

# NEA Program and Administration

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*The NEA staffing structure is designed to help realize the Association's strategic goals, as determined by governance. Most staff are based in program units, with each unit offering expertise in a particular area. Staff from these different program units work regularly together in teams that are assembled to advance the Association's priorities.*

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## **EXECUTIVE OFFICE**

202-822-7000

FAX: 202-822-7974

FAX: 202-822-7012

The Executive Office houses the three elected officers (president, vice president, and secretary-treasurer), executive director, and staff who provide support and coordination for NEA-wide concerns.

VAN ROEKEL, DENNIS, *president*  
KELLY, TERESA, *confidential assistant*

ESKELSEN, LILY, *vice president*  
PRINGLE, BECKY, *secretary-treasurer*  
WILLIAMS, MELLISA, *confidential assistant*

## **Office of the Executive Director**

202-822-7154

FAX: 202-822-7012

STOCKS, JOHN, *executive director*  
MALLARD, LISA, *confidential assistant*  
URIBE, CRISTINA, *special assistant*

## **Office of the Chief Financial Officer**

202-822-7000

FAX: 202-822-7974

MCPHERSON, MICHAEL, *chief financial officer*

ANDERSON, DAVID  
BARTLEY, DEBORA  
CURTIS, YOLANDA  
EDGEWORTH, SHERRY  
FERGUSON, SARAH  
LAYE, STEVEN (RANDY)  
POLCHINSKI, GERARD  
WALKER, ANDREA  
WHITING, BROOKE

## **Office of General Counsel**

202-822-7035

FAX: 202-822-7033

The Office of General Counsel provides advice and assistance to NEA governance, staff, and affiliates with regard to labor relations, individual rights, education reform, political activity, and other matters with legal or quasilegal implications. The Office of General Counsel serves as counsel to the Kate Frank/DuShane Unified Legal Services Program and The NEA Fund for Children and Public Education and is responsible for

the operation of the National Organization of Lawyers for Education Associations, which is composed of attorneys who represent NEA and its affiliates. Through the Office of General Counsel, NEA participates in test cases and other significant litigation in federal and state courts. The general counsel has primary responsibility for coordinating the legal activities of NEA's Office of General Counsel.

O'BRIEN, ALICE, *general counsel*

BROWN, KELLI

DONALDSON, CHAKA

FELIPE, NANCY

FITZPATRICK, DEIRDRE

HOLLAR, KRISTEN

HOSTAK, PHILIP

POWELL, LISA

WALTA, JASON

## Human Resources

202-822-7600

FAX: 202-822-7920

NEA Human Resources (HR) supports organizational effectiveness by strengthening NEA's human capital in alignment with NEA's mission, vision, values and goals. HR accomplishes this through workforce planning, recruiting and retaining a talented and diverse NEA workforce, and providing programs, benefits and services that support the changing needs of the association.

In the area of Employee and Labor Relations, HR develops and implements programs related to: position control, recruitment and classification, internship program, labor relations, performance management, employee wellness, culture

& morale, the Leadership Institute, and administration of NEA's professional development and tuition reimbursement programs. The department maintains interest-based working relationships with the three recognized employee staff unions, negotiating and administering the collective bargaining agreements. The HR partners consult with departments on a wide range of personnel issues.

The Payroll and Benefits area provide benefits administration and education to NEA employees. This office also administers the Employees' Retirement Plan of the NEA and ensures timely completion of all benefit plan audits and compliance requirements. It also maintains the time and attendance system, and payroll compliance.

JOHNSON, DERRICK, *director*

AQUINO, MARILYN

BATTLE, KIMBERLY

CHUNG, SOO

DAISE, ELIZABETH (BETSY), *manager*

DEAN, SARA

DUPREE, MONTRÉ, *manager*

FLYNN, COLLEEN

GROVES, JIM

JACKSON, THERESA

KRISHNA, VIJAYA (VJ)

MATTHEWS, HELENE

MULLER, ROXANNE

NORTHCUTT, AUDREY (FAYE)

PANGILINAN, AL

PENN, CORENE

TAYLOR, GLENDA

WALDEN, LOIS

WRIGHT, BRIDGETTE

## STRONG AFFILIATES

In partnership with affiliates, Strong Affiliates promotes strategies designed to enhance public education and assist affiliates in fending off attacks on member rights by providing financial support, technical assistance, field support, member engagement support, communications support, and facilitating the sharing of best practices throughout the Association.

WHITE, KAREN M., *senior director*  
 CALHOUN, ADRIENNE, *manager, business affairs*

## Campaigns and Elections

202-822-7300  
 FAX: 202-822-7741

Campaigns and Elections (CE), along with other NEