

# New Business Adopted by the 2012 Representative Assembly

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## Leading the Professions (2012-A)

NEA will:

- Support Association and member led school transformation efforts and pursue state and district policies that help create great public schools for all students;
- Offer intensive support to struggling schools (including NEA Priority Schools) and share lessons learned at the local and state levels;
  - Work in partnership with parents, community organizations, and allied coalitions with the goal of improving student outcomes;
  - Lead efforts to fund and establish a coalition of teachers' professional organizations, higher education professional associations and faculty, education support professional organizations, specialized instructional support personnel organizations (e.g. school social workers, psychologists etc.), and other organizations promoting standards of professional practice with the goal of identifying a universally accepted body of standards for all of the education professions;
  - Advocate for including educators and association leaders in all school and district decision-making bodies, including the areas of policy, personnel, and budgets. Use collective bargaining and other multi-party processes to help accomplish this goal;

- Create a network of organizational advocates at the local, state, and national level to convey the over-arching goals and strategies as well as the actions, the desired outcomes, and the value propositions of leading the professions.

## Misuse of Standardized Tests (2012-B)

NEA will:

- Call on governors, state legislatures, state education boards, administrators, and assessment system consortia or developers, to reexamine public school accountability systems in the state, and work with educators to improve them based on fair testing standards promulgated by experts in testing practice;
  - Call on states and districts to develop systems based on multiple forms of evidence of student learning that do not require extensive standardized testing, are used to support all students and improve schools; and are not used for purposes for which they have not been validated;
  - Share the NEA Policy Statement on Teacher Evaluation and Accountability with relevant stakeholders in order to inform conversations about the appropriate use of assessments in evaluation systems to support instruction and student learning.
  - Disseminate criteria regarding the validity of assessments and promote

the productive use of high quality, valid, and reliable standardized assessments as part of robust, authentic accountability systems that include multiple forms of evidence of student learning and school quality designed:

- to improve learning by identifying students' strengths and challenges,
- to identify successful practices in schools,
- to support struggling schools, and
- to inform educators' practice.
- Uphold our belief as stated in Resolution B-66 and shall support parents'/guardians' rights to opt out of standardized testing.

### **Fighting for Economic Justice (2012-C)**

NEA will continue to identify and pursue strategies to promote progressive taxation policies that close tax loopholes, promote fair economic development, and protect critical school funding, as well as strengthen our partnership with key allies and partners to promote tax fairness at the federal and state levels.

NEA will actively identify and join in coalition with human and civil rights groups to advocate for economic justice policies that impact children and families living in poverty.

NEA will continue to partner with other organizations to document and publicize the effects of poverty on public school students and promote recommendations for action.

NEA will continue to train educators about diversity and cultural competence

issues related to working with children in poverty.

NEA will utilize its multiple media platforms to highlight and engage NEA members and the public to:

- Publicize NEA members who are working effectively in priority schools and high-poverty schools;
- Highlight coalitions or other advocacy efforts pursuing tax or fiscal fairness;
- Expose corporations and other institutions that abuse existing taxation laws to evade paying an equitable share of the nation's tax responsibility;
- Expose corporations and other institutions that are working to privatize public institutions in the name of private profit.

### **Justice for All (2012-D)**

NEA will re-affirm its commitment to our proud legacy of promoting social justice, and equality of educational opportunity for every student, and professional status for every teacher and Education Support Professional by:

a. Holding a special dialogue on Ethnic Minority Issues. The Dialogue will be a facilitated conversation with diverse leaders from across the organization and will explore social justice issues facing our ethnic minority members, students, and communities of color. The Dialogue will also address our continued efforts to ensure diversity in Association leadership as well as active engagement of ethnic minority leaders at all levels.

b. Developing recommendations that address the Association's ongoing role in ensuring that children and students of

color receive a fair, equal, and significant opportunity to obtain a high quality public education.

c. Working with state and local affiliates and partnering with other progressive organizations to expand our collective voice in aggressively addressing these injustices: voter suppression, cultural competence, language and cultural preservation, equity and opportunity, racial profiling, the prison pipeline, immigration reform, and discrimination against LGBTQ ethnic minorities.

d. NEA shall also address in a special dialogue the unique issues of LGBTQ students and educators and make recommendations.

