

2025 KEA Delegate Assembly Gavels in April 3 & 4 in Louisville

After holding the 2024 KEA Delegate Assembly virtually, the 2025 Delegate Assembly will convene in-person on April 3rd and 4th at Louisville's Crowne Plaza hotel.

The theme of KEA's 153rd DA, the highest decision-making body for the association, is **"Promote, Protect, and Strengthen Public Education."** Delegates will chart KEA's path through 2026 and beyond and determine new leadership by electing a new President and Vice President.

KEA member delegates will also focus on issues vital to public education and our professions. Educators want to ensure our public schools are adequately funded and public tax dollars are spent on the 90 percent of Kentucky's students who attend those schools. Discussion of Kentucky's educator shortage, educator pay, and maintaining professional standards will take high priority. Three proposed amendments to the KEA Constitution were submitted for consideration and will be debated and voted upon during the DA.

There are victories for KEA members and all educators to celebrate as well. In the wake of leading the overwhelming 2 to 1 victory against Amendment 2—which would have paved the way for legislators to pass laws allowing public tax dollars for private school vouchers—KEA members and voters sent a clear message to politicians that they want their tax dollars wisely invested in public schools not handed out to private schools.

In a huge national victory for both current and future retired educators, WEP and GPO laws were repealed with the bipartisan passage of the Social Security Fairness Act and signed into law by

**Promote Protect & Strengthen
Our Public Schools**



APRIL 3-4, 2025

Pres. Biden in early January. For more than 40 years, these laws—**Government Pension Offset (GPO)** and **Windfall Elimination Provision (WEP)**—robbed 2.8 million educators, firefighters, postal workers, police officers, and other public service workers of the retirement income they earned.

These are just some of the ways that KEA membership works for you. Please talk with your colleagues about joining KEA; we are always stronger together!

KEA, NEA, AND OTHER STATE AFFILIATES WIN FAIRNESS FOR EDUCATORS WITH REPEAL OF WEP/GPO, PASSAGE OF SOCIAL SECURITY FAIRNESS ACT

For more than 40 years, educators in Kentucky and across the nation have suffered under laws that reduced their Social Security benefits. But on January 5, 2025, that was forever changed.

Now, retired educators and future retirees will get their full social security benefits that they earned over the course of their working lives. "Together, working through our union, we ended a terrible injustice," said Susan Strader, a retired teacher.

These now-repealed laws—Government Pension Offset (GPO) and Windfall Elimination

Provision (WEP)—robbed 2.8 million educators, firefighters, postal workers, police

Retired educators will see an average monthly increase of \$360 to their Social Security benefit under the new law.*

officers, and other public service workers of the retirement income they earned.

For educators who worked summer jobs or

had another career prior to teaching, Social Security taxes paid and benefits earned were unfairly stripped away. "I've lost well over \$110,000 in benefits that I earned during the 15 years I worked and paid into Social Security before becoming a teacher. Now that we've helped achieve this victory, educators like me can breathe easier," said Martha Karlovetz, a retired teacher.

For surviving spouses who earned a state teacher pension, many received no Social Security survivor benefits from their spouses who had earned them from a lifetime of work.

Active KEA members: Vote for Your NEA RA Statewide Delegates by March 31

It's time to make your voice heard! As an Active KEA member, you have the opportunity to elect Kentucky's delegates to the **2025 NEA Representative Assembly**, taking place July 2-6 in Portland, Oregon.

Each year, the National Education Association allocates delegate spots to KEA based on active membership—this year, Kentucky can send **19 statewide delegates** to the NEA RA. Voters are split into two voting regions: **East** and **West** (see the chart below). **Eight (8)**

delegates will be chosen from the East, and **eleven (11) delegates** from the West.

Who Can Vote?

Only **Active KEA members** (currently employed in a Kentucky public school) can vote in this election. Aspiring Educators and Retired members will elect their delegates separately.

