

Sliding Scale Dues
2022-2023

How are dues computed?

Dues are based on your salary and whether you are a full or part-time employee. The total dues include HCEA, MSEA and NEA dues. The chart below shows the current combined dues per year and per pay. Your dues will be automatically adjusted if your salary or PT/FT status changes. Annual dues are subject to periodic changes by their governing bodies. Your authorization continues from year to year unless you revoke the authorization as specified in your negotiated agreement.

What is the cost for certificated employees?

Certificated Employee		Amount Per Year				Amount Per Pay*
Status	Your Salary Annually	HCEA	MSEA	NEA	Total	
Full-time Employee	More than \$48,029 (tier 1)	\$165.00	\$349.00	\$204.00	\$718	\$35.90
	\$24,014-48,029 (tier 2)	\$125.80	\$209.40	\$204.00	\$539	\$26.96
	Less than \$24,014 (tier 3)	\$66.90	\$104.70	\$204.00	\$375.60	\$18.78
Part-time Employee	More than \$48,029 (tier 1)	\$165.00	\$349.00	\$113.50	\$627.50	\$31.38
	\$24,014-48,029 (tier 2)	\$125.80	\$209.40	\$113.50	\$448.70	\$22.44
	Less than \$24,014 (tier 3)	\$66.90	\$104.70	\$113.50	\$285.10	\$14.26

What is the cost for non-certificated employees?

Non-Certificated Employee		Amount Per Year				Amount Per Pay*
Status	Your Salary Annually	HCEA	MSEA	NEA	Total	
Full-time Employee	More than \$48,029 (tier 1)	\$106.50	\$349.00	\$122.50	\$578	\$28.90
	\$24,014-48,029 (tier 2)	\$100.30	\$209.40	\$122.50	\$432.20	\$21.61
	Less than \$24,014 (tier 3)	\$45.90	\$104.70	\$122.50	\$273.10	\$13.66
Part-time Employee	More than \$48,029 (tier 1)	\$106.50	\$349.00	\$73	\$528.50	\$26.43
	\$24,014-48,029 (tier 2)	\$100.30	\$209.40	\$73	\$382.70	\$19.14
	Less than \$24,014 (tier 3)	\$45.90	\$104.70	\$73	\$223.60	\$11.18

- NOTE: First deduction may vary by a few cents due to rounding

Am I a certificated or non-certificated employee?

If your current HCEA assignment requires a state certificate or equivalent, then you are classified as a certificated employee. Examples include, but are not limited to, teachers, counselors, related service providers (SLP, OT, PT).

If your assignment does not require a state certificate, then you are classified as a non-certificated (ESP) employee. Examples include, but are not limited to, paraeducator, secretary, food service employee.

How can I pay?

- **Payroll Deduction-** Deducted through 20 pays (September thru June)
- **Credit Card-** Pay in full by calling MSEA membership at 1-443-433-3616
- **Check-** Pay in full by check made payable to HCEA and delivered to the HCEA office.

Contact jbernhardt@mseanea.org or call 410-997-3440 for assistance