### **Arts Education (2012-1)**

The NEA will advocate for arts education through these means:

Acting as a partner with fine arts education organizations, including the Educational Theatre Association (EdTA); the National Association for Music Education (NAfME); the National Art Education Association (NAEA); the National Dance Education Organization (NDEO) and Americans for the Arts to collect and disseminate existing arts advocacy tools to create an electronic “NEA Arts Advocacy Resource Guide”.

Devoting portions of *NEA TODAY* to arts education and promoting the electronic “Arts Advocacy Resource Guide” in the *NEA TODAY*, on the NEA website and in social media. The electronic “NEA Arts Advocacy Resource Guide” will address the importance of the arts in a student’s comprehensive education and the

need for the arts to be represented in curriculum reform, highlight models of effective advocacy campaigns and provide specific tools for students, arts educators and supportive patrons to use as they advocate for arts education.

### **Indoor Environmental Quality (2012-2)**

Using existing communication infrastructure, the NEA will in coordination with the NEA Health Information Network, develop and implement a national random sample survey of members about Indoor Environmental Quality (IEQ) problems in the workplace and disseminate the results with related information through 2 articles in *NEA Today* or other appropriate NEA venues. The articles will address the survey results, challenges that IEQ problems present to members at work, and ways that members and affiliates can work to address some of these challenges.

### **Film: NEA Reads the Declaration of Independence (2012-6)**

NEA will play the film: “NEA Reads the Declaration of Independence DC 2012.” This film, by NEA-MTA member Bill Coleman, features NEA members from around the country in a patriotic mosaic reading the words of our Declaration. We ask that this film be played at this RA on a lunch break for all members to see.

### **Miramonte Staff (2012-7)**

NEA will examine the removal of the entire Miramonte staff by the LAUSD superintendent following an arrest of a

former co-worker and then housing them away from all LAUSD students for the second half of the school year. The purpose of this examination is to share with NEA members any information on possible solutions, actions, or implications arising from the Miramonte situation that may have national ramifications. The results of the examination will be made public next year to the RA delegates and all NEA members.

### **Transparent Procedures for School Restructuring (2012-8)**

NEA will use existing resources to advocate for transparent and explicit procedures in the planning, development and submission of applications for school restructuring. Educational staff and parent stakeholders should be fully involved participants in this process. Applications must not be unilaterally changed prior to or after submission.

### **Letter Concerning Miramonte Staff (2012-9)**

The President of the National Education Association will send a letter to the Secretary of Education, Arne Duncan, copied to Superintendent John Deasy and every elected member of the Board of Education of the Los Angeles Unified School District regarding the damaging mishandling of the situation at Miramonte Elementary School. The letter will be written in collaboration with the Miramonte staff regarding the Miramonte community.

The letter will also request the Secretary to provide guidance to all districts on emergency large-scale decisions which

ensures that simple justice, fairness, and good educational practice be upheld; that input from staff, their unions, and families be considered; that written timelines be included; and that all actions taken ensure the optimal well-being of all involved.

### **Parent Triggers (2012-12)**

The NEA using existing means of communication and resources shall publish an article on the U.S. Conference of Mayors endorsement of parent trigger laws and report on the concern that parent trigger laws conflict with NEA criteria for creating charter schools.

### **Chicago Teachers Union (2012-13)**

The NEA supports the Chicago Teachers Union (CTU) in their negotiations with Chicago's Mayor and his hand-picked school board.

### **Federal Funding for Special Education (2012-16)**

The NEA will communicate electronically and in other existing social media between October and January an article that:

- a. emphasizes the importance of federal funding for special education;
- b. details the past levels of federal funding for special education; and c) calls upon all members to write or cyber lobby Congress and the President in an effort to secure a 40% federal funding share for special education.

### **Day Laborer Tour (2012-17)**

Using existing resources and networks, NEA shall endorse the Day Laborer Tour

of Clergy, labor organizations, immigrant day laborers and their families through NEA's existing social networks and other electronic media.

### **Letter to Fund IDEA (2012-18)**

The NEA will call upon all members to write or cyber lobby our Congress and the President, requesting the Federal Government provide a 40 percent federal share of special education funding for public schools as was the goal mentioned when Individuals with Disability Education Act (IDEA) originally passed in 1975. The letters and e-mails should be sent in February for maximum effect.