How to Vote:

By March 1, all eligible Active members should have received an email from KEA

with a link to the ballot, along with your member number and passcode for easy access. If you didn't get the email or are having trouble logging in, don't hesitate to reach out to **Sherry Castle** at sherry.castle@kea.org, **John Lynch** at john.lynch@kea.org, or call **502-875-2889** for assistance.

Electing our delegates is an essential way to ensure Kentucky's voice is heard at the national level. Take just a few minutes to cast your vote by **March 31**—it's your chance to shape the future of education.

Counties by Region

Counties in the West Region				Counties in the East Region			
Allen	Daviess	LaRue	Oldham	Adair	Fayette	Lawrence	Pendleton
Anderson	Edmonson	Livingston	Owen	Bath	Fleming	Lee	Perry
Ballard	Fulton	Logan	Shelby	Bell	Floyd	Leslie	Pike
Barren	Graves	Lyon	Simpson	Boone	Franklin	Letcher	Powell
Breckinridge	Grayson	Marion	Spencer	Bourbon	Gallatin	Lewis	Pulaski
Bullitt	Green	Marshall	Taylor	Boyd	Garrard	Lincoln	Robertson
Butler	Hancock	McCracken	Todd	Boyle	Grant	Madison	Rockcastle
Caldwell	Hardin	McLean	Trigg	Bracken	Greenup	Magoffin	Rowan
Calloway	Hart	Meade	Trimble	Breathitt	Harlan	Martin	Russell
Carlisle	Henderson	Metcalfe	Union	Campbell	Harrison	Mason	Scott
Carroll	Henry	Monroe	Warren	Carter	Jackson	McCreary	Wayne
Christian	Hickman	Muhlenberg	Washington	Casey	Jessamine	Menifee	Whitley
Crittenden	Hopkins	Nelson	Webster	Clark	Johnson	Mercer	Wolfe
Cumberland	Jefferson	Ohio		Clay	Kenton	Montgomery	Woodford
				Clinton	Knott	Morgan	
				Elliott	Knox	Nicholas	
				Estill	Laurel	Owsley	

KEA Aspiring Educators: Nominate Yourself to Attend the 2025 NEA Representative Assembly & Aspiring Educators Leadership Conference

Calling all KEA Aspiring Educators! Ready to make an impact in your professional organization? Nominations are now open for delegates to represent Kentucky at the 2025 NEA Representative Assembly and the Aspiring Educators Leadership Conference. The Assembly will take place in Portland, Oregon from July 2-6, 2025, while the Leadership Conference will be held right before, from June 29 to July 1. Both events are key opportunities to connect, learn, and advocate for the future of education.

How to Nominate: If you're a member of KEA Aspiring Educators and want to represent Kentucky, fill out and submit the official nomination form by 5 p.m. Eastern on April 10, 2025. You can find the form online at www.KEA.org

The Election Process: The online election will take place from 6 a.m. April 21 through 6 p.m. April 28 Eastern time. On April 21, all eligible Aspiring Educator members will receive an email

from simplyvoting.com that will contain their voting credentials and a link to the voting website. If anyone has trouble voting, or has not received their voting email by that date, please contact Sherry Castle (sherry.castle@kea.org) or John Lynch (john.lynch@kea.org). Aspiring Educators can also call 502-875-2889 for assistance. The results will be posted on KEA.org on May 1.

What You'll Get: Delegates will receive a stipend to help cover the cost of attending the NEA Representative Assembly, plus transportation, lodging, and meals for the Leadership Conference. All delegates must submit a completed voucher with receipts to KEA within 60 days after the NEA RA adjourns.

Important: Make sure to review the delegate guidelines at KEA.org and agree to the terms before you nominate yourself. Don't miss this opportunity to be part of something bigger—nominate yourself today!

KEA WINS FAIRNESS FOR EDUCATORS WITH REPEAL OF WEP/GPO, PASSAGE OF SOCIAL SECURITY FAIRNESS ACT

Continued from page 1

“My husband died six years ago, but I received no survivor benefits because I was a teacher in a GPO-WEP state,” said Gayle Harbo, a retired teacher. “Now that we have restored fairness to Social Security, retired educators like me will no longer be unfairly denied benefits they or their spouses earned.”

