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# ra today

The Official Newspaper For Delegates To The 2016 NEA Representative Assembly



## AMENDMENTS TO THE CONSTITUTION, BYLAWS AND STANDING RULES

### CONSTITUTIONAL AMENDMENT 1

DEFEATED

### CONSTITUTIONAL AMENDMENT 2

ADOPTED

**TITLE:** To change the term of one student member of the NEA Board from one year to two years.

### Article V. Board of Directors Section 2(f). Terms of Office

Student directors shall serve terms of one (1) year and may not serve more than two (2) terms. One (1) student director shall serve a term of two (2) years and two (2) student directors shall serve terms of one (1) year. No student director may serve more than two (2) years. The directors shall be student members of the Association.

### BYLAW AMENDMENT 1

WITHDRAWN

### BYLAW AMENDMENT 1A

ADOPTED

**TITLE:** To provide that the national dues of members in any merged local affiliate with 20,000 members or more in the membership year prior to the merger shall be determined on a comparative membership basis as provided under Bylaw 2-7m(1)

rather than with the 50/50 split required under Bylaw 2-7m(2).

### BYLAW 2-7(m) Membership Dues

m. (1) Except as otherwise provided in Bylaw 2-7m(2) with regard to members of certain dual-national local affiliates, or in Bylaw 8-11c with regard to persons eligible for Active membership in the Association pursuant to Bylaw 2-1b(iv), members of a dual-national state affiliate shall maintain membership in the Association and the American Federation of Teachers where eligible, and the total combined national dues that such members pay shall be not less than the Association dues for members in the relevant membership category. If a member of a dual-national state affiliate is a member of the Association and the American Federation of Teachers, said member's total combined national dues shall be allocated between the two organizations in a manner that reflects the comparative number of members in the relevant membership category who were eligible for Association membership in the respective Association and American Federation of Teachers state affiliates during the membership year immediately preceding the date on which



# — AMENDMENTS —

the dual-national state affiliate came into existence as a legal entity (hereinafter “allocation percentage”), provided (a) if, during any of the first five (5) membership years following the affiliation of a dual-national state affiliate, the number of such members exceeds by more than three percent (3%) the number of such members during the immediately preceding membership year, each organization shall receive fifty percent (50%) of the total combined national dues of such excess members; (b) beginning with the sixth membership year following the affiliation of a dual-national state affiliate, if the number of such members during any membership year exceeds the number of such members during the immediately preceding membership year, each organization shall receive fifty percent (50%) of the total combined national dues of such excess members; and (c) the Association shall not receive pursuant to Section 2-7m(1) (a) or 2-7m(1)(b) above, more from any such member than the allocation percentage, or fifty percent (50%), whichever is appropriate as applied to Association dues for the relevant membership category. If the member is a member of the Association but is not eligible for membership in the American Federation of Teachers, the Association shall receive the full amount of said member’s total combined national dues.

(2) If a member of a dual-national local affiliate (a) that is in a state that does not have a dual-national state affiliate, or (b) that is in a state that has a dual-national state affiliate but is newly created and did not result from the merger of an Association local affiliate and an American Federation of Teachers local affiliate, is a member of the Association and the American Federation of Teachers, each organization shall receive fifty percent (50%) of said member’s total combined national dues, provided that the Association shall not receive more than fifty percent (50%) of the Association dues for the relevant membership category. If the member is a member of the Association but is not eligible for membership in the American Federation of Teachers, the Association shall receive the full amount of said member’s total combined national dues.

Provided that the national dues of members in any merged local affiliate with 20,000 members or more in the membership year prior to the merger shall be determined in accordance with Bylaw 2-7m(1), not Bylaw 2-7m(2).

## BYLAW AMENDMENT 2

DEFEATED

## BYLAW AMENDMENT 3

DEFEATED

## STANDING RULE AMENDMENT 1

ADOPTED

**TITLE:** To limit each delegate speaking on a motion to two minutes.

### Rule 3. Order of Business and Debate F. Delegate Recognition and Speaking Time

Any delegate who is recognized by the chair shall give his/her name and state, and shall indicate whether speaking as an individual or as spokesperson for the state-

delegation or the NEA Board of Directors before speaking to a point under discussion. No member shall speak and/or be recognized in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time if speaking as an individual or three (3) minutes at one time if speaking for the delegation or the NEA Board of Directors; unless permission is granted by majority vote of the Representative Assembly.

With the consent of the Representative Assembly, an NEA member who is not a delegate may address the Assembly.

## STANDING RULE AMENDMENT 2

DEFEATED

## STANDING RULE AMENDMENT 3

WITHDRAWN

## STANDING RULE AMENDMENT 3A

DEFEATED

## STANDING RULE AMENDMENT 3B

ADOPTED

**TITLE:** To allow makers of New Business Items one minute to speak in favor or against grouping the item with other NBLs for referral to committee.

### Rule 3. Order of Business and Debate M. Motions to Refer

The vote on a motion to refer shall be in order only after the maker of the original motion has been given the opportunity to speak to the referral.

When a motion is made to combine or bundle New Business Items for referral to committees, the chair shall ask the makers of each NBI if they support referral. The maker of each NBI shall be given one minute to explain whether they support or oppose referral.

## STANDING RULE AMENDMENT 4

ADOPTED

**TITLE:** To strike language making debatable certain motions to suspend the rules.

### Rule 3. Order of Business and Debate N. Suspension of a Standing Rule

By a motion from the floor, a Standing Rule may be suspended or amended without notice by a two-thirds (2/3) vote of those present and voting. ~~Any such motion will be debatable, except for motions to limit debate.~~

## STANDING RULE AMENDMENT 5

ADOPTED

**TITLE:** To allow publication of a contact person’s email address for proposed Representative Assembly actions, with the express written consent of the contact person.

### Standing Rule 3. Order of Business and Debate New Section P.

Whenever a proposed Representative Assembly action is published, it shall include the name, state, and, with the express written consent of the contact person, the email address of said contact person.

## STANDING RULE AMENDMENT 6

WITHDRAWN

## STANDING RULE AMENDMENT 7

DEFEATED

## STANDING RULE AMENDMENT 8

WITHDRAWN

## STANDING RULE AMENDMENT 9

WITHDRAWN

## STANDING RULE AMENDMENT 10

WITHDRAWN



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— LEGISLATIVE AMENDMENTS —

LEGISLATIVE AMENDMENT 1

ADOPTED

Section: I. High Quality Public Education  
Page 6 line 45  
Amend existing item  
NEA supports  
“...educational, developmental, family, health; including mental health services for students and their families that address trauma and adverse childhood experiences; and other comprehensive services through community-based organizations; give students...”

LEGISLATIVE AMENDMENT 2

ADOPTED

Section IDEA Special Education  
Page 13 line 21  
Add a new item  
NEA supports  
“completing the reauthorization of IDEA in the timeframe called for in the law.”

LEGISLATIVE AMENDMENT 3

ADOPTED

Section: Safe Schools  
Page 8 line 42  
Add a new item  
NEA supports  
“lifting the ban that prevents the Centers for Disease Control from conducting research on gun violence in this country.”

LEGISLATIVE AMENDMENT 4

ADOPTED AS MODIFIED

Section: Postsecondary Education  
Page 14 line 37  
Add a new item  
NEA supports  
“exempting all federal loan forgiveness amounts from federal income taxation for all public service employees.”

LEGISLATIVE AMENDMENT 5

WITHDRAWN

LEGISLATIVE AMENDMENT 6

ADOPTED

Section: Safe Schools  
Page 8 line 42  
Add a new item  
NEA supports  
“protecting an individual from non-consensual invasions of normal expectations of privacy, such as a person knowingly making or recording and sharing a photograph, motion picture, videotape, or other video recording of another person’s intimate areas without the consent of the person being recorded.”

LEGISLATIVE AMENDMENT 7

ADOPTED AS MODIFIED

Section: Affordable Housing  
Page 23 line 36  
Add a new item  
NEA supports  
“aligning the current United States Department of Housing and Urban Development (HUD) definition of homelessness to that of the United States Department of Education definition of homelessness.”

LEGISLATIVE AMENDMENT 8

ADOPTED AS MODIFIED

Section: Education Funding  
Page 10 line 4  
Amend existing item  
NEA supports  
Add the language “developmentally appropriate gender identity and LGBTQ equity education programs” after “Native Hawaiian education” and before “magnet services”

LEGISLATIVE AMENDMENT 9

WITHDRAWN

LEGISLATIVE AMENDMENT 10

ADOPTED

Section: Assessments  
Page 6 line 19  
Add new item  
NEA opposes  
“the use of standardized tests as an indicator of equity and opportunity for students.”

LEGISLATIVE AMENDMENT 11

DEFEATED

LEGISLATIVE AMENDMENT 12

ADOPTED AS MODIFIED

Section: Environment  
Page 24 line 23  
Add new item  
NEA supports  
“public access to quality water supplies that are free of poisons, toxins, and pollutants that meets EPA requirements.”

LEGISLATIVE AMENDMENT 13

ADOPTED AS MODIFIED

Section: Postsecondary Education  
Page 14 line 37  
Add new item  
NEA supports  
- “consistent definitions of higher education part-time and contingent faculty work to ensure equality and consistency of protections under the law;”  
- “resumption of and adequate funding for the National Study of Postsecondary Faculty and inclusion of data collection on both tenure-line and contingent faculty;”  
- “a more comprehensive work supplement from the Bureau of Labor Statistics that would include contingent academic workers and would be conducted at regular intervals beyond the 2017 update.”

LEGISLATIVE AMENDMENT 14

ADOPTED

Section: Postsecondary Education  
Page 14 line 37  
Add new item  
NEA supports  
“transparency about higher education faculty working conditions in order to prompt colleges and universities to accurately disclose to the public the working conditions of all of its faculty and professional staff, including numbers, compensation, and access to institutional support of part-time contingent faculty.”

LEGISLATIVE AMENDMENT 15

ADOPTED AS MODIFIED

Section: Assessments  
Page 6 line 19  
Add new item  
NEA opposes  
“using the word “failing” to label and grade our lowest performing public schools.”

