

MEMBERSHIP POLICY

HAWAII EDUCATION ASSOCIATION (HEA)

(A Hawaii nonprofit corporation)

ARTICLE I

MEMBERSHIP POLICY OBJECTIVES

The primary objective of this policy is to outline the criteria and procedures which apply to the members and membership of Hawaii Education Association (HEA) (hereafter, the "Corporation"). A further objective of this policy is to highlight the benefits and obligations arising from being a member of the Corporation.

ARTICLE II

BENEFITS AND OBLIGATIONS

Section 2.1 Benefits. Benefits of membership include being eligible to participate in the activities of the Corporation and serve on committees.

Section 2.2 Annual Dues. In return for the benefits of membership, members are expected to pay annual dues as established by the Board of Directors.

ARTICLE III

CRITERIA FOR MEMBERSHIP

Membership Classes and Rights. The members of the Corporation shall consist of the following classes of membership:

- 1) Active Membership: Active Members shall consist of those persons in educational service of a professional nature in the State of Hawaii. Active Members in good standing shall enjoy all the benefits of membership and be entitled to hold office and vote on matters submitted to a vote of the members.
- 2) Retired Membership: Retired Members shall consist of those persons who are retired from educational service of a professional nature in the State of Hawaii. Retired Members in good standing

shall enjoy all the benefits of membership and be entitled to hold office and vote on matters submitted to a vote of the members.

- 3) Life Membership: Life Members shall consist of the following: Prior to 01 July 2012, any person upon retirement from active service who: (a) for ten (10) consecutive years immediately prior to the date of retirement has been a paid member of the Corporation, or (b) for twenty (20) or more years has been a paid member of the Corporation, provided he/she was a paid member for two years immediately preceding his/her retirement. Life Members in good standing shall enjoy all the benefits of membership and be entitled to hold office and vote on matters submitted to a vote of the members. No membership dues are required.
- 4) Associate Membership: Associate Members shall consist of those persons who are interested in advancing the cause of education. Associate Members in good standing shall enjoy all the benefits of membership and are entitled to vote on matters submitted to a vote of the members, but are not entitled to hold office.
- 5) Honorary Membership: Honorary Members shall consist of those persons who have provided distinguished service to education in Hawaii. Honorary Members in good standing shall enjoy all the benefits of membership, but are not entitled to hold office or vote on matters submitted to a vote of the members. No membership dues are required.

In addition to the descriptions of each class of membership, described above, all members must have a strong commitment to furthering the charitable purposes and objectives of the Corporation and abide by the requirements and limitations of membership as promulgated by the Board and the governing documents of the Corporation including the bylaws. No person shall be admitted as a member without the person's consent. Except as described in this policy, the bylaws, the articles of incorporation and matters promulgated by the Board, all members shall have the same rights and obligations.

ARTICLE IV

APPLICATION FOR MEMBERSHIP

Section 4.1 Admission. The Board of Directors shall have the power to establish conditions for admission of members, admit members, and issue memberships through the articles of incorporation, the bylaws, and resolutions and documents adopted by the Board.

Section 4.2 Application. An application for membership of the Corporation shall be made on the a membership application form attached to this policy and submitted to the Board of Directors.

Section 4.3 Decision on Membership. Each application for membership shall be considered by the Board and a decision on membership shall be communicated to the applicant.

ARTICLE V

REVIEW OF MEMBERSHIP

The Board of Directors shall be entitled, at any time, to consider whether or not the criteria for membership continues to be met by a member.

ARTICLE VI

TERMINATION OF MEMBERSHIP

Section 6.1 Resignation. A member may resign as a member of the Corporation at any time, provided that any such decision is communicated in writing to the Board of Directors at least 5 days before the effective date. Members who resign are no longer eligible for benefits under HEA Insurance Agency, Inc. (HEAIA)

Section 6.2 Termination. Where a member is no longer meeting the criteria for membership, the Board may decide to terminate or suspend membership pursuant to procedures allowed by law. Any written notice given by mail will be sent to the last known address of the member shown on the Corporation's records. A member who has been expelled or suspended may be liable to the Corporation for dues, assessments, or fees as a result of the obligations incurred or commitments made prior to the expulsion or suspension.

CERTIFICATION

I hereby certify that I am an authorized officer of the Corporation and that the Board of Directors duly adopted this policy on April 22, 2017, and the policy is currently effective.

Date: 4/22/17

June Matolawa President
Authorized Officer (signature and title)