SECTION I
FOUNDATIONS

A. History
B. Vision Statement
C. Mission
   Statement
D. Beliefs
E. Goals
F. Insignia/Logo

Revised and adopted by the Executive Committee 12/10/2015
SECTION I
FOUNDATIONS
A. History

A professional organization of rural educators has been in existence in the United States since 1907. The name of the organization has changed from time to time, reflecting the demographic changes of rural populations and, to some extent, the mission of its membership. The growth of state organizations has posed some dilemmas concerning the issue of affiliation and certainly the composition of the Delegate Assembly, the governing body of the organization.

An association representing rural educators in the United States has had a long and proud history among professional organizations. Founded in 1907 by 28 individuals who petitioned the Board of Directors of the National Education Association (NEA) for approval as a new department within the organization, its title for the next ten years was the Department of Rural and Agricultural Education. The first president of the new organization was elected in 1908 at the NEA meeting in Cleveland, Ohio. For the next ten years, with one exception, the presidents of the new department were presidents or deans of agricultural or normal schools or land grant colleges. The one exception was a superintendent of schools.

In 1918, three professional groups, the National Association of State Supervisors and Inspectors of Rural Schools, the County Superintendent Section of the NEA, and the National Association of Personnel Engaged in Preparation of Rural Educators joined the Department of Rural Education. For the first time, agricultural education was no longer included in the title of the organization and there was an evident change in the leadership of the organization in the succeeding ten years. During that period, only six of the presidents were from colleges or universities, and only one of those six was associated with an agricultural school. The other presidents of the Department of Rural Education were school administrators.

The group representing rural educators continued as a viable organization through two world wars and the devastating depression. There was a national meeting every year, and the group annually elected presidents to lead the organization. In 1916, at the annual meeting of the rural educators in Des Moines, Iowa, the first meeting of the Division of County and Intermediate Unit Superintendents (CIUS) was held, and the group elected a president. The two groups continued as separate organizations, however. By 1957, the

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business meetings of the rural education group were held at the County and Intermediate Unit Superintendents (CIUS) annual meeting, which always preceded the annual meeting of the American Association of School Administrators (AASA). During these years, the presidents of the Department of Rural Education were local and county superintendents and education professors.

In 1968, the Department of Rural Education became the Rural Education Association (REA), and in the following year, CIUS elected its last president. It appears that the two groups, which had been meeting together, apparently merged their meeting dates, their leaders, and their goals. The growth of the adversary relationship between teachers' organizations and administrators must have resulted in an uncomfortable relationship between the Rural Education Association and its sponsoring organization, the National Education Association. The rural department had expanded over the years to include county and intermediate superintendents, and the leadership of the organization most often was from the ranks of administrators or representatives of higher education. Therefore, in 1975, the Rural Education Association was listed for the first time as a non-governance affiliate of NEA. And, the very next year the Rural Education Association voted to rename itself the Rural / Regional Education Association. (REA)

The years between 1975 and 1980 were difficult ones for the organization. The relationship with the sponsoring organization, NEA, had become stressful as NEA's mission changed and appeared to be in conflict with the majority membership of R/REA. At the same time, serious questions arose about the quality of services being provided to R/REA by the NEA staff. Most of the members of R/REA were rural school administrators, administrators of intermediate units, and college or university personnel. The administrators from the intermediate units were concerned about the issues facing rural schools. because in many cases, these schools were their predominate clients. These superintendents felt more comfortable in association with other administrators and especially with the aims and goals of AASA. During these five years, R/REA members were occupied with the issues concerning affiliation. Should the organization cease its affiliation with NEA? Should the organization become an independent organization and employ an executive director whose first allegiance would be to R/REA? What was the financial impact of each option?

Needless to say, each option had its proponents. A small group of the members, representative of each of the groups within the membership worked for several months considering the options. By the 1980 annual meeting in Portland, Oregon, this group, chaired by Anita Lohr, Superintendent of Pima County, Arizona, presented the membership with the first set of bylaws. The membership voted to:

- discontinue affiliation with NEA
- issue a contract with Colorado State University to provide administrative services for the Rural Education Association (REA)
- purchase the service of an executive director on a part-time basis
- create a delegate assembly to become the policy-making body of the organization

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• raise annual membership dues from $15 to $50

Some members felt that the dues issue would sound the death knell of the organization. There were all kinds of dire predictions that people simply would not pay "... that much money," to belong to REA. There were also disgruntled members, because affiliation with AASA had been rejected. The problem with AASA affiliation was teachers would have been excluded from membership.

After 1980, the organization was different. Some members chose not to renew their membership. AASA created an affiliate for educational service agencies (AESA), and some of the intermediate unit superintendents dropped from REA, but many chose to hold dual membership. Several of the people responsible for the development of AESA had been leaders in REA. Even today, there exists a common bond between the memberships of the two organizations.

There was a decline in membership after the dues increase, but it was quickly turned around, and membership has continued to grow steadily. There probably has been a change in the distribution of the professional affiliation of the members, but there can be no question that rural educators feel under siege from issues such as: mandated consolidation, eroding tax bases, and the reform movement. Under this kind of pressure, belonging to a professional organization can provide a rural educator with an important support system. One of the evident characteristics of these new members is an interest in and a willingness to become actively involved in the work of the organization.

As the organization worked to define its mission, two clear charges surfaced from its resolutions and from the program budget decisions. These charges were: 1) to be the national voice for rural education and 2) to sponsor the research that would provide validity to that "voice." So important was the concept of being a national voice, the organization once again changed its name in 1986 to the National Rural Education Association (NREA).

The NREA was housed at Colorado State University until 2002. Selection of a new Executive Director caused the NREA to be relocated to the University of Oklahoma in March, 2002. At that time, the NREA began to focus on membership growth, services to the membership, advocacy at the federal level, and reinforced the commitment to preserve, promote, protect, and improve the quality of education in rural America.

In 2008 the NREA was relocated to Purdue University. The focus of the association is to continue to evolve as the voice of rural education and rural communities, and utilize its' resources and influence to meet the challenges and opportunities of a changing world.

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SECTION I
FOUNDATIONS
B. NREA VISION STATEMENT

NREA is the leading national organization providing advocacy to enhance educational opportunities for rural schools and their communities.
SECTION I
FOUNDATIONS
C. MISSION STATEMENT

The mission of the National Rural Education Association is to provide a unified national voice to address the needs and concerns of rural education and communities.

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SECTION I
FOUNDATIONS
D. BELIEFS

We, the National Rural Education Association believe:

- All citizens are entitled to a quality and equitable education regardless of socio-economic background or geographic location.
- A strong commitment by all levels of government is necessary to ensure excellence in rural education.
- Preserving the inherent strengths of the rural way of life is critical to the well-being and the vitality of this nation.
- Cooperation with the public and private sectors is essential in addressing the needs and concerns of rural education.
- Rural schools and rural communities are unique and diverse.
- We are the major Association representing and promoting the interests of rural education and communities in America.

Revised and adopted by the Executive Committee 12/10/2015
SECTION I
FOUNDATIONS
E. GOALS

I. National Leadership and Voice

A. Serve as the national advocate and representative for rural education.
   1. Take positions on issues involving rural education.
   2. Maintain current rural publications.
   3. Enlist a greater participation of the Executive Committee and Standing Teams in the development of papers and policy development.

B. Provide coordination, at the national level, for rural education programs and activities.
   1. Maintain liaison with other national organizations related to rural education.
   2. Strengthen the working relationship with the United States Department of Education in the recognition of outstanding rural schools.

C. Provide leadership for rural education related conferences and workshops.
   1. Provide a national conference with an adequate budget.

D. Provide a forum for all those involved in public education in rural areas, including teachers, administrators, board members, and members of the rural community at large, whereby they may come together professionally and exchange ideas.
   1. Actively promote membership and active participation of teachers, administrators, board members and members of the rural community at large.

II. Meeting the Needs of Rural Students

A. Promote state and regional delivery systems which bring about efficient and effective education needs for children in rural areas.
   1. Identify rural education needs and programs.
   2. Develop a relationship with mass media and technology - to

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serve rural education more efficiently.

