

Dear AR representative,

I reach out to you today asking you to support my bylaw change regarding the Vice President's position. As the Vice-President elect for CCEA I am the ONLY person who will be directly negatively affected by this change. I originally supported the concept of continuing the buy out option for the VP position. Doing more research on the matter I discovered there were not any other unions our size with our dues base that had two fulltime release officers. At this time, a second fulltime release officer would not be financially prudent or in our members best interests.

What else can be done with this money? Things like increasing member benefits. An example that I like is CCEA members who go to our newly established health clinics do not pay a co-payment for services. This is not a free benefit for the organization. We must come up with this money somewhere. In my humble opinion this is a more prudent use of member's dues dollars currently.

It has become clear to me that a full time realize VP position has a corrupting affect on our organization. It has over the past drawing the wrong type of people to run for the office. People with no history of service to our organization but have a desire to leave the classroom and collect a check. This old NEA/NSEA

culture must end now! We must be member centered in our thinking and our fiscal priorities. This is my effort to put us on that path.

Let me be clear, the Vice President of CCEA is an important and vital job to our organization. Marie and I have formed a partnership and will work as a team to move our organization forward. The Vice President will have real duties and areas of responsibility and not simply be a shadow. I feel at this time, until we grow, I must do it from the classroom like I always have done. The role of Governance in CCEA will NOT be diminished by the passage of this bylaw change. I humbly ask you to support this bylaw amendment.

Sincerely and respectfully,

Jim Frazee

CCEA Vice President- Elect