### **National IDEA Day (2012-19)**

The NEA will call upon all members to write or cyber lobby our Congress and the President, requesting that November 29th be declared National IDEA Day, commemorating the date President Gerald Ford signed the original Individuals with Disabilities in Education Act. These letters and e-mails should be sent in April for maximum effect.

### **International Models of Education (2012-20)**

NEA calls for the U.S. President and the Department of Education, in their commitment to reform education, to embrace successful international models of education, such as the Finnish model, which emphasizes teacher driven collaboration and professional development, and to continue to move away from models of corporate/test driven reforms.

### **Contingent Faculty (2012-21)**

NEA will collaborate with the NEA Contingent Faculty Caucus to request that the U.S. Department of Labor (DOL) issue an Employment and Training Administration Advisory, specifically an Unemployment Insurance Program Letter (UIPL), clarifying that contingent faculty members of colleges and universities lack "Reasonable Assurance" of employment as it is discussed in Section 3304 (a)(6) (A) of the Federal Unemployment Tax Act. Recommended language will be provided by the Contingent Faculty Caucus for NEA to ask the DOL to use in the Unemployment Insurance Program Letter.

### **Reversal of Citizens United (2012-22)**

NEA shall develop a strategy to reverse "Citizens United" Supreme Court decision through an amendment to the U.S. Constitution. This will include working with coalitions, office holders and concerned citizens. In addition, the Plan shall include a component to involve and educate our members through NEA affiliates.

### **Broadband Access in Rural Areas (2012-24)**

The NEA will collaborate with its internal and external partners to push for increased access to broadband capacity to facilitate equitable opportunities for student success.

### **Electronic Funds Transfer Fees (2012-26)**

NEA will investigate all possible electronic funds transfer (EFT) options, including credit card transactions in an

effort to save NEA state affiliates and their locals fees associated with EFT-related conversions from payroll deduction. Findings will be disseminated to state affiliates.

### **Informed Voting (2012-31)**

Consistent with our Legislative Program, NEA shall publicize lesson plans through appropriate and available online and other no cost vehicles, tools and resources to increase civic engagement that encourages a lifelong habit of informed voting in every classroom, and extending into the community. Special emphasis should be put on collecting teaching lessons on the struggle for voting rights and the current struggles against voter suppression laws.

### **Defending the Rights and Dignity of Educators (2012-38)**

Through existing resources, NEA will inform its members on ways to challenge administrator, i.e. principal evaluator, etc., abuse of teachers and other education employees, and support the local's effort to defend the rights and dignity of teachers and other education employees.

### **Recruitment Organizations that Undermine Association Involvement (2012-41)**

NEA will encourage its state and local affiliates to help gather any written communications received from teacher recruitment organizations and/or their operatives that discourage member empowerment and activity in the work of the Association. NEA will then support its

local and state affiliates in communicating the inappropriateness of this behavior.

### **Student Loans (2012-42)**

NEA will inform our members and the general public that in 2005, the U.S. Congress made student loans virtually undischargable in bankruptcy, and the crisis this has caused. These were the only loans affected.

NEA will:

- Publish information in *NEA Today* existing, planned articles on economic conditions of educators and on the NEA website social media sites.
- Contact Senator Dick Durbin's office to ask how we can support him in his work to rescind this provision.

### **LGBTQ Harassment Interventions (2012-47)**

NEA will, using existing resources, clearly identify successful interventions to LGBTQ taunting and specifically outline the roles of school administrators and personnel to help make LGBTQ students and staff feel safe and have equal access to an education. This resource will be publicized on NEA.org and included in the "Resources" section of *NEA Today*.

### **Awareness of Career and Technical Education (2012-48)**

NEA shall, through existing means, create a link on the "issues action page" to disseminate information about the U.S. Department of Education "Blueprint for Transforming Career and Technical Education", and the ongoing issue of

“Perkins Reform.” NEA’s responses and ongoing actions will also be included.

### **Long Term English Language Learners (2012-50)**

NEA will work with partner organizations to highlight best practices that meet the unique educational needs of Long Term English Learners, through NEA’s existing social network and other electronic media. Long Term English Learners are students who have remained Limited English Proficient for six or more years.

