



MFPE Annual Conference

April 14-15, 2023

Helena—Delta Colonial Hotel

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2023 MFPE Annual Conference



Tentative Schedule of Events

**All events at the Delta Colonial unless otherwise noted.*

Friday, April 14

11:00 am – 2:30 pm	Delegate Registration
9:00 am	Board of Directors convenes
12:00 pm	Lunch in Room 302 of MT Capitol, 1301 East 6 th Avenue
1:00 pm	MT House of Representatives/Senate Floor Session in Capitol
2:30 pm	Annual Conference convenes
6:00 pm	Hall of Fame dinner at Great Northern Hotel

Lunch will be provided on Friday and breakfast and lunch on Saturday. In addition, dinner will be provided as part of the Hall of Fame celebration on Friday evening. No individually purchased meals will be reimbursed during the annual conference.

Saturday, April 15

7:00 – 8:00 am	Breakfast
7:00 – 9:00 am	Delegate Registration— <i>delegates must be registered no later than 9:00 am</i>
8:00 – 9:30 am	District Caucuses District 1 District 2 District 3 District 4 District 5 District 6 Districts 7, 8 District 9 District 10 (MFPE-R) MFPE Student Members
9:45 am	Conference reconvenes
12:00 pm	Lunch
4:00 pm	Estimated Time of Adjournment

2023 MFPE Annual Conference

Tentative Order of Business

Friday, April 14

- Call to Order Amanda Curtis
- Invocation and Pledge of Allegiance
- Welcome and Introductions Amanda Curtis, Erik Burke
- Senator Jon Tester (invited)
- Delegate Orientation Amanda Curtis
- Standing Rules and Amendments Amanda Curtis
- Nominations Moffie Funk
- Staff Report – Professional Development and Member Benefits Sarah Piper

Saturday, April 15

- District Caucuses (8:00 – 9:30 am) District Chairs
 - Election of Board Chair and Vice Chair – Districts 1, 3, 5, 7, 9
 - Election of 1 District Delegate and 1 Alternate to NEA RA—Districts 1, 3, 5, 7, 9
- Voting in Natatorium (9:30 or upon adjournment of district caucus)
- Conference Reconvenes (9:45 am)
- Organizing Morgan Smith
- Constitutional Amendments Amanda Curtis
- James Holbrook, MT AFL-CIO Executive Secretary
- Election Results Moffie Funk
 - Treasurer
- Program Staff Report – Political Action Lauren Caldwell
- MFPE Member Legislators
- New Business Items Amanda Curtis
(Deadline for NBI's is 9:00 am Saturday, April 15)
- Vicky Byrd, MNA CEO
- Legislative Action
- Program Staff Report – EFT Erik Burke
- Dues/Budget Michelle Wheat
- Adjournment Amanda Curtis

**During the conference, we will suspend business for several informational and celebratory events.*

2023 Calendar



March

2	1 st Thursday Local Presidents Meeting	Virtual, 5:30 pm
8	Biweekly RRT Meeting	Virtual, 5:30 pm
9	Spring Meeting	Virtual, 12 pm
14	Spring Meeting	Virtual, 5:30 pm
15	MT AFL-CIO Board Meeting	Helena
15	Spring Meeting	Virtual, 7pm
20	Spring Meeting	Virtual, 5:30 pm
22	Biweekly RRT Meeting	Virtual, 5:30 pm
27	MFPE-R	Virtual, 12 pm

April

5	Biweekly RRT Meeting	Virtual, 5:30 pm
6	1 st Thursday Local Presidents Meeting	Virtual, 5:30 pm
14	Board of Directors	Helena
14	MFPE Hall of Fame Celebration	Helena
14-15	MFPE Annual Conference	Helena
19	Biweekly RRT Meeting	Virtual, 5:30 pm
24	MFPE-R	Virtual, 12 pm

May

4	1 st Thursday Local Presidents Meeting	Virtual, 5:30 pm
17	Final RRT Debrief	Virtual, 5:30 pm
29	MFPE-R	Virtual, 12 pm

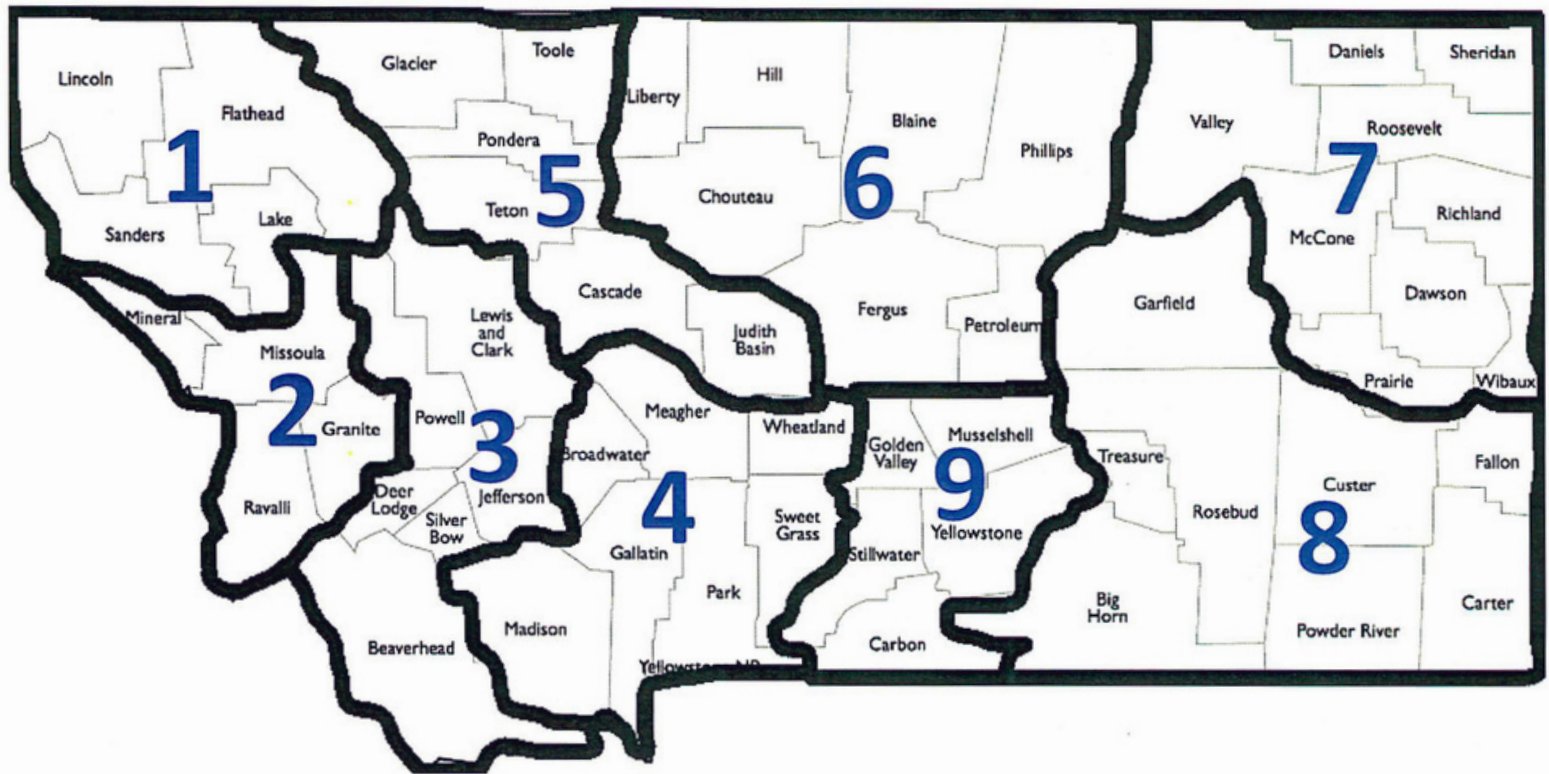
June

1	1 st Thursday Local Presidents Meeting	Virtual, 5:30 pm
13-15	Officers/Management Meeting	Emigrant
22-24	MT AFL-CIO Convention	Billings
26	MFPE-R	Virtual, 12 pm

July

2-6	NEA Representative Assembly	Orlando, FL
13	Teacher Leadership Institute Kickoff	Helena
27	MPTF Golf Scramble	Fairmont
28-29	Board of Directors	Fairmont
31	MFPE-R	Virtual, 12 pm

MFPE Governance Districts



*MFPE Governance District 10 consists of all members of MFPE Retired.