3. Establish a communication system utilizing any and/or all of the following: a delegate system, publications, legislative and educational agency-contacts, and technology.

4. Identify and spotlight delivery systems effectively serving rural areas.

5. Recognize exemplary practices in rural education.

6. Accelerate emphasis on improving rural education delivery systems through the use of distance education technology

B. Encourage the collection and dissemination of promising practices, statistical data, and other appropriate information relating to rural education as well as the sharing of services and resources among educational organizations and agencies.

1. Maintain a strong central NREA office to solicit, collect, and prepare for dissemination of various promising practices.

2. Develop a system for the articulation of rural education needs. (i.e., School to School, School to State, State to State, State to Federal).

3. Urge readers and evaluators of educational programs for national validation to include rural as well as urban and suburban representatives.

C. Encourage colleges and universities to develop materials and resources specifically for rural schools and to train school personnel to work more effectively in small schools.

1. Coordinate the establishment of training programs for educators to assist in their personal adjustment and professional adaptation to living and working in rural areas.

D. Stimulate discussion, research, and policy development regarding equal educational opportunities for all students.

1. Promote research in rural education and recognize outstanding effort through NREA Research Awards.

2. Promote use of regional education laboratories for research and dissemination related to rural education.

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E. Advocate for public and private agencies to develop specific educational materials and technology appropriate to children in rural areas.

1. Provide data to publishers and media to support need for specific materials.

2. Recognize the development of exemplary curricular and professional development materials.

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SECTION I
FOUNDATIONS
F. INSIGNIA/LOGO

An official insignia/logo will be adopted by the National Rural Education Association.

The National Rural Education Association insignia/logo shall be used on all NREA publications. Use of the insignia/logo on any other than an NREA sponsored publication is the prerogative of the Executive Committee. The following include other uses of the insignia/logo.

1. Articles submitted by the NREA to other publications or reprints of articles from NREA publications.

2. Programs for conferences and workshops which feature an NREA sponsored segment or where a representative of NREA is speaking. In this case, the insignia/logo may be used besides the listing of the NREA sponsored activity.

3. The official insignia/logo shall be used in any official NREA advertisement for membership, annual conference, or other NREA sponsored event.

4. The insignia/logo must be used on official reports or documents produced by the NREA.

5. The official insignia/logo will be used on all jewelry, memorabilia, banners, or other items used to represent the NREA.

At no time can a group or individual (even an NREA member) use the insignia/logo without the written permission of the Executive Committee.

The insignia/logo may be assigned to be used by other organizations and associations according to approved NREA policies.

All uses of the NREA insignia/logo must be in keeping with the goals and objectives of the Association and as prescribed by NREA policies.

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SECTION II
GOVERNANCE

A. Executive Committee
   A.1 Roles and Responsibilities
   A.2 Executive Committee Meeting
B. Officers
   B.1 Roles and Responsibilities
C. Teams
   C.1 Authority
   C.2 Team Appointments
   C.3 Standing Teams
      C.3.1 Awards and Recognition
      C.3.2 Convention Advisory/Site Selection
      C.3.3 Legislative
      C.3.4 Marketing/Membership
      C.3.5 Diversity
      C.3.6 Nominations and Elections
      C.3.7 Partnerships
      C.3.8 Procedures, Bylaws, and Resolutions
      C.3.9 Research/Higher Education
      C.3.10 Teacher Activities
      C.3.11 Technology/Telecommunication
      C.3.11.1 NREA Website Link Guidelines
      C.3.12 Ways and Means
   C.4 Other Teams
      C.4.1 NREA Futures Team
      C.4.2 Editorial Advisory Board
      C.4.3 Teacher of the Year Selection Team
   C.5 Ad Hoc Teams and Task Forces
   C.6 Sub Teams
   C.7 Ancillary Teams
      C.7.1 State Affiliate Executive Directors
      C.7.2 NREA Foundation Board of Trustees

D. Bylaws and Policies
E. Resolution Process

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SECTION II
GOVERNANCE
A. EXECUTIVE COMMITTEE

The Executive Committee shall consist of the president, the president-elect, the president-elect designate, the immediate past-president, a member of an intermediate educational service agency, a member of a higher education institution, a rural school administrator, a rural school teacher, a rural school board member, a member of a state education agency, an officer of a state affiliate organization, and a member-at-large. Other than the president, president-elect, the president-elect designate, and immediate past president, all members of the Executive Committee shall be elected for terms of three years in the manner prescribed by the Bylaws.
SECTION II
GOVERNANCE
A. 1 ROLES AND RESPONSIBILITIES

1. The Executive Committee shall manage the affairs of the NREA through the development and supervision of administrative procedures and policies.

2. The Executive Committee shall periodically review the Bylaws in conjunction with the Procedures, Bylaws and Resolutions Team. Based upon this review and the recommendations of the Procedures, Bylaws and Resolutions Team, the Executive Committee will recommend changes to the Delegate Assembly.

3. The Executive Committee shall direct that a proposed budget be prepared annually by the Executive Director in cooperation with the NREA Ways and Means Team. Said budget shall be submitted to the Executive Committee for adoption prior to April 1. The Executive Committee shall adopt a budget prior to June 1.

4. The Executive Committee shall be the ad interim council for the Delegate Assembly with power to represent and act for the Delegate Assembly between sessions of that body.

5. The Executive Committee shall set the time and place for the Annual Membership Meeting.

6. The Executive Committee may schedule the time and place for special meetings of the Association.

7. The Executive Committee shall meet at least once a year and as often as necessary to conduct the business of the Association. A simple majority of the members of the Executive Committee shall constitute a quorum for the meeting.

8. The Executive Committee shall fill all vacancies on the Executive Committee as prescribed by the Bylaws.

9. The Executive Committee shall employ an Executive Director as prescribed by the Bylaws.

10. The Executive Committee shall review the performance of the Executive Director annually.

11. The Executive Committee shall establish and/or dissolve all Association teams.

12. The Executive Committee shall receive reports from each Association team at Executive Committee meeting immediately following the team meeting.
13. The Executive Committee shall establish and/or dissolve cooperative agreements with other organizations as prescribed by the Bylaws.

14. The Executive Committee shall be the Delegate Assembly Credentials Team, with the authority to form an ad hoc Credentials Team to monitor Delegates and Alternates to the Delegate Assembly.

15. The Executive Committee shall approve official programs, activities, and services sponsored by the Association.

16. The Executive Committee shall delegate the responsibility for the day-to-day operations of the NREA office to the Executive Director.

17. The members of the Executive Committee shall serve as liaisons to the Standing Team upon appointment of the President. The Executive Committee members shall serve and participate on the teams as assigned as ex-officio members to assist in guiding the team operation.

18. The Executive Committee shall ensure controls over all funds on hand and review and recommend an annual budget, which shall include employee salaries.

19. The Executive Committee shall require periodic financial reports of the business activities of the Association.

20. The members of the Executive Committee shall support and promote interest and objectives of the Association within their own state and the nation.

21. The members of the Executive Committee shall support the smooth operation of workshops and the annual conference by providing assistance when needed with registration, information for registrants, and monitoring breakout sessions.

22. The members of the Executive Committee shall promote the importance of leadership in rural education.

23. The Executive Committee shall provide financial resources to support accurate information to the membership and general public about the needs and accomplishments of rural education and the Association.

24. The Executive Committee shall promote collaboration with other agencies interested in the improvement of rural education based upon the decisions of the committee as a whole.

25. The Executive Committee shall support and promote state and federal legislation in support of rural education.
26. The Executive Committee shall maintain and support the strategic plan as developed and recommended by the Executive Director for the Association.

27. The Executive Committee shall have the authority to designate the time, place, and site of the annual convention recommended by Convention Advisory/Site Selection Team.

28. The Executive Committee may contract with a designated host agency for the administration and coordination of the Annual NREA Convention.

