Yes.

Q49 Now, I'm speaking of K.E.P.A.C. and N.E.P.A.C.

A Right.

Q50 I will show you these documents relating to Mr. Michael D. Keown. Can you look at these documents and explain to the Registry the transaction that occurred.

A Well, the first page is a form which was published in the K.E.A. newspaper or weekly paper and it's in essence a request that the persons, Mr. Keown's K.E.P.A.C. and N.E.P.A.C. contributions be refunded to him. Mr. Keown evidently is a teacher in Hancock County. The second sheet is a copy of a statement drawn up in our office, it came to me with a check. It's a statement requesting -- not requesting, it's a statement requesting a refund be made to him, refunding

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him two dollars for the deductions that had been made to him from his paycheck in November and December of 1976. With a statement on it, this goes to Mr. Keown with a check. The reason being refund of K.E.P.A.C. and N.E.P.A.C. contributions.

Q51 What was the amount of that refund?

A Two dollars. One dollar for November and one dollar for December.

Q52 So then you didn't continue to deduct for the rest of the year and make a deduction at the end of the year, is that right?

A That's correct.

Q53 So it's the affect of these documents an indication that these deductions were made at the time the request was made -- the refund was made at the time the request was made?

A The refund was made February 3rd, 1977.

Q54 Was he taken off the billing for the rest of the year?

A Yes, this document is a copy of the billing that we sent to Hancock County and Mr. Keown -- I lost my glasses this weekend and I'm having a problem. This one shows November

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with a K.E.P.A.C. deduction made; the next one is for December and it's shows no change, and this one is for January and it shows a change, taking -- obstructing that item from his amount that should be deducted. The next item I have is a copy of the check from the K.E.A. -- A.P.A. funds for two dollars showing that he was paid and the next one is the backside showing that he did receive the money and his signature.

MR. SLATTERY: I would like to introduce that document as one exhibit to describe that transaction.

(Whereupon Respondent Exhibit No. 5 was duly received, marked, made a part of the record).

Q55 I have here a correspondence or another document relating to a group of people in Allen County. Can you explain to the Registry the nature of that transaction?

A Well, the first sheet is on Allen County School stationary, "To whom is may concern: Listed below are the teachers in the Allen County High School who do not wish K.E.P.A.C. and N.E.P.A.C. contributions to be

added to the A.P.A. billing for K.E.A. --" something struck out memberships. This was received September the 14th, 1976, it lists a -- it's a long list of names; in fact, there was more than one of these, similar things.

Q56 Are those from several different schools in the Allen County System?

A This one says "White Plains Elementary School" on it. This one says "Scottsville High School"; Allen County Scottsville High School. The others don't say, so I assume they're the same.

Q57 What did you do when you received all those requests?

A We entered into the record that these people should not be billed for K.E.P.A.C.-N.E.P.A.C. contributions.

Q58 What time of the year was this?

A This was September the 14th --

Q59 (Interrupting) No, I'm not talking about the letters, I'm talking about the time the transactions occurred, when you entered into the record that they would not be billed.

A It was entered into the

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record approximately within a few days after we received them.

Q60 Was any money deducted from the paychecks of those teachers?

A No, I have a copy of the billing form that I sent out in November, which was the first one sent to Allen County, and it did not include these people in the K.E.P.A.C. and N.E.P.A.C. columns.

Q61 Were those people carried as members of K.E.A. even though they chose not to have the K.E.P.A.C.-N.E.P.A.C. deductions?

A Yes.

Q62 And in fact then they did have their K.E.A. dues deducted, but not their pact dues, is that correct?

A Yes.

Q63 As far as you're concerned, do those people -- Are they members of the K.E.A. with full rights of membership?

A Yes.

MR. SLATTERY: I would like to introduce those documents as Number 6.

(Whereupon Respondent Exhibit No. 6 was duly received, marked, made a part of the record.)

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MR. SLATTERY:

You may ask.

CROSS EXAMINATION

BY MR. GAFFNEY:

Q64 Mr. Tackett, your title
is Director of Special Services?

A Yes.

Q65 As part of your duties
you collect membership dues?

A YES.

Q66 Does that include dues
for K.E.P.A.C. as well as N.E.A.P.A.C., as well as
the K.E.A.?

A Yes.

Q67 If a local school board
did not make K.E.P.A.C. deductions who would have
to make them?

A It couldn't be a deduc-
tion without the local school boards.

Q68 So you would agree that
they do provide a service?

A They provide a service
to K.E.A.

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Q69
for K.E.P.A.C.?

Do they provide a service

A I don't know if I'm qualified to answer that or not, it is a service, yes.

Q70
K.E.P.A.C. deductions?

Are you also in charge of

A I'm in charge of all deductions.

Q71 Now, let me ask you -- we're talking about this escrow account, all of the funds that are deducted according to this lack of a better term, K.E.A. billing sheet, they all come into an escrow account, right?

A Yes.

Q72 Now, do K.E.A. dues come out of that escrow account?

A Yes.

Q73 And does K.E.P.A.C. come out of that same account?

A Yes.

Q74 Those K.E.A. dues belong to the K.E.A., don't they?

A They belong, yes.

Q75 Now, the K.E.P.A.C. dues, they're uniform, right across the board, aren't they?

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A Yes.

Q76 And in fact, it's in the form of a dollar a month deduction?

A Yes.

Q77 And that dollar is deducted unless the teacher says otherwise, is that correct?

A Yes.

Q78 So it's really in the form of an assessment, isn't it?

THE CHAIRMAN: That might call for a conclusion.

Q79 Well, let me ask you now --

MR. SLATTERY: (Interrupting)
I will object. He has continuously done this to the witnesses, he's asking them to make many legal conclusions and I'm objecting to all of it.

Q80 Now, let me ask you this, if Mr. Wilson, I believe that was the gentleman's name, if Mr. Wilson had not taken the extra effort of writing on here, "Do not withhold K.E.P.A.C. and NEPAC dues," or if he had not sent in that letter, those dues would have automatically been deducted, would they not?

A Yes.

Q81 And without regard whether

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or not he wanted those deducted, I mean, he's required to do an affirmative act, isn't he?

A

Yes.

Q82

Now, when the refunds are paid to these teachers, once they say I don't want to give to K.E.P.A.C., I'm kind of interested in how that's done, that comes out apparently from the K.E.A., A.P.A. account, is that correct?

A

Yes.

Q83

So it does not come from K.E.P.A.C. at all, is that correct?

A

I'm going to get caught in another one of these questions that I had a while ago, I think it's still K.E.A. and .A.P.A. account, the check is written from the A.P.A. account.

Q84

Now, maybe you're not in a position to answer this. Now, on this K.E.A. payroll deduction authorization where it has deduction section on this form on the right, it simply says "Professional payment, doesn't it?

A

Yes.

Q85

It doesn't say anything about K.E.P.A.C. dues or any N.E.A.P.A.C. dues, are they all combined in that?

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A

Yes

MR. GAFFNEY:

I don't

believe I have any further questions.

MR. COY:

Mr. Tackett,

I would like to ask you about this two dollars that

Mr. Wilson got back. The check was drawn on the

A.P.A. funds?

A

Yes.

MR. COY:

Now, I assume

that you make monthly disbursements to the various

agencies or entities or committees that receive

the funds that come to the A.P.A. fund?

A

Yes.

MR. COY:

Now, in the

case of Mr. Wilson, he had I believe you said

November and December deducted?

A

Yes.

MR. COY:

And the two

dollars had been disbursed to K.E.P.A.C. for

November and December?

A

That's right.

MR. COY:

Did you then --

A

(Interrupting) I'm not

certain.

MR. COY:

Well, I just

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want to get the mechanics of the thing. Do you take a deduction against that two dollars or does K.E.P.A.C. have to refund the two dollars to A.P.A., how does that work out?

A Well, we keep records of course, of how much has been committed to K.E.P.A.C. and any money that we refund to individuals would come from the amount that we owe K.E.P.A.C.

MR. COY: So you take a deduction from the amount that you owe K.E.P.A.C. that month?

A That's right.

MR. OCKERMAN: What is the designation of this fund that you keep referring to, how is it carried on your books and records?

A The A.P.A. fund?

MR. OCKERMAN: Yes.

A It's a separate bank account which receives all moneys.

THE CHAIRMAN: Does it get called the K.E.A. A.P.A. or what?

A That's right --

MR. GAFFNEY: (Interrupting)
It's called the A.P.A. fund.

MR. OCKERMAN: It's the
Kentucky Educational Association A.P.A. fund?

A Right.

THE CHAIRMAN: And that's
the master fund?

A It collects all dues,
insurance premiums and the K.E.P.A.C. and N.E.P.A.C.

MR. OCKERMAN: There has been
introduced by you certain applications or requests
for refund or cancellations. How did you select
those, you have three here. How did you select
those?

A I asked the supervisor
of this account. of this office, to find me three
that showed various ways for the transaction and
he picked these out.

MR. OCKERMAN: Do you have
any idea how many you had last year in any given
period of time that request stoppage?

A I don't recall the num-
bers.

MR. OCKERMAN: Would it be
with your computer just a matter of a run-out to
find out how many may have sent in a request for
stoppage?

A It's not computerized,
but it's not a big job to find out.

MR. SLATTERY: It's just a
matter of pulling out the blanks. I might add that
we have about twenty-seven thousand active members
of K.E.A.

MR. OCKERMAN: Well, like
Dr. Potts said you don't have them in Fayette
County.

A Right, not all school
systems are on the A.P.A. system, there's about
twenty counties that aren't.

MR. OCKERMAN: Do you have
what you would consider to be a fairly accurate
estimate of the number of those stops, I'll call
them, that are processed each year?

A If I make a guess, I
would say somewhere in the neighborhood of two to
two and a half thousand, that's strictly a guess.

MR. OCKERMAN: And you are
compensated by the K.E.A.?

A Yes.

MR. GAFFNEY: May I ask one
question, please?

THE CHAIRMAN: Yes.

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RECROSS EXAMINATION

BY MR. GAFFNEY:

Q86

I notice that this K.E.A. billing sheet looked like a computerized sheet. Are all the school boards on a computer payroll?

A

No.

Q87

Some of them do it by hand?

A

Well, I'm not really competent, I don't think they are.

Q88

Well, what I'm asking is are those school boards -- it takes them a much longer time for instance to do the deductions than it would somebody on the computer, I mean, it would just be logical, wouldn't it?

A

Yes.

MR. GAFFNEY:

That's all I have.

THE CHAIRMAN:

Is there anything further of this witness?

MR. SLATTERY:

No, I have nothing further.

(WITNESS EXCUSED)

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CHARLOTTE McCORMICK, called on behalf
of the Respondent, after being first duly sworn,
was examined and testified as follows:

THE CHAIRMAN: What is your
name, address and place of employment, please?

A My name is Charlotte
McCormick, I live at 3710 Bermuda Lane, Louisville,
and I'm a school teacher in the Jefferson County
School System.

THE CHAIRMAN: You may ask,
Mr. Slattery.

DIRECT EXAMINATION

BY MR. SLATTERY:

Q1 Miss McCormick, are you
a member of the K.E.A.?

A Yes, I am.

Q2 Do you pay a contribution
to K.E.P.A.C. through the dues deduction or rather
through the payroll deduction?

A Yes, I do.

Q3 Are these copies of your
payroll check stubs?

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A The first one is a copy of the payroll check that I received January the 3rd, 1975, the other one is a copy of a check that I received 4/8/77 from the Jefferson County Board.

Q4 I notice on that check stub that there is a block, A.P.A., twelve 0 two.

A That's correct.

Q5 At that time, do you know whether or not your K.E.P.A.C. dues were being deducted?

A Yes, they were at that time.

Q6 They were?

A Yes, they were.

Q7 All right. On the next check, A.P.A. is fifteen thirteen. Were K.E.P.A.C. dues being deducted at that time?

A Yes, they were.

Q8 Were you aware of the fact that K.E.P.A.C. was being deducted from your check?

A Yes, I was aware that K.E.P.A.C. was being deducted from my check.

Q9 Were you notified in advance that it would be deducted?

A Yes, I was notified.

Q10 How?

A I attended the delegate assembly, in which it was voted. I also received publications which informed me that beginning in September or November when the deductions were made that K.E.P.A.C. dues would be taken out of my check. I was also informed that if I did not want it done, to go through the procedure to not have it deducted.

Q11 Were you informed as an individual?

A Yes, I was.

Q12 In writing?

A I was informed through the publications.

Q13 I'm talking about a letter to you.

A No, I don't recall receiving a letter personally.

Q14 Have you received any publications from the Jefferson County Association related to this?

A Yes, I received newsletters from the Jefferson County indicating when this went

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into effect it would be deducted, and it was specified in there exactly what the deductions would be, how much dues were, how much was K.E.A. and N.E.A. and how much dues was J.C.T.A., and how much of it would be for N.E.P.A.C. and K.E.P.A.C. And at that time it was eight dollars.

MR. SLATTERY: I have nothing further.

THE CHAIRMAN: Any cross?

MR. GAFFNEY: I have two questions.

CROSS EXAMINATION

BY MR. GAFFNEY:

Q15 Did they tell you when they were going to start making the K.E.P.A.C. dues deductions that they were going to be automatic?

A Yes, I knew it.

Q16 Unless you did something to tell them otherwise they were going to make the deductions?

A Yes, I knew that it would be an automatic payroll deduction, as I authorized,

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and if I did not want it done, then I would authorize that I did not want it done.

Q17 So you had to take an affirmative act to keep it from being deducted?

A By so desire.

Q18 I notice on your paycheck that it also has a blank for contributions, and nothing was in there.

A I have not made any contributions.

Q19 K.E.P.A.C. is not a contribution?

A It's not so listed on my check. That contribution is for contributions to the United Way or other things that can be deducted through our paychecks.

MR. GAFFNEY: I have no further questions.

MR. OCKERMAN: Are you active in the Jefferson County Teachers Association?

A Yes, I am.

MR. OCKERMAN: In what activity do you participate in?

A I am vice president of the Jefferson County Teachers Association.

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MR. OCKERMAN: What percentage
of the total number of teachers in Jefferson County
attended when you said ---

A (Interrupting) The
delegate assembly?

MR. OCKERMAN: Yes.

A Well, I think at that
time we probably had somewhere between eighty and
eighty-five delegates from Jefferson County.

MR. OCKERMAN: How many
teachers are in Jefferson County?

A I think there's around
six thousand.

MR. OCKERMAN: Were you a
delegate?

A Yes, I was.

MR. SLATTERY: Did the other
teachers that were not at the assembly have notice
that the deduction was going to be made?

A Yes, they received the
information that the deduction would be made to
the K.E.A. dues in our Jefferson County publications.

MR. COY: That K.E.A.
News, that's a news publication?

A Yes.

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MR. COY:
the J.C.T.A. put out?

Now, what does

A: Well, at one time we put out a newspaper that was called the Insight. We also put out a J.C.T.A. Reporter that goes out once a week to the teachers.

MR. COY:
every teacher in the system?

Does that go to

A: Yes.

MR. GAFFNEY:
whether they belong to the K.E.A.?

REGardless of

A: At the first of the year we give it to every teacher. Then after the membership period it strictly goes to the members of the J.C.T.A.

MR. OCKERMAN:
your mailing list?

Where do you get

A: The mailing list for the teachers?

MR. OCKERMAN:

Yes.

A: They are sent in by the faculty reps.

MR. OCKERMAN:
get it?

Where do they

A: They ask the teachers in their building.

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MR. SLATTERY: I have nothing further.

THE CHAIRMAN: Witness excused.
(WITNESS EXCUSED)

LAMAR GERING, called on behalf of the Respondent, after being first duly sworn, was examined and deposed as follows:

THE CHAIRMAN: For the record, will you please state your name, address and occupation?

A I live at 247 Salsberry Square, Louisville, and I'm Staff Assistant for the Kentucky Registry of Election Finance.

DIRECT EXAMINATION

BY MR. SLATTERY:

Q1 Mr. Gering, do you know Mr. Wendell Barnes?

A Yes.

Q2 Have you ever had occasion to deal with Mr. Barnes concerning the organization

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of a group called K.E.P.A.C.?

A

Yes.

Q3

Have you discussed with him the adviseability of setting up one statewide organization as opposed to -- a statewide organization with local affiliates or separate organizations across the State?

A

Yes.

Q4

Would you describe the discussion you had and the reasoning that you arrived at the advice you gave him.

A

As to the exact time, I can't really remember. I do remember several local --

MR. GAFFNEY:

(Interrupting)

Let me interrupt here for just a second. I think we ought to clarify that at the time he was making these discussions or these recommendations, or whatever, he was acting on behalf of the Registry, and exactly what capacity he was in and what type of authority he has.

MR. SLATTERY:

Can you include that in your answer?

A

I started here in September of 1974. K.P. Vensil retired in February of '75. There was no person on the premises other than myself

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and two secretaries, so I was answering most of the questions, as to how to, but we had an acting director, but he was in private law practice and he was very difficult to reach most of the time, this went on for all of the '75 primary. We did get a director in June or July of '75, who left in April --

MR. OCKERMAN: (Interrupting)

Are you trying to establish -- Just what are you trying to establish?

THE CHAIRMAN: Who this was approved by.

MR. SLATTERY: Well, first off, the nature of the organization, secondly, what Mr. Barnes said and, plus the discussions that they had.

MR. CHAIRMAN: Well, I think I can trust -- what Mr. Barnes told him, and we'll leave it at that.

A Well, I would just give the information as people needed it, immediately and not quarterly as the Board needed it.

Q5 Well, let me ask another thing, were you acting in your position with the Registry when you discussed these things with Mr.

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Barnes?

A

Yes.

Q6

Did you suggest that it would be a better arrangement to have a statewide system as opposed to a fragmented organization?

A

Well, the statewide set-up existed and I knew by talking to him how it was reported, if I recall correctly and I had a number of conversations with the president of the political action group, every once in a while a local group would get real enthusiastic about a candidate or all of a sudden a new person would be elected, and they would be going all out and they would call to form a committee and I informed them that they did have a committee that was reporting centrally. But, however, if you want it, you can form your own committee, but you will have to register, report all your funds, learn all the rules and regulations and after the election you would still have to make reports, because sometimes people get enthusiastic until the election. I did tell them that if they wanted to they could break away, but I think I slanted the conversation to stay within the central campaign committee because one is authorized under our law, I think under 1.21210 and I also

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thought I would get more accurate information into the Registry from the central campaign, but this does allow for anyone to break away if they wanted to form their own. I did call Mr. Barnes and ask him, I said, "Do you have any preference." I said, "This is what I told the people, but this is your organization, and I don't want to interfere with the internal working of that organization." And I believe he went along with the central campaign process. I know it makes it easier for us and I think our reporting is more accurate. Our past experience with small groups that do form, we don't get an accurate report.

Q7 So then you in your opinion -- the structure that was suggested or described by Mr. Barnes in his testimony was preferable to the one -- to the alternative of having local --

MR. GAFFNEY: (Interrupting)
I'm going to object, it's not a question of whether or not it's preferable, it's a question of whether or not it's legal.

THE CHAIRMAN: Yes, the question is one whether it's legal or not, and Mr. Gering advised I believe that's two alternatives

in doing it, you can do it through the central or through the local groups, and I think that's the extent of his testimony that he can give on that.

Q8 Well then to your knowledge, does the reporting that was made through Mr. Barnes' office, the K.E.P.A.C. office, comply with the requirements and regulations of the Commissioner --

MR. GAFFNEY: (Interrupting)
The report is here --

THE CHAIRMAN: The report's here and I think that's the limit of his testimony.

MR. SLATTERY: Okay. That's all.

MR. GAFFNEY: I have two questions.

CROSS EXAMINATION

BY MR. GAFFNEY:

Q9 Mr. Gering, are you a lawyer?

A No.

Q10 And as an employee of the Registry, it's your job merely to administer

A Right.

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Q11 It's not your job to
describe the law to people?

A No.

Q12 Or to tell them what
it means?

A Well, ---

THE CHAIRMAN: We have a job
description, I think we've got all of that. And
we will take notice that it is our own employee.

MR. GAFFNEY: Then I don't
have any other questions.

THE CHAIRMAN: You may step
down now.

(WITNESS EXCUSED)

ROBERT SUMMERS, called on behalf of
the Respondent, after being first duly sworn, was
examined and testified as follows:

THE CHAIRMAN: Your name
and address and occupation, for the record, please.

A I live at 2522 Echo
Drive, in Middletown, Kentucky. I'm employed by
the Kentucky Education Association.

THE CHAIRMAN: Your name, please.

A Robert Summers.

THE CHAIRMAN: What is your position with the --

A (Interrupting) Executive Secretary.

THE CHAIRMAN: Okay. You may ask, Mr. Slattery.

DIRECT EXAMINATION

BY MR. SLATTERY:

Q1 And, generally, what are the responsibilities of the Executive Secretary?

A I'm the chief executive agent of the K.E.A.

Q2 Are you familiar with the arrangement that the K.E.A. has with K.E.P.A.C. for dues deduction?

A I am.

Q3 Did you attempt to determine whether or not that arrangement was legally proper before it was entered into?

A I did.

Q4 What did you do?

A We sought an opinion, we

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asked various attorneys, we sought an opinion from the Attorney General and we found that an opinion had been requested and we dropped our request and we waited till his opinion came down and we read that one.

Q5 Is this opinion that you're referring to --

A It's that one.

MR. SLATTERY: Let the record show that that's OAG-75423.

Q6 I notice in the opinion that the Attorney General refers to you.

A That's correct.

Q7 And the Attorney General says, "Mr. Summers also stated that he is informed by the K.E.P.A.C. leaders that refunds will be made for the entire year --"

MR. GAFFNEY: (Interrupting)
Mr. Chairman, --

THE CHAIRMAN: I think the document will speak for itself.

Q8 As I understand it, that document says that reimbursements will be made for the entire year, is that correct?

A That's correct.

Q9 Now, has there been any change in procedures since the time that the discussion was had with the Attorney General?

A No, there has not.

Q10 It states that the deduction, rather the refund, will be made for the entire year. Now, what about a situation where someone wants their deduction made at the beginning of the year?

THE CHAIRMAN: I don't want to interrupt, but I believe that accumulative. We've already had the one guy that got his two dollars back.

Q11 All right. There is a charge number seven concerning a statement made by you in the K.E.A. publication, would you care to comply with the charges that were made against you as a representative of K.E.A.?

A I think first of all, you have to understand that K.E.A. is a corporation, K.E.A. is involved with K.E.P.A.C. and insurance companies in collecting moneys. We operate separate bank accounts as has already been testified to. The corporate funds of K.E.A. are the only funds that I'm responsible for. They're the only

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funds that I handle. I travel around the State quite a bit making reports to K.E.A. members and listening to K.E.A. members. It has become obvious if you read our other publications that we have become very active in the last two years in promoting political education of the teachers, political involvement of the teachers, getting involved in local democratic-republican organization, whatever party they belong to, being active participating citizens in the democratic process. We've advocated this extensively. In recent meetings, state-wide meetings and our publications. This comment -- our intention is a comment that reflects the K.E.A. members' intentions, what I sense them saying as I go about the State and meet with them. It is their intention to become involved, actively, in the political process, individually as the American citizens. I'm not speaking collectively of the K.E.P.A.C. organization when I report to the delegate assembly. I'm talking about the individual classroom teacher. It is our intention, I mean their intention to become involved locally in the political organization, to contribute money locally if they so desire, and promote the candidates if they so desire. I'm talking about the overall

political education process, active participation in the American democratic society. We've been encouraging that for years.

MR. COY: Well, he asked you about Charge No. 7, he didn't really respond to the question.

Q12 Well, the charge we're talking about is where you violated a statute, the particular statute is 121.050 which prohibits agreements with a candidate to vote on a particular issue, did you make any kind of an agreement with any candidate?

A I did not.

Q13 No agreement as it relates to the statement that is set out in the charges?

A No, sir.

Q14 Did you make this statement?

A Yes.

MR. CARRELL: Our intention was to give monetary and work support to those candidates who in turn pledges their support to our legislative goals, you made that statement?

A Yes. I explained my

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intent when I made that statement, our intention is the intention as I read it of the teachers in the State of Kentucky, that's not my intention, it's their intention. This is what I hear them saying.

MR. CARRELL: You're speaking for the K.E.A., not all the teachers, because all the teachers don't belong to the K.E.A.?

A That's right.

THE CHAIRMAN: Are there any other questions?

MR. GAFFNEY: I have just a couple.

CROSS EXAMINATION

BY MR. GAFFNEY:

Q15 Did I understand in reading this opinion of the Attorney General that's an issue in evidence that it's understood that K.E.P.A.C. and N.E.A.P.A.C. would refund contributions to any member requesting if the request was made before January 1st?

A Right.

Q16 Then you indicate that you

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would make those payments at any time?

A Yes.

Q17 You have no legal obligation though to give it back once they've been made, prior to January 1st, do you?

A Not legally, I explained to the Attorney General that we would make it as easy as possible for anyone who did not want to participate in K.E.P.A.C. to get off the list. We would not deduct from people who did not want to have it deducted, but we would not hold to any January 1 deadline. I had so instructed the person that handled that membership form.

Q18 But you don't have any separate K.E.A. membership authorization other than those that also contain this K.E.P.A.C. deduction, do you?

A No.

Q19 When you -- I assume that this report, called the Executive Secretary's Annual Report, this was something that gives the membership of K.E.A. an overall view of the year's progress?

A Yes.

Q20 The year's activities?

A Yes.

Q21 And I believe you said that

when you said "our intention" you were talking about the teachers of the State of Kentucky, who belong to K.E.A.?

A Yes.

Q22 Now, that immediately follows a lengthy discussion of K.E.P.A.C. activity?

A Yes.

Q23 Can you talk about those who pledge their support, legislatures who pledge their support?

A It's the same type situation of any organization. The teachers who establish K.E.A. as the association that promotes educational benefits for education in the State. We talk about goals, for funding, education, we talk about benefits we're talking about teacher's right, we promote all types of educational activities. We lobby, I'm a registered lobbyist, we lobby in Frankfort for these type activities. We're talking about goals and objectives. So we are definitely going to be for those people who follow our philosophy, just as the Chamber will be for those people who have the philosophy that they follow. We'd be foolish not to.

Q24 You also go on to say that

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some people, some incumbants have already proved by their actions whether they would support us or not. You're talking about their voting record, aren't you?

A Absolutely.

Q25 Then you say some others are going to have to provide some proof. What type of proof are you talking about, just a pledge?

A No, we're talking about interviews, questionnaires, just general information.

Q26 It's not the pledge then?

A No, sir. I have never contacted anyone to pledge on a specific piece of legislation.

MR. CARRELL: Aren't you all a corporation?

A Yes, sir.

MR. CARRELL: Well, if you're a corporation, you can't go and lobby like that.

MR. SLATTERY: Well, he's a registered lobbyist.

MR. CARRELL: Oh, is it you individually?

A Yes.

Q27 Let me ask you, would you consider K.E.A. and K.E.P.A.A.C. as having the same

goals?

A

Absolutely not.

Q28

Absolutely not the same

goals?

A

Right, not the same goals.

They're two completely separate organizations.

MR. GAFFNEY:

I believe we'll

have to let this rest on what it says and I have no other questions.

MR. COY:

Mr. Summers,

as Executive Secretary of the K.E.A., I assume that this not only gives you an annual report in writing, but also it's an address that you gave at the delegate of assembly, is that right?

A

Yes, that's correct.

MR. COY:

It's simply a

reprint of what you have said to the delegate assembly?

A

Yes.

MR. COY:

Now, Mr.

Summers, as Executive Secretary of the K.E.A., do you attend meetings of the K.E.P.A.C. committee?

A

Only as a consultant, I'm not a voting member of that committee.

MR. COY:

But you do

attend?

A I do attend.

MR. COY: And I take it by what you say that there are points at which the membership of the Executive Committee duties are to consult you about various matters that may be before that Committee at a given time?

A Yes.

MR. COY: And I assume also that you do that with respect to all of the K.E.A. committees that call upon you from time to time?

A Yes.

MR. COY: Do you yourself interview candidates from time to time?

A No, sir.

MR. COY: Who conducts the interviews?

A The people on the K.E.P.A.C. State Committee or the local pact units.

MR. COY: Do you participate in the preparation of questionnaires that you mentioned that go to the individual legislative candidates?

A No, sir.

MR. COY: Who does
that?

A Our Director of Governmental
Relations.

MR. COY: And you don't
consult with him at all about it?

A No.

MR. OCKERMAN: Now, the Director
of Governmental Relations, he's a K.E.A. employee?

A Yes.

THE CHAIRMAN: Is there any-
thing else?

MR. SLATTERY: I have nothing
further.

MR. GAFFNEY: I have nothing
further.

THE CHAIRMAN: You may go.

(WITNESS EXCUSED)

*** **

1 STATE OF KENTUCKY)
2)
3) SS.
4)
5 COUNTY OF JEFFERSON)

6 I, James E. Edmondson, a Notary Public,
7 within and for the State at Large, do hereby certify
8 that the foregoing TRANSCRIPT OF HEARING was taken
9 before me at the time and place and for the purpose
10 in the caption stated; that the witnesses were first
11 duly sworn to tell the truth, the whole truth and
12 nothing but the truth; that the transcript was
13 reduced to shorthand writing by me in the presence
14 of the witnesses; that the foregoing is a full, true
15 and correct transcript of the said hearing; that
16 there was no request that the witnesses read and
17 sign the transcript; that the appearances were as
18 stated in the caption.

19 Witnes s my signature this 24th day
20 of August, 1977

21 My commission expires: December 11, 1979

22 James E. Edmondson
23 Notary Public
24 State at Large, Kentucky
25

KENTUCKY EDUCATION ASSOCIATION 101 W. WALNUT ST., LOUISVILLE, KENTUCKY 40202

LAST NAME FIRST MIDDLE

STREET CITY STATE ZIP CODE

SCHOOL SYSTEM - Co. or Ind.

SCHOOL NAME

PAYROLL OFFICER COPY

CHECK ONE

☐ Admin. Sup. ☐ Teacher ☐ Other

SOCIAL SECURITY NUMBER

FILL OUT THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE - WASHINGTON NATIONAL

1. Are you presently actively on duty? ☐ YES ☐ NO
2. Where did you teach last year?
3. Did you carry this insurance? ☐ YES ☐ NO
4. Your annual salary
5. Monthly benefit class

SELECT BENEFIT CLASS FROM KEA INCOME PROTECTION PLAN LITERATURE

NAME OF BENEFICIARY

RELATIONSHIP

DEDUCTION SECTION

\$ DEDUCTIONS

1. Local Unit (if \$4.00 - Yr. or more)

2. KEA and Dist. ☐ Active ☐ Associate

3. NEA ☐ Life ☐ Active ☐ Associate

4. INCOME PROTECTION INSURANCE (Washington National)

5. LIFE INSURANCE (Minnesota Mutual)

TOTAL DEDUCTIONS

I hereby authorize the payroll officer to deduct my professional dues and KEA insurance premiums in 8 equal deductions beginning with the second month of school. Deductions for insurance are to be adjusted in accordance with the attained age and rate schedule under a master policy issued to KEA. I reserve the right to revoke this authorization for dues and/or insurance by written notice either at the beginning or end of the school year.

SIGNATURE

DATE

INDIVIDUAL CONTINUOUS MEMBERSHIP

F 6152

KENTUCKY EDUCATION ASSOCIATION

101 W. WALNUT ST.

LOUISVILLE, KENTUCKY 40202

MEMBER'S RECEIPT

MONTHLY DEDUCTION

1. Local Unit
 2. KEA and Dist.
 3. NEA
 4. KEA INCOME INS.
 5. KEA LIFE INS.
- TOTAL DEDUCTIONS

Write heavily. Use ball-point pen-complete all sections of this form.

You will be billed directly for professional dues or premiums due before deductions begin.

ANY TEACHER WHO JOINED KEA PRIOR TO 1972 AND HAS BEEN A CONTINUOUS MEMBER WOULD HAVE SIGNED A MEMBERSHIP APPLICATION SIMILAR TO THIS DOCUMENT. AS YOU CAN SEE, THIS DOCUMENT MAKES NO REFERENCE TO ANY AUTHORIZATION FOR ANY POLITICAL CONTRIBUTIONS.

Exhibit 1

ALL TEACHERS JOINING KEA SUBSEQUENT TO THE 1976-77 SCHOOL YEAR UP UNTIL THE PRESENT TIME SIGNED A MEMBERSHIP APPLICATION THE SAME AS OR SIMILAR TO THIS DOCUMENT. TEACHERS WHO SIGNED THIS MEMBERSHIP APPLICATION AUTOMATICALLY HAD POLITICAL CONTRIBUTIONS DEDUCTED FROM THEIR PAYCHECKS IF THEY CHECKED THE DEDUCTION SECTION DESIGNATED FOR PROFESSIONAL PAYMENTS. IT SHOULD BE EMPHASIZED THAT POLITICAL CONTRIBUTIONS ARE IN NO WAY PART OF OR CONNECTED TO ANY PROFESSIONAL PAYMENTS REQUIRED BY KEA, NEA, OR JCTA.

NOTE:

PLEASE
PRINT
HEAVILY.

USE BALL
POINT PEN

COMPLETE
ALL SECTIONS
OF THIS
FORM

SYNCRON #1489

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202				KEA CCNY	
Mr. Last Name		First	Middle	Social Security Number	
Mrs.					
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class		Marital Status		CHECK ONE	
1 <input type="checkbox"/> Asian-Amer 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian		<input type="checkbox"/> Single <input type="checkbox"/> Widowed		1 <input type="checkbox"/> Kind 3 <input type="checkbox"/> Sec. 9 <input type="checkbox"/> Other	
4 <input type="checkbox"/> Mexican-Amer 5 <input type="checkbox"/> Other Spanish Speaking		<input type="checkbox"/> Married <input type="checkbox"/> Divorced		2 <input type="checkbox"/> Elem. 5 <input type="checkbox"/> Univ.	
COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE				Deduction Section	
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Annual Salary from Bd of Educ \$		1. Professional Payments* <input type="checkbox"/>	
School System Last Year		Were you insured by Washington Natl last year? <input type="checkbox"/> Yes <input type="checkbox"/> No		10 <input type="checkbox"/> Unified Active	
Check Base Plan desired 1 or 2 or both		Do you also want the Supplemental LTD Benefits Plan 3 (1968)?		2. Other Membership Categories	
<input type="checkbox"/> 1 Monthly Benefit \$		<input type="checkbox"/> Yes Monthly Benefit		KEA NEA	
<input type="checkbox"/> 2 Sick Leave Coordinated		<input type="checkbox"/> No \$		30 <input type="checkbox"/> Life Active	
Name of Beneficiary		Relationship		99 <input type="checkbox"/> Life Pd-Up	
				25 <input type="checkbox"/> Educ Sec'y	
				20 <input type="checkbox"/> Associate	
				Income Protection Insurance (Washington National) <input type="checkbox"/>	
				KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/>	
I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly. KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.					
SIGNATURE				DATE	
F6923-5				APA-INDIVIDUAL CONTINUOUS MEMBERSHIP	

Exhibit #4

mhc

EXHIBIT 2

KENTUCKY EDUCATION ASSOCIATION - 101 WALNUT ST. LOUIS

Mr. Last Name First Middle
 Mrs. CRAIG MARTY A
 Miss. [Redacted]

Home Address-Street City State Zip Code
 201 Paradise Lane Apt 2 KY 40259

Present School System Name of School Birth Date Sex
 Jeff. Co. Thomas Jeff 1-12-50 Male

Name of Beneficiary Relationship
 Sandra Craig WIFE

Complete this section if you want KEA Income Protection Insurance Washington National Select a plan from those hereafter

Are you presently actively employed?	Yes	No
School System Last Year	Yes	No

Check Base Plan desired A, B, or C (only one)

<input type="checkbox"/> A (\$5100)	Monthly Benefit
<input type="checkbox"/> B (\$3640)	
<input type="checkbox"/> C (\$3641)	

Do you also want the Supplemental LTD Benefits, Plan D (\$9687)?

<input type="checkbox"/> Yes	Monthly Benefit
<input type="checkbox"/> No	

Deduction Section Check Below

1. Unified Membership (ICTA KEA NEA)	<input checked="" type="checkbox"/>
2. KEPAC Political Public Affairs Council \$5.00	<input type="checkbox"/>
3. Income Protection Insurance (Washington National)	<input type="checkbox"/>
4. Life Insurance (Minnesota Mutual)	<input type="checkbox"/>

I hereby authorize the payroll officer to deduct my professional dues, KEPAC contributions and KEA insurance premiums in 8 equal deductions beginning with the third month of school. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as authorized by me and officially calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing to ICTA at end of the school year. No cancellations will be accepted after October 1.

SIGNATURE Marty A. Craig DATE 7-16-78
 F 6476-1 APA-INDIVIDUAL CONTINUOUS MEMBERSHIP

* KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

ANY TEACHER JOINING KEA FROM 1972 THROUGH 1976-77 WOULD HAVE SIGNED A MEMBERSHIP APPLICATION THE SAME AS OR SIMILAR TO THIS DOCUMENT. AS YOU CAN SEE, THIS DOCUMENT SPECIFICALLY PROVIDES THE TEACHER WITH A CHOICE OF AUTHORIZING KEPAC POLITICAL CONTRIBUTIONS. HOWEVER AS YOU CAN ALSO SEE ON THIS SAMPLE, MARTY CRAIG DID NOT AUTHORIZE KEPAC POLITICAL DEDUCTIONS; NEVERTHELESS BEGINNING IN 1975 THOSE DEDUCTIONS WERE MADE FROM MR. CRAIG AND FROM ALL TEACHERS WHETHER THEY AUTHORIZED THE DEDUCTION OR NOT.

Exhibit 2
mll



March 31, 1977

VOICE OF THE UNITED TEACHING PROFESSION

A review of the year's activities

Political action activities by teachers growing

By E. J. Logan

"The day is over when teachers are afraid to be involved in politics. Politics control their professional as well as personal lives. Through organized efforts in our PAC units, politicians will listen to our concerns and priorities. In the years ahead teachers will continue to see political action as one of the top priorities in their activities." — Jim Sproul, KEA president.

"Political activity is growing at a faster rate than I ever expected. The growth has been a snowballing effect. In the next few years I believe practically all teachers will have realized the necessity of getting

politically involved to obtain KEA goals." — Lyndle Barnes, KEA director of governmental relations.

Since the KEA delegate assembly a year ago, significant strides have been made in political action.

For the first time in the history of education, a nationwide network of teachers endorsed, campaigned for, and were instrumental in the election of a president of the United States.

Kentucky teachers can take particular pride in the fact that their state was the first to be declared in President Jimmy Carter's column, and was one of the leading vote-getters for Carter.

In spite of a prediction of a 20,000 vote margin, Kentucky produced a margin of 85,000 votes between Carter and his opponent, Gerald Ford.

Thus, for the first time in Kentucky history, the KEA was formally recognized as a leading political force on a national basis. KEA's President Jim Sproul and Chief Lobbyist Lyndle Barnes received commendations to the KEA from President Carter and Dale Sights, Carter's campaign chairperson for Kentucky.

President Carter wrote, "All over the nation we turned to the NEA for assistance. We asked for their help and they delivered."

Sights commented, "The Carter-Mondale campaign in Kentucky is extremely grateful for the support and mindful of the tremendous influence the KEA had on our great victory in Kentucky."

In congressional races the KEA spent a total of \$8,150. Six out of seven KEA endorsed candidates won on Nov. 2, 1976.

The most hotly contested race was in Kentucky's 3rd district. Ron Mazzoli, KEA's candidate in this district, attributed his win "to the hard work of teachers — the financial help was tremendous, as well as their get-out-the-vote effort."

Turn to page 3

100-9042
JUN 1 1977
PHILIP T. HARRIS
100-9042
JUN 1 1977
PHILIP T. HARRIS
100-9042
JUN 1 1977
PHILIP T. HARRIS



Political action activities by teachers growing

Continued from page 1

The KEA was more successful than ever before in school board races in November.

Many locals either made formal endorsements or worked behind the scenes to elect pro-teacher candidates.

In addition to active campaigning, teachers also conducted voter registration drives. Especially active in this area were locals in: Hardin County, Washington County, Nelson County, Bardstown and Elizabethtown.

The contribution of money was also a factor in KEA successes. Local PAC units contributed over \$8,000 to the

campaign of school board candidates.

These efforts produced more than 50 school board wins for teachers at the polls.

Locals which had significant success in securing wins were in the counties of: Boyd, Letcher, Greenup, Fayette, Boone, Pulaski, Kenton, Daviess, and in the independent systems of Ashland, Newport, Covington and Owensboro.

The organization of PAC units has grown from 94 last April to 116 as of March 20, 1977. KEPAC assets have more than doubled in the past twelve months, as has the amount committed to use by local PAC units.

At a general meeting of KEPAC members held April 16, 1976, KEPAC assets were reported as being \$80,000 with about \$35,000 of this total committed to use by local PAC units. As of March 5, 1977, total KEPAC assets were \$184,000 with \$83,000 of this going to local units.

It is also significant to note that political action workshops were held in ten KEA districts last fall, with about 700 KEA members participating. According to Barnes, teachers seemed to be more intent than ever in learning, not only political action philosophy, but also the techniques of implementing programs.

Middle School Conference set

The second annual Kentucky Middle School Conference is scheduled for Lafayette High School, Lexington, May 13-14, according to LaNelle Woods, who is serving with Clovis Whittaker as co-chairpersons of the Program Committee.