MFPE Board of Directors

	Name/Address	Work	Personal	E-Mail Address
President	Amanda Curtis, Butte Teachers Union	442-4250	533-9300	acurtis@mfpe.org
1st Vice President	Eric Matthews, Bozeman Education Association	522-6322	600-1550	ematthews74@gmail.com
2nd Vice President	Michelle Wheat, MT Department of Transportation	444-6333	461-6693	mwheat0019@gmail.com
Treasurer	Vacant			
NEA Director	KaCee Ballou, Missoula Education Association	207-3140	207-3140	kcbunionstrong@gmail.com
Governance District #1				
Chair	Lynne Rider, Kalispell Education Association	751-3844	253-0670	lynne.rider@gmail.com
Vice Chair	Kris Hursh, Kalispell Federation of Classified Personnel	758-8369	253-5199	ckhursh@gmail.com
Governance District #2				
Chair	Christine Kolczak, Missoula Education Association	728-2402	546-1811	christinekolczak2004@msn.com
Vice Chair	Britt Postma, Federation of Classified University Staff--UM		396-0986	britten.postma@gmail.com
Governance District #3				
Chair	Mike Kenison, Butte Teachers Union	533-2600	491-2654	mkenison@yahoo.com
Vice Chair	Jill Cohenour, Fed. of Public Health and Humans Services Employees	444-5261	431-0912	jillcohenour@gmail.com
Governance District #4				
Chair	Kathy Rutherford, Three Forks Teachers Association	285-3224	581-5233	rktr29plustax@gmail.com
Vice Chair	Colette Campbell, Federation of Classified University Staff--MSU	994-6254	599-0751	only1tigrress@gmail.com
Governance District #5				
Chair	Tom Cubbage, Great Falls Education Association	727-4233	799-1096	cubbage.gfca@gmail.com
Vice Chair	Lissy Shaffer, Centerville Education Association	736-5188	899-6536	lissy.shaffer@gmail.com
Governance District #6				
Chair	Mark Seiffert, MSU-Northern Federation of Teachers	570-6968	265-5844	drmarkseiffert@gmail.com
Vice Chair	Omega Esquivel, MT Mental Health Nursing Care Center Employees		366-2199	esquivelomega@hotmail.com
Governance District #7				
Chair	Laurie Encbo, Glasgow Education Association	228-8268	228-4238	laurie.encbo@gmail.com
Vice Chair	Jim Johnson, Montana Motor Carrier Services Employees		987-6067	twitchy67mt@gmail.com
Governance District #8				
Chair	Karla Clark, Big Horn Education Association	638-2252	665-4226	karla.clark@hardin.k12.mt.us
Vice Chair	Bryan Blair, Pine Hills Correctional Association	232-1377	209-5942	bblair381@gmail.com
Governance District #9				
Chair	Doug Robison, Billings Education Association	248-9812	850-5562	president@beabillings.org
Vice Chair	Tom Fulton, Probation and Parole	896-5417	852-0147	fulton52@gmail.com
Governance District #10				
Chair	Moffie Funk, Retired teacher	N/A	461-6785	moffiefunk@gmail.com
Vice Chair	Joe Cohenour, Retired trooper	N/A	431-1144	jocohenour@gmail.com

MPEA Morey/Bukvich Award Recipients

1990 – Bea Steen, MDT Helena	2005 – Darrel Gilliam, Dept. of Labor Helena
1991 – Gwen Kight, MPEA Staff	2006 – Travis Ross, Missoula City/County Health Dept.
1992 – No award	2007 – Clint Ohman, DPHHS Helena
1993 – Terri Hutton, City of Great Falls	2008 – Dennis Small, MT State Fund Helena
1994 – Nancy Harris, MSU-Billings	2009 – Dave Loewen, FWP Helena
1995 – Darcy Halpin, MSU-Bozeman	2010 – Mike Burman, MT Highway Patrol Helena
1996 – Cheryl Valdez, DPHHS Billings	2011 – Robyn Trott, DPHHS Missoula
1997 – Dee Topp, MSU-Billings	2012 – Cal Janes, Dept. of Justice Helena
1998 – Patty Gunderson, MSU-Bozeman	2013 – Brookelyn Conner, Yellowstone County Courthouse
1999 – Deb Chard, MSU-Bozeman	2014 – Dave Willson, Pine Hills Correctional
2000 – Chris Anderson, FWP Townsend	2015 – Nicole Thuotte, OPI Helena
2001 – Deb Brown, MSU-Billings	2016 – Courtney Hartman, Dept. of Labor Helena
2002 – Alan Harbaugh, DEQ Helena	2017 – Colette Campbell, MSU-Bozeman
2003 – Sharold Buerkle, Bozeman School District	
2004 – Rosemarie Roseland, MT State Fund Helena	

MEA-MFT Hall of Fame

2014	John C. Board	Jim McGarvey	Pat Williams
2015	David Smith	Dick Barrett	Marilyn Ryan
2016	Joe Brookshier	Nancy Keenan	Patty Myers
2017	Tom Gigstad	Linda McCulloch	Wanda Grinde
2018	Denise Juneau	Mary Sheehy Moe	Bernie Olson

MFPE Hall of Fame

2018	Tom Schneider		
2019	Bob Brown	John Fleming	Raymond Berg
2020	Sharon Carroll	Karin and Wayne Stanford	Jerry Rukavina
2021	<i>Canceled due to covid-19 pandemic</i>		
2022	Eric Feaver		
2023	Bill Dwyer	Sheri Postma	Tom Facey

200 Standing Rules

(As amended and adopted 2022 Annual Conference)

201 Purpose and Effect

The following standing rules govern preparations for and conduct of business at the Montana Federation of Public Employees (MFPE) Annual Conference hereafter referred to as the "conference."

202 Delegates

1. Delegates to the conference are state officers; members of the board of directors; and representatives from local affiliates, MFPE Retired, and student program.
2. Local affiliates that fail to send delegates shall enjoy no representation and no vote at the conference.

203 Minimum Standards of Affiliation

To register and seat delegates, local affiliates must meet minimum standards of affiliation with MFPE and NEA and AFT.

204 Registration

1. Delegates and guests must register before being admitted to the conference.
2. Delegates and guests shall wear identification at conference meetings.
3. Delegates must register by the district in which they live or work.
4. Pre-registered delegates and guests must check in to confirm registration and receive necessary credentials and conference information.

205 Seating

1. Delegates shall be seated in seats reserved for delegates.
2. Alternates and guests shall be seated separately.
3. The president may grant conference floor privileges to alternates and guests.

206 Sergeants-at-Arms

The president shall appoint sergeants-at-arms to assist in the conduct of business.

207 Motions

1. Main motions (including but not limited to dues, budget, constitutional amendments, legislative program, new business items) must be submitted as described in these standing rules.
2. Amendments to main motions must be submitted in writing to the president before they are moved on the floor.

208 Debate

1. No member shall speak in debate more than twice to the same question nor longer than five minutes at one time.
2. No member speaking on a question may move the previous question.