### **Post-Traumatic Stress Disorder (2012-59)**

Using existing resources, NEA will include on the NEA website, Health Information Network (HIN), or *NEA Today*, current and relevant articles and information on Post-Traumatic Stress Disorder (PTSD), its affects on individuals who have the disorder, and those affected by it (i.e. students, school personnel, community members, etc).

### **Charter School Organizing (2012-62)**

That the NEA—in conjunction with state affiliates—encourages organizing efforts in non-union public charter schools and will broadly share with state and local affiliates key information—i.e. the knowledge acquired and lessons learned from past organizing efforts, as well as the resources necessary to organize—that is relevant to any efforts by local and state affiliates attempting to organize non-union public charter school staffs.

### **Comprehensive Plan to Fund IDEA (2012-63)**

The National Education Association (NEA) will develop and implement a proactive, cross-unit plan for the NEA’s Fiscal Year 2012/2013 and each year thereafter until “Full Funding” of IDEA is accomplished. This plan will be targeted at alleviating budget pressures on local school systems caused by unfunded mandates, in particular the Individuals with Disabilities Education Act (IDEA). The plan will encourage lobbying by members of the NEA, the NEA Directors, the NEA Executive Committee, the NEA Executive Officers, NEA Staff and other supportive organizations to increase the additional statutory funding of IDEA to the 40 percent level stated in the original legislation.

This action plan will focus on educating, informing, and mobilizing the NEA membership in particular, along with local and state governments, Congressional members of the Appropriations Committees as well as key Congressional leaders of both Houses, the Department of Education, the Secretary of Education, and the President of the United States, with specific regard to the negative impact on general education, resulting from years of under-funding IDEA and the need for the implementation of an appropriations program that achieves “Full Funding” for IDEA as soon as possible.

The education part of plan should include the use of existing resources such as the *NEA Today*, “Dennis 2 Delegates,” Educational E-mails, internet applications, NEA workshops and regional

conferences, etc. to educate our membership on the impact that this unfunded mandate has on their students, classrooms, and curriculum.

The action portion of this plan should intensify and expand NEA's efforts with other coalitions and support groups beyond lobbying to insure that all future IDEA appropriations meet the objective of the original federal legislation "Congress may fund up to a maximum of 40% of the excess cost above the national average per pupil expenditure (APPE)", which is the definition of the "fully funding" of IDEA.

### **International Comparisons (2012-66)**

NEA will publicize comparisons of teachers in the U.S. and other countries regarding: 1) face-to-face time with students, 2) instructional time lost to discipline issues, 3) instructional time lost to fundraising and other non-instructional issues, 4) public esteem of teachers, and 5) student diversity, including but not limited to diversity of ethnicity and ability.

### **Combating Attacks on Labor (2012-71)**

The NEA will partner with other national labor groups to compile and/or develop a framework of pro-public education, pro-collective bargaining policies and laws that state affiliates can have shared access to and use to combat the legislative attacks being waged against middle class workers in state legislatures all across America.

### **Itinerant Education Employees (2012-76)**

NEA will encourage state and local affiliates to actively recruit itinerant educational employees and include their itinerant colleagues in activities when appropriate. In this case, itinerant educational employee is defined as an employee serving students in multiple settings such as hospitals and school districts.

### **NEA's Lobbyists (2012-77)**

The NEA will tell the story of our NEA lobbyists in its online resources through a web link from the cyber lobby webpage, Education Votes and other online media properties.

### **Support for Integrated Schools (2012-79)**

The NEA will go on record to fight against growing segregation in public schools by:

- Publicly endorsing efforts that demonstrate a commitment to integrated schools;
- Initiating active recruitment efforts of ethnic minority teachers and those who are fluent in languages other than English.

### **International Day of Peace (2012-81)**

That the National Education Association's Representative Assembly will encourage, within existing resources, all members to participate and support the International Day of Peace which takes place annually on September 21.