After decades of relentless advocacy and determination by KEA members, our national union, public education allies, and most importantly, affected teachers themselves—President Biden signed the bi-partisan Social Security Fairness Act into law. In Kentucky, certified employees who pay into the Kentucky Teachers Retirement System are affected by this new law. Classified employees are not affected because they pay into their state pension as well as social security.

Retired educators will see an average monthly increase of \$360 to their Social Security benefit under the new law—a game-changer for teachers on a fixed income. Those impacted will also receive a lump sum payment retroactive to 2024 to compensate for lost benefits.

KEA: Leading the Fight for Fairness and Justice for Educators.

Together, we are stronger, and together we have made history!



Join the KEA

Continue to Make A Difference!

Additionally, surviving spouses will no longer see reductions in survivor benefits due to the Government Pension Offset. Currently, the Social Security Administration (SSA) is evaluating individual payments and determining how they will be implemented.

Contact the SSA to inquire how your benefits may be impacted. Visit www.ssa.gov for more information about individual benefits or call 1-800-772-1213 (8 a.m. – 7 p.m., M-F).

On January 5th, 2025, President Biden signed the Social Security Fairness Act of 2023 officially repealing the unfair impact of GPO/WEP on public service employees in the Commonwealth (and across the nation). KEA President Eddie Campbell was there to represent the thousands of Kentucky educators and public service employees at the historic bill signing. Never underestimate the power of collective advocacy and the strength of our union and its ability to create positive change!

If you are an educator or retired educator or a spouse of a public service worker, we would like to hear how the repeal of GPO/WEP has or will change your life.

*(*This amount is an average, and individual circumstances will affect the specific amount you could see in your Social Security payment. Please contact your local Social Security office to get the details that apply to you.)*

Overwhelming Defeat of Voucher Amendment 2 Last November Ignites POSKY Coalition to Champion Agenda for Major Reinvestment in Kentucky’s Public Schools

Protect Our Schools KY launches campaign to build consensus and bring a bold legislative agenda for public education to 2026 General Assembly budget session.

Kentucky’s voters spoke loudly and clearly last November when they defeated constitutional amendment 2 by an almost 2 to 1 margin. That proposed amendment threatened the financial stability of Kentucky’s public schools, and Kentuckians weren’t having it. Citizens told politicians and out-of-state special interests that they want their tax dollars invested in public education, where more than 90 percent of kids attend school. Kentuckians have spoken. Now it’s time to make sure the General Assembly does the right thing.

Protect Our Schools KY (POSKY) was a driving force in convincing voters to defeat proposed amendment 2. But that victory, in itself, was not enough: the work to convince the legislature to fully fund our public schools must continue and is more important than ever. On Wednesday, February 12, 2025, POSKY held a press conference at the Capitol Annex, announcing that it has rededicated itself to advancing a bold vision that champions support of, respect for, and meaningful reinvestment in Kentucky’s public schools.

Throughout the rest of 2025, POSKY will expand its coalition and engage stakeholders from Paducah to Pikeville and everywhere in between to gain support for a collective agenda that engages communities and lifts up local messengers to reinvigorate meaningful investment in public education in Kentucky. But the work of funding public education doesn’t stop at the state borders: POSKY will also call on Kentucky’s federal delegation to publicly oppose efforts aimed at weakening Kentucky’s public schools or threatening critical funding cuts, including dismantling the Department of Education.

Kentucky’s General Assembly must fill the more than \$40 million shortfall in SEEK funding that currently exists. They have the money to do that, and they should fulfill that responsibility, quickly. Over the previous three years, SEEK funding reached a surplus of \$250 million, which went back into the general fund. The state’s general fund now holds a surplus of \$1.4 billion. The money that Kentucky’s kids need is easily available and should be used for its intended purpose. Unnecessary cuts will have to be made in every school district if legislators don’t promptly fund the gap.