The conference program will feature two middle school specialists: Dr. Paul George, Expediter of the Florida League of Middle Schools, and Robert M. Malinka, President of the National Middle School Association.

Featured also, throughout the conference schedule, will be "mini-sessions" of interest to teachers, administrators, school board members, and parents.

3 March 31, 1977



TREVECCA NAZARENE COLLEGE PRESENTS

Summer Workshop Program

Check these programs for your professional growth

- | | | |
|---|---|--|
| <p><input type="checkbox"/> 1. Student Teaching for Kindergarten
Education 416K
June 13-24, June 27-July 8, July 11-22,
July 25-Aug. 5, 1977</p> <p><input type="checkbox"/> 2. Student Teaching in Secondary School
Education 417W
June 13-August 5, 1977
<i>Prerequisites required for enrollment in the above</i></p> <p><input type="checkbox"/> 3. Art for Teaching Science
Art or Science 404B
Prof. Raylene Janaway and
Prof. Ann Fiqua
June 13-17, 1977</p> <p><input type="checkbox"/> 4. Innovative Methods and Materials
in Reading
Education or Reading 430B
Mrs. Carmle Costa
June 13-17, 1977</p> <p><input type="checkbox"/> 5. Materials and Methods of
Kindergarten Education
Education 441
Prof. Carole Costa
June 20-24, 1977</p> <p><input type="checkbox"/> 6. Teaching Social Studies in Elementary
and Secondary Schools:
Liberty and Law
Social Science or Education 457C</p> | <p><input type="checkbox"/> 11. Children's Literature
Education or Language Arts 426W
Prof. Annabelle Phillips
July 5-8, 1977</p> <p><input type="checkbox"/> 12. Value Clarification thru the Use of
Arts and Crafts
Art or Education 477
A. Randall, Jr.
July 5-8, 1977</p> <p><input type="checkbox"/> 13. Early Childhood Education
Education 439
Prof. R. C. Henderson
July 11-15, 1977</p> <p><input type="checkbox"/> 14. Teacher-Made Audio-Visual
Materials
Education 436B
Dr. J. Wheelbarger
July 11-15, 1977</p> <p><input type="checkbox"/> 15. Use of Phonics in the Teaching
of Reading
Education or Language Arts 415A or 415B
Mrs. Jetta S. Evans
July 11-15, 1977</p> <p><input type="checkbox"/> 16. Teaching Art in the Instructional Program
Art or Education 402
Prof. Janaway and Mrs. Evans
July 11-15, 1977</p> | <p><input type="checkbox"/> 21. Tennessee History Seminar
History or Education 435B
Dr. John Chilton
July 25-Aug. 5, 1977</p> <p><input type="checkbox"/> 22. Seminars of Independent Study
Field of Study and Time arranged
according to individual needs
June 13-August 12, 1977</p> |
|---|---|--|

INTERNATIONAL TRAVEL TOURS

Write for detailed itinerary and cost which includes tuition, transportation, lodging and sightseeing tours.

- ☐ 23. Seminar Tour to the Orient
Education or Social Studies 460B
June 24-July 10, 1977
or
August 5-22, 1977
- ☐ 24. Seminar Tour of Europe
Education or Social Science 460
July 9-24, 1977
- ☐ 25. Seminar Tour of Hawaii:
Social Science or
Education 460



November 3, 1977

VOICE OF THE UNITED TEACHING PROFESSION

An appeal of Election Registry ruling is planned

The fat cats can't stop concerned teachers . . . they are responding with campaign for \$8 by the 8th

By Gerald Jagers

"Let's show those fat cats in the Kentucky Chamber of Commerce that we really mean business when we talk about teachers being an active force in politics. Let's all get behind the 'Eight Dollars on the Eighth' campaign to replenish the KEPAC funds which the Chamber says we cannot develop with the reverse checkoff."

That's the way Doris Wilson, this year's KEPAC chairperson, phrases the current concern of the state steering committee of the Kentucky Educators Public Affairs Council.

"We will appeal the decision of the Kentucky Registry of Election Finance that called our reverse checkoff system of collecting KEPAC contributions illegal," she reported following last Saturday's (Oct. 29) emergency meeting of the steering committee. "As soon as we receive the official ruling in writing from the Registry, we plan to go into Franklin Circuit Court to get the ruling overturned."

In the meantime, the KEPAC leadership group has approved a grassroots program to collect cash contributions from teachers to replace the funds that normally would have been collected through the reverse checkoff system.

Eight Dollars on the

They are asking

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every local association president and local PAC chairperson to designate a representative in each building in every school system to serve as the collector of contributions. Each teacher will be asked to contribute at least \$8—more, if at all possible—to the KEPAC teacher political action fund.

"It's important," Wilson stresses, "that every teacher rise to the occasion and make a cash contribution. This way we can prove to those fat cats in the Chamber of Commerce that teachers are in the political arena to stay, regardless of all the legal maneuvers they might pull."

She admits it is a sudden, "Crash" program, but that time (election day) is of the essence in proving that teachers really do want to be involved in the political process—"in the election of people at the local, state, and national level who make the political decisions affecting us and our work."

These building representatives were supposed to have contacted every teacher by the end of this week (Friday, Nov. 4) with all of the money to be turned in by the first of next week (Monday, Nov. 7). Then, there will be rallies the following day, as Wilson puts it, "to show the world how much we really care about this."

Look for local announcements of where the rally will be held in your area about 7 p.m. on election day, Tuesday, Nov. 8. The officially designated representative of each school system, along with a large group of contributors, should plan to bring their contributions to this area rally, ready to list the number of contributors and the total amount of money collected.

Any of the successful candidates for the Kentucky Senate and House of Representatives who have been endorsed by KEPAC and the local PAC unit also should be brought to the rally. Then, it can become "a victory celebration," Wilson insists, "a celebration of our victories at the polls that day and in the schools the previous week."

"There are a lot more elections in which teacher viewpoints need to be involved," KEPAC Treasurer Lyndie Barnes says, "and now is the time to get the money together to support candidates who are real friends of education next year."

In its Oct. 25 ruling, the Kentucky Registry of Election Finance called the reverse checkoff system for collecting

Turn the page



Teachers will stay in the political arena

IPD Committee elects leaders and sets its goals for 1977-78

Special Report

The new vice-chairperson of the KEA Standing Committee on Instruction and Professional Development (IPD) is Vikki Clemons, a remedial reading teacher from Newport and a member of the KEA Board of Directors from the Northern Kentucky Education Association. By virtue of her election to that position at the IPD Committee meeting on Oct. 21-22, she will automatically become chairperson for 1978-79.

Named secretary at the same time was Kerby Hearn, an elementary school teacher in Elizabethtown and a recently-named part-time KEA-NEA staff intern to work with local associations in the Fourth District Education Association. Mrs. June Lee, a remedial reading

teacher from Jefferson County and vice-president of the Kentucky Education Association, is the current chairperson. The staff consultant is Dr. Gerald Jagers, KEA publications specialist.

At the same meeting, its first of the current year, the Committee also identified the six areas of concern in which it will focus its activities of the year:

•The formation of local IPD committees to provide leadership in instructional improvement at the local and district association levels.

•The formation of a Special Education Caucus (at the direction of the KEA Delegate Assembly) and the organization of help for the local associations in

Turn the page

REPRINTED FROM THE KENTUCKY EDUCATION ASSOCIATION NEWS

403-581-3035
BOS, REPRINT A
RPO, CIP, WYSTPPT PD
LOUISVILLE KY

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30011170701

Kentuckian named to NCATE

Lloyd May, Jefferson County, has been appointed by NEA President John Ryor to a three-year term as an NEA representative to the National Council for Accreditation of Teacher Education (NCATE).

NCATE is the recognized agency in the United States for accreditation of college and university programs of teacher education. It consists of 19 members from five constituent organizations.

Eight institutions of higher education in Kentucky are NCATE-accredited: Berea, Eastern Kentucky, Kentucky State, Morehead, Murray, UK, U of L, and Western Kentucky.

May is a former member of both the KEA and NEA Board of Directors.

The fat cats

Continued from page 1

contributions to KEPAC "coercive," despite the fact that it had been set up on the basis of a ruling by the Attorney General and in close consultation with the Registry staff.

In addition, even though the Registry is concerned only with "election finance," and local PAC units disburse no funds, they also ruled that each local PAC unit had to register with them.

"We certainly will appeal this ruling through the courts," Barnes insisted. "To prove that everything we've been doing has been completely legal. We have every reason to believe that the ruling will be overturned."

In the meantime, while awaiting the court ruling, "we need to continue to build up our KEPAC funds so we can have an even greater impact on future elections," he says.

Wilson was very adamant about her reaction to the ruling by the Registry: "This harassment will not stop us." She went on to call this "the beginning of a new and more effective teacher involvement in the political process."



James Pursfull is a principal from Bell County, and represents the Upper Cumberland Education Association on the KEA Board of Directors.

Another endorsement

KEPAC has announced one additional endorsement for the Tuesday, Nov. 8, election for members of the Kentucky House of Representatives. It goes to W. Stephen Wilborn, Shelbyville, a Democratic candidate for the 58th District seat representing Franklin, Henry, and Shelby counties.

KEA NEWS

Vol. XIV, No. 8 November 3, 1977

The KEA NEWS is published weekly during the school year, except for Thanksgiving week and two weeks at Christmas, and monthly during the summer by the Kentucky Education Association. Address all communications to Dr. Gerald Jeggers, Editor, 101 West Walnut Street, Louisville, Kentucky 40202. The telephone number is 502/582-2273, and the TWX number is 810-535-3341.

The KEA NEWS is Copyright 1977 by the Kentucky Education Association and is the only regular official publication of the Association, and is designed to keep members and others informed about news events in the field of education which are of broad professional concern.

Second class postage has been paid at Louisville, Kentucky. The subscription rate to members is \$1.50 per year, and is included in the annual dues. The subscription rate to others is \$3.00 per year.

The national advertising representative for the KEA NEWS is: State Education Publications, 200 East Ontario Street, Chicago, Illinois 60611. Their telephone number is 312/549-1650.

This symbol of united teaching profession sponsorship can be used only with those programs which have been officially endorsed by the National Education Association and the Kentucky Education Association in the name of the membership.



leadership positions in this teaching

We have worked closely with the to the letter in setting up our system. Kentucky Educators Public Affairs (KEPAC) operation was verified by a than two years ago.

It is obvious to us that the complete Chamber of Commerce's political involvement in politics have been a must have become alarmed about developed.

Those Chamber officials have the for their political campaign chest, but contributing a few dollars from their candidates who will work for education.

The Registry's decision will not politics. Instead, I am convinced it is and is just one battle in what proper interests with little desire to bring about.

We will challenge the decision, of the courts. Our greatest challenge, however, teachers are truly sincere in their decision process.

You can prove your desire by contributing to KEPAC — to replace us. Be certain you and your fellow teachers are ready to stand up and be putting your money — \$8 or more — on

IPD Committee sets its

Continued from page 1

the implementation of PL 94-142 (the Education of All Handicapped Children Act).

*The development of a position paper on "Back to the Basics" to serve as a philosophical basis for activities in the area of instruction, with a state-wide conference to provide basic input scheduled for November 19.

*The consideration of instructional improvement needs which can be met through association activities, and the necessary allocations for this purpose which should be included in the 1978-79 KEA Budget.

*The dissemination project which KEA has entered into with CEMREL (a St. Louis-based regional educational laboratory) to make certain full value is received by Kentucky teachers.

*The analysis of the report of the Governor's Task Force on Education as related to recommendations for improvement of instruction and implementing legislation.

Other members of the IPD Committee include: James Anglin, a home-school coordinator, Ashland; Carl Averitt, a



KEA/NEA...We're listening.

AUGUST 1977

KENTUCKY EDUCATION ASSOCIATION
DIVISION OF SPECIAL SERVICES
1101 W. WALNUT ST.
LOUISVILLE, KY 40202

(502) 582-2273

COMPILED BY: RAY TACKETT

Eph...
mll

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MEMORANDUM

TO: Local and District Association Presidents, President-elects, and Membership Chairmen, School District Superintendents and Payroll Officers.

This booklet is designed to provide information about the Kentucky Education Association, membership in the Association, collecting membership dues, and the keeping of membership records. Specifically discussed are the enrollment form, APA billing procedures, and items included on the APA enrollment form such as United Teaching Profession Dues, Membership Classifications, KEPAC, NEA-PAC, KEA Disability Insurance, and KEA Life Plan Insurance.

Other items included are membership promotion materials and programs available to association members through the KEA and NEA Special Services Departments. An outline for a membership campaign is included along with a partial listing of association accomplishments of KEA and NEA. Each District and Local Association has a different list of local accomplishments. They should be added to the membership promotion materials used locally.

All KEA-NEA members are eligible to apply for all KEA and NEA Special Service programs, but in order to do so, they must be aware of them. A full listing is included in this booklet for your convenience. They may be used as membership promotion materials during the membership campaign and as a way to be of service to members all year long. Brochures in quantity for each item are available upon request from Uniserv offices or from KEA.

KEA EXECUTIVE COMMITTEE
1977 - '78

<u>PRESIDENT</u>	Wayne Harvey	Livingston Co.
<u>PRESIDENT-ELECT</u>	Doris Morton	Warren Co.
<u>VICE-PRESIDENT</u>	June Lee	Jefferson Co.
<u>PAST PRESIDENT</u>	James Sproul	Knox Co.
<u>NEA DIRECTOR</u>	Joe Pessarelli	Shelby Co.
<u>NEA DIRECTOR</u>	Donald Nall	Daviess Co.

KLA BOARD OF DIRECTORS

PRESIDENT: WAYNE HARVEY, 101 West Walnut St., Louisville 40202
(502) 582-2273

PRESIDENT-ELECT: MRS. DORIS MORTON, 1110 Cheyenne Drive,
Bowling Green, 42101 - (502) 843-9603

VICE PRESIDENT: MRS. JUNE LEE, 3108 Cromarty Way, Louisville 40220
(502) 491-7514

PAST PRESIDENT: MR. JAMES SPROUL, Flat Lick 40935
(606) 542-4263

NEA DIRECTORS

MR. DONALD HALL, 2815 Delaware, Owensboro 42301 - (502) 683-9735

MR. JOE PESSARELLI, Route 1, Waddy 40076 - (502) 829-5372

ETHNIC MINORITY DIRECTORS

MRS. ANN BLACK, Box 1172, Lexington 40501

MRS. SHARON ROBINSON, 281 LaFontenay, Louisville 40223 - (502) 245-2498

DISTRICT DIRECTORS

FIRST DISTRICT:

MR. CARL AVERITT, 2563 Clay, Paducah 42001 - (502) 442-5842

MISS PEGGY SHROAT, Smithland, 42081 (summer 909 Olive, Murray 42071)
(502) 753-1931 (summer) (502) 928-2672 (school year)

SECOND DISTRICT

MS. SYBLE BRADY, 415 Marywood, Henderson 42420

MR. JOHN JENNINGS, Box 250, Ft. Campbell 42223

MRS. ORA HALL, 2815 Delaware, Owensboro 42301 - (502) 683-9735

THIRD DISTRICT

MR. HULAR BARROW, Browder 42326

MRS. JERKI MOODY, Route 6, Lynn Way, Franklin 42134

FOURTH DISTRICT

MRS. BETTYRUTH BRINGTON, Route 1, Box 1, Brandenburg 40108 - (502) 422-2082

MS. LILLIAN CLARK, R. 4, Box 302, Campbellsville 42718 - (502) 465-6261

FIFTH DISTRICT

MISS JOYCE DOTSON, Route 3, Shelbyville 40056 - (502) 582-5151

CKEA

MR. DAVID ALLEN, #7 Hood Ave., Winchester 40391
MR. RALPH ESTES, R. #1, Waynesburg 40489 - (606)365-7408
MS. RITA PRICE, R. #2, Cynthiana 41031 - (606)234-4166
MRS. FRANCES SHEPARD, Grayhawk 40434

EKEA

MR. CHARLES PHILIP DINGUS, Martin 41649
MRS. RUTH REEVES, 1601 Blackburn, Ashland 41101 - (606)324-4471
(One to be elected in September)

JCTA

MISS JANE CHARMOLI, 158 Olde English Ct., Louisville 40272
(502)935-8781
MR. A. FRAZIER CURRY, 2209 High Pine Drive, Louisville 40214
(502)368-0081
MISS SHARON ZIMMERMAN, 1739 Deer Park Ave., Louisville 40205
(502)451-3764
(Two to be elected in September)

MCEA

MR. CALEB STEPHENS, R. 1, Whitley City 42653 - (606)376-8153

NKEA

MS. VIKKI LYNN CLEMONS, 210 Bluegrass Ave., Apt. 131-E, Newport 41071
(606)781-0949
MRS. SHARON FELTY-COMER, 652 Duncan, Florence 41042
(606)283-1782

UCEA

MR. JAMES PURSIFULL, Bell County High, Pineville 40977
MRS. SHELBY PENNINGTON, 1412 Forest Circle, Corbin 40701

UKREA

MRS. OVETTA BASEY, 209 Moore St., Hazard 41701 - (606)436-3949

KEA Board of
Directors

Executive Secretary

Administrative Assistant

Director
Budget and
Financial Affairs

Director
Programs

General
Counsel

Specialist
Governmental
Relations

Specialist
Research and
Public Relations

Specialist
Publications

Specialist
Training and
Field Research

COORDINATORS

Goal 1

Goal 2

Goal 3

Goal 4

Goal 5

Goal 6

Unified Service Consultants

KEA PROGRAM BUDGET
1977 - '78

GOAL I

Adequate Finance for Public Education

	<u>BUDGET</u>
Objective I: To Increase State Funding for Public Education.	\$ 96,112
Sub-objective 1. To increase state funding of Public Education, excluding teachers' salaries, to the average of the 7 surrounding states by the 1978-80 biennium.	
Sub-objective 2. To increase state funding of teachers' salaries to the average of the 7 surrounding states by the 1978-80 biennium.	
Sub-objective 3. To pass legislation providing for at least an annual cost of living increase in teachers' salaries.	
Objective II: To Accomplish the Enactment of the KEA Legislative Program.	66,265
Objective III: To Increase Federal Funding of Public Education to 1/3 of the Total Cost.	11,968
Sub-objective 1. To increase federal funding of public education by 20% in the 95th Congress.	
Total GOAL I Budget	\$ <u>174,345</u>

GOAL II

Economic and Professional Security

BUDGET

Objective I: To Secure and Maintain Effective Bargaining Contracts for All Local Associations.

\$ 115,627

Sub-objective 1. To secure and maintain recognition as exclusive bargaining agents for at least one additional local association in each unified service area in fiscal year 1977-78.

Sub-objective 2. To provide resources for obtaining at least one master contract in each unified service area in fiscal year 1977-78.

Objective II: To Protect and Promote Legal and Professional Rights of All KEA Members.

149,259

Sub-objective 1. To provide resources for all KEA members to become aware of their rights in fiscal year 1977-78.

Sub-objective 2. To aid KEA members in resolving grievances in fiscal year 1977-78.

Sub-objective 3. To provide legal services for KEA members.

TOTAL GOAL II Budget

\$ 264,886

GOAL III

Professional Excellence

BUDGET

Objective I: To Maximize KEA's Influence on the 1977 Governor's Citizen's Task Force on Education. \$ 16,073

Objective II: To Secure the Right of Greater Teacher Involvement in Planning Programs to Promote Professional Growth. 22,525

Sub-objective 1. To encourage and provide assistance in involving teachers in the development and implementation of local in-service programs in at least one school system in each unified service area in fiscal year 1977-78.

Sub-objective 2. To monitor any development and implementation in the area of educational accountability.

Objective III: To Secure an Effective Professional Governance System in Kentucky. 1,180

Sub-objective 1. To identify five (5) professional governance systems in other states.

Sub-objective 2. To seek legislation in the 1978 General Assembly requiring 50% of the Kentucky Council on Teacher Education and Certification to be chosen from names submitted by the KEA Board of Directors.

Sub-objective 3. To achieve 25% KEA representation on all college and university Teacher Education Committees.

Total GOAL III Budget

\$ 39,778

GOAL IV

Independent United Teaching Profession

BUDGET

Objective I: To Build and Maintain Strong Local Affiliates at All Levels of the Association by Providing Adequate Resources and Service.

\$ 66,362

Sub-objective 1. To provide assistance to affiliates in building effective organizations through assessment goal-setting, planning programs, and member involvement.

Sub-objective 2. To increase membership by 5% in fiscal year 1977-78.

Sub-objective 3. To provide support for locals involved in representation elections.

Objective II: To Provide Adequate Training for Staff, Leadership, and Members.

101,616

Sub-objective 1. To provide training in political action/lobbying.

Sub-objective 2. To provide training in teacher rights and collective bargaining.

Sub-objective 3. To provide training in leadership development for local associations.

Sub-objective 4. To provide local associations with problem-solving/decision making models.

Sub-objective 5. To provide two major training events for the KEA Board of Directors during 1977-78.

Total GOAL IV Budget

\$ 167,978

GOAL V

Human and Civil Rights

BUDGET

Objective I: To Achieve Minority Involvement in the Association at the Constitutionally Assured Level Through Regular Election Processes.

\$ 11,225

Objective II: To provide Assistance to Affiliates Preparing to Implement Desegregation Orders and Integration.

4,350

Total GOAL V Budget

\$ 15,575

GOAL VI

Leadership In Solving Social Problems

BUDGET

Objective I: To Provide Technical Assistance in
the Support of Negotiations of
Affirmative Action Programs by
KEA Affiliates.

\$ 956

Objective II: To Stimulate Local Programs De-
signed to Reduce, Prevent, or
Eliminate Violence Within the
Schools or Its Causes Within the
Community.

00

Total GOAL VI Budget

\$ 956

1978 KEA LEGISLATIVE PROGRAM

1. EDUCATIONAL FUNDING

Increase the average per-pupil expenditure in Kentucky schools to the average for the seven surrounding states, in order to move Kentucky closer to the national average effort.

This should include adequate funding:

- a. To replace student fees, including textbooks and workbooks.
- b. Of instructional supplies and materials for classroom use at the rate of \$10 per child in 1978-79, and \$12 per child in 1979-80.
- c. For a five-cents-per-year equalization program for leeway funds.
- d. Through the remission, for educational purposes, of one-fourth of the coal severance tax revenues to the county from which they are collected.

2. TEACHER SALARIES

Increase the state's contribution to the Foundation Program to guarantee a minimum teacher salary schedule to provide an average salary equal to those in the seven surrounding states.

This should include additional salary categories:

- a. For 10-15 years of experience, and for 15 years or more.
- b. For the AB degree plus 15 hours, for the MA degree plus 15 hours, and for the PhD degree or its equivalent.
- c. To provide a salary differential of 100 percent between the beginning teacher in Rank III and the teacher with 10 or more years of experience in Rank II.
- d. Require that teachers be paid when schools are closed by emergencies declared by local or state agencies.
- e. Use the KEA formula for calculating the average teacher's salary in the seven surrounding states.
- f. Providing an annual automatic cost-of-living increase as determined by the latest available statistics from the US Labor Bureau.

3. NEGOTIATION RIGHTS FOR TEACHERS

Enact a law to guarantee local education associations a formal procedure for negotiating with local boards of education.

4. CLASS SIZE

Reduce the pupil-teacher ratio to make more effective instruction possible.

This should include provisions for:

- a. A maximum of 20 pupils in grades K-3.
- b. A maximum of 25 pupils in grades 4-8.
- c. A maximum of 30 pupils in grades 9-12.
- d. Calculation of maximum class sizes in terms of average daily membership.
- e. A maximum of 10 in classes for the orthopedically handicapped, and a maximum of 15 in classes for EMI self-contained classrooms.

5. TEACHER RETIREMENT

Increase the funding of the Kentucky Teachers' Retirement System to a level equal to the percentage contributions by the state and the employee to other state retirement systems.

This should include:

- a. Increasing the annuity calculation from 2 percent to 2-1/2 percent for each year of service.
- b. Eliminating the penalty on annuities for 30-year retirement prior to 55 years of age.
- c. Crediting at time of retirement up to one year of accumulated sick leave in the calculation of annuities.
- d. Keeping the Kentucky Teachers' Retirement System actuarially sound and independent of other state-supported retirement systems.
- e. An increase in survivor benefits in terms of length of service.

6. FRINGE BENEFITS AND TEACHER RIGHTS

Provide fringe benefits for teachers comparable to those provided other state employees, and protect teacher rights.

This should include:

- a. Mandatory personal leave of at least three days.
- b. Mandatory emergency leave of at least three days.
- c. Permitting a local board of education to provide full family health insurance.
- d. Providing a family dental health care insurance program.
- e. Enacting legislation requiring a local board of education, when requested, to hold hearings in situations where non-tenured teachers were dismissed or had their contracts terminated.
- f. Repealing or amending certain archaic laws relating to teacher responsibilities.
- g. Reaffirming the association's opposition to the Kentucky Plan.

KENTUCKY EDUCATION ASSOCIATION

Legal Assistance Program

(Approved by the KEA Board of Directors, June 11, 1977)

I. Introduction

The KEA Legal Assistance Program is established for the purpose of protecting and enforcing the legal rights of KEA members as outlined by the appropriate "Goals" and "Objectives" of the association.

It is the intent of the KEA Board of Directors that this program shall meet the minimum standards of and comply with the requirements of the "National Education Association DuShane Unified Legal Services Program" as set forth in the Legal Services Contract entered into between KEA and NEA on January 6, 1977 (effective as of September 1, 1976). The standards and requirements of that contract are recognized as minimum standards and requirements and KEA may from time to time, by action of the appropriate elected governance body, undertake legal action which will exceed these minimums.

II. Eligibility

- A. Legal assistance under this program will only be provided to members of KEA. This provision is construed to require membership in KEA before the basis for the request arose and before the requesting party became aware of the problem.
- B. Legal assistance may also be provided to a group of members or to associations affiliated with KEA. It is recognized that legal action on behalf of a group of members or an association might also benefit non-members (e.g., a class action for sex discrimination); such incidental benefit to non-members will not, of itself, be a basis for denying assistance.
- C. KEA will not finance legal assistance for persons who are not members except those who must be represented by a local affiliate of KEA under a duty of fair representation in the collective bargaining agreement between the local affiliate and the employing board.
- D. KEA will not discriminate against applicants for legal assistance because of race, creed, national origin, sex or political affiliation.
- E. A file of legal assistance denials shall be maintained and all parties shall be informed of their right to appeal denials to NEA.
- F. Members seeking legal assistance from KEA must agree:
 1. To reimburse KEA for money it has expended or become obligated to expend in the case out of any recovery, whether by award, judgment, settlement or insurance payment, which exceeds the members out-of-pocket expense (Out-of-pocket expense includes back pay). KEA must, in any event, be reimbursed for amounts recovered which have been specifically designated as attorneys' fees or court costs.
 2. To be represented by an attorney or attorneys designated by KEA. It is to be understood that the member will not be eligible for legal assistance under this program if an attorney is retained without the knowledge or consent of KEA even if the attorney is named on the list of participating attorneys (Appendix C to the NEA-KEA "DuShane Program").

3. That KEA has the sole right to decide whether or not it will finance an appeal from any adverse decision; and, if KEA decides not to finance an appeal, the member has a right to appeal the decision at his or her own expense.
 4. To submit the request for legal assistance on a form, prepared by KEA, which sets forth the essential elements of this program.
- G. The intent of this program is to protect KEA members from infringement on their rights as employees. A member acting as management representative of an employer, who is challenged by rank-and-file members or an affiliate of KEA, will not be eligible for assistance under this program.
- H. This program shall not apply to matters which are covered by workmens' compensation.

III. Approval Procedure

- A. A KEA Board of Directors Committee on Legal Assistance is established. The committee is composed of at least three members of the KEA Board of Directors who are appointed annually by the KEA President. The general duties of the committee are to consider requests for legal assistance and present a recommendation on each request to the KEA Board of Directors.
- B. In cases of emergency, where time is of the essence, and it would not be practical or convenient for the Legal Assistance Committee or the Board of Directors to consider a request for legal assistance before the need arises, the President, Executive Secretary and General Counsel shall have the authority to retain counsel on behalf of the member or to direct the General Counsel to represent the member.
- C. Nothing in this Legal Assistance Program shall be construed to prohibit a member or group of members from coming before the KEA Board of Directors to present or to speak for or against a request for legal assistance.
- D. From time to time, legal issues of special significance to the teaching profession may arise. In such instances, the KEA Board may, if it chooses, decide to take exception to any of the provisions of this program and to finance legal action. However, if such exception is made, the Board shall, by separate vote, declare the issue considered to be outside the scope of this program.

IV. Administration

- A. The Executive Secretary shall be responsible for directing the activities of the KEA Staff in dealing with requests for legal assistance and approved cases.
- B. The Executive Secretary shall, upon recommendation of the General Counsel, develop a list of attorneys and law firms throughout the state to represent KEA members in approved cases; and, may likewise make changes in the list of approved attorneys from time to time.
- C. Dealings with and assignment of retained attorneys in approved cases shall be the responsibility of the General Counsel.
- D. The day-to-day administration of this program and the DuShane Unified Legal Services Program shall be the responsibility of the General Counsel.

MEMBERSHIP PROMOTION

This is the year to increase association membership. There is much to be proud of and there is a new commitment to increase membership. KEA has established membership as a top priority and has set a 5% increase as our goal. That goal isn't beyond our grasp, but it will require some work from all of us. Enroll new members on the APA plan if possible.

THE MEMBERSHIP CAMPAIGN:

I. Basic Structure:

- A. A membership committee representing a cross-section of the association should be appointed to assume the responsibility for membership promotion.
- B. One or more enrollers should be identified in each school. (These may or may not be faculty representatives)
- C. A communications structure should be established.

II. Activities for the Membership Committee before the school begins:

- A. The following information should be secured:
 - 1. Names, addresses and teaching assignments of new teachers. (School)
 - 2. Names, addresses, and teaching assignments of present members. (School) (KEA will supply names and address, but cannot supply teaching assignments)
- B. Appropriate letters should be sent from the local president to all non-members.
 - 1. New teachers
 - 2. Experienced teachers who taught in another system last year.
 - 3. Non-members who were in the system last year.
- C. Membership enrollment forms and promotion materials should be secured, packaged, and delivered to enrollers.
- D. Membership promotion functions should be planned thoroughly.
- E. At least one meeting should be held with all enrollers to acquaint them with planned promotion functions, communications channels, procedures, and promotion materials. This meeting should also be used as a pep session to get everyone enthusiastic about signing up new members. Enrollment forms and promotion materials should be distributed at this meeting.
- F. You have much to be proud of - show it.

III. Activities for the Membership Committee at the beginning of school.

- A. The president should try to get some time at a new Teachers Orientation Meeting, at a total faculty In-Service meeting, or whatever other kinds of meetings the system may have, to expound on the merits of the United Teaching Profession and to solicit membership and support.
- B. Members of the Membership Committee and other members should position themselves at the door of such meetings to greet each person who enters. Hand-outs may be available.
- C. A table should be set up near the entrance of the meetings to distribute promotion materials and to make enrollment forms available.
- D. You have much to be proud of - show it.

IV. Activities for enrollers once school begins:

- A. Make yourself known as early as possible. Let your faculty know you are the enroller and that you will be calling upon each non-member to solicit their membership.
- B. Compile a complete list of cash members and non-members. The association membership committee should provide you with a list of members which may be compared with a faculty roster. The membership list should designate cash members.
- C. Contact each cash member and non-member personally. They will be expecting you to if you have already told them you would. They will also respect you for doing your job. Most non-members are non-members because no one asked them personally to join.
- D. Keep notes on all contacts made. Make certain every non-member is contacted and follow-up on previous contacts.
- E. Keep your membership roster up-dated and review it periodically.
- F. Keep contacting until every faculty member is an association member or has given you a definite refusal.
- G. Send completed membership forms to the appropriate place periodically. (At least once a week)
- H. Keep informed and keep your faculty informed.
- I. You have much to be proud of - show it.

V. Activities for the Membership Committee after school begins:

A. Hold periodic meetings of enrollers:

1. To get reports on progress
2. To identify trouble spots
3. To pass on new information and ideas
4. To boost their morale and make committee members feel good.

B. Implement promotion functions as planned.

C. Distribute completed forms to the proper places periodically. KEA would appreciate getting them on a weekly basis.

D. You have much to be proud of - show it.

MEMBERSHIP RECORDS

KEA, by using its computer system is able to maintain complete, up-to-date membership records and make them available to District and Local associations on a monthly basis.

AUGUST MEMBERSHIP LISTS:

In August KEA will print a complete list of KEA members for each local association. The list will include both members who pay their dues through APA and those who do not. A distinction between APA members and non-APA members will be indicated in the last column under the heading P/C. APA members are designated by the number 1; whereas, non-APA members are designated by a zero. Non-APA members need to be re-solicited for membership. The lists will be sent to both local associations and District Associations.

MASTER BILLING:

Corrected copies of Master billings listing all APA members will be mailed with the Local and District dues checks approximately one week after they are returned to KEA from the school district. These lists should be made available to the association president and the membership chairpersons.

SUPPLEMENTARY BILLINGS:

Corrected copies of supplementary billings will also be mailed with dues checks. Supplementary billings will not contain a full listing of all members, but will show additions and deletions since the previous month.

JANUARY MEMBERSHIP LISTS:

KEA will print a second membership list in January showing a complete list of members including cash members. This list should be used to up-date and correct membership records.

REVIEWING THE RECORD:

The membership lists produced by KEA show the record as KEA has it. If there are errors in the record, KEA would appreciate learning of them.

Membership chairpersons should be especially interested in seeing the membership lists. Potential members may be identified by comparing the membership lists with total faculty listings.

Membership enrollers should find the August membership lists useful. Comparisons of the audit tape with faculty rosters could be helpful in identifying which faculty members should be solicited and which are already members. Cash members need to be re-solicited.

APA
(AUTOMATIC PAYMENT AUTHORIZATION)

APA is another name for KEA's Payroll Deduction Plan whereby KEA members make monthly payments in eight installments of professional dues, insurance premiums, and KEPAC and NEA-PAC contributions.

ADVANTAGE TO CENTRAL OFFICE:

Each month KEA prepares a bill for each school district for Local Association dues, District Education Association dues, KEA dues, NEA dues, KEPAC and NEA-PAC contributions, KEA Disability Insurance premiums, and KEA Life Plan Insurance premiums. By combining these into one deduction APA makes it possible for a school district to give more service to more people with a minimum of effort. APA reduces the payroll officer's work load.

ADVANTAGE TO MEMBERS:

1. Eliminates need to fill out membership enrollment form each year. Places membership on a continuing basis.
2. Saves members time and money. No bank charges for checks; no postage for mailing; and no dunning by local collector.
3. No need for those on payroll deduction to listen to indoctrination talks at association meetings.
4. Spreads cost over an eight month period.
5. Permits paying of insurance premiums through payroll deduction.

ADVANTAGE TO ASSOCIATIONS:

1. Establishes continuing membership at X dollars per month.
2. Permits unit to use time more effectively for constructive association work. Members need to be enrolled only once, leaving membership enrollers free to concentrate on new teachers and non-members.
3. Reduces soliciting of members during school hours.
4. Reduces work of local treasurer.
5. Puts association financing on a modern business basis.

APA ENROLLMENT FORMS

Local Associations have the major responsibility for recruiting new members in most school districts. A full supply of forms will be provided to each local association and a small supply will be provided the Central Office. If the quantity you receive is insufficient, contact your Unified Service Consultant, or you may contact KEA directly.

FILLING OUT THE APA ENROLLMENT FORM

The APA enrollment form consists of four sections:

1. General Information: This section asks for name, address, social security number, etc... All this information is needed for our records.
2. Washington National Disability Insurance: This section is an application form for KEA Disability Insurance should be completed only by those members who wish to apply for insurance or by those who wish to make changes in their coverage. A brochure describing these programs is included in this booklet for your convenience. These brochures are available in quantity. Contact your Unified Service Consultant.
3. Dues Section: Certified personnel should check the first square for Professional Payments and the square for Unified Active. Office personnel should check the square for Educational Secretaries. Others should check the Para-professional square. Members new to the school district who are life members of NEA should check either NEA Life Active or NEA Paid-up. New NEA Life Membership applications cannot be accepted.

Members wishing to pay their premiums for KEA Disability Income Insurance or KEA Life Insurance through APA should check the appropriate squares. Checking the squares alone doesn't provide either of the insurances. Applications must be made and approved by the insurance companies. The application form for Income Protection Insurance is on the APA enrollment form. An application form for the KEA Life Plan Insurance is included as a part of the KEA Life Plan brochure. A brochure describing the plan is included in this booklet for your convenience.

4. Signature Section: Each member should read the statement carefully and sign the form.

DISTRIBUTIONS OF COPIES:

1. The KEA copy and the Washington National copies should be sent to KEA.
2. The Payroll Officer copy should go to the payroll officer.
3. The Member copy should be given to the member.
4. The Local Association copy should go to the local association.

BILLING PROCEDURES

KEA will send eight (8) monthly billings. Unless special arrangements have been made otherwise, the master billing will be mailed late in October for payroll deductions in November. Supplementary billings will be mailed near the end of each subsequent month for deductions in the next. This schedule will call for deductions through the month of June. Any district which doesn't have a payroll date scheduled in June should contact KEA to make arrangements for an earlier billing.

Included on the billings will be local association dues, District Education Association dues, KEA dues, NEA dues, KEPAC/NEA-PAC contributions, Income Protection Insurance premiums and KEA Life Insurance premiums. The billings will show in detail the amount each member is being billed for each item and the total amount for each member. Most school districts use the total column and treat the entire APA billing as a single item for deduction purposes. Authorizations for each item billed have been given either on the APA enrollment form or on a supplementary form.

THE MASTER BILLING:

The first billing will be a master billing. It will list each member's social security number, name, and details of items being billed. Check it carefully and make any necessary corrections.

ADDITIONS: Payroll officers may add members not listed on the master billing by placing their names and social security numbers at the end of the billing. This, in effect, extends the deadline for enrolling new members, using normal procedures, until the last date the payroll officer can accept changes to the payroll.

DELETIONS: Members no longer employed in a school district should be deleted by drawing a line through their names and inserting the appropriate code in the last column.

CORRECTING THE BILLING TOTALS: Totals of each column as billed are found on the last page of the master billing. These totals less deletions plus additions will be the corrected total.

PAYMENT: After all corrections have been made and payroll deductions have been made, the payroll officer should return the white copy of the billing to KEA along with a check in the amount of the corrected total. If the check cannot be mailed within 5 days, the billing should be returned to KEA anyway in time for KEA to make corrections prior to preparing the next month's supplementary billing. The gold copy of the billing should be retained in the payroll officer's files.

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SUPPLEMENTARY BILLINGS:

All billings after the Master Billing will be Supplemental Billings. They will not list members individually, but will show the corrected totals from the previous month's billing at the top of the page. Additions, deletions, or adjustments made after the previous month's corrected total will be shown in detail. The Master billing plus or minus corrections made throughout the year will be the up-to-date listing.

CORRECTING THE BILLING: Corrections may be made to supplemental billings by adding names to the billing and prefixing a plus (+) or a minus (-) sign to the amounts to indicate additions, deletions or adjustments. Membership deletions should be made only for those members who take a leave of absence or who terminate their employment. Place the proper code in the last column indicating the reason when a member's name is deleted.

PAYMENTS: The White copy of the billing should be mailed to KEA along with a check in the amount of the corrected total. If payment cannot be made within 5 days after the payroll deductions are made, the billing copy should be mailed anyway so that corrections can be processed by KEA prior to preparing the next month's billing. Retain the gold copy for your files.

DISTRIBUTIONS BY KEA:

KEA will distribute amounts collected to the proper agencies and maintain records of monies disbursed. Local Association dues will be forwarded to Local Associations within one week after they are received by KEA.

1. DEADLINES FOR ENROLLMENT:

New members should fill out an APA enrollment form and turn it in to the person in charge of collecting membership forms by September 23. The forms should be mailed to the KEA office as soon as possible. To enable KEA to process all new enrollment forms in time for the first billing to the school districts, enrollment forms should be mailed to KEA no later than September 30. If the volume isn't too great, enrollment forms may be processed in time if received by October 15.

School districts beginning deductions in October should mail enrollment forms so that they will be received by KEA no later than September 26.

2. TRANSFERS:

- (a) Members transferring from one school to another within the same school district do not need to fill out new enrollment forms.
- (b) Members transferring from one school district to another must fill out a new enrollment form in the new school system.

3. ADDRESS OR NAME CHANGES:

It isn't necessary for a member to fill out a new enrollment form to effect an address or name change, but KEA should be notified as soon as possible. The notification can be in any convenient way, but it should include the member's name, complete new address, and social security number.

4. LATE MEMBERSHIP ENROLLMENTS:

- (a) Eligible personnel who are employed at the beginning of the school year, but wait until later to enroll may do so and have their dues deducted through APA, but they must include payment for deductions they have missed with their enrollment form.
- (b) Eligible persons who are employed during the school year may enroll at the time of their employment and have their dues deducted through APA without payment of deductions they have missed.

5. RESIGNATIONS:

Members who leave a school system during the school year will be billed for the balance of their dues from the KEA office.

6. LEAVES OF ABSENCE:

- (a) Members who are out of school temporarily during the school year may send their personal checks to the payroll officer for their monthly dues. The payroll officer should forward these checks to KEA along with their regular APA payments.

- (b) Members for whom no payments are received for two months will be removed from the APA billings until KEA is notified they have returned to their teaching assignments. Membership chairpersons and faculty representatives should be watchful to see that KEA is notified upon the return of these members.

7. LOCAL DUES:

Local Association dues vary from local to local and cannot be included in this booklet. The Local Association president should inform KEA of the amount of local dues so that the correct amount can be collected.

8. INSURANCE PREMIUMS:

KEA DISABILITY INSURANCE (Washington National Insurance Company)

KEA Income Protection Insurance is available to all members new to a school system if they apply for coverage within 60 days of the beginning of school or of their employment.

If Income Protection Insurance premiums are added to the billing after the first deduction, the insurance company has the responsibility for collecting any differences between regular monthly deductions and the balance due.

KEA LIFE PLAN INSURANCE (Minnesota Mutual Life Insurance Company)

Premiums for KEA Life Plan Insurance may be paid either through APA or semi-annually by personal check made payable to KEA.

Premiums for new KEA Life Plan Insurance policies will not be billed until applications for the insurance are approved by the insurance company and the policy has been issued. Premiums on policies for which approvals are received after the master billing has been prepared will be calculated from the date the policy is issued until the next October 1 and will be divided equally over the remaining billings. The premiums will revert to the standard monthly amount as shown in the brochures in the following years.

9. NEA LIFE MEMBERSHIPS:

Effective July 7, 1978, new applications for NEA Life membership cannot be accepted. Life membership contracts in effect on July 7, 1973 will continue; however, and the appropriate amount of dues for those contracts will continue to be billed.

10. PROFESSIONAL LIABILITY INSURANCE:

\$250,000 Professional Liability Insurance coverage will be provided for each KEA member upon completion and delivery of an enrollment form to the association. Enrollment forms should be delivered to KEA promptly to ensure coverage.

- A. Educators Liability ---
\$250,000 per occurrence or event.
- B. Defense of Criminal Charges ---
\$2,500 per occurrence or event.
- C. Bail Bond ---
To \$1,000 per bond.
- D. Personal Property for Assault ---
\$250 per occurrence.

Professional Liability Insurance is provided automatically for all NEA members. KEA Members with membership classifications other than "Active" who are not covered by the unification agreement, will be provided Professional Liability Insurance upon request.

11. MEMBERSHIP CARDS:

Membership cards will be mailed in January. If a member doesn't receive a membership card, KEA probably has an incorrect address on file. KEA should be notified and a correct address should be provided. Membership cards will be mailed upon such notification.

12. UNIFIED MEMBERSHIP:

By action of the KEA Delegate Assembly, April 18, 1968, eligible persons may not become active members of KEA or NEA separately. They must join both associations. If the local association has a unified agreement with KEA or NEA, then an eligible person must join the local association, KEA and NEA. If a person is not eligible for active membership in any of the associations, he/she may become members of those for which he/she is eligible.

13. CASH PAYMENT OF DUES:

Members may pay annual dues by personal check rather than through payroll deduction. Checks should be made payable to KEA in an amount sufficient to pay the annual dues of the Local Association, the District Association, KEA, and NEA. The proper amount may be determined from the Dues Information Sheet found on page 27 of this booklet. Members paying their dues by personal check should fill out a cash membership enrollment form.

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KEA MEMBERSHIP CLASSIFICATIONS

ACTIVE: Active Membership shall be open to any person who is actively engaged in educational work of a professional nature in the Commonwealth of Kentucky or who is on limited leave of absence from professional education work. Active Members shall hold an earned bachelor's or higher degree and/or a regular vocational or technical certificate and where required, shall hold, or be eligible to hold, a regular legal certificate of any kind except an emergency substandard certificate or permit. Active Membership is limited to persons who support the Purposes, Goals, and Objectives of the Association and maintain Active Membership in the National Education Association and Local Affiliates where eligible.

EDUCATIONAL SECRETARY: Educational Secretary Membership shall be open to any office employee in an educational institution, agency, or organization.

RETIRED: Retired Teacher Membership shall be open to any retired teacher who was a member of the Association at the time of retirement or who receives retirement benefits from the Kentucky Teachers' Retirement System.

ASSOCIATE: Associate Memberships shall be open to any person who is interested in advancing the cause of public education but who is not eligible for any other class of membership in the Association.

STAFF: Staff Membership shall be open to any person employed by the Association or any of its affiliates in a professional staff position.

PARAPROFESSIONAL: Paraprofessional Membership shall be open to any person who works directly with educators in discharging their professional duties, but is ineligible for Active Membership.

STUDENT: Student Membership shall be open to any student enrolled in or preparing for teacher education program in an accredited college or university.

RIGHTS AND PRIVILEGES

Educational Secretary Members, Retired Members, Associate Members, Staff Members, Paraprofessional Members, and Student Members shall have all the rights and privileges of Active Members except the right to vote or hold office in the Association.

DUES INFORMATION
1977-'78

	<u>ANNUAL</u>	<u>APA</u>
UNIFIED MEMBERSHIP DUES (Active)		
Local (1)	?	?
District	2.00	.25
KEA	58.00	7.25
NEA	30.00	3.75
NEA LIFE ACTIVE MEMBERSHIP (2)		
on contracts signed prior to 9/1/68	25.00	3.13
on contracts signed prior to 9/1/70	33.00	4.13
on contracts signed after 9/1/70	55.00	6.88
ASSOCIATE MEMBERSHIP		
KEA	60.00	X
NEA	15.00	X
RETIRED MEMBERSHIP (3)		
KEA-KRTA	5.00	X
NEA (members who retired prior to 9/1/73)	2.00	X
(members who retired after 9/1/73)	5.00	X
STAFF MEMBERSHIP		
KEA	30.00	X
NEA	15.00	X
EDUCATIONAL SECRETARY MEMBERSHIP		
KEA	10.00	1.25
NEA	15.00	1.88
PARAPROFESSIONAL MEMBERSHIP		
KEA	30.00	3.75
NEA	15.00	1.88
KEPAC	7.00	.87 1/2
NEA-PAC	1.00	.12 1/2

- (1) Local Association dues vary from local to local. Check with your local association president. APA amount is 1/8 of annual amount.
- (2) NEA Life Memberships applications subsequent to July 7, 1973 will not be accepted. NEA Life Memberships contracted for prior to July 7, 1973 will be honored.
- (3) Application forms for Retired membership are available from the KEA office.

KEPAC AND NEA-PAC

The Kentucky Educators Public Affairs Council (KEPAC) and the National Education Association Political Action Committee (NEA-PAC) are independent political arms of KEA and NEA. Their primary goals are the identification and promotion of educational issues and candidates that will advance the cause of public education at all levels ... local, state, and national. Contributions will be forwarded upon receipt to KEPAC and NEA-PAC who will be solely responsible for accounting, handling, and use of these funds.

MEMBERSHIP:

Educators interested in the welfare of education may become KEPAC/NEA-PAC members by contributing \$7.00 to KEPAC and \$1.00 to NEA-PAC per year. Membership in KEA and NEA is not required.

ENROLLMENT FORMS AND CONTRIBUTIONS:

KEA members do not need to fill out special KEPAC/NEA-PAC enrollment forms. \$7.00 for KEPAC contributions and \$1.00 for NEA-PAC contributions will be automatically added to the APA billing for each KEA member. Members who pay their dues by personal check may include the contribution with their KEA dues payments.

A special enrollment form is available for contributors who are not KEA members or for KEA members who do not make their contributions along with their KEA dues payments. These are available from Unified Service Consultants or from KEA's Governmental Relations office in Louisville.

KEPAC/NEA-PAC membership isn't a requirement for membership in KEA and NEA. Although the KEPAC/NEA-PAC contributions are automatically added to the APA billing for KEA members who pay their dues through APA, a member may elect not to make the contribution. Members who do not wish to make the contributions should notify the KEA Special Services office in writing prior to October 1. Such notifications will be honored and no billing for KEPAC/NEA-PAC contributions will be made. Requests for discontinuances of contributions received prior to January 1 will also be honored. Refunds of contributions made in the current fiscal year will also be made upon request.

CONTRIBUTION CARDS:

Persons contributing cash or contributing through APA for the first time, should be given the member copy which will serve as their contribution card for the current year.

Persons who contribute through APA on a continuous basis will be mailed contribution cards each year except the first year.

KEA DISABILITY INSURANCE PLANS
(UNDERWRITTEN BY THE WASHINGTON NATIONAL INSURANCE CO.)

Disability insurance is designed to protect against losses of income due to physical or mental disabilities. KEA has recognized that Kentucky's teachers have a need for this kind of protection and after considerable study and continued monitoring of the program, recommends the KEA Disability Insurance plans to all KEA members.

BENEFITS PROVIDED BY THE PLANS:

Monthly or daily payments are paid for confining and non-confining disabilities resulting from either accidents or illnesses. There are three different plans offered all providing benefits for the same purpose, but each designed in such a way to provide an amount of protection and a method of paying benefits according to need.

Plans 1 and 2 may be purchased separately or in combination. Plan 3 is available only to those who are also enrolled under either Plan 1 or Plan 2.

Plan 1 offers 5 different levels (class) of benefits from which KEA members may choose. Payments of benefits begin on first day of disability for disabilities resulting from accidents or on the fourth day for disabilities resulting from illnesses. These benefits are payable even though a policyholder may be being paid sick-leave benefits by the school district.

Plan 2 is different from Plan 1 in that there is a single schedule of benefits and that the benefits aren't payable until the policyholder's sick-leave benefits are exhausted. The daily rate of benefits payable is greater for those policyholders who have longer waiting periods due to having accumulated increased numbers of sick-leave days.

Plan 3 is a long-term disability income plan which is offered only in combination with either Plan 1, Plan 2, or a combination of Plan 1 and Plan 2. Benefits under Plan 3 become payable only upon the expiration of benefits under the Plans 1 and 2.

Benefits of Plan 3 are payable until age 65. It is anticipated that policyholders who have exhausted their benefits under the Plans 1 and 2 will have qualified for disability retirement and the benefits under this plan (Plan 3) will be supplemental. It should be noted; however, that the combination of retirement benefits, Plan 3 benefits and/or any other type of disability benefits cannot exceed 66 2/3% of the monthly salary the policyholder was earning when the disability began.

Specific information regarding these plans is contained within the brochure which is included in this booklet for your convenience.

OPEN ENROLLMENTS:

During open enrollment periods, KEA members are eligible to enroll in the KEA Disability Insurance Plans or to increase their levels of benefits without answering health questions or submitting to physical examinations. Pre-existing conditions are covered after the policy has been in force for 12 months or after twelve months have elapsed since an insured person received medical treatment, took prescribed drugs or medicines, or consulted a physician for any condition whichever comes first.

NEW TEACHERS: New teachers to a school district are eligible for KEA Disability Insurance during the first 60 days of their employment without providing proof of good health.

SYSTEM-WIDE: System-wide open enrollment periods are made available on a 3 or 4 year schedule depending upon the ability of Washington National's representatives to schedule faculty meetings in a school district. School districts with a special interest in an open enrollment period should contact the KEA Special Services office. Phone 800-292-9480.

KEA MEMBERSHIP REQUIREMENT:

KEA membership is a requirement of eligibility for KEA Disability Insurance.

APPLICATION FORMS:

Two kinds of application forms are available. Either may be used to apply for KEA Disability Insurance. One of the application forms is on KEA's APA membership enrollment form. This form may be used in school districts participating in the APA program. The other form is one designed specifically for KEA Disability Insurance. This form may be used in all school districts and must be used in those districts not participating in the APA program. An application form must be completed and approved by the Washington National Insurance Company before the insurance becomes effective.

PREMIUM PAYMENTS:

All premiums must be paid through payroll deduction. Neither Washington National nor KEA has either a procedure or the facilities for handling individual payments. School districts participating in the APA program will be billed by KEA for Washington National premiums. School districts not participating in the APA program pay premiums directly to Washington National utilizing their Special Premium Accounts (SPA) billing procedures.

PAYMENT OF CLAIMS:

Claim payments are made by Washington National. A claim form completed and signed by a physician, must be submitted to Washington National for each payment. Claim forms are available from Washington National upon request.

KEA LIFE PLAN INSURANCE
(MINNESOTA MUTUAL LIFE INSURANCE CO.)

KEA Life Plan Insurance is low-cost, term life insurance available only to KEA members. The plan is underwritten by the Minnesota Mutual Life Insurance Company of St. Paul, Minnesota, but it is administered by KEA and all records pertaining to the plan are maintained by KEA.

INSURANCE COVERAGES:

FACE VALUE OF POLICIES: KEA Life Plan Insurance policies are available in two denominations; \$4,500 and \$7,500. Each KEA member may apply for as many as five policies totaling up to \$37,500.

DOUBLE INDEMNITY: In the event of death by accidental means, an additional sum equal to the face value of the life insurance will be paid.

WAIVER OF PREMIUM: KEA Life Plan Insurance will continue without further payment of premium if a policyholder becomes totally and permanently disabled.

CONVERSION PRIVILEGE: A KEA Life Plan policyholder may convert all or a portion of the face value of his/her policy to a whole life policy at any time prior to age 65 without a medical examination. At age 65 one must convert if he/she wishes to continue the protection.

OPTIONAL FAMILY COVERAGE: Optional family coverage is available to KEA Life Plan policyholders. This coverage insures a spouse for \$2,000 (to age 55 and \$1,000 thereafter until age 65) and each child between 6 months and 21 years of age for \$1,000. Each child is insured for \$100 between the ages of 14 days and 6 months. Although a KEA member may carry as many as five KEA Life Plan policies, optional family coverage may be added to only one policy per member.

APPLICATIONS FOR KEA LIFE PLAN INSURANCE:

Application forms are included as a part of the KEA Life Plan brochures. A copy of the brochure is included in this booklet for your convenience. If more are needed they are available from KEA Unified Service Consultants, or from the Special Services Office in Louisville. All applications are submitted to the Minnesota Mutual Life Insurance Company for approval. This usually requires about four weeks. About 90% of all applications are approved without a physical examination.

PREMIUMS:

Unlike many term life insurance plans the face value of KEA Life Plan policies remains the same from the time they are issued until age 65, but the premiums increase at intervals as a policyholder grows older. Premiums increase on the anniversary date of a policy in the years when a policyholder's age is nearest 30, 40, 50, and 60. The amount of premium at each age level is shown on the KEA Life Plan Premium Information Sheet found elsewhere in this booklet or in the KEA Life Plan brochure.

PAYMENT OF PREMIUMS:

Premiums for KEA Life Plan Insurance may be paid either semi-annually or monthly through APA. Those wishing to pay their premiums semi-annually should check No in response to item Number 11 on the application form, and should not check the square on the KEA membership enrollment form for KEA Life Plan Insurance. Those who wish to pay their premiums through APA should check item Number 11 YES and should check the KEA Life Plan square on the membership enrollment form. Premiums will not be billed through APA prior to approval of an application by the Minnesota Mutual Life Insurance Company. If an approval is received too late to be included on the first APA billing, the new policyholder will be billed on a semi-annual basis until the next October 1 at which time the premium will be added to the APA billing.

CHANGE OF BENEFICIARY:

A change of beneficiary may be made at any time. Policyholders wishing to change a beneficiary should request a Change of Beneficiary form from KEA.

KEA MEMBERSHIP REQUIREMENT:

KEA membership is a requirement for eligibility to apply for or renew KEA Life Plan Insurance.

PAYMENT OF CLAIMS:

Upon notification of the death of an insured person, KEA will forward the proper forms to the beneficiary or guardian. The forms should be completed and returned to KEA along with a certified copy of the death certificate. Payment is made, usually within a week following return of the form.

KEA - NEA SPECIAL SERVICES

PURPOSE:

The purpose of the KEA - NEA Special Services programs is to attract and retain memberships. To be successful in fulfilling this purpose, it is necessary that only high quality products and programs designed to meet the needs of KEA members should be endorsed.

CRITERIA FOR ENDORSEMENT:

1. There must be a need for the program by a substantial portion of KEA members.
2. The program must be sound. It must meet the needs of a substantial number of KEA members.
3. The company providing the program must be financially sound and provide personnel of sufficient quantity and quality to provide the program.
4. The company providing the program must be reliable. It must not only be able to provide and service the program, but it must also be willing to do so in an expeditious and efficient manner.
5. The program should offer economic advantages in the form of lower cost for the program than a member could obtain elsewhere generally.

UNIFIED SERVICES LOGO:



In February 1977, KEA entered into a Unified Services Agreement for Special Services. The agreement calls for closer co-operation between KEA and NEA in the endorsements of Special Service programs and co-operation in our promotion efforts.

KEA - NEA co-endorsed programs will carry the new logo (as shown above) as new materials are printed. We encourage KEA-NEA members to look for the logo.

KEA - NEA CO-SPONSORED PROGRAMS:

I. Life Insurance:

A. KEA Life Plan (Minnesota Mutual Life Insurance Co.)

1. Level Term Insurance. (Amount of insurance remains the same throughout the life of the policy, but premiums increase with age.)
2. Administered by KEA
3. Premiums payable through APA.

B. Variable (Horace Mann Insurance Company)

1. Provides for additional retirement benefits, but unlike a fixed annuity, the amount of the benefit is not fixed. Contributions are invested in equity securities and the amount of benefits will fluctuate according to the success or failure of the fund. The fund should fluctuate along with the stocks and bond markets.
2. Additional information and a free prospectus may be obtained by writing to:

National Education Association
Tax Deferred Annuity
P. O. Box 1088
Springfield, Ill. 62705

IX. NEA Mutual Fund (Educators Fund Management Corp.)

1. Investments as small as \$25.00 may be made.
2. Only a 2% sales charge.
3. No salesman will call. Free prospectus available upon request. Address is 1156 15th St. N. W., Washington, D.C. 20005.

X. Teacher Position Listing Service (KEA)

1. Provided by KEA
2. Provides vacancy lists to members upon request
3. Provides lists of teachers looking for employment to prospective employers.
4. Free to KEA members.

XI. World Travel (NEA)

1. Summer and winter group tours throughout the world.
2. Round trip flights without tours available.
3. Colorful booklets and brochures available describing various tours.
4. KEA-NEA members and guests only.
5. Watts Line Service (202) 800-424-1080

VI. Automobile Insurance (J. C. Penney Insurance Co.)

1. Low cost professional and executive plan.
2. Insures association member and members of family living in the same household.
3. Direct mail sales. Commissions eliminated by dealing directly.
4. Excellent claims service.
5. Members are invited to call collect for information.
Phone: (502) 583-3911

VII. Homeowners and Tenants Insurance (J. C. Penney Insurance Co.)

1. Low-cost insurance for members.
2. Basic homeowners and broad-form homeowners insurance available.
3. Tenant insurance protects from loss of household furnishings and other personal property.
4. Excellent claims service.
5. Members are invited to call collect for information.
Phone: (502) 583-3911

VIII. Tax Sheltered Annuities

- A. Fixed (Teachers Retirement System of Kentucky)
 1. Voluntary - unmatched - additional payments may be made to the Retirement System to increase Retirement Benefits.
 2. Benefits are guaranteed.
 3. Amount of contributions up to 16 2/3% of gross salary is deducted from Gross Income before Income Taxes are computed. (Income Tax is payable at time of withdrawal of funds from the Retirement System.
 4. Payroll deduction of contributions.
 5. Contributions may be as low as \$20.00 per month.
 6. Administered by the Teachers' Retirement System of Kentucky, 216 W. Main Street, Frankfort, KY 40601

III. Medical Insurance (Blue Cross - Blue Shield)

1. Single Premium Paid by State.
2. 70 day, semi-private room hospital coverage.
3. Surgical or obstetrical care according to Blue Shield Schedule E.
4. 80/20 Major Medical coverage of Medical bills not covered by hospital coverage or surgical schedule with only a few exclusions.
 - a. \$250,000.00 - lifetime maximum
 - b. \$100.00 deductible each year
 - \$200.00 family maximum deductible

IV. Professional Liability Insurance. (Provided by NEA)

1. Provided as a membership benefit.
2. \$250,000 per member Professional Liability Insurance for claims lodged against a member for actions or negligence in the performance of professional duties.
3. Professional Rights Protection
4. Punitive Damage Protection
5. Bail Bond Benefit
6. ~~Assault Protection~~
7. KEA provides claims service for members co-ordinated with KEA Legal Defense services and NEA Du Shane Fund.

V. Accidental Death & Dismemberment Insurance (Prudential Life Insurance Company of America)

1. Up to \$120,000.00 coverage.
2. Spouse and children can be included at no extra cost.
3. 24-hour protection - round the world coverage.
4. No medical examination or age restrictions.
5. KEA-NEA membership required.
6. Applications should be sent to NEA Accidental Death Program. P. O. Box 434, Fort Washington, PA 19034
Application forms are available from KEA.

4. Choice of two plans.

Plan 1 \$4,500 face value

Plan 2 \$7,500 face value

5. Members may purchase up to 5 policies.

6. Optional Family Insurance

7. Double benefits in the event of accidental death.

8. Waiver of premium - in the event of total and permanent disability.

9. Conversion privilege without medical examination at any time.

10. KEA - NEA membership required.

B. Independent Educators Life Insurance
(The Prudential Insurance Company of America)

1. Reducing Term Insurance. (Amount of insurance reduces with age, but premiums remain the same throughout the life of the policy.)

2. Choice of 5 plans

Plan 1 \$10,000 face value

Plan 2 \$20,000 face value

Plan 3 \$30,000 face value

Plan 4 \$40,000 face value

Plan 5 \$50,000 face value

3. Conversion privilege without medical examination within 2 months following loss of eligibility to maintain plan.

4. KEA-NEA membership required.

II. Disability Insurance (Washington National Insurance Company)

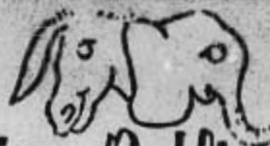
1. Special low rates to members due to mass purchasing power of KEA.

2. Protects against loss of income due to physical or mental disability.

3. Rates do not increase with age.

4. Pays tax-free cash benefits when disabled by accident or sickness.

KEPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

File Copy

August 26, 1975

TO: Local Association Presidents and KEPAC Chairmen

FROM: Dexter Meyer, Chairman, KEPAC
Lyndle Barnes, Secretary-Treasurer, KEPAC

RE: Information for Political Activity

We hope you and your association are making plans to become very actively involved in the election of our Governor, Julian Carroll, (who is endorsed by the KEPAC State Committee), and legislators in your district who are supporting the KEA legislative program. A few weeks ago endorsement forms were mailed to all KEPAC locals asking them to send in their endorsement requests to the KEPAC State Committee by September 15. Let us know if you have not received it.

Since reverse dues check-off will begin this school year for KEPAC, all KEA members will be contributors. Therefore, the KEPAC State Committee would like to have all local associations that do not have a local PAC unit to establish one as soon as possible. (Local guidelines and affiliation forms are enclosed for presidents where there is no local PAC unit.) In the absence of a local PAC unit, the KEPAC State Committee would like for the local association to make a recommendation on a legislative candidate (House and Senate) that they would like to support in the November 4 election. Please send your request to Lyndle Barnes, KEPAC secretary-treasurer, by September 15 if possible.

Many of our legislative districts, both House and Senate, encompass more than one local education association. Where this is the case, the KEPAC guidelines state that the local PAC chairmen should get together and make a recommendation for endorsing a candidate from their legislative district (s). (Local presidents, where there is no PAC unit.) The KEPAC State Committee, at their last meeting, went over the candidates running for the Kentucky General Assembly and made recommendations for the locals' consideration. These recommendations were based on past voting records of incumbents, responses to questionnaires on the 1976 KEA legislative program and

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from recommendations of KEA lobbyists and others who know the candidates' position regarding education.

Enclosed you will find a KEPAC candidate recommendation form which lists the legislative districts, the recommended candidate, if there is one, and the names and addresses of the local association presidents and KEPAC chairmen within that legislative district, if it contains more than one association. Also enclosed is an endorsement recommendation form for your use in sending in the endorsement request from your legislative district (s). The KEPAC State Committee encourages you to meet with the leaders of the local association and KEPAC units within your legislative district (s) and decide on your recommendation for endorsement as soon as possible.

Your involvement in political activity will move education ahead in Kentucky.

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KEA recognizes that it, as a corporation, cannot become involved in activities that could be construed as lending direct or indirect support to candidates for political office or to campaign funds. Therefore, political activity of KEA members should be channeled through independent agencies such as KEPAC.

KEA will deduct \$8.00 annually, in addition to membership dues - \$7.00 for KEPAC.

The \$8.00 will be transmitted to KEPAC.

One half of the KEPAC contributions shall be set aside for disbursement to affiliated local PAC units in accordance with KEPAC guidelines. As consideration for these collections, KEA will charge KEPAC an amount of money consistent with its billing and schedule for collection services. It is understood that KEPAC will refund contributions to any member requesting it, if the request is made by January 1.

The Delegate Assembly directs the KEA Board of Directors to develop, in accordance with state and federal law, a system for collecting voluntary contributions for political purposes from KEA members as generally outlined above.

This system shall be implemented as soon as feasible, but in no event later than the beginning of the 1975-76 membership year."

Mrs. Gue seconded the motion, and Preston Young, JCTA, spoke in favor saying that a good percentage of the time spent by KEPAC was in trying to sell the idea of KEPAC. Henry Powell spoke in favor saying that he felt KEPAC was the answer to support for public education. Mr. Holian moved the previous question. Pelma Dixon seconded and the motion passed. Motion on HB12 passed. Mr. Moyer expressed appreciation to the delegates and pledged the efforts of KEPAC to do everything possible to make political action a reality for Kentucky teachers.

80040200748

5-c

WILL LOCAL POLITICAL ACTION UNITS ALSO BE FORMED?

Yes. The KEPAC State Committee has full authority to encourage the promotion of local units to promote the coordination of and cooperation in political activities in Kentucky.

SHOULD EVERY LOCAL ASSOCIATION HAVE ITS OWN SEPARATE POLITICAL UNIT?

Yes and No. Units may be formed consistent with state representative boundaries which will in some cases require the inclusion of several local associations. Some larger associations, however, may be more politically effective by forming a single, separate local political unit. The first step in answering this question should be to consult with local leaders, KEPAC leaders, and KEA representatives.

HOW DOES A LOCAL UNIT FORM A POLITICAL ACTION COMMITTEE?

Informational material and guidelines for formation and organization of a local political action committee are available from the KEPAC State Committee and from KEA representatives.

MUST THERE BE AN AGREEMENT BETWEEN KEPAC AND LOCAL POLITICAL UNITS FOR ENDORSEMENT AND FINANCIAL SUPPORT OF CANDIDATES IN LOCAL POLITICAL RACES?

No. A local unit may endorse and financially support a candidate for a local political race (other than candidates for the State Senate or House of Representatives) without consultation with KEPAC.

3 0 0 4 0 2 0 0 7 4 7

WHAT CANDIDATES WILL THE LOCAL POLITICAL UNITS BE EXPECTED TO SUPPORT FINANCIALLY?

Local political units will support financially those candidates, state representatives and senatorial, that have been endorsed by the local PAC units within the candidate's district and by the KEPAC State Committee.

WHAT IS THE DISTRIBUTION FORMULA FOR MONEYS COLLECTED THROUGH KEPAC?

If a local political unit has been recognized by KEPAC, one-half (50 percent) of the funds raised through that local political unit will be put in a special account for its use.

HAVE STEPS BEEN TAKEN TO AVOID CONFLICTS IN ENDORSEMENTS AND FINANCIAL SUPPORT OF POLITICAL CANDIDATES BETWEEN KEPAC AND LOCAL POLITICAL UNITS?

Yes. Adopted guidelines provide that, if KEPAC and a local political unit fail to agree on an endorsement and/or financial support of that local political unit's candidates for state representative or senator, then neither organization will provide any support to those candidates.

KENTUCKY EDUCATORS PUBLIC AFFAIRS COUNCIL



QUESTIONS AND ANSWERS

KENTUCKY EDUCATORS
PUBLIC AFFAIRS COUNCIL

POST OFFICE BOX 1089
LOUISVILLE, KY. 40201

3 0 2 4 0 2 2 2 7 1 9 WHO WILL SERVE ON THE STATE KEPAC COMMITTEE?

The State KEPAC Committee is made up of the following:

- a. The president of KEA.
- b. The president-elect of KEA.
- c. One member from each KEA district education association (13 in all) elected by and from those who are voluntary contributors to KEPAC in that district, to serve a two-year staggered term.
- d. The executive secretary of KEA will serve as a consultant to the committee.
- e. The secretary-treasurer of KEPAC appointed by the chairman of the KEPAC Council who serves as a non-voting member.

WILL THE KEPAC STATE COMMITTEE HOLD AN ANNUAL MEETING?

Yes. The KEPAC State Committee will hold an annual meeting which will be open to all contributors and will provide an annual accounting of its activities.

WILL KEPAC BE A PART OF THE KEA OPERATION?

No. KEPAC is a separate and distinct organization with a majority of the members on the KEPAC State Committee not serving as an officer, director, or staff member of KEA.

HOW WILL KEPAC RAISE MONEY TO SUPPORT POLITICAL CANDIDATES?

All funds used to support political candidates will be through voluntary contributions by educators from direct solicitations, payroll deductions, or other fund raising activities as from time to time may be used by the KEPAC State Committee.

WHERE WILL KEPAC FUNDS BE KEPT?

All contributions received for support of KEPAC will be kept in a bank account arranged for by the KEPAC treasurer, and it will be the responsibility of the KEPAC State Committee to have an annual audit made.

WHAT KINDS OF RECORDS WILL BE KEPT ON CONTRIBUTIONS AND EX- PENDITURES?

Accurate records will be kept of all contributions received, contributor-by-contributor, with the amounts contributed, and all contributions made by KEPAC to particular campaign funds.

WHAT CANDIDATES WILL KEPAC BE ELIGIBLE TO SUPPORT?

KEPAC will have the power to support Congressional candidates, candidates for state-wide office, and candidates for the Kentucky State Legislature. State legislative candidates may be supported when there are no local units in a candidate's district or when the council determines that a candidate is extremely important to the cause of education.

HOW WILL KEPAC DECIDE WHICH CANDIDATES TO SUPPORT?

Candidate selection or endorsement, and contributions to political campaigns, will be made by the KEPAC State Committee according to accepted criteria and procedures. All candidates will be chosen on the basis of their commitment to established educational goals.

The KEA Delegate Assembly passed a resolution in April, 1972, calling for a political action group for educators. This organization will provide an opportunity for educators to get involved in political processes in a more meaningful way to promote the cause of education.

The following are a series of questions and answers designed to give you information on KEPAC.

WHAT IS KEPAC?

KEPAC is an unincorporated committee whose purpose is political action in behalf of public education.

WHAT DO THE INITIALS "KEPAC" STAND FOR?

KEPAC is short for Kentucky Educators Public Affairs Council.

WHAT IS THE PURPOSE OF KEPAC?

The purpose of KEPAC is to promote politically the cause of public education in the Commonwealth of Kentucky. To this end, it will attempt to identify and promote educational issues and candidates who will advance the cause of public education in local, state, and national communities.

WHO GOVERNS KEPAC?

KEPAC is governed by a state committee composed of fifteen (15) members.

EXP-100-102

KENTUCKY EDUCATION ASSOCIATION - 101 WALNUT ST, LOUISVILLE, KY 40202				15 KEA COPY (10)	
Mr. Last Name		First	Middle	[Redacted]	
Mrs. CRAIG		MARTY	A		
Home Address-Street		City	State	Zip Code	
201 Paradise Lane Apt 2		Lexington	KY	40502-58	
Present School System		Name of School	Birth Date	Sex	
Jeff. Co. Thomas Jeff.		40	1-12-50	<input checked="" type="checkbox"/> Male <input type="checkbox"/> Female	
Name of Beneficiary		Relationship		Check Below	
Sandra Craig		WIFE		<input type="checkbox"/> Elem. <input checked="" type="checkbox"/> Sec. <input type="checkbox"/> Hi. Coll.	
Complete this section if you want KEA Income Protection Insurance. Washington National. Select a plan from their literature.				Deduction Section	
Are you presently actively on duty?		Annual Salary from Bd. of Educ. \$		Check Below	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		65,600		<input checked="" type="checkbox"/> 1. Unified Membership (KEA-NEA)	
School System Last Year		Were you insured by Washington Natl. last year?		<input type="checkbox"/> A. 10 Active <input type="checkbox"/> 20 Associate <input type="checkbox"/> 30 Educ. Sec. <input type="checkbox"/> 40 Reserve <input type="checkbox"/> 50 NEA Life <input type="checkbox"/> 60 Keep Life <input type="checkbox"/> 70 NEA Life	
<input type="checkbox"/> A (13100) <input type="checkbox"/> B (13840) <input type="checkbox"/> C (13841)		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<input type="checkbox"/> 2. KEPAC (Ky. Educ. Public Affairs Council) \$3.00 <input type="checkbox"/> 3. Income Protection Insurance (Washington National) <input type="checkbox"/> 4. Life Insurance (Minnesota Mutual)	
<p>I hereby authorize the payroll officer to deduct my professional dues, KEPAC contributions and KEA insurance premiums in equal deductions beginning with the third month of school. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as authorized by me and officially calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at end of the school year. No cancellations will be accepted after October 1.</p>					
SIGNATURE		DATE			
Marty A. Craig		9-15-70			
F 6476-1 APA-INDIVIDUAL CONTINUOUS MEMBERSHIP					

* KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt of KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

DISTRICT	UNIT	SCHOOL CODE	NAME OF ACCOUNT	MO.	YEAR
13	0313	0090	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	10	73

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

CODE

- 1 DECEASED
- 2 MOVED TO ANOTHER DISTRICT IN KY
- 3 MOVED OUT OF STATE
- 4 LEAVE OR RESERVE
- 5 FAILED TO CREDIT

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	KEPAC	KEA INCOME PROF ADJ. RATE	KEA LIFE MEM. DOLL.
587 44 8183	ALLUM, DIANNE B	10.40	1	3.14	.25	3.83	3.13		
406 46 1281	ANDREWS, JEROME A	11.03	2	3.14	.25	3.83	3.13	.63	
440 24 8560	ASHBORTH, FAYE S	10.40	3	3.14	.25	3.38	3.13		
117 74 6099	BERRY, S. DON L	11.03	4	3.14	.25	3.38	3.13	.63	
511 48 5665	BUSHESS, ANITA M	10.40	5	3.14	.25	3.83	3.13		
428 88 1113	BRIGGS, ELLA NOK P	10.40	6	3.14	.25	3.88	3.13		
425 28 9356	BROCK JR, WILFIE D	15.35	7	3.14	.25	3.88			5.1
465 70 1534	CANEY, PATRICIA A	11.03	8	3.14	.25	3.82	3.13	.63	
404 66 3989	CARLISLE, BARBARA J	10.40	9	3.14	.25	3.89	3.13		
285 26 1345	CASLER, EICK P	10.40	10	3.14	.25	3.88	3.13		
409 63 6310	CHERRY, JOEY R	11.03	11	3.14	.25	3.88	3.13	.63	
487 36 4545	CLEMENTS, NORMAN B	10.40	12	3.14	.25	3.88	3.13		
272 24 6471	COOTNER, GENEVA H	24.11	13	3.14	.25	3.38	3.13	.63	13.08
465 70 3623	COLEMAN, MARTY L	10.40	14	3.14	.25	3.88	3.13		
401 50 5614	DANIELS, BOB H L	10.40	15	3.14	.25	3.88	3.13		
409 28 551	DAVIS, P. BOY L	11.03	16	3.14	.25	3.88	3.13	.63	
136 38 4059	DAVIS, DONALD NEAL	10.40	17	3.14	.25	3.88	3.13		
291 36 5696	DODDY, JAMES R	10.40	18	3.14	.25	3.88	3.13		
400 64 3393	DUFFY, JUNE W	10.40	19	3.14	.25	3.88	3.13		
401 56 6351	DUNNING, JAY C	10.40	20	3.14	.25	3.88	3.13		
411 52 3.48	ELLIOTT, TERRY R	10.40	21	3.14	.25	3.88	3.13		
416 70 6123	ELROT, ROBERT W	10.40	22	3.14	.25	3.88	3.13		
411 74 2943	FIRMS, BETTY J	11.03	23	3.14	.25	3.88	3.13	.63	
414 46 3975	FREED, W. BELL G	10.40	24	3.14	.25	3.88	3.13		
406 74 0148	GRODINS, MARCIA K	11.03	25	3.14	.25	3.38	3.13	.63	
414 64 6732	GARRISON, DELA A	11.03	26	3.14	.25	3.88	3.13	.63	
400 30 9036	GIVERS, JANE	17.34	27	3.14	.25	3.88	3.13		7.24
401 68 4291	GROBAY, CROLYN J	10.40	28	3.14	.25	3.88	3.13		
310 54 9.81	HARRISON, FAYELL A	10.40	29	3.14	.25	3.88	3.13		
403 44 5618	HARRIS, WILLIAM C	14.15	30	3.14	.25	3.88	3.13		3.7

INSTRUCTIONS

- 1 MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN.
- 2 MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN.
- 3 RETURN ORIGINAL (WHITE COPY) BY 30th OF THIS MONTH.
- 4 MAKE REMITTANCE PAYABLE TO:

KENTUCKY EDUCATION ASSOCIATION

TOTAL									
TOTAL DELETIONS									
TOTAL									
TOTAL ADDITIONS									
TOTAL									

Group Ept 88040200730
mrc

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

74-75

DISTRICT	UNIT	SCHOOL CODE	NAME OF ACCOUNT	MO	YEAR
13	0313	0090	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	10	74

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

CODE
1 DELETED
2 MOVED TO ANOTHER
DISTRICT OR STATE
3 MOVED OUT OF STATE
4 LEAVE OF ABSENCE
5 FAILED TO DEDUCT

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	KEPAC	KEA INCOME FROM WASH. STATE	KEA LIFE INSURANCE
304 42 3087	ADAMS, RUTH A	15.35	3.38	.25	4.63		.63	10.46	
587 44 8183	ALLEN, DIANNE B	11.29	3.38	.25	4.63	3.13			
400 46 0281	ANDRIOT, JEANNE A	12.02	3.38	.25	4.63	3.13	.63		
405 62 0598	ARCHER, HARRIET H	11.35	3.38	.25	4.63	3.13			
400 76 6351	ASHLEY, DEBORAH K	11.29	3.38	.25	4.63	3.13			
440 24 8560	ASHWORTH, FAYE S	11.29	3.38	.25	4.63	3.13			
404 66 0046	BACH, MARY E	11.29	3.38	.25	4.63	3.13			
401 58 0347	BENEDICT, RUTH A	11.35	3.38	.25	4.63	3.13			
407 74 6099	BERRY, SAMERA L	12.02	3.38	.25	4.63	3.13	.63		
501 48 5668	BOSHEARS, ANITA M	11.35	3.38	.25	4.63	3.13			
428 88 1113	BRIGTSEN, ELEANOR P	11.29	3.38	.25	4.63	3.13			
402 76 7546	BRYSON, ANITA C	11.35	3.38	.25	4.63	3.13			
405 70 0530	CAREY, PATRICIA A	12.02	3.38	.25	4.63	3.13	.63		
404 66 6989	CARLISLE, BARBARA J	11.35	3.38	.25	4.63	3.13			
285 25 8845	CESLER, DICK P	11.35	3.38	.25	4.63	3.13			
407 36 4545	CLEMENTS, NATHAN B	11.29	3.38	.25	4.63	3.13			
272 24 6471	CLOUTIER, GENEVA H	25.10	3.38	.25	4.63	3.13	.63	12.02	
407 58 5514	COOKSEY, REBECCA D	11.29	3.38	.25	4.63	3.13			
405 70 3623	CRAIG, MARTY A	11.35	3.38	.25	4.63	3.13			
183 01 5014	CUMBER, P WAYNE	11.35	3.38	.25	4.63	3.13			
401 60 5614	DANIELS, SARAH L	11.29	3.38	.25	4.63	3.13			
009 28 5510	DAVIS, PEGGY L	12.02	3.38	.25	4.63	3.13	.63		
126 36 4039	DEAVES, ROBERT NEAL	11.35	3.38	.25	4.63	3.13			
291 36 5356	DUDLEY, JAMES R	11.29	3.38	.25	4.63	3.13			
400 64 3853	DUFFY, JUDITH W	11.35	3.38	.25	4.63	3.13			
265 64 9551	DUGGINS, JOAN K	21.35	3.38	.25	4.63	3.13		10.46	
051 28 9712	DURGIN, ANN B	12.02	3.38	.25	4.63	3.13	.63		
407 64 4614	EGAN, MARY P	12.02	3.38	.25	4.63	3.13	.63		
401 52 3048	ELLIOTT, MARY R	11.29	3.38	.25	4.63	3.13			
406 70 6123	ELKED, ROBERT A	11.35	3.38	.25	4.63	3.13			

INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN.
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN.
3. RETURN ORIGINAL (WHITE COPY) BY 20th OF THIS MONTH.
4. MAKE REMITTANCE PAYABLE TO:

KENTUCKY EDUCATION ASSOCIATION

TOTAL	
TOTAL DELETIONS	
TOTAL	
TOTAL ADDITIONS	
TOTAL	

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

MEMBER	UNIT	SECTOR	NAME OF ACCOUNT	MO	YEAR
13	0313	009	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	10	75

