

### **ARTICLE III - FEDERATION DUES/FEES AND PAYROLL DEDUCTIONS**

- A. Each member of the bargaining unit shall, as a condition of employment, maintain his or her membership in good standing for the duration of the written agreement, or join the Federation, or pay to the Federation a service fee in an amount not to exceed the standard initiation fee, period dues, and general assessments of the Federation. Those who choose not to become members of the Federation shall have deducted from their salary warrant the amounts due for ten (10) months beginning in September and concluding with their last paycheck for each school year.
- B. The Federation shall submit and notify the District of the appropriate amounts and changes thereto in writing. In no event shall the amount of any service fee exceed the amount of dues, initiation fees, or regular assessments of the Federation members.
- C. Teachers who are employed half-time or less and are paid on the teacher's salary schedule shall pay no more than one-half the allotted fee in the matter described above.
- D. The Federation shall submit all necessary forms and information to the Payroll division.
- E. The District shall remit the appropriate amount deducted to the Federation each month accompanied by a list of names of members of the unit for whom such deductions have been made.
- F. By mutual agreement with the Federation, any teacher who because of religious beliefs and affiliation and/or on the grounds of conscience cannot pay fees to a union, may select one of the following tax exempt charities and the Federation shall contribute the amount received to that charity, provided such designation takes place in writing by September 1st of each year, or within thirty (30) days of the notice to service fee payers or within thirty (30) days of hire. The approved charities are the Albert E. Wright Memorial Scholarship Fund, Schools Plus and SPECTRA.
- G. If the Federation and a teacher are not in agreement concerning the stated prohibition against paying money to a union, the teacher may appeal the matter in writing to the Superintendent or his/her designee. In such case, an appeal panel shall be convened. The panel shall be composed of the Superintendent or

his/her designee, the President of the Federation or his/her designee, and a third party chosen by the other two panel members. The decision of this panel shall be binding on all parties.

- H. The Federation shall indemnify fully and otherwise hold harmless the District in the enforcement of this Article.