Even if the shortfall is addressed, that won’t make schools whole for what they’ve lost in funding over the last 17 years. Any consumer living in the U.S. today knows that inflation is real, and its impacts decrease spending power. The same is true for schools. SEEK funding has not kept up with inflation since 2008, and as a result, Kentucky’s educators have seen their buying power drop 20 percent since then. Class sizes, transportation funding, access to mental health services, and school technology investments have suffered as well. All these essential services cost more than ever before, but state funding is not meeting the growing need. POSKY’s mission is to raise these issues across Kentucky and offer solutions that will reinvigorate meaningful investment in our public education system.

GET INVOLVED

Individuals who want to join the coalition can visit www.protectorschoolsky.com to sign up. A member of the POSKY team will contact you to talk about how you want to be involved in your county and local community.

Student Artists Shine in the KEA Difference Makers Art Contest

Inspiring talent was on full display as Kentucky's young artists poured their creativity into this year's **KEA Difference Makers Art Contest**. With hundreds of entries submitted from across the state, the judging panel, made up of members of the **Membership, Organizing, Visibility, and Engagement (MOVE) Committee**, had the challenging task of selecting just four winners—one from each grade category: P-2, 3-5, 6-8, and 9-12.

Each artwork in the contest captured a public-school employee who has made a lasting impact on the student-artist's life. From teachers to custodians, the students used a variety of media to showcase their heroes and the vital roles they play in education.

Here are the 2025 winners:

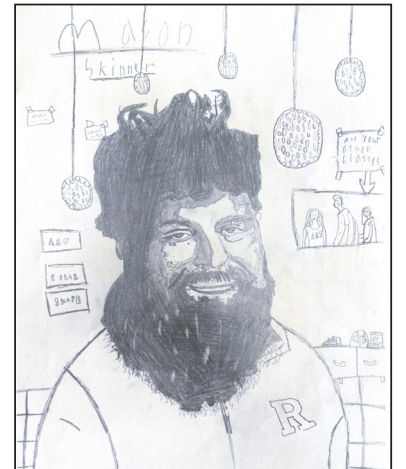
- **P-2 Category:** Lila Wilson, J. Graham Brown School, Jefferson County
- **3-5 Category:** Mason Skinner, Reidland Intermediate School, McCracken County
- **6-8 Category:** Callie Cicolino, Conner Middle School, Boone County
- **9-12 Category:** Trakatra Byrne-Cox, Owensboro High School, Owensboro Independent

Each winner will receive a **\$50 prize**, and their artwork will be framed and displayed at the **Kentucky Department of Education**. All entries will also be featured on the KEA.org website for everyone to enjoy.

The **Difference Makers** contest continues to grow in popularity, displaying the incredible talent of Kentucky's students year after year. We encourage all educators to inspire their students to participate in this celebration of the teachers and staff who make a real difference in their lives. Stay tuned to KEA's social media and email updates for next year's contest details!



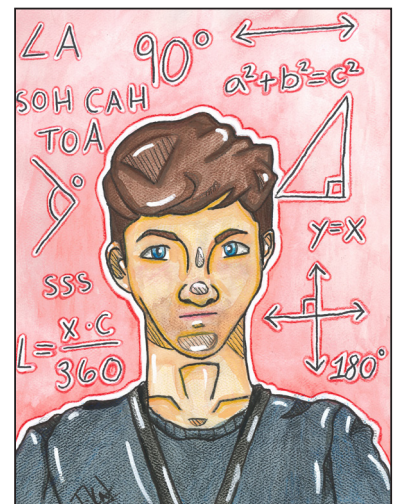
P-2 Winner
Lila Wilson



3-5 Winner
Mason Skinner



6-8 Winner
Callie Cicolino



9-12 Winner
Trakatra Byrne-Cox

nea Members
Insurance Trust



NEA Member* Exclusive

A trusted and valuable benefit

As an NEA member, did you know you receive \$1,000 of term life insurance at **nocost** to you? You're already enrolled in the NEA® Complimentary Life Insurance Plan, but it's a good time to make sure you've selected a beneficiary.

When you do, you can have some peace of mind that your loved ones will receive their benefit in a time of need. This unique benefit helps ensure educators like you have additional coverage beyond what may be provided through your district. It's just one of the many ways your union membership works hard for you.