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

1. DEPARTED
2. MOVED TO ANOTHER
DISTRICT IN KY
3. RETIRED
4. LEAVE OF ABSENCE
5. NO LONGER EMPLOYED
6. TRANSFERRED

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	NEAPAC	NEA INCOME FROM MEMBER'S JOB	NEA LIFE MEMBER
425 54 1678	ADKINS, ANN M	13.14	3.38	25	5.38	3.13	1.00		
507 44 9183	ALLEN, DIANNE B	13.14	3.38	25	5.38	3.13	1.00		
112 24 8562	ASBORTH, FAYE S	13.14	3.38	25	5.38	3.13	1.00		
401 58 0347	BENEDICT, RUTH A	13.14	3.38	25	5.38	3.13	1.00		
402 54 2454	BLAKELEY, RONALD D	13.14	3.38	25	5.38	3.13	1.00		
511 43 5660	BUSHEARS, ANITA M	13.14	3.38	25	5.38	3.13	1.00		
428 89 1113	BRIGGS, ELEANOR P	12.14	3.38	25	5.38	3.13	1.00		
402 76 7346	BRYSON, ANITA C	13.14	3.38	25	5.38	3.13	1.00		
404 66 5989	CADLISLE, BARBARA J	13.14	3.38	25	5.38	3.13	1.00		
285 26 8845	CESLER, DICK P	13.14	3.38	25	5.38	3.13	1.00		
272 24 6471	CLOUTIER, GENEVA H	28.16	3.38	25	5.38	3.13	1.00	15.04	
309 54 0711	COFFEY, LINDA L	13.14	3.38	25	5.38	3.13	1.00		
407 58 5514	COOKSEY, REBECCA D	13.14	3.38	25	5.38	3.13	1.00		
404 74 4403	COURY, ADAM C	13.14	3.38	25	5.38	3.13	1.00		
405 70 3623	CRAIG, MARTY A	13.14	3.38	25	5.38	3.13	1.00		
188 01 5714	CUMBER, H WAYNE	13.14	3.38	25	5.38	3.13	1.00		
136 38 4059	DEAVES, ROBERT NEAL	13.14	3.38	25	5.38	3.13	1.00		
265 64 9551	DUGGINS, JOAN K	24.17	3.38	25	5.38	3.13	1.00	12.03	
151 28 9712	DURBIN, ANN B	13.14	3.38	25	5.38	3.13	1.00		
401 52 0043	ELLIOTT, MARY R	13.14	3.38	25	5.38	3.13	1.00		
406 70 6123	ELROD, ROBERT W	13.14	3.38	25	5.38	3.13	1.00		
401 74 2943	FERRIS, BETTY J	13.14	3.38	25	5.38	3.13	1.00		
404 64 6732	GARRIGAN, DEE A	13.14	3.38	25	5.38	3.13	1.00		
406 52 1346	GATRIGHT, RONALD L	13.14	3.38	25	5.38	3.13	1.00		
400 30 9026	GIVENS, JOHN	21.47	3.38	25	5.38	3.13	1.00	6.33	
310 54 9031	HARRISON, FARRELL A	13.14	3.38	25	5.38	3.13	1.00		
406 54 1126	HUTCHIN, DONALD D	13.14	3.38	25	5.38	3.13	1.00		
406 64 4551	HOUGHIN, PHYLLIS J	13.14	3.38	25	5.38	3.13	1.00		
417 66 5304	HOUSTON, JOHN W	13.14	3.38	25	5.38	3.13	1.00		
232 66 5595	JACKSON, FRANCES S	13.14	3.38	25	5.38	3.13	1.00		

INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
3. RETURN ORIGINAL (WHITE COPY) BY 30th OF THIS MONTH
4. MAKE REMITTANCE PAYABLE TO:

TOTAL	
TOTAL DELETIONS	
TOTAL	
TOTAL ADDITIONS	
TOTAL	

KENTUCKY EDUCATION ASSOCIATION

80040200732

5-76

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

DISTRICT	UNIT	SCHOOL CODE	NAME OF ACCOUNT	MO	YEAR
13	0513	0050	SUPPLEMENTARY JEROME COUNTY LIVERVILLE NY JEROME CO & JR	05	70

6.224

- 1 DENIED
2 VOICE TO ANSWER
3 SILENT IN PT
4 DENIED
5 LEAVE OF ABSENCE
6 NO COMM-FR. SUPP. DED
7 SILENT TO EXT. PT

[illegible]

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
3. RETURN ORIGINAL (WRITE) OFF BY TOP OF THIS MONTH
4. MAKE REMITTANCE PAYABLE TO:

[illegible]

1. *How do you feel about the way the world is changing?*

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

DISTRICT	UNIT	SCHOOL CODE	NAME OF ACCOUNT	MO	YEAR
13	0513	0090	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	10	76

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

CODE

- 1 DECEASED
- 2 MOVED TO ANOTHER DISTRICT IN KY
- 3 RESIGNED
- 4 LEAVE OF ABSENCE
- 5 NO LONGER EMPLOYED
- 6 PAID BY OTHER

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	TEPAC NEA PAC	NEA LEADS PROF WASH NAT 1	KEA TOTAL
405 54 1678	ADKINS, ANN M	15.13	3.63	.25	6.50	3.75	1.00		
537 44 8183	ALLEN, DIANNE B	15.13	3.63	.25	6.50	3.75	1.00		
401 50 5538	ALLISON, PATRICIA D	15.13	3.63	.25	6.50	3.75	1.00		
440 24 8560	ASHWORTH, FAYE S	15.13	3.63	.25	6.50	3.75	1.00		
403 68 9645	BLAKEY, MYRA D	15.13	3.63	.25	6.50	3.75	1.00		
402 52 4748	CASKELL, PATSY L	15.13	3.63	.25	6.50	3.75	1.00		
285 26 8645	CESLER, RICHARD P	15.13	3.63	.25	6.50	3.75	1.00		
272 24 6471	CLOUTIER, HELEN D	30.17	3.63	.25	6.50	3.75	1.00	15.04	
508 54 0711	COFFEY, LINDA L	15.13	3.63	.25	6.50	3.75	1.00		
407 58 5514	COOKSEY, REBECCA D	15.13	3.63	.25	6.50	3.75	1.00		
404 74 4488	COURY, ADAM C	15.13	3.63	.25	6.50	3.75	1.00		
300 50 3159	COX, PORTIA M	15.13	3.63	.25	6.50	3.75	1.00		
405 70 3623	CRAIG, MARTY A	15.13	3.63	.25	6.50	3.75	1.00		
136 38 4039	DEAVES, ROBERT NEAL	15.13	3.63	.25	6.50	3.75	1.00		
265 64 9551	DUGGINS, JOAN K	27.16	3.63	.25	6.50	3.75	1.00	12.03	
051 28 9712	DURBIN, ANN B	15.13	3.63	.25	6.50	3.75	1.00		
401 52 3048	ELLIOTT, MARY R	15.13	3.63	.25	6.50	3.75	1.00		
401 74 2943	FERRIS, BETTY J	15.13	3.63	.25	6.50	3.75	1.00		
504 54 3169	GAESLER, THOMAS J	15.13	3.63	.25	6.50	3.75	1.00		
404 64 6732	GARRIGAN, DEE A	15.13	3.63	.25	6.50	3.75	1.00		
403 62 1346	GATHRIGHT, RONALD L	15.13	3.63	.25	6.50	3.75	1.00		
400 30 9006	GIVENS, JOHN	23.45	3.63	.25	6.50	3.75	1.00	8.33	
510 54 5031	HARBISON, FARRELL A	15.13	3.63	.25	6.50	3.75	1.00		
401 76 9146	HOPKINS, GARY M	15.13	3.63	.25	6.50	3.75	1.00		
406 64 4551	HOUGHIN, PHYLLIS J	15.13	3.63	.25	6.50	3.75	1.00		
407 66 5304	HOUSTON, JOHN W	15.13	3.63	.25	6.50	3.75	1.00		
232 66 5596	JACKSON, FRANCES S	15.13	3.63	.25	6.50	3.75	1.00		
431 28 2568	JOHNS, CLINNIE C	25.76	3.63	.25	6.50	3.75	1.00		10
406 46 7142	KAUFMAN, CAROLYN W	15.13	3.63	.25	6.50	3.75	1.00		
407 64 4970	KING, JIMELLA A	15.13	3.63	.25	6.50	3.75	1.00		

INSTRUCTIONS

- 1 MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
- 2 MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
- 3 RETURN ORIGINAL (WHITE COPY) BY 30th OF THIS MONTH
- 4 MAKE REMITTANCE PAYABLE TO:

KENTUCKY EDUCATION ASSOCIATION

TOTAL

TOTAL DELETIONS

TOTAL

TOTAL ADDITIONS

TOTAL

30040200734

school
for
76-77

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

UNIT	NAME OF ACCOUNT	MO	YEAR
13 0313	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	02	77

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

CODE

- 1 DIFFERED
- 2 MOVED TO ANOTHER
- 3 DELETED
- 4 LEAVE OF ABSENCE
- 5 NO LONGER EMPLOYED
- 6 PAID TO THE MEMBER

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	SEA	NEA	NSAPC SEA PAC	SEA INCOME WASH. STATE	SEA LBS WASH. STATE
41 42 7021	ANDERSON, DONALD K	12.13	1	23	0.50	3.75	1.00		
402 14 2012	LILCHEFIELD, JANE P	12.13	2	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	3	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	4	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	5	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	6	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	7	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	8	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	9	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	10	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	11	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	12	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	13	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	14	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	15	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	16	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	17	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	18	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	19	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	20	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	21	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	22	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	23	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	24	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	25	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	26	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	27	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	28	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	29	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	30	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	31	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	32	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	33	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	34	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	35	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	36	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	37	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	38	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	39	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	40	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	41	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	42	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	43	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	44	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	45	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	46	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	47	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	48	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	49	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	50	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	51	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	52	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	53	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	54	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	55	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	56	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	57	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	58	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	59	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	60	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	61	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	62	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	63	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	64	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	65	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	66	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	67	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	68	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	69	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	70	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	71	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	72	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	73	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	74	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	75	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	76	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	77	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	78	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	79	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	80	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	81	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	82	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	83	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	84	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	85	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	86	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	87	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	88	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	89	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	90	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	91	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	92	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	93	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	94	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	95	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	96	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	97	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	98	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	99	23	0.50	3.75	1.00		
402 14 2012	ANDERSON, DONALD K	12.13	100	23	0.50	3.75	1.00		

INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
3. RETURN ORIGINAL (WHITE COPY) BY 30th OF THIS MONTH
4. MAKE REMITTANCE PAYABLE TO:

TOTAL	934.43								
TOTAL DELETIONS									
TOTAL									
TOTAL ADDITIONS									
TOTAL									

ON LAST PAGE

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENTS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

DISTRICT	UNIT	SCHOOL CODE	NAME OF ACCOUNT	MO	YEAR
13	0313	0090	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	05	77

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

1000

1. DETACHED
2. MOVED TO ANOTHER
3. DELETED
4. NAME OF MEMBER
5. NO MEMBER LISTED
6. PAID IN FULL

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	FEPA NEA PAC	KEA INCOME PROT INCOME TAX	KEA 101 WFLA 11
405 54 1678	ADKINS, ANN M	15.13	3.63	.25	6.50	3.75	1.00		
401 60 5528	ALLISON, PATRICIA D	15.13	3.63	.25	6.50	3.75	1.00		
440 24 8560	ASHWORTH, FAYE S	15.13	3.63	.25	6.50	3.75	1.00		
403 63 9645	BLAKEY, MYRA D	15.13	3.63	.25	6.50	3.75	1.00		
402 52 4746	CASWELL, PATSY L	15.13	3.63	.25	6.50	3.75	1.00		
235 26 8845	CESLER, RICHARD P	15.13	3.63	.25	6.50	3.75	1.00		
872 24 6471	CLOUTIER, HELEN D	30.17	3.63	.25	6.50	3.75	1.00	15.04	
208 54 0711	COFFEY, LINDA L	15.13	3.63	.25	6.50	3.75	1.00		
407 53 5514	COCKSEY, REBECCA D	15.13	3.63	.25	6.50	3.75	1.00		
404 74 4438	COURY, ADAM C	15.13	3.63	.25	6.50	3.75	1.00		
300 50 3159	COX, PORTIA M	15.13	3.63	.25	6.50	3.75	1.00		
405 70 3823	CRAIG, MARTY A	15.13	3.63	.25	6.50	3.75	1.00		
406 53 4059	DEAVES, ROBERT NEAL to 124	-15.13	3.63	.25	6.50	3.75	1.00		
265 64 9551	DUGGINS, JOAN K	26.16	3.63	.25	6.50	3.75	1.00	12.03	
051 28 9712	DURDIN, ANN B	15.13	3.63	.25	6.50	3.75	1.00		
401 74 2943	FERRIS, BETTY J	15.13	3.63	.25	6.50	3.75	1.00		
504 54 3159	GAEHLER, THOMAS J	15.13	3.63	.25	6.50	3.75	1.00		
404 64 6732	GARRIGAN, DEE A	15.13	3.63	.25	6.50	3.75	1.00		
406 52 1346	GATHRIGHT, RONALD L	15.13	3.63	.25	6.50	3.75	1.00		
400 50 9036	GIVENS, JOHN	23.46	3.63	.25	6.50	3.75	1.00	8.33	
510 54 9081	HARRISON, FARRELL A	15.13	3.63	.25	6.50	3.75	1.00		
406 64 4551	HOUGHIN, PHYLLIS J	15.13	3.63	.25	6.50	3.75	1.00		
132 66 5596	JACKSON, FRANCES S	15.13	2.33	.25	6.50	3.75	1.00		
431 28 3563	JONES, CLENNIE C	25.76	3.63	.25	6.50	3.75	1.00		10.
406 46 7142	KAUFMAN, CAROLYN W.	15.13	3.63	.25	6.50	3.75	1.00		
407 64 4970	KING, JIMELLA A	15.13	3.63	.25	6.50	3.75	1.00		
553 56 7262	KROUSHL, NANCILYN S	15.13	3.63	.25	6.50	3.75	1.00		
297 42 7817	LEWIS, TONI K	15.13	3.63	.25	6.50	3.75	1.00		
409 72 3879	LITCHFIELD, JANE P	15.13	3.63	.25	6.50	3.75	1.00		
309 14 1502	LOESER, RUTH M	15.13	3.63	.25	6.50	3.75	1.00		

INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN.
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN.
3. RETURN ORIGINAL (WHITE COPY) BY 30th OF THIS MONTH.
4. MAKE REMITTANCE PAYABLE TO:

KENTUCKY EDUCATION ASSOCIATION

TOTAL

TOTAL DELETIONS

TOTAL

TOTAL ADDITIONS

TOTAL

80047200756

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

OFFICE	UNIT	SCOUT CODE	NAME OF ACCOUNT	MO	YEAR
13	0313	0090	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	05	77

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

CODE
1. DELETED
2. MOVED TO ANOTHER
3. MOVED TO NEW
4. PLACED
5. LEAVE OF ABSENCE
6. NO AGENCY EMPLOYED
7. PAID TO DEPUTY

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	NEPA NEA FEE	NEA INCOME TAX	NEA LIFE MEM. FEE
117 53 6646	LYNN, SANDRA S	15.13	1	3.63	.25	6.50	3.75	1.00	
401 84 2811	MEADE, DEBORAH A	15.13	2	3.63	.25	6.50	3.75	1.00	
402 64 2921	METZGER, CHARLES E	15.13	3	3.63	.25	6.50	3.75	1.00	
405 56 0651	MONTGOMERY, RONALD C	15.13	4	3.63	.25	6.50	3.75	1.00	
403 53 5333	ORTON, WILLIAM H	15.13	5	3.63	.25	6.50	3.75	1.00	
404 56 6275	PAYNE, MAURICE A	15.13	6	3.63	.25	6.50	3.75	1.00	
141 46 8320	PINKIEWICZ, LAWRENCE P	15.13	7	3.63	.25	6.50	3.75	1.00	
401 60 2854	POOLE JR, JESSIE E	15.13	8	3.63	.25	6.50	3.75	1.00	
400 64 8169	RAPP, JOSEPH G	15.13	9	3.63	.25	6.50	3.75	1.00	
405 58 2055	ROOS, ROBERT A	15.13	10	3.63	.25	6.50	3.75	1.00	
405 50 2645	SCHUSLE, LAYON G	14.24	11	3.63	.25	6.50	2.86	1.00	
400 34 2725	SIMONS, CATHY W	15.13	12	3.63	.25	6.50	3.75	1.00	
405 14 2720	SMITH, RAYMOND A	15.13	13	3.63	.25	6.50	3.75	1.00	
407 63 2515	STUECKER, VICKI R	15.13	14	3.63	.25	6.50	3.75	1.00	
404 74 2639	SULK, STACY M	15.13	15	3.63	.25	6.50	3.75	1.00	
401 73 8910	TREES, CHRIS T	15.13	16	3.63	.25	6.50	3.75	1.00	
402 52 0489	TURNER, ELLA F	15.13	17	3.63	.25	6.50	3.75	1.00	
403 62 1886	TWANOMAS, KAY E	15.13	18	3.63	.25	6.50	3.75	1.00	
401 52 2935	WAGGLES, PAUL H	27.36	19	3.63	.25	6.50	3.75	1.00	2.75
402 66 0699	WAGGLES, JAMIE A	15.13	20	3.63	.25	6.50	3.75	1.00	
400 76 2351	WELLS, JILL M	15.13	21	3.63	.25	6.50	3.75	1.00	
402 66 6232	WHITEHAIR, DEBBIE S	15.13	22	3.63	.25	6.50	3.75	1.00	
403 46 6306	YOUNG, EILEEN B	15.13	23	3.63	.25	6.50	3.75	1.00	
175 58 2081	YOUNG, ROBERT WM	15.13	24	3.63	.25	6.50	3.75	1.00	
			25						
			26						
			27						
			28						
			29						
			30						

INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
3. RETURN ORIGINAL (WHILE COPY) BY 30th OF THIS MONTH
4. MAKE REMITTANCE PAYABLE TO

KENTUCKY EDUCATION ASSOCIATION

TOTAL	856.78								
	873.91	196.02	13.50	351.00	201.61	53.00	35.40	23.28	
TOTAL DELETIONS									
TOTAL									
TOTAL ADDITIONS									
TOTAL									

80040200757

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.
 PAYMENT IS DUE 5 DAYS
 FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

DATE	TIME	NAME OF ACCOUNT	NO.	YEAR	
11	0242	00000	JUPITER, GUY	20	71
			JUPITER, GUY		
			LOUISVILLE, KY		
			T. J. FRANKLIN, R. & J.		

MAKE ALL CHECKS PAYABLE TO
 KENTUCKY EDUCATION ASSOCIATION

CODE
 1 DELETED
 2 MOVED TO ANOTHER
 3 MOVED TO NEW
 4 LEAVE OF ABSENCE
 5 NO LONGER EMPLOYED
 6 PAID TO 12/31/71

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	SEA	SEA	SEAFAC SEA PAC	SEA TWENTY FOUR CASH PAY	SEA
401 00 0000	WILSON, J. R.	100.00	1						
402 00 0000	WILSON, J. R.	100.00	2						
403 00 0000	WILSON, J. R.	100.00	3						
404 00 0000	WILSON, J. R.	100.00	4						
405 00 0000	WILSON, J. R.	100.00	5						
406 00 0000	WILSON, J. R.	100.00	6						
407 00 0000	WILSON, J. R.	100.00	7						
408 00 0000	WILSON, J. R.	100.00	8						
409 00 0000	WILSON, J. R.	100.00	9						
410 00 0000	WILSON, J. R.	100.00	10						
411 00 0000	WILSON, J. R.	100.00	11						
412 00 0000	WILSON, J. R.	100.00	12						
413 00 0000	WILSON, J. R.	100.00	13						
414 00 0000	WILSON, J. R.	100.00	14						
415 00 0000	WILSON, J. R.	100.00	15						
416 00 0000	WILSON, J. R.	100.00	16						
417 00 0000	WILSON, J. R.	100.00	17						
418 00 0000	WILSON, J. R.	100.00	18						
419 00 0000	WILSON, J. R.	100.00	19						
420 00 0000	WILSON, J. R.	100.00	20						
421 00 0000	WILSON, J. R.	100.00	21						
422 00 0000	WILSON, J. R.	100.00	22						
423 00 0000	WILSON, J. R.	100.00	23						
424 00 0000	WILSON, J. R.	100.00	24						
425 00 0000	WILSON, J. R.	100.00	25						
426 00 0000	WILSON, J. R.	100.00	26						
427 00 0000	WILSON, J. R.	100.00	27						
428 00 0000	WILSON, J. R.	100.00	28						
429 00 0000	WILSON, J. R.	100.00	29						
430 00 0000	WILSON, J. R.	100.00	30						

INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
3. RETURN ORIGINAL (WHITE COPY) BY 30th OF THIS MONTH
4. MAKE REMITTANCE PAYABLE TO:

KENTUCKY EDUCATION ASSOCIATION

TOTAL									
TOTAL DELETIONS									
TOTAL									
TOTAL ADDITIONS									
TOTAL									

school
year
977 78

8004020 0758

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING ANY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

UNIT	NAME ON ACCOUNT	NO.	YEAR
0000	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY JEFFERSON H & JA	00	77

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

1. OFFERED
2. PAID TO ANOTHER
3. PAID TO KEA
4. PAID TO AGENCY
5. PAID TO MEMBER
6. PAID TO OTHER

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	NEAC	NEA RATE	NEA TOTAL FROM LOCAL RATE	NEA TOTAL MEMBERSHIP
0000
0001
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INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
3. RETURN ORIGINAL, WHITE COPY, BY 30th OF THIS MONTH.
4. MAKE REIMBURSEMENT PAYABLE TO

KENTUCKY EDUCATION ASSOCIATION

TOTAL	
TOTAL DELETIONS	
TOTAL	
TOTAL ADDITIONS	
TOTAL	

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

UNIT	NAME OF ACCOUNT	MO	YEAR
0000	SUPPLEMENTARY JEFFERSON COUNTY LOUISVILLE, KY T. JEFFERSON H & JR	10	77

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

CODE

- 1. RECEIVED
- 2. PAID TO ANOTHER
- 3. PAID TO ME
- 4. PAID TO
- 5. PAID TO ANOTHER
- 6. PAID TO ANOTHER
- 7. PAID TO ANOTHER
- 8. PAID TO ANOTHER
- 9. PAID TO ANOTHER
- 10. PAID TO ANOTHER

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	NEPAC	NEA PAC	NEA PAC FROM	NEA PAC TO
401 00 1000	1. [Name]	1.00	1.00							
101 70 1010	2. [Name]	2.00	2.00							
101 70 1010	3. [Name]	3.00	3.00							
401 70 1010	4. [Name]	4.00	4.00							
401 70 1010	5. [Name]	5.00	5.00							
401 70 1010	6. [Name]	6.00	6.00							
401 70 1010	7. [Name]	7.00	7.00							
401 70 1010	8. [Name]	8.00	8.00							
401 70 1010	9. [Name]	9.00	9.00							
401 70 1010	10. [Name]	10.00	10.00							
401 70 1010	11. [Name]	11.00	11.00							
401 70 1010	12. [Name]	12.00	12.00							
401 70 1010	13. [Name]	13.00	13.00							
401 70 1010	14. [Name]	14.00	14.00							
401 70 1010	15. [Name]	15.00	15.00							
401 70 1010	16. [Name]	16.00	16.00							
401 70 1010	17. [Name]	17.00	17.00							
401 70 1010	18. [Name]	18.00	18.00							
401 70 1010	19. [Name]	19.00	19.00							
401 70 1010	20. [Name]	20.00	20.00							
401 70 1010	21. [Name]	21.00	21.00							
401 70 1010	22. [Name]	22.00	22.00							
401 70 1010	23. [Name]	23.00	23.00							
401 70 1010	24. [Name]	24.00	24.00							
401 70 1010	25. [Name]	25.00	25.00							
401 70 1010	26. [Name]	26.00	26.00							
401 70 1010	27. [Name]	27.00	27.00							
401 70 1010	28. [Name]	28.00	28.00							
401 70 1010	29. [Name]	29.00	29.00							
401 70 1010	30. [Name]	30.00	30.00							

INSTRUCTIONS

- 1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
- 2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
- 3. RETURN ORIGINAL, WHITE COPY, BY 30th OF THIS MONTH
- 4. MAKE REMITTANCE PAYABLE TO

KENTUCKY EDUCATION ASSOCIATION

TOTAL	
TOTAL DELETIONS	
TOTAL	
TOTAL ADDITIONS	
TOTAL	

800401200750

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

PERIOD	UNIT	LOCAL	NAME OF ACCOUNT	MO	YEAR
13	0313	0090	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	11	77

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

FOUR
1. DEBITED
2. CREDITED TO ACCOUNT
3. DEBITED TO ACCOUNT
4. CREDITED TO ACCOUNT
5. NO SIGNATURE REQUIRED
6. PAID BY BANK

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	KEA	KEA	KEA	KEA
403 66 2314	AARVIG, REBECCA S	15.25	4.00	.25	7.25	3.75			
405 54 1678	ADKINS, ANN M	15.25	4.00	.25	7.25	3.75			
401 60 5528	ALLISON, PATRICIA D	15.25	4.00	.25	7.25	3.75			
440 24 8560	ASHWORTH, FAYE S	15.25	4.00	.25	7.25	3.75			
403 68 9645	BLAKEY, MYRA D	15.25	4.00	.25	7.25	3.75			
001 38 0760	BONNELL, GAYLA A	15.25	4.00	.25	7.25	3.75			
402 52 4748	CASWELL, PATSY L	15.25	4.00	.25	7.25	3.75			
235 26 8845	CESLER, RICHARD P	15.25	4.00	.25	7.25	3.75			
346 34 9206	CLAYBORN, WILMA W	15.25	4.00	.25	7.25	3.75			
402 66 1858	CLEVENGER, GARY L	15.25	4.00	.25	7.25	3.75			
272 24 6471	CLOUTIER, HELEN D	30.25	4.00	.25	7.25	3.75		15.04	
303 54 0711	COFFEY, LINDA L	15.25	4.00	.25	7.25	3.75			
407 58 5514	COOKSEY, REBECCA D	15.25	4.00	.25	7.25	3.75			
405 70 3623	CRAIG, MARTY A	15.25	4.00	.25	7.25	3.75			
265 64 9551	DUGGINS, JOAN K	27.25	4.00	.25	7.25	3.75		12.03	
051 28 9712	DURBIN, ANN B	15.25	4.00	.25	7.25	3.75			
401 74 2943	FERRIS, BETTY J	15.25	4.00	.25	7.25	3.75			
504 54 3169	GABLER, THOMAS J	15.25	4.00	.25	7.25	3.75			
404 64 6722	GARRIGAN, DEE A	15.25	4.00	.25	7.25	3.75			
406 62 1046	GATHEIGHT, RONALD L	15.25	4.00	.25	7.25	3.75			
400 30 9006	GIVENS, JOHN	23.50	4.00	.25	7.25	3.75		8.33	
310 54 9081	HARBISON, FARRELL A	15.25	4.00	.25	7.25	3.75			
406 64 4551	HOUGHIN, PHYLLIS J	15.25	4.00	.25	7.25	3.75			
401 56 2186	HUFFMAN, CAROL R	15.25	4.00	.25	7.25	3.75			
132 66 5596	JACKSON, FRANCES S	15.25	4.00	.25	7.25	3.75			
431 28 2568	JOHNS, CLONNIE C	25.38	4.00	.25	7.25	3.75			1
424 74 0472	JCYNER, VICKIE J	15.25	4.00	.25	7.25	3.75			
406 46 7142	KAUFMAN, CAROLYN W	15.25	4.00	.25	7.25	3.75			
407 64 4970	KING, JIMELLA A	15.25	4.00	.25	7.25	3.75			
406 72 0736	KLAPHEKE, CHRISTY	15.25	4.00	.25	7.25	3.75			

INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
3. RETURN ORIGINAL (WHITE COPY) BY 30th OF THIS MONTH
4. MAKE REMITTANCE PAYABLE TO

TOTAL

TOTAL DELETIONS

TOTAL

TOTAL ADDITIONS

TOTAL

30047200761

RETURN TO KEA OFFICE AFTER CORRECTIONS, IF ANY.

PAYMENT IS DUE 5 DAYS
FOLLOWING PAY DAY

KENTUCKY EDUCATION ASSOCIATION

101 WEST WALNUT STREET

LOUISVILLE, KENTUCKY 40202

SERVICE	UNIT	MEMBER	NAME OF ACCOUNT	MO	YEAR
13	0313	0090	SUPERINTENDENT JEFFERSON COUNTY LOUISVILLE KY T JEFFERSON H & JR	11	77

MAKE ALL CHECKS PAYABLE TO
KENTUCKY EDUCATION ASSOCIATION

CODE

1. EMPLOYED
2. UNEMPLOYED
3. RETIRED
4. LEAVE OF ABSENCE
5. NO longer EMPLOYED
6. PAID IN 1977

SOCIAL SECURITY NUMBER	NAME OF MEMBER	TOTAL	LOCAL	DISTRICT	KEA	NEA	NEPAC	NEA HCCVE PROF	NEA
553 56 7282	KRCUSHL, NANCILYN S	15.25	4.00	.25	7.25	3.75			
297 42 7817	LEWIS, TONI K	15.25	4.00	.25	7.25	3.75			
401 63 2600	LINDAUER, ANNE	15.25	4.00	.25	7.25	3.75			
409 72 3879	LITCHFIELD, JANE P	15.25	4.00	.25	7.25	3.75			
309 14 1502	LOESER, RUTH M	15.25	4.00	.25	7.25	3.75			
405 20 0494	LONG, ELIZABETH N	22.39	4.00	.25	7.25	3.75		17.14	
317 58 6646	LYNN, SANDRA S	15.25	4.00	.25	7.25	3.75			
423 74 1828	MACKLIN, VONTHILL J	15.25	4.00	.25	7.25	3.75			
403 58 6198	MARCUM, DEPTHA F	15.25	4.00	.25	7.25	3.75			
404 74 2669	MARQUIS, STACY A	15.25	4.00	.25	7.25	3.75			
401 84 2011	MCRAE, DEBORAH A	15.25	4.00	.25	7.25	3.75			
402 64 2921	METZGER, CHARLES E	15.25	4.00	.25	7.25	3.75			
405 56 0651	MONTGOMERY, RONALD C	15.25	4.00	.25	7.25	3.75			
406 70 7493	NEWSOME, ROBERT I	15.25	4.00	.25	7.25	3.75			
403 72 7128	OAKES, MELVIN L	15.25	4.00	.25	7.25	3.75			
403 58 5238	ORTON, WILLIAM H	15.25	4.00	.25	7.25	3.75			
401 74 1090	PAYNE, JOYCE A	15.25	4.00	.25	7.25	3.75			
404 56 6975	PAYNE, MAURICE A	15.25	4.00	.25	7.25	3.75			
141 46 8320	PINKIEWICZ, LAWRENCE P	15.25	4.00	.25	7.25	3.75			
401 60 3064	POOLE JR, JESSIE E	15.25	4.00	.25	7.25	3.75			
402 52 0539	PEPE, DONALD H	15.25	4.00	.25	7.25	3.75			
400 64 8189	RAPP, JOSEPH G	15.25	4.00	.25	7.25	3.75			
407 76 5341	RILEY, ROBERT A	15.25	4.00	.25	7.25	3.75			
403 58 3035	ROOS, ROBERT A	15.25	4.00	.25	7.25	3.75			
405 50 2643	SCHUBLE, LAVON G	11.50	4.00	.25	7.25				
401 78 1201	SHREWSBURY, EVA L	15.25	4.00	.25	7.25	3.75			
250 84 3725	SIMONS, CATHY W	15.25	4.00	.25	7.25	3.75			
305 14 2720	SMITH, RAYMOND A	15.25	4.00	.25	7.25	3.75			
403 62 0495	STOLER, CAROLE W	15.25	4.00	.25	7.25	3.75			
407 68 2515	STUECKER, VICKI R	15.25	4.00	.25	7.25	3.75			

INSTRUCTIONS

1. MAKE DELETIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A MINUS (-) SIGN
2. MAKE ADDITIONS BY ADDING TO THE BOTTOM OF LIST AND PREFIXING A PLUS (+) SIGN
3. RETURN ORIGINAL (WHITE COPY) BY 30th OF THIS MONTH
4. MAKE REMITTANCE PAYABLE TO:

KENTUCKY EDUCATION ASSOCIATION

TOTAL

TOTAL DELETIONS

TOTAL

TOTAL ADDITIONS

TOTAL

8-09-4427023

NOTE:

PLEASE
PRINT
HEAVILY.

USE BALL
POINT PEN

COMPLETE
ALL SECTIONS
OF THIS
FORM

SYNCRON 81468

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202				KEA CCPY	
Mr. or Last Name		First	Middle	Social Security Number	
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class 1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian 4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		CHECK ONE 1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Sec. 9 <input type="checkbox"/> Other 3 <input type="checkbox"/> Elem. 5 <input type="checkbox"/> Univ.	
COMPLETE THIS SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE				Deduction Section	
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Annual Salary from Bd. of Educ. \$		Check Below	
School System Last Year		Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No		1. Professional Payments* 10 <input type="checkbox"/> Unified Active	
Check Base Plan desired 1 or 2 or both <input type="checkbox"/> 1 Monthly Benefit \$ <input type="checkbox"/> 2 Sick Leave Coordinated		Do you also want the Supplemental LTD Benefits Plan 3 (1988)? <input type="checkbox"/> Yes <input type="checkbox"/> No Monthly Benefit \$		2. Other Membership Categories KEA NEA 99 <input type="checkbox"/> 30 <input type="checkbox"/> Life Active 25 <input type="checkbox"/> 99 <input type="checkbox"/> Life Pd-Up 20 <input type="checkbox"/> 25 <input type="checkbox"/> Educ. Sec y 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate	
Name of Beneficiary		Relationship		Income Protection Insurance (Washington National) <input type="checkbox"/> KEA Life Insurance (Minnesota Mutual) <input type="checkbox"/>	
<p>I hereby authorize my employer to deduct from my salary, professional payments, which include Local, KEA, and NEA dues, KEPAC and NEA-PAC contributions, and KEA insurance premiums as indicated above in 8 equal deductions. The amounts to be deducted are as follows: Dues - as officially determined by the Local Association, the KEA Delegate Assembly, and the NEA Representative Assembly; KEPAC and NEA-PAC contributions - as the KEA Delegate Assembly agrees to collect and Insurance Premiums - in accordance with rate schedules included in Master policies issued to KEA. This authorization is to remain in full force and effect unless revoked by me in writing to KEA. I understand KEA will accept no cancellations after October 1 of any membership year.</p>					
SIGNATURE _____				DATE _____	
F6923-S APA INDIVIDUAL CONTINUOUS MEMBERSHIP					

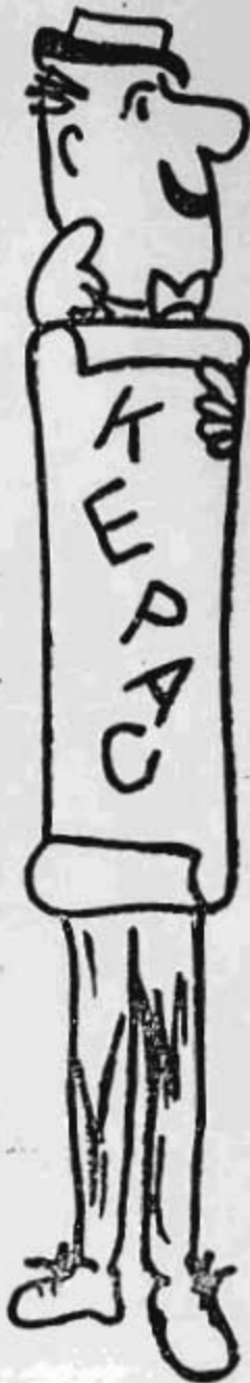
Exhibit #4
mle

Kentucky Educators Public Affairs Council
Post Office Box 1088
Louisville, Kentucky 40201

Do you want to insure.....

**HIGHER SALARIES
GOOD RETIREMENT
FRINGE BENEFITS**

.....Then make a contribution to KEPAC



KEPAC gives group strength to political action for education.

KEPAC promotes the goals of the profession through political
action.....by

**AIDING CANDIDATES
and
EDUCATIONAL ISSUES**

KEPAC is run by a committee of 15 people elected by the
contributors.

KEPAC is composed of educators who make a \$5.00 or more
contribution.

KEPAC contributions can be made in cash or through APA.
There is a box to check on the APA form.

KEPAC contributions should be solicited like membership in
the profession -- with a person responsible for
solicitations in each building.

3004720734

Ex 1-A

KEA
CAPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

March 26, 1975

Dear KEA Delegate:

In February you adopted a legislative program that if enacted by the state General Assembly will go a long way towards achieving quality education in Kentucky. We all realize that Kentucky is at an educational cross-roads. Should we fail to take the correct path, the educational consequences could, quite literally, be disastrous.

It is not enough to sit in faculty lounges or association meetings and complain about the educational materials we don't have, or the personal bills we can't pay. Our standing as 49th in the nation speaks to the fact that we have done far too much of that. Instead, we must actively move into the political action arena. Only by electing legislators who favor our educational programs can we achieve our goal. This is not a new idea. Nearly every state in the nation has a political action arm. Those with the highest rating have strong, active political action committees. This fact speaks for itself!

In April the KEPAC State Committee is going to ask you to help us create a stronger, more efficient state political action arm for KEA. We are proposing a resolution which will request that an eight dollar (\$8.00) contribution to KEPAC be deducted along with your regular KEA dues on APA. This will be a strictly voluntary contribution. Any member may have his or her money returned by simply clipping out a convenient ad, which will appear regularly in the KEA News, and mailing it in to KEPAC. Thus, any person who does not choose to belong may easily request a refund.

How will this money be used? One dollar will go to NEA-PAC. In all candor, NEA spent \$5,000 in Kentucky on last year's Congressional elections, and we need to begin repaying the debt. Of the remaining seven dollars (\$7.00) one-half (\$3.50) will be returned to the affiliated local PAC units, and the other half (\$3.50) will stay at the state level. In a very real sense the eight dollars contribution is much like a financial investment in the future, for I know of no other arrangement whereby eight dollars can yield a dividend of \$1,000 or more, and that is exactly what will happen when we are successful in 1976.

This proposed process also provides for a very efficient, standardized method of collecting funds and securing contributors. The process currently used is awkward and extremely inefficient. More time and money go into membership campaigns and bookkeeping than into actual political action. This cannot continue! Recognizing the seriousness

80040200755

March 26, 1975

of this dilemma, the KEPAC State Committee (which is made up of elected people from each KEA District, the president, and the president-elect of KEA) unanimously supports this resolution and further urges you to actively support it.

Let us help put Kentucky on the correct educational path. Support a strong, active state KEPAC organization and get involved in your local PAC unit!

Sincerely,

Dexter Meyer, III

Dexter Meyer, III

P.S. Please note the enclosed invitation to our reception on Wednesday, April 16. Come and meet the many candidates who are running for statewide offices. I look forward to meeting each of you.

80040200756

KEPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

February 6, 1975

TO: Local PAC Chairmen
FROM: Dexter Meyer, State KEPAC Committee Chairman
RE: Endorsement Material

If we are to realize our legislative goals, we must send friends of education to Frankfort. Now is the time for local PAC committees to swing into action, especially if they are in an area where the primary is tantamount to an election because the opposition does not put up a candidate or only a token candidate.

If you are in an area where there is doubt about what party candidate might be elected in the fall, then you might want to wait about endorsing a candidate until after the primaries are over.

Enclosed you will find guidelines, endorsement forms, and other materials that are necessary for endorsing a legislative candidate. If you are in a legislative district with more than one PAC unit, then you should contact the other PAC units in the district and proceed with your interviews and endorsement procedures. As the guidelines point out, legislative candidates are nominated by local units and confirmed by the KEPAC State Committee.

Statewide candidates are nominated by the KEPAC State Committee and confirmed by a majority of the local PAC units. Where there are no PAC units in legislative districts, then the state committee has the responsibility, if it chooses, to make the endorsements. As you probably know, all candidates filing for legislative or statewide races must file their papers by midnight, April 2, 1975. The state committee would like for you to get in your nomination, if you plan to endorse a candidate in the primary election, as early as possible, but no later than April 4, 1975.

I would recommend that you coordinate your activities in your district with your Unified Service Consultant and with the state KEPAC representative from your district. Information may also be obtained from our state KEPAC secretary-treasurer, Lyndie Barnes, at the KEA office in Louisville.

E-15

80040200757

Many incumbents in the state legislature will be running for re-election. Among the material is a legislative report dated April 29, 1974 which contains the voting records of those who served in the legislature during the 1974 session. I would suggest that in order to maintain credibility, that you give serious consideration to supporting candidates who voted in support of the major peices of legislation sponsored by KEA in the 1974 General Assembly.

I know the KEA legislative program will not be finalized until after the delegates meet on February 15, but I thought it was important to send these materials to you now in order that you may be familarizing yourself with the election procedure. Copies of the 1976 KEA legislative program will be mailed to you as soon as it can be duplicated following the February 15 Delegate Assembly meeting.

You are urged to attend and to encourage the KEA delegates from your association to attend the open hearing on "reverse dues check-off" for KEPAC. The hearing on this most vital resolution will be held on February 14 at 8:00 P.M. during the special KEA Delegate Assembly.

If you need forms to sign up additional people for KEPAC in your association, the materials may be obtained from your Unified Service Consultant Office, or from Lyndle Barnes at KEA.

Best wishes for a successful political venture.

80040200758

...of non-professional groups.

- Eliminating the past president from the Board of Directors, and giving all past presidents (and standing committee members) delegate credentials without power to vote.

- Establishing a new way to call special sessions of the Delegate Assembly by petition of a majority of the delegates. Unchanged are the requirements for active membership, the dues level, the makeup of the Board of Directors, and the elected membership of the Delegate Assembly.