LEGISLATIVE AMENDMENT 16

DEFEATED

LEGISLATIVE AMENDMENT 17

ADOPTED AS MODIFIED

Section: Culture and Communications  
Page 23 line 45  
Amend existing item  
NEA supports  
Replace the current language with the following: “equal time requirements, reinstatement of the fairness doctrine, ascertainment, affirmative action in broadcast regulations and the media ownership rules in the Telecommunications Act of 1996;”

LEGISLATIVE AMENDMENT 18

ADOPTED

Section: Voting and Election Reform  
Page 30 line 46  
Add new item  
NEA supports  
“restoration of voting rights for formerly incarcerated American citizens who have served their sentences.”

LEGISLATIVE AMENDMENT 19

ADOPTED

Section: Voting and Election Reform  
Page 30 line 46  
Add new item  
NEA supports  
“automatic voter registration and vote-by-mail.”

LEGISLATIVE AMENDMENT 20

ADOPTED AS MODIFIED

Section: Voting and Election Reform  
Page 30 line 46  
Add new item  
NEA supports  
“a Constitutional amendment to give full Congressional and Presidential voting rights to U.S. citizens in the District of Columbia and U.S. territories.”



# — RESOLUTIONS —

## AMENDMENT 1

### I-33. GUN-FREE SCHOOLS AND THE REGULATION OF DEADLY WEAPONS

DEFEATED

## AMENDMENT 2

### I-33. GUN-FREE SCHOOLS AND THE REGULATION OF DEADLY WEAPONS

REFERRED TO THE  
RESOLUTIONS COMMITTEE

Amend by deletion on page 18, line 48 of the yellow book:

The Association further believes that our communities, schools, and students are safer when common-sense gun regulations are in place.

## AMENDMENT 3

### I-48. INSTITUTIONAL DISCRIMINATION

REFERRED TO THE  
RESOLUTIONS COMMITTEE

Amend by addition on page 70, line 66 of the white book:

The National Education Association believes that the fabric of our society is strengthened when the contributions of all its diverse members are encouraged and embraced. The Association recognizes the existence of white privilege and white supremacy, and that institutional and public policies and practices sometimes discriminate against some segments of the population and encourages its affiliates, in concert with community organizations, to educate the public to bring about an awareness of such policies and practices and to actively work to eliminate them.

## AMENDMENT 4

### I-52. RIGHT OF REDRESS FOR DESCENDANTS OF SLAVES

DEFEATED

## AMENDMENT 5

### A-32. ACCEPTABLE CHARTER SCHOOLS AND OTHER NON-TRADITIONAL PUBLIC SCHOOL OPTIONS

DEFEATED

## AMENDMENT 6

### B-7. EXPANDING STUDENT GRADUATION AND PROMOTION OPTIONS

REFERRED TO THE  
RESOLUTIONS COMMITTEE  
AS MODIFIED

Amend by addition on page 22, line 9 of the white book:

The National Education Association believes that public high schools should expand graduation and promotion options for students and create partnerships with colleges, alternative schools, and vocational, career and technical programs.

The Association also believes that states

and local school districts should employ multiple options in determining graduation and promotion requirements, such as graduation upon successful completion of all state required credits.

The Association further believes that these options serve as valid indicators of readiness for postsecondary opportunities.

## AMENDMENT 7

### B-48. PHYSICAL EDUCATION

REFERRED TO THE  
RESOLUTIONS COMMITTEE

Amend by deletion of proposed new letter (g), on page 4, lines 32-33 of the yellow book:

~~g. Provide staff training on policies and procedures that address issues of sexual orientation, gender identity, and gender expression.~~

## AMENDMENT 8

### B-52. SCIENCE EDUCATION

REFERRED TO THE  
RESOLUTIONS COMMITTEE

Amend by deletion and addition on page 30, lines 121-124 of the white book:

The National Education Association believes that ~~the content in science education must be based on empirical evidence derived from the scientific method and must include the processes of that method upon a strong foundational understanding of science. Science is comprised of several core principles:~~

a. Science, simply put, is the effort to understand and to explain how the natural world works.

b. All science starts with observations.

c. Scientific investigations follow a process called the scientific method. The scientific method consists of systematic observation, measurement, testing, the development and revision of hypotheses, and formation of scientific theories.

d. Hypotheses that have been repeatedly tested, replicated by others, and confirmed are called scientific theories. Examples of scientific theories include: the theory of gravity, the theory of the atomic model, and the theory of natural selection.

e. All scientific theories are tentative. Scientific theories can be revised, rejected, or superseded based upon investigations that follow the scientific method. Some examples of things that have been refuted by science include: the flat earth, vaccine-caused autism, and creationism.

f. That which cannot be evaluated by making observations and testing hypotheses is not science.

The Association also believes that content and curriculum must be based on the National Science Education Standards of the National Research Council (NRC) and/or the Benchmarks for Science Literacy of the American Association for the Advancement of Science (AAAS).

## AMENDMENT 9

### C-2. VACCINATIONS

DEFEATED

## AMENDMENT 10

### C-5. COMPREHENSIVE SCHOOL HEALTH, SOCIAL, AND PSYCHOLOGICAL PROGRAMS AND SERVICES

REFERRED TO THE  
RESOLUTIONS COMMITTEE

Amend by addition on page 7, line 44 of the yellow book:

The Association further believes that education employees, parents/guardians, students, and personnel from community agencies providing services to students must be trained and involved in the development, implementation, and coordination of these services.

## AMENDMENT 11

### C-13. STUDENT SEXUAL ORIENTATION AND GENDER IDENTITY

DEFEATED

## AMENDMENT 12

### F-43. HIV/AIDS TESTING OF EDUCATION EMPLOYEES

ADOPTED

Amend by addition on page 58, line 30 of the white book:

The National Education Association opposes mandatory/involuntary human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) testing of education employees or education employment applicants. The Association also affirms that the current ban on blood donations from individuals solely based on a history of same-gender sexual activity should be lifted.

## AMENDMENT 13

REFERRED TO THE  
RESOLUTIONS COMMITTEE

### G-3 LICENSURE

Amend by addition on page 16, lines 46-47 of the yellow book:

The Association also believes that teacher education programs that meet Council for Accreditation of Educator Preparation (CAEP) standards should have the responsibility for evaluating students for initial licensure in their state.



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Icons representing various themes: hands, person, speech bubble, lightbulb, brain, and group of people.



— POLICY STATEMENTS —

POLICY STATEMENT ON DISCIPLINE AND THE SCHOOL TO PRISON PIPELINE

ADOPTED

To read the full Policy Statement, visit [nea.org/ra](http://nea.org/ra) under delegate resources.

B. PRIVATIZATION AND SUBCONTRACTING PROGRAMS

Amendment B-1

REFERRED TO THE APPROPRIATE COMMITTEE

Amend by addition of new section on page 9, line 39:

5. Social Impact Bonds

NEA will oppose the use of social impact bonds to finance public educational programming that will place the government in place as an agent that will funnel financial accountability to private interests.

C. CHARTER SCHOOLS

Amendment C-1

REFERRED TO THE APPROPRIATE COMMITTEE

Amend by substitution of footnote on page 10, lines 45-47:

<sup>†</sup>As used in this Policy Statement, the term “charter school” means a publicly-funded elementary or secondary school that has been freed from some of the rules, regulations, and statutes that apply to other public schools in exchange for some type of accountability for producing certain results. As used in this Policy Statement, the term “charter school” means a school that does not operate under the authority or direction of a local, county, or district board of education but could include a state-authorized, publicly-funded elementary or secondary school that has been freed from any rules, regulations, and statutes that apply to regular public schools and that operates under a private board of directors or trustees.

Amendment C-2

REFERRED TO THE APPROPRIATE COMMITTEE

Amend by striking entire Policy Statement on pages 10-13, and replacing with:

NEA supports public schools and finds that increasingly the interests of public schools and privately managed charter schools are in conflict as the number of charter schools continues to grow. The number of charter schools has grown to the point that privately managed charter schools, both for-profit and non-profit, now are an existential threat to public schools and the management of the public’s schools by the public. NEA, therefore, opposes increasing the number of charter schools. And, the NEA supports removal of charter laws that favor charters in the competition between public and charter schools for student enrollment. While opposing expansion of the number of charter schools, NEA continues to support education workers employed in privately managed charter schools to unionize and improve their working conditions.

Amendment C-3

REFERRED TO THE APPROPRIATE COMMITTEE

Amend by deletion of Section 1.c under Criteria, on page 11, lines 5-36, and addition of a new Prohibitions section following the Introduction beginning on page 10, line 19:

c. Because a charter school application should be judged more on the basis of what it says than on the basis of who says it, there should be few a priori restrictions on eligibility to receive a charter. The chartering agency should have broad discretion to grant a charter to any responsible group or entity that meets the relevant prerequisites, including a group of parents, a team of teachers, a community organization, a college or university, a union, etc. There should, however, be certain categorical prohibitions:

1. Private for-profit entities should not be eligible to receive a charter. Because for-profit entities have a financial obligation to their shareholders, which requires them to build a profit margin into their calculations, and because they typically lack roots in the local community, such entities should not have independent authority over the operation of a public school. Charter schools should have a limited right to contract with for-profit entities to provide management and other services— but only to the same extent, and under the same circumstances, as mainstream public schools.
2. There also should be an absolute prohibition against the granting of charters for the purpose of home-schooling, including online charter schools that seek to provide home-schooling over the Internet. Charter schools whose students are in fact home-schoolers, and who may rarely if ever convene in an actual school building, disregard the important socialization aspect of public education, do not serve the public purpose of promoting a sense of community, and lend themselves too easily to the misuse of public funds and the abuse of public trust.
3. Although mainstream public schools should be eligible to convert to charter

schools if they meet the relevant prerequisites, private school conversions should be prohibited. The net effect of such conversions is all too often simply the use of public money to pay for private school education. In those instances where private school conversions are allowed, there should be rigorous safeguards to ensure that the conversion to a charter school is done in more than name only. The chartering agency should direct its attention to the student body, the governing board, and the educational program of the proposed charter school, and determine the extent to which they will differ from their counterparts in the pre-conversion private school. This is a fact specific inquiry that must take place on a case-by-case basis, but a private school that converts to a charter school at the very least should not be permitted to give a preference to its former students in admission. Particularly careful scrutiny should be given to the application of any private school with a prior religious affiliation to be sure that the principle of church/state separation is not violated.

