

Membership Policies

Section 1. Membership Vision

NAEYC and its Affiliates must identify and nurture emerging leaders within the association's membership across demographics (age, gender, race, ethnicity and socio-economics) and geography. Membership allows professionals to be part of their professional membership association, as well as opportunities to network, access professional resources, and be represented in numerous state and Federal policy and advocacy efforts. Membership also provides a strong, customized, and differentiated member experience, and provides authentic, inclusive, and transparent leadership pathways. To achieve this, NAEYC and its Affiliates must provide a value proposition for members based on member choice, differentiated categories, and innovative benefits packages.

Section 2. Member Choice and Member Service Delivery Area

Individuals who seek to become members of NAEYC and its Affiliates must join at two levels, National and Affiliate, unless there is no Affiliate designated for a member's service area. Members can choose their Affiliate without geographic constraints, or be assigned the Affiliate that is chartered to serve the member's service delivery area. If no Affiliate services are available in a member's area, members will only join NAEYC and have the discretion of choosing to join an Affiliate.

Members may choose to become a member of more than one NAEYC Affiliate, provided the member pays dues to all Affiliates joined. If a member chooses to join more than one Affiliate, he or she will pay the appropriate additional dues for joining the Affiliate (\$7.50 for entry level, \$28 for the standard level of membership, \$50 for the premium level of membership), which will be remitted directly to the Affiliate.

Section 3. Membership Timeline and Eligibility

Any individual who supports the purpose of the association and who pays the appropriate membership dues is eligible for NAEYC membership. All members will join under one of the four categories described below. Membership begins on the date of joining and lasts for one year, ending on the day before a member's anniversary date.

Section 4 NAEYC Membership Classes

All NAEYC members (except for Lifetime Members) join under one of the following classes (Entry Level, Standard, Premium, Family) at the price points set forth below.

The benefits listed below will be delivered by NAEYC and reflect the benefit structure that will be implemented September 15, 2017. Specific benefit offerings at all levels are subject to change at NAEYC's discretion as the categories are implemented and NAEYC determines what specific benefits are most valuable to members at different levels. Affiliates may provide additional or different benefits to their members at their discretion.

4.1 Entry Level

Entry Level membership is meant to provide an easy, highly accessible entry point to NAEYC membership. To that end, this option is priced at \$30.00 in total annual membership dues (Affiliate share = \$7.50/member).

Entry Level members receive the following benefits: access to member-only tailored digital content via e-

newsletters, webinars etc. Access to NAEYC Interest Forums and insurance programs. Entry Level members receive a 20 percent discount in NAEYC's online store, but they do not receive discounts on event registration.

4.2 Standard

Standard Membership is aimed at audiences who are familiar with NAEYC, know their AEYC and value our content and benefits, but have not yet upgraded to the highest level. This will be presented as the most common level of membership for many audiences. Annual membership dues will be \$69.00 (Affiliate share \$28/member).

Standard members receive the following benefits: all benefits included at the Entry level, as well as access to event registration discounts, one complimentary book (NAEYC-selected) per year, a subscription to the print publication of choice (*Young Children* or *Teaching Young Children*).

4.3 Premium

Premium Membership is the top NAEYC membership category and is aimed at NAEYC's most engaged and dedicated members. It is the premier membership option, offering the maximum level of benefits to members. Annual membership dues are \$150.00 (Affiliate share \$50/member).

Premium members receive the following benefits: access to all benefits included at the entry and standard levels, in addition to a subscription to both *Young Children* and *Teaching Young Children*, four complimentary books per year, early access to member only events (e.g. book signings) and more.

4.4 Family

Family Membership is designed to reach individuals who are outside the profession, specifically families. The category will allow NAEYC and its Affiliates to better recruit members from outside the field and will build on the popularity and success of *For Families*. Annual membership dues are \$35.00 (Affiliate share \$10.50/member).

Family members receive benefits similar to the Entry Level membership option, though with select additional, customized material. Examples include access to digital newsletters, webinars and other online content.

4.5 Lifetime Members

Individuals who purchased lifetime memberships before **January 1, 2006** will retain this membership category for their lifetime. They will be grandfathered into the new membership structure and will receive related benefits for their appropriate category. Lifetime membership applies to NAEYC membership only, not the Affiliates. Lifetime members will continue to renew at the Affiliate level.

Section 5. Members in Good Standing

Members who are timely in their payment of dues are in good standing and are eligible to exercise the Member Rights as set forth in the NAEYC Bylaws. A membership will no longer be in good standing if a renewal payment is not received within 60 days of the membership expiration date.

Section 6. Membership Dues

6.1 NAEYC, through its Member Engagement Committee, will follow a collaborative process to determine set dues amounts by category and based on determining a sustainable business model for each Affiliate in the delivery of high-quality member experiences and benefits. The dues setting process will strive to meet industry standards by determining dues on the basis of what it costs to service a member per year and what the market will bear. Member dues will be consistent and standardized regardless of a member's geographic location.

6.2 Every three years, NAEYC, through its Member Engagement Committee, shall assess and review the amount and structure of Member dues. NAEYC reserves the right to adjust dues in the event of any unforeseen circumstances such as an economic downturn.

6.3 NAEYC shall collect all dues on behalf of NAEYC and its Affiliates, and remit membership dues to its Affiliates on semi-monthly basis through ACH direct deposit. Affiliates must provide NAEYC with direct deposit information in order to receive membership dues payments on a timely basis. Affiliates must notify NAEYC within five business days of any change in their direct deposit information.

6.4 NAEYC may choose to sell multiple individual memberships to the same purchaser, such as a corporation or university, at a discounted rate if multiple memberships are purchased simultaneously. The Affiliate share will be determined based on the discount and number of memberships sold.

Section 7. Dues Setting Process

Every three years NAEYC will convene a group including members of staff and the Member Engagement Committee to consider and make recommendations to the National Governing Board about the existing member dues. The work group will collect feedback from NAEYC and Affiliate Staff; Affiliate Advisory Council; Membership Engagement Committee of the NAEYC Board and Current and Prospective Members.

Recommended dues amounts will be based on data that includes:

- Dues rates for similar associations;
- Feedback from current members re: current dues;
- Current national economic climate;
- Expectations for NAEYC member value proposition; and
- Current recruitment and retention rates for NAEYC membership

Section 8. Member Data

8.1 NAEYC maintains a central member database through an association management system. Affiliates are given access to their members' information through NAEYC's membership database.

8.2 NAEYC will provide Affiliates with member demographics and retention reports on a routine basis.

8.2 NAEYC Affiliates will no longer have access to their member data through the NAEYC data management system upon suspension, revocation or surrender of their Charter, or when they dissolve their affiliated organization.

8.3 NAEYC takes the privacy of its members' personal information seriously. Affiliates may use the member data they receive from NAEYC at their discretion, with the understanding that Affiliates are

responsible for the security and accuracy of their member data after it is transferred from NAEYC and are expected to implement appropriate data security policies to ensure the protection of their member data. NAEYC will provide sample/model policies relating to best practices on data security and privacy issues.