

Position: Contract Summer Member Organizer with [North Carolina Association of Educators](#)

- **How to apply:** Please submit an application at the following link: <https://link.ncae.org/2026SMOApp>
- **Compensation and Hours:** \$25/hr + reimbursement for mileage, 20-25 hours/week, daily pay during SMO training (\$200/day)
- **Application Deadline:** Applications are rolling and due by **Monday, March 22nd, 2026**. Priority will be given to applicants who apply by **Friday, February 6, 2026**.
- Please email runda.alamour@ncae.org with any questions

The position

The North Carolina Association of Educators seeks dedicated NCAE members to fill multiple contract Summer Member Organizer (SMO) positions. Summer Member Organizers are motivated, dedicated leaders and activists eager to go above and beyond to build the membership of their locals, advance their own one-on-one organizing conversation skills, and build the power it will take to win the learning and working conditions our students and public school staff deserve.

After a successful program in the last three years, 2026 Summer Member Organizers will continue using a tried and true labor organizing tactic—home visits—to build educator voice and power here in North Carolina. SMOs will have the opportunity to learn valuable organizing skills that they can carry with them back to their worksites.

Eligibility

All NCAE members who do not already hold a paid statewide or national union position are eligible to apply. Whether you're brand new to member leadership, a local Executive Board member, a building level leader, or a previous SMO, this is the program for you!

Why Should You be an NCAE Summer Member Organizer?

There's never been a better time to build educator voice and power through NCAE. Over the last three summers, our members have knocked on *thousands* of doors and recruited *over 1000* members while also getting valuable organizing training and one-on-one coaching. This program has launched the leadership of SMOs who have gone back to their worksites to recruit members, become building/worksites leaders, build organizing committees, design and run campaigns, and even run for local and statewide NCAE office. Former SMOs are also on NCAE's member organizer list and contacted for statewide opportunities like membership blitzes, organizing training facilitation, etc.

Now is the time to build off that momentum. If you want to build educator voice and power to win the working conditions and learning conditions you and your students deserve, now is the time to become a Summer Member Organizer.

Responsibilities Include:

- Summer Member Organizers will be assigned a field lead for support throughout the program
- Work 1:1 with field lead to receive coaching and sharpen organizing skills and participate in regular individual evaluation/feedback and growth opportunities
- Conduct home visits to school staff
- Identify issues school staff care about, recruit NCAE members, activate and engage existing members, and identify social networks and trusted and respected leaders at educators' schools/worksites
- Participate in in-depth, regular trainings both in person and virtually, including a multi-day onboarding training
- Participate in regular SMO debriefs and team activities with the SMO team, either in person or over zoom
- Enter data, record notes on all conversations, and complete a weekly work plan
- Other duties as assigned

Skills and Qualifications:

Required Qualifications

- **NCAE Membership in good standing by the time of application**
- Strong commitment to building power through union membership
- Strong interpersonal skills
- A willingness to engage with colleagues and other workers via house visits, canvassing, phone conversations and worksite visits
- A willingness to participate in trainings and team activities
- A willingness to challenge yourself and others
- An eagerness to learn, grow, and sharpen your organizing skills, and receive and incorporate feedback
- Valid driver’s license
- Access to a mobile device
- Desire to continue building your union at your own worksite and to participate in your local’s organizing efforts after the conclusion of the Summer Member Organizer Program

Duration and hours:

- The position will run from Monday, June 16-Friday, August 7.
- The Summer Member Organizers program will begin with mandatory, paid training from June 16-18, 2026. Travel expenses associated with this training will be covered by NCAE or reimbursed, including mileage, hotel rooms for participants commuting, and food. Free childcare will be provided at the training.
- Summer Member Organizers will work an average of 20-25 hrs/week primarily, but not limited to, Monday-Thursday. Please see sample work schedule below - final schedule will be shared with offer letters.

NCAE is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or status as a protected. Current and former/retired NCAE members and SNCAE members and applicants committed to a strong public educators’ association who meet the majority, but not all, of the qualifications above are encouraged to apply.

Individuals with disabilities requiring disability-related accommodations in the application and interview process, please call Angela Schell in Human Resources @ 919-755-5541.

Women, people of color, and LGBTQIA+ people are strongly encouraged to apply.

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Example Work Schedule (choice of 3 or 4 canvassing shifts/week):

Mon	Tue	Wed	Thur
9:30 AM-10:30 AM Statewide SMO Team Meeting (Virtual)	1:1s with your Lead	9:30 AM-11:30 AM Organizer School (Virtual)	
3:30 PM-8:30 PM Launch, Canvassing, Debrief	3:30 PM-8:30 PM Launch, Canvassing, Debrief	3:30 PM-8:30 PM Launch, Canvassing, Debrief	3:30 PM-8:30 PM Launch, Canvassing, Debrief

