

## 2025-2026 Association Dues Information

### How are dues computed?

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

### What is the cost for certificated employees?

		Amount Per Year				Amount Per Pay*
Status	Your Salary Annually	HCEA	MSEA	NEA	Total	
Full-time Employee	More than \$55,572 (tier 1)	\$176.00	\$370.00	\$219.00	\$765.00	\$38.25
	\$22,786 - \$55,572 (tier 2)	\$137.00	\$222.00	\$219.00	\$578.00	\$28.90
	Less than \$22,786 (tier 3)	\$78.00	\$111.00	\$219.00	\$408.00	\$20.40
Part-time Employee	More than \$55,572 (tier 1)	\$176.00	\$370.00	\$121.00	\$667.00	\$33.35
	\$22,786 - \$55,572 (tier 2)	\$137.00	\$222.00	\$121.00	\$480.00	\$24.00
	Less than \$22,786 (tier 3)	\$78.00	\$111.00	\$121.00	\$310.00	\$15.50

### What is the cost for non-certificated/ESP employees?

		Amount Per Year				Amount Per Pay*
Status	Your Salary Annually	HCEA	MSEA	NEA	Total	
Full-time Employee	More than \$55,572 (tier 1)	\$175.50	\$370.00	\$131.50	\$677.00	\$33.85
	\$22,786 - \$55,572 (tier 2)	\$112.50	\$222.00	\$131.50	\$466.00	\$23.30
	Less than \$22,786 (tier 3)	\$57.50	\$111.00	\$131.50	\$300.00	\$15.00
Part-time Employee	More than \$55,572 (tier 1)	\$175.50	\$370.00	\$77.50	\$623.00	\$31.15
	\$22,786 - \$55,572 (tier 2)	\$112.50	\$222.00	\$77.50	\$412.00	\$20.60
	Less than \$22,786 (tier 3)	\$57.50	\$111.00	\$77.50	\$246.00	\$12.30

\*First deduction may vary by a few cents due to rounding

### Am I a certificated or non-certificated employee?

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

If your current HCPSS assignment does not require a state certificate, then you're classified as a **non-certificated (ESP)** employee. Examples include, but are not limited to, paraeducator, secretary, food service employee, health assistant, Central Office Technical.

### What are my dues payment options?

**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 making a check payable to HCEA and delivering it to the HCEA office.

Contact Jessica at [jbernhardt@mseanea.org](mailto:jbernhardt@mseanea.org) or call 410-997-3440 for assistance.