29. The Executive Committee shall retain authority for approval for all programs and budget arrangements for the Annual NREA Convention.

30. The Executive Committee shall conduct a review and direct an update of NREA Policies and Procedures every three years or as needed.
SECTION II
GOVERNANCE
A. EXECUTIVE COMMITTEE
A.2 EXECUTIVE COMMITTEE MEETINGS

The Executive Committee shall meet at least once a year in compliance with the NREA Bylaws.

The Executive Committee may meet upon the call of the President or at such time as shall be determined by the Executive Committee, such as:

1. At a meeting in conjunction with an NREA affiliate or Team.
2. Video and/or audio conference calls
3. The annual NREA Convention
SECTION II
GOVERNANCE
B. OFFICERS

The officers of the Association shall be the president, president-elect, president-elect designate, and immediate past president. Officers shall be active members of the Association.

The president-elect shall serve as vice-president and shall succeed to the office of president upon termination of the president’s term of office or by virtue of a vacancy in office as prescribed by the Bylaws.

The officers of the Association shall be elected and follow succession in office as prescribed by the Bylaws.
SECTION II
GOVERNANCE
B.1 ROLES AND RESPONSIBILITIES

PRESIDENT:
1. The president shall serve as a member and chair of the Executive Committee.

2. The president shall serve as chair of the Annual Membership Meeting.

3. With the exception of the Executive Committee, the president shall appoint all members and chairs to Association Teams.

4. With the exception of the Executive Committee, the president may fill any vacancy on an Association Teams.

5. The president may serve as an ex-officio member of any Association Team.

6. The president may serve as a member of any Association Team.

7. With the exception of the Delegate Assembly, the president, or the president’s designee, shall preside at all Association meetings, events, activities, and conferences.

8. The president shall appoint members to task forces, sub teams, ad hoc teams, and study groups as authorized by the Executive Committee.

9. The president shall perform other duties as assigned or requested by a vote of the Executive Committee.

10. The president shall represent the Association in matters affecting the membership, relationships with other organizations and associations, and perform such other customary duties as may be deemed necessary and appropriate.

PRESIDENT-ELECT
1. The president-elect shall serve as vice-president of the Association.

2. The president-elect shall serve on the Ways and Means Team.

3. The president-elect shall serve as a member of the Executive Committee.

4. The president-elect shall serve in the capacity of the president in the absence of the president.

5. The president-elect shall render the president assistance as needed in carrying out the work of the Association and any other duties as prescribed by the Executive Committee.
PRESIDENT-ELECT DESIGNATE
1. The president-elect designate shall serve as a member of the Executive Committee.

2. The president-elect designate shall render the president assistance as needed in carrying out the work of the Association and any other duties as prescribed by the Executive Committee.

IMMEDIATE PAST PRESIDENT
1. The immediate past president shall serve as a member of the Executive Committee.

2. The immediate past president shall serve as chair of the Futures Team.

3. The immediate past president shall render the president assistance as needed in carrying out the work of the Association and any other duties as prescribed by the Executive Committee.
SECTION II
GOVERNANCE
C. TEAMS
C.1 AUTHORITY

Teams are vested with authority for performing their assigned duties by the Executive Committee.

The Executive Committee shall annually review the work of and need for all task forces and delete any in which the roles and responsibilities have been completed.
SECTION II
GOVERNANCE
C. TEAMS
C.2 TEAM APPOINTMENTS

Members to all standing teams shall be appointed and assigned by the President. In making appointments and assignments, the President may seek counsel from other members and officers, but the sole responsibility for appointments to teams lies with the President.

The President shall also assign an Executive committee member to serve as a voting member of each standing team. Such assignments shall be for the length of the President's term. Except for serving as a liaison to the Executive Committee, the Executive Committee member shall have no special standing on the team.

The President should appoint all team chairs prior to November 1 of the year he/she assumes the Office of President. To the extent possible, team chairs should have served at least one year on said team. The President shall encourage the new chair to meet with team members and the current chair at the annual NREA convention, pick up/transfer files, and be ready to assume leadership at the close of the convention. The term of team chairs shall correspond with the President's term of office.

The Executive Director shall serve as an ex-officio member of all standing teams.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS

The National Rural Education Association shall operate under a team system. The team system shall be comprised of Standing Teams and other teams established by the Executive Committee.

The President shall be authorized to appoint the members of each standing team and other teams, to designate the chair of each Standing Team and other teams, and to appoint a member of the Executive Committee to serve as a liaison to each Standing Team and other teams.

Only NREA members in good standing may serve on committees.

With the exception of the Futures Team of the NREA, the Teacher of the Year Selection Team, and the Editorial Advisory Board, each NREA member shall be limited to serve on one NREA Standing Team.

Each team chair shall be appointed by the President annually. Each team chair shall present to the President and the Executive Committee team goals for the coming year. A team report will be given at the Executive Committee meeting immediately following the team meeting.

Vacancies on standing teams shall be filled by the President as they occur. Persons appointed to fill vacancies shall serve out the remainder of the term of the person they replaced.

The Executive Committee is authorized by the Bylaws and is not a Standing Team. The Bylaws authorize the Executive Committee to establish Standing Teams.

Standing Teams as established by the Executive Committee are:

Awards and Recognitions Team
Convention Advisory/Site Selection Team
Research/Higher Education Team
Legislative Team
Marketing/Membership Team
Team for Diversity
Nominations and Elections Team
Partnership Team
Procedures, Bylaws, and Resolutions Team
Teacher Activities Team
Technology Team
Ways and Means Team

Other Team as established by the Executive Committee are:

Futures Team of the NREA
Editorial Advisory Board
Teacher of the Year Selection Team

Ancillary Teams:

State Affiliate Executive Directors/CEO’s
NREA Foundation Board of Directors
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.1 AWARDS AND RECOGNITION TEAM

The membership of the Awards and Recognition Team shall be composed of five NREA members.

The Awards and Recognition Team shall be responsible for selecting recipients for the Service Award, and the Exemplary Practices Award.

Procedures followed for selecting award recipients are noted under Awards and Recognition.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS

3.2 CONVENTION ADVISORY AND SELECTION TEAM

The NREA Convention and Site Selection Team shall serve as the principal advisor for scheduling, planning, conducting, and as the primary screening and search committee for identifying a site and time for the Annual National Rural Education Association Convention.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.3 Legislative Team

The Legislative Team consists of representative of NREAC members and those members appointed by the NREA president.

Role in Monitoring Legislation:

1. Each member of the team is responsible for keeping close tabs on the progress of federal legislation that potentially mayor clearly does impact rural schools.

2. The Legislative Team is responsible for the study of legislative issues and to formulate annual NREA legislative goals.

3. The Legislative Team is responsible for activating a formal NREA response to impending legislative initiatives.

4. Each member of the Legislative Team is responsible to alert the NREA membership in a predestined region of an impending legislative initiative affecting rural schools.

5. To facilitate the work of the Legislative Team, the Executive Committee gives priority to the development of an internal network in each state composed of educators and others having an interest in rural education.

Role of the Legislative Team in Adoption of Proposed Federal Legislation:

1. The adoption of official NREAC resolutions concerning proposed federal legislation is the exclusive domain of the NREAC members.

Overall Committee Responsibilities:

1. Study and recommend policy to the governing body concerning legislative and government relations matters affecting the NREA’S purpose and goals.

2. Study and inform membership concerning national, state, and local legislation affecting rural education.

3. Arrange for research and preparation of testimony for presentation before legislative
4. Select and arrange for training of NREA members to serve as witnesses before legislative fact-finding committees.

5. Study, inform membership, and generate grass roots support for, or opposition to, specific legislation.

6. Study and recommend a program aimed at encouraging association members to inform their colleagues or the general public or key legislative issues.

7. Encourage association members to arrange visits with legislators (city or county council members, state legislators, members of Congress) to become better acquainted with and to discuss problems facing rural education.

8. Prepare and submit to congressional committees written statements on legislative matters affecting rural education.

9. Study and inform association members about the voting records of members of Congress and state legislators.

10. Recommend and arrange for programs on legislative matters at association meetings and conventions.

11. Study and arrange for inter-association cooperative efforts on certain legislative matters.

12. Study, evaluate, and make recommendations concerning trends that might have future legislative impact on rural education. Study and make recommendations to the governing body and membership concerning legislative and government relations matters affecting the general rural economy.
SECTIOII
TEAMS
C.3 STANDING TEAMS
3.4 Marketing/Membership Team

The Responsibilities of the Marketing/Membership team are to:

1. Study and recommend to the Executive Committee marketing strategies to increase and maintain NREA memberships.

2. Research potential NREA membership services.

3. Review studies and provide information regarding improved methods of marketing the NREA to members and non-members.

4. Advise and arrange for the distribution of membership materials to members and non-members.

5. Plan public relations activities and publicity relating to NREA membership.

6. Work with other NREA teams to coordinate marketing programs for members and nonmembers.

7. Periodically review the Association's promotional programs and make appropriate recommendations in light of changing conditions.

8. Study and recommend policies to the Executive Committee to increase and maintain NREA memberships.

9. Study and recommend long range membership goals, as well as activities to meet these goals.

10. Examine, when appropriate, requirements for membership and make recommendations to the Executive Committee.

11. Re-examine, when necessary, the qualifications of any member and make appropriate reports to the Executive Committee.

12. Study reasons for membership cancellations if applicable, issue a report on any Association shortcomings responsible for the cancellations.

13. Periodically review and, if necessary, make recommendations on current rules, regulations, and qualifications relating to membership as outlined in the NREA Bylaws.
14. Develop a list of membership prospects with assignments for personal contact by committee members, other Association members, and staff.

15. Review with the Executive Director the membership recruitment activities carried on by electronic or direct mail from the Association headquarters.

16. Periodically review and make recommendations on methods to increase membership; such as a general approach, (a) specific approach by mail, (b) personal solicitation, (c) publishing a digest of activities being conducted and their value to members and non-members, (d) providing for positions on NREA teams and other types of participation by members, and (e) field work by staff.

17. Keep updated on the type and scope of marketing activities conducted by other associations.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.5 Team for Diversity

It is the role of the NREA Team for Diversity to:

1. Recruit diverse members to NREA.
2. Teach about multiculturalism whenever we have an opportunity.
3. Serve as resources for anyone needing information and/or expertise in this area.
4. Lead a panel discussion or workshop at the Annual NREA Convention.
5. Help maintain a focus on the issues and proposed solutions in rural, multicultural education.
6. Encourage researchers and authors to submit manuscripts on multiculturalism for publication in The Rural Educator.
SECTION II  
GOVERNANCE  
C. TEAMS  
C.3 STANDING TEAMS  
3.6 Nominations and Elections Team

The Nominations and Elections Team has the following responsibilities:

1. Notify the membership of the appropriate times for nominations for openings on the Executive Committee and for the office of President-elect.

2. Prepare and submit in accordance with the NREA Bylaws, nominations for officers, and members of the Executive Committee for election. The following points are to be considered in the selection of candidates:

   Each candidate for the Executive Committee should have the potential to become an officer of the NREA.

   All nominees for office must be members of the NREA.

   Where applicable, a letter of approval from the nominee to have his/her name entered as a candidate for office, should be obtained.

3. Develop statements of experience and qualifications for each nominee.

4. Make certain each candidate has expressed an interest in assuming a leadership role in the NREA.

5. Select each candidate with due consideration to: type of member, geographical representation, size of organization represented, etc.

6. Nominate candidates for each of the elective offices and forward to the Executive Committee prior to the Annual Meeting held during the NREA Convention.

7. Prepare and present a slate of candidates to the Delegate Assembly and Executive Committee and the membership at the Annual NREA Convention.

8. Receive nominations made from the floor by any active member of the NREA if written permission has been obtained from nominee.

9. Cooperate with the Executive Director in assembling selected NREA members to assist in counting ballots in an expeditious manner as quickly as possible after the closing of the balloting period.

10. Ratify results of all NREA elections to the NREA membership.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.7 Partnership Team

The Partnership Team assists the NREA in seeking potential sponsors to help fund special activities, events, and the Annual NREA Convention.

Corporate and foundation support should include active participation by the contributing organizations and companies.

The fundamental purpose of the Partnership Team is to expand its search for corporate and foundation support to include those enterprises that are located in rural America; whose primary resources are derived from rural areas; or whose products are sold and utilized in rural schools and rural communities.
The Procedures, Bylaws, and Resolutions Team shall:

1. Prepare recommendations for NREA policy declarations and revisions for consideration by the Executive Committee.

2. Receive and review proposed resolutions. These proposals can originate with members, the governing body, teams, or with the team acting on its own initiative.

3. Ensure that proposed resolutions under consideration conform to the NREA's Bylaws.

4. Prepare and ensure that the text of proposed resolutions recommended for adoption at the Delegate Assembly, which conforms to bylaws, is sent to NREA members for study by their delegates in advance of the meeting.

5. Review and prepare revisions for NREA policies and procedures to assure compliance with NREA Bylaws and Articles of Incorporation.

6. Direct amendments to the NREA Bylaws for presentation to the Executive Committee and adoption by the Delegate Assembly.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.9 Research/Higher Education Team

The responsibilities of the Research/Higher Education Team include:

1. Recommend policy to the Executive Committee regarding research studies and activities.

2. Review and recommend rural education research findings for inclusion in NREA publications and for disseminating to the public through mass media.

3. Study and recommend research programs to be conducted by regional educational laboratories, educational institutions, and government agencies.

4. Annually sponsor a forum for highlighting significant research which has impact on rural education.

5. The team will have the responsibility for receiving nominations and selecting three research awards annually, The Edward W. Chance Memorial Rural Education Dissertation Award, Howard Dawson Research Award, and the Stanley A. Brzezinski Memorial Rural Education Research Award.

6. The team will have responsibility for planning and conducting the Annual Research Forum Symposium.

7. Develop a “priorities for rural education research” document.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.10 Teacher Activities Team

The Teacher Activities Team shall:

1. Recommend activities and programs of special interest to teachers that can be incorporated and/or conducted at the Annual NREA Convention and at other times when appropriate.

2. Select the winners of the Annual NREA Essay Contest and inform the Executive Director of the winning NREA Foundation essays in each category.

3. Conduct the initial screening of the grant applications for the Annual Teacher Mini-Grant Award. Send the top 15 applications to the representative of National Rural Electric Cooperative Association to obtain their final review and selection. Inform the Executive Director of the winners of the Teacher Mini-Grant Awards.

4. Provide recommendations for and assist in recruiting teacher members to join NREA.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.11 Technology Team

The purpose of the Technology Team is to assist NREA in:
1) demonstrating leadership in technology capacity building,

2) enhancing outreach and internal and external communications and,

3) supporting the efforts of all other NREA teams and to help increase overall organizational efficiency. To this end, the Technology Team will focus its efforts on enhancing the NREA website and initiating other technology applications to support organizational and teamwork.
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.10 Technology Team
3.11.1 NREA Website Link Guidelines

NREA may create pages on its website with links to various websites as follows:

1. An Affiliate Organization page may contain links to each affiliate organization in active membership standing.

2. The website may contain links to the website of each current corporate sponsor and to websites of organizations that provide services through which NREA receives proceeds. This page should include a list and links to websites of current sponsors and the sponsors for the most recent or upcoming NREA conference, with a statement acknowledging their sponsorship preceding the list.

3. The website may contain links to regional and national public agencies and non-profit organizations with which NREA conducts collaborative activity on a regular basis.

4. The website may contain links to federally funded education service providers, such as the Regional Education Laboratories, Regional Technology in Education Consortia, the Regional Resource Centers (special ed.), Education Equity Centers, and other sites with specific sections devoted to rural education.

5. The website may contain links to websites of non-profit organizations with an interest in rural children, communities and schools and that provide educational services and/or materials free of cost. NREA may not create links to websites of organizations whose philosophies and activities are contrary to NREA’s. The website should contain a statement that these are links to service and resource providers who do not charge for their services and resources, and the NREA does not necessarily endorse these services and resources.

Website links will be reviewed and updated regularly by NREA staff with assistance from the Technology Team. NREA may request a web-link from the websites of all organizations to which the NREA website links.

Members may submit suggestions to NREA staff for suitable website links and should provide 1) the NREA link page on which the web link could be suitably placed, 2) a brief description of the organization related to the website, and 3) rationale for linking to the website.

Links will be created or removed at the discretion of the Executive Director and reviewed periodically by the Technology Team.

Revised and adopted by the Executive Committee 12/10/2015
SECTION II
GOVERNANCE
C. TEAMS
C.3 STANDING TEAMS
3.12 NREA WAYS AND MEANS TEAM

The NREA Ways and Means Team shall:

1. Control and supervise NREA finances.

2. Develop with assistance from the Executive Director a recommended annual budget.

3. Submit a recommended annual budget to the Executive Committee for approval prior to June 1.

4. Monitor the approved NREA budget.

5. Receive and review periodic financial reports on expenditures and income.

6. Review and approve all allocation of funds, delegate authority for payment of bills and monitor the preparation and publication of financial reports.

7. Review and approve the special budgets of other standing teams when necessary.

8. Review and periodically evaluate the dues structure and other income-producing activities for the purpose of financing budgeted activities.

9. Through the Executive Director, prepare and submit a periodic reports and analysis of the finances of the NREA to the Executive Committee.

10. Study and recommend the investment of surplus funds and advise the executive Director on condition of on the investment of such funds.

11. Review and periodically evaluate the revenue-sharing options to state rural education associations concerning membership recruitment commissions.
SECTION II
GOVERNANCE
C. TEAMS
C.4 Other Teams

Other Teams may be established by the Executive Committee, in agreement with the President, when the Executive Committee determines a need for a team exists in which the membership on the committee should reflect certain parameters and composition.

The Executive Committee may define the parameters and composition of Other Teams. The President reserves the authority to appoint the members of Other Teams according to this policy.
SECTION II
GOVERNANCE
C. TEAMS
C.4 OTHER TEAMS
4.1 Futures Team of the NREA

The Futures Team of the NREA shall be an ad hoc team, to be appointed by the President under the purview of the Executive Committee to monitor socio-economic, political, and educational developments having potential significance for the work of the Executive Committee, the NREA membership, and the rural education community in general, and other issues that may need to be addressed by the NREA.
SECTION II
GOVERNANCE
C. TEAMS
C.4 OTHER TEAMS
4.2 Editorial Advisory Board

The Editorial Advisory Board is charged with the responsibility of recommending appropriate activities to promote The Rural Educator. Such activities may include, but not be limited to, calls for research, selection of articles for publication, and production and distribution of The Rural Educator.

The Editorial Advisory Board serves as a liaison between the association and the editor of The Rural Educator, to advise the editor regarding the focus of The Rural Educator and to draft policies related to the integrity of the journal, such as submission guidelines and the peer review process. A member of the Editorial Advisory Board may sit as a peer reviewer for the journal. Reviewers may be solicited and selected by the editor of The Rural Educator.

The Editorial Advisory Board shall have at least nine appointed members. It is recommended NREA President appoint the members on three year cycles, with at least three members appointed annually and up to six members re-appointed annually according to numerical positions in order for each position to be filled during a three year cycle.

The initial three year cycle shall begin in October, 2004. Positions 1-3 shall be appointed for three years, positions 4-6 shall be appointed for two years, and positions 7-9 shall be appointed for one year.

Members of the Editorial Advisory Board shall be eligible for re-appointment at the conclusion of a three year cycle.

In addition to the nine appointed members, the editor of The Rural Educator shall serve as a voting member of the Editorial Advisory Board.
SECTION II
GOVERNANCE
C. TEAMS

4.3 TEACHER OF THE YEAR SELECTION TEAM

The Teacher of the Year Selection Team is charged with the responsibilities
to advertise the Annual Teacher of the Year Award, solicit candidates from each
state, monitor the nominating applications, and select and recognize the NREA
Teacher of the Year.

The team membership includes the Chair of the Awards and
Recognition Team, the Chair of the Teacher Activities Team, the
President-elect, the Immediate Past President, the current Teacher of the Year, a representative
of the sponsoring organization, and such other NREA members appointed by the President.
SECTION II
GOVERNANCE
C. TEAMS
C.5 AD HOC TEAMS AND TASK FORCES

Ad hoc teams and task forces may be established by the President with the concurrence of the Executive Committee. Ad hoc teams and task forces serve for a limited period of time and carry out specific assignments presented to them by the Executive Committee. Ad hoc teams and task forces may not be established by a Standing Team.
SECTION II
GOVERNANCE
C. TEAMS
C.6 SUB-TEAMS

Sub-teams may be established by any Standing Team chairperson. Establishment of sub-team requires written notification to the Executive Committee.

From time to time, sub-teams may be necessary to help a particular Standing Team accomplish its goals and tasks.

Sub-team chairs and members report to the chairperson of the Standing Team under which they function.

Sub-teams shall not, in any way, interfere or undermine the work of the Standing Team to which they report.

Tenure of a member of a sub-team is determined by the chairpersons of the appropriate Standing Team.
SECTION II
GOVERNANCE
C. TEAMS
C.7 ANCILLARY TEAMS
C.7.1 State Affiliate Executive Directors

The State Affiliate Executive Directors shall meet each year at the NREA Annual Convention to discuss common issues and potential solutions to common problems. The State Affiliate Executive Directors may meet by video/audio conference calls during the membership year.
The NREA shall receive nominations from the floor at the Annual NREA Membership Meeting to select preferential nominees to fill any vacancy that may exist on the NREA on the NREA Foundation Board of Trustees. All nominations from the floor will be forwarded to the NREA Foundation Board of Trustees as the NREA Executive Committee’s recommended candidates for election to the NREA Foundation Board of Trustees.
SECTION II
GOVERNANCE
D. BYLAWS AND POLICIES

Bylaws of the NREA are the rules and regulations adopted by the NREA Delegate Assembly and regulate its affairs.

All NREA Bylaws must comply with the Articles of Incorporation filed by the NREA.

All NREA operational policies must comply with NREA Bylaws and Articles of Incorporation.

Policies of the NREA may be developed by the Executive Committee or the Procedures, Bylaws, and Resolutions Team, presented to the Executive Committee, and adopted by such. All policies must adhere to the goals and purposes of the Association.

Policies may be adopted by the Executive Committee, whereas Bylaws may be adopted or amended only by the Delegate Assembly.

The Executive Committee shall direct a review and an update of policies and procedures once every three years or as needed.
SECTION II
GOVERNANCE
E. RESOLUTION PROCESS

All members are encouraged to submit resolutions to the Procedures, Bylaws and Resolutions Team no later than July 15. The Procedures, Bylaws and Resolutions Team is charged with the responsibilities of receiving, reviewing, and accepting or rejecting resolutions for the Team’s Report of Resolutions. The Team Report shall be submitted to the Executive Director by September 1. During the review of all resolutions, the team will determine if each proposed resolution is appropriate for consideration according to the NREA Bylaws and stated goals. If a resolution is rejected for presentation by the team, the member submitting the resolution will be notified.

If the member wants to bring a rejected resolution for consideration by the Delegate Assembly, it can be done by resubmitting a Special Proposed Resolution Form; which requires the signature of the NREA member submitting the resolution and the signatures of at least two additional NREA members representing two states other than the submitter’s own state. All such resolutions must be submitted on the special Proposed Resolution Form to the Executive Director at least one week prior to the date of the Delegate Assembly.
SECTION III
ADMINISTRATION

A. Executive Director
B. Executive Director Job Description
C. Absence of Policy
D. Association Management Procedures in the Absence of the Executive Director

Revised and adopted by the Executive Committee 12/10/2015
SECTION III
ADMINISTRATION

A. EXECUTIVE DIRECTOR

The selection and employment of an Executive Director is the responsibility of the Executive Committee. The naming of an individual to serve in this capacity shall be reported to the membership and Delegate Assembly in a timely manner.