The new documents would become effective on September 1, 1975, with affiliated groups given another year to adjust their constitutions. All members of the KEA Board and of most committees and commissions on the effective date would continue to serve the term for which they were elected or appointed. All dates on that date would continue in effect for at least one year.

Dexter Meyer to head KEPAC this year

The State Steering Committee of the Kentucky Educators Public Affairs Council (KEPAC) has a new chairman and wants a new way of collecting contributions. These are the main items to report from a recent (January 4) meeting of Kentucky teachers' political action arm.

Dexter Meyer, a classroom teacher from Fayette County, is the new chairman. He succeeds Preston Young, a Jefferson County teacher, who moves to the vice-chairmanship. Mrs. Carolyn May, a Warren County teacher, will serve as recording secretary, and KEA's director of governmental relations, Lyndle Barnes, will continue to serve as treasurer.

The new contribution collecting system the committee is proposing would

involve a "reverse dues checkoff." This system, which will formally be proposed to the KEA Delegate Assembly in April, would involve automatic withholding of dues to KEPAC and NEA-PAC (the national political action arm for teachers) unless individual teachers request that this not be done.

An open hearing on this proposal is scheduled for the evening of February 14, at 8 p.m., when the KEA Delegate Assembly meets in Louisville to adopt the 1976 KEA Legislative Program.

Assuming it is approved by the delegates in April, the reverse dues checkoff would go into effect next September 1. In the meantime, Meyer is calling for a local PAC effort this spring to increase KEPAC contributions for use in legislative campaigns.

KEA Commission Seeking Nominations

By Mary Musick

The KEA Human Relations Commission is seeking nominations for the Smith-Wilson Award for Civil and Human Rights.

Each local association will receive a nomination form from the commission to be returned to KEA no later than March. The award will be presented in April at the KEA Convention.

Persons being considered for the award must either at present work in Kentucky or have worked here. The accomplishments of each person reviewed will be looked at with respect to contributions made to racial integration, students and teachers in Kentucky schools and to the advancement of educational opportunities for minority children.

The first Smith-Wilson Award was last year to Dr. Whitney Young Sr. at the KEA Convention.

James Walker, an elementary teacher at Campbell, who represents Second District Education Association on the commission, is serving as chairman of the Nominations Committee.

At the January 11 meeting of the commission Mrs. Elsie Ivy, a

McCracken County teacher, was elected secretary replacing Mrs. Joella Brammel, Covington.

The commission voted to inform Governor Julian Carroll by letter of its disappointment and displeasure with his decision not to close state offices in observance of Dr. Martin Luther King Jr.'s birthday January 15 even though it was designated by the Legislature as a state holiday.

Reports were given in regard to the KEA Affirmative Action Committee and progress made in securing federal monies for the establishment of a KEA Human Relations Department.

Mrs. Nancy Dematra, a Louisville teacher who heads the Minority Involvement Leadership Training Program financed by the NEA Hilda Machling Scholarship, received an endorsement by the commission for the continuation of her project.

She is developing individual workshops on affirmative action, segregation, racism awareness, the metric system, educational neglect, and professional negotiations. Her proposed new project has been submitted to the Machling Scholarship fund for continuation funding.

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Know All Men By These Presents:

5- 274

The undersigned, being two-thirds (2/3) of the Directors of the Kentucky Education Association, acting pursuant to authority conferred upon them by Section 273.050 Kentucky Revised Statutes, hereby amend the Articles of Incorporation of said Kentucky Education Association as heretofore amended as follows:

Article III of said Articles of Incorporation as heretofore amended, which sets out the objects and purposes of this Corporation and its rights and powers is hereby amended so that same as hereby amended shall read as follows:

ARTICLE III

The object and purpose of this Corporation shall be to elevate the character and advance the interests of the profession of teaching, and to promote the cause of education in the state, and for no other purpose. In order that this may be done, this Corporation shall have power to make such rules and regulations for its government and conduct as it may deem advisable, not inconsistent with these Articles of Incorporation, and the Constitution of the State; to acquire by purchase, grant, gift, or devise, any personal or real property that may be essential to the carrying out of the purpose of the Corporation, to have and to hold same, together with the right to sell, grant or convey any or all property or properties it may at any time have in possession; to receive contributions from its members or other persons, and to expend same for the use and

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conditions upon which it may receive members and to perform all

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legitimate acts within the province of these Articles of Incorporation.

This corporation shall have the right and power to purchase, lease as lessee or otherwise acquire real property or any interest therein as may be essential to the carrying out of the objects and purposes of this corporation, to have improvements erected thereon and to hold, own, improve and maintain said real property or any interest therein including leases thereon, and to sell, convey, lease as lessor, mortgage or otherwise dispose of such real property or any interest therein.

That Article IV of said Articles of Incorporation as heretofore amended, which sets out the period of existence of this corporation is hereby amended so that same as hereby amended shall read as follows:

ARTICLE IV

The Charter of this Corporation shall be perpetual subject to its being dissolved in the manner provided by law.

Article VII of said Articles of Incorporation as heretofore amended which sets out the limit of indebtedness which may be incurred by this Corporation is hereby amended so that same as hereby amended shall read as follows:

ARTICLE VII

The highest amount of indebtedness which this corporation may at any one time incur shall be Nine Hundred Thousand Dollars (\$900,000.00)

(2/3) of the Board of Directors of said Kentucky Education Association

3 0 0 4 1 2 0 7 7 2
this 20th day of February, 1965.

Roger V. Jones

Ruth Sitton

Richard VanHoose

Leon E. Smith

Bernadine Steele

G. C. Burkhead

Roy McDonald

Ruby Carter

Samuel V. Noe

Leslie Leach

Ira Bell

Sara Thomas

Lloyd Sharp

ORIGINAL COPY
FILED AND RECORDED

Pleas Turner

MAY 18 1965

Thelma L. Stovall
SECRETARY OF STATE OF KENTUCKY
BY Thelma L. Stovall
ASSISTANT SECRETARY OF STATE

STATE OF KENTUCKY)
(SS
COUNTY OF JEFFERSON)

I, the undersigned, a Notary Public, in and for the State and County aforesaid, do hereby certify that on this day the foregoing Amended Articles of Incorporation were produced before me in said State and County aforesaid and were acknowledged and delivered by
Roger Jones, Richard VanHoose, Bernadine Steele, Roy McDonald, Samuel V. Noe, Ira Bell, Lloyd Sharp, Pleas Turner, Ruth Sitton, Leon E. Smith, G. C. Burkhead, Ruby Carter, Leslie Leach, and Sara Thomas, parties thereto, to be their act and deed.

IN TESTIMONY WHEREOF witness my signature this 20th day

8 KEA 4 1 2 0 0 7 7 3 GOALS AND OBJECTIVES

GOAL I: Adequate Finance for Public Education

Objective 1 — To increase local and state funding for public education to the national average per pupil expenditure.

Objective 2 — To increase federal funding for public education to 1/3 of the total cost.

GOAL III: Professional Excellence

Objective 1 — To secure greater teacher involvement in programs to promote professional growth.

Objective 2 — To secure an effective professional governance system in Kentucky.

GOAL V: Human and Civil Rights

Objective 1 — To maintain and expand protection of the guaranteed human and civil rights of all KEA members.

Objective 2 — To expand the scope of guaranteed human and civil rights.

GOAL II: To Improve Benefits and Professional Status of Teachers

Objective 1 — To improve personal benefits and professional status of teachers.

Objective 2 — To protect and promote legal and professional rights of all members.

GOAL IV: Independent United Teaching Profession

Objective 1 — To build and maintain effective and strong affiliates at all levels by providing adequate resources and services.

Objective 2 — To provide adequate training for staff, leadership, and members.

GOAL VI: Solving Social Problems which Diminish Effectiveness in the Educational Community

Objective 1 — To cooperate with agencies with programs designed to address social problems.

Objective 2 — To develop programs for enhancing teacher skills in establishing an atmosphere for positive classroom management and discipline.



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November 14-20, 1976

tion Plan where dues are paid during the year over a period of months. Membership records of the Executive Secretary as of February 1 shall be consulted to determine the number of delegates to which a school district will be officially entitled the following year.

Section 3. Each delegate shall present credentials of election signed by the secretary of the local education association or some person designated by the KEA members of the school district or education association outside the public schools which he represents.

Section 4. The President of this Association shall appoint a Committee on Election Rules and Regulations which shall approve the credentials of all delegates before they are admitted to membership in the Delegate Assembly.

Section 5. At the first meeting of the Delegate Assembly the President shall appoint a parliamentarian.

Section 6. Special sessions of the Delegate Assembly may be called: (a) by the President of KEA, with the approval of a majority of the KEA Board of Directors; (b) by petition of two-thirds of the members of the KEA Board of Directors.

(c) Upon written permission of at least twenty-five (25) percent of the delegates from each of at least eight (8) different affiliated district education associations.

ARTICLE VI. Official Publications

The Board of Directors of the Association may authorize one or more official publications which shall be mailed to each member of the Association.

ARTICLE VII. Open Meetings.

Section 1. All meetings of a quorum of the members of the Board of Directors or Delegate Assembly at which any KEA business is discussed, or at which any action is taken shall be open to any member, except as follows:

(a) During collective bargaining with staff or their representatives.

(b) During a discussion or hearing which might lead to the appointment, discipline, or dismissal of an individual employee.

(c) Any meeting which might be designated in the Constitution or in these Bylaws as closed.

Section 2. Notice shall be given in regular open meeting of the general na-

ture of the business to be discussed in closed session and the reason for the closed session and no other matters may be discussed. The decision to go into closed session shall be by majority vote in open session. No final action shall be taken in closed session.

Section 3. All meetings of KEA, and any committees thereof, shall be announced in advance for specified times and places. A record shall be kept of actions taken and reported promptly in an official publication of the Association.

ARTICLE VIII. Amendments

These Bylaws may be amended by a two-thirds vote of the delegates present at any meeting of the Delegate Assembly provided that copies of the amendment(s) have been distributed to the delegates at least ten (10) days prior to the meeting at which the vote is taken.

ARTICLE IX. Parliamentary Authority

Meetings of the Delegate Assembly shall be conducted according to Robert's Rules of Order Revised.

ARTICLE X. Effective Date of Bylaws.

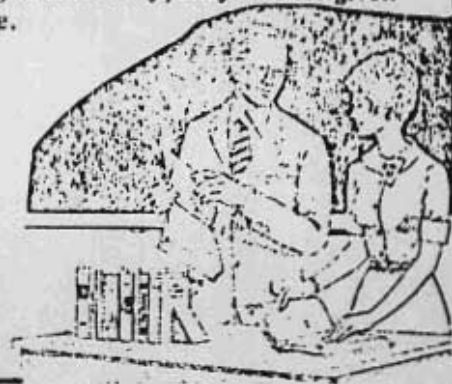
These Bylaws shall go into effect immediately upon adoption.

KENTUCKY'S TEACHERS

- are just as smart
- are just as eager
- are just as handsome
- are just as hopeful

as other teachers throughout the United States. But by working in Kentucky, they are not given an equal opportunity to teach and succeed and enjoy the good life.

In Kentucky we shackle their hands and feet with inadequate elementary-secondary schools, and then stand back and expect them to compete with more fortunate teachers who work in Ohio, Illinois, Indiana, and even our poorest states, New Mexico and Mississippi.



KEA's

Basic Governance Documents

Constitution

and

Bylaws

Approved by the KEA Delegate Assembly

April 16, 1977

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CONSTITUTION

Preamble

Article I. Name, Purposes, Goals, Objectives, and Authorities for Governance.

Article II. Membership.

Article III. Delegate Assembly.

Article IV. Officers.

Article V. Board of Directors.

Article VI. Commissions and Committees.

Article VII. Review Board.

Article VIII. Affiliates.

Article IX. Professional Staff.

Article X. Parliamentary Procedure.

Article XI. Amendments.

BYLAWS

1. Goals and Objectives.

2. Membership.

3. Delegate Assembly.

4. Officers.

5. Board of Directors.

6. Commissions and Committees.

7. Review Board.

8. Affiliates.

9. Professional Staff.

Constitution

Preamble

The purpose of the Kentucky Education Association shall be to form a closer union of all members of the teaching profession in Kentucky, serve as the voice of education and educators in the state, advance the ideals and standards of the teaching profession, promote the educational welfare of the children of Kentucky, gain recognition of the importance of the teacher and the student in the learning process, protect the rights of educators and advance their interests and welfare, unite educators for effective citizenship, promote and protect human and civil rights, and obtain for its members the benefits of an independent, united teaching profession.

Article I. Name, Purposes, Goals, Objectives, and Authorities for Governance.

Section 1. Name

The name of this organization shall be the Kentucky Education Association, Incorporated.

Section 2. Purposes, Goals, and Objectives.

The purposes of the Association shall be as stated in the Preamble. The Association shall have all power necessary and proper to take action for the attainment of these purposes. Nothing in this Constitution or in the Bylaws shall be construed to prevent the Association from pursuing goals and objectives which are consistent with the stated purposes of the Association.

Section 3. Governance.

The Association shall be governed by this Constitution, the Bylaws, and any Standing Rules or other actions approved by the Delegate Assembly, or any policies or other actions approved by the Board of Directors or the Executive Committee, not inconsistent with this Constitution, the Bylaws, or any Standing Rules or other actions approved by the Delegate Assembly.

Article II. Membership.

Section 1. Classes of Membership

Membership in the Association shall comprise a class of active members and such other classes as may be provided in the Bylaws.

Section 2. Membership Eligibility, Provisions, and Limitations.

a. Membership, as provided in the Bylaws, shall be open to all persons actively engaged in the profession of teaching or in other educational work, or to persons interested in advancing the cause of public education who shall agree to subscribe to the Purposes, Goals, and

Objectives of the Association and to abide by its Constitution and Bylaws.

b. Members engaged in teaching or in other educational work shall adhere to the Code of Ethics of the Education Profession.

c. An application for membership shall be subject to review as provided in the Bylaws.

d. The Association shall not deny membership to any individual on the basis of race, creed, national origin, or sex, nor shall any organization which so denies membership be affiliated with the Association.

Section 3. Property Interest of Members.

All right, title, and interest, both legal and equitable, of a member in and to the property of the Association shall end upon the termination of such membership.

Article III. Delegate Assembly

Section 1. Accountability.

The Delegate Assembly, comprising members of the Association, derives its powers from and shall be responsible to the membership.

Section 2. Allocations of Delegates.

a. Representation shall be based on the following schedule: one delegate for each public school district or education association outside the public schools having fifty (50) active members or major fraction thereof, and one additional delegate for each fifty (50) active members or major fraction thereof in excess of the first fifty (50). In situations where the membership is too small to justify a delegate, local associations within District Associations may combine their memberships for the purpose of delegate authorization.

b. In cases where there are fewer than fifty (50) active members, one delegate may be elected provided there is a membership of at least ten (10) and this represents at least fifty (50) percent of those eligible.

c. Each two or four-year college or university engaged in teacher education which has an active local education association and in which fifty (50) percent or more of the teacher education instructors are members of the Association shall have at least one delegate, or, in the alternative, the number of delegates permitted under other provisions listed in this section.

d. Retired members shall be represented by one voting delegate for each five hundred (500) members or major fraction thereof in each District Education Association.

e. Student members shall be represented by one non-voting delegate for each five hundred (500) members or major fraction thereof in the Kentucky Student Education Association.

f. Ethnic minority representation shall be at least equal to the proportion of ethnic minority population within the school district served by the affiliate. If a local affiliate fails to comply with this provision, the Delegate Assembly may refuse to seat its delegation.

g. In all-inclusive affiliates, administrators shall be represented in proportion to their membership in the Association.

h. Provision for representation, with or without the power to vote, may be included in the Bylaws.

Section 3. Election of Delegates.

a. Members of the Delegate Assembly shall be elected in accordance with the one person - one vote principle using the secret ballot following open nominations. Specific exceptions to the application of this principle may be set forth in this Constitution and/or the Bylaws.

b. Election of an active member as an Officer of the Association, as NEA Director, as a member of the Board of Directors, or as President, President-Elect, or Secretary of a District Education Association shall constitute election to the Delegate Assembly.

c. Past Presidents, as long as they remain in the teaching profession, Presidents of all active Departments, and Chairpersons of Commissions shall be voting members of the Delegate Assembly.

d. Delegates shall be elected by the affiliated Local Association(s) within the public school system or the affiliated Association in an institution of higher education.

Section 4. Seating of Delegates.

The Delegate Assembly, upon the advice of a Committee on Election Rules and Regulations, shall have the final jurisdiction over the seating of its delegates.

Section 5. Meetings.

a. The Delegate Assembly shall meet at least annually, subject to the stipulations prescribed in the Bylaws.

b. Delegates from each District Education Association shall meet prior to any meeting of the Delegate Assembly.

Section 6. Functions.

a. Establish Association policies and objectives;

b. Elect the President-Elect, Vice President, minority members of the Board of Directors, and members of the Board of Directors of the National Education Association, as provided in this Constitution and/or the Bylaws;

c. Adopt the annual budget;

d. Establish dues;

e. Amend this Constitution and the Bylaws in accord with Article XI hereof;

f. Adopt the rules and agenda governing its meetings;

g. Periodically establish specific goals and objectives in the pursuance of the stated purposes of the Association;

h. Establish and/or discontinue Commissions and Standing Committees; and

i. Enact such other measures as may be necessary to achieve the goals and objectives of the Association which are not in conflict with this Constitution or the Bylaws.

Article IV. Officers.

Section 1. Executive Officer.

The Executive Officer of the Association shall be the President, who shall serve full time.

Section 2. General Officers.

The General Officers of the Association shall be the President-Elect and the Vice President.

Section 3. Qualifications.

All Officers shall be active members of the Association.

Section 4. Terms of Office.

Each Officer shall serve in the office to which elected for a term of one year, beginning August 1, subject to stipulations prescribed in the Bylaws.

Section 5. Elections.

Each year, at the Annual Meeting, the President-Elect and the Vice President shall be elected by secret ballot under open nomination procedures as may be outlined in the Bylaws.

Section 6. Succession and Vacancies.

a. The President-Elect shall automatically succeed to the Office of President.

b. The President-Elect and the Vice President, in the order named, shall serve as President when for any reason the President is unable to serve.

c. If, for any reason, the office of President-Elect or of Vice President should be vacated, such office shall remain vacant until the election held at the next regular meeting of the Delegate Assembly. In such case, in the absence of the President, a member of the Board of Directors shall be named by the Board to serve as presiding officer.

Section 7. Recall.

a. The elected officers of the Association may be recalled for a violation of the Code of Ethics of the Education Profession, for misfeasance, for malfeasance, or for nonfeasance in office. Recall procedures shall be established by the Board of Directors, and said procedures shall include the following elements of due process: reasonable notice of charges; fair notice of hearings on charges; a fair opportunity to hear the evidence and cross-examine the accusers; a fair opportunity for the accused to refute the charges; and with the right of recall reserved to the group electing the officer.

b. Recall proceedings against an Officer may be initiated upon written petition by at least 20 percent of the certified delegates to the Delegate Assembly. This

FOOTNOTE

Under a proposal adopted by the Delegate Assembly on April 16, 1977, the position of President-Elect was eliminated. However, at the same time, the Delegates approved a transition schedule to a two-year term for officers (see Bylaw 4-7) which continues that office until August 1, 1979. Therefore, the title of President-Elect will not be removed from these official documents until that date.

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petition shall contain the specific charges. Upon receipt of such a petition the President shall call a special session of the Delegate Assembly to act upon this matter. Notification of the charges shall be given to the accused and sent to each delegate within ten (10) days after receipt.

c. The Delegate Assembly shall be convened no sooner than ten (10) days or more than twenty-one (21) days from date of notification. A fair opportunity shall be given the accused to hear the evidence, to cross-examine the accusers, and for the accused to refute the charges. If, after due process, a two-thirds vote of the Delegate Assembly shall sustain the charge, the office shall become vacant.

Article V. Board of Directors.

Section 1. Composition.

The Board of Directors shall consist of the Officers, any members serving on the NEA Board of Directors elected by the Delegate Assembly, two Ethnic-Minority members of the Association, and representatives of District Education Associations as follows:

a. One elected member for each 1,000 active members (or major fraction thereof) from each District Education Association.

b. Ethnic minorities shall be represented at least proportionate to their membership in the Association, with at least two ethnic minority directors-at-large. The Delegate Assembly shall elect additional directors as appropriate to ensure such ethnic minority representation. Candidates for these positions shall be nominated by ethnic minority delegates at the Delegate Assembly.

c. Administrators shall be represented on the Board in proportion to their membership in the Association. The Delegate Assembly shall elect at-large the number required to assure such representation if the percentage of administrators elected to the Board fails to achieve proportional representation through the normal election process. Candidates for these positions shall be nominated by the delegates at the Delegate Assembly who are administrators.

d. In determining the number of members to be elected, the membership figures of the previous school year shall be used.

Section 2. Terms of Office.

a. Officers and members of the NEA Board of Directors shall serve the term for which they were elected.

b. Ethnic Minority representatives, special administrator representatives, and all members elected by District Education Associations shall serve for four years, and shall not be eligible for election to an additional term in succession.

c. Those members elected from District Education Associations and minority representatives shall enter on their terms of office on July 1 following their election.

Section 3. Functions.

Consistent with the Purposes, Goals, and Objectives,

and the existing policies of the Association, the Board of Directors shall act for the Association between meetings of the Delegate Assembly, and shall have the sole responsibility for any matter expressly delegated to it by this Constitution, the Bylaws, or the Delegate Assembly.

Section 4. Recall.

Any member of the Board of Directors may be recalled for the same reasons and with the same due process protections listed for officers of the Association in Article IV, Section 7. The same procedure and time table shall be followed. In the case of members elected from a District Education Association, the President shall call and preside over a special meeting of the District Education Association Delegate Assembly for consideration of and action on the charges.

Article VI.

Commissions and Committees

Section 1. Commissions.

Commissions shall be established and/or discontinued by the Delegate Assembly.

Section 2. Standing Committees.

Standing Committees shall be established and/or discontinued by the Delegate Assembly.

Section 3. Ad Hoc Committees.

Ad Hoc Committees may be appointed by the President for the purpose of carrying out a specific activity.

Section 4. Proportional Representation.

Ethnic minorities and administrators shall be represented on all Commissions and Standing Committees in proportion to their membership in the Association. When this proportion on Commissions has not been met through elections at the District Association level, at-large elections for four-year terms shall be held at the annual meeting of the Delegate Assembly to achieve it.

Section 5. Executive Committee.

The Executive Committee shall consist of the President, President-Elect, Vice President, and the NEA Directors.

Article VII. Review Board

Section 1

The judicial powers of the Association as described in this Article shall be vested in a Review Board.

Section 2. Powers

The jurisdiction of the Review Board shall extend to cases as herein defined:

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a. The Review Board shall have original jurisdiction in the following cases:

(1) Impeachment of an officer who is a member of the Executive Committee or the Board of Directors;

(2) Alleged violations of the Code of Ethics of the Education Profession;

(3) The censure, suspension, or expulsion of a member.

(4) Review, upon request, of an action of the Executive Committee, Board of Directors, or Delegate Assembly, regarding consistent application of the Constitution or Bylaws of the Association.

b. The Review Board shall have the following powers subject to the conditions as herein outlined:

(1) To impeach an officer. The officer shall have the right to appeal to the Board of Directors.

(2) To censure, suspend, or expel a member for violation of the Code of Ethics of the Education Profession. The member shall have the right to appeal to the Board of Directors on procedural grounds only.

(3) To vacate censure, lift suspension, or reinstate a member;

(4) To review an action of the Executive Committee, Board of Directors, or Delegate Assembly for consistency with the Constitution and Bylaws, and to recommend to the appropriate governing body remedial action if necessary. Requests for review may be made only by the Executive Committee, Board of Directors, Delegate Assembly, a local affiliate (by official action), or upon petition of ten (10) percent of the certified delegates of the Delegate Assembly.

Section 3. Review Board Appointment

The Review Board shall be appointed by the President with the advice and consent of the Board of Directors.

Section 4. Review Board Prerogatives

The Review Board shall establish its rules of procedure with the approval of the Board of Directors. Due process must be guaranteed in all its proceedings.

Section 5. Impeachment

a. Members of the Review Board may be impeached for violation of the Code of Ethics of the Education Profession, for malfeasance, for misfeasance, or for nonfeasance in office.

b. The process for impeachment of Review Board members shall be the same as for the recall of any officers, as listed elsewhere in the Constitution and Bylaws.

Article VIII. Affiliates

Section 1. Affiliation.

Affiliation shall mean a relationship based on a reciprocal, contractual agreement between the Association and an organization involved in or interested in education, and shall continue until the affiliate withdraws or becomes disaffiliated.

Section 2. Proportional Representation of Ethnic Minorities and by Educational Position.

Affiliates of the Association shall take all reasonable steps to assure that their elective and appointive bodies shall have Ethnic Minority representation at least proportionate to the Ethnic Minority membership of the affiliate, and proportional representation by educational position.

Section 3. Classes.

a. The governance class of affiliates shall include Local and District Education Associations exclusively.

b. The non-governance class of affiliates shall include all other affiliated professional and non-professional organizations.

Section 4. Rights of Active Members in Governance Affiliates.

Each governance affiliate shall guarantee its active members an open nomination procedure and a secret ballot, except as otherwise may be provided in this Constitution or in the Bylaws. No governance affiliate shall discriminate against its active members in their right to vote, seek office, or otherwise participate in the affairs of the affiliate, of other governance affiliates, or of the Association.

Section 5. Standards and Procedures for Affiliation.

a. Minimum standards for affiliation shall be established in the Bylaws.

b. Procedures for affiliation shall be established by the Board of Directors.

c. Affiliates which fail to comply with standards set forth in the Bylaws or procedures approved by the Board of Directors shall be subject to censure, suspension, or disaffiliation as prescribed in this Constitution or in the Bylaws.

d. The Constitution and Bylaws of any affiliated group shall be consistent with this Constitution or the Bylaws of the Association.

e. When two or more local associations are merged, adherence to any guidelines for such merger as may be adopted by the Delegate Assembly shall be a prerequisite to affiliation.

Article IX. Professional Staff.

Section 1. Staff.

The professional staff of this Association shall consist of an Executive Secretary, a Treasurer, and such other employees as the Board of Directors, upon the recommendation of the Executive Secretary, may determine to be necessary to the achievement of the Purposes, Goals, and Objectives of the Association.

Section 2. Term of Office.

The appointment and term of office of each professional staff member shall be determined by the Board of Directors, upon the recommendation of the Executive Secretary, with no term to exceed four (4) years.

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Article X. Parliamentary Procedure

The most recent edition of Robert's Rules of Order shall be the authority governing all matters of procedure not otherwise covered in this Constitution, the Bylaws, or Standing Rules.

Article XI. Amendments

Section 1. Constitution.

This Constitution may be amended at any annual meeting of the Delegate Assembly by a two-thirds vote of the members present, provided the amendment has been proposed in writing and has been published in a

publication that goes to all members prior to the annual meeting.

Section 2. Bylaws.

a. The Bylaws may be amended by a two-thirds vote of the delegates present at any meeting of the Delegate Assembly, provided copies of the amendment(s) have been distributed to the delegates at least ten (10) days prior to the meeting at which the vote is taken.

b. Any section of the Bylaws may be suspended temporarily by a two-thirds vote of the delegates present at any meeting of the Delegate Assembly.

Section 3. Effective Date.

All amendments to the Constitution or Bylaws shall become effective upon adoption by the Delegate Assembly unless otherwise stipulated.

Bylaws

1. Goals and Objectives.

1-1. Goals.

Appropriate Goals for Association activities shall be adopted by the Delegate Assembly.

1-2. Objectives.

Appropriate Objectives designed to achieve Association Goals shall be implemented by the Board of Directors and Staff.

2. Membership

2-1. Classes.

a. There shall be seven (7) classes of membership in the Association: Active, Educational Secretary, Retired, Associate, Staff, Paraprofessional, and Student.

b. Active membership shall be open to any person who is actively engaged in educational work of a professional nature in the Commonwealth of Kentucky or who is on limited leave of absence from professional education work. Active members shall hold an earned bachelor's or higher degree and/or a regular vocational or technical certificate, and, where required, shall hold, or be eligible to hold, a regular legal certificate of any kind, except an emergency substandard certificate or permit. Active membership is limited to persons who support the Purposes, Goals, and Objectives of the Association and maintain Active membership in the National Education Association and local affiliates where eligible.

c. Educational Secretary membership shall be open to any office employee in an educational institution, agency, or organization.

d. Retired Teacher membership shall be open to any retired teacher who was a member of the Association at the time of retirement or who receives retirement benefits from the Kentucky Teachers' Retirement System.

e. Associate membership shall be open to any person who is interested in advancing the cause of public education but who is not eligible for any other class of membership in the Association.

f. Staff membership shall be open to any person employed by the Association or any of its affiliates in a professional staff position.

g. Paraprofessional membership shall be open to any person who works directly with educators in discharging their professional duties, but is ineligible for active membership.

h. Student membership shall be open to any student enrolled in or preparing for a teacher education program in an accredited college or university.

i. District Association membership shall consist of those active members who carry out their educational work of a professional nature within the boundaries of that District Education Association.

j. Local Association membership shall consist of those active members who carry out their educational work of a professional nature within the boundaries of the school system in which the Local Association is located.

k. Members engaged in teaching or in other educational work shall adhere to the Code of Ethics of the Education Profession.

2-2. Rights and Limitations.

a. The right to vote and hold elective office or appointive position shall be limited to Active members except as otherwise provided.

b. Active members shall be eligible to receive all services provided by the Association.

c. All members shall be eligible to receive special services, to obtain assistance in the protection of professional and civil rights, and to receive publications of the Association.

d. An individual who is a member of the negotiating team for a local school board or for the governing body of

an institution for higher education shall be denied membership.

e. Any member, other than a Life member, who changes his professional or occupational position shall be transferred to the class of membership applicable to the new position.

f. Membership shall be continuous unless terminated for cause.

2-3. Membership Year.

The membership year shall be from September 1 through August 31.

2-4. Membership Dues.

a. Annual dues of Active members shall be an amount computed by multiplying by .0055 the previous year's statewide average annual salary for classroom teachers, as determined by the State Department of Education.

b. Annual dues of Educational Secretary members shall be \$10.00

c. Annual dues of Retired members shall be \$5.00.

d. Annual dues of Associate members shall be the same as those of Active members.

e. Annual dues of Staff members shall be one-half the dues for Active members.

f. Annual dues of Paraprofessional members shall be one-half the dues for Active members.

g. Annual dues of Student members shall be set by the Kentucky Student Education Association

h. Annual dues of Local Association members shall be set by each Local Education Association.

2-5. Dues Transmittal.

The Executive Secretary of the Association will transmit annually to the Secretary of each District Education Association the sum of \$2.00 for governance and program activities for each Active member who performs work of a professional nature within the boundaries of that District Education Association.

3. Delegate Assembly.

3-1. Allocation of Delegates.

a. Allocation of Delegate credentials shall be based on the fully paid active membership as of December 1 of the current year.

b. No person shall be qualified to serve as a delegate to the Delegate Assembly who has not pledged or paid the Association dues on or before December 1. No person can serve as a delegate who has not paid the dues on or before March 15, except one who is a member under the Automatic Payment Authorization Plan where dues are paid during the year over a period of months.

c. Delegate credentials, with the right to cast a vote on any question before the Delegate Assembly, will be issued to Past Presidents of the Association as long as they remain active in the profession.

d. The Presidents of affiliated Local Associations or University Associations, the Kentucky Retired Teachers

Association, and the Kentucky Student Education Association shall submit lists of duly-elected Delegates and Alternates to the Executive Secretary of the Association on or before December 15 of the school year in which the Annual Meeting is held.

e. Allocation of Delegate credentials for any Special Meeting of the Delegate Assembly held prior to February 1 shall be based on the same criteria used at the previous Annual Meeting.

3-2. Term of Office.

Election of Delegates shall be for a term of one year.

3-3. Parliamentary Procedure.

a. The most recent edition of Robert's Rules of Order shall be the authority governing all matters of procedure not otherwise provided in the Constitution or these Bylaws.

b. At the first meeting of the Delegate Assembly, the President shall appoint a Parliamentarian.

3-4. Seating of Delegates.

a. Each delegate shall present credentials of election signed by the secretary of the local education association or some person designated by the Association members in the school district or education association outside the public schools.

b. The President of the Association shall appoint a Committee on Election Rules and Regulations which shall approve the credentials of all delegates before they are admitted to membership in the Delegate Assembly.

c. This committee has the responsibility of developing all state election guidelines, and will report its recommendations to the Board of Directors for approval. Upon such approval, the committee shall implement the appropriate guidelines governing each state election.

3-5. Meetings.

a. The time, place, and type of general state meetings shall be determined by the Board of Directors.

b. Special meetings of the Delegate Assembly shall be called for an expressed purpose or purposes as follows:

1. By the President, with the approval of a majority of the members of the Board of Directors.

2. By the President, upon written petition of two-thirds of the members of the Board of Directors.

3. By the President, upon written petition of a majority of the authorized members of the Delegate Assembly who also represent at least twenty-five (25) percent of the Delegates from each of at least eight (8) different affiliated District Education Associations.

4. Officers.

4-1. Duties of the President.

a. To represent the Association as a spokesperson on matters related to Association policy.

b. To prepare the tentative agenda for meetings of the Delegate Assembly and the Board of Directors and the program for the Annual Convention.

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c. To appoint the chairpersons and members of Ad Hoc Committees to serve at the pleasure of the president.

d. To serve as member ex-officio without a vote on all committees.

e. To review Association policies and recommend appropriate changes to the Delegate Assembly and/or the Board of Directors.

f. To meet regularly with the other Officers of the Association and the Executive Secretary.

g. To preside at meetings of the Delegate Assembly and the Board of Directors.

h. To cast a tie-breaking vote in any meeting of the Delegate Assembly or the Board of Directors where such a situation arises.

i. To call a meeting of the presidents of the several district associations not later than June 1 each year for the purpose of making arrangements for meetings of the district associations.

j. To perform any other duties stipulated in the Constitution and these Bylaws and such as usually devolve on said office.

4-2. Duties of the President-Elect.

a. To act for the President when that person is unable to perform the duties of the office.

b. To perform such other duties as are stipulated by the Constitution, by these Bylaws, or by the President.

4-3. Duties of the Vice President.

To perform such duties as are stipulated by the Constitution, by these Bylaws, or by the President.

4-4. Nominations.

a. Any group of twenty-five (25) or more active members of the Association shall sign any petition of nomination for any Office of the Association, to be delivered to the Executive Secretary at least thirty (30) days prior to the date of nomination.

b. A picture and brief biographical sketch may be submitted at least 30 days prior to the date of nomination for inclusion in an issue of an official publication of the Association going to all members prior to the election.

c. Nominations for these offices shall be made from the floor of the Delegate Assembly by any delegate representing the petitioners.

4-5. Elections.

a. All Officers shall be elected by secret ballot with the election conducted by a Committee on Election Rules and Regulations.

b. The candidate receiving the majority of votes for any office shall be certified as elected.

4-6. Transition Schedule.

Officers elected in 1976 shall take office on April 16 and shall serve until May 31, 1977. Officers elected in 1977 shall take office on June 1, 1977, and shall serve until July 31, 1978. After that, Officers shall take office on August 1 of each year.

4-7 Terms of Office.

Beginning at the Annual Meeting in 1979, a Vice President will be elected for a one-year term of office. At the Annual Meeting in 1980, a President and a Vice President shall be elected for two-year terms.

Subsequently, at the Annual Meeting in even-numbered years, a President and a Vice President shall be elected for two-year terms.

5. Board of Directors.

5-1. Elections.

a. Election as Officers of the Association, as minority or administrator representatives, and as members of the NEA Board of Directors shall constitute election to the Board of Directors.

b. Election of representatives from District Education Associations shall be by secret ballot by majority vote of the District Delegate Assembly after open nominations of at least two candidates.

5-2. Vacancies.

a. A vacancy in a position held by election in a District Education Association shall be filled temporarily by election by the District Board of Directors until the District Delegate Assembly has the opportunity to elect a permanent member to complete the unexpired term.

b. A vacancy in a position held by an Ethnic Minority member shall be filled temporarily by election by the Board of Directors until the next Annual Meeting of the Delegate Assembly, at which time a permanent Ethnic Minority representative shall be elected to complete the unexpired term.

c. In case of a vacancy in a position held by a member of the NEA Board of Directors, a recommendation for filling that vacancy until the next Annual Meeting of the Delegate Assembly shall be approved by majority vote of the Board of Directors.

5-3. Restrictions.

a. If any member representing a District Education Association ceases to perform work of a professional nature in that District Education Association, or ceases to be eligible for Active membership, that position shall immediately be declared vacant.

b. In no case shall a member representing a District Education Association serve more than six (6) consecutive years.

5-4. Duties.

a. To implement policies established by the Delegate Assembly.

b. To appoint all professional staff members of the Association, on the recommendation of the Executive Secretary, for terms not to exceed four years, and to fix their compensation.

c. To establish procedures for the recall of any Officer or member of the Board of Directors.

d. To authorize all official publications.

e. To consult with appropriate Commissions and Standing Committees of the Association prior to taking action on matters in their fields of responsibility.

f. To establish the salary of the President.

g. To require an Annual Audit of the fiscal affairs of the Association.

h. To censure, suspend, expel, or disaffiliate an individual member or affiliate.

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- l. To designate a bank for deposit of Association funds.
 - j. To authorize the establishment of Ad Hoc Committees.
 - k. To establish procedures for affiliation or disaffiliation of other groups with the Association.
 - l. To establish procedures for the election of State Delegates to the Representative Assembly of the National Education Association.
 - m. To serve as a member of the Board of Directors of the District Education Association from which elected.
 - n. To perform such other duties as may be imposed on it by the Constitution, these Bylaws, or the Delegate Assembly.

5-5. Open Meetings.

a. All meetings of a quorum of the members of the Delegate Assembly or any other official bodies of the Association at which any business is discussed, or at which any action is taken, shall be open to any member, except as follows:

1. During collective bargaining with staff or their representatives.
2. During a discussion or hearing which might lead to the appointment, discipline, or dismissal of an individual employee.
3. Any meeting which might be designated in the Constitution or in these Bylaws as closed.

b. Notice shall be given in regular open meeting of the general nature of the business to be discussed in closed session and the reason for the closed session, and no other matters may be discussed. The decision to go into closed session shall be by majority vote in open session. No final action shall be taken in closed session.

c. All meetings of the Association, and any committees thereof, shall be announced in advance for specified times and places. A record shall be kept of actions taken and reported promptly in an official publication of the Association.

6. Commissions and Committees.

6-1. Commissions.

Members of Commissions shall be elected for a four-year term by a process which includes open nominations, secret ballot, and majority vote. One commission member shall be elected by and from each District Education Association, and shall not serve two consecutive terms.

6-2. Standing Committees.

a. Members of Standing Committees shall be appointed by the President, with the approval of the Board of Directors, for a term of four years, and shall not be eligible for appointment to a second successive term.

b. Candidates for such committees may be recommended by local affiliates, ethnic minority caucuses, and other special interest groups. Student candidates may be recommended by the Kentucky Student Education Association.

6-3. Membership.

a. Only active members of the Association may serve on Commissions and Standing Committees.

b. All Standing Committees of the Association shall include at least 75 percent classroom teachers and one student member. Absence of a member without just cause from two consecutive meetings shall constitute resignation. A member also shall vacate the seat held if a change in educational position results in an imbalance in the required percentage of classroom teachers.

c. Standing Committees shall be accountable to the President, the Board of Directors, and the Executive Committee. The chairperson of each such committee shall submit periodic reports to the President and the Board of Directors for dissemination to the general membership.

6-4. Executive Committee.

The Executive Committee shall act for the Association between meetings of the Board of Directors and in addition shall have the sole responsibility for any matter expressly delegated to it by the Delegate Assembly and/or the Board of Directors.

7. Review Board

7-1 Review Board

a. The Review Board shall comprise nine (9) members, of which at least two (2) shall be members of ethnic minority groups, appointed for five-year staggered terms beginning July 1. No person shall be eligible for re-appointment to a regular term.

b. Members of the Review Board shall have been active members of the Association for five (5) consecutive years immediately prior to appointment. Members of the Review Board shall maintain active membership.

c. A member of the Review Board shall hold no other elective office or appointive position in the Association or its affiliates.

d. No Executive Officer or Director shall be appointed to the Review Board within three (3) years following separation from such office.

e. Expenses, including any loss of salary incurred by Review Board members, shall be paid by the Association. A member shall not accept any honorarium from any source within any level of the Association.

f. The Review Board may assign not less than a majority of its members to hear cases.

g. The President annually shall select the chairperson with the advice and consent of the Board of Directors.

h. The Review Board shall have the discretionary authority, within its allocated budget, to employ consultants or legal counsel.

8. Affiliates

8-1. Chartering.

Affiliates of the Association shall be chartered by a majority vote of the members of the Board of Directors present and voting at any regular or special meeting.

8-2. Governance Affiliates.

a. A Local Education Association, the basic unit of

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self-governance within the Association, may be organized in a manner which comprises any compatible group of Active members within a local school system or institution of higher education which meets at least the minimum standards for affiliation as may be set forth elsewhere in these Bylaws.

b. A District Education Association shall include a grouping of one or more unified Local Associations which are compatible and geographically contiguous and meet at least the minimum standards for affiliation as may be set forth elsewhere in these Bylaws.

c. The district associations shall be organized by counties as follows:

First District. Ballard, Caldwell, Calloway, Carlisle, Crittenden, Fulton, Graves, Hickman, Livingston, Lyon, McCracken, Marshall, and Trigg.

