

I.E.A. CANDIDATE ELECTION CHECKLIST

Please complete each of the following for the office sought.

Candidate for IEA Statewide Office

(President, Vice-President, NEA Director, Resolutions, At-Large Member, ESP At-Large)

- ☒ Exhibit K-5 Nomination Form for I.E.A. Office
- ☒ Exhibit K-3 Criminal History Declaration
- ☒ Exhibit K-4 Acknowledgement of Conflict of Interest
- ☒ Exhibit K-7 Candidate Questionnaire (optional)
- ☒ Return all forms via email to the IEA President
- ☒ Review the Elections Timeline and note all deadlines
- ☒ Review Exhibit K-1 IEA Elections Guidelines

Candidate for Regional Representative and Retired Member on IEA Board of Directors

- ☐ Exhibit K-5 Nomination Form for I.E.A. Office
- ☐ Exhibit K-3 Criminal History Declaration
- ☐ Exhibit K-4 Acknowledgement of Conflict of Interest
- ☐ Return all forms via email to the IEA President
- ☐ Review the Elections Timeline and note all deadlines
- ☐ Review Exhibit K-1 IEA Elections Guidelines

Greg Felton

LMRDA Section 504 Certification

As a state-wide IEA Officer, member of the IEA Board of Directors, or employee of the Idaho Education Association (IEA), I certify that I do not have a criminal conviction which would prohibit me from serving in such capacity under the Labor-Management Reporting and Disclosure Act, 29 U.S.C. Section 504.

Signature: *Greg Felton* Date: 1/21/23

Gregory Scott Felton
Printed Name:

Office of Labor-Management Standards (OLMS)

Prohibition against Certain Persons Holding Union Office or Employment

Is it illegal for people who have been convicted of certain crimes to hold union office or employment?

Yes. Section 504 of the LMRDA prohibits individuals convicted of certain crimes from holding union office or employment or serving in other prohibited capacities for the period of thirteen years after such conviction or after the end of such imprisonment, whichever is later.

What union offices or positions can a convicted person not hold? Any officer or employee position such as president, vice-president, recording secretary, financial secretary, treasurer, director, trustee, executive board member, business agent, manager, organizer, or clerical employee.

What are the crimes that result in a person being barred? Conviction for several types of crimes will bar a person from serving in prohibited capacities: Generic criminal offenses; specifically, murder, assault with intent to kill, assault that inflicts grievous bodily injury, rape, arson, extortion, burglary, grand larceny, robbery, bribery, embezzlement, or violation of narcotics laws; Violations of Title II or Title III of the LMRDA, which include knowingly making a false statement of material fact or failing to disclose a material fact in any labor organization report, labor organization officer or employee report, or other report required by the LMRDA; willfully failing to file a required report; willfully violating the recordkeeping requirements in Title II or Title III; willfully making a false entry in labor organization records or other documents required to be kept by the LMRDA or willfully concealing, withholding or destroying such records; willfully and improperly transferring funds from a trustees local to the parent body imposing the trusteeship; or willfully counting the votes of delegates from a trustees local under certain circumstances; Any felony involving abuse or misuse of an individual's position or employment in a labor organization or employee benefit plan in order to seek or obtain an illegal gain at the expense of the members of the labor organization or the beneficiaries of the employee benefit plan; Conspiracy to commit any of the above crimes; Attempting to commit any of the above crimes; Any crime in which any of the above crimes is an element; or Any crime that is equivalent to the above crimes; for example, obtaining money by false pretenses in certain cases can be equivalent to the listed crimes of grand larceny or embezzlement.