Prohibitions on Charters

1. Private for-profit entities should not be eligible to receive a charter. Because for-profit entities have a financial obligation to their shareholders, which requires them to build a profit margin into their calculations, and because they typically lack roots in the local community, such entities should not have independent authority over the operation of a public school. Charter schools should have a limited right to contract with for-profit entities to provide management and other services— but only to the same extent, and under the same circumstances, as mainstream public schools.
2. There also should be an absolute prohibition against the granting of charters for the purpose of home-schooling, including online charter schools that seek to provide home-schooling over the Internet. Charter schools whose students are in fact home-schoolers, and who may rarely if ever convene in an actual school building, disregard the important socialization aspect of public education, do not serve the public purpose of promoting a sense of community, and lend themselves too easily to the misuse of public funds and the abuse of public trust.
3. Private school conversions should be prohibited. The net effect of such conversions is all too often simply the use of public money to pay for private school education. In those instances where private school conversions are allowed, there should be rigorous safeguards to ensure that the conversion to a charter school is done in more than name only. The chartering agency should direct its attention to the student body, the governing board, and the educational program of the proposed charter school, and determine the extent to which they will differ from their counterparts in the pre-conversion private school. This is a fact specific inquiry that must take place on a case-by-case basis, but a private school that converts to a charter school at the very least should not be permitted to give a preference to its former students in admission. Particularly careful scrutiny should be given to the application of any private school with a prior religious affiliation to be sure that the principle of church/state separation is not violated.

Amendment C-4

REFERRED TO THE APPROPRIATE COMMITTEE

Amend by addition on page 12, line 27:

NEA believes that no system should exist that combines publicly governed district schools and privately managed charter schools through the use of a defined “common enrollment” system.

Amendment C-5

REFERRED TO THE APPROPRIATE COMMITTEE

Amend by addition on page 13, line 15:

At no time shall charter schools be allowed to destabilize or undermine the collective bargaining rights or collective bargaining agreements of unions representing traditional public schools.

E. TEACHER EVALUATION AND ACCOUNTABILITY

Amendment E-1

ADOPTED

Amend by addition on page 19, line 3:

Standardized tests, even if deemed valid and reliable, may not determine any part of an educator’s evaluation or be used to support any employment action against a teacher.

# — New Business Items —

## NEW BUSINESS ITEM A

### ADOPTED

The National Education Association shall implement an action plan to prevent acts of discrimination and violence targeted at people who are perceived or identify as lesbian, gay, bisexual, transgender or questioning (LGBTQ). This plan will include

1. calling upon our members and society to take action to promote a culture of safety, support, affirmation that ensures civil rights and advocacy for LGBTQ members and students;
2. promoting the full dignity and humanity of all of our students and members; and
3. addressing the underlying issues that promote a culture of escalating intolerance and acts of violence.

Pursuant to this action plan, NEA will join the national effort to counter the widespread discrimination against individuals who are LGBTQ by:

1. Encouraging and supporting state and local affiliates to join efforts to enact and defend national and state legislation combating discrimination on the basis of sexual orientation or gender identity and expression.

2. Partnering with Civil Rights and LGBTQ Rights organizations to identify, create (as needed), and disseminate resources and materials to address the unique needs of ethnic minority LGBTQ students and educators.

3. Supporting and promoting Gay, Lesbian and Straight Education Network's (GLSEN) annual Day of Silence to symbolize the silencing effect of anti-LGBTQ bullying and harassment.

4. Supporting the pending legal challenges to newly enacted state laws that purport to license discrimination against LGBTQ individuals including:

- i. the pending challenge to North Carolina's H.B. 2, which prohibits access to restrooms in accordance with one's gender identity, prohibits localities from extending protections to LGBTQ individuals, and eliminates a state remedy for discrimination of any type prohibited by state law;
- ii. the soon to be brought challenge to Mississippi's H.B. 1523, which purports to license discrimination by public and private actors based on three specific religious beliefs about marriage; and
- iii. other challenges to similar state laws. Such support would consist of joining the cases as an amicus or other appropriate action and publicizing those challenges through existing NEA communication vehicles.

5. Calling on the U.S. Department of Education to enforce Title IX's prohibition against discrimination as it pertains to North Carolina or any other state that takes similar steps to prohibit restroom access based on gender identity, unless and until those states commit to ensuring that all students, including transgender students, have access to restrooms in accordance with their gender identity.

6. Continuing to raise awareness among NEA members and affiliates of the rights and protections available to LGBTQ staff and students by broadly circulating and publicizing through existing NEA communication vehicles, the guidance developed by the NEA Office of General Counsel on religious exemption laws (including so-called religious freedom restoration acts and religious opt-out bills) as well as the NEA supported "Schools in Transition: A Guide to Support Transgender Students in K-12 Schools," and further legal guidance on transgender student issues.

7. Ensuring that all contracts for NEA meetings contain explicit requirements that all meeting vendors may not discriminate against any NEA member or attendee based on that individual's sexual orientation or gender identity.

8. Continuing to work with state affiliates and the LGBTQ community in states and localities impacted by the ongoing backlash in order to raise awareness of, and support ongoing local and state efforts to reverse the backlash.

9. Developing and implementing by October 2016 a comprehensive plan to combat the backlash, which will consist of legal, communications and coordination with state affiliates and partner organizations to support rapid response at the state legislative level to such discriminatory initiatives and continued legal and communications support for the pending challenges to those initiatives.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$135,500.

## NEW BUSINESS ITEM 1

### ADOPTED

NEA will develop and implement a secure, digital membership form and an online process for members to join.

### COST IMPLICATIONS

A secure, digital membership form and an online process for members to join were incorporated as components of the NEA 360 system. The NEA 360 system is currently in development and anticipated to be launched during the second half of the 2016-2017 fiscal year. The full cost of that system is being capitalized and amortized over its estimated useful life. By incorporating the functionality requested in this NBI within the NEA 360 system at this time we are not anticipating any impact on the 2016-2018 proposed Strategic Plan and Budget.

## NEW BUSINESS ITEM 2

### ADOPTED

Using the Legislative Action Center and other appropriate NEA media properties, NEA will involve educators, parents, and students in efforts to bring special education reform to the forefront and advocate

for legislation to fully fund the Individuals with Disabilities Education Act (IDEA). NEA will use the Education Insider and other appropriate publications and social media vehicles to highlight supportive legislators and to engage stakeholders in contacting policymakers via Facebook, Twitter, and email.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$500.

## NEW BUSINESS ITEM 3

### ADOPTED

NEA will promote a digital campaign to advocate for the full federal funding of the Individuals with Disabilities Education Act (IDEA) while bringing special education reform to the forefront, by collecting written stories via electronic means and creating video clips using the personal stories and experiences of educators, parents, and students to highlight the detrimental impact that inadequate funding and resources has on the achievement of students with disabilities in our schools. NEA will promote the written stories and video clips utilizing Facebook, Twitter, and *NEAToday.org* with articles outlining steps that stakeholders can use to lobby their legislators for funding appropriations.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$123,250.

## NEW BUSINESS ITEM 4

### ADOPTED

NEA will support state affiliates and locals with up to/not exceeding \$100,000 in resources to effectively participate in the Alliance to Reclaim Our Schools (AROS) and the nationally coordinated October 6 walk-ins as allies unite around racial justice, full funding and support for community schools, more teaching, less testing, and holding all schools that are publicly funded to the same high standards.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$70,000.

## NEW BUSINESS ITEM 5

### ADOPTED AS MODIFIED

1. The NEA oppose "Common Enrollment" systems, that combine publicly governed District schools and privately managed charter schools on a single enrollment application.

2. An article on the effects these common enrollment systems have had on districts where enacted be published digitally.

3. President Eskelsen García write a letter of concern which local associations can

submit to local media outlets where a common enrollment system is in place or being considered.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$12,500.

## NEW BUSINESS ITEM 6

### ADOPTED AS AMENDED

NEA will work with parent and community organizations to promote student access to high quality educator delivered authentic language programs that lead to literacy in the domains of listening, speaking, reading and writing in multiple languages.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$55,500.

## NEW BUSINESS ITEM 7

### ADOPTED

For state and local affiliates who request it, NEA will update and revise the model legislative language (continuing the intent outlined below) to abide by new Every Student Succeeds Act (ESSA) law and policy regarding parental rights to opt their child out of high stakes testing without adverse consequences.

*Existing language was written and published on NEA.org as a result of implementation of NBI #4 at 2015 RA:*

3. Provide, on the NEA website, model legislative language for use at the state level, legislation of this kind can be introduced by members or parents' rights groups for sponsorship by friendly legislators or as a statewide initiative to the people that prevents punitive actions or negative consequences carried out by districts and/or school staff including but not limited to program placement decisions or other exclusionary consequences for students who do not take state mandated assessments. (2015-4) (<http://www.nea.org/home/62527.htm>)

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

## NEW BUSINESS ITEM 8

### DEFEATED

## NEW BUSINESS ITEM 9

### DEFEATED



# — New Business Items —

## NEW BUSINESS ITEM 10

### ADOPTED

Working with the NEA-Retired Executive Council, the Center for Advocacy will plan and hold a national retirement security advocacy day in the spring of 2017. The purpose of this one day on Capitol Hill would be to focus on effective and beneficial Social Security Reform including the repeal of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), opposition to mandatory coverage of Social Security and opposition to privatization. Activities for this day would include visits to Congressional offices and a national call-in effort. Participants would include (but not be limited to) NEA Board members representing NEA-Retired, NEA-Retired Executive Council members, state-retired presidents/chairs and the NEA-Retired Rapid Response Team.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$16,700.

## NEW BUSINESS ITEM 11

### ADOPTED

NEA will encourage its Pre-K-12 and Higher Ed locals to affiliate or participate in AROS-Alliance to Reclaim Our Schools and NEA will support the next major AROS nationally coordinated walk-in on October 6 with social media and media support, with internal communications that notify affiliates and locals, and within existing means—budgets, staffing—provide training and support for locals/affiliates choosing to join the event.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$19,875.

## NEW BUSINESS ITEM 12

### ADOPTED AS AMENDED

The NEA will encourage its membership through existing media to advocate for annual monitoring of their school district's water quality. NEA Government Relations will work actively with the EPA to develop national environmental regulations requiring annual monitoring of water quality in all U.S. public school districts, with follow-up remediation plans where needed.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$7,000.

## NEW BUSINESS ITEM 13

### ADOPTED As MODIFIED

The NEA will support affiliates interested in organizing campaigns to improve the working conditions of members working in early childhood and adult education and prospective members working with early

and adult learners. Support will include addressing professional issue inequities such as gender-based pay disparities, benefits, professional development, license requirements and due process protections. NEA's support would include assisting affiliates in sharing resources and the work of members already engaged in this work.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$14,000.