Second District. Christian, Daviess, Hancock, Henderson, Hopkins, McLean, Union, and Webster.

Third District. Allen, Barren, Butler, Cumberland, Edmonson, Logan, Metcalfe, Monroe, Muhlenberg, Ohio, Simpson, Todd, and Warren.

Fourth District. Breckinridge, Grayson, Green, Hardin, Hart, LaRue, Marion, Meade, Nelson, Taylor, and Washington.

Fifth District. Anderson, Bullitt, Henry, Oldham, Carroll, Owen, Shelby, Spencer, and Trimble.

Jefferson County District. Jefferson.

Central Kentucky District. Bourbon, Boyle, Clark, Estill, Fayette, Franklin, Garrard, Harrison, Jackson, Jessamine, Lee, Lincoln, Madison, Mercer, Montgomery, Nicholas, Powell, Rockcastle, Scott, and Woodford.

Eastern Kentucky District. Bell, Boyd, Carter, Elliott, Fleming, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Mason, Menifee, Morgan, Pike, Robertson, and Rowan.

Middle Cumberland District. Adair, Casey, Clinton, McCreary, Pulaski, Russell, and Wayne.

Northern District. Boone, Bracken, Campbell, Gallatin, Grant, Kenton, and Pendleton.

Upper Cumberland District. Bell, Clay, Harlan, Knox, Laurel, and Whitley.

Upper Kentucky River District. Breathitt, Knott, Leslie, Letcher, Owsley, Perry, and Wolfe.

d. Changes in District Education Association titles and boundaries may be made by the Board of Directors upon the concurrent recommendations of the Local and District Education Associations involved.

e. New District Education Associations may be chartered by the Board of Directors whenever one or more compatible and contiguous Local Associations with at least 2,000 Active members request it and this action would not reduce the total membership of another District Education Association below 2,000.

f. Each Local or District Education Association is considered an integral part of the Association, and membership in one is contingent on membership in the others.

g. Local affiliates shall provide the due process guarantees and follow the same procedures in the recall of local elected Delegates as specified elsewhere in this Constitution.

8-3. Standards for Affiliation.

Each governance affiliate shall meet the following minimum standards:

a. Operate under the provisions of a governance document not in conflict with the Constitution, Bylaws, or other policies of the Association.

b. Carry out a continuing program to achieve the Purposes, Goals, and Objectives of the Association, and those in its governing documents.

c. Apply the one person-one vote principle for representation on governing bodies, conducting all elections by secret ballot after open nominations.

d. Require members to belong to the Association and to the National Education Association, and to recognize the pre-eminence of the Code of Ethics of the Education Profession.

e. Have the same membership and fiscal year as the Association.

f. Guarantee proportionate representation of ethnic-minority members on its governing bodies.

g. Provide for proportionate representation of classroom teachers and administrators on governing bodies, if appropriate.

h. Fulfill any other standards for affiliation as may be established.

8-4. Non-Governance Affiliates.

a. At least 25 percent of the members in a professional non-governance affiliate and all Officers shall hold some class of membership in the Association, have a common occupation or subject-matter assignment, be organized to further specific educational objectives compatible with the Purposes, Goals, and Objectives of the Association, and meet such other affiliation standards and procedures as may be prescribed by the Board of Directors.

b. Non-professional non-governance affiliates, including members with a common interest or occupation, shall meet the same affiliation requirements as those prescribed for professional non-governance affiliates.

8-5. Fiscal Year and Financial Reports

a. The fiscal year of the Association shall begin on September 1 and end on August 31.

b. Each governance and non-governance affiliate receiving funds from the Association shall file an annual financial report with the Executive Secretary within 90 days following the end of the Fiscal Year listing details of income and expenditure.

9. Professional Staff

9-1. Duties of the Executive Secretary

a. To supervise the work of and assign duties to all employees of the Association and be responsible that their activities are directed toward the achievement of the Purposes, Goals, and Objectives of the Association.

b. To recommend to the Board of Directors the employment, continuation in service, compensation, and/or dismissal of all members of the employed staff.

c. To serve as the Executive Agent of the Association to see that all policies and directives are carried out.

- d. To keep an accurate record of the proceedings of the Delegate Assembly and the Board of Directors.
- e. To serve as Treasurer of the Association if so designated by the Board of Directors.
- f. To receive and to acknowledge receipt of dues through the issuance of membership cards.
- g. To keep an exact roll of all classes of membership of the Association.
- h. To receive reports from affiliated groups.
- i. To assign professional staff members liaison responsibilities with committees or other official groups within the Association where appropriate.
- j. To administer the Association's budget.
- k. To perform such other duties as may be prescribed by the Constitution, these Bylaws, or the Board of Directors.

9-2. Duties of the Treasurer

- a. To receive all funds for the Association, deposit them in the name of the Association in a bank designated by the Board of Directors, and pay them out as authorized by the Budget and by the Board of Directors.
- b. To furnish bond in such amount as is determined by the Board of Directors, with the premiums on said bond to be paid out of Association funds.
- c. To perform such other duties as may be prescribed by the Constitution, these Bylaws, the Delegate Assembly, or the Board of Directors.

elect, vice president, immediate past president, and the NEA Directors.

Section 2. The Executive Committee shall act for the Association between meetings of the Board of Directors and in addition shall have the sole responsibility for any matter expressly delegated to it by the Delegate Assembly and/or the Board of Directors.

This Constitution may be amended and altered at any annual meeting of the Delegate Assembly by a two-thirds vote of the members present, provided that the amendment or alteration has been proposed in writing and has been published in a KEA publication that goes to all members prior to the annual meeting.

Bylaws not inconsistent with this Constitution may be adopted by a two-thirds vote of the members present at a designated meeting of the Delegate Assembly. The provisions of any section of the Bylaws may be suspended by a two-thirds vote of the members present.

KEA BYLAWS

ARTICLE I. Dues

Section 1. The annual dues of this Association shall be:

(a) Active Members. An amount computed by multiplying by .0055 the previous year's statewide average annual salary for classroom teachers, as determined by the State Department of Education.

(b) Associate Members. The same amount as the dues for active members.

(c) Reserve Members. One-half the dues for active members;

(d) Retired Members. Five dollars (\$5.00) and;

(e) Educational Secretary Members. Ten dollars (\$10.00).

Section 2. District Association Dues

(a) The Executive Secretary of the Association shall transmit annually to the secretary of the appropriate district education association the sum of two dollars (\$2.00) for each active or associate member.

(b) The Executive Secretary of the Association shall transmit to the secretary of the appropriate district education association the sum of forty dollars (\$40.00) for each life member who is carrying out his educational work of a professional nature within the boundaries of that district education association at the time his life membership dues are paid.

ARTICLE II. Fiscal Year

The fiscal year of the Association shall

begin on September 1 and end on August 31.

ARTICLE III. Officers and Staff

Section 1. Officers. (a) Any local education association or group of twenty-five (25) members of the Kentucky Education Association may show intention of sponsoring candidates for President-elect, Vice President, Ethnic-Minority Director(s), and NEA Director(s) by signing a petition, preparing a biographical sketch, submitting a picture, and sending these to the Executive Secretary at least thirty (30) days prior to the annual convention, and same will be included in an official publication of the Association prior to the convention. Nominations for these offices shall be made from the floor of the Delegate Assembly on the day preceding the time of voting. The President-elect, Vice President, Ethnic-Minority Director(s), and NEA Director(s) shall be elected by the Delegate Assembly by secret ballot. The President, President-Elect, and Vice-President shall take office on August 1 following their election.

(Transition Schedule: Officers elected in 1976 shall take office on April 16 and shall serve until May 31, 1977. Officers elected in 1977 shall take office on June 1, 1977, and shall serve until July 31, 1978. After that, the provisions listed above shall apply.)

Section 2. Qualifications of KEA Board Members. District associations shall elect members of the Board for a term of four years and a person so elected may not succeed himself. An elected member of the Board of Directors must be engaged in school work such as to entitle him to active membership in the KEA. If the member of the Board of Directors ceases to perform work of a professional nature in the district from which he is elected, or ceases to be eligible for active KEA membership, he shall automatically forfeit his membership as a Director. Ethnic minorities and administrators elected by the Delegate Assembly to correct proportional representation shall be elected for a four year term and may not succeed themselves.

Section 3. [a] District Association Election of KEA Board Members. District associations shall nominate at least two persons for each KEA Director to be elected by secret ballot.

(b) Vacancies occurring in the KEA Board of Directors shall be filled within sixty (60) days by the Board of the district so affected. At the next annual district meeting, the KEA Board member shall be elected to fill the unexpired term in a manner prescribed by the district.

(c) In no case shall a member of the KEA Board elected by a district association serve more than six consecutive years.

accused to refute the charges against him; and with the right of recall reserved to the group electing the person.

(2) Recall proceedings against an officer may be initiated upon written petition by at least 20 percent of the certified delegates to the Delegate Assembly. This petition shall contain the specific charges. Upon receipt of such a petition, the President shall call a special session of the Delegate Assembly to act upon this matter. Notification of the charges shall be given to the accused and sent to each delegate within ten (10) days after receipt. The Delegate Assembly shall be convened no sooner than ten (10) days or more than twenty-one (21) days from date of notification. A fair opportunity shall be given the accused to hear the evidence against him, to cross-examine his accusers, and for the accused to refute the charges against him. If, after due process, a two-thirds vote of the Delegate Assembly shall sustain the charge, the office shall become vacant.

(3) If the accusation is placed against a Board member elected from a Board Region, the same procedure and timetable shall be followed, with the President calling and presiding over a special meeting of the delegates from that Board Region for consideration of the charges.

(d) Officers and directors of the Association shall be elected by a process which includes open nomination, secret ballot, and majority vote.

Section 2. Staff. The professional staff of the Association shall consist of a Secretary, Treasurer, and such other employees as the Board of Directors may determine to be necessary.

Article IV. District Associations

Section 1. The Kentucky Education Association shall be organized into a general Association and district associations. Any district association may become actively affiliated with the general Association by complying with the provisions of this Constitution relating thereto.

Section 2. The Constitution and Bylaws of district associations shall be consistent with this Constitution and Bylaws. The district association is an integral part of the State Association and membership in one is contingent upon membership in the other.

ARTICLE V. MEETINGS

Section 1. The time, place, and type of general state meetings shall be determined by the Board of Directors.

Section 2. Special sessions of the KEA Delegate Assembly may be called in the manner outlined in the Bylaws.

ARTICLE VI. Delegates

Section 1 [a] Elected Delegates.

(1) Delegates to the KEA Delegate Assembly shall be elected no later than December 1 for one-year terms based on membership figures for the previous year.

(2) Election of delegates to the Delegate Assembly shall be by a process which includes open nomination and secret ballot.

(3) Local affiliates shall provide the due process guarantees and follow the same procedures in the recall of local elected delegates as specified in Article III of this Constitution.

[b] Ex-officio Delegates.

(1) Members of the KEA Board and the President, the President-Elect, and the Executive Secretary of the district education associations shall be voting members.

(2) Past presidents of KEA as long as they remain in the teaching profession, presidents of all active KEA departments, and chairmen of KEA commissions shall be voting members.

Section 2.

(a) Representation shall be based on the following schedule: one delegate for each public school district or education association outside the public schools having fifty (50) active members, and one additional delegate for each fifty (50) active members or major fraction thereof, in excess of the first fifty (50). In cases where there are fewer than fifty (50) active members, one delegate may be elected provided there is a membership of at least ten (10) and this represents at least fifty (50) percent of those eligible. Each two or four-year college or university engaged in teacher education which has an active local education association and in which 50 percent or more of the teacher education instructors are members of the Kentucky Education Association shall have at least one delegate, or, in the alternative, the number of delegates permitted under other provisions listed in this section.

(b) Ethnic minority representation shall be at least equal to the proportion of ethnic minority population within the school district served by the affiliate. If a local affiliate fails to comply with this provision, the Delegate Assembly may refuse to send its delegation.

(c) In all-inclusive affiliates, administrators shall be represented in proportion to their membership in the Association.

Section 3. Five members of the Kentucky Retired Teachers Association shall be seated in the Delegate Assembly and be accorded all the rights and

privileges of other delegates except the right to cast a vote on any question before that body.

ARTICLE VII. Powers of the Delegate Assembly

Section 1. The Delegate Assembly shall, by a majority vote, elect the general officers of KEA.

Section 2. The Delegate Assembly shall be the legislative and policy-making body of the Association.

Section 3. The President shall be entitled to vote only in case of a tie.

Section 4. The Delegate Assembly shall adopt an annual budget, beginning in 1977.

ARTICLE VIII. Commissions and Committees

Section 1. KEA commissions may be established by the Delegate Assembly. Members of such commissions shall be elected for a four-year term by a process which includes open nominations, secret ballot, and majority vote. One commission member shall be elected from each district education association and shall not succeed himself.

Section 2. Standing committees may be established by the Board of Directors and members of such committees shall be appointed by the President and approved by the Board of Directors for a term of four years. Standing committee members shall not succeed themselves.

Section 3. There shall be an Educational Policies Council with members to be appointed by the President of the Association subject to the approval of the KEA Board of Directors.

Section 4. Ad hoc committees may be appointed by the President of the Association.

Section 5. Only active members of the Association may serve on commissions and standing committees.

Section 6. Ethnic minorities and administrators shall be represented on all commissions and standing committees in proportion to their membership in the Association.

ARTICLE IX. Departments

The departments of this Association shall be:

(1) Administration, Supervision and Services.

(2) Classroom Teachers.

(3) Higher Education.

(4) Vocational Education.

The Board of Directors shall have the authority to establish sections and associated groups within this structure.

ARTICLE X. Executive Committee.

Section 1. The Executive Committee

accused to refute the charges against him; and with the right of recall reserved to the group electing the person.

(2) Recall proceedings against an officer may be initiated upon written petition by at least 20 percent of the certified delegates to the Delegate Assembly. This petition shall contain the specific charges. Upon receipt of such a petition, the President shall call a special session of the Delegate Assembly to act upon this matter. Notification of the charges shall be given to the accused and sent to each delegate within ten (10) days after receipt. The Delegate Assembly shall be convened no sooner than ten (10) days or more than twenty-one (21) days from date of notification. A fair opportunity shall be given the accused to hear the evidence against him, to cross-examine his accusers, and for the accused to refute the charges against him. If, after due process, a two-thirds vote of the Delegate Assembly shall sustain the charge, the office shall become vacant.

(3) If the accusation is placed against a Board member elected from a Board Region, the same procedure and timetable shall be followed, with the President calling and presiding over a special meeting of the delegates from that Board Region for consideration of the charges.

(d) Officers and directors of the Association shall be elected by a process which includes open nomination, secret ballot, and majority vote.

Section 2. Staff. The professional staff of the Association shall consist of a Secretary, Treasurer, and such other employees as the Board of Directors may determine to be necessary.

Article IV. District Associations

Section 1. The Kentucky Education Association shall be organized into a general Association and district associations. Any district association may become actively affiliated with the general Association by complying with the provisions of this Constitution relating thereto.

Section 2. The Constitution and Bylaws of district associations shall be consistent with this Constitution and Bylaws. The district association is an integral part of the State Association and membership in one is contingent upon membership in the other.

ARTICLE V. MEETINGS

Section 1. The time, place, and type of general state meetings shall be determined by the Board of Directors.

Section 2. Special sessions of the KEA Delegate Assembly may be called in the manner outlined in the Bylaws.

ARTICLE VI. Delegates

Section 1 [a] Elected Delegates.

(1) Delegates to the KEA Delegate Assembly shall be elected no later than December 1 for one-year terms based on membership figures for the previous year.

(2) Election of delegates to the Delegate Assembly shall be by a process which includes open nomination and secret ballot.

(3) Local affiliates shall provide the due process guarantees and follow the same procedures in the recall of local elected delegates as specified in Article III of this Constitution.

[b] Ex-officio Delegates.

(1) Members of the KEA Board and the President, the President-Elect, and the Executive Secretary of the district education associations shall be voting members.

(2) Past presidents of KEA as long as they remain in the teaching profession, presidents of all active KEA departments, and chairmen of KEA commissions shall be voting members.

Section 2.

(a) Representation shall be based on the following schedule: one delegate for each public school district or education association outside the public schools having fifty (50) active members, and one additional delegate for each fifty (50) active members or major fraction thereof, in excess of the first fifty (50). In cases where there are fewer than fifty (50) active members, one delegate may be elected provided there is a membership of at least ten (10) and this represents at least fifty (50) percent of those eligible. Each two or four-year college or university engaged in teacher education which has an active local education association and in which 50 percent or more of the teacher education instructors are members of the Kentucky Education Association shall have at least one delegate, or, in the alternative, the number of delegates permitted under other provisions listed in this section.

(b) Ethnic minority representation shall be at least equal to the proportion of ethnic minority population within the school district served by the affiliate. If a local affiliate fails to comply with this provision, the Delegate Assembly may refuse to seat its delegation.

(c) In all-inclusive affiliates, administrators shall be represented in proportion to their membership in the Association.

Section 3. Five members of the Kentucky Retired Teachers Association shall be seated in the Delegate Assembly and be accorded all the rights and

privileges of other delegates except the right to cast a vote on any question before that body.

ARTICLE VII. Powers of the Delegate Assembly

Section 1. The Delegate Assembly shall, by a majority vote, elect the general officers of KEA.

Section 2. The Delegate Assembly shall be the legislative and policy-making body of the Association.

Section 3. The President shall be entitled to vote only in case of a tie.

Section 4. The Delegate Assembly shall adopt an annual budget, beginning in 1977.

ARTICLE VIII. Commissions and Committees

Section 1. KEA commissions may be established by the Delegate Assembly. Members of such commissions shall be elected for a four-year term by a process which includes open nominations, secret ballot, and majority vote. One commission member shall be elected from each district education association and shall not succeed himself.

Section 2. Standing committees may be established by the Board of Directors and members of such committees shall be appointed by the President and approved by the Board of Directors for a term of four years. Standing committee members shall not succeed themselves.

Section 3. There shall be an Educational Policies Council with members to be appointed by the President of the Association subject to the approval of the KEA Board of Directors.

Section 4. Ad hoc committees may be appointed by the President of the Association.

Section 5. Only active members of the Association may serve on commissions and standing committees.

Section 6. Ethnic minorities and administrators shall be represented on all commissions and standing committees in proportion to their membership in the Association.

ARTICLE IX. Departments

The departments of this Association shall be:

(1) Administration, Supervision and Services.

(2) Classroom Teachers.

(3) Higher Education.

(4) Vocational Education.

The Board of Directors shall have the authority to establish sections and associated groups within this structure.

ARTICLE X. Executive Committee.

Section 1. The Executive Committee

KEA CONSTITUTION

ARTICLE I. Name and Purpose

Section 1. The name of this organization shall be the Kentucky Education Association (Incorporated).

Section 2. The purpose of this organization shall be the formation of a closer union of all members of the teaching profession in Kentucky, the advancement of the ideals and standards of the teaching profession, and the promotion of the educational welfare of the State.

ARTICLE II. Membership

Section 1. Active Members. Any person who (a) is actively engaged in educational work of a professional nature in the Commonwealth of Kentucky, (b) has an earned bachelor's or higher degree or holds a regular vocational or technical certificate, and (c) where required, holds, or is eligible to hold, a regular legal certificate of any kind, except an emergency substandard certificate or permit, shall be eligible to become an active member of the Association upon payment of annual dues. Any person who was an active member of the Association for the membership year 1963-64, and has continuously maintained active membership since that date, is eligible to continue as an active member.

Section 2. Associate Members. Any person who does not fulfill the requirements for active membership shall be eligible to become an associate member of the Association upon payment of annual dues.

Section 3. Retired Members. Any person who was a member of the Association at the time of retirement or who receives retirement benefits from the Kentucky Teachers' Retirement System shall be eligible to become a retired member of the Association upon payment of annual dues.

Section 4. Life Members. Any active member of the Association shall be deemed a life member provided said member has paid life membership dues prior to June 1, 1976. Following this date, life memberships will no longer be issued.

Section 5. Reserve Members. Any person who has been an active member of the Association may, upon request, continue his affiliation as a reserve member during any period of time in which his employment status does not qualify him for active membership, or in which he is employed less than half time as a substitute teacher. Any graduate

student who is preparing to enter service in higher education on at least a half time basis and whose principal occupation is that of graduate student may become a reserve member upon payment of annual dues.

Section 6. Educational Secretary Members. Any office employee in a public or private school system, college or university, county school unit, state department of education, or an educational organization may become an educational secretary member upon payment of annual dues.

Section 7. District Association Membership. District association membership shall consist of those KEA members who carry out their educational work of a professional nature within the boundaries of that district education association.

Section 8. National Association Membership. After June 30, 1968, the Association will accept as active members, or as associate members actively engaged in educational work of a professional nature, or as life members, only those who hold comparable membership in the National Education Association, or simultaneously apply for both state and national membership. Other associate members, retired members, reserve members, educational secretary members, and individuals already holding life membership are excluded from this unified membership requirement.

Section 9. Rights and Privileges. Associate members, retired members, reserve members, and educational secretary members of the Association shall have all rights and privileges of active and life members except to vote or hold office in the Association.

Section 10. Any individual who is a negotiator for a local school board or for the governing body of an institution of higher learning shall be denied membership.

Section 11. Power to Censure, Suspend, or Expel. Upon recommendation of the Professional Rights and Responsibilities Commission, the Board of Directors by a two-thirds vote shall have the power to censure, suspend, or expel any member for any serious violation of the Code of Ethics. Any member facing expulsion or suspension shall be notified in writing at least thirty (30) days before final action by the Board of Directors and given an opportunity for a hearing. The Board of Directors, by a two-thirds vote, shall have the power to reinstate any suspended or expelled member.

Article III. Officers and Staff

Section 1. (a) Officers. The officers of this Association shall be: A president, a president-elect, a vice-president, and a Board of Directors.

(b) Board of Directors. The Board of Directors shall act for the Association ad interim. The Board of Directors shall consist of:

(1) The President, President-elect, Vice-President, Immediate Past President, and NEA Director(s) who shall be ex-officio members; and

(2) One elected member from each district association with membership of less than 2,500;

(3) Two elected members from each district association with membership of less than 5,000 but at least 2,500;

(4) Ethnic minorities shall be represented at least proportionate to their membership in the Association. The Delegate Assembly shall elect additional directors as appropriate to insure such ethnic-minority representation. Candidates for these positions shall be nominated by ethnic minority delegates at the Delegate Assembly.

(5) Administrators shall be represented on the Board in proportion to their membership in the Association. The Delegate Assembly shall elect at large the number required to assure such representation if the percentage of administrators elected to the Board fails to achieve proportional representation through the normal election process. Candidates for these positions shall be nominated by the delegates at the Delegate Assembly who are administrators.

In determining the number of members to be elected, the membership figures of the previous school year shall be used.

(c) Recall Procedures.

(1) The elected officers and directors of KEA, as referred to in subsections (a) and (b) of this Section, may be recalled for violation of the Code of Ethics of the education profession, for misfeasance, for malfeasance, or for nonfeasance in office. Recall procedures shall be established by the Board of Directors and said procedures shall include the following elements of due process: reasonable notice of charges; fair notice of hearings on charges; a fair opportunity to hear the evidence against him and cross-examine his accusers; a fair opportunity for the

BASIC DOCUMENTS

OF THE

Kentucky Education Association

Constitution

Bylaws

Goals and Objectives

30040200792

July 1, 1976

KEPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

April 28, 1976

TO: Local Association Presidents
FROM: Lyndle Barnes, Secretary-Treasurer
RE: Affiliating of local PAC units with the KEPAC State Committee

In order for local PAC units to be affiliated with the state PAC committee, they must (1) adopt guidelines, and (2) fill out an affiliation form giving the names and addresses of their chairman and treasurer.

When a local PAC is affiliated, one-half of all the funds collected by KEPAC from that school system is set aside in a special account for that PAC unit to use in political activity. If there is not an affiliated PAC unit within a local education association, then the money stays with the KEPAC State Committee for use in political activity--electing friends to the state legislature and to the governor's office, etc.

The KEPAC State Guidelines state that a local PAC unit must be affiliated by June 1, 1976 to receive one-half (1/2) of the funds contributed in 1975-76.

I am enclosing two copies of suggested local PAC guidelines and two copies of the local affiliation forms. If your association wishes to form a PAC unit and affiliate with the state KEPAC this year, please fill out one copy of each of these forms and send them to me before June 1, 1976. I am also enclosing a copy of the state KEPAC guidelines for your information.

The KEPAC State Committee is very pleased with the percentage of teachers contributing to KEPAC. At the present time there are 94 affiliated local PAC units and 22,078 contributors. The more teachers that get involved in political activity, the better chance we have of obtaining our legislative goals.

Hope you have had a pleasant and rewarding school year.

30040200793

POLITICAL ACTION - REVERSE DUES CHECK-OFF
RATIONALE

I. Need for Political Action -

1. Decisions affecting education, schools, students and teachers are political decisions. Therefore, if elementary and secondary education is to be improved, friends of education must be elected to public office at the local, state and national levels.
2. An individual's involvement in politics as a candidate or in campaign support requires a substantial investment in time, energy and money.
3. The profession has been involved in political action in an organized way for two years, and we are making progress, but not the kind of progress necessary to make a big leap forward in improving elementary and secondary education.

II. Present Status -

At the present time we have about 3,000 contributors to KEPAC and 54 local PAC units.

Much of the time and effort of the KEPAC State Committee and local PAC leaders has been consumed in promoting contributions and formation of PAC units, rather than identifying and helping friends of education get elected.

III. What Is Reverse Dues Check-off?

1. The KEPAC State Committee is asking KEA to collect \$8.00 annually from each KEA member, in addition to professional membership dues -- \$7.00 for KEPAC and \$1.00 for NEA-PAC. This is to be voted on by the KEA delegates in April, 1975.
2. One-half of the money to KEPAC (\$3.50) will be set aside for local affiliated PAC units to use in local legislative races.
3. Members who do not wish to make a contribution for political action may request a refund by January 1 and their contribution will be refunded, even before it has all been collected.
4. Forms will be printed in the KEA News for members to use who wish to request refunds from KEPAC and NEA-PAC, or they may write a simple letter asking for a refund.

IV. Advantages of Reverse Dues Check-off -

1. Raises a maximum amount of money with a minimum amount of effort.
2. Establishes a continuing contribution of a certain amount per month and spreads the payments over an eight-month period.

(OVER)

3. Reduces soliciting of members during school hours, or at association meetings.
4. Puts political action at the local, state and national level on a sound, dependable business basis.
5. Permits PAC units at all levels to have more time for constructive political action work.
6. Allows a greater percentage of money collected to be used in political campaigns by eliminating the cost of contribution drives.
7. Raises sufficient funds to enable teachers to be successful in political campaigns.
8. States that have reverse dues check-off for political action are making the greatest progress in getting funds for elementary and secondary education.

30040200775

April 15, 1975

TO: KEA Board and Delegate Assembly
FROM: State KEPAC Committee
RE: Reverse Dues Check-Off for Political Activity

The State KEPAC Committee feels that the only way elementary and secondary education programs for the children of Kentucky will be improved is through electing friends of education to public office at the local, state and national level, with special emphasis on the governorship and state Legislature. Therefore, the State KEPAC Committee urges the KEA Board of Directors and the Delegate Assembly to pass the following item to promote political activity:

6 "The KEA recognizes that most decisions affecting education, schools, students and
7 teachers are political decisions. Therefore, KEA urges and encourages its members and
8 affiliates to participate actively in the political process to ensure the election of
9 officials who will make sound decisions on education matters.

0 The KEA realizes that an individual's involvement in politics, as a candidate or in
1 campaign support, requires a substantial investment of time, energy and money. The KEA
2 urges its members and affiliates to make every effort to assure that such support is
3 provided to candidates who are friends of education.

4 KEA recognizes that it, as a corporation, cannot become involved in activities that
5 could be construed as lending direct or indirect support to candidates for political
6 office or to campaign funds. Therefore, political activity of KEA members should be
7 channeled through independent agencies such as KEPAC and NEA-PAC.

8 KEA will deduct \$8.00 annually, in addition to membership dues--\$7.00 for KEPAC and
9 \$1.00 for NEA-PAC. The \$8.00 will be transmitted to KEPAC and NEA-PAC. One-half of the
0 KEPAC contributions shall be set aside for disbursement to affiliated local PAC units
1 in accordance with KEPAC guidelines. As a consideration for these collections, KEA will
2 charge KEPAC and NEA-PAC an amount of money consistent with its billing and schedule for
3 collection services. It is understood that KEPAC and NEA-PAC will refund contributions
4 to any member requesting it, if the request is made by January 1.

The Delegate Assembly directs the KEA Board of Directors to develop, in accordance with
state and federal law, a system for collecting voluntary contributions for political
purposes from KEA members as generally outlined above.

This system shall be implemented as soon as feasible, but in no event later than the
beginning of the 1975-76 membership year."

KEPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

Dear KEA Delegate:

In February you adopted a legislative program that if enacted by the state General Assembly will go a long way towards achieving quality education in Kentucky. We all realize that Kentucky is at an educational cross-roads. Should we fail to take the correct path, the educational consequences could, quite literally, be disastrous.

It is not enough to sit in faculty lounges or association meetings and complain about the educational materials we don't have, or the personal bills we can't pay. Our standing as 49th in the nation speaks to the fact that we have done far too much of that. Instead, we must actively move into the political action arena. Only by electing legislators who favor our educational programs can we achieve our goal. This is not a new idea. Nearly every state in the nation has a political action arm. Those with the highest rating have strong, active political action committees. This fact speaks for itself!

In April the KEPAC State Committee is going to ask you to help us create a stronger, more efficient state political action arm for KEA. We are proposing a resolution which will request that an eight dollar (\$8.00) contribution to KEPAC be deducted along with your regular KEA dues on APA. This will be a strictly voluntary contribution. Any member may have his or her money returned by simply clipping out a convenient ad, which will appear regularly in the KEA News, and mailing it in to KEPAC. Thus, any person who does not choose to belong may easily request a refund.

How will this money be used? One dollar will go to NEA-PAC. In all candor, NEA spent \$5,000 in Kentucky on last year's Congressional elections, and we need to begin repaying the debt. Of the remaining seven dollars (\$7.00) one-half (\$3.50) will be returned to the affiliated local PAC units, and the other half (\$3.50) will stay at the state level. In a very real sense the eight dollars contribution is much like a financial investment in the future, for I know of no other arrangement whereby eight dollars can yield a dividend of \$1,000 or more, and that is exactly what will happen when we are successful in 1976.

This proposed process also provides for a very efficient, standardized method of collecting funds and securing contributors. The process currently used is awkward and extremely inefficient. More time and money go into membership campaigns and bookkeeping than into actual political action. This cannot continue! Recognizing the seriousness

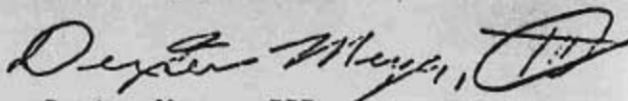
30040200797

March 26, 1975

of this dilemma, the KEPAC State Committee (which is made up of elected people from each KEA District, the president, and the president-elect of KEA) unanimously supports this resolution and further urges you to actively support it.

Let us help put Kentucky on the correct educational path. Support a strong, active state KEPAC organization and get involved in your local PAC unit!

Sincerely,


Dexter Meyer, III

P.S. Please note the enclosed invitation to our reception on Wednesday, April 16. Come and meet the many candidates who are running for statewide offices. I look forward to meeting each of you.

800432001798

KEPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

July 25, 1974

Dear Local President, KEPAC Chairman & Treasurer

This coming year will be a big year for political activity. Not only do we have members of the state legislature who will be seeking office, but also candidates for Governor. If we in education are to have influence with the Governor and the Legislature, we must be involved in getting people friendly to education elected.

Candidates need money and people to help in their campaign. As you know, the Kentucky Educators Public Affairs Council (KEPAC) is the profession's political arm to assist friendly candidates. We would like to have all educators contributing and participating in the political processes. At the present time only ten or eleven per cent of our members are contributors to our political arm. If education is to be a top priority with the future Governor and Legislators, we must all be involved. We hope you will design a contribution enrollment campaign where every educator in your school system is contacted and asked to contribute. Contributors must be included with the membership enrollment forms for those serving on AFA. In signing up new teachers, make sure they check AFA on the regular membership enrollment form. (Your Union's director will have your forms.)

If you need additional forms, you may get them from the Uniserv office or from Lyndie Barnes at the KEA office in Louisville.

Best wishes for a very successful KEPAC enrollment campaign!

Prenton Young, Chairman

Lyndie Barnes, Secretary-Treasurer

Jr

Ex 3

30040200799

KEPAC



Kentucky Educators Public Affairs Council

Post Office Box 1089

Louisville, Ky. 40201

August 1, 1974

Dear Local President, KEPAC Chairman & Treasurer:

This coming year will be a big year for political activity. Not only do we have members of the state legislature who will be seeking office, but also candidates for Governor. If we in education are to have influence with the Governor and the Legislature, we must be involved in getting people friendly to education elected.

Candidates need money and people to help in their campaigns. As you know, the Kentucky Educators Public Affairs Council (KEPAC) is the profession's political arm to assist friendly candidates. We would like to have all educators contributing and participating in the political processes. At the present time only ten or eleven per cent of our members are contributors to our political arm. If education is to be a top priority with the future Governor and Legislators, we must all be involved. We hope you will design a contribution enrollment campaign where every educator in your school system is contacted and asked to contribute. Contribution forms are included with the membership enrollment forms for those already on APA. In signing up new teachers, make sure they check KEPAC on the regular membership enrollment forms. (Your UniServ director will have your forms.)

If you need additional forms, you may get them from the UniServ office or from Lyndie Barnes at the KEA office in Louisville.

Best wishes for a very successful KEPAC enrollment campaign!

Frenton Young, Chairman

Lyndie Barnes, Secretary-Treasurer

jr

Report of the President

Therefore, I urge your support for the reverse dues check-off which will be recommended by KEPAC at this Delegate Assembly.

80040200801

Ex 5-A

KEA recognizes that it, as a corporation, cannot become involved in activities that could be construed as lending direct or indirect support to candidates for political office or to campaign funds. Therefore, political activity of KEA members should be channeled through independent agencies such as KEPAC and NEA-PAC.

KEA will deduct \$8 annually, in addition to membership dues - \$7 for KEPAC. The \$8 will be transmitted to KEPAC.

One half of the KEPAC contributions shall be set aside for disbursement to affiliated local PAC units in accordance with KEPAC guidelines. As a consideration for these collections, KEA will charge KEPAC an amount of money consistent with its billing and schedule for collection services. It is understood that KEPAC

will refund contributions to any member requesting it, if the request is made by January 1.

The Delegate Assembly directs the KEA Board of Directors to develop, in accordance with state and federal law, a system for collecting voluntary contributions for political purposes from KEA members as generally outlined above.

This system shall be implemented as soon as feasible, but in no event later than the beginning of the 1975-76 membership year.

Mr. Meyer stated that in the past the delegates had passed programs and gone home and forgotten about them and he felt that the success of the program depended upon the commitment of teachers to improving education. In giving rationale for the reverse dues checkoff, he pointed out that decisions affecting education, schools, students and teachers are political decisions and, therefore, friends of education must be elected to public office and because any individual campaigning for public office must invest time and money there is a need for funds. He stated that the profession had been involved in political action for two years and at the present time there were 3000 contributors to KEPAC with 54 local PAC units. Mr. Meyer explained that one-half of the \$7 would be set aside for local units in local legislative races. He went on to say that this was a voluntary contribution and that forms would be made available for those who wished to request a refund. Mr. Meyer stated that much of the time now is spent in trying to promote KEPAC and the reverse dues checkoff would permit the promotion of the program. The Chair asked for a motion on the recommendation. Mrs. Ovetta Hatch was recognized and asked to receive and file the report. Mr. Pessarelli seconded the motion and it passed.

75-2. Political Action

We commend all local groups that have exerted the time and energy to form an independent political action group to provide for involvement of education in political campaigns through the endorsement of candidates and the voluntary contribution of time and money in support of their candidates. We call upon all local groups who have not done so to take such action in cooperation with the statewide Kentucky Educators Public Affairs Council (KEPAC).

Further, we call upon each member to contribute \$1 per month to KEPAC, understanding that one-half of this contribution will be available to the local political action group when and if it is formed.

30040200803

5-D

30200804

PAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM

KY. EDUCATORS PUBLIC AFFAIRS COUNCIL
101 West Walnut Street
Louisville, Kentucky 40202

KEA COPY

NOTE: Please Print Heavily. Use Ball Point Pen. Complete All Sections Of This Form.	Mr. Mrs. Miss		Last Name		First	Middle	Social Sec. No.		Check One: 01 () Teacher 21 () Principal 30 () Supervisor 39 () Ed. Sec. 99 () Other
	Home Address - Street				City	State	Zip Code		
	Present School System		Name of School		Birth Date	() Male () Female			
	() Elem.		() Sec.	() Jr. Coll.	() Univ.	() Other			
	*K.E.P.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more \$_____								
	CHECK ONE: Cash ()								
	APA - Payroll Deduction ()								
	I hereby authorize the payroll officer to deduct my KEPAC contribution along with my professional dues and KEA insurance premiums in 8 equal deductions, beginning with the third month of school. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at the end of the school year. In any event, no cancellation will be accepted after October 1.								
	SIGNATURE _____						DATE _____		
	*SEE REVERSE SIDE								

101 West Walnut Street
Louisville, Kentucky 40202

*SEE REVERSE SIDE

757 x 2-A

30010200305

EPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

FORM TO BE FILLED OUT BY THOSE ALREADY PARTICIPATING IN THE APA PROGRAM
KY. EDUCATORS PUBLIC AFFAIRS COUNCIL
101 West Walnut Street
Louisville, Kentucky 40202

CONTRIBUTOR COPY

NOTE: Please Print Heavily.	Mr. _____ Last Name First Middle			Social Sec. No. _____		Check One: 01 () Teacher 21 () Principal 30 () Supervisor 36 () Sub'l. 99 () Educ. Sec. 99 () Other
	Home Address - Street _____ City _____ State _____ Zip Code _____					
	Present School System _____ Name of School _____		Birth Date _____	<input type="checkbox"/> Male <input type="checkbox"/> Female		
Use Ball Point Pen	<input type="checkbox"/> Elem. <input type="checkbox"/> Sec. <input type="checkbox"/> Jr. Coll. <input type="checkbox"/> Univ. <input type="checkbox"/> Other _____					
	*K.E.P.A.C. (Kentucky Educators Public Affairs Council) \$5.00 or more \$ _____					
	CHECK ONE: <input type="checkbox"/> Cash <input type="checkbox"/> APA - Payroll Deduction <input type="checkbox"/>					
Complete All Sections Of This Form	I hereby authorize the payroll officer to deduct my KEPAC contribution along with my professional dues and KEA insurance premiums in equal deductions, beginning with the third month of school. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA at the end of the school year. In any event, no cancellation will be accepted after October 1.					
	SIGNATURE _____ DATE _____					
*SEE REVERSE SIDE						

3004120030

KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

- KEPAC is an independent political arm created by Kentucky educators to support education. Their contribution will be transferred upon receipt at KEA to KEPAC which will be solely responsible for accounting, handling and use of these funds.

000111200311

CASH ENROLLMENT FORM INSTRUCTIONS TO THE MEMBER

1. Make sure you have all copies and keep them. (Use ball point pen)

2. Complete all sections of this form.

3. Fill in the amount of cash dues.

4. Check the appropriate boxes for KEA and NEA Membership Categories. Fill in the amount of cash dues for each category. (Membership Categories are explained on the back of the MEMBER COPY)

5. Fill in the amount of cash dues for KEA and NEA PAC.

6. Check the appropriate boxes indicating whether dues are being paid or pledged. (Dues must be paid in cash)

7. Sign, date and date at bottom of form.

INSTRUCTIONS TO THE ENROLLER

1. Sign name and date the form when enrolled.

2. Send the KEA copy to the KEA office together with the transmission and membership report form. When the dues from KEA and NEA are collected at a later date the dues should be sent to the KEA office along with the member and the amount received for cash membership.

3. Give the MEMBER COPY to the member.

S

1974-75

Social Security No.