209 Voting

1. Delegates must be present to vote.
2. No delegate or local affiliate shall be represented or voted by proxy.
3. Delegates have one vote each.
4. The president or one-third of delegates present may call for a roll call vote.
5. In the event of a roll call vote, the president shall close the conference hall. Delegates not present shall have no vote.

210 Parliamentarian

The executive director or his designee shall serve as the parliamentarian to whom delegates may direct questions through the president.

211 Schedule of Events and Order of Business

1. The president shall prepare the schedule of events and order of business.
2. The order of business shall in no absolute order include but not be limited to:
 - Standing Rules
 - Nominations and Elections
 - Constitutional Amendments
 - New Business Items
 - Dues
 - Budget
 - Political Action
 - Special Events

212 Nominations and Elections – State Officers

1. For purposes of state officer (president, vice presidents, treasurer, and NEA director) nominations and elections, the president shall appoint a nominations and elections committee of at least three retired members, one of whom the president shall appoint as chair.
2. No member of the committee shall hold state office.
3. On or before February 1 of the election year, the committee shall notify members and local affiliates of positions open for nominations and the nominations deadline.
4. The committee shall accept eligible nominees and report to the conference.
5. Active members running for state offices shall affirm or declare their candidacies in writing to the nominations and elections committee no later than March 1 of the election year.
6. The chair of the nominations committee shall preside over the nomination and election process at the conference.
7. Nominations and elections shall proceed as follows: president, 1st vice president, 2nd vice president, treasurer, and NEA director.
8. To be elected, candidates must receive a majority (50%+ 1) of votes cast.
9. The conference may elect by acclamation unopposed candidates.

213 Nominations and Elections – District Officers

Districts shall conduct nominations and elections in their caucuses one position at a time: First, chair, and then vice chair. Candidates losing a district election may run for the next available position. To be elected, a district officer candidate must receive a majority (50% + 1) of votes cast. Acclamation is in order. Districts may choose to conduct a secret ballot.

214 New Business Items

1. To be considered by the conference, new business items must be submitted in writing to the president no later than 9:00 am of the last day of the conference.
2. A delegate, local affiliate, committee, district council, and board of directors may submit new business items.
3. New business items direct MFPE in specific and general ways of policy, program, and action.

215 Dues and Constitutional Amendments

1. Dues proposals and constitutional amendments must be submitted in writing to the president at least 60 calendar days before the first day of the conference.
2. The board of directors shall recommend proposed dues and may propose constitutional amendments.

216 Budget

The board of directors shall recommend a proposed budget.

217 Caucuses

1. Districts shall caucus to consider business matters before the conference and to nominate and elect officers and delegates and alternates to the NEA Representative Assembly.
2. Available conference room space may require districts to combine for meeting purposes.

218 Miscellaneous

1. Tobacco, marijuana, alcohol, newspapers, cell phones, and any other electronic communication devices are out of order in conference meetings.
2. At the direction of the president, cell phones and other electronic communication devices may be utilized in the conduct of business.

Nominations and Elections

2023 MFPE Annual Conference

Nominations and Elections Committee

Moffie Funk, Chair

Judy Byrne

Ron Kimmet

Statewide Offices (2-year terms)

- Treasurer (filling the remainder of term ending June 14, 2024)
 - Declared candidates
 - Omega Esquivel, MT Mental Health Nursing Care Center
 - Lissy Shaffer, Centerville Education Association
 - Kim Stout, Helena Education Association

Delegates to NEA Representative Assembly

- 5 State Delegates (1-year term)
 - Odd-numbered districts will elect one delegate and one alternate.
- 1 Student Program Delegate (1-year term)
 - The MFPE Student delegation to the Annual Conference will elect one delegate and one alternate to the NEA RA.

District Chairs and Vice Chairs

- Odd-numbered districts (districts 1, 3, 5, 7, 9) will elect a chair and vice chair to a 2- year term beginning June 15, 2023. Chairs and vice chairs are the district's representatives on the MFPE board of directors.

MFPE is committed to elevating native people and people of colors' voices and fostering leadership opportunities for these members. MFPE is committed to electing governance that reflects the racial and ethnic demographics of Montana and the professional and geographical diversity of MFPE membership.

VΩTE
Omega
for MFPE
Treasurer

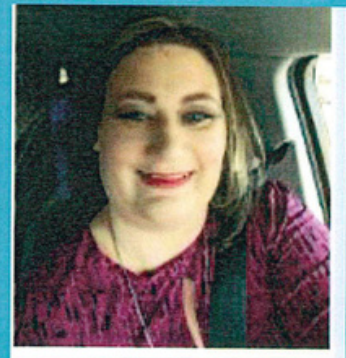


***State employee with DPHHS at the
Montana Mental Health Nursing Care
Center as a CNA/Medication Aide II for 12
years.**

***Local 7792 President for 6 years**

***MFPE Board of Directors District 6 for 6
years.**

Lissy Shaffer for Treasurer



❖ Union Experience

- Centerville Education Association President-3 years
- Centerville Education Association Secretary/Treasurer-7 years
- MFPE Board of Directors-4 years

❖ Other Experience

- Neihart Inconvenience Store Co-op Steering Committee-2 years
- Neihart Inconvenience Store Co-Op Secretary/Board Member-1 year

Here to serve us!

KIM STOUT

for MFPE Treasurer

"The Montana Federation of Public Employees boasts unparalleled diversity, encompassing a multitude of professions and disciplines. Our Union's strength lies in this diversity, and it is the responsibility of our leadership to embrace and amplify the voices of all members, ensuring proper representation for all."

KIM STOUT



HELENA PUBLIC SCHOOLS

- ▶ Educator (22-year employee)

LOCAL: HELENA EDUCATION ASSOCIATION

- ▶ Current Building Representative
- ▶ Past President
- ▶ Past Vice President
- ▶ Member of APETS Committee

STATE: MFPE & OTHER STATE INVOLVEMENT

- ▶ National Education Assoc. (NEA) Resolution Committee MFPE Chair
- ▶ Delegate to the annual MFPE Annual Conference
- ▶ Member of the MFPE NBCT Legislative Team
- ▶ MFPE National Board Ambassador
- ▶ Member of the Employee Investment Advisory Council that advises the Public Employee Retirement Board.

NATIONAL: NEA (NATIONAL EDUCATION ASSOCIATION)

- ▶ Delegate to the NEA Representative Assembly (2018-2022)
- ▶ NEA Distance Leading Educator (2020-Current)
- ▶ Past NEA EdCommunities Facilitator (2016-2021)

OTHER AWARDS, & RECOGNITIONS

- ▶ Karen Cox grant awardee
- ▶ TLI Graduate 2016 (Teacher Leadership Institute)
- ▶ Member of the AFT K-12 Program and Policy Council
- ▶ Delegate to the NEA TLI Conference
- ▶ Jim McGarvey Scholarship awardee
- ▶ NEA ESP Mirco-Credential writer (Educational Support Professional)
- ▶ Montana Agriculture in the Classroom Grant awardee
- ▶ Graduate of the Leaders for a Just Society professional development series
- ▶ Contributing and founding member of the MFPE Fund

EDUCATION EXPERIENCE

- ▶ National Board-Certified Teacher in Literacy-Language Arts
- ▶ Master's degree in Curriculum and Instruction from University of Colorado at Colorado Springs
- ▶ Bachelor's degree in Elementary Education from Carroll College

NEA Representative Assembly

Orlando, Florida

July 2-6, 2023

At the Saturday morning district caucuses, odd-numbered districts will elect a delegate and an alternate delegate to attend the NEA RA July 2-6 in Orlando, Florida. All expenses will be paid for the elected delegate to attend the in-person event. Virtual attendance is not an option. The elected delegate must be present for all RA meetings.

The NEA RA is the largest elected deliberative body in the world and has met since 1886. Nearly 10,000 members from every state gather to chart the course for the 3.5-million-member union. Just like the MFPE Annual Conference, the NEA RA will deliberate, discuss, and (eventually) adopt the NEA's dues and budget, legislative program, new business items, and constitution.



Montana Federation of Public Employees

Constitution – As amended 2022 Annual Conference

1. NAME

There shall be a union of members and local affiliates working in public and private schools; state, county, and local government; and public and private health care, called Montana Federation of Public Employees, hereafter referred to as the Union.

2. ORIGIN

The Union shall be a continuation and successor of MEA-MFT and Montana Public Employees Association.

3. AFFILIATION

A. National Education Association and American Federation of Teachers

1. The Union shall be affiliated with NEA and AFT.
2. The Union's constitution shall be consistent with NEA and AFT governing documents.

B. American Federation of Labor - Congress of Industrial Organizations

The Union shall be affiliated with the Montana State AFL-CIO.

C. Local Affiliates

Local Union affiliates shall adopt governing documents consistent with this constitution and comply with standards of affiliation the annual conference may adopt.

4. COMPLIANCE

If any provision of this constitution is found to be in violation of federal or state law or NEA and AFT governing documents, it shall be amended to ensure compliance at the next annual conference.

5. PURPOSE

The Union shall represent and advocate for its members, local affiliates, and the work they do.

6. AFFIRMATIVE ACTION

The Union shall not discriminate in membership, governance, program, and staff.

7. MEMBERSHIP

A. Categories

Membership shall consist of dues paying active, retired, substitute teacher, student, and staff members.

1. **Active membership** shall be open to employees eligible for bargaining unit status to include:
 - a. Prek-12 public and private school certified and classified personnel.
 - b. Public and private postsecondary school professional and classified personnel.
 - c. State, county, and municipal employees.
 - d. Public and private health care employees.

2. **Retired membership** shall be open to former active members who have retired from active membership eligibility.
3. **Substitute membership** shall be open to persons who are substitute teaching and not eligible for active membership.
4. **Student membership** shall be open to students enrolled in accredited colleges or universities who are not eligible for active membership.
5. **Staff membership** shall be open to all regularly employed staff.

B. Membership Year

The membership year shall be September 1 through August 31.

C. Continuing Membership

Membership shall be continuous from year to year unless revoked in writing to the president during the annual termination period, September 1 – September 30.

D. Unified Membership

Membership shall be unified - local, state, and national affiliates.

E. Governance Rights

1. Active members shall have full governance rights including the right to vote and run for local affiliate, district, and state offices.
2. Retired members may be nominated and elected from their membership to serve as delegates to the annual conference and directors to the board of directors.
3. Student members may be nominated and elected from their membership to serve as delegates to the annual conference.
4. Staff and substitute members shall have no governance rights.

8. FISCAL YEAR

The fiscal year shall be September 1 – August 31.

9. DUES AND ASSESSMENTS

A. Annual conference

The annual conference shall establish active member dues and may require special assessments.

B. Proposed Changes in Dues

1. Proposed changes in active member dues shall be presented in writing to the president at least 60 calendar days before the annual conference.
2. The president shall notify members and local affiliates of proposed changes in active member dues at least 30 calendar days before the next annual conference.

C. Board of Directors

The board of directors shall establish dues for all non-active members.

D. State Assumption of Dues Collection

1. In the event a local affiliate is unable or unwilling to collect state and national affiliate dues and/or fees and submit those dues and fees to the Union, the Union shall assume administrative control of that local

affiliate and collect local, state, and national dues and fees and rebate local affiliate dues and fees back to the local affiliate.

2. A local affiliate may request the Union assume all local affiliate dues and fees collection responsibilities.

10. STATE OFFICERS

A. Positions

State officers shall be president, 1st vice president, 2nd vice president, treasurer, and NEA director.

B. Terms

State officers shall serve two-year terms beginning June 15 of the election year.

C. Limitations

1. State officers shall not simultaneously hold other state offices in the Union.
2. The president shall not simultaneously hold any local affiliate or district office in the Union.

D. Eligibility

1. Candidates for state president, 1st and 2nd vice presidents, treasurer, and NEA director shall be active members.
2. An incumbent president is an active member.

E. Elections

1. Active members running for state offices shall affirm or declare their candidacies in writing to the nominations and elections committee no later than March 1 of the election year.
2. Should the sole candidate for state office become ineligible to run for their declared office between March 1 and the annual conference, nominations shall be opened for that office until 9 am on the first day of the annual conference.
3. State officers shall be elected at the annual conference.

F. Duties

1. The president shall
 - a. Be full-time.
 - b. Reside within 30 miles of Helena.
 - c. Serve as the chief governance officer.
 - d. Serve as chief spokesperson on matters of governance, program, and policy.
 - e. Supervise, evaluate, and direct management.
 - f. Serve on and preside over meetings of the board of directors and annual conference.
 - g. Prepare the agenda for meetings of the board of directors and annual conference.
 - h. Schedule regional membership meetings.
 - i. Review policies, positions, programs, dues, and budget and make recommendations to the appropriate governance entity.
 - j. Sign contracts and other instruments connected with the business, legal, and professional affairs of the Union.
 - k. Appoint chairpersons and members of committees.

- l. Serve ex-officio without vote on committees.
 - m. Administer communication vehicles and publications.
 - n. Serve as a delegate to the NEA representative assembly and AFT convention.
 - o. Perform duties stipulated in the constitution, delegated by governing bodies, and as are customarily assumed by a chief governance officer.
 - p. Delegate duties to other officers and management.
 - q. Report on a regular basis to the board of directors.
 - r. Serve as alternate NEA director.
2. The 1st vice president shall
 - a. Preside in the absence of the president or when the president is unable to perform the duties of the office.
 - b. Succeed to the presidency should a vacancy occur and serve the unexpired term.
 - c. Serve as a delegate to the NEA representative assembly.
 - d. Serve as alternate NEA director.
 - e. Serve as vice chair of the board of directors and delegate to the annual conference.
 - f. Accept duties as may be assigned by the president.
3. The 2nd vice president shall
 - a. Succeed to the 1st vice presidency should a vacancy occur and serve the unexpired term.
 - b. Serve as a delegate to the NEA representative assembly.
 - c. Serve as alternate NEA director.
 - d. Serve as vice chair of the board of directors and delegate to the annual conference.
 - e. Accept duties as may be assigned by the president.
4. The treasurer shall
 - a. Assist in financial management and operations of the Union.
 - b. Serve on the board of directors and as a delegate to the annual conference.
 - c. Serve as a delegate to the NEA representative assembly.
 - d. Serve as alternate NEA director.
 - e. Accept duties as may be assigned by the president.
5. The NEA director shall
 - a. Serve a term of office pursuant to NEA governing documents.
 - b. Serve as a director on the board of directors and delegate to the annual conference.
 - c. Accept duties as may be assigned by the president.

G. Unresolved Vacancy

Should a vacancy occur in a state office to which there is no designated successor, the board of directors may elect a successor to fulfill the unexpired term.

H. Nominations and Elections

State officer and district nominations and elections shall be conducted according to the standing rules of the annual conference.

11. DISTRICTS

A. Organization

1. Subject to the approval of the annual conference, the board of directors shall organize active members and local affiliates into districts that reflect Montana's expansive geography and diverse membership.
2. Retired members shall be organized into one statewide district.
3. Districts shall be numbered consecutively.

B. Governance and Duties

1. Each district shall be governed by a district council composed of active members living or working in that district. No member may represent two districts at the same time.

2. Officers and Directors

- a. Each district council shall elect at the annual conference a chair who shall preside over council meetings and serve as a district director to the board of directors and delegate to the annual conference.
- b. Each district shall elect at the annual conference a vice chair who shall preside over council meetings in the absence of the chair, succeed to the chair should a vacancy occur, and serve as a district director to the board of directors and delegate to the annual conference.
- c. Odd-numbered districts shall elect chairs and vice chairs in odd-numbered years. Even-numbered districts shall elect in even-numbered years.
- d. District chairs and vice chairs shall come from different local affiliates and job descriptions.
- e. District chairs and vice chairs shall serve two-year terms beginning June 15.
- f. Nomination and election of district chairs and vice chairs shall be open to all district members.

3. Vote

- a. The chair and vice chair of a district council shall have one vote each.
- b. Each local affiliate shall have as many votes as it has properly credentialed delegates present and voting.
- c. Delegates must be present to vote.
- d. The chair, vice chair, and local affiliate delegates must be present to vote.

4. Meetings

Each district shall officially meet at the annual conference and may meet informally at scheduled regional membership meetings.

5. Vacancies

- a. Should a district chair resign or be absent without notice from two consecutive district meetings or two consecutive board of director meetings the president shall declare that position vacant and the district vice chair shall become chair. The district council shall at its next meeting elect a successor vice chair to serve the unexpired term.
- b. Should a district vice chair resign or be absent without notice from two consecutive district meetings the president shall declare that position vacant. The district council shall at its next meeting elect a vice chair to serve the unexpired term.

- c. In the event the district chair and vice chair positions are both vacated the president shall name an acting chair and vice chair from that district to govern the district council until the next district meeting.

6. Duties

District councils shall

- a. Preview and review actions of the board of directors and annual conference.
- b. Make recommendations to the board of directors and annual conference.
- c. Nominate members to serve on committees.
- d. Serve as an information conduit to and from local affiliates to the board of directors and annual conference.

12. BOARD OF DIRECTORS

A. Composition

The board of directors shall be composed of state officers, district chairs, and vice chairs.

B. Vote

1. State officers and district directors shall have one vote each.
2. State officers and directors must be present to vote.

C. Duties

The board of directors shall

1. Implement the actions of the annual conference.
2. Make recommendations to the annual conference.
3. Give directions to the president.
4. As approved by the annual conference, create, dissolve, or reorganize districts.
5. Prepare a budget for the consideration of the annual conference.
6. Determine how dues are collected and disbursed.
7. Direct financial affairs.
8. Employ management staff and approve contracts with the same.
9. Negotiate with organized staff and ratify contracts with the same.
10. Adopt policies, positions, and programs.
11. May elect successors to vacancies in state offices or the directorship-at-large.
12. Create and dissolve committees.
13. Accept duties as may be assigned by the president.

D. Meetings

1. The board of directors shall meet three times annually at a time and place established by the president.
2. The president or a majority of the board of directors may convene a special meeting of the board of directors.

13. ANNUAL CONFERENCE

A. Composition

1. The annual conference shall be composed of state officers, directors to the board of directors, and delegates representing local affiliates, retired, and student members.

2. Local Affiliate Delegates

- a. Local affiliate delegates shall be nominated and elected by and from their local affiliate.
- b. Each local affiliate may elect at least one delegate.
- c. Each local affiliate having more than 25 members may elect additional delegates on the basis of one delegate for each additional 25 members or major fraction thereof.

3. Retired and Student Delegates

Retired and student members may elect delegates by and from their memberships on the basis of one delegate for each 25 members or major fraction thereof.

B. Duties

The annual conference shall

- 1. Amend this constitution.
- 2. Serve as the final authority in governance matters.
- 3. Elect state officers.
- 4. Adopt policies, positions, and programs.
- 5. Adopt the budget.
- 6. Establish active member dues and assessments.
- 7. Establish standards of local affiliation.
- 8. Approve creation, reorganization, or dissolution of districts.
- 9. Create and dissolve committees.

C. Vote

- 1. State officers, district directors, and student delegates shall have one vote each.
- 2. Each local affiliate shall have as many votes as it has properly credentialed delegates present and voting.
- 3. Delegates must be present to vote.

D. Meetings

- 1. The annual conference shall meet at a time and place established by the board of directors.
- 2. Upon at least 30 calendar days' notice to members and local affiliates the board of directors may convene a special annual conference.

14. COMMITTEES

A. Creation

The president, board of directors and annual conference may create committees to review and recommend policies, positions, and programs.

B. Accountability

Committees are accountable to the president and governance entity that creates them.

15. Standards of Affiliation and Trusteeship

A. Standards of Affiliation

Local affiliates, regardless of membership size, shall:

1. Comply with MFPE, AFT, and NEA constitutions and policies.
2. Remit state and national dues per policy.
3. Annually return to MFPE a corrected continuous membership roster.
4. Annually provide MFPE a copy of
 - a. Most recently adopted budget,
 - b. Most recently completed financial report, audit, or audit review,
 - c. Current local constitution,
 - d. List of officers by name, position, phone, mail, and email addresses,
 - e. A copy of the local affiliate's Form 990, 990-EZ, or 990-N,
 - f. If applicable, a copy of the local affiliate's Form LM-3 or LM-4 filed with the US Department of Labor, and
 - g. Official meeting minutes and/or election results indicating the date, time, and result of most recently held nomination and election of officers, and
5. Elect officers not less than once every three years.

B. Trusteeship

1. In the event a local affiliate fails to comply with standards of affiliation, institute and maintain lawful and transparent financial practices, adhere to democratic procedures, and implement the legitimate objectives of the union pursuant to Section 302 of the Labor-Management Reporting and Disclosure Act of 1959 as amended, the MFPE board of directors may by a 2/3 vote authorize an investigation.
2. The president may invite NEA or AFT to conduct the investigation.
3. Should an investigation reveal serious noncompliance and evidence that a local affiliate cannot adopt and implement remedial measures on its own initiative, the MFPE board of directors may by a 2/3 vote establish a temporary trusteeship to restore and maintain the local affiliate's ability to comply with standards of affiliation and/or correct demonstrated financial malpractice, misappropriation of funds, or other violations as specified in policy.

16. DISPUTE RESOLUTION

A. Board of Directors

Should a dispute arise over the interpretation of this constitution, implementation of an annual conference action, or election of officers, a member, local affiliate, or district may seek resolution at the next meeting of the board of directors.

B. Annual conference

If not satisfied at the board of directors the member, local affiliate, or district may seek resolution at the next meeting of the annual conference.

C. National Affiliates

If not satisfied at the annual conference, the member, local affiliate, or district council may seek resolution from NEA or AFT, but not both.

17. PARLIAMENTARY AUTHORITY

A. Self-Governance

Local affiliates, districts, board of directors, and the annual conference shall adopt rules of procedure consistent with this constitution and national affiliate governing documents.

B. Roberts' Rules of Order -- Latest Edition

In the absence of adopted rules of procedure, Roberts' Rules of Order -- Latest Edition shall govern governance meetings.

18. AMENDMENTS

A. The annual conference may amend this constitution by a 2/3 vote.

B. A member, local affiliate, district, or board of directors may propose amendments.

C. Proposed amendments shall be presented in writing to the president at least 60 calendar days before the next annual conference.

D. The president shall notify members and local affiliates of proposed amendments at least 30 calendar days before the next annual conference.

Proposed Constitutional Amendments

Approved by MFPE BOD for recommendation to 2023 Annual Conference

Constitutional Amendment #1 – correct officer terms

10. STATE OFFICERS

B. Terms

With the exception of the NEA Director, Sstate officers shall serve two-year terms beginning June 15 of the election year.

Constitutional Amendment #2 – allow president and board to fill empty vice chair position

11. DISTRICTS

5. Vacancies

- a. Should a district chair resign or be absent without notice from two consecutive district meetings or two consecutive board of director meetings the president shall declare that position vacant and the district vice chair shall become chair. The district council shall at its next meeting elect a successor vice chair to serve the unexpired term.
- b. Should a district vice chair resign or be absent without notice from two consecutive district meetings the president shall declare that position vacant. The president may nominate a candidate for board approval to serve until the next district meeting. The district council shall at its next meeting elect a vice chair to serve the unexpired term.
- c. In the event the district chair and vice chair positions are both vacated the president shall name an acting chair and vice chair from that district to govern the district council until the next district meeting.

New Business Items – Standing Rule 214

1. To be considered by the assembly, new business items must be submitted in writing to the president no later than 9:00 a.m. of the last day of the conference.
2. A new business item calls for MFPE to do something in the immediate future.
3. A new business item shall include an estimate of its budgetary impact.
4. A delegate, local affiliate, committee, district council (caucus), and board of directors may submit a new business item.

New Business Item #_____

Action:

Rationale:

Estimated Budget Impact:

Submitted By:

Date Submitted:



The 2021 Annual Conference established the Eric Feaver Distinguished Leadership award to honor founding President Eric Feaver's contributions to the labor movement and to recognize the MFPE members' contributions to the betterment of their communities and our union.

Some union members have a profound impact on their communities, their local and MFPE through their volunteerism. Their passion inspires others to join and strengthen our cause. The Eric Feaver Distinguished Leadership Award is given to recognize such individuals or teams.



Please send nominations to acurtis@mfpe.org before April 1.

Nominations should include:

1. Your name and local
2. Name and local of nominee
3. Brief (**fewer** than 750 words) narrative describing nominee's contributions to MFPE, their local, and/or the labor movement.
4. Picture of the nominee

MFPE

2023-2024 Dues Proposal

2023 Annual Conference

The top dues level for active members for 2023-24 shall be \$402.

The dues level shall be adjusted downward in 4 equal steps.

(Proposed dues levels shown below with strikethroughs through 2022-23 dues amounts.)

Step		Monthly	Annual	Salary	
5	100%	\$32.50 <u>\$33.50</u>	\$390 <u>\$402</u>	\$48,675	or higher
4	80%	\$26.00 <u>\$26.83</u>	\$312 <u>\$322</u>	\$38,940	\$48,674
3	60%	\$19.50 <u>\$20.08</u>	\$234 <u>\$241</u>	\$29,205	\$38,939
2	40%	\$13.00 <u>\$13.42</u>	\$156 <u>\$161</u>	\$19,470	\$29,204
1	20%	\$6.50 <u>\$6.67</u>	\$78 <u>\$80</u>	Lower	\$19,469

MFPE

2023-24 Proposed Budget

	2023-24 Proposed Budget		2022-23 Adopted Budget		2021-22 MFPE	After audit adj
INCOME						
DUES OBLIGATION						
Active (full dues \$402)		5,948,774		6,467,633		6,430,964
Substitute		300		500		300
Retired (\$200)		12,000		15,000		10,431
Student		3,525		4,000		2,950
Agency Fee		500		750		526
Total Dues	5,965,099		6,487,883		6,445,171	
EDUCATOR CONFERENCE						
Registration Fees		75,000		55,000		46,426
Exhibitor Fees		35,000		25,000		18,400
Total Educator Conference	110,000		80,000		64,826	
OTHER CONFERENCES						
PASS/Other		5,000		5,600		3,000
Total Other Conferences	5,000		5,600		3,000	
NEA ASSISTANCE						
UniServ Grant (20)		823,320		877,800		843,903
Member Benefits		15,000		15,000		10,753
Legal Defense		64,000		54,800		70,667
Small States Foundation Grant		0		0		42,250
Executive Director		0		0		17,250
Other NEA Grants		300,000		300,000		350,301
Total NEA Assistance	1,202,320		1,247,600		1,335,124	
AFT ASSISTANCE						
Direct Assistance		150,000		150,000		112,075
Formula Assistance		21,000		19,000		21,414
Special Assistance		0		68,000		0
Legal Defense		16,000		13,700		4,552
Total AFT Assistance	187,000		250,700		138,041	
OTHER INCOME						
Miscellaneous Income/Grants/Recoveries		25,000		30,000		14,449
Loan Interest		5,240		5,840		6,501
Sale of Fixed Assets*		15,000		15,000		0
MUST/MSSF Partnership Fees		130,000		125,000		134,048
In-Kind Contributions		0		0		26,220
Total Other Income	175,240		175,840		181,218	
RESERVE INCOME						
Investment Earnings*		250,000		275,000		-679,726
	250,000		275,000		-679,726	
GRAND TOTAL INCOME	7,894,659	7,894,659	8,522,623	8,522,623	7,487,654	7,487,654

MFPE
2023-24 Proposed Budget

EXPENSES

ORGANIZING

Work That Matters/Protect Montana	0	0	88,343
Promotional & Membership Materials	88,000	80,000	116,058
Organizing	37,900	52,000	14,149
Local Maintenance	28,000	35,000	25,586

Organizing, maintaining locals, promoting membership

Total Organizing	153,900	167,000	244,136
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TRAINING

Member Trainings	10,000	12,000	9,093
National & State Conferences	12,000	15,000	9,635

MFPE sponsored member training activities; in-state & national conferences

Total Training	22,000	27,000	18,728
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LEGAL DEFENSE

Legal Services	160,000	130,000	172,644
Legal Publications	2,700	4,000	2,667
Arb/Griev/FactFind/Abstract	20,000	20,000	24,857
Employment Liability	38,500	41,000	37,526

Legal costs for defense of member & local rights

Total Legal Defense	221,200	195,000	237,694
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LEGISLATIVE

Lobbying/Legislative Contact/Mem Involv	15,000	60,000	35,329
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Advocacy in legislative & initiative arenas

Total Legislative	15,000	60,000	35,329
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COMMUNICATIONS

Special Member Communications	40,000	35,000	67,130
Newsletters	46,000	50,000	50,853
Website & Media	10,500	12,000	5,534

Development & printing of member publications, PR, & communications

Total Communications	96,500	97,000	123,517
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LOCAL SUPPORT

Local Release Time Officers (\$55/\$30)	240,000	240,000	241,611
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Release time officers & other local support

Total Local Support	240,000	240,000	241,611
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PROFESSIONAL DEVELOPMENT

Educator Conference	115,500	120,000	112,636
Other Prof. Development (Public Emp. Conf./PASS)	12,000	12,000	27,521
Student Scholarships	0	3,000	3,000

Professional development, including Educator Conference

Total Professional Development	127,500	135,000	143,157
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STAFF

Salaries	3,374,270	3,653,336	3,465,730
Payroll Taxes	311,973	328,715	296,267
Insurance	1,075,291	1,138,314	1,067,191
Retirement	1,021,604	1,146,965	1,092,150
Salary - Severance	0	0	0

Salaries & Benefits

MFPE
2023-24 Proposed Budget

	Total Staff	5,783,138	6,267,330	5,921,338
OPERATIONS				
Staff Training/Meetings		1,000	1,000	25
Staff Recruitment		250	500	204
Staff Health Maintenance		30,000	38,000	26,764
Travel		26,750	30,000	32,964
Telephone		17,500	17,500	18,184
Office Supplies		17,000	17,900	16,165
Postage		10,000	12,000	8,178
Outside Printing		1,000	3,000	848
Audit & Counsel		32,000	30,500	32,130
Internal Professional Service		30,000	17,000	35,189
Administrative Contingency		500	500	695
Publications/Subscriptions		1,500	0	1,619
Equipment Maintenance		16,000	16,000	17,272
Computer Training/Maintenance		18,000	22,000	27,070
Maintenance/Building		19,000	19,500	18,884
Dues/Registrations		6,900	10,500	6,625
Utilities - Building		10,000	10,000	8,982
Property Taxes		9,000	9,200	8,842
Insurance/Building		11,500	10,500	11,291
Field Staff/Office Expenses				
Equipment Maintenance		9,400	12,000	7,337
Building costs/utilities/taxes/ins		27,800	35,000	24,738
Rent		53,500	78,220	77,652
Telephone		14,400	18,000	15,883
Supplies		5,000	6,000	5,358
Postage		1,350	1,250	1,340
Computer Costs		8,500	8,500	15,514
Publications		0	0	52
Field Consultant Travel		78,500	85,000	104,387
<i>Costs of operating all offices</i>				
Total Operations	456,350	509,570	524,192	
CAPITAL EXPENSES				
HQ Building Improvements/Leaschold Improvements*		2,000	2,000	15,695
Equipment/Furniture Purchases*		12,000	12,000	11,795
Computer Equipment*		6,500	6,500	21,792
Automobiles*		25,000	54,000	69,778
Interest Expense - Capital Leases		0	1,000	292
<i>Long-term equipment and property purchases</i>				
Total Capital Expenses	45,500	75,500	119,352	
GOVERNANCE				
NEA RA		22,000	35,000	6,823
AFT Convention		33,000	0	33,806
MFPE Annual Conference		88,000	80,000	74,590
Board of Directors		34,000	44,000	48,564
Committees		1,000	1,800	2,203
NEA TNT (The Northern Tier)		2,500	2,500	981
MFPE Retired		1,800	2,500	151
Student Program		1,800	2,500	1,801
Member Recognitions (Hall of Fame, other awards)		7,500	5,500	24,542

MFPE
2023-24 Proposed Budget

President's Expenses					
Salary	110,210		110,210		106,011
Payroll Taxes & Fringe Benefits	85,700		85,700		70,754
Travel	15,000		12,000		14,173
Vice Presidents' Expenses					
Stipend/Release Time	6,000		7,000		5,470
Payroll Taxes	544		600		480
Treasurer Expenses					
Stipend/Release Time	3,000		3,500		3,379
Payroll Taxes	272		300		308
NEA Director Expenses					
Stipend/Release Time	3,000		3,500		1,939
Payroll Taxes	272		300		169
Governance					
Publications			0		0
Dues/Registrations	2,800		1,000		2,842
Region Expenses					
Regional Meeting Expenses	6,000		4,000		4,114
Governance Building Utilization (BEA/GFEA/MEA)	4,500		4,500		4,500
<i>Expenses directly related to the function of governance.</i>					
Total Governance	428,898		406,410		407,600
MONTANA AFL-CIO					
Montana AFL-CIO Per Capita	204,000		239,000		195,897
State AFL-CIO payments					
Total Montana AFL-CIO	204,000		239,000		195,897
NATIONAL AFL-CIO					
National AFL-CIO Per Capita	53,000		53,000		52,867
National AFL-CIO payments					
Total National AFL-CIO	53,000		53,000		52,867
AFT SI					
SI	8,200		8,200		8,133
Shanker Institute					
Total SI/NFIE	8,200		8,200		8,133
CONTINGENCY					
Contingency (.5% of Income)	39,473		42,613		62,786
Total Contingency	39,473		42,613		62,786
TOTAL EXPENDITURES	7,894,659	7,894,659	8,522,623	8,522,623	8,336,337
income after expenses	0	0	(0)	(0)	(848,683)
* Items that will have accrual adjustments					(848,683)



The 2022-23 MFPE BUDGET

“Where does my MFPE dues dollar go?”

The MFPE budget, which is adopted by the MFPE Annual Conference every spring, provides for various categories of spending in support of our mission to advocate on behalf of our members.

STAFF = 73 cents

Not surprisingly, the largest area of expenditure is staff compensation, which takes 73 cents of every dues dollar. This pays the salary and benefits of our 16 field consultants, who work with our locals to represent and advocate for our members. It pays for our five program staff in communications, research, public policy, political action, and organizing. And it pays for our office personnel: a chief financial officer, administrative support, information technology and membership specialists, and three management staff.

OPERATIONS = 7 cents

The maintenance and operation of our four statewide offices (in Helena, Missoula, Great Falls, and Billings) represents the second largest expenditure category for the organization. Office technology, supplies, energy, communication, building space, and staff travel are just a few of the items included in this area.

GOVERNANCE = 5 cents

These expenditures pay for the costs of our elected officers, who represent the union to the public and oversee all union functions, and of our board of directors, who set policy for the union.

ORGANIZING/LOCAL SUPPORT = 5 cents

Organizing is the cost of our efforts to grow and strengthen our union by bringing in new members and to support local affiliates in their efforts to engage and mobilize existing members. This category also provides direct assistance to locals to provide release-time for local officers.

PROFESSIONAL DEVELOPMENT/TRAINING = 2 cents

This covers the costs of professional programs such as the annual Educator Conference and a range of other professional development and training programs offered to MFPE members.

LEGAL DEFENSE = 2 cents

Legal defense pays for MFPE retained counsel to defend members and our locals in court, before arbitrators, and in other situations that require attorney or other outside expertise.

COMMUNICATIONS = 1 cent

Communications includes materials and postage for our newsletters, social media, website maintenance, and other direct communications with members and the public.

LEGISLATIVE = 1 cent

This category includes the direct expenses connected with lobbying the Montana Legislature on behalf of our members and typically constitutes 1-2 cents of every dollar spent in a legislative year. (This is in addition to the cost of our staff lobbyists included in STAFF above, and our President/Chief Lobbyist included in GOVERNANCE.)

AFL-CIO PER CAPITA = 3 cents

This includes our support for statewide and national activities of the greater labor movement.