## NEW BUSINESS ITEM 14

### ADOPTED

The NEA shall request that our recommended (primary) candidate, Hillary Clinton, write a letter directed to NEA members stating that one of her priorities as president will be to work to repeal the GPO/WEP (Government Pension Offset/Windfall Elimination Provision).

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,500.

## NEW BUSINESS ITEM 15

### ADOPTED

The NEA will present to the 2017 Representative Assembly (RA) an electronic executive summary of the NEA's organizing efforts to save/strengthen Social Security and repeal of the offset provisions of Social Security—the Government Provision Offset (GPO) and the Windfall Elimination Provision (WEP). Included in the presentation will be descriptions about what is being done now, will be ongoing, and proposed for the future.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$3,500.

## NEW BUSINESS ITEM 16

### RULED OUT OF ORDER

## NEW BUSINESS ITEM 17

### ADOPTED As MODIFIED

NEA will use NEA digital media properties to disseminate information detailing the consequences of repealing Blaine Amendments in the 38 states which have them.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

## NEW BUSINESS ITEM 18

### OBJECT TO CONSIDERATION

## NEW BUSINESS ITEM 19

### ADOPTED As MODIFIED

The NEA, through their representation on the NEA Member Benefits Board, will ask the NEA Academy to sever all ties with Western Governors University.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$22,000.

## NEW BUSINESS ITEM 20

### DEFEATED

## NEW BUSINESS ITEM 21

### ADOPTED As AMENDED

NEA will publish a survey report of current state and local educator evaluation systems to reflect states and locals with professional development and growth systems. The survey shall be completed by August 30, 2016. The survey should reflect the state(s) and known locals with professional growth and development plans. The survey will be published to assist in removing standardized test scores from teacher evaluations.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$27,500.

## NEW BUSINESS ITEM 22

### WITHDRAWN

## NEW BUSINESS ITEM 23

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will offer a two-day, credentialed, member-led "Applied Suicide Intervention Skills Training" for up to 1 representative per delegation as a pre-RA option at the 2017 RA. Participants should represent a cross-section of NEA members, including teachers and support personnel. States will bear the cost of travel and lodging.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$9,880.

## NEW BUSINESS ITEM 24

### ADOPTED As MODIFIED

NEA shall encourage its members to urge their school districts to celebrate the 2nd Monday of October as El Día de la Raza and Indigenous People's Day. Information shall be disseminated through *NEA Today* and on digital properties.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$50,800

## NEW BUSINESS ITEM 25

### ADOPTED As MODIFIED

NEA will gather, create, and disseminate contract language to protect education employees from physical or emotional violence, sexual harassment, and abuse against them by students.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$6,500.

## NEW BUSINESS ITEM 26

### ADOPTED As MODIFIED

NEA will encourage local leaders to share the personal stories of American Indian/Alaska Native and Asian, Native Hawaiian, other Pacific Islander and Indigenous students who have been denied and those that have succeeded in being able to wear symbols of cultural significance at their graduation ceremony to highlight the much needed support of cultural inclusion in their educational career. These stories will be shared digitally by NEA using existing media resources or in the NEA Today.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$5,000.

## NEW BUSINESS ITEM 27

### WITHDRAWN

## NEW BUSINESS ITEM 28

### ADOPTED

That NEA have the appropriate committee explore the expansion of the Local President Release Time Grant Program to provide more grants to fund a larger number of local affiliates.

### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

— New Business Items —

NEW BUSINESS ITEM 29

ADOPTED As MODIFIED

NEA, using existing resources and reports, will inform our members on the impact of racist stereotypes and mascots on students. They will focus on how racist imagery affects students in their emotional/social growth, stress, brain development, health, educational success and safety issues. NEA will then develop a virtual toolkit of best practices and effective materials for working with students exposed to these racist images. NEA will also develop a training module on how to combat inequalities due to these racist images among our students. This module will be made available to affiliates and community groups as appropriate.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$20,500.

NEW BUSINESS ITEM 30

WITHDRAWN

NEW BUSINESS ITEM 31

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will establish/identify best practices for high school transition programs for students with disabilities and publicize examples of exemplary approaches throughout the country.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$6,500.

NEW BUSINESS ITEM 32

ADOPTED As AMENDED

NEA will publish several articles in existing NEA digital properties informing educators and the community about the plight of homeless students in the classroom.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$5,000.

NEW BUSINESS ITEM 33

ADOPTED As MODIFIED

Using the successful complaint filed by the American Civil Liberties Union (ACLU) in New Mexico as a model, NEA will collaborate with the ACLU and state member organizations to file complaints against states that limit or prevent educators from

openly and freely voicing their opinions on Common Core State Standards (CCSS), Next Generation Science Standards, or other state standards, and/or district/state mandated assessments as these laws/regulations/codes violate the First Amendment rights of educators.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$12,500.

NEW BUSINESS ITEM 34

WITHDRAWN

NEW BUSINESS ITEM 35

DEFEATED

NEW BUSINESS ITEM 36

ADOPTED As AMENDED

NEA will publicize our opposition to the ongoing attack on public education, to the spread of private charter/voucher schools, and to school closures. The NEA will publicize the role of private charter/voucher schools in ultimately closing schools altogether, leaving thousands of young people and families without a school at all, and often creating entire communities where no schools exist. Therefore denying the fundamental right to a public education.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$12,500.

NEW BUSINESS ITEM 37

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will compile data from existing sources and report on the use and abuses of H1b visas in public schools. Report shall include but not be limited to:

- 1) the use of H1b visas by publicly financed charter schools,
- 2) the use of H1b visas by public school districts to fill "shortage areas" including the extent that district's attempt to recruit legal residents and citizens and
- 3) NEA will share with state and local affiliates the Teacher's Code for Ethical International Recruitment and Employment Practices, to ensure NEA members on H1b visas are able to utilize their rights to advocate for themselves, their students and colleagues, and to assist those members seeking permanent resident status.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$55,000.

NEW BUSINESS ITEM 38

WITHDRAWN

NEW BUSINESS ITEM 39

ADOPTED As AMENDED

The Conservative Educators Caucus is requesting that instructional material consistent with all NEA governing documents regarding suggested response to threats and violent incidents be provided on all NEA and affiliate websites.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$1,500.

NEW BUSINESS ITEM 40

WITHDRAWN

NEW BUSINESS ITEM 41

ADOPTED

NEA will donate \$10,000 to the Save Our Schools March for Public Education and Social Justice Rally and Activist Conference.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$10,000.

NEW BUSINESS ITEM 42

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will use voting procedures already in place at the RA to allow for the nomination and election of an "NEA Grassroots Activist of the Year."

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$10,500.

NEW BUSINESS ITEM 43

ADOPTED As MODIFIED

NEA will engage, collaborate, and partner with organizations prioritizing the crafting

of federal legislation that will ensure public access to quality water supplies that meet EPA standards for public health free of poisons, toxins, and pollutants for all citizens, regardless of race, income, or zip code.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$500.

NEW BUSINESS ITEM 44

ADOPTED As MODIFIED

NEA will communicate, through digital media properties, the dangers of lead poisoning to infant, toddler, and child cognitive development, as well as the potential genetic effect on future generations born of our members that are exposed to lead through drinking water and other means.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$8,000.

NEW BUSINESS ITEM 45

ADOPTED As AMENDED

NEA will develop a list of job qualifications to be given to our recommended presidential candidate and members of the US Senate that candidates for Secretary of Education should possess. This should include such things as formal training in education, experience as a public school educator, and no financial, employment, or positions supporting the education privatization industry.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$4,500.

NEW BUSINESS ITEM 46

ADOPTED

NEA, through existing media, will inform members about the "Seal of Biliteracy," which recognizes graduating high school seniors who have attained proficiency in two or more languages. NEA will encourage states that have not yet adopted the Seal to do so.

**COST IMPLICATIONS**  
This NBI can be accomplished at an additional cost of \$9,000.

NEW BUSINESS ITEM 47

WITHDRAWN



# — New Business Items —

## NEW BUSINESS ITEM 48

### ADOPTED As MODIFIED

NEA will encourage and empower its members to question, challenge, and demand other stakeholders and themselves to provide facts and evidence to support their claims, ideas, and policies.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,500.

## NEW BUSINESS ITEM 49

### DEFEATED

## NEW BUSINESS ITEM 50

### ADOPTED As MODIFIED

NEA will educate and organize as many of their members to encourage its affiliates to utilize existing materials and programs to defend public education from the privatization process that threatens the existence of America's democratic school system. NEA will educate its members on how to identify and effectively correct and refute myths, misinformation, fabrications, half-truths, and lies that form the prevalent corporate reformers narrative that is allowing and validating the dismantling and privatizing of America's public schools system.

#### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 51

### DEFEATED

## NEW BUSINESS ITEM 52

### DEFEATED

## NEW BUSINESS ITEM 53

### ADOPTED AND REFERRED TO THE ANNUAL MEETING REVIEW COMMITTEE

The NEA shall investigate the cost and logistical feasibility of allowing the makers of New Business Items to submit an additional 100 words of background information or rationale that would be made available to delegates only in digital form. Such mate-

rial could be made available to delegates interested in such additional material when they are accessing RA delegate materials online.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$250.

## NEW BUSINESS ITEM 54

### ADOPTED As MODIFIED

NEA will encourage all state and local affiliates to use existing means of communication to promote developmentally appropriate resources that help all educators support gender equality and safety in our schools such as, but not limited to, "Building a Gender Friendly School Environment: A Toolkit for Educators and Their Union," from Education International. This resource can be found at <https://download.ei-ie.org/docs/IRIS Documents/EI%20Campaigns/EFAIDS%20Programme/2007-00169-01-E.pdf>.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$3,500.

## NEW BUSINESS ITEM 55

### ADOPTED As MODIFIED

The NEA will petition the President of the United States to remove the "National Charter Schools Week" designation from the week that has traditionally been reserved for "Teacher Appreciation Week."

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$5,500.

## NEW BUSINESS ITEM 56

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA President Eskelsen García will write a letter to Bernie Sanders, thanking him for increasing the democratization of the presidential campaign, and engaging more young Americans than ever in peaceful assembly, and participatory democratic process.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,000.