Acknowledgement of Conflict of Interest

Any IEA member seeking election to an IEA office, either an executive position or member of the IEA Board of Directors, shall consider whether he/she would, if elected, have a conflict between the fiduciary obligations and best interest of the IEA and the other interest. (See IEA Board policy, pg. C-11, "Conflict of Interest".) For clarification as to whether a conflict exists, said possible nominee shall seek consultation with the Ethics and Oversight Committee of the IEA Board of Directors which shall make determination as to whether a conflict exists and suggest a potential resolution to the conflict, if any. Should a conflict exist, and the member is elected, the member agrees to no later than 15 days from the close of the election, resolve the conflict. Should the newly elected member fail to resolve the conflict within 15 days from the close of the election, the newly elected member shall be removed from the elected IEA position. (22)

Greg Felton

Print Name

Greg Felton

Signature of Candidate

1/21/23

Date of Acknowledgement

CANDIDATE QUESTIONNAIRE

(Applies to candidates running for IEA President, Vice President, NEA Director, IEA Representative on the NEA Resolutions Committee, At Large Member(s) on the IEA Board of Directors – this questionnaire is to appear on the reverse of the “Nomination Form for IEA Office” provided to potential candidates.)

1. How long have you been working in education?

38 Years

2. What positions of leadership have you held (elected, appointed or voluntary) at the local, region, state or national level?

IEA Board of Directors (6 years), IEA Budget Committee, IEA Personnel Committee, Center for Teaching and Learning Board of Directors, WAEA Board of Directors, WAEA Vice President, RA delegate (4 Years), Presenter at Summer Institute, WAEA Targeted Local team

3. What do you believe are the three primary responsibilities of this office?

Resolutions are expressions of intent, beliefs and positions of the IEA and the NEA. Although resolutions are not funded, business items are to be consistent with the resolutions. The Resolutions Representative:

1. Reviews and edits resolution and amendment language for presentation to the Delegate Assembly.
(This guides the directions of the IEA through expression of intents, beliefs and positions of the organization)
2. Serve at a local, regional, state and national levels as a voice representing members.
3. Leads resolutions committee work by being a receptive listener to our state membership.

4. What do you see as the greatest challenge IEA members will face in the next five years? What ideas do you have to address that challenge?

The greatest challenge that IEA membership will face over the next five years is staying relevant in an evolving social and education system. As the diversity of the population of our membership changes, so too should the organization change. Our mission and strategic plan need to adjust to meet those needs. The following are my thoughts regarding this evolution.

1. Create partnerships that can be mutually beneficial. Partnerships in pursuit of similar goals can be more effective in an interdependent world. An example might be an administration and a local interest-based bargaining. It could be a parent / teacher association and a local in a charitable event. Another example could be law enforcement unions and the IEA working together for school safety.
2. Find ways to embrace the use of social media and online organizing to create information messaging. The overwhelming quantity of online information requires that messages be brief, helpful and timely. Used effectively, the association's message can engage and motivate the community and the membership.
3. Create an environment where all the stakeholders feel they have a voice or "ownership" in the work of the association. Included in this diverse group are aspiring membership, retired membership, active membership, governance, management, and staff. Each group should have the perception that they share in the ownership of the organization.

5. What is your plan for increasing membership and member engagement?

The tried and true methods for increasing membership and engagement are effective, with both members and non-members. The value of the one on one conversation is significant. Our times dictate that we supplement them with methods that are "outside the box". If we look at the methods used in commerce and politics, there is still face to face interaction, but it is only part of the picture. I like to see that we are embracing methods that include:

1. The membership and engagement work should be data driven. Our methods for generating and analyzing data have vastly improved over the last 20 years. Our plans should include using data to the advantage of the association.
2. A social and online media plan that is organized and consistent across platforms and sites.
3. We should create greater online visibility. A small investment could result in significant improvement in exposure.
4. A task-oriented engagement strategy that allows us to be proactive rather than reactive.

6. How do you intend to communicate with members in order to keep them informed and to find out their concerns?

Communication is one of the biggest challenges in our organization. Clarity and direction of the communication diminishes as distance increases.