**Assessment of Time Spent on Standardized Tests (2012-82)**

NEA will, as appropriate and within the adopted strategic 2012–2014 budget, support locals, councils, and state affiliates with one or more online surveys to aid in the collection and dissemination of data relating to money and time spent by school staff and students preparing for, administering, proctoring, scoring and/or other required duties related to mandatory tests by publishing the resulting information online by the end of the calendar year 2014 for the purpose of informing teachers, parents, and taxpayers at the local levels NEA will publicize access to the surveys in *NEA Today Express* and other existing digital properties.

**Education Awareness of Research Methods (2012-86)**

NEA will educate its members to distinguish between independent, peer-reviewed, unbiased research, and the advocacy research that misinforms and is prevalent in educational research; and encourage its members to develop the habit of demanding from administrators, consultants, and board members the elementary principle of validating their claims with proper evidence.

**Visible Sponsor Signage (2012-88)**

The NEA require all commercial vendors participating in non-profit fundraising activities at the NEA RA clearly post the name of the NEA affiliate and/or caucus that is sponsoring the vendor and the portion of the profits going to the sponsor.



# New Business Referred by the 2012 Representative Assembly

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## **Referred to Executive Committee**

### **Friends of Public Education Card (2012-64)**

The NEA will review the possibility of offering a “Friends of Public Education Card” to the public for a fee. This card will permit the carrier to purchase items from the professional library at a discount and access online educational resources.

### **DREAM Act Support (2012-65)**

The NEA reaffirms its support for the Federal Dream Act which includes a pathway to citizenship for undocumented youth and will publicize this position through existing media channels in all areas where the NEA is active.

### **Reversal of Citizens United Campaign (2012-67)**

NEA will support a constitutional amendment to reverse the Citizens United Supreme Court ruling. NEA will participate with other existing organizational efforts to: 1) Assist local efforts calling for a constitutional amendment to reverse the Citizens United Supreme Court ruling; 2) Pass state resolutions calling for such an amendment; 3) Gain congressional support for such an amendment; and 4) Publicize through existing NEA media

outlets a national day of action for such an amendment.

### **Let’s Move Initiative (2012-70)**

The NEA will promote using existing resources, the “Let’s Move Initiative” that was launched by our First Lady Michelle Obama in February 2010.

### **Higher Education Integrations and Affirmative Action (2012-75)**

Defend K–12 Integration Plans and Affirmative Action in Higher Education. The NEA supports racial integration at all levels of education, including magnet schools and voluntary transportation plans to achieve integration in pre-K through 12, and for affirmative action in higher education. The NEA will investigate writing amicus briefs in support of defending the University of Texas affirmative action plan in *Fisher v. University of Texas*, and in support of the constitutional challenges to Michigan’s and California’s bans on affirmative action in higher education. We will publicize this support to NEA members.

### **English Language Learners (2012-78)**

NEA will reaffirm its commitment to the achievement of English Language Learners (ELL) by advocating the importance of fully funding and expanding

ELL programs utilizing existing communication sources.

### **ALEC (2012-84)**

The NEA shall, using existing staff and resources, expand efforts to encourage members to use [www.ALECExposed.org](http://www.ALECExposed.org) and other resources to organize in opposition to the American Legislative Exchange Council.

### **Pulaski Association of Classroom Teachers/Support Staff (2012-89)**

The NEA President will write a letter of support for the Pulaski Association of Classroom Teachers (PACT) and the Pulaski Association of Support Staff (PASS) to the Arkansas Governor and Arkansas Commissioner of Education requesting the restoration of union recognition and reinstatement of the union contract.

### **Referred to Appropriate Committee**

### **Super PAC Activities (2012-3)**

NEA shall compile a list of individuals and corporations who contribute \$250,000 or more to “super pacs” and additional activities. The list shall include companies and products they control. The information shall be published in the *NEA Today* prior to March 1, 2013.

### **Parent Trigger Laws (2012-35)**

NEA will provide talking points to its state affiliates on why parent trigger laws violate NEA policies and should be opposed within existing resources.

### **Robin Hood Tax (2012-37)**

That NEA endorse the campaign for a Financial Speculation Tax, or Financial Transaction Tax (FST/FTT), also known as the “Robin Hood Tax”, which imposes a small tax of .005–.5 percent on big banks, hedge funds, and other large financial institutions’ transactions. NEA will join with other labor and social advocacy groups in activities designed to urge President Obama and our legislators to aggressively pursue and support this tax.