Scan the code or go to
neamb.com/mycomp for a
quick and easy path to update
your beneficiary information.

*Must maintain NEA membership. This coverage is offered to Active, Reserve and Staff members, as well as to Life and Retired members who are actively employed in education. DT200325

Statements of Candidates for KEA Offices at the 153rd Delegate Assembly*

Delegates to elect KEA President and KEA Vice President

*Per KEA Board policy 8.1, "Campaign rules and regulations for elections conducted at the Delegate Assembly," KEA will publish candidate statements or biographical information along with a photo if submitted by the applicable deadline.

Joel Wolford for KEA President



It has been an honor and a privilege to serve you as your KEA Vice President for the past six years. We have endured much over that time: A global pandemic, tornadoes, flooding, threats to our union and our profession in the form of legislation that took away our payroll deduction rights and an attempt to implement a voucher scheme by changing Kentucky's Constitution. And during all of this, we managed to elect and re-elect an education friendly governor. We prevailed because of the hard work and dedication of you, our members. And, despite the time and work needed to secure these victories, through it all, you continued to serve and educate the children of our Commonwealth with professionalism and devotion.

I look forward to leading KEA through the next three years. Some of my goals are:

- Increasing Membership and growing our influence.
- An ESP Bill of Rights, including a LIVING WAGE for our classified employees.
- Continuing our pursuit of better pay and working conditions for our educators.
- Pursuing bargained contracts for all educators. This will take time.
- Increasing teacher autonomy in the classroom.

I cannot do this alone. KEA's past successes have come about because we all worked together for the common good of students, educators, and public education. TOGETHER, we can continue to make positive changes for Public Education, Educators, and most importantly, the children of Kentucky. I look forward to working with you all.

Jessica Hiler for KEA Vice President

My name is Jessica Hiler, and I'm running for KEA Vice President. I've proudly served on the KEA Board of Directors, the Central District Board, President of the Fayette County Education Association, and as a KDE-certified SBDM trainer, where I've gained a deep understanding of educational policy and how it affects all levels of our system. As a delegate to both the KEA DA and the NEA RA, and as a member organizer and leader of a targeted local NEA Year-Round Organizing effort, I've had the chance to build connections and create opportunities for educators statewide.

One of my proudest achievements was creating Kentucky's first KEA Smart Pay campaign, which provided members with more flexible payment options. Throughout my journey, I've stayed committed to building strong partnerships within our school district. Under my leadership, FCEA helped develop a Grow Your Own program to address the teacher shortages, secure stipends for teachers who cover classes during their planning periods, achieve a historic raise for educators, and developed a 35-day paid parental leave policy for all FCPS employees. I've visited all FCPS schools for member recruitment, attended over 350 school board meetings, and secured an NEA Foundation Grant for an FCEA/FCPS collaboration. I'm ready to bring my experience, dedication, and vision to the role of KEA Vice President to make a meaningful impact for all of us.



Matthew Powell for KEA Vice President



My name is Matthew Powell, and I am a committed educator with 17 years of experience in elementary education. My journey with KEA began through the KEA Student Program while pursuing my career as a Special Education teacher. Throughout my college years, I worked full time as an instructional assistant and nighttime custodian, dedicating myself to meeting the diverse needs of students and ensuring they were prepared for the classroom. Currently, I serve as a custodial supervisor and bus driver, which allows me to continue supporting students and their educational journeys.

Over the years, I have held leadership positions at the local, district, state, and national levels, each of which has prepared me to be your next KEA Vice President. Our members are the backbone of public education, and by amplifying their voices, we can address concerns and drive meaningful change. I am dedicated to visiting locals and worksites regularly to celebrate our successes in recruiting, retaining, and engaging members, while strengthening local capacities to support our legislative priorities.

Creating a culture of respect and professionalism is essential to our collective success. Together, we can ensure that every voice is heard, fostering a stronger, more inclusive association. I will also prioritize aligning our strategic budget to advance KEA's goals and guarantee long-term, positive impact for our association and its members. By fostering strong partnerships across Kentucky, we can promote initiatives that benefit students, educators, and communities alike. Vote Matthew Powell as your next KEA Vice President, and let's make history.