## NEW BUSINESS ITEM 57

### ADOPTED As MODIFIED

NEA will encourage all state and local affiliates to use valid and existing resources to provide transgender and gender noncon-

forming awareness training for faculty, staff, and administrators such as, but not limited to, "The Teaching Transgender Toolkit: A Facilitator's Guide to Increasing Knowledge, Decreasing Prejudice & Building Skills." This resource can be found at <http://www.teachingtransgender.org>.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$3,500.

## NEW BUSINESS ITEM 58

### ADOPTED As MODIFIED

The NEA will utilize existing resources to publish and promote a position statement stressing contributions made by experienced educators in the protected age category in terms of dedicated service to students and mentorship to new educational employees. The statement will cite news accounts of experienced educational employees being targeted for harassment and dismissal; will condemn the discriminatory practices that lead to targeting, harassment and forced retirements of members, and will advocate for the support and retention of experienced educational employees.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$25,750.

## NEW BUSINESS ITEM 59

### DEFEATED

## NEW BUSINESS ITEM 60

### ADOPTED As MODIFIED

NEA will provide all state and local affiliates with existing model language developed jointly by Gay, Lesbian, and Straight Education Network (GLSEN) and the National Center for Transgender Equity focused on district policy on transgender and gender nonconforming students that our school boards can adopt. This resource can be found at: [http://www.glsen.org/sites/default/files/GLSEN%20Trans%20Model%20Policy%2016\\_0.pdf](http://www.glsen.org/sites/default/files/GLSEN%20Trans%20Model%20Policy%2016_0.pdf).

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$3,500.

## NEW BUSINESS ITEM 61

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA President Lily Eskelsen García will write a letter to the Mexican Consulate/ Government Officials condemning the incidents in Oaxaca where Mexican teach-

ers lost their lives while protesting against the corporate reforms and the unjust arrest of two of their leaders, and a message to the teachers of the Coordinadora Nacional De Trabajadores De La Educacion (CNTE) expressing that NEA stands in support and solidarity with our Mexican brothers and sisters in their rightful and courageous defense of public education, their members, their schools, and their students.

#### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 62

### REFERRED TO THE APPROPRIATE COMMITTEE

The NEA Board of Directors will consider implementation of a 1/2 dues structure for both annual and lifetime ESP retirees.

#### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 63

### ADOPTED As AMENDED

The NEA Executive Committee shall look at the benefits of making the association more accessible to students at colleges, universities, and trade centers by:

1. Identifying best practices of training all education career members with an emphasis on aspiring educators to have the skills and knowledge necessary to promote and recruit NEA membership at all college, universities, and trade centers.
2. Include an organizing component that will recruit highly skilled individuals into all of the education careers, [i.e., licensed educators, Education Support Professionals (ESP), Specialized Instructional Support Personnel (SISP), and Career and Technical Educators (CTE)].
3. Rebranding/naming the program that identifies the program to potential members.

Their findings and recommendations shall be reported to the NEA Board of Directors, State Affiliate Presidents, and the National Councils prior to the 2017 Representative Assembly.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$24,000.

## NEW BUSINESS ITEM 64

### ADOPTED As MODIFIED

The NEA shall inform its members

# — New Business Items —

through existing media of the negative correlation between tax dollars spent prosecuting continuous wars and the ongoing lack of public investment in education. The NEA will advocate for peace and, by publicizing online instructional resources, encourage its members to support the United Nations International Peace Day on September 21, 2016.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$9,500.

## NEW BUSINESS ITEM 65

### REFERRED TO THE APPROPRIATE COMMITTEE

Move to bifurcate the Human and Civil Rights Annual Awards Dinner so that they are presented on a biennial basis.

## COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 66

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA RA delegates will have electronic access to projected and actual amounts spent on each 2016-2017 NBI, with a breakdown of what costs were incurred (i.e., staff time, research, materials, media). If costs vary by 10+%, an explanation would be included.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$5,500.

## NEW BUSINESS ITEM 67

### REFERRED TO THE APPROPRIATE COMMITTEE

The NEA Board of Directors, with input from state presidents, will develop a new Code of Ethics for the NEA to be presented at the 2017 Representative Assembly for potential adoption.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$0.

## NEW BUSINESS ITEM 68

### ADOPTED

The NEA will publicize:

1. Our commitment to the right of undocumented immigrant youth and parents to "come out of the shadows" and gain legal status to stay in the U.S.

without fear of being deported.

2. Our condemnation of the Supreme Court's decision allowing states to refuse to comply with the Deferred Action for Childhood Arrivals (DACA) and Deferred Action for Parents of American and Lawful Permanent Residents (DAPA).

3. Our commitment to the passage of a federal DREAM Act, so that undocumented youth can gain a pathway to citizenship.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$500.

## NEW BUSINESS ITEM 69

### ADOPTED

The NEA will publicize our rejection of the cuts and elimination of special education programs being waged across the country in the name of so-called "reform." We will educate members and communities about how this policy is leading to the shutdown of successful special education programs.

## COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 70

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will extend free childcare to the pre-conferences, such as the Joint Conference on Concerns of Minorities and Women, directly prior to the RA.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$15,000.

## NEW BUSINESS ITEM 71

### DEFEATED

## NEW BUSINESS ITEM 72

### ADOPTED

NEA will publicize through existing media the benefits of joining and encouraging state affiliates to become members of their state's labor council.

## COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 73

### ADOPTED As MODIFIED

NEA will use existing digital resources to promote assessment literacy among its members by publishing information and providing support materials.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$27,000.

## NEW BUSINESS ITEM 74

### REFERRED TO THE APPROPRIATE COMMITTEE

- 1) NEA will gather evidence and inform its members of the impacts that charters have had on funds available for traditional public schools.
- 2) NEA will urge its members to not use the term "public charter schools" and NEA will cease to refer to them as such.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$95,000.

## NEW BUSINESS ITEM 75

### ADOPTED

NEA will use existing resources to educate members about punitive policies mandating 3rd grade retention on the basis of a single test score.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,000.

## NEW BUSINESS ITEM 76

### ADOPTED

Using data and information gathered for NEA RA 2015's NBI #89 for a report on the state of school libraries in NEA affiliates, along with other relevant information gathered from the American Association of School Librarians and other sources, NEA will use existing communication channels to educate parents, educators and the public on the continued erosion and elimination of school library programs that are staffed by professionally credentialed library teachers, especially in low income communities of color. NEA will also advocate for equitable funding for school library programs staffed by professionally credentialed library teachers in these communications.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$500.

## NEW BUSINESS ITEM 77

### ADOPTED As MODIFIED

NEA will contact state affiliates to determine the status of substitute educators and to investigate how they can best be involved in their locals, state affiliates, and the NEA, and encouraged to become members where governing documents allow. A report will be produced and made available for downloading from the NEA website to assist affiliates and locals in organizing substitute educators.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$22,500.

## NEW BUSINESS ITEM 78

### REFERRED TO THE APPROPRIATE COMMITTEE

1. NEA will, by way of its various forms of communication, inform members nationwide about the Relay Graduate School of Education, its programs and practices, and the potentially negative impact it can have on our students and our profession.
2. President Lily Eskelsen García will offer an explanation to members as to why NEA is now a partner with the Relay Graduate School of Education.

## COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 79

### DEFEATED

## NEW BUSINESS ITEM 80

### ADOPTED As AMENDED

Through NEA existing media, and in collaboration with the NEA student program and the NEA Higher Education program, disseminate information on religious hate speech that leads to verbal abuse, violence and intolerance on school campuses focusing on the prejudice toward any world religion such as with anti-Semitism, Islamophobia, and anti-Sikh.

## COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$25,000.



# — New Business Items —

## NEW BUSINESS ITEM 81

### ADOPTED As MODIFIED

NEA, working with the NEA Contingent Faculty Caucus and other contingent higher education activists, will advocate for equal access to retirement benefits by investigating best practices and developing strategies for providing faculty and professional staff employed in part-time positions with appropriately prorated retirement benefits.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$25,000.

## NEW BUSINESS ITEM 82

### ADOPTED As AMENDED

NEA will partner with existing organizations working on the issue of affirmative consent, and then use existing communication and publication methods to disseminate information about affirmative consent, including some version of the definition of affirmative consent: Affirmative consent means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other or others to engage in sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating or marital relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$8,000.

## NEW BUSINESS ITEM 83

### ADOPTED As AMENDED

The NEA shall support local associations in their ongoing efforts to achieve respect for the Martin Luther King, Jr. National Holiday, guaranteeing that school will not be in session on this day and all public school employees will be given a day to reflect upon and honor the important work and life purpose of Dr. Martin Luther King, Jr. The NEA shall encourage state associations to electronically publish a list of school districts that do not fully honor the Martin Luther King, Jr. National Holiday. At the request of local associations, NEA shall provide support for their efforts to achieve respect for Martin Luther King, Jr. Day through changes to contract language and/or district policies. Furthermore, through existing media, the NEA shall highlight the stories of Association members whose fight to achieve respect for the Martin Luther King, Jr. National Holiday have yet to be realized.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$5,750.

## NEW BUSINESS ITEM 84

### DEFEATED

## NEW BUSINESS ITEM 85

### ADOPTED

NEA will work with existing coalition partners and existing means of communication to increase member awareness of resources and trainings available on the topics of what kinds of experiences are trauma for students, how trauma affects students and their education and educating students who have experienced traumatic events.

#### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 86

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA write a letter to all state affiliates asking for help in identifying NEA members living in federal forest communities/counties that could help the NEA in advocating for the renewal of the Secure Rural Schools and Communities Self-Determination Act.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,500.

## NEW BUSINESS ITEM 87

### REFERRED TO THE APPROPRIATE COMMITTEE

The NEA will take three specific actions in support of striking teachers and communities defending public education in Mexico. First, the NEA will immediately provide \$7,500 to the legal representatives chosen by union leaders Ruben Nuñez and Francisco Villalobos, the two highest ranking imprisoned leaders of the Mexican teachers' union in Oaxaca known as Coordinadora Nacional de Trabajadores de la Educacion (CNTE) Section 22 who are currently incarcerated far from their homes and families for organizing protests against corporate-driven education reforms. These monies must be quickly sent directly to the lawyers chosen by these leaders of CNTE-Section 22, because the Mexican government has frozen, and apparently seized, all the bank accounts of the teachers' union in Oaxaca, Mexico. Second, news (including

photos if possible) of this NEA solidarity donation will be included in all NEA digital properties when NEA President Lily Eskelsen García's letter demanding an end to violence against educators and the oppression in Oaxaca, Mexico, is released. Third, at some time during this 2016 RA, this body will grant our president a moment of special privilege to explain why she was moved to write this blog about the violence in Oaxaca, Mexico and to urge everyone at the RA to add their names to her powerful letter now available at: <http://lilysblackboard.org/2016/06/condemn-violence-educators-oxacaresiste/>.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$63,550.