### **Bullying Research (2012-46)**

NEA President, Dennis Van Roekel, will write a letter urging the U.S. Department of Education to spend more dollars for research that illustrates the causes and effects of bullying both inside and outside of the classroom and expand and build upon the instruments and reporting mechanisms of bullying to improve our understanding of how bullying translates to homophobia in society.

### **LGBTQ Policy Protection (2012-49)**

NEA will, using existing resources, influence state and local governments and educational institutions to specifically include sexual orientation and gender identity as explicitly enumerated categories of protection alongside race, ethnicity, and national origin in their policies and support policies that include proactive elements that prevent bullying.

### **Anti-Bullying Legislation (2012-51)**

NEA will, using existing resources assist state affiliate in urging policy makers on the district, state, and federal level to

push for anti-bullying legislation that specifically enacts three components proven to be most effective in addressing bullying; they specifically name gay and transgender students as enumerated groups, address prohibition, prevention, and intervention of anti-gay and anti-transgender taunting, and clearly outline the roles of school administrators and personnel.

### **Teach for America (2012-52)**

Using existing NEA teacher quality research, NEA will provide local leaders and affiliates with the tools necessary to actively combat the use of Teach for America (TFA) in school district contracts.

### **Affordable Care Act Policy Changes (2012-53)**

NEA will assist affiliates with planning for policy changes under the Affordable Care Act, augmented by cooperation with the Labor Campaign for Single Payer Healthcare Organization—all in support of the long standing NEA goal of establishing a universal single payer healthcare system.

### **Paraprofessionals (2012-56)**

NEA should, through existing publications and resources, advocate for proper planning and preparation time for Paraprofessionals.

### **Pension Protection (2012-57)**

The President of NEA will write a letter to all governors and majority leaders of all state legislations urging the states leaders to protect the pension plans of public educators from the reduction or

removal of their hard earned and deserved retirement benefits.

### **Student to Teacher Ratio (2012-58)**

The NEA will support and promote via existing media outlets and interview opportunities the fact that the maximum unique student/teacher contact ratio in secondary core tested subject areas (English, Math, Science and Social Studies) should not exceed 150 students. Exceptions may be made based on teachers' discretion for Performing Arts Ensembles and other such classes which by nature would include more than 150 students total.

### **Disaster Crisis Fund (2012-60A)**

NEA will establish a Disaster Crisis Fund for states that have experienced severe natural disasters. The money in the fund will be voluntary contributions collected from delegates at the annual NEA convention and from members of locals across this great country. NEA will coordinate the collection of funds in their 501(C)(3) foundation. Distribution of the funds will be through a request to NEA's Foundation by requesting state affiliates.

### **Referred to Committee on Membership**

### **NEA-Retired Voter Activation Network Access (2012-28)**

NEA-Retired state affiliate leadership shall be provided, on request, with access to retired member data through the Voter Activation Network (VAN). This access shall be granted through the established state affiliate user and access structure and

shall be limited to names, addresses, phone numbers and email addresses. Access shall be granted for membership recruitment and involvement in political campaigns. Communication to members through these campaigns must be coordinated with state affiliates. The individuals accessing this information for their affiliates may use this data for Association purposes only. Such lists shall not be subject to sale, barter or other exchange to any other organization or for the sale of any products or services.

### **Referred to Annual Meeting Review Committee**

#### **Representative Assembly Food (2012-54)**

NEA shall work with host city convention centers to do the following:

1. Provide fresh, healthy meal options at the Convention Center.
2. Post all nutritional information of food sold on the premises.

#### **Green Delegate Wireless Internet Access (2012-68)**

NEA will ask for NEA affiliate sponsors to provide wireless internet on the

RA floor for the exclusive use of green delegates, separate from the wireless internet already provided.

#### **Green Delegate Charging Stations (2012-69)**

NEA will ask for NEA affiliate sponsors to provide charging stations on the RA floor for the exclusive use of green delegates, separate from other charging stations.

#### **Representative Assembly Call-In System (2012-72)**

The NEA RA should use tablet computing device technology and synchronized form and database software from an open source to replace paper slip and call in system for microphone recognition. Phones would become a backup method.