UNIFIED DUES

(KEA/NEA) \$63.00
Local \$

MEMBERSHIP CATEGORIES

KEA	NEA	
10 <input type="checkbox"/>	10 <input type="checkbox"/>	Active
20 <input type="checkbox"/>	20 <input type="checkbox"/>	Associate
25 <input type="checkbox"/>	25 <input type="checkbox"/>	Ext. Sec'y
	30 <input type="checkbox"/>	Life Active
40 <input type="checkbox"/>	30 <input type="checkbox"/>	Life Assoc.
	45 <input type="checkbox"/>	Reserve
	45 <input type="checkbox"/>	Paraprot.
50 <input type="checkbox"/>	50 <input type="checkbox"/>	Life Pledge
		*KEA PAC (\$5.00 or more)
		*NEA PAC (\$1.00)
		TOTAL \$

☐ DUES PAID
☐ DUES PLEDGED

Enroller

Date

Supporting documents (Contributions will be considered for accounting, handling and use)

Ex 2-13

DATE
KEA COPY

PROFESSIONAL EDUCATION ASSOCIATIONS CLASS MEMBERSHIP ENROLLMENT

1974-75

Mr. _____ Mrs. _____ Miss _____		Last Name _____ First Name _____ Initial _____		Social Security No. _____	
Street or Box No. _____		Birth Date _____		UNIFIED DUES (KEA-NEA) \$64.00 Local \$ _____	
Post Office _____ Zip Code _____		Ethnic Minority Class 1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Mexican Amer. 4 <input type="checkbox"/> Indian 5 <input type="checkbox"/> Other Spanish Speaking		MEMBERSHIP CATEGORIES	
School System _____	School _____	Sex <input type="checkbox"/> Male <input type="checkbox"/> Female	Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/> Divorced	KEA 10 <input type="checkbox"/> 20 <input type="checkbox"/> 25 <input type="checkbox"/> 40 <input type="checkbox"/> 60 <input type="checkbox"/>	NEA 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> Associate 30 <input type="checkbox"/> Ed. Sec'y 32 <input type="checkbox"/> Life Active 45 <input type="checkbox"/> Life Assoc. 45 <input type="checkbox"/> Reserve 60 <input type="checkbox"/> Prof. of 60 <input type="checkbox"/> Life Pd. - up
CHECK ONE: 21 <input type="checkbox"/> Principal 22 <input type="checkbox"/> Teacher 23 <input type="checkbox"/> Supervisor 24 <input type="checkbox"/> Asst. Supt. 25 <input type="checkbox"/> Librarian 26 <input type="checkbox"/> Superintendent 27 <input type="checkbox"/> Asst. Dir. of Ed. 28 <input type="checkbox"/> Asst. Dir. of Sch. Bldg.		CHECK ONE: 1 <input type="checkbox"/> Kindergarten 2 <input type="checkbox"/> Elementary 3 <input type="checkbox"/> Secondary 4 <input type="checkbox"/> Adult Ed. 5 <input type="checkbox"/> College or Univ. 6 <input type="checkbox"/> Other		*KEAPAC \$5.00 or more *NEAPAC \$1.00 TOTAL \$ _____	
Send Top Copy to KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, KY. 40207		UNIFIED DUES (Active) KEA \$38.00 NEA 25.00 TOTAL \$64.00		OTHER MEMBERSHIP CATEGORIES KEA NEA Assoc. \$ 38.00 \$12.50 Reserve 10.00 Ed. Sec. 10.00 12.50 Life 760.00	
GIVE MEMBER COPY TO MEMBERS		DATE _____ KEA COPY		DUES PAID _____ DUES PLEDGED _____ Enrollor _____ Date _____	

*KEAPAC and NEAPAC are independent political units created by Educators to support education. Contributions will be transferred upon receipt at KEA to KEAPAC and NEAPAC who will be solely responsible for accounting, handling and use of these funds.

SIGNATURE _____

MAKE CHECK PAYABLE TO KEA

DATE _____
KEA COPY

1. The Association is committed to ensuring the equitable representation of members of all ethnic groups at all governance levels of the Association. The Association shall ensure that those persons designated as members by the General Assembly shall specifically include the following: (Chinese), other Spanish-speaking groups, Asian, and Indian. In order to facilitate achievement of the goal of involvement, if you are a member of any of these groups, please indicate (check one box) or fill in the appropriate ethnic minority.

2. Completion of this form and delivery to the Association, you are a member of the Professional Education Association with all the rights and benefits thereof. The Association shall provide the following: (a) full coverage of the \$1,000,000 Professional Liability Insurance Policy; (b) NEA as a member; (c) membership cards and professional certificates; (d) the right to transfer to another Association. Please notify the Association of any change of name or address.

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1974-75

<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss	Last Name	First Name	Initial	Social Security No.																											
Street or Box No.			Birth Date	UNIFIED DUES (KEA-NEA) Local \$64.00																											
Post Office	State	Zip Code	Exempt from Civil 1. <input type="checkbox"/> Asian Amer. 2. <input type="checkbox"/> Black 3. <input type="checkbox"/> Mexican Amer. 4. <input type="checkbox"/> Indian 5. <input type="checkbox"/> Other Spanish Speak-ing	MEMBERSHIP CATEGORIES																											
School System	School	Sex <input type="checkbox"/> Male <input type="checkbox"/> Female	Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/> Divorced	<table border="0"> <tr> <td>KEA</td> <td>NEA</td> <td></td> </tr> <tr> <td>10</td> <td>10</td> <td>Active</td> </tr> <tr> <td>20</td> <td>20</td> <td>Associate</td> </tr> <tr> <td>25</td> <td>25</td> <td>Ed. Socy</td> </tr> <tr> <td></td> <td>30</td> <td>Life Active</td> </tr> <tr> <td></td> <td>32</td> <td>Life Assoc.</td> </tr> <tr> <td>40</td> <td></td> <td>Reserve</td> </tr> <tr> <td></td> <td>45</td> <td>Paraprof.</td> </tr> <tr> <td>99</td> <td>99</td> <td>Life Pd. - up</td> </tr> </table>	KEA	NEA		10	10	Active	20	20	Associate	25	25	Ed. Socy		30	Life Active		32	Life Assoc.	40		Reserve		45	Paraprof.	99	99	Life Pd. - up
KEA	NEA																														
10	10	Active																													
20	20	Associate																													
25	25	Ed. Socy																													
	30	Life Active																													
	32	Life Assoc.																													
40		Reserve																													
	45	Paraprof.																													
99	99	Life Pd. - up																													
CHECK ONE: 01 Teacher 02 Counselor 03 Librarian 04 Nurse 05 Asst. Prin.		01 Principal 02 Supervisor 03 Asst. Supt. 04 Superintendent 05 Asst. (High Sch. Ed.) 06 Other	CHECK ONE: 1. Kindergarten 2. College or 3. Elementary Univ. 4. Secondary 5. Asst. Ed. 6. College 7. Other	<table border="0"> <tr> <td>*KEAPAC (\$5.00 or more)</td> <td></td> </tr> <tr> <td>*NEAPAC (\$1.00)</td> <td></td> </tr> <tr> <td>TOTAL \$</td> <td></td> </tr> </table>	*KEAPAC (\$5.00 or more)		*NEAPAC (\$1.00)		TOTAL \$																						
*KEAPAC (\$5.00 or more)																															
*NEAPAC (\$1.00)																															
TOTAL \$																															
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, KY. 40202		UNIFIED DUES (Attach)	OTHER MEMBERSHIP CATEGORIES	<input type="checkbox"/> DUES PAID <input type="checkbox"/> DUES PLEDGED Enrollor _____ Date _____																											
GIVE MEMBER COPY TO MEMBERS		<table border="0"> <tr> <td>KEA</td> <td>\$30.00</td> <td>Assoc.</td> <td>\$ 20.00</td> <td>NEA</td> <td>\$12.50</td> </tr> <tr> <td>NEA</td> <td>25.00</td> <td>Reserve</td> <td>10.00</td> <td></td> <td></td> </tr> <tr> <td>TOTAL</td> <td>\$64.00</td> <td>Ed. Soc.</td> <td>10.00</td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td>Life</td> <td>780.00</td> <td></td> <td></td> </tr> </table>	KEA	\$30.00	Assoc.	\$ 20.00	NEA	\$12.50	NEA	25.00	Reserve	10.00			TOTAL	\$64.00	Ed. Soc.	10.00					Life	780.00							
KEA	\$30.00	Assoc.	\$ 20.00	NEA	\$12.50																										
NEA	25.00	Reserve	10.00																												
TOTAL	\$64.00	Ed. Soc.	10.00																												
		Life	780.00																												

*KEAPAC and NEAPAC are independent political arms created by Educators to support education. Contributions will be transferred upon receipt at KEA to KEAPAC and NEAPAC who will be solely responsible for accounting, handling and use of these funds.

SIGNATURE _____ MAKE CHECK PAYABLE TO KEA DATE _____ MEMBER'S COPY

NEA MEMBERSHIP CATEGORIES

ACTIVE: Active membership shall be open to any person who is engaged in or who is on a limited absence from professional education work. Active members shall hold or shall be eligible to hold a master's or higher degree or the regular teaching, educational, or technical certificates required by their employment. Active membership is limited to persons who support the principles and goals of the Association and maintain membership in the local and state affiliates where eligible.

ASSOCIATE: Associate membership shall be open to any person who is interested in advancing the cause of public education, but who is not eligible for any other class of membership in the Association.

EDUCATIONAL SECRETARY: Educational Secretary membership shall be open to any office employee in an educational institution, agency, or organization.

LIFE MEMBERSHIPS: The life membership category was discontinued as of July 7, 1973 except for those who had established contracts prior to that date. Life members with established contracts may complete those contracts by continuing to pay the appropriate amount of dues.

PARAPROFESSIONAL: Paraprofessional membership shall be open to any person who works directly with educators in discharging their professional duties.

RATEBY 2000: for membership in the National Education Association of the United States. Of the total dues, \$1.00 is for a subscription to TODAY'S EDUCATION for one year, and \$.20 is for a subscription to the NEA BULLETIN for one year. (Subscriptions for individuals are available only as a part of membership.)

PROFESSIONAL EDUCATION ASSOCIATIONS

CASH MEMBERSHIP ENROLLMENT

1974-75

<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss		Last Name First Name Initial		Social Security No.	
Street or Box No.		Birth Date		UNIFIED DUES (KEA-NEA) \$64.00 Local \$	
Post Office State Zip Code		Ethnic Minority Class 1 <input type="checkbox"/> Asian-Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Mexican-Amer. 4 <input type="checkbox"/> Ind. Am. 5 <input type="checkbox"/> Other Spanish Speaking		MEMBERSHIP CATEGORIES	
School System School		Sex <input type="checkbox"/> Male <input type="checkbox"/> Female Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		KEA NEA 10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 30 <input type="checkbox"/> 30 <input type="checkbox"/> Life Active 40 <input type="checkbox"/> 40 <input type="checkbox"/> Life Assoc. 45 <input type="checkbox"/> 45 <input type="checkbox"/> Reserve 50 <input type="checkbox"/> 50 <input type="checkbox"/> Life Prof. up	
CHECK ONE: 01 Teacher 02 Counselor 03 Librarian 04 Nurse 05 Asst. Prin.		CHECK ONE: 10 Principal 11 Supervisor 12 Asst. Supr. 13 Superintendent 14 Admin. (Higher Ed.) 15 Dir.		CHECK ONE: 1 Kindergarten 2 College or 3 Elementary Univ. 4 Secondary 5 Adult Ed. 6 Coll. College 7 Other	
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, KY. 40202		UNIFIED DUES (Active) KEA \$30.00 NEA 25.00 TOTAL \$55.00		OTHER MEMBERSHIP CATEGORIES KEA NEA Assoc. \$ 30.00 \$12.50 Reserve 10.00 Ed. Sec. 10.00 12.50 Life 750.00	
GIVE MEMBER COPY TO MEMBERS		TOTAL \$64.00		*KEPAC \$5.00 or more *NEA PAC \$1.00 TOTAL \$	
SIGNATURE		MAKE CHECK PAYABLE TO KEA		DATE FACULTY REP. COPY	

*KEPAC and NEAPAC are independent political arms created by Educators to support education. Contributions will be transferred upon receipt at KEA to KEPAC and NEA-PAC who will be solely responsible for accounting, handling and use of these funds.

3004020081

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1974-75

Mr. _____ Mrs. _____ Miss _____		Last Name _____ First Name _____ Initial _____		Social Security No. _____	
Street or Box No. _____		Birth Date _____		UNIFIED DUES (KEA-NEA) \$ 64.00 Local \$ _____	
Post Office _____	State _____ Zip Code _____	Employment Class 1 = Teacher 2 = Black 3 = Mexican Amer. 3 = Mexican 4 = Nat. Spanish Speaking		MEMBERSHIP CATEGORIES	
School System _____	School _____	Sex <input type="checkbox"/> Male <input type="checkbox"/> Female	Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced	KEA NEA 10 <input type="checkbox"/> 10 <input type="checkbox"/> Active 20 <input type="checkbox"/> 20 <input type="checkbox"/> Associate 25 <input type="checkbox"/> 25 <input type="checkbox"/> Ed. Sec'y 30 <input type="checkbox"/> 30 <input type="checkbox"/> Life Active 32 <input type="checkbox"/> 32 <input type="checkbox"/> Life Assoc. 40 <input type="checkbox"/> 40 <input type="checkbox"/> Reserve 45 <input type="checkbox"/> 45 <input type="checkbox"/> Prof. 09 <input type="checkbox"/> 09 <input type="checkbox"/> Life P.L. up	
CHECK ONE: 01 Teacher 02 Counselor 03 Librarian 04 Nurse 05 Asst. Prin. 06 Other		CHECK ONE: 1 Principial 2 Supervisor 3 Asst. Supt. 4 Superintendent 5 Admin. (Higher Ed.) 6 Other		CHECK ONE: 1 Middle/High Sch. or College or Univ. 2 Elementary 3 Adult Ed. 4 High School 5 Other	
Send Top Copy to: KENTUCKY EDUCATION ASSOC. 101 W. WALNUT STREET LOUISVILLE, Ky. 40202		UNIFIED DUES (Active) KEA \$ 35.00 NEA 29.00 TOTAL \$ 64.00		OTHER MEMBERSHIP CATEGORIES KEA NEA Assoc. \$ 30.00 \$ 12.50 Reserve 10.00 Ed. Sec. 10.00 12.00 Life 250.00	
GIVE MEMBER COPY TO MEMBERS		SIGNATURE _____		DATE _____ MAKE CHECK PAYABLE TO KEA KEAPAC COPY	

*KEAPAC and NEAPAC are independent political arms created by Educators to support education. Contributions will be transferred upon receipt to KEA to KEAPAC and NEAPAC who will be solely responsible for accounting, handling and use of these funds.

3004020031

PROFESSIONAL EDUCATION ASSOCIATIONS CASH MEMBERSHIP ENROLLMENT

1974-75

Last Name		First Name		Middle		Social Security No.	
School Bus No.		Birth Date		UNIFIED DUES		NEA/NEAI	
1001 11111		1/1/1944		Local		\$64.00	
1001 11111		1/1/1944		MEMBERSHIP CATEGORIES			
School		Grade		KEA		NEA	
1001 11111		10		10		Active	
1001 11111		20		20		Associate	
1001 11111		25		25		Ed. Sec'y	
1001 11111		30		30		Life Active	
1001 11111		32		32		Life Assoc.	
1001 11111		40		40		Reserve	
1001 11111		45		45		Paraprof.	
1001 11111		50		50		Life Pd - up	
1001 11111		55		55		*KEPAC 155.00 or more	
1001 11111		60		60		*NEA PAC 151.00	
1001 11111		65		65		TOTAL	
1001 11111		70		70			
1001 11111		75		75			
1001 11111		80		80			
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1001 11111		95		95			
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1001 11111		130		130			
1001 11111		135		135			
1001 11111		140		140			
1001 11111		145		145			
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1001 11111		770		770			
1001 11111		775		775			
1001 11111		780		780			
1001 11111		785		785			
1001 11111		790		790			
1001 11111		795		795			
1001 11111		800		800			
1001 11111		805		805			
1001 11111		810		810			
1001 11111		815		815			
1001 11111		820		820			
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1001 11111		830		830			
1001 11111		835		835			
1001 11111		840		840			
1001 11111		845		845			
1001 11111		850		850			
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1001 11111		860		860			
1001 11111		865		865			
1001 11111		870		870			
1001 11111		875		875			
1001 11111		880		880			
1001 11111		885		885			
1001 11111		890		890			
1001 11111		895		895			
1001 11111		900		900			
1001 11111		905		905			
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1001 11111		930		930			
1001 11111		935		935			
1001 11111		940		940			
1001 11111		945		945			
1001 11111		950		950			
1001 11111		955		955			
1001 11111		960		960			
1001 11111		965		965			
1001 11111		970		970			
1001 11111		975		975			
1001 11111		980		980			
1001 11111		985		985			
1001 11111		990		990			
1001 11111		995		995			
1001 11111		1000		1000			

SIGNATURE _____ DATE _____
 LOCAL COPY

1974-B

NEA is committed to assuring the equitable representation of ethnic minority groups at all governance levels of education. NEA Bylaw 12-1 (d) states: "Ethnic minority shall use persons designated as ethnic minority by the Census. Designation shall specifically include Black, Mexican-American, Puerto Rican, Cuban, Chinese, Japanese, Korean, Vietnamese, and other Spanish-speaking groups, Asian-American, and in order to facilitate achievement of the goal of minority representation, if you are a member of any of these groups, please check the appropriate box or fill in the appropriate ethnic name."

On completion and receipt by the Association of this form, you will become a member of the professional associations with all rights and benefits thereof including full coverage of the \$100,000 Professional Liability Insurance provided by KEA as a membership benefit. Membership cards and Professional Liability Insurance certificates will be mailed in January. Please notify the KEA Special Services Office of name or address changes.

KENTUCKY EDUCATION ASSOCIATION - 101 W. WALNUT ST., LOUISVILLE, KY. 40202				KEA COPY	
Mr. Last Name		First	Middle	Social Security Number	
Mrs.					
M-12					
Home Address - Street		City		State	Zip Code
Present School System		Name of School		Birth Date	<input type="checkbox"/> Male <input type="checkbox"/> Female
Ethnic Minority Class 1 <input type="checkbox"/> Asian Amer. 2 <input type="checkbox"/> Black 3 <input type="checkbox"/> Indian 4 <input type="checkbox"/> Mexican Amer. 5 <input type="checkbox"/> Other Spanish Speaking		Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Divorced		CHECK ONE 1 <input type="checkbox"/> Kind 2 <input type="checkbox"/> Elem 3 <input type="checkbox"/> Sec. B 4 <input type="checkbox"/> Other 5 <input type="checkbox"/> Unk.	
CDW - FILL IN SECTION IF YOU WANT KEA INCOME PROTECTION INSURANCE		Annual Salary from Bd. of Educ. \$		Check Below	
Are you presently actively on duty? <input type="checkbox"/> Yes <input type="checkbox"/> No		Were you insured by Washington Natl. last year? <input type="checkbox"/> Yes <input type="checkbox"/> No		1. United Membership (Local KEA NEA) A. 10 <input type="checkbox"/> Active B. 99 <input type="checkbox"/> KEA Life 99 <input type="checkbox"/> NEA Paid up Life	
School System Last Year		Do you also want the Supplemental LTD Benefits Plan 3 (1987)?		2. KEPAC (Ky. Educ. Public Affairs Council) \$500 or more \$	
Check Base Plan desired 1 or 2 or both <input type="checkbox"/> 1 Monthly Benefit \$ <input type="checkbox"/> 2 Sick Leave Coordinated		<input type="checkbox"/> Yes <input type="checkbox"/> No Monthly Benefit \$		3. NEA-PAC (\$1.00)	
Name of Beneficiary		Relationship		4. Income Protection Insurance (Washington National)	
				5. KEA Life Insurance (Minnesota Mutual)	
<p>I hereby authorize my employer to deduct any professional dues, KEPAC and NEA PAC contributions and KEA insurance premiums in \$ equal deductions beginning with the third month of school as indicated above. Deduct the amount for dues as officially determined by the Local Association, KEA Delegate Assembly and NEA Representative Assembly. Deduct the amount for insurance (Minnesota Mutual and Washington National) as calculated by the KEA Special Services Department, in accordance with the attained age, rate, and coverage schedule included in the master policies issued to KEA. This authorization is to remain in full force and effect, unless revoked by me in writing to KEA. No cancellations will be accepted after October 1.</p>					
SIGNATURE				DATE	
F6923 3				APA INDIVIDUAL CONTINUOUS MEMBERSHIP	

Ex 2-C

APA

KEA Board of Directors, April 15, 1975 - page 5

President Basham recognized Dexter Meyer, Chairman of KEPAC, who stated that KEPAC was currently at a crossroads and he wished that members of the board would share with him their feelings about what they wanted political action to do in Kentucky. Mr. Meyer said there was tremendous interest of candidates in getting the support of teachers for their campaigns and this has been very encouraging. Mr. Meyer went on to say that he had mentioned the problems of KEPAC in bookkeeping, communications, and compliance with the state and federal laws and that KEPAC had been studying these problems and how to solve them. He indicated that in all of the states where things are happening in political action there is a reverse dues checkoff for members and that KEPAC had presented a resolution earlier but had revised it somewhat to make it stronger and more in compliance with the state Corrupt Practices Act. Mr. Meyer indicated that it had been felt that this matter should be taken up as a new business item rather than a resolution, and also that there were certain things in the original one which needed to be clarified insofar as KEPAC's

KEA Board of Directors, December 7 and 8, 1973 - page 5

A report was given by Mr. Barnes on KEPAC. He stated that last year there were 2700 contributors in KEPAC and this year there were 2995. He indicated that the First District has the largest number of local units participating and that Fulton Independent has 28 contributors out of a possible 29 teachers. Mr. Barnes said that KEPAC would meet in January and would like to start a campaign immediately following the adjournment of the Legislature. He reported that he had been in Washington and NEA lobbyists were talking about the request of KEPAC that each teacher contribute \$1 and that after the Watergate affair many of the big contributors were no longer giving. Mrs. Weyler was recognized and moved that the NEA Board commend the membership of Fulton Independent School for their high participation in KEPAC. Seconded, the motion was unanimous.

KEPAC reverse dues check-off ruled legal; any member may decide not to pay them

By Mary Musick and
Gerald Jagers

The KEPAC reverse dues check-off procedure is not only good, it is legal.

Teachers have known for sometime that the idea of political action is good. They reinforced this principle last April when delegates to the KEA Delegate Assembly voted to approve a reverse dues check-off procedure to provide the money to support political candidates at the local, state, and national levels.

And now the Kentucky Attorney General, in an opinion written last month, has said that this dues procedure is legal to provide operative funds for the Kentucky Educators Public Affairs Council (KEPAC), local PAC units, and the NEA Political Action Committee (NEA-PAC).

Responding to an inquiry, Carl Miller, an assistant attorney general, has written, that "it is our opinion that it cannot be said that anyone is being forced to contribute to KEPAC." He added, further, that "we see nothing illegal in the reverse dues check-off system."

This legal opinion lends further momentum to the political involvement of teachers here in Kentucky. The procedure itself will enable KEPAC to raise sufficient funds to contribute to the campaigns of many political candidates who are demonstrated friends of education.

State law prohibits a corporation such as KEA from becoming involved in any activity that could be interpreted as giving either direct or indirect support to candidates for political office or to their campaign funds. However, since so many consequential educational decisions are made in the political arena, both KEA and NEA have been stressing the need for teachers to become more politically aware and active.

It was precisely for that reason that

KEPAC was established at the state level, and that NEA-PAC was set up at the national level. KEA serves as the collecting agent for KEPAC and NEA-PAC money.

By virtue of the unanimous decision by the delegates last April, \$8 will be added automatically to each member's deductions under the APA Plan (\$1 per month). Of this total amount, \$1 will be sent to NEA-PAC, and the other \$7 will go to KEPAC. A normal charge will be made to each of these groups to cover the expense of collecting these political contributions.

Organized local PAC units will be eligible to receive one-half of the money contributed by their members to KEPAC to use in support of local candidates who are friends of education, particularly those who are campaigning for seats in the Kentucky Senate or House of Representatives. (The money retained by KEPAC will be used primarily in support of friendly candidates in statewide elections, particularly for such offices as Governor, Lieutenant Governor, State Superintendent of Public Instruction, and Attorney General.)

Since this is a voluntary contribution for political action, any member may request that these KEPAC and NEA-PAC dues not be withheld from his/her salary. Even if some monthly deductions have been made, these will be refunded if the member so requests. All such requests must be submitted individually in writing.

Both KEPAC and NEA-PAC have been active for several years, using voluntary contributions by teacher-members. During the congressional elections last fall, for example, NEA-PAC contributed a total of about \$225,000 to 165 candidates in 44 states, including \$4,500 to 6 candidates in Kentucky. This past spring during the primary elections for state office, KEPAC contributed \$7,000 to the campaign efforts of 5 candidates.

There now are 55 organized local PAC units, most of which have been involved in legislative races. Other local PAC units are in the process of being organized under guidelines developed by the State KEPAC Committee. Dexter Meyer, Lexington, is the State KEPAC Chairman, and Lyndle Barnes, KEA Director of Governmental Relations, is Secretary-Treasurer.



Kentuckians spent a lot of time on the b

NEA elects first two

Special Report

John Ryor, a 39-year-old math teacher from Battle Creek, Michigan, scheduled to take office September 1975, as the first president of National Education Association elected to a two-year term.

Ryor has an extensive background activity and leadership at the local, state, and national levels of professional association activity. Most recently served as a member of the NEA Executive Committee and as president of National Council of State Education Associations.

In accepting the nomination for NEA presidency, he stressed the need to do something about the economic problems of teachers with these words:

"We desperately need an



NEA President John Ryor

KEA NEWS

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July 31, 1975

The KEA NEWS is published weekly during the school year, except for Thanksgiving week and two weeks at Christmas, and monthly during the summer by the Kentucky Education Association. Address all communications to Dr. Gerald Jagers, Editor, 101 West Walnut Street, Louisville, Kentucky 40202. The telephone number is 502/582-2273, and the TWX number is 810-535-3341.

The KEA NEWS is the only regular official publication of the Association, and is designed to keep members and

NEA recommends

Local PAC units urged to work in campaigns

KEPAC endorses Carroll, Ward, Sullivan, Alleyne, Robinson

by Mary Musick

Julian Carroll has received the endorsement of Kentucky teachers for governor.

The Kentucky Educators Public Affairs Council (KEPAC) announced Wednesday (May 7) it will back Carroll for the state's top political office.

Four other endorsed candidates for three additional state offices were named at KEPAC news conferences conducted simultaneously in Louisville, Lexington, and Paducah.

At the Louisville conference, Governor Julian Carroll announced he is recommending a \$4 million supplemental appropriation to the Appropriations and Revenue Committee to meet inflationary operational expenses of all elementary and secondary schools.

KEPAC is the political action arm of the education profession. In the primary election it will contribute a total of



Carroll

\$7,000 to the five endorsed candidates.

In the Lt. Governor's race, two state senators, William Sullivan (D) of Henderson and Tom Ward (D) of Versailles, were endorsed.

Others who won KEPAC support were Jerry Alleyne (D) of Georgetown, for State Superintendent of Public Instruction and Jimmy Don Robinson (D), of Kevil, for Attorney General.

The KEPAC endorsement means all candidates have been recommended by the state committee following personal interviews and have received the concurrence of local political action groups.

"Carroll is a proven friend of

education and has worked with us as Speaker of the House and while presiding in the Senate as Lt. Governor," State KEPAC Chairman Dexter Meyer said in announcing the choices. "We have excellent communications with him and his record on all issues stands for itself."

In making the dual endorsement for Lt. Governor, Meyer explained that both men have worked actively for teachers, hold leadership positions in the Senate, and are leaders within the Democratic party. Both have an excellent voting record on education legislation and support the KEA Legislative Program.

Alleyne's endorsement came, according to Meyer, because of his experience in the field of education. He has been a classroom teacher, an administrator, a community college director, and is now an employee of the Kentucky Education Association working as a unified service consultant in Central Kentucky.

As a KEA lobbyist, Alleyne has been involved in the legislative process of the Kentucky General Assembly. He is supportive of the KEA Legislative Program.

Robinson was endorsed on the basis of his qualifications, his attitude toward

education, and his proposals for operating the Attorney General's office as related to education, Meyer said.

KEPAC was first formed in 1972 to give educators the opportunity to become more involved in politics. Both the State KEPAC Committee and local political action groups can contribute funds to specific campaigns and supply volunteer workers. This is the first year that KEPAC has made candidate endorsements for statewide offices.

Just what do the endorsements mean? In Meyer's opinion, the State KEPAC Committee is not attempting to coerce any teacher to vote in a certain way. "The committee recognizes the integrity of everyone's vote and his right to make up his own mind. But we also know that Kentucky teachers are concerned about low national ranking of 49th."

"If teachers vote together for
Turn to page 4



Sullivan



Ward



Alleyne



Robinson

OFFICIAL PUBLICATION OF THE KENTUCKY EDUCATION ASSOCIATION



KEA NEWS

VOLUME XI

NUMBER 31

MAY 8, 1975

VOICE OF THE UNITED PROFESSION IN KENTUCKY



KEA NEWS

VOICE OF THE UNITED PROFESSION IN KENTUCKY

Delegates approve reverse dues check-off for KEPAC; Constitution rejected

By Gerald Jagers

The KEA Delegate Assembly set some records this year. First, they stayed in session longer than ever before — until 3:10 a.m. on Friday morning, April 18. Second, they voted more times than ever before — including five ballots on the elections of delegates to the NEA Representative Assembly.

When all of the proposals, discussions, and voting were over, the 500-plus delegates had turned down a proposed new KEA Constitution and Bylaws, had passed several amendments to the present KEA Constitution and Bylaws, had elected a set of "activist" leaders for next year, had approved a slight dues increase and method for calculating dues, had adopted a reverse dues checkoff system for KEPAC, had failed to alter district association boundaries, and had elected only 17 of the authorized 27 NEA delegates.

The discussion on "perfecting" (amending) the proposed new KEA Constitution and Bylaws waxed hot and heavy for more than 7 hours, with numerous perfecting amendments considered. However, when the voting on the amended version finally took place, the new documents lacked by 62 votes the necessary two-thirds majority required for approval.

Most of the amendments approved (by a two-thirds vote) for the present governance documents of KEA were aimed at fulfilling several new affiliation requirements include the one person-one vote representation principle, proportionate ethnic-minority representation on governing bodies, and the use of the secret ballot, open nominations, and majority support in all elections.

In leadership selection, the delegates turned to some confirmed activists in the teaching profession. Joining the new president of KEA, Mrs. Billye Pope, Fayette County (who took office at the

closing convention session), were James Sproul, an elementary school principal from Knox County, as president-elect, and Wayne Harvey, a teacher from Livingston County, as vice president.

All races were closely contested, including the one in which Donald Nail, a Daviess County teacher, was elected to membership on the NEA Board of Directors (to take office next July) over Mrs. Sharon Butler, a teacher from Fayette County.

The new dues structure, approved as an amendment to the KEA Bylaws, calls for applying a new factor (.0050) to the average salary paid classroom teachers in the state. This replaces the present factor (.0062) applied to the average salary of beginning teachers, and will result in an increase of about \$2 over what the dues would have been. However, the delegates mandated that the first \$50,000 of this "new" money (which means most of it) be applied to the current KEA indebtedness.

At the same time, the delegates approved a new system for collecting member contributions to the profession's political action arm, the Kentucky Educators Public Affairs Council (KEPAC). Instead of waiting for members to send in their contributions, they will be withheld from everyone under the APA Plan and reimbursed only if requested before January 1.

The contribution level was set at \$8 (\$1 per month under the APA Plan) with \$1 of this total going to NEA-PAC (the national political action arm) and \$3.50 to be held in reserve for the local organized PAC unit.

Turn to page 4



KEA President Billye Pope receives flower local. With her are Mrs. Sharon Butler and

Pope pushes political involvement

Governor pleads

By Mary Musick

Kentucky teachers have grown politically and are ready to fight for their own welfare.

KEA President Billye Pope acknowledged as much in her first speech before the KEA Convention during its final general session on Friday.

"All who are interested are now on notice that we know where the action is and that we're going to have a piece of the action," she said.

She was talking about the Delegate Assembly's overwhelming decision to approve implementation of a reverse-check off procedure for the Kentucky Educators Public Affairs Council. The act alone has strengthened the political action arm by a quarter-million dollars.

"After almost 10 years of appealing vainly to legislators and governors, we have a collective bargaining law which will allow us to participate in those decisions which affect our professional lives and the lives of the children we teach," Mrs. Pope said.

Election for NEA delegates to continue

Secret ballots are scheduled to go into the mail tomorrow (Friday, April 25) to all certified members of the KEA Delegate

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Most important of all, members of the Association pledge their whole-hearted efforts to the end of assuring the best possible education for every individual, regardless of educational potential, race or creed, economic or social level, sex, or place of residence.

GOAL A: FINANCING OF PUBLIC EDUCATION

A-1. Financial Support for Public Schools.

The Kentucky Education Association endorses the principle of joint support and equal financial responsibility by local, state, and federal governments for an adequate program of public education. Consistent with this principle of equal financial support for public schools, we accept the following goals and standards:

1. **Federal Support.** We recognize the fact that the federal government has both a vital interest in, and a responsibility for assisting public schools financially to meet the demanding challenges of today's complex society. We advocate that the federal government accept the thesis that, in our nation, education is a federal concern, a state responsibility, and a local function.

2. **State Support.** The state has the responsibility of establishing the machinery for support of public education in Kentucky. It should provide the highest possible level of financial support at the state level, identify appropriate tax sources from which to secure this support, and provide the machinery whereby this also can be done at the local level.

3. **Local Support.** Complete autonomy should be allowed local boards of education in determining the local taxes neces-

We call upon the Kentucky members of the US House of Representatives and Senate to support efforts to make the federal government an equal partner in the financing of public elementary and secondary schools, to reject any proposals for consolidation of federally-funded programs for public education unless they provide additional funds to move toward the goal of equal partnership in school financing, to oppose all efforts to reduce the amount of money from federal sources going into ESEA Title I or any other educational programs of all types, to support the maintenance of funding for all categories of impact aid, to support nationwide collective bargaining, to support legislation to improve teacher retirement mobility and income tax exemptions, and to oppose all efforts to violate the traditional concept of separation of church and state.

75-1. Political Action.

We commend all local groups that have exerted the time and energy to form an independent political action group to provide for involvement of educators in political campaigns through the endorsement of candidates and the voluntary contribution of time and money in support of their candidacies. We call upon all local groups who have not done so to take such action in cooperation with the statewide Kentucky Educators Public Affairs Council (KEPAC).

We endorse the efforts of the NEA Political Action Committee (NEA-PAC) and call upon individual members to contribute voluntarily \$1 each to this effort during the coming year. Further, we call upon each member to contribute voluntarily \$1 per month to KEPAC, understanding that one-half of this contribution will be available to the local political action group when and if it is formed.

(d) maternity.

5. The establishment and continuous evaluation of cooperatively developed written personnel policies which specify the procedures for employment, promotion, assignment, transfer, and dismissal of professional personnel, and which contains clear definitions of the duties and responsibilities and maximum work load staff members may assume.

6. The establishment of a school day which provides each teacher with a period free from pupil responsibility.

7. The assurance of protection to the professional staff from legal harassment relative to the performance of duties.

8. The provision of an adequate program of economic fringe benefits that will equal or surpass in value and scope those in other professions and occupations requiring comparable preparation and/or responsibilities.

9. The maintenance and improvement of a sound and equitable retirement program for all members of the professional staff operated on the principle of maximum benefits within the bounds of actuarial soundness.

B-2. Professional Negotiation.

The Kentucky Education Association believes that professional negotiation (PN) is the best method of utilizing to the fullest the knowledge, abilities, and professional competencies of certified school personnel in the development of policies that affect the school program. PN makes the local education association, as the representative of the professional teaching staff, a responsible partner in the conduct of the educational enterprise.

We believe the principles as outlined by the KEA Commission on Professional Negotiation are appropriate and should be followed by local associations in securing professional negotiation agreements.



Third District President Mike Holian makes a presentation during the testimonial dinner for Dr. J. M. Dodson during the recent KEA Convention

KEPAC is really getting into the political arena

By Mary Musick

Thirteen political candidates came calling at the KEA Headquarters Monday (April 28) and Governor Julian Carroll led the list. The executive committee of the Kentucky Educators Public Affairs Council (KEPAC) was interviewing persons running for the statewide offices of Governor, Lieutenant Governor, Superintendent of Public Instruction, and Attorney General.

This was the first step in a process which will lead to the KEPAC endorsement of candidates for those positions. The entire state committee met the following day (Tuesday) in Lexington to review the recommendations of the executive body, and to determine which candidates in its opinion should be endorsed. The state committee decision must then be approved by local PAC groups before any statewide teacher endorsement can be finalized and announced.

KEA President Billye Pope was happy once the interviewing was completed. She was happy with the results and with the

gist of the conversations throughout the day. "It is obvious politicians are aware of the condition of education in this state. All along we have said Kentucky is 49th and that more money must be spent to upgrade the quality of education offered to children in this state. Now the politicians are telling us the same thing," Mrs. Pope said.

In the Governor's race, Carroll was the only candidate who appeared before the committee. More than half of the 11 candidates for Lt. Governor went before KEPAC. Among the Democrats were James Day, Morehead; Louis Grace, Elizabethtown; Wayne Rutherford, Shelbyville; William Sullivan, Henderson; and Tom Ward, Versailles. Shirley Palmer-Ball, Louisville, one of the Republican candidates, also was there.

In the race for Superintendent of Public Instruction three Democratic candidates came, including Jerry Alleyne, Georgetown; Joshua Cummins, Louisville; and Custer Reynolds, Wilmore. Speaking also was the sole Republican candidate James Taylor, Sr., of Pleasure Ridge.

Jimmy Robinson of Kevil and Arthur Samuels of Anchorage, both Democratic candidates for Attorney General, spoke with the KEPAC representatives.

A comprehensive report on plans for the convention — including a day-by-day schedule, speakers, exhibits, issues to be debated, and the Critical Issues Conference — will be included in the upcoming May issue of the NEA Reporter, which should be received by members before the middle of this month.

at the Airport. This is 14 miles (about 25 minutes) from the downtown Convention Center, but a shuttle-bus service will be available to transport delegates back and forth. (The cost of this service is included in the \$5 delegate registration fee.) Room rates are \$16 per day for single occupancy, and \$18 per day for double occupancy.

Turn to page 2

KEA NEWS Vol. XI Number 30 May 1, 1975

In addition to the persons coming to Louisville, a number of candidates called to inform Lyndle Barnes, KEPAC secretary-treasurer, that they had other commitments and would be unable to attend.

The questioning of all candidates stayed close along the lines of the 1976 KEA Legislative Program, since KEPAC is the political action arm of KEA. Though some candidates needed more

information on certain points and others felt some items required further study all in general felt they could support the proposals. And most were enthusiastic in that support.

"This is a turning point," Dexter Meyer, KEPAC state chairman, said. "The day speaks for itself. The candidates were here and interested. Teachers in Kentucky are on the move."

Kentucky teachers at the "austere" level

NEA News Service

The US Labor Department has released new statistics on how much it costs the typical family of four to maintain various standards of living. As of the fall of 1974, the urban family comprising a 38-year-old working husband, a wife not employed outside the home, a 13-year-old son, and an 8-year-old daughter needed \$9200 a year to live at an "austere" level, \$14,300 to achieve a "moderate" budget, and \$20,800 to afford any luxuries. Each figure is up more than 12 percent over fall 1973 estimates.

Teachers, with a national average salary of \$11,513, didn't have to wait for the latest statistics to know that their budgets are in the "austere" category, and that last year's record inflation has put a "moderate" living standard farther beyond their reach than ever before.

(In Kentucky, with a statewide average of about \$8800, most teachers are below even the "austere" level, and many may well be eligible for the earned income tax credit on 1975 incomes. For some, this tax credit may be larger than the taxes owed, and could result in a "negative income tax" payment from the federal government.)

Seventeen NEA delegates have been elected

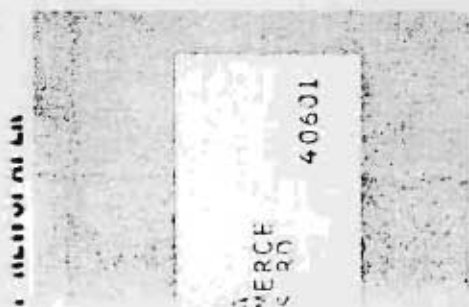
Special Report

Seventeen of the 27 state delegates authorized Kentucky for the 1975 NEA Representative Assembly meeting in Las

candidates with the required support of a majority of the delegates who voted. A total of 59 candidates were nominated.

Eleven during the convention...

MCEA teachers to meet and discuss political questions





KEA NEWS

Volume XIV
Number 9

November 10, 1977

VOICE OF THE UNITED TEACHING PROFESSION

Teachers will prove they want to be in the political arena

Thousands of dollars from thousands of teachers will show people teachers really mean business

State-wide rally will focus attention

By Gerald Jagers

"It's looking more and more like Saturday, Nov. 12, is going to be a very important day in the political involvement life of Kentucky teachers."

That's the way KEA Executive Secretary Robert L. Summers is now viewing what started out to be a simple lobbying workshop where teacher-leaders from across the state would be taught the practical techniques to use in securing good educational legislation in the General Assembly.

Because of recent actions by the Kentucky Chamber of Commerce and the Kentucky Registry of Election Finance, it probably will turn into a big, state-wide rally for turning in contribu-

checkoff system, of collecting teacher political contributions."

For example, Owen Arnold, from the KEA-Elizabethtown office, reports strong support all over the Fourth District. More specifically, 80 percent of the teachers in Meade County High School already had made their contributions by last Friday (Nov. 4), and East Hardin High School already has reported 100 percent participation. Elizabethtown High School has passed the 95 percent mark, and 70 percent of all the teachers in Green County have made contributions.

KEA membership is

Fourth District KEPAC Chairman Harrison Ashlock summarized the importance of the situation when he said: "Loss of deductions for KEPAC is an obstacle, but organizations—like individuals—gain strength and respect by overcoming such obstacles. This crisis presents an opportunity to show ourselves and the political powers of this state that we are determined to win better schools and fairer treatment for teachers."