1. I believe it is necessary to select the right tool (s) for communication. One size does not fit all. For Example, in some situations, email might be appropriate, in others video or in-person chat might allow for a more personal approach. The tool is directly connected to the context and the task.
2. For regular communications, consistency is important. A weekly newsletter or a monthly email should be consistent with timing and format.
3. The most important information should be easy to read and lead the communication.
3. Finally, I will need to be an engaged listener. There are many distractions available in meetings and conversations. The temptation is great to multi-task in the course of a conversation. Understanding the concerns of the members will require engaged listening.

7. Provide other information you would like members to know:

I could discuss how my experience makes me well suited for this position. Instead, I think it is important that you know my passion for the work of the association is deep seeded and from my heart. My efforts in representing the membership from Idaho is guided by this passion. I want our members to know that they will "never walk alone".

NOMINATION FORM FOR I.E.A. OFFICE

Name: Greg Felton

Address: 4500 W. Moon Lake Dr.

City: Meridian State: ID Zip: 83646

E-Mail Address: feltongs@gmail.com

Home Phone: 208-319-6783 Cell Phone: 208-319-6783

Signature _____ Date 1/21/23

NOMINATION FORM FOR I.E.A. OFFICE

Name: Greg Felton

Office sought:

- ☐ IEA President*
☐ IEA Vice President*
☐ NEA Director from the IEA*
☒ IEA Representative on the NEA Resolutions Committee*
☐ At Large Member of the IEA Board of Directors*
☐ ESP At Large Member of the IEA Board of Directors*
☐ IEA Regional Representative on the IEA Board of Directors
☐ Retired Member on the IEA Board of Directors

**Closing of nominations for these offices is two (2) months prior to the first day of Delegate Assembly.*

RESUME OF CANDIDATE

Resumes of candidates will be available on the IEA Elections Website. Information not requested on this resume will not be posted on the website.

Please list any (3) offices you have held in the local, region or state education association. Also list the dates that the office(s) was held. *(If more than three are listed, only the first three will be printed.)*

1. IEA Board of Directors (6 years)
2. WAEA Board of Directors (8 Years) including Vice President
3. Center for Teaching and Learning Board (3 years)

Please list and explain up to three other activities or involvement in your local, region, or state education association. *(If more than three are listed, only the first three will be posted on the website.)*

1. IEA Budget Committee
2. Region 9 Vice President
3. Presenter at Summer Institute

Signature Greg Felton Date 1/21/23

Return form by email to the IEA President or fax to 208-336-6967.

CANDIDATE CONSENT

IEA Membership List

As a candidate for IEA office I request a hard copy of a list of all IEA members who are eligible to vote for the position for which I am a candidate. I understand this list will include the home addresses of each eligible member.

In exchange for this list I understand and agree to the following conditions:

- ◆ IEA membership lists are only released with the approval of the IEA Board of Directors and are to be held in strictest confidence by those who receive such approval.
- ◆ Candidates receiving such a list will use it only for purposes of the campaign in which she/he is involved at the time of the request.
- ◆ Candidates who have received such a list will return it to the IEA Executive Director at the completion of the election.

IEA Electronic Data File

As a candidate for IEA office I request a copy of the IEA Electronic Data File of members who are eligible to vote for the position for which I am a candidate. I understand that this data file will include the home addresses of each eligible member.

In exchange for this electronic data file I understand and agree to the following conditions:

- The IEA membership electronic data file is only released with the approval of the IEA Board of Directors and is to be held in strictest confidence by those who receive such approval.
- Candidates receiving such a file will use it only for purposes of the campaign in which she/he is involved at the time of the request.
- Any use of the file must be at the expense of the candidate.
- Once the election for which the candidate is running is completed, the file must be deleted by the candidate.

In recognition of my request and my agreement to the above conditions, I have affixed my signature below.

Greg Felton

Print Name of Candidate

Greg Felton

Signature of Candidate

1/21/23

Date

Please return this completed form to the IEA Executive Director.