#### **Presentation: NEA and ATA Merger (2012-80)**

During each Representative Assembly, the NEA will show a short video presentation on the 1966 mergers between the American Teachers Association (ATA) and the NEA.

# New Business— Continuing Responsibility

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## **Reauthorization of ESEA (2010-B)**

NEA shall continue to aggressively pursue its comprehensive national campaign to achieve the Positive Agenda for Elementary and Secondary Education Act (ESEA) Reauthorization adopted by the 2006 Representative Assembly. The campaign is based on our belief that public education is a right and a shared responsibility between legislators, communities, parents and guardians, and public school employees. Without this shared commitment to great public schools for every student, our nation will never realize its full potential, and many of our children will never realize their share of the American Dream. The key principles driving that campaign are to ensure that the reauthorized ESEA:

- Provides adequate, equitable, and sustainable funding for all public schools that is not driven by competitive grants;
- Elevates the education profession to attract great educators and leaders for every public school by ensuring that educators are part of critical decisions affecting students, schools, and their work lives;
- Supports schools and school employees serving our most at-risk students;
- Provides students with multiple ways to show what they have learned, and recognizes the unique instructional and assessment needs of special populations;

- Replaces Annual Yearly Progress (AYP) with a review process that correctly identifies struggling schools and provides meaningful support to those schools rather than punishment;

- Protects the rights of education employees under state and local laws, and collective bargaining agreements including the development of educator compensation systems.

- Recognizes the need for shared responsibility among stakeholders and supports programs that are designed to enhance parental and family involvement.

The campaign has been, and will continue to be, implemented through legislative and political advocacy; grassroots and online member involvement; affiliate support and engagement; earned and paid media; strategic use of the PAC recommendation process and fundraising; policy development and analysis; member and affiliate education and communication; and outreach to and engagement of partners, coalitions, and other allies.

The Representative Assembly adopts the following procedure to ensure that NEA's ESEA campaign reflects the will of this Representative Assembly:

1. NEA will engage members and affiliates by providing them with opportunities during the Representative Assembly and after to take action and to share their

solution-oriented ideas for changing ESEA for the better.

2. Proposed New Business Items or amendments to the Legislative Program that concern ESEA shall be held and fully debated and acted on in sequence at a time certain after the report of the ESEA Advisory Committee is heard by the Representative Assembly.

3. New Business Items and Legislative Amendments that are adopted regarding ESEA will be sent to the ESEA Advisory Committee to be incorporated into NEA's plan.

### **Immigration (2010-C)**

America's public schools have welcomed generation after generation of immigrant students, who have gone on to help build our country, and become an essential part of the fabric of our great nation. NEA's basic policies with regard to immigration honor that history and are set forth in NEA Resolutions B-24 and I-21, as well as the NEA Legislative Program. These policies express NEA's commitment to, among other things, improving the immigration process, protecting the integrity of the family unit, and assuring that every child/student, regardless of his or her immigration status or the immigration status of his or her parents, has the right to a free public education in a safe and supportive environment.

In reaffirming NEA's commitment to the policies set forth in these Resolutions and the Legislative Program, the Representative Assembly directs that the following actions be taken:

1. NEA will, through its regular communication vehicles, keep its members informed of legislative, judicial, and other developments regarding efforts to achieve immigration reform;

2. NEA will, as appropriate, participate in coalitions and otherwise support efforts to ensure that the immigration process protects the human and civil rights of undocumented children (most of whom came to this country through no decision of their own), treats them with dignity and respect, provides a path to citizenship, and minimizes the harmful effects that enforcement activities like deportation can have on the family unit;

3. NEA will work with its affiliates and other groups to ensure that states and school districts adopt and vigorously enforce policies that protect the right of all children/students, regardless of immigration status, to obtain a free public education in a safe and supportive environment, including by continuing to ensure that educators are not involved in any respect in efforts to enforce immigration laws and policies; and

4. NEA will continue to work with its affiliates to advance the fair and humane immigration reforms contained in NEA policies, through political action, public communication and coalition work as well as, where appropriate, by supporting litigation to prevent Arizona and other states from engaging in racial profiling to enforce immigration laws and from usurping federal authority over immigration matters.