PROPOSED CONSTITUTIONAL AMENDMENTS TO BE CONSIDERED BY THE 2025 KEA DELEGATE ASSEMBLY

The proposed amendments are being published as they were presented by the maker.
The ballot language to be voted on will differ from what is presented here.

Proposed KEA Constitutional Amendment No. 1 Sponsored by: KEA District Presidents and the KEA Board of Directors

Rationale: Active members of the KEA Board of Directors are elected by the members of each Active KEA governance district on a ratio of 1 board member for every 1000 members or greater fraction thereof, which means that a governance district must have at least 501 Active members to qualify to elect a representative to the board. This amendment will maintain the boundaries and governing structure of the current KEA governance districts while also providing the means for Active members in districts who fall below the minimum threshold to continue to have elected representation on the KEA Board of Directors.

ARTICLE V. BOARD OF DIRECTORS & EXECUTIVE COMMITTEE

Section 1. Composition: The Board of Directors shall consist of the President, Vice President, any KEA member who is elected to the NEA Board of Directors, any administrator director at large, the two ethnic minority directors-at-large, one representative of the Aspiring Educators, representatives of the district education associations, and representatives of the retired association as follows:

- a. One elected member for each 1,000 Active members or major fraction thereof from each district education association. Should a governance district fall below the number of members required to elect representation to the KEA Board of Directors, that district shall be clustered with the geographically contiguous district with the fewest number of Active members for the purpose of electing representation to the board. (References below to "district education associations" include "officially clustered district education associations," as may be applicable.) Written notice of clustering shall be provided to the affected districts.
- b. One voting member from the retired association for each six thousand (6,000) Retired members or major fraction thereof. There shall be at least one voting representative of the retired association.
- c. Ethnic minorities shall be represented at least proportionately to their membership in the Association, with at least two ethnic minority directors-at-large. The state ethnic minority representatives shall be recognized as ex-officio non-voting members of their respective district education association boards of directors. The Delegate Assembly shall elect additional directors, after open nominations, as appropriate to ensure ethnic minority representation.
- d. Administrators shall be represented on the Board in proportion to their membership in the Association. The Delegate Assembly shall elect at large, after open nomination, 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.
- e. In determining the number of members on the Board of Directors from the district

education associations, the membership figures on January 15 of the year in which the director takes office shall be used.

- f. Aspiring Educator members shall be represented on the Board of Directors by one (1) voting member elected by the delegates assembled at the annual Aspiring Educator Convention.

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 three years and shall be eligible for election to one additional term in succession.
- c. Those members elected from district education associations and minority representatives shall enter on terms of office on July 1 following their election.
- d. The Aspiring Educator representative shall serve a one (1) year term.

B-5.1. Elections:

- a. Election as Officers of the Association, as at-large minority representatives and as members of the NEA Board of Directors elected by the Delegate Assembly shall constitute election to the Board of Directors.
- b. In the event a member of the NEA Board of Directors or an Ethnic Minority Representative declares before January 15 his/her intent to run for a position elected by the Delegate Assembly, notice shall be given in a publication to all members of the possible vacancy in order to guarantee open nominations. In case such a vacancy occurs, the election shall be held during the same Delegate Assembly provided the above-mentioned conditions have been met. If these conditions are not met the vacancy shall be filled in accordance with Bylaw 5.2 b.
- c. Election of representatives and alternates from district education associations shall be by secret ballot by majority vote of the district delegate assembly or the membership of the district education association after open nominations.
- d. For the purpose of staggering terms of office on the KEA Board of Directors, any district may designate one or more vacancies created by an increase in membership or by the normal expiration of an elected term to be filled for one (1) or two (2) years. The designation must reduce the total number of terms expiring in the same year, must be made in writing to the KEA Executive Director thirty (30) days prior to the election to fill the seat, and must specify the period of the shortened term. At the time the initial shortened term expires, the vacancy shall then be filled for the usual three (3) year term.
- e. Election of board representatives from clustered districts:

1. If clustering will immediately result in an additional board seat for the clustered districts, the combined membership of the clustered districts shall hold an election for the newly created seat prior to June 30 of the year in which notice is provided.
2. If clustering will not immediately result in an additional board seat, the sitting directors from any of the affected districts shall be deemed to represent the combined membership of the clustered districts for the duration of their term(s). Election of director(s) by the combined membership of the clustered districts shall occur upon the first vacancy that occurs after notice of clustering is received.