Woody Gosser, who works in the Middle Cumberland area, reports a similar reaction from teachers and teacher-leaders there. He reports one school system (Science Hill) is already 100 percent in support contributions, with most of the teachers contributing

In the far eastern section of the state, Ron Stewart, KEA-Hazard, reports strong support, particularly in Hazard, Jackson, Jenkins, and Perry County. His preliminary estimate is a 75 to 85 percent participation by teachers in those school systems.

Marty Bell, executive director of the Jefferson County Teachers Association, reports they are gearing their contribution deadline to November 23 (when teachers are scheduled to receive an extra check for back pay). They are working on the face-to-face approach, and many of their members are not waiting for that deadline to make their contributions.

In the Third District, Ken Campbell,

That's the way KEA Executive Secretary Robert L. Summers is now viewing what started out to be a simple lobbying workshop where teacher-leaders from across the state would be taught the practical techniques to use in securing good educational legislation in the General Assembly.

Because of recent actions by the Kentucky Chamber of Commerce and the Kentucky Registry of Election Finance, it probably will turn into a big, state-wide rally for turning in contributions collected from teachers during their "\$8 by the 8th" campaign, he says.

According to Lyndle Barnes, treasurer of the Kentucky Educators Public Affairs Council (KEPAC), the group sponsoring the

primary reports from
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ing a special contri-
of dollars to replace
will be lost through
ation of the reverse

District. More specifically, 80 percent of the teachers in Meade County High School already had made their contributions by last Friday (Nov. 4), and East Hardin High School already has reported 100 percent participation. Elizabethtown High School has passed the 95 percent mark, and 70 percent of all the teachers in Green County have made contributions.

KEA membership is up this year because teachers believe KEA is doing its job better

Membership in the Kentucky Education Association is "up" this year.

That is the message to be gleaned from the most recent (Nov. 1) KEA membership report. This report shows an increase of about 1000 over the October report, and an increase of about 1400 in comparison to the November report of a year ago. The latter figure represents a little more than a 5 percent increase.

Furthermore, the comparison with the same period a year ago shows an increase in every district association, ranging from a 35-member (1 percent) increase in Central Kentucky, to a 365-member (8.2 percent) increase in Jefferson County, and a 144-member (12.8 percent) increase in the Fifth District.

More than the 5 percent average increase also was achieved in Northern Kentucky (up almost 9 percent), in Upper Kentucky River (up almost 6 percent), and in the First District (up 5.3 percent).

"This is an indication to us," Executive Secretary Robert L. Summers reported, "that teachers believe more strongly than ever before that KEA is doing the job it is supposed to be doing."

overcoming such obstacles. This crisis presents an opportunity to show ourselves and the political powers of this state that we are determined to win better schools and fairer treatment for teachers."

Woody Gosser, who works in the Middle Cumberland area, reports a similar reaction from teachers and teacher-leaders there. He reports one school system (Science Hill) is already 100 percent in support contributions, with most of the teachers contributing more than the minimum. In another place, a teacher in the hospital asked friends to contribute to KEPAC instead of sending him flowers.

KEPAC scores major victory in elections

Special Report

More than 90 percent of the candidates for the Kentucky General Assembly endorsed by the Kentucky Public Affairs Council (KEPAC), the political arm of the education profession, were successful in their bid for election last Tuesday (Nov. 8).

This adds up to a major victory in KEPAC's continuing effort to give teachers a real voice in the political process, according to Doris Wilson, KEPAC chairperson.

"When we can get real friends of education elected to decision-making positions at every level of government," she says, "we are doing part of what needs to be done to improve the educational situation in Kentucky - for teachers, for children, and for parents - which is our professional goal."

In addition, she believes the defeat of candidates who are not really concerned with improving education is just as important in achieving that goal, "and KEPAC was part of several efforts of this nature which succeeded."

Marty Bell, executive director of the Jefferson County Teachers Association, reports they are gearing their contribution deadline to November 23 (when teachers are scheduled to receive an extra check for back pay). They are working on the face-to-face approach, and many of their members are not waiting for that deadline to make their contributions.

In the Third District, Ken Campbell, KEA-Bowling Green, reports they had a rally in his office Tuesday night (Nov. 8), complete with a large glass bowl in which

Turn the page

In races for the State Senate, where KEPAC had endorsed 13 of the 19 candidates, the political action group was successful in securing the election of 12 of these "friends of education." This is a 92 percent success story.

In races for the State House of Representatives, KEPAC had endorsed candidates in 68 out of the 100 races. Unofficial returns show at least a 90 percent success story, with victories in 61 of those races, and one race still undecided at press time.

"This would indicate there will be a majority in each house of the Legislature supportive of our efforts to improve education," was the way Lyndle Barnes, KEPAC treasurer and a governmental relations specialist on the KEA staff, summed up his reaction.

"We can concentrate our efforts, now, on providing these supporters with the necessary information to act wisely on education legislation in the next session," he continued, "and on getting our local members involved in this process."

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Here are some specific examples of how benefits have been increased after retirement:

• A teacher who retired in 1953, after 31 years of service, received \$40 as the first monthly payment. That same retired teacher now receives \$226 per month, a 465 percent increase. This retired teacher contributed \$650 to the fund, but has been paid a total of more than \$32,000 with the actuarial probability of being paid another \$15,000.

• Another teacher who retired in 1957, after 35 years of service, started out with a monthly benefit of \$62. Since that time the benefit has been increased 363 percent to \$241 per month. That teacher's total contribution of \$1149 has

settle (\$100).

At the other end of the scale, the lowest state dues are in Louisiana (\$15), followed by Mississippi (\$25), North Carolina (\$30), Arkansas (\$32), Georgia (\$40), and Virginia (\$43). Florida is the only southern or bordering state collecting higher dues than Kentucky.

Thousands of dollars

Continued from page 1

to put contributions, a tote board on which to record the totals, and a "Click 'em Fat Cat" spray can for everyone reporting.

They already have more than \$5000 in contributions, with more still to come as they continue their campaign this week. He reported how one school faculty (Warren East High School) had contributions from all but three people, so three others doubled their contributions so they could claim 100 percent.

The largest amount (more than \$900) was collected in Muhlenberg County. 70 percent of the members and some non-members made contributions in Glasgow, and about 75 percent in Barren County already had contributed. Much remains to be done, Campbell reported, since the campaign is just swinging into high gear in several of the schools.

Dale Furkin, Campbellsville, president-elect of the Fourth District, believes this special effort may have set a pattern KEA should follow in the future. As she expressed it, "Maybe we've been missing out all along by not talking personally to our members. We can be more successful when we take the trouble to go one-on-one."

In addition to the KEPAC contribution rally, two State Senate leaders have been added to the program of the lobbying seminar: Joe Prather, Vine Grove, the Democratic President Pro Tem, and Eugene Stuart, Louisville, the Republican Minority Leader. They will share the speakers' platform with Fred Morgan, Paducah, a former Democratic leader in the House of Representatives.

ence at Barren River State Park December 9-11.

The conference will begin at 7 p.m. on Friday (Dec. 9) with registration, buffet dinner, and an overview of the conference and its program. The next day you will be able to attend two different 3-hour group sessions on specific activities appropriate to your local situation. The final day (Sunday) will concentrate on Community Action Organizing and conclude with a buffet lunch.

According to the conference coordinator, Floye Perkins, KEA's training and



This is the last of our pictures showing KEA leaders. KEA President-Elect Doris Morton is second from left. Pennington.

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Tell us how many books you want and v mixture from our inventory of Scholastic, Penguin, and other favorites. Sell them at r return any unsold books after your book f wial inventory them and bill you only for minus the 30% discount, which is your p simple.

KEA NEWS

Vol. XIV, No. 9 November 10, 1977

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This symbol of united teaching profession sponsorship can be used only with those programs which have been officially endorsed by the National Education Association and the Kentucky Education Association in the name of the membership.





ice that KEA has so many and sincere teachers. (This was amplified at the convention.) A professional association will make advances.

have a memory-bank full of dedicated, and, certainly, ing staff carrying out the and goals which the delegates anted.

continue to be concerned and to the high goals of our I am most optimistic for a ity and purpose which will the future progress of this association.

peed to you President Billye re will you!

Louise A. Hite
Middlesboro

Education Week s Available

Publishing is offering an manual, a source book for d writers and other planning or American Education Week h are available in the 1975 t at a cost of \$3 (Stock No. A free Planning Guide (Stock -ON), including a description order form for many NEA hich could be used in AEW , also is available.

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Kentucky Educators Public Affairs Council

KEPAC endorsements mean supporting and working for candidates

For the first time ever, Kentucky teachers have chosen to endorse candidates for statewide office.

These individuals and the offices they are seeking include Julian Carroll, governor; Bill Sullivan of Henderson and Tom Ward of Versailles, lieutenant governor; Jerry Alleyne of Georgetown, state superintendent of public instruction; and Jimmy Don Robinson of Kevil, attorney general.

In making the political endorsements, the Kentucky Educators Public Affairs Council, the political action arm of the education profession, interviewed the candidates, evaluated their records, and then selected those individuals who are the most supportive of education.

Subsequently, they received the concurrence of the majority of the local PAC groups that voted.

These candidates have pledged themselves to improve education in Kentucky, Dexter Meyer, State KEPAC Chairman, pointed out.

Meyer stressed that KEPAC recognizes and respects the integrity of each individual's vote. The endorsed slate is a method to allow teachers to know which candidates are the most likely to improve the quality of elementary and secondary education in the state, Meyer said.

Already many teachers have been working in a number of legislative and statewide campaigns.

Some are serving as campaign managers. A political rally of 500 teachers has been scheduled at Rough River State Park. Other rallies and mass meetings have been held earlier.

Endorsements are being made and letters mailed out by the various local political action groups. Groups of teachers have been assisting in a number of campaigns by distributing literature for candidates. Others have been regularly appearing in large groups at various political gatherings and dinners featuring candidates in order to increase the visibility of teachers.



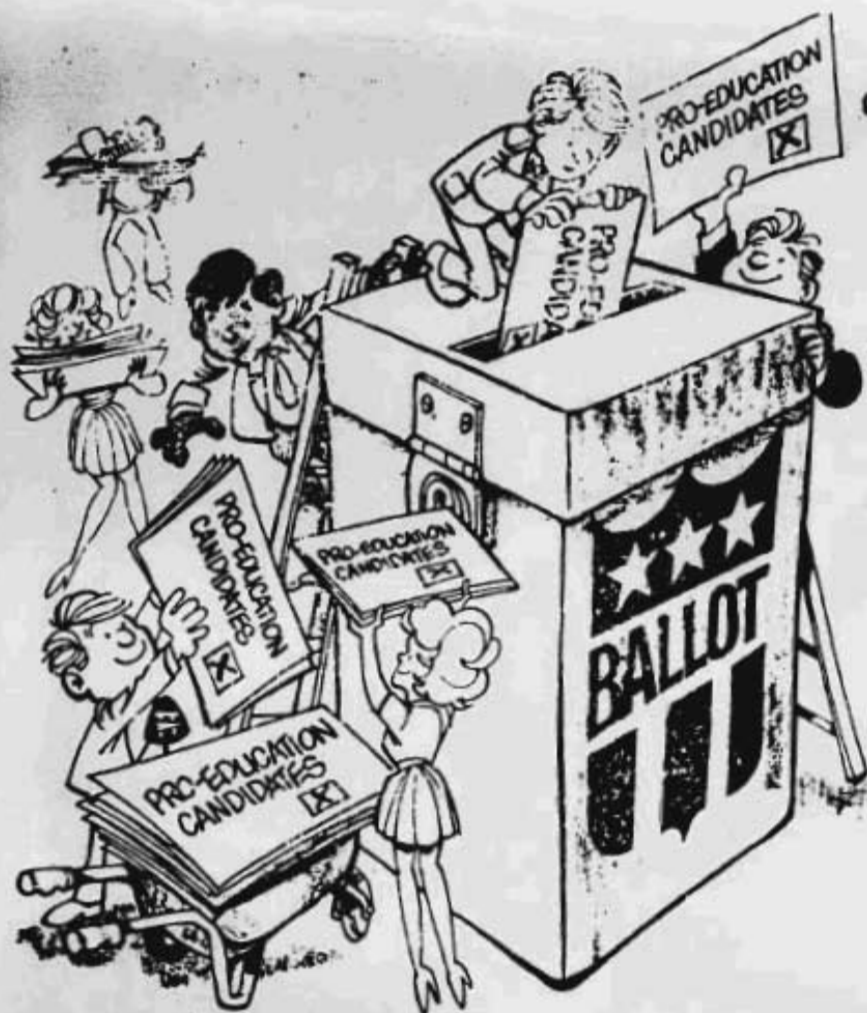
KEPAC Vice Chairman Preston Young congratulates Governor Julian Carroll on endorsement

TEACHER-POSITION LISTING SERVICE

TEACHER-POSITION LISTING SERVICE is a service to KEA members who might wish to change positions, and to administrators who have the responsibility of filling teaching vacancies.

vacancies sent to this office by representatives of the service are made available to members who have registered with the TEACHER-POSITION LISTING SERVICE. It should be understood that the

File
KEA



Let's take our friends to the polls May 27

Where the candidates stand...

By Mary Musick

Just where do the candidates for the Kentucky General Assembly stand on the KEA Legislative Program.

That's what the KEA Legislative Commission wanted to find out when it recently sent a survey to all house and senate candidates.

It asked them to designate whether they supported or opposed the individual points of the legislative program.

The results of that survey are shown on pages 8, 9, and 10 so as to give each teacher an opportunity to see the position his own senator and representative has taken on the KEA Program. They are listed by their individual district number.

According to Lyndle Barnes, KEA Governmental Relations Director, it is only fair to note that a number of candidates, especially incumbents, chose not to fill out the survey but instead stood by their past voting record on educational issues. These generally have been favorable.

Other candidates acknowledged the survey but felt they needed more information to respond in an accurate manner.

Barnes emphasized that both the results of the survey and the letters indicate strong support for the KEA

program.

Many of the individuals seeking office, wrote letters expressing an interest in meeting with teachers and representatives of the KEA staff so as to become better informed on education issues.

Still other candidates have selected the need for improved education as one of their major campaign issues.

In responding to the commission, one candidate wrote:

"I would like to thank you and the Kentucky Education Association for sending me the list of questions concerning the 1976 KEA Legislative Program. You can be assured that, if elected to the Kentucky State Senate, I shall have an open door policy for all citizens of the Commonwealth in the field of education.

"Your advice concerning legislative matters in this area will be most welcome."

That in general is the kind of positive response many of the politicians are making.

Although some legislative candidates have been endorsed by local political action groups, many PAC units have chosen to make no endorsement during the primary election.

Teachers in Kentucky have indeed come of age, politically.

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KEA NEWS

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Participants in KEPAC open hearings on February 14.

The Cinderella Syndrome...

By Dexter Meyer
KEPAC Chairman

What is the Cinderella Syndrome? It is the traditional process that teachers have at one time or another used throughout the nation to try to achieve quality education in their states.

In Kentucky, it works like this: Each year, before the meeting of the state's General Assembly, teachers from all over Kentucky gather in Louisville for a most

auspicious occasion. All present are highly skilled craftsmen who have been called upon to develop a legislature glass slipper of quality education. This slipper is to be so designed as to fit the needs of the children of the Commonwealth.

Once fashioned with painstaking precision, the slipper is then ceremoniously transferred to our knights in shining armor — our Prince Charmings — our lobbyists. Their task? To search out and encourage a majority of legislative Cinderellas to try on and wear our glass slipper of quality education.

Now, this was no easy task. For our Prince Charmings (our lobbyists) had no choice but to attempt the fitting of our educational glass slipper onto the usually-unaccommodating feet of the state's legislative Cinderellas.

All too often our fairy tale did not have a very happy ending, and our Prince Charmings often had to return to Louisville feeling somewhat dejected and frustrated.

That is the Cinderella Syndrome. It is a sad tale of legislative indifference, the results of which are a dimly-low national ranking in just about every educational category possible.

Now the flaw in the Cinderella approach is obvious. Traditionally, we have tried to persuade our state legislators (who have previously been elected) of the benefits of our program. Too often these men and women were sent to Frankfort feeling little concern for education. Many even looked upon teachers as little more

Turn to page 3

KENTUCKY TEACHER'S WEEKLY NEWSPAPER

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local projects on Educational Neglect

KEA Human Relations Commission Chairman Carl Metcalf says he would like to see all local associations participating in NEA's Project Neglect.

The project is an attempt by NEA to spotlight throughout the country the various areas of educational neglect and to assist teachers in developing plans to meet such problems.

Metcalf, along with eight others, recently returned from Washington where they attended a national conference on areas of educational neglect conducted by NEA.

As an outgrowth of the national project, two local efforts already have been started here in Kentucky.

Also, the KEA Human Relations Commission will sponsor an educational neglect workshop during the KEA Convention. And the commissioners and conference participants have planned a sequence of activities to promote project neglect throughout the state.

In Fayette County, at least 12 education and social agencies have combined their forces to investigate the problem of school push-outs (those students who should be but are not in school).

The work in Fayette County is being coordinated by the Fayette County Education Association and FCEA Human Relations Chairperson Martha Moore.

Mrs. Nancy Dematra, Minority Involvement Leadership Training Project director, also is conducting an investigation of educational neglect as part of her project.

At the national conference 16 topics were pointed out as areas of educational neglect needing study. These included the neglected education of Asian Americans, non-English speaking, suburban children, and those living near or on military bases; neglected education of women and adults; youth in trouble; urban education; textbooks and curriculum; school safety

and violence; and ethnic studies. Some of the broader topics were health and nutrition; racism, sexism, and elitism; desegregation; cultural pluralism; community control; drug abuse; and housing and urban planning.

Work sessions were conducted on each of the topics and were so designed that teachers, association staff, and other resource persons could share common experiences and problems with an emphasis on adaptable solutions.

According to Metcalf, it was the consensus of those persons attending the conference — that locals should be encouraged to identify areas of neglect relevant to their particular situation. The conference participants see themselves in conjunction with the Human Relations Commission as both a catalyst and resource for such local investigation. Local presidents will receive additional information on Project Neglect soon.

Plans are now underway to promote participation in the project, according to Metcalf. Such include:

- To actively encourage locals and districts to identify an area of neglect and become participants in the project.
- To collect data in various areas of neglect addressed through the conference.
- To provide staff assistance to locals and districts in developing team and public relations activities.
- To publish a report from the conference to serve as a resource to locals and districts.
- To contact industry and get commitments to participate.

In Fayette County, the joint team by March 1 intends to have isolated those factors that cause students to be out of school and to develop short and long range plans to help diminish the problem. The goal is that long range plans will be implemented starting August 1.

The NEA Critical Issues Conference this summer is to be tied into the various aspects of educational neglect.

asking for more. These are the people we ask our lobbyists to work with. Thus, the flaw is obvious. The solution is equally obvious. We must send to Frankfort people who are concerned about education and who see teachers, not as ungrateful children, but as concerned citizens who helped to elect them.

Thus, political action is the answer. But electing legislators who support teachers and quality education is no easy task. It takes organization, commitment, and money. The organization is provided by KEPAC and its local affiliates; the commitment and money are provided by you. If any of these three ingredients is missing, the process is short-circuited.

Since 1972, the Kentucky Educators Public Affairs Council (KEPAC) has been developing an organization to provide a process for state-wide political action. It also has been assisting in the development of local PAC units for the election of local political candidates. The past three years have been years of slow, but steady, growth and progress. We are now ready to accept the challenge that lies ahead of us.

Teachers in Kentucky can be justifiably proud of the Legislative Program they adopted in February. It speaks directly to the pressing needs for increased educational funding and teachers' rights. If enacted, it will move Kentucky farther along the road to quality education.

But, let us not allow our feeling of pride turn into despair. As we sit and watch the Cinderella Syndrome once again act out its tragic tale.

Instead, let us join together politically and work to see that legislators are elected who will be supportive of our programs.

Please see your district KEPAC representative or your United Service Consultant for information about how you can become a contributor to KEPAC. Now is the time to unite with teachers in your local and across the state in working politically for quality education.

telecast of the GED series, which is designed to help adults finish high school at home, beginning on March 21. The 34 half-hour programs will be shown at 8 a.m. (EST) each Monday, Wednesday, and Friday.

The same series has been shown already this year at different times, and more than 1300 Kentuckians actually have enrolled and received materials. It has been previewed for use by several institutions with training programs, and is being used extensively in military training programs overseas.

Details information is available from the KET Network, 600 Cooper Drive, Lexington 40502, or phone 606-233-0666.

- Suggested areas of neglect are:
- Neglect of Pushouts
 - Neglect of Youth in Detention
 - Neglect in Early Childhood and Adult Education
 - Neglect in Suburban Education (Drugs, Runaways)
 - Neglect of Safety in Schools
 - Neglect in Special Education
 - Neglect in Ethnic Studies
 - Neglect of Children (Child Abuse)
 - Neglect in Textbooks and Curriculum
 - Neglect in Urban Education
 - Neglect in Education of Women
 - Neglect in Education Caused by Desegregation

These are only a few suggestions.

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Please send copies of your literature about Army ROTC. I'll examine it and order copies of appropriate pieces for distribution to the college-bound seniors.



KEA NEWS		VOL. X NO. 29		April 25, 1974		TOTALS
1970-71	1971-72	1972-73	1973-74	1974-75		
			3 0 0 4 0 2 0 0 8			5 1
1970-71	\$205	\$205	\$205	\$205	\$ 205	\$ 1,025
1971-72		100	100	100	100	400
1972-73			330	330	330	990
1973-74				350	350	700
1974-75					430	430
Total	\$205	\$305	\$635	\$985	\$1415*	\$3,545**

* The beginning allotment, Rank III, has risen from \$5,225 in 1970 to \$6,740 for 1974-75, an increase of a little more than 2%.

** Total additional money derived from allotment increase since 1970.

NOTE: Over the period from 1970 to 1975, members will have invested \$161.00 in membership dues. \$3,545 represents almost the very minimum in additional money realized through salary allotment increases . . . or more than twenty-one times the total for dues.

Together teachers can clean-up politics

Politics is no longer a dirty word for teachers. On a national, state, and local level, teachers are examining the necessity of political power and exploring the ways it can best work for them.

Nowadays there's a teacher in every precinct who is ready to work for candidates supporting education. They're doing this on a national level with NEA/PAC, in the state with the Kentucky Educators Public Affairs Council (KEPAC) and with local PAC groups.

Organized two years ago, NEA/PAC was set up as a body to identify legislators who are friendly to education and support their campaign through luncheons and money.

Through extensive lobbying efforts NEA/PAC has been responsible for

several key pieces of federal education legislation. It pushed for the approval of the HEW Appropriation which included \$6.2 billion for education.

NEA/PAC takes credit for the wide margin by which the extension of the Elementary and Secondary Education Act was passed in the House. The bill is in a Senate conference committee and is expected to be on the President's desk sometime this year.

To function effectively NEA/PAC needs money, a lot of it really. The most recent fund drive started off well when the political action arm of the Minnesota Education Association contributed \$8,500 as the first installment on a pledge.

Monies collected during this interim fund drive are to be used for the 1976 presidential campaign. The NEA

executive committee is setting up the committee and procedures needed to review the presidential candidates and then make an endorsement.

NEA/PAC is also felt here in Kentucky where it publicly endorsed Rep John Breckinridge and contributed to his campaign fund. The support was a result of Breckinridge's strong pro education voting record in the U. S. House of Representatives. Other Kentucky politicians will be receiving support from NEA/PAC and KEPAC.

Local PAC groups are looking now at the 1976 state legislature and will soon be in the process of reviewing congressional, senatorial and gubernatorial candidates.

KEPAC will be conducting voter registration drives and political workshops throughout the state this spring and fall.

was more money for capital outlay and current operating expenses along with additional special education units.

In all the education allocation was increased by \$90 million.

Other KEA accomplishments in the legislature meant extensive revision in the Teacher Retirement System so as to give survivors eligibility after two years, an increase in widows increments, and credit for military service up to six years.

Salary allocations jumped to \$900 million during the 1966-68 biennium.

New sources of local taxes were approved thus in actuality allowing boards of education to raise the level of operating expenses.

An additional 2 percent was added to the state sales tax with much but not all of that money going for education. The occupational tax was also devised for schools.

Other benefits won by KEA included the establishing in the school calendar a reasonable number of calamity (bad weather) days, increased financing for higher education, and the State Department of Education.

A number of changes were made in the retirement system including a reduction in the age regulation from 65 to 60, an increase on the basis on which credit for teaching service since 1941 is calculated and a cost of living increase.

Teacher tenure, salaries, and retirement were all major KEA proposals in the 1964 General Assembly.

Salary allocations went up by \$500 over the biennium.

The teacher tenure law was revised so that one year contracts would be offered through the probationary period, continuing contracts would be offered after four years experience, and annual contracts for teachers after the age of 65.

Teacher retirement contributions were hiked to 7 percent in 1965. Teachers received higher maximum annuities, deductible hospitalization, medical coverage, and improved disability benefits.

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NEA Board of Directors, June 16 and 17, 1975 - page 13

President Pope recognized Ray Tackett who presented to the Board the following procedure on the collection of KEPAC.

Proposed Procedure for Implementing the NEA Delegate Assembly Action on Reverse Dues Check-off for Political Activity.

1. The Special Services Department will add KEPAC and NEA-PAC contributions to the billing records of all NEA members who pay their dues through APA.
2. Members who do not wish to contribute to KEPAC and NEA-PAC may have their contributions removed from the billing record by notifying the Special Services Department of NEA.
3. The Special Services Department will refund any KEPAC and NEA-PAC contributions members may have made through APA upon request in writing.
4. The Special Services Department will transmit contributions collected, less refunds, to KEPAC and NEA-PAC.

Mr. Tackett stated that to satisfy the legalities of the procedure, members must be made aware of the procedure for removing KEPAC and NEA-PAC contributions from their billing records and it must be made easy for them to do so. They must be made aware of how to receive refunds. Mrs. Butler asked if the Special Services Department would handle KEPAC for a fee, and Mr. Tackett answered that about 25 cents per member would be charged to KEPAC. Mrs. Butler moved that the Board approve the program submitted in the recommendation. Mrs. Butler seconded the motion. Mrs. Norton asked about the date for requesting refunds and Mr. Tackett said the established date was January 1 but NEA staff had said that this should not be a hard rule. Motion passed.

President Auxier called upon Mr. Barnes for a report on PAC. Mr. Barnes stated he had attended a meeting in Denver of representatives of PAC units and NEPAC. He said that 42 states presently have PAC units and five or six are in the process of setting up units. He went on to say that Kentucky is the only state with a state-wide APA plan and when the various techniques used in other states had been discussed it had seemed that the most successful had been those who have reverse dues check-off where the member must write requesting his money be refunded if he does not wish to belong. He said the attorney to whom he had talked seemed to think that it would be legal to make PAC deductions mandatory. Mr. Barnes indicated he felt the PAC meeting had been worthwhile.

KIA Delegate Assembly, April 16 and 17, 1975 - page 31

The Chair recognized Mr. Neyer who moved to suspend the rules in order that the delegates might consider the KEPAC proposal. Mrs. Fannie Gue seconded and the motion passed. Mr. Neyer expressed appreciation to the delegates for their consideration and moved adoption of New Business Item 12.

KEA Board of Directors, July 27 and 28, 1973 - page 5

Mr. Barnes then was recognized for a report on KEPAC. He distributed a copy of the financial statement on KEPAC and said this was not final for the year but would give some idea of what could be expected. He said a total of 2000 contributors gave 216,861.00

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KEA Board of Directors, September 7 and 8, 1973 - page 3

district meetings. Miss Anna Ruth Hille was recognized for further comment and stated that she hoped the members of the Board had heard what Mr. Melton had said about getting legislators committed to education. She said as far as she was concerned the only hope for education is through KEPAC and that she felt one of the positive ways to get KEPAC off the ground was through a dues check-off and that she would encourage the members of the Board to think about what could be accomplished if that kind of money

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A report was given by Mr. Barnes on KEPAC. He stated that last year there were 2700 contributors in KEPAC and this year there were 2995. He indicated that the First District has the largest number of local units participating and that Fulton Independent has 28 contributors out of a possible 29 teachers. Mr. Barnes said that KEPAC would meet in January and would like to start a campaign immediately following the adjournment of the Legislature. He reported that he had been in Washington and NEA lobbyists were talking about the request of KEPAC that each teacher contribute \$1 and that after the Watergate affair many of the big contributors were no longer giving. Mrs. Weyler was recognized and moved that the KEA Board commend the membership of Fulton Independent School for their high participation in KEPAC. Seconded, the motion was unanimous.

KEA Board of Directors, April 15, 1975 - page 5

President Sasham recognized Dexter Meyer, Chairman of KEPAC, who stated that KEPAC was currently at a crossroads and he wished that members of the board would share with him their feelings about what they wanted political action to do in Kentucky. Mr. Meyer said there was tremendous interest of candidates in getting the support of teachers for their campaigns and this has been very encouraging. Mr. Meyer went on to say that he had mentioned the problems of KEPAC in bookkeeping, communications, and compliance with the state and federal laws and that KEPAC had been studying these problems and how to solve them. He indicated that in all of the states where things are happening in political action there is a reverse dues checkoff for members and that KEPAC had presented a resolution earlier but had revised it somewhat to make it stronger and more in compliance with the state Corrupt Practices Act. Mr. Meyer indicated that it had been felt that this matter should be taken up as a new business item rather than a resolution, and also that there were certain things in the original one which needed to be clarified insofar as KEPAC's

KEA Board of Directors, April 15, 1975 - page 6

relationship with KEA was concerned. He stated that basically the item calls for KEA to deduct \$8 annually from each member, one dollar of which would be sent to NEPAC and one-half of the \$7 would be put into an account for local PACS. He further stated that this would be voluntary because there would be forms printed in the KEA News which would make it easy for the member to request a refund. He said he felt teachers would have less concern once they saw the benefits to accrue from NEPAC. He said he would be pleased to answer any questions from members of the board. Miss Price asked if reverse dues checkoff would jeopardize the APA system and Mr. Meyer said he did not see that it would. She then asked if there would be a need to fill out a new APA deduction form. Mr. Meyer responded that the deduction would be made automatically from the member's check. Mr. Pessarelli asked if only one month had been deducted and a member asked for a refund would the amount actually deducted or the total \$8 be returned to the member. Mr. Meyer said he thought it would be the entire \$8. Mr. Alexander pointed out that KEA has no reserve funds and Mr. Meyer said this refund would be from NEPAC funds. Mrs. Basey said she did not see how it could be called voluntary if it were deducted from her check in the beginning without her permission. Mr. Meyer said Kentucky has a very complex and rigid Corrupt Practices Law. Mrs. Basey said her central office had said that if they were authorized to make the deduction by the teacher they would do so but they would not because of action by KEA. Mr. Meyer responded that it would not be a separate deduction, that it would be just as if the dues had been increased by \$8 and that it was voluntary because the member could ask for the money back, and that keeping all of the money on the state level was a safeguard because of the number of forms to be completed and other matters if the locals handled their share but this did not infringe upon the locals' rights to the use of the funds. Mrs. Basey asked if the possibility of a suit by a teacher against KEA had been investigated and Mr. Barnes responded that he did not anticipate a suit but anybody could sue anyone if they wanted to do so. He said legal advisers at KEA had said that this procedure would satisfy the law and, of course, there is no assurance that someone will not sue. Mr. Powell said he felt the wording should be changed to say that the refund would be made as soon as the money had been collected. Mr. Fox said he had understood that NEPAC could collect for NEPAC but could not collect for KEA and comply with the law. Mrs. Butler asked if any of the states have had legal problems with reverse dues checkoff and Mr. Meyer said not to his knowledge. Mr. Meyer said he felt for the first year there would have to be an effort made to stress that the \$8 would be refunded upon request. Mr. Alexander said he could foresee problems with the reverse dues checkoff and he suggested that it would be better to bring it up at the local association level for endorsement and then the local could ask the board of education to make the deduction. Mr. Meyer responded that some local associations would carry through and others would not and this would still create some difficulties in collections for NEPAC. Mr. Johnson said Mr. Meyer would be giving a report to the delegates and asking their support and he did not feel any action was necessary by the board. Mr. Basham expressed appreciation to Mr. Meyer for coming before the board.

Corrupt Practices Act. Richard Skaggs, Daviess County, seconded the motion and it passed. 72-41 then was moved that resolution 72-41 be tabled for the present time. Seconded by John Shepherd, Floyd County, the motion failed. Question was called for on the resolution, as amended, and it passed.

72-41. Public Affairs Council. Realizing that funding of our public school system will continue to become more dependent upon state and federal sources; and

Realizing that these funds along with other benefits for both education and teachers come through our political process; and

Realizing that the only way we will be able to increase state and federal aid for the economic benefit of education and our members is to become deeply involved in the political structure on all levels of government;

Be it resolved that we emphasize our efforts to establish an active, viable political arm on the local and state levels.

It is hereby directed that the KEA take the necessary steps to provide for the formation of a state Kentucky Educators Public Affairs Council to serve these ends. The Pac should have an executive council made up of one representative from each district education association and invite the KEA President to serve as a voting ex officio member. Once formalized, PAC should immediately move to provide local PAC units.

Specifically, KEA should prior to June 1, 1972, notify each district education association to select a representative who will attend an organizational meeting for the purpose of formulating the state PAC guidelines; the involvement of local PAC units; and on-going program for the organization and the election of its own officers by and from its own members.

To insure adequate assistance in formulating the organization, NEA and KEA should be requested to make specific procedural recommendations and provide necessary legal assistance to insure its proper and legal functioning.

Once formulated, PAC shall provide for an annual meeting open to all contributors and account for its activities during the year and for the use of all funds entrusted to it.

Be it further directed that an additional amount be placed on our membership form stipulating that a political action contribution of \$5 may be deducted along with regular association dues.

This political action contribution shall be transferred to PAC and shall be used at the discretion of the political action arm for endorsing and supporting candidates sympathetic to the cause of our United Teaching Profession and public elementary and secondary education. One half of each contribution will be returned to the local PAC upon formation.

This contribution shall be refunded in full to any member so requesting in writing to PAC by December 1 of each contributing year.

This resolution is null and void if it is found to be in violation of the Corrupt Practices Act.

KEA Delegate Assembly, April 13, 1972 - page 19

72-31. Payroll Deductions. We call for the immediate implementation of the new law requiring local boards of education to deduct professional dues for teachers' salaries and urge all local associations not now covered under the KEA's APA Plan for deduction of professional dues and certain insurance premiums to institute action to come under this plan.

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Minutes, KEA Delegate Assembly, April 11, 1973 - page 14

President Auxier recognized Miss Anna Ruth Hille, Chairman of the Kentucky Educators Public Affairs Council. Miss Hille briefly recalled resolution 72-41 which mandated the establishment of KEPAC and said she and the members of the KEPAC had felt the delegates should be given a report. She stated that there are 2340 contributors to KEPAC; that 15 local PAC groups have been organized and their guidelines approved by the state committee. She further stated that the state committee had developed guidelines for the local groups to follow and had stressed the importance that guidelines not be in conflict with the Corrupt Practices Act. Miss Hille pointed out that educators are the largest potential voting block in the state and she urged that all members not behind KEPAC

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KEA Delegate Assembly, April 17, 18, and 19, 1974 - page 24

74-12. Payroll Deductions.

We urge all local associations not now covered under the KEA's APA Plan for payroll deduction of professional dues and certain insurance premiums to institute action immediately to come under this plan under the provisions of state law requiring such deductions when requested.

A report was given by Mr. Barnes on KEPAC. He stated that last year there were 2700 contributors in KEPAC and this year there were 2995. He indicated that the First District has the largest number of local units participating and that Fulton Independent has 28 contributors out of a possible 29 teachers. Mr. Barnes said that KEPAC would meet in January and would like to start a campaign immediately following the adjournment of the Legislature. He reported that he had been in Washington and NEA lobbyists were talking about the request of NEPAC that each teacher contribute \$1 and that after the Watergate affair many of the big contributors were no longer giving. Mrs. Weyler was recognized and moved that the KEA Board commend the membership of Fulton Independent School for their high participation in KEPAC. Seconded, the motion was unanimous.

The Kentucky Educators Public Affairs Council (KEPAC) and the National Education Association Political Action Committee (NEA-PAC) are independent political arms of KEA and NEA. Their primary goal is the identification and promotion of educational issues and candidates that will advance the cause of public education at all levels ... local, state, and national. Contributions will be forwarded upon receipt to KEPAC and NEA-PAC who will be solely responsible for accounting, handling, and use of these funds.

MEMBERSHIP:

Educators interested in the welfare of education may become KEPAC/NEA-PAC members by contributing \$7.00 to KEPAC and \$1.00 to NEA-PAC per year. Membership in KEA and NEA is not required.

ENROLLMENT FORMS AND CONTRIBUTIONS:

KEA members do not need to fill out special KEPAC/NEA-PAC enrollment forms. \$7.00 for KEPAC contributions and \$1.00 for NEA-PAC contributions will be automatically added to the APA billing for each KEA member. Members who pay their dues by personal check may include the contribution with their KEA dues payments.

A special enrollment form is available for contributors who are not KEA members or for KEA members who do not make their contributions along with their KEA dues payments. These are available from any Uniserv office or from KEA's Governmental Relations office in Louisville.

KEPAC/NEA-PAC membership isn't a requirement for membership in KEA and NEA. Although the KEPAC/NEA-PAC contributions are automatically added to the APA billing for KEA members who pay their dues through APA, a member may elect not to make the contribution. Members who do not wish to make the contributions should notify the KEA Special Services office in writing prior to October 1. Such notifications will be honored and no billing for KEPAC/NEA-PAC contributions will be made. Requests for discontinuances of contributions received prior to January 1 will also be honored. Refunds of contributions made in the current fiscal year will also be made upon request.

CONTRIBUTION CARDS:

Persons contributing cash or contributing through APA for the first time, should be given the member copy which will serve as their contribution card for the current year.

Persons who contribute through APA on a continuous basis will be mailed contribution cards each year except the first year.

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APA form there are no amounts given but on the regular membership form the amounts are listed, and members would have to check the form in order for KEPAC to be deducted from their checks. Mrs. Weyler suggested using the form used by LEA and said they had found that it caused less confusion to have one form for both APA and regular membership. Mr. Fox said he would not go along with including something that teachers would not understand and he would be opposed to the Board approving negative dues checkoff. Mr. Pessarelli asked who absorbs the cost of enrollment forms and Mr. Tackett responded that NEA prints the cash membership forms and the Washington National Insurance Company prints the APA forms. Mr. Pessarelli said he felt members were spending a lot of money for the collection of the \$1 for NEPAC and Mr. Tackett responded that the resolution states that in any state where it is illegal or where it is unacceptable it will not be collected. Mr. Ball moved that this matter be taken to the KEA Delegate Assembly for consideration. Mr. Auxier seconded the motion and it passed without dissent. Mr. Tackett asked for a decision by the Board on ordering forms, and Mrs. Pope moved that Mr. Tackett be authorized to order cash membership forms to include a space for voluntary contributions to KEPAC and NEPAC. The motion was duly seconded. Mrs. Hite suggested that voting on this motion be held until after a brief recess. She then read the statement to be released to the press on merger of the state retirement systems. Mrs. Walbert moved that the Board approve the statement as read. Seconded by Mrs. McInerney, Mr. Auxier suggested that the statement should include the State Police and it was agreed. Motion passed without dissent.

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The next item on the agenda was a report on KEPAC. Mrs. Hite recognized Preston Young, Chairman, who expressed appreciation for the opportunity to come before the Board. He said he felt that Governor Ford deserves a pat on the back for his support of education and he felt there was a reason for the support of the Governor. He went on to say that he felt many of the legislators were listening to teachers, not because they were friends of education, but because of the potential of teachers through KEPAC. Mr. Young stated that there are problems in KEPAC and the biggest was communication. He further stated that there must be more teacher involvement in politics and teachers have not yet accepted this fact. He pointed out that some districts are negligent in their election of persons to serve on KEPAC and members should be prodded to attend meetings. Mr. Young continued that the State KEPAC Committee members had adopted a plan to set up communication throughout the state and it was hoped in the next few weeks it would be possible to present a system of communication in every school system in the state. He asked if members of the Board would like to express concerns about KEPAC. Mr. Barnes said one of the major concerns of KEPAC was signing up contributors and he hoped as soon as the Legislature adjourns that a start can be made on this. Mrs. Pope asked if reverse checkoff is legal in Kentucky and Mr. Tackett said this would not be reverse checkoff. He pointed out that



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Mr. Dexter Meyer, Chairman of KEPAC, was recognized and stated that it was felt the success of the legislative program would depend upon the composition of the Legislature and this was the job of KEPAC. Mr. Meyer talked about the necessity of involvement of the membership in KEPAC and he said that over 60 thousand membership forms had been distributed and a tremendous amount of time of the Council was spent in promoting membership and this was



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President Busham recognized Dexter Meyer, Chairman of KEPAC, who stated that KEPAC was currently at a crossroads and he wished that members of the board would share with him their feelings about what they wanted political action to do in Kentucky. Mr. Meyer said there was tremendous interest of candidates in getting the support of teachers for their campaigns and this has been very encouraging. Mr. Meyer went on to say that he had mentioned the problems of KEPAC in bookkeeping, communications, and compliance with the state and federal laws and that KEPAC had been studying these problems and how to solve them. He indicated that in all of the states where things are happening in political action there is a reverse dues checkoff for members and that KEPAC had presented a resolution earlier but had revised it somewhat to make it stronger and more in compliance with the state Corrupt Practices Act. Mr. Meyer indicated that it had been felt that this matter should be taken up as a new business item rather than a resolution, and also that there were certain things in the original one which needed to be clarified insofar as KEPAC's



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