## NEW BUSINESS ITEM 88

### REFERRED TO THE APPROPRIATE COMMITTEE

Working with its state affiliates, NEA will research and inform its members about the variety of ways states are using high-stakes testing in their accountability systems.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$7,500.

## NEW BUSINESS ITEM 89

### REFERRED TO THE APPROPRIATE COMMITTEE

When amendments to NEA RA items are made in advance, they will be made available online in real-time to the delegates. Moreover, amendments made from the floor will be made available online in real time whenever possible.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$125,000.

## NEW BUSINESS ITEM 90

### REFERRED TO THE APPROPRIATE COMMITTEE

The NEA will develop a framework for elementary, middle, and high school students setting time and frequency for physical education programs. This framework will be based on available scientific information intended to keep our students fit, healthy, and ready to learn. The NEA will publish the framework on the NEA website.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$75,975.

## NEW BUSINESS ITEM 91

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will establish a digital means of communication for new delegates attending the NEA Annual Meeting; e.g., a private Facebook page, conference call and a forum for Q&A and concerns.

#### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 92

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall create an informational report by collating existing information published in reputable sources on the extent, avenues, trends and impacts of privatization in public education. For the purpose of this informational report, "privatization" is defined as ways in which public education dollars are spent on private products, services, and organizations, as well as commonly noticeable ideological impacts of corporate interests on public perception and political landscape in education. Results shall be published to state and local affiliates using existing communication channels as well as in a press release.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$20,500.

## NEW BUSINESS ITEM 93

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will include in the *NEA RA Report on the Implementation of Actions of the 2016 RA* a listing and links to documents created in carrying out NBIs.

#### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 94

### ADOPTED

NEA will add a link to each HCR (Human Civil Rights) caucus to easily direct members to the caucus' home page.

#### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$500.

# — New Business Items —

## NEW BUSINESS ITEM 95

### ADOPTED

The NEA will, using existing publications including *NEA Today*, publicize the work of NEA members educating students and their communities on issues of anthropogenic (human caused) climate change using innovative project-based learning and cross-curricular methods.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$68,800.

## NEW BUSINESS ITEM 96

### REFERRED TO THE APPROPRIATE COMMITTEE

The NEA will provide interview rooms/spaces for state affiliates that conduct these interviews for At-Large Board of Directors candidates. The interviews will be conducted prior to the RA.

### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 97

### ADOPTED

Using existing electronic media vehicles, the NEA will share existing resources and articles that explain the negative impact that gentrification and housing displacement have on urban public schools and their students.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

## NEW BUSINESS ITEM 98

### ADOPTED

The NEA, through existing digital communication vehicles, will share current information and resources to enable educators, parents, and community members to recognize symptoms of hearing loss in students.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$250.

## NEW BUSINESS ITEM 99

### ADOPTED

The NEA will encourage all state and local affiliates to create early career educator pro-

grams and/or committees through existing media vehicles. These programs will consist of early career educators and will support the goals of the NEA new educator engagement, recruitment, and support campaign as well as other efforts to engage, support, and recruit new education employee workers to develop the leadership capacity of the young professional members of the NEA.

### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 100

### DEFEATED

## NEW BUSINESS ITEM 101

### ADOPTED

Through existing media, NEA will educate members about the conditions and plight of refugees attempting to enter the United States.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

## NEW BUSINESS ITEM 102

### ADOPTED AS MODIFIED

NEA will investigate to identify gaps in the Educators Employment Liability (EEL) insurance with regards to accidents in personal and/or district-owned vehicles during work-related activities and recommend changes if necessary.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$15,000.

## NEW BUSINESS ITEM 103

### ADOPTED

NEA will communicate using existing digital media with school districts to help ensure that a social emotional learning curriculum—the process that helps students acquire knowledge and attitudes to help manage emotions—is implemented.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,000.

## NEW BUSINESS ITEM 104

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA President shall compose and send a letter via email to all U.S. Chief State School Officers to promote the funding of elective courses, taught by live teachers (such as drama, art, music, world languages, etc.). The letter shall include an explanation of the benefits students receive by taking such courses.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

## NEW BUSINESS ITEM 105

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will send a letter to the U.S. President and Congress urging the U.S. government to end support of the Merida Initiative and all entailed forms of institutional violence and, instead, invest our tax monies on education here at home. The letter should further specify how U.S. money for military equipment, training, and support is actually being used to attack teachers, student teachers, students, and indigenous peoples throughout Mexico. The letter would augment our voice to ensure that our own government hears from us as well.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$2,500.

## NEW BUSINESS ITEM 106

### ADOPTED AS MODIFIED

The NEA shall, through existing digital media, encourage members, state and local affiliates to advocate for all students to have equal access to programs that lead to literacy in multiple languages.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,000.

## NEW BUSINESS ITEM 107

### REFERRED TO THE APPROPRIATE COMMITTEE

The NEA President will write a letter to the appropriate parties at the Executive, Legislative, and Judicial Branches of government to readjust their fiscal priorities to appropriately maintain our "public goods," so that they are available for posterity. This letter should be made available to the membership through existing NEA electronic media.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,500.

## NEW BUSINESS ITEM 108

### ADOPTED

NEA will compile critical information from state work groups who are designing alternate assessments for students with disabilities. As states draft plans with intent to comply with ESSA guidelines and regulations, this information will be posted quarterly on NEA.org. NEA will provide an opportunity for members to comment and respond to this compilation of information on existing NEA online forums.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$12,000.

## NEW BUSINESS ITEM 109

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will not accept monetary sponsorship or be affiliated with any foundation, corporation or politician that is linked to the negative public education reform movement and/or has participated in the privatization of public education.

### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 110

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will work with individuals with physical challenges and the state affiliates to ensure that the NEA RA is accessible to all delegates in a nondiscriminatory manner. NEA will coordinate physically challenged registration between the state affiliates and NEA in order to provide seating and transportation as identified on the registration form. NEA will provide point of contact information before and during RA to those delegates registered as physically challenged.

### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 111

### DEFEATED



# — New Business Items —

## NEW BUSINESS ITEM 112

### WITHDRAWN

## NEW BUSINESS ITEM 113

### ADOPTED AS MODIFIED

NEA will encourage state and local affiliates to create climate literacy resolutions using as a model the Portland, Oregon School Board climate resolution which was passed with the support of climate activists, members of Portland Association of Teachers and Rethinking Schools Magazine.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$3,500.

## NEW BUSINESS ITEM 114

### WITHDRAWN

## NEW BUSINESS ITEM 115

### ADOPTED

The NEA will provide information through existing vehicles of digital media to teachers and education support professionals via the NEA IDEA Cadre Informational and Educational Resources for students affected by selective mutism that hinders their ability to be successful learners.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$2,000.

## NEW BUSINESS ITEM 116

### REFERRED TO THE APPROPRIATE COMMITTEE

The NEA will call for a national boycott of all Walton-owned businesses, including Wal-Mart, Sam's Club and Arvest Bank, until they cease to seek profit by investing in the creation of competitive charter schools and the takeover of traditional public schools through the Walton Family Foundation.

### COST IMPLICATIONS

Pursuant to Standing Rule 6.G., if passed, this NBI will be referred to the Executive Committee. This NBI can be accomplished at an additional cost of \$8,000.

## NEW BUSINESS ITEM 117

### REFERRED TO THE APPROPRIATE COMMITTEE

The NEA and NEA affiliates will make every effort to identify and reach out through digital media to pro-public education Republican candidates, educate them about our endorsement process, and encourage them to participate.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,500.

## NEW BUSINESS ITEM 118

### WITHDRAWN

## NEW BUSINESS ITEM 119

### ADOPTED

In response to student mental health issues associated with war trauma, the NEA will identify existing resources that provide culturally responsive resources that address integration and adjustment for the whole child and partner with community organizations that work with refugee families and children. This list of resources will be made available to NEA members via the NEA website.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$30,500.

## NEW BUSINESS ITEM 120

### ADOPTED AS MODIFIED

NEA will convene a virtual task force to develop a report of the benefits of having a full-time state affiliate student organizer. The virtual task force will consist of past and current student leaders.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$2,000.

## NEW BUSINESS ITEM 121

### ADOPTED

The NEA leadership will engage the NEA Student Program leadership and members in a budget discussion prior to the NEA board adopting the program and budget.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,000.

## NEW BUSINESS ITEM 122

### ADOPTED

NEA will publish an article through NEA digital media about Trauma-Informed Practices and their impact on educators.

### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

## NEW BUSINESS ITEM 123

### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will encourage its affiliates' Political Action Committees not to endorse any candidate for local or state office who accepts Charter School PAC money.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$40,500.

## NEW BUSINESS ITEM 124

### ADOPTED AS MODIFIED

The NEA will compile sample language to assist members in the development of curriculum that accurately portrays the history, culture, and cultural contributions of ethnic minorities in the United States. This curriculum would be taught from Pre-K through college.

### COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$20,500.

## NEW BUSINESS ITEM 125

### ADOPTED AS MODIFIED

The NEA will identify those states in which Asian and Pacific Islander (API) student data disaggregation has been successfully implemented to create a list of best practices. Disaggregating data among smaller subpopulations is important to help identify support services needed for at-risk API students. In order to interrupt institutional racism that leads to school-to-prison pipeline, lower high school graduation rates, and higher mental health issues, we need to be able to create targeted outreach programs. In order to do this, educators need accurate disaggregated information for API students.

### COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

*Cost of New Business Items Referred to Appropriate Committees: \$551,155*

*Cost of Adopted New Business Items \$1,035,925*

— 2016 RA ELECTIONS —

RA ELECTION OF OFFICERS - JULY 5

EXECUTIVE COMMITTEE - 2 POSITIONS  
(3-year term)

Elected	Kevin Gilbert	Votes	Percentage
Elected	Maury Koffman	5,094	85.46%
	Tania Kappner	5,064	84.95%
	Mark Airgood	1,081	18.13%
		683	11.46%

AT-LARGE ESP - 5 POSITIONS  
(3-year term)

ELECTED	Ashanti Rankin	Votes	Percentage
ELECTED	Andrea L Beeman	3,969	83.36%
ELECTED	James Frazier	3,952	83.00%
ELECTED	Ellen Olsen	3,934	82.62%
Runoff	Mary Ann Rivera	3,033	63.70%
Runoff	Antoinette Felder	2,366	49.69%
	Teri Roots	2,097	44.04%
	Teresa Barnes	1,952	41.00%
	Irene Matheis	1,438	30.20%
		1,066	22.39%

AT-LARGE HIGHER EDUCATION - 4 POSITIONS  
(3-year term)

ELECTED	DeWayne Sheaffer	Votes	Percentage
ELECTED	Loretta A. Ragsdell	3,467	85.37%
ELECTED	Elizabeth K. Davenport	3,385	83.35%
ELECTED	J. Philippe Abraham	3,248	79.98%
	Barbara Cady	3,184	78.40%
		2,960	72.89%

NEA RECOMMENDS HILLARY CLINTON AS PRESIDENT

	Votes	Percentage
Yes	5,474	84.10%
No	1,035	15.90%

CANDIDATES WHO RAN UNOPPOSED: (DECLARED ELECTED)

Dale D. Kaiser, AT-LARGE ADMINISTRATOR  
Sequanna Taylor, ALTERNATE AT-LARGE ESP  
Susan Williams Brown, ALTERNATE AT-LARGE HIGHER Ed  
Cynthia Henderson, ALTERNATE AT-LARGE ADMINISTRATOR

RA ELECTION OF OFFICERS/AMENDMENTS - JULY 6

AT-LARGE ESP  
(Runoff for 1 position/3-year term)

ELECTED	Mary Ann Rivera	Votes	Percentage
	Antoinette Felder	4,066	67.23%
		1,982	32.77%

CONSTITUTIONAL AMENDMENT 1 - DEFEATED		VOTES	PERCENTAGE
Yes		1,839	29.69%
No		4,356	70.31%

CONSTITUTIONAL AMENDMENT 2 - ADOPTED		VOTES	PERCENTAGE
Yes		5,525	88.60%
No		711	11.40%

BYLAW AMENDMENT 1a - ADOPTED		VOTES	PERCENTAGE
Yes		4,964	81.64%
No		1,116	18.36%

BYLAW AMENDMENT 2 - DEFEATED		VOTES	PERCENTAGE
Yes		1,655	26.60%
No		4,567	73.40%

BYLAW AMENDMENT 3 - DEFEATED		VOTES	PERCENTAGE
Yes		2,207	35.68%
No		3,978	64.32%

TEACHER OF THE YEAR

Excerpts from 2016 Teacher of the Year  
Jahana Hayes speech to the RA on July 7:  
*Teaching is a Calling*

My personal experiences are the greatest contributing factors to my success as a teacher. These experiences shaped my views and continue to influence my teaching style. Being the first in my family to attend college helps me to fully appreciate the power and importance of education. As a child everything I learned about school I learned at school. Teachers provided me with the support and encouragement to be a student. Teachers exposed me to a different world by letting me borrow books to read at home and sharing stories about their college experiences. Teachers challenged me to dream bigger and imagine myself in a different set of circumstances. I was oblivious to opportunities that existed outside of the projects where I grew up, but my teachers vicariously ignited a passion in me. Despite being surrounded by abject poverty, drugs and violence, my teachers made me believe that I was college material and planted a seed of hope. After becoming a teenage mother in high school I almost gave up on my dreams completely, but teachers showed me the many options that were still available if I continued my education.



As a teacher, my own life is a constant reminder that students come from different circumstances and experiences and our responses to these differences is as critical to them as the air they breathe for sustaining life. Teaching is not a job, it is a calling. I strive to meet students where they are, and not dwell on where they should be. I remember myself at various points in my journey and imagine how hopeless I must have seemed to the teachers who continued to work with me. They saw something in me and did not give up even when I didn't see anything in myself. Because of this, I celebrate every milestone, no matter how big or small and support students through the learning process because I know that where they begin does not determine where their journey will end.

Hear the entire speech at:  
[ra.nea.org/speakers-speeches/](http://ra.nea.org/speakers-speeches/)

ESP OF THE YEAR

Excerpts from 2016 ESP of the Year  
Doreen McGuire-Grigg's  
speech to the RA on July 5:  
*ESPs Are the Secret Weapon  
and the Key Ingredient*

My students are an extension of me, of my identity. I know their families. I know their struggles....I know what triumphs they are celebrating.... We are advocates and often the bridge between our schools and our communities....We are often a school community's secret weapon....You might not all think of us this way, but we are key allies in the fight against standardized testing and institutional racism.... We are...our students' secret weapon for success. ...Next time you're on your way to a union meeting or event, ask an ESP to join you!..Because we are so connected to our students, our families and our communities...we are especially integral to...the fight against the epidemic of institutional racism....a third of ESP members identify as persons of color. So, it is of enormous benefit when ESPs are included in important discussions and professional development around identifying institutional racism...and working toward solutions that will improve the experience of everyone in the school community.



But our work is constantly under threat because our jobs are being targeted by private corporations who put profits before students....We need teachers to be our secret weapons....Please help us fight privatization and ensure every student has caring, qualified and committed educators in their schools.... We are a team working together for students...but we must work together....Many of us just need a tap on the shoulder to get involved. ...So many of our schools are in a control and punishment culture. We need to change that culture to one that focuses on the whole student and development of children. And we need all hands on deck to do this work. ...Amazing things can happen when education support professionals are treated as equals, as partners and allies in student success.

Hear the entire speech at:  
[ra.nea.org/speakers-speeches/](http://ra.nea.org/speakers-speeches/)



# — 2017 CANDIDATES AND AMENDMENTS —

## CANDIDATE FOR NEA PRESIDENT (3 -YEAR TERM)

**Name:** Lily Eskelsen García

**Community and state of residence:** Washington, DC

**Current and previous employment:** I began my education career as a lunch worker and paraprofessional and later taught elementary grades in the suburbs of Salt Lake City and then in the one-room K-6 shelter schools at the Salt Lake Homeless Shelter and Christmas Box House children's shelter.

### Association experience

**Local:** Member of the Granite Education Association; chair of my local bargaining team

**State:** Member of the Utah Education Association (UEA); president of the UEA; president of my state retirement system; state Teacher of the Year

**National:** I have held every executive office of NEA and am the current President of the NEA



## CANDIDATE FOR NEA VICE PRESIDENT (3 -YEAR TERM)

**Name:** Rebecca (Becky) Pringle

**Community and state of residence:** Alexandria, Virginia

**Current and previous employment:** NEA Vice President; NEA Secretary-Treasurer; 8th Grade Science Teacher

### Association experience

**Local:** President

**State:** PSEA Board of Directors; Chair, Task Force on Minority Representation

**National:** NEA Vice President; NEA Secretary-Treasurer; NEA Executive Committee; NEA Board of Directors; Chair, NEA Member Benefits Corporation; CAEP Treasurer; Chair, GPS Oversight Committee; Chair, Leadership Development Summit; Education International, OECD Committee; Chair, Ballot Initiative/Legislative Crisis Committee; National Board for Professional Teaching Standards; Leadership Conference on Civil Rights; National Labor Leaders Initiative Advisory Committee; White House Commission on Education Excellence for African Americans; Center for Teaching Quality; Board of Directors Liaison, NEA Standing, Board Strategic, and Social Justice Committees



## CANDIDATE FOR NEA SECRETARY-TREASURER (3 -YEAR TERM)

**Name:** Princess Moss

**Community and state of residence:** Bumpass, Virginia

**Current and previous employment:** NEA Secretary-Treasurer; Music Teacher, Louisa County Public Schools

### Association experience

**Local:** President, Vice President, Secretary-Treasurer

**State:** President, Vice President, UniServ Council Chair

**National:** NEA Secretary-Treasurer; NEA Executive Committee; Chair, NEA Program & Budget Committee; Chair, NEA Audit Committee; Officer Lead for Organizing; Officer Lead for New Educator Campaign; Chair, NEA Members Insurance Trust; Chair, NEA Strategic Partnerships; NEA Technology Compact Committee; NEA Great Public Schools Oversight Committee; Board Member, Academy of Education Arts and Sciences; National Coalition of Classified ESP Unions; NEA Women's Issues Committee; NEA Sexual Orientation and Gender Identification Issues Committee; NEA Human and Civil Rights Committee



## CANDIDATE FOR EXECUTIVE COMMITTEE (2 POSITIONS/3 -YEAR TERM)

**Name:** Rae Nell Nwosu

**Community and state of residence:** Austin, Texas

**Current and previous employment:** Austin ISD, Education Austin

### Association experience

**Local:** Co-President, Vice President, Treasurer and Board of Directors

**State:** Board of Director, Advisory Committee

**National:** Board of Director, Program and Budget Committee, ESP Careers Committee



**Name:** Hanna Vaandering

**Community and state of residence:** Hillsboro, Oregon

**Current and previous employment:** President Oregon Education Association; Full-time Release President, Beaverton Education Association; Elementary Physical Education Teacher

### Association experience

**Local:** Beaverton Education Association – Building Representative; President; Bargaining Team Chair; Insurance Committee; Curriculum and Instruction Committee

**State:** Oregon Education Association – President; Vice President; Region I Vice President; Budget Committee Chair; Advocacy and Affiliate Services Cabinet Chair; Strategic Action Plan Task Force

**National:** National Education Association – National Council of Urban Education Associations (NCUEA), Pacific Region Director; National Council of State Education Associations (NCSEA), Pacific Region Board member; NEA ESSA Implementation Task Force; NEA Raise Your Hand Committee; NEA Membership Committee



**Name:** George Sheridan

**Community and state of residence:** Garden Valley, California

**Current and previous employment:** Black Oak Mine School District; United Farm Workers, AFL-CIO

### Association experience

**Local:** Local President; Negotiations Chair

**State:** CTA State Council; CTA Budget Committee; CTA Committee on Assessment and Student Testing; CTA Teacher Evaluation Workgroup

**National:** NEA Executive Committee; NEA Board of Directors; NEA Resolutions Committee



## PROPOSED CONSTITUTIONAL AMENDMENTS TO THE 2017 RA

### FIRST CONSTITUTIONAL AMENDMENT

To confer automatic delegate status to the chair of the Resolutions Internal Editing Committee, for all purposes except voting for officers.