B-5.2. Vacancies:

- a. A vacancy in a position held by election in a district education association, such as a member of the KEA Board of Directors, shall be filled temporarily by election by the district board of directors until the district delegate assembly or the membership of the district education association has the opportunity to elect a permanent member to complete the unexpired term. A vacancy in a position held by election from clustered districts shall be filled temporarily by election by the combined district boards of directors until the combined membership of the clustered education associations have the opportunity to elect a permanent member to complete the unexpired term.
- b. A vacancy in a position held by an Ethnic Minority member or member of the NEA Board of Directors 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 or a member of the NEA Board of Directors shall be elected to complete the unexpired term.

B-5.3. Restrictions.

- a. If any member representing a district education association, other than KESPA, 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 by the Board of Directors. If any member representing KESPA ceases to perform work of an educational support nature in Kentucky, or ceases to be eligible for active membership, that position shall immediately be declared vacant by the Board of Directors.
- b. If any member ceases to be eligible for Active membership that position shall immediately be declared vacant by the Board of Directors.
- c. With the exception of the NEA Directors, whose membership and participation on the KEA Board is governed by the

NEA Constitution and Bylaws, absence of a member from two (2) consecutive meetings of the Board of Directors without prior approval from the Executive Committee shall constitute resignation. Request for excused absence from a scheduled meeting and the reason therefore must be provided, in writing or by electronic transmission, to the KEA

President not later than twenty-four (24) hours before the scheduled meeting. Excused absence shall be granted if the member is attending to other Association business. Excused absence may be granted for other good cause as determined by the Executive Committee.

- d. A member representing a district education association or an ethnic minority

position shall serve no more than six (6) consecutive years except in the case where the member was originally elected to fill a partial unexpired term which had become vacant or was elected to fill a shortened term per Bylaw 5.1(d). In either case, the member may serve no more than the unexpired term plus two consecutive complete terms.

Proposed KEA Constitutional Amendment No. 2

Subject: Amendment to Include the Junior Ethnic Minority Board Member as a Member of the Executive Committee

Sponsored by: Vickie Gregory, Jr. Ethnic Minority Director

Proposal:

I propose an amendment to the Kentucky Education Association's constitution to recognize the Junior Ethnic Minority Director Board Member as an official member of the Executive Committee, alongside the Senior Ethnic Minority Director Board Member.

Current Language: The Executive Committee shall consist of the President, Vice-President, any KEA member who is elected to the NEA Board of Directors, the senior Ethnic Minority Board member at large.

Proposed Revised Language: The Executive Committee shall include the Senior Ethnic Minority Director Board Member and the Junior Ethnic Minority Director Board Member as full members of the Executive Committee with equal voting rights and responsibilities.

Rationale for the Amendment:

This change aims to ensure complete equitable responsibilities, representation, and foster greater inclusivity within the Executive Committee.

1. Enhanced Representation: Including the Jr. Ethnic Minority Director ensures that the perspectives and voices of a broader range of members are represented in executive-level decision-making.
2. Leadership Development: By serving on the Executive Committee, the Jr. Ethnic Minority Director gains valuable leadership experience and contributes to the organization's efforts to develop future leaders.
3. Alignment with Organizational Values: This change reflects the organization's commitment to equity, inclusion, and fostering diverse leadership at all levels.
4. Continuity and Collaboration: Having both the Sr. Ethnic Minority Director and the Jr. Ethnic Minority Director on the Executive Committee allows for team collaboration and the sharing of insights across different levels of membership.