### **Ethnic Studies (2010-3)**

NEA, through its regular communications vehicles, will keep its members informed of legislative, judicial and other developments regarding the status of ethnic studies courses in Arizona and elsewhere.

NEA will review and publicize research on the positive impact and the social and academic value of ethnic studies programs which help students develop a pride in their own cultural legacy and embrace the ideas embodied in the history and culture of their neighbors.

NEA will, as appropriate, participate in coalitions and otherwise support efforts to ensure that ethnic studies curricula, which are in keeping with NEA Resolutions, are protected and, where possible, expanded and widely available.

NEA will continue to provide legal analysis to affiliates regarding legislation and/or regulations which restrict ethnic studies programs, and where appropriate, will support litigation and offer other organizational support to prevent restrictions which would be contrary to NEA Resolutions.

Specifically, NEA will work in partnership with the Arizona Education Association and the Tucson Education Association to analyze Arizona HB 2281 (“prohibited courses; discipline; schools”) to determine if a legal challenge “on its face” or “as applied” may be successful and provide the appropriate legal or organizational support.

### **First Amendment Protections (2010-27)**

That NEA inform its affiliates that due to a recent appeals court ruling, Arizona charter school teachers do not have 1st Amendment protection when speaking critically of a charter school employer by preparing an informative article on the public education status of charter school employees and the legal implication of the Appeals Court decision to all states.

### **Hispanics/Latinos National Museum (2010-64)**

NEA will, working with its appropriate community partners, urge that the new national museum honoring Hispanics/Latinos include information, preferably a display, on the Cinco de Mayo holiday and its historical significance.

### **Vocational, Career and Technical Education Programs (2010-82)**

NEA will, through NEA Minority Community Outreach (MCO), increase its capacity to support outreach to minority communities through the utilization of existing state and regional structures (meeting structures) for the purpose of member and state and local leader trainings. This will include identifying state and local leaders who are active in these communities, and establishing a network designed to increase NEA capacity for outreach into communities of color.

### **Same-Sex Couples (2009-E)**

Resolutions B-13 (Racism, Sexism, Sexual Orientation, and Gender Identification Discrimination) and I-13 (Civil

Rights) set forth NEA's opposition to the discriminatory treatment of same-sex couples and its belief that such couples should have the same legal rights and benefits as similarly-situated heterosexual couples. The Legislative Program is in accord: NEA supports "obtaining, preserving, and strengthening basic civil and human rights under law," and specifically calls for "passage of a federal statute prohibiting employment discrimination on the basis of sexual orientation or gender identity and expression." Section IV(b). In implementation of the foregoing policies, the Representative Assembly adopts the following action plan with regard to same-sex couples:

1. NEA will support its affiliates seeking to enact state legislation that guarantees to same-sex couples the right to enter into a legally recognized relationship pursuant to which they have the same rights and benefits as similarly-situated heterosexual couples, including, without limitation, rights and benefits with regard to medical decisions, taxes, inheritance, adoption, and immigration.

2. NEA does not believe that a single term must be used to designate this legally recognized "equal treatment" relationship, and recommends that each state decide for itself whether "marriage," "civil union," "domestic partnership," or some other term is most appropriate based upon the cultural, social, and religious values of its citizenry.

3. NEA will support its affiliates in opposing state constitutional and/or statutory provisions that could have the effect of prohibiting the state and its political subdivisions from providing the same rights and benefits to same-sex couples as are provided to similarly-situated heterosexual couples.

4. NEA will take such actions as may be appropriate to support efforts to (a) repeal any federal legislation and/or regulations that discriminate against same-sex couples, and (b) enact federal legislation and/or regulations that treat same-sex couples and similarly-situated heterosexual couples equally with regard to social security, health care, taxation, and other federal rights and benefits.

5. NEA recognizes that the term "marriage" has religious connotations and that same-sex marriages may not be compatible with the beliefs, values, and/or practices of certain religions. Because of its support for the separation of church and state and the right to religious freedom guaranteed by the First Amendment to the United States Constitution, NEA supports the right of religious institutions to refuse to perform or recognize same-sex marriages.

The Executive Committee will monitor the implementation of this New Business Item, and keep NEA affiliates informed of actions taken to achieve its objectives.