The Executive Director serves as the chief executive officer of the NREA and also serves in the capacity of the Treasurer.

Annually, the Executive Committee evaluates the performance of the Executive Director and adds or deletes specific duties to the job description when required. Prior to the annual meeting, no later than the 15th of September, the Executive Director will distribute the performance evaluation form to the Executive Committee members. The form will be sent to the President and President Elect to aggregate the data and then share with the Executive Committee. After the Executive Committee has reviewed and responded to the evaluation document, a meeting will be held with the Executive Committee members to solicit recommendation and commendations. The President and President Elect will then hold a conference with the Executive Director to share the results.
SECTION III
ADMINISTRATION

B. EXECUTIVE DIRECTOR JOB DESCRIPTION

a) The Executive Director shall devote fifty weeks to the affairs of the National Rural Education Association.

b) The Executive Director maintains a headquarters facility and administers the day-to-day operation of the headquarters including the activities of support staff for the purpose of conducting all appropriate NREA business activities.

c) Oversees the accounting procedures for handling all NREA finances.

d) Deposits and disburses NREA funds and provides periodic accounting reports to the Executive Committee and the Ways and Means Team.

e) Develops and submits an annual budget to the Ways and Means Team for review and revision, who in turn submits the budget to the NREA Executive Committee for consideration and maintains a systematic analysis of all revenue and expenditures.

f) Responds to all NREA related correspondence addressed to the headquarters or forwarded to the headquarters by members of the Executive Committee in a prompt and timely manner.

g) Supervises and maintains all NREA files.

h) Supervises the collection of NREA membership dues and maintains all NREA membership records.

i) The Executive Director will facilitate the annual election of new NREA officers in collaboration with the past president, president and president elect, according to established procedures.

j) Supervises the editing, publication, and distribution of an NREA Update, which is published weekly and distributed electronically to all active members of the NREA.

k) Oversees the publication of The Rural Educator, the official NREA Journal and informs the Executive Committee on a monthly basis of the progress of the publication.
l) The Executive Director, in collaboration with the President of NREA will generate the monthly agendas for the Executive Committee meetings and will provide administrative direction and general program coordination for the Executive Committee and general membership of NREA. In addition, all committee meetings will be reported to the executive board meetings on a monthly basis.

m) Researches, plans and recommends programs that are in alignment with the vision, mission, core values and goals of NREA and reports them to the NREA Executive Committee.

n) Responsible for planning and conducting Annual NREA Convention in conjunction with a host state organization or plan and conduct the Annual NREA Convention if no host state organization is involved. Establishes partnerships with exhibitors and potential corporate partners to enhance the NREA Convention.

o) Actively promotes the vision, mission, core values, goals and objectives of the NREA.

p) Attends all meetings of the NREA Executive Committee.

q) Prepares and distributes minutes of all NREA Executive Committee meetings.

r) Facilitate functions and activities of NREA committees/teams, sub teams and task forces.

s) Creates and promotes partnerships that will contribute to the vision, missions and goals of NREA.

t) Establishes partnerships with foundations that will contribute financial assistance, which enables researchers to conduct research in rural and small schools to help to inform best practices.

u) Prepare and files required reports, tax filings, registrations and other legal documents on behalf of the NREA

v) Any other duties or responsibilities which are requested/assigned by the Executive Committee.
SECTION III
ADMINISTRATION

C. ABSENCE OF POLICY

Administrative decisions made by the Executive Director shall reflect the Bylaws and Policies of the NREA.

In the absence of a policy, the Executive Director is authorized to make decisions based on the best interest of the NREA. In such cases, the Executive Director shall inform the Executive Committee of the need for a policy and then draft the appropriate policy statements to address the issue, should the issue arise in the future.
SECTION III
ADMINISTRATION

D. ASSOCIATION MANAGEMENT PROCEDURES IN THE ABSENCE OF THE EXECUTIVE DIRECTOR

In the event of a long term absence by the Executive Director, the NREA President shall call an emergency meeting of the Executive Committee.

The Executive Committee shall appoint an interim director.

The president of the NREA Executive Committee will be the direct contact between the interim director and the Executive Committee.

Each Executive Committee member shall communicate and monitor the activities of each team, sub-team, and task force to the Executive Committee.

The interim director shall fulfill the responsibilities of the executive director.
SECTION IV
FISCAL MANAGEMENT

A. Budget Policies
B. Audit
C. Financial Statements
D. Revenue and Expenditures
E. Tax Exempt Status
F. Incorporation

Revised and adopted by the Executive Committee 1/21/2016
SECTION IV
FISCAL MANAGEMENT
A. BUDGET POLICIES

An annual budget of revenues and expenditures shall be prepared jointly by the Executive Director and the Ways and Means Team. The budget shall be presented to the Executive Committee for approval.

No overhead or indirect cost fees shall be made on the deposited funds or budget balances controlled by the NREA for related organizations.

Expenditures in excess of the budget must be approved by the Executive Committee.

Each NREA team is responsible for presenting a proposal requesting funds to the Executive Director, who shall review and forward a recommendation to the Ways and Means team. The Ways and Means team shall review and forward a recommendation to the Executive Committee.

Revised and adopted by the Executive Committee 1/21/2016
SECTION IV
FISCAL MANAGEMENT
B. AUDIT

The preparation of the Annual IRS 990 by a CPA will suffice as the annual audit of NREA funds.

It shall be the responsibility of the Executive Director to recommend an independent auditor and to supply the report to the Executive Committee upon completion.
SECTION IV
FISCAL MANAGEMENT

C. FINANCIAL STATEMENTS

Financial reports shall be provided to the Executive Committee and the Ways and Means Team.

Special reports or data relevant to the financial status of the organization will also be furnished upon a request to the Executive Committee.

The Ways and Means Team may establish a format for reporting NREA financial statements and reports.

Revised and adopted by the Executive Committee 1/21/2016
SECTION IV
FISCAL MANAGEMENT
D. REVENUES AND EXPENDITURES

All expenditures approved by the Executive Director shall be made within the limits of the annual approved budget.

The Executive Director will file financial reports with the Executive Committee and the Ways and Means Team. The reports will reflect expenditures, revenue, and budget comparisons for each month and year to date.

All revenues are receipted and/or recorded by the Executive Director into the appropriate account.

All checks written for NREA expenditures will be written under the auspices of the Executive Director of NREA. When special accounts must be established for particular activities, the Executive Director may have the authority to write checks. This authority is granted by the Executive Committee and will be reviewed on an individual basis as the situation dictates.

The authorized signature on NREA accounts is the Executive Director.

Revised and adopted by the Executive Committee 1/21/2016
SECTION IV

FISCAL MANAGEMENT
E. TAX EXEMPT STATUS

The NREA is a 501(c)(3) not-for-profit organization. The NREA will not engage in any overt activities that will endanger the 501(c)(3) status or jeopardize the tax exemptions derived from real or in-kind contributions and donations made to the NREA by individuals, corporations, or foundations.
NREA is incorporated as a non-profit educational association under the statutes of the State of Oklahoma.
SECTION V
MEMBERSHIPS

A. Categories of Membership
B. Dues
   B.1 Dues Structure
C. School District Membership Benefits
D. Count
E. State Affiliates
   E.1 State Affiliate Membership
   E.2 Unified State Affiliate
   E.3 State Affiliate Association
   E.4 Affiliated State Organization
F. Membership Year

Revised and adopted by the Executive Committee 1/21/2016
SECTION V
MEMBERSHIPS
A. CATEGORIES OF MEMBERSHIP

1. INDIVIDUAL MEMBERSHIP

Individual Membership in the NREA shall be open to individuals interested in advancing the purposes of the NREA. Individual Members shall be eligible to vote on all matters coming before the NREA membership, to serve on teams, sub teams, task forces, hold office, and receive all publications produced by the NREA.