Implementation Plan:

1. Approval Process: The proposed amendment will be presented for discussion and approval at the next general meeting, following the procedures outlined in the constitution.
2. Transition Period: If approved, the amendment will take effect immediately, and the Jr. Ethnic Minority Director will join the Executive Committee for the remainder of their term.
3. Updates to Governance Documents: The constitution and any related governance documents will be updated to reflect this change.

Conclusion:

This amendment aligns with the organization's mission to create an inclusive environment and ensures that all members have a meaningful opportunity to contribute to the organization's leadership. I urge the Compliance/Constitution Committee to approve this proposal and support the inclusion of the Jr. Ethnic Minority Director Board member on the Executive Committee.

Proposed KEA Constitutional Amendment No. 3

Sponsored by: Maddie Shepard, President, Jefferson County Teachers Association

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Original Language

ARTICLE IV. OFFICERS

B-4.1. Terms of Office:

- a. Beginning in 2004 and each third year thereafter, at the annual meeting, a President and a Vice President shall be elected for three-year terms, to begin on June 15.
- b. In no case shall an executive officer serve for more than six consecutive years in any one position.

Proposed Amended Language

ARTICLE IV. OFFICERS

B-4.1. Terms of Office:

- a. Beginning in 2004 and each third year thereafter, at the annual meeting, a President and a Vice President shall be elected for three-year terms, to begin on June 15.
- b. In no case shall an executive officer serve for more than nine consecutive years in any one position.

Rationale

The Offices of KEA President and KEA Vice President are highly important, highly complicated, and highly difficult positions. Limiting a person to 2 terms limits the degree to which the KEA President and/or Vice President can learn the jobs and make improvements limits the effectiveness, power, and influence of our organization. Often times, legislators know that the KEA President is limited to two terms. This limits the relationships the KEA President is able to build, and as a result, limits the influence the KEA President can have with the legislature. Additionally, this is a state-wide office. While experienced KEA leaders often occupy these positions, there is still a learning curve involved in transitioning to a state-wide office. The overall effectiveness of the President will increase if the President and Vice President have a longer amount of time in which to build relationships and strengthen our union, which in turn, only makes KEA stronger. While there is no guarantee a candidate will be elected for all 3 terms, as the body democratically makes a choice as to who will be President every 3 years, this allows KEA Presidents to reach even more effectiveness and impact by being able to serve up to 3 terms.



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KENTUCKY EDUCATION
ASSOCIATION



CONGRATULATIONS

to the KEA FELLOWS Graduate Class of 2024-2025



The preeminent voice for quality public education

What's Inside This Issue:

- KEA 153rd Delegate Assembly April 3-4 in Louisville
- KEA Members Help Pass Social Security Fairness Act, Repeal WEP/GPO
- Active KEA members: Vote for Your NEA RA Statewide Delegates by March 31
- KEA Aspiring Educators: Nominate Yourself to Attend the 2025 NEA RA & Aspiring Educators Leadership Conference
- Student Artists Shine in the KEA Difference Makers Art Contest
- Statement of Candidates for KEA Offices at the 153rd Delegate Assembly
- Proposed Amendments to the KEA Constitution



The KEA Fellows Program was established in 2013. While being mentored by the members of the KEA leadership team, the Fellows learn about the responsibilities of KEA leadership at the local, state, and national levels. Fellows graduates form the basis for a cadre of emerging leaders across the state.

Mariah Lyons First District/Graves County	Susannah Treese EKEA/Robertson County
Drew Murray Second District/Owensboro Ind.	Robyn Ballinger JCTA/Jefferson County
Brooke Vincent Third District/Warren County	Mioeka Morse KESPA/Fayette County
Latonia Wimberly Fourth District/Hardin County	Kelsey Gilvin NKEA/Campbell County
Carrie Murray Fourth District/Hart County	Wesley Ruth UCEA/Clay County
Chris Simpson Fifth District/Henry County	Audrey Gilbert Aspiring Educators/Bellarmine
Kristie Preston Central District/Garrard County	