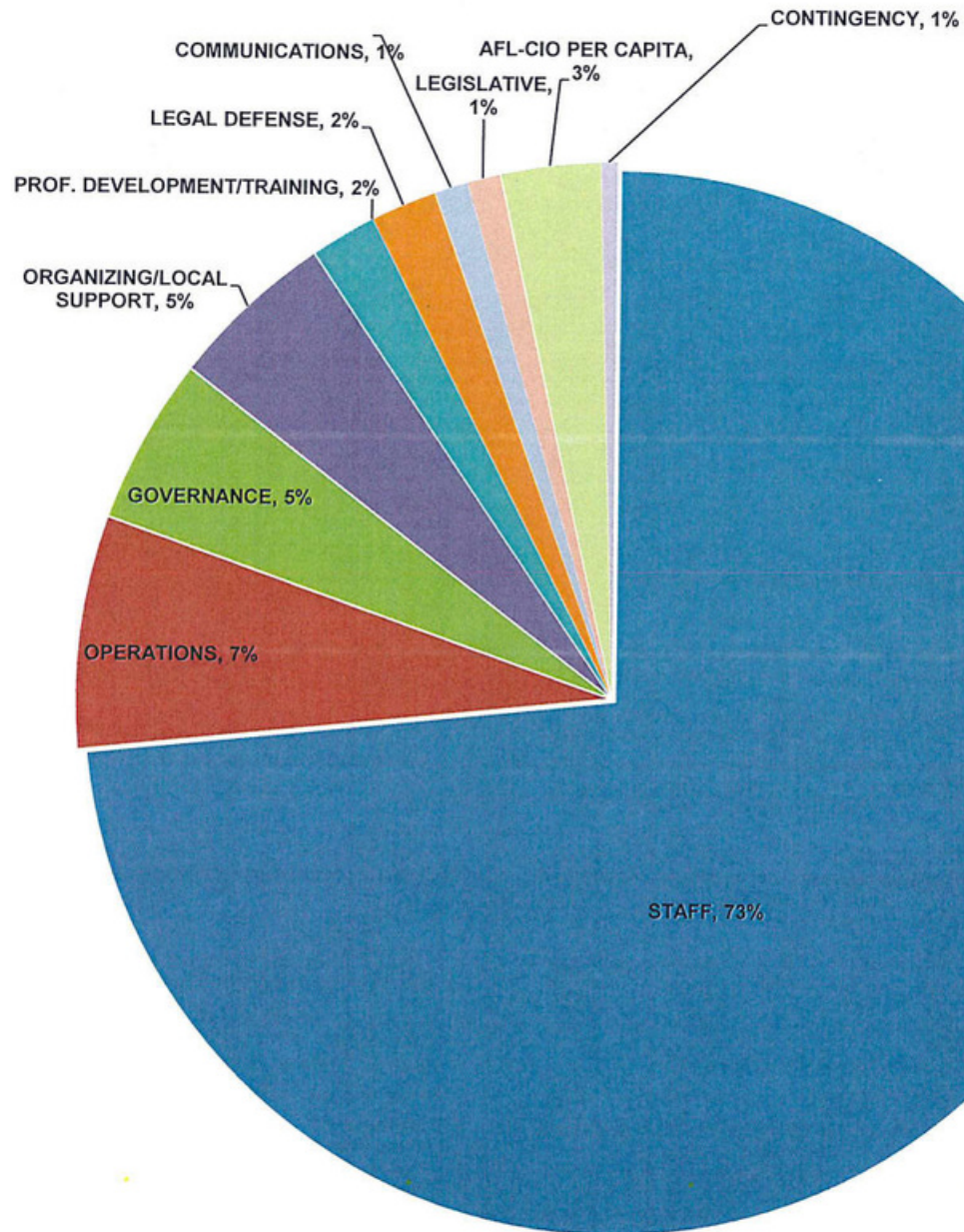
CONTINGENCY = 1 cent

By policy we budget for unanticipated needs.

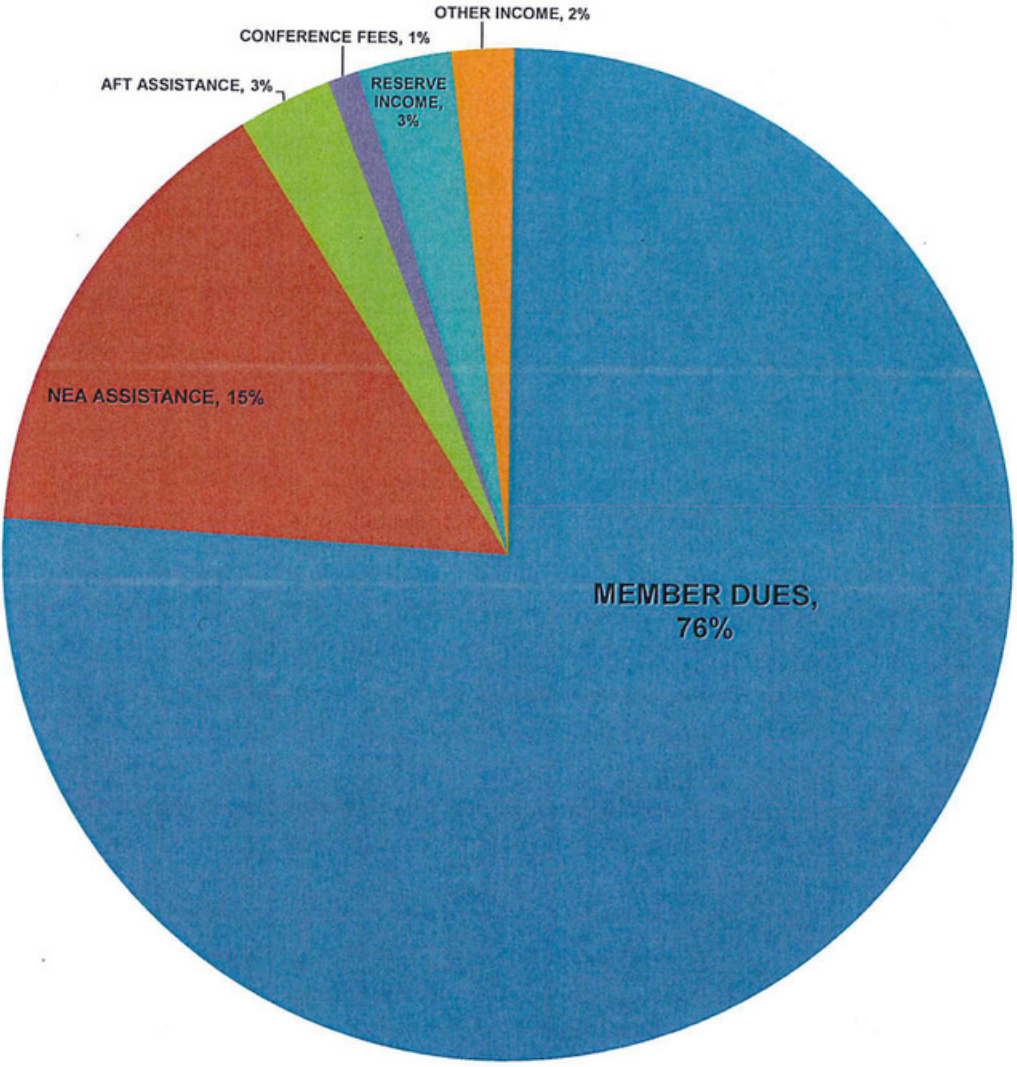
A NOTE ON INCOME

Most of our income (76%) comes directly from MFPE member dues. 18% of our income is direct support from NEA and AFT (this includes both ongoing revenues that are allocated every year as well as special assistance grants for special projects such as fighting ballot initiatives or organizing.) The remaining 6% comes from various other sources (interest earned on our reserves, sponsorship fees, grants, and conference registration fees).

2022-23
MFPE Budget - Expenses



2022-23
MFPE Budget - Revenues





Bring an item for a
LIVE AUCTION
at our 6th Annual Conference



All proceeds will benefit our MFPE Foundation and its mission to support Montana's public services and public employees through education, recognition, and professional development.

MFPE PAC

AUTHORIZATION AGREEMENT FOR PREARRANGED PAYMENT OF PAC CONTRIBUTION

1232 East 6th Avenue, Helena, MT 59601



**MONTANA FEDERATION
OF PUBLIC EMPLOYEES**

Authorization Agreement for Electronic Funds Transfer (EFT)

I (we) hereby authorize MFPE to initiate debit entries to my (our) checking account indicated below and the bank named below, hereinafter, called BANK, to debit the same to such account. I (we) will not hold our BANK liable for any erroneous debits made by MFPE.

Name of Bank Customer (Exactly as checks are signed)	Your Account Number
Full Name of Bank	Bank Routing Number (9 digits)
Bank Address, City, State, Zip	

Date completed	Sign as you sign your checks
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Member Information

Address	Local Name
City, ST, Zip	Local #
Home/Cell Phone	Home Email

MFPE PAC* \$_____ per month (\$4 suggested)

NEA FCPE/ AFT COPE** \$_____ per month (\$2 suggested)

Deductions will be made on the 10th day of each month

This authorization is to remain in full force and effect until cancellation by either the bank customer, MFPE, or both. All amounts paid are non-refundable and non-transferable.

Attach voided check here: This authorization will not be accepted unless a voided personal check is attached



*Together we can build
a brighter Montana future!*

* MFPE PAC: Political Action Committee

** NEA FCPE: Friends of Children & Public Education and
AFT COPE: Committee on Political Education