2. SCHOOL DISTRICT MEMBERSHIP

School District Membership shall be open to school districts and other organizations that may qualify for an Institutional Membership. The School District Membership entitles the school district or other organizations up to seven Voting Members, including one Teacher Member. All other employees and officials of the school district or other organizations shall be non-voting members for the purpose of receiving NREA benefits.

3. INSTITUTIONAL MEMBERSHIP

Institutional Membership shall be open to any school district, educational service agency, state department of education, college or university, professional association, any similar agency or organization, and to business and industry. The Institutional Memberships entitles the organization up to three Individual Memberships.

4. TEACHER MEMBERSHIP

Teacher Membership in the NREA shall be open to all K-12 teachers. Teachers will have Individual Membership status.

5. RETIRED MEMBERSHIP

Retired Membership in the NREA shall be open to members of the NREA who have been members of the organization for three or more years and are now retired from the field of education. Retired members shall have Individual Membership status.

6. LIBRARY MEMBERSHIP

Library membership in NREA shall be open to all public and private libraries. Such membership shall include copies of all newsletters and journals of the NREA, but shall not provide voting status.

Revised and adopted by the Executive Committee 1/21/2016
7. LIFE MEMBERSHIP

Life Membership may be awarded by the Executive Committee. Persons receiving Life Membership have been deemed to have made significant contributions to rural education and/or the NREA. Most typically, Life Membership is conferred upon individuals who have retired, but would still remain interested and active in NREA.

8. STATE AFFILIATE MEMBERSHIP

State Affiliate Membership in the NREA is open to non-profit, in-state, rural or other education associations that represent a broad-based constituency of rural educators and espouse similar goals as does the NREA. A State Affiliate Membership shall be approved by the Executive Committee.

9. GRADUATE STUDENT MEMBERSHIP

Graduate student membership is open to full time graduate students at an accredited institution of higher education.

Revised and adopted by the Executive Committee 1/21/2016
SECTION V
MEMBERSHIPS
B. DUES

Membership dues shall be recommended by the NREA Executive Committee and approved by the Delegate Assembly.

Dues are paid annually and cover a twelve month period.

Members who have not paid their dues within thirty (30) days of the end of their calendar year membership are considered non-renewed and are dropped from the membership list. Members who are non-renewed are ineligible to participate in NREA elections and lose all privileges in the organization.

Revised and adopted by the Executive Committee 1/21/2016
SECTION V  
MEMBERSHIPS  
B. DUES  
B.1 DUES STRUCTURE

A person may become a member of the NREA by enrolling as a member under one of the following Types of Membership and pay the appropriate annual membership fee.

Types of Membership in the NREA shall be comprised of Voting Members and Non-Voting Members.

<table>
<thead>
<tr>
<th>Types of Memberships</th>
<th>Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$100</td>
</tr>
<tr>
<td>Institutional</td>
<td>$275 for the first three voting members + $75 dollars for additional voting members</td>
</tr>
<tr>
<td>State Affiliate</td>
<td>$500</td>
</tr>
<tr>
<td>School District</td>
<td>$400 for the first seven voting members + $75 for each additional voting member</td>
</tr>
<tr>
<td>Teacher</td>
<td>$75</td>
</tr>
<tr>
<td>Retired</td>
<td>$50</td>
</tr>
<tr>
<td>Library</td>
<td>$50 domestic, $150 International</td>
</tr>
<tr>
<td>Graduate Student</td>
<td>$50</td>
</tr>
</tbody>
</table>

Revised and adopted by the Executive Committee 1/21/2016
SECTION V
MEMBERSHIPS
C. SCHOOL DISTRICT MEMBERSHIP BENEFITS

A School District Membership will permit officials in a school district to select persons associated with the school district to be Voting Members. A School District Membership shall entitle the School District up to seven Voting Members, including one Teacher, to be designated by name by the School District.

A School District Membership entitles all school district officials and employees to all benefits and services provided to other Voting Members with the exception of THE RURAL EDUCATOR and the NREA UPdate. Only the Voting Members in a School District Membership will receive THE RURAL EDUCATOR and the NREA UPdate in addition to all other benefits and services.

Revised and adopted by the Executive Committee 1/21/2016
SECTION V

MEMBERSHIPS
D. COUNT

For the purpose of counting the NREA membership, the average number of all employees and officials (26) covered under a School District Membership shall be counted along with Active Individual Members, Institutional Members, Teacher Members, Retired Members, Library Members, Graduate Student Members, Life Members, and State Affiliate Members.
SECTION V
MEMBERSHIPS
E. STATE AFFILIATES

The NREA supports the establishment of a NREA State Affiliate in every state because the NREA believes the future of the NREA rests with the development of a strong rural education organization in each state.

The NREA is committed to assisting the establishment of State Affiliates and the strengthening of existing State Affiliates.
SECTION V
MEMBERSHIPS
E. STATE AFFILIATES

E.1 STATE AFFILIATE MEMBERSHIPS

State Affiliate Membership in the NREA is open to non-profit, in-state rural education associations that represent a broad-based constituency of rural educators and espouse similar goals as NREA.

To apply for State Affiliate status, the organization provides NREA with a letter of request, signed by an officer of the association. The NREA may request the letter be accompanied by a set of that association's bylaws, a sample copy of the organization's newsletter and other periodic publications, official membership brochure, and annual dues payment of $500.00. Acceptance of a new State Affiliate Memberships shall be by action of the Executive Committee.

A State Affiliate may designate up to three individuals to be listed as Individual NREA Members. These NREA Members may be the organization's president, president-elect (or vice-president), secretary-treasurer, or such other designees as determined by the organization.

The annual State Affiliate Membership dues as prescribed by the NREA policy and are payable 30 days past the expiration date of their calendar year membership.

A specially engraved State Affiliate Membership plaque will be presented to each state organization that is a State Affiliate of the NREA.

State Affiliates have the privilege of using the official NREA logo in conjunction with their state logo on all printed materials provided they incorporate the wording "Affiliated with the National Rural Education Association."

There are three types of state organizations that may be recognized by the NREA:

1. Unified State Affiliate Association
2. State Affiliate Association
3. Affiliated State Organization

The NREA supports the development of a rural and small schools organization in each state.

Voting Members for the NREA delegate assembly in a state shall be based on the state's membership as of June 30, of each year.

E.2 Unified State Affiliate

Revised and adopted by the Executive Committee 1/21/2016
A State Affiliate of the NREA may become a Unified State Affiliate by entering into an agreement with the NREA to require each State Affiliate Member to be a member of the NREA in order to maintain membership in the State Affiliate.

The NREA will agree that persons from a Unified State Affiliate shall be allowed to join the NREA only through the Unified State Affiliate.

A Unified State Affiliate shall include an NREA membership with their state membership. The state affiliate will remit to NREA, $75 for individual memberships and $300 for each district membership. All other revenue shall be remitted, along with the state's NREA Membership list to the NREA on or before October 1, of each year.

Voting Members shall include all NREA Members enrolled under Individual, Institutional, State Affiliate, School District, Teacher, or Retired Memberships.

State Affiliates shall be entitled to delegates and alternates to the NREA Delegate Assembly in accordance with Article XII, NREA Bylaws.

E.3 State Affiliate Association

A State Affiliate of the NREA may become a State Affiliate Association by entering into an agreement with the NREA to maintain 15 or more NREA members. The State Affiliate Association can sell NREA memberships to its member at a 25% discount. All NREA revenue shall be remitted, along with the state's NREA Membership list to the NREA on or before October 1, of each year.

E.4 Affiliated State Organizations

A State Affiliate of the NREA may become an Affiliated State Organization by entering into an agreement with the NREA to maintain less than 15 and more than 1 NREA members. The State Affiliate Association can sell NREA memberships to its member at a 25% discount. All NREA revenue shall be remitted, along with the state's NREA Membership list to the NREA on or before October 1, of each year.