### SECOND CONSTITUTIONAL AMENDMENT

To delete language that is no longer needed now that the executive officer elections are on the same three-year cycle.

### THIRD CONSTITUTIONAL AMENDMENT

To change the frequency of the Representative Assembly from every year to every other year beginning in 2022.

## PRESIDENTIAL CANDIDATE HILLARY CLINTON

### *Excerpts from Hillary Clinton speech to the RA on July 5: Educators Will Always Have a Place at the Table*

I want to say, right from the outset, that I'm with you.

And if I'm fortunate enough to be elected president, educators will have a partner in the White House – and you'll always have a seat at the table.

Because I have this idea that when we're making decisions about education, we should actually listen to educators.

...I'm committed to making sure every child in this country receives a world-class education, with good schools and good teachers, no matter what ZIP code they live in.

That means supporting parents to be their child's first teachers, expanding access to high-quality childcare and universal pre-school. Repairing our crumbling schools, and investing in training and support for our educators.

...We have no time for the so-called "education wars." No time for finger pointing, or arguing over who cares about kids more. It's time to set one table and sit around it together – all of us – so we

can work together to do what's best for America's children.

...My plan to strengthen public education comes down to TLC: teaching, learning, and community.

Let's start with teaching.

...As President, I'll launch a national campaign to modernize and elevate the profession of teaching. I want all educators, at every stage of your careers, to know that they'll be able to keep learning, keep improving, keep innovating.

And we need to be serious about raising your pay. Teachers make nearly 15 percent less than other college graduates in America. No educator should have to take second and third jobs just to get by. And the last thing a teacher needs when you're just starting out is a mountain of student debt.

...We also should pay support staff better. It's an outrage that so many of the food service staff, bus drivers, paraprofessionals, and Education Support Professionals who keep our schools running and our children learning struggle to provide for their own families.

And supporting educators means supporting unions. ...I want anyone who has



faced a hostile state legislature, a union-busting governor, or both, to know that help is on the way. I'll fight back against the attacks, and stand up for your right to organize and bargain collectively.

...The second piece of TLC is learning.

We need to educate our children for the future, not the past. Technological change is transforming every aspect of our lives. We want our children to be creators, innovators, and entrepreneurs – critical thinkers who can collaborate and communicate within their own communities and around the world. And we need our students to be nimble, flexible, and brave enough to adapt and build on their skills throughout their lifetimes.

...Finally, there's the "C" in TLC – community.

So much of what happens inside your classrooms is determined by what happens outside your classrooms.

Too many of our public school students are living in poverty.

That's on all of us. You see students coming to school hungry, or exhausted from a long night at a shelter.

...Let's create more community schools – and more partnerships between schools, social services and non-profit organizations to offer a range of support and opportunities for kids. You shouldn't have to be from a wealthy family to get good mental health services, or join a soccer team or be in a play.

Fixing problems like these will take all of us, working together – from the community level all the way up to the presidency.

...We're stronger when every child has the chance to live up to his or her full potential. In America, it's public education that gives our children that chance.

*Hear the entire speech at:  
ra.nea.org/2016/07/05/  
im-hillary-clinton-tells-nea-ra-delegates/*



## NEA PRESIDENT LILY ESKELSEN GARCÍA

*Excerpts from NEA President Lily Eskelsen García's speech to the RA on July 4: United Educators a Powerful Antidote to Fear and Divisiveness*

We're a family inside this room. We fight like family. Even if we're in the middle of some hot and heavy debate, when it's all over, we'll still be family.

This is a safe place. But it's fitting to start by acknowledging that there's a real world out there, and it's not a safe place. It's dangerous, and the work we'll do in this safe place is important, because it has the chance to change the world out there. That dangerous world needs us. It's not a game. It's life and sometimes it's death. There's nothing more real.

...Racism is a hard thing to talk about. It sounds like we're not being patriotic to say that it still exists. But it does. It exists in who gets pulled over; in who gets hired; in who goes to a public school that has everything a student needs to succeed and who doesn't.

...We've had our disagreements with the Obama administration, but a lot of us cried watching his inauguration. It was just



something we never thought we'd see in our lifetime. We thought, maybe the election of an African American president was a signal that we were seeing a world that was more just and accepting. That your race, gender, religion and sexual orientation or gender identity wouldn't define you or make you a target...

But people are still targeted without shame by demagogues who use fear and divisiveness for their own political gain.

So. Let's talk about The Donald. ... Donald is a racist. Donald led the birther movement, launching a personal crusade accusing the first African American president of not being an American; of not being our legitimate president. He accused

Mexican immigrants of being drug dealers, criminals and rapists. ... Donald is sexist. He routinely has referred to women as "bimbos", "slobs," "pigs," and "dogs." Donald is ignorant of our Constitution saying that as president, he will impose a religious test, banning all Muslims from entering the country and calling for special government surveillance against mosques. Donald is a fraud bankrupting businesses and losing other people's money while he paid himself millions in bonuses.

... It is not enough to simply be against something. It is up to us to get out there and work to elect a president who believes that as a nation, we're stronger when we're together.

... I will tell you now that for so many years I've been inspired by [Hillary Clinton's] dedication to children and her leadership on the issues that are closest to our hearts. I've seen her bring Republicans and Democrats together for children's health care; she's fought for children with disabilities and children with dreams. She's fought for women and unions and working families all her life.

... You have power in choosing our next

president – and no matter who SHE is – you will have a voice in shaping the future of this country. ... A lot of people don't care about making a powerful choice. They stay home.

... We will not sit quietly. We will unite our members and the nation to see which candidate will fight for students from preschool to graduate school; which one respects collective bargaining and retirement security, and Dreamers and one who is an erratic, reckless demagogue who speaks from hate and ignorance.

We will act. We will harness our passion for our students and inspire our circle of influence. And we will not waste our collective power waiting for permission – we will lead to something better: to opportunities of all our students; to respect for all our professions in public education and in public service.

We are fearless. We are warriors. We are what democracy looks like! Ya es tiempo. Now is the time. Go Fight Win. Adelante!

*Hear the entire speech at:  
[ra.nea.org/speakers-speeches/](http://ra.nea.org/speakers-speeches/)*

## NEA EXECUTIVE DIRECTOR JOHN STOCKS

*Excerpts from John Stocks' speech to the RA on July 6: We Must Give Voice to the New Generation of Educators*

I really want to talk with you about the future of our great union... and the kind of union that we want to leave to the next generation.

All of us are so fortunate. We inherited a strong and powerful union from those who came before us.

... Today, we face many of the same challenges that these trailblazers confronted. But we also face some new ones.

... I often tell people that if you want to know what our future is going to look like, look at our public schools. That's where change happens first.

Today, more than half of our students are living in poverty. The student body is more economically diverse, more culturally diverse, and more racially diverse.

And despite all you do, our schools are ill-equipped to meet the unique needs of many of these students, all of whom bring with them the beauty, richness, and diversity of our humanity to our schools.

... There's a major generational shift

happening in our workplaces... and it's accelerating.

As my generation retires, millions of educators are entering the workforce - more than 2 million over the next 5 years alone.

This new generation has vastly different experiences —and different expectations— than ours. For most of them, the civil rights and labor movements are something they've only read about in history books.

It's clear to me that what worked for our union so well... for so long... isn't going to be enough anymore.

If the union is going to become stronger during this time of rapid change, we must become relevant to them, to help them meet the changing needs of their students, to help them be successful educators and to tap into their idealism.

I am convinced that the only way we are going to grow and strengthen the union over the long-term is to engage with this new generation... and listen... listen deeply... to what they have to say, and understand what they want and need from their union.

... The simple act of listening to our members is the first step to giving these

new educators a greater voice in their professions - and in their union.

... In April our officers and I met with the affiliates to discuss how we could partner to talk to every single one of the 173,000 new hires coming into our public schools and universities this fall – every ESP, every teacher, and every higher education faculty member.

... Our goal is ambitious. But a lot of this work is already happening around the country...

We need all of you in this room – every student member, every higher ed member, every ESP, every teacher and every retiree. We need you to take an active role to help your affiliates lead the effort.

... This simple act is totally within our control.

And it is one of the most significant ways that we can transform the union.

We are going to give voice to all that our students need to reach their full potential... regardless of their zip code...

We are going to give voice to what our educators need to take back our professions...

We are going to give voice to what it's



going to take to create a just world... one that treats every member of our society with the respect and dignity they deserve – regardless of their race, gender, religion, or sexual orientation...

When this happens, sisters and brothers, we are going to leave a strong, vibrant, and powerful union to the next generation one that we can all be proud of, because we built it together.

*Hear the entire speech at:  
[ra.nea.org/speakers-speeches/](http://ra.nea.org/speakers-speeches/)*

## FRIENDS OF EDUCATION

*Excerpts from Senator Patty Murray's speech to the RA on July 7: You Are the Heart and Soul of Education*

It's an honor to receive the Friend of Education Award and to recognize all the incredible teachers and paraeducators that make up the National Education Association. As leaders in our classrooms, schools, and communities—you make up the heart and soul of education in America. That's why I worked so hard to make sure your voices were heard as ESSA was written and it's why I am fighting to keep you in the room as the law is implemented. I look forward to continuing to work together so that every child in our nation has the opportunity to succeed—regardless of where they live, how they learn, or how much money their parents make.

*Hear the entire speech at:  
[ra.nea.org/speakers-speeches/](http://ra.nea.org/speakers-speeches/)*



*Excerpts from Senator Lamar Alexander's speech to the RA on July 7: A Better Path for Schools*

I am here to honor the classroom teachers who helped to fix No Child Left Behind. We've reversed the trend toward a national school board and restored responsibility for children in 100,000 public schools to states, communities and teachers. Our job last year was to pass a law. Our job this year is to make sure that the U.S. Secretary of Education implements the law the way Congress wrote it. So tell the Secretary: 'no more national school board, no more 'Mother, May I?' waivers, and no more Washington mandates telling us exactly how to evaluate teachers and whether schools are succeeding or failing. The path to better schools is through decisions by those closest to our children, not through a distant department in Washington, D.C.

*Hear the entire speech at:  
[ra.nea.org/speakers-speeches/](http://ra.nea.org/speakers-speeches/)*