Revised and adopted by the Executive Committee 1/21/2016
SECTION VI
RELATIONSHIPS

A. Partnerships and Sponsors
   A.1 Partnership Authorization
   A.2 Sponsorship Authorization
B. Endorsements
C. Grant Applications

Revised and adopted by the Executive Committee 1/21/2016
SECTION VI
RELATIONSHIPS
A. PARTNERSHIPS AND SPONSORS

PREAMBLE

The NREA is dedicated to the realization of its Vision Statement, Mission Statement, and goals. To these ends, the NREA recognizes the need to reach out to other organizations, the business world, and foundations to secure added leadership, direction, and financial strength. Thus, it is important to the future of the NREA to seek and secure partnerships and sponsors who share with the NREA a strong interest in and commitment to improving rural education and the quality of life in rural America.

ACQUISITION AND DEVELOPMENT

- The acquisition and development of partnerships and sponsors will let the NREA
- Become a stronger national leader in rural education.
- Deliver a more unified and concerted message to Congress on issues involving rural education and public education in general.
- Expand its leadership base to include outstanding educators from throughout rural America.
- Improve the financial base to support NREA programs and projects.
- Develop a financial accountability system based on adequate funding and services to the NREA membership.
- Expand communications and publications to the NREA Membership.
- Expand the NREA Awards and Recognition Program.
- Expand the NREA staff.
- Become more involved in developing and publishing research directly related to protecting, preserving, promoting, and improving rural education.

Revised and adopted by the Executive Committee 1/21/2016
APPROVAL

Entering into a partnership or the acceptance of a sponsor's contribution to the NREA does not establish an NREA endorsement of the services or products of the partner or sponsor. A proposal to create a partnership, or to accept a sponsorship under this policy, may be approved by the Executive Director, with the advice and consent of the President, according to this policy and in compliance with the following schedule of NREA Benefits for Partners and Sponsors. All other partnerships and sponsors shall be approved by the Executive Committee.
BENEFITS FOR PARTNERS AND SPONSORS
RURAL EDUCATION ACADEMY
PARTNERS AND SPONSORS OPPORTUNITES

ACADEMY LEVEL - $10,000

- Position on NREA Rural Education Academy Advisory Board
- Exclusive recognition as an NREA Rural Education Academy Sponsor and/or presenter
- Exclusive recognition in the published proceeding of the Annual NREA Rural Education Academy. (The Academy will be an annual rural education meeting dedicated to cutting edge, innovative rural education strategies.)
- An exclusive corporate endorsement for funding an NREA program or activity
- Engraved plaque of appreciation
- Authorized use of NREA logo and statement, "NREA Corporate Sponsor."
- Complimentary exhibit booth at conference
- Full page ad in conference program booklet
- Recognition at one luncheon/dinner at annual conference
- Corporate banner displayed at all NREA conferences, workshops, and seminars
- Invitation to present at all NREA conferences, workshops, and seminars when appropriate
- Receive all NREA publications for current year
- Directory listing of corporation in each issue of, "Rural Education News."
- Full page add in, "The Rural Educator."
- Two free conference registrations
- Access to NREA membership list
- Link on NREA web site to corporate web site for current year

Revised and adopted by the Executive Committee 1/21/2016
Gold Level - $5,000

- Engraved plaque of appreciation
- Complimentary exhibit booth at conference
- Full Page ad in conference program booklet
- Recognition at one luncheon/dinner at annual conference
- Corporate banner displayed during conference
- Receive all NREA publications for one year
- Two free conference registrations
- Link on NREA web site to corporate web site for current year
- Access to NREA membership list

Silver Level - $2,500

- Framed certificate of appreciation
- Complimentary exhibit booth at conference
- 1/2 page ad in conference program booklet
- Recognition at one luncheon/dinner at annual conference
- Two tickets to opening banquet
- Receive all NREA publications for one year
- Access to NREA membership list

Bronze Level - $1,000

- Framed certificate of appreciation
- Complimentary exhibit booth at conference
- ¼ page ad in conference program booklet
- Recognition at one luncheon/dinner at annual conference

Program Booklet Sponsor - $2,000

- Framed certificate of appreciation
- Full Page Ad in booklet

1st Timers - $1,500

- Framed certificate of appreciation
- Recognition at breakfast
- Sign at entrance of breakfast with corporate name/logo
- Recognition in conference program booklet
- ½ Page Ad in conference program booklet

REGULATIONS

All partnerships and sponsors shall:

- Have a significant focus on rural education.
• Must be congruent with the NREA Vision Statement, Mission Statement, and Goals.

• Must be congruent with approved NREA Policy Statements.

• Comply with all Internal Revenue Service and U.S. Treasury regulations regarding the NREA's 501(c) 3 Status.
SECTION VI
RELATIONSHIPS
A. PARTNERSHIPS AND SPONSORS
A.1 PARTNERSHIP AUTHORIZATION

In the interest of building partnerships between the NREA and other organizations and businesses, the NREA will seek opportunities to build liaison relationships with groups and organizations that have similar goals and objectives as NREA.

Prior to establishing formal partnerships, all proposals will be reviewed and approved by the NREA Executive Committee.

If a sponsor agrees to support activities such as pay for the costs of specific functions at an NREA Convention, such arrangements may be entered into by the NREA Executive Director on behalf of the Association at his/her discretion. When a convention is being hosted by a State Affiliate or other organizations, State Affiliate Executive Director will have the same authority to select sponsors for support of the convention function events.

Revised and adopted by the Executive Committee 1/21/2016
SECTION VI
RELATIONSHIPS
A. PARTNERSHIPS AND SPONSORS
A.2 SPONSORSHIP AUTHORIZATION

It is the policy of NREA not to co-sponsor any non-NREA conducted events or activities unless it is reviewed and approved by the NREA Executive Committee.

In the event NREA agrees to co-sponsor a special event or activity, the NREA logo must be prominently displayed on all materials related to the promotion and publication of the event and all details of the activity and program must be reviewed and approved by the NREA Executive Director to assure compatibility with NREA goals and purposes.

Revised and adopted by the Executive Committee 1/21/2016
SECTION VI
RELATIONSHIPS
B. ENDORSEMENTS

1. NREA to Another

The following policy reflects the position of NREA when another agency, association, individual, etc. wishes to receive the endorsement of NREA for a project or program.

1. All requests for endorsements will be referred to the Executive Committee for approval unless otherwise authorized by this policy.

2. The Executive Director may approve any project, program, conference, symposium, etc. to receive the endorsement of NREA if the following conditions are met:

a. The project must have a significant focus on rural education.

b. The overall tenor of the project must be in keeping with the goals espoused by NREA.

c. The endorsement of NREA cannot be used in any way to solicit funds.

3. Any publication may receive the endorsement of NREA, if conditions in Section 2 are met and copies of all published materials announcing NREA endorsement are forwarded to the Executive Director.

4. If, at any time, an NREA endorsement is used to influence policy, the Executive Committee must be consulted to ascertain if such policy is in keeping with policies supported by NREA.

2. Another to NREA

On occasion, it is advantageous to seek the endorsement of another organization or agency for NREA projects. The Executive Director is authorized to seek such endorsements with the advice and consent of the Executive Committee. The following procedures may also be followed to seek such endorsements.

1. The NREA Standing Team most directly in charge of the activity may request the permission of the Executive Committee to solicit an endorsement.

2. This request will be given in writing to the Executive Committee explaining the advantage of the endorsement and delineating the reason why an endorsement by this entity would be an advantage.

Revised and adopted by the Executive Committee 1/21/2016
3. The Executive Committee, upon approval of the request, will direct the Executive Director to request an endorsement. Included in the request will be a specific inquiry as to any restrictions or criteria for use of the endorsement (use of logo, disclaimer, etc.).

Revised and adopted by the Executive Committee 1/21/2016
SECTION VI
RELATIONSHIPS
C. GRANT APPLICATIONS

The Executive Director is authorized to file grant applications or agree to endorse grant applications on behalf of the NREA if the grant applications conform to the purposes and policies of the NREA.

Acceptance of all funds granted to the NREA through a grant application shall be approved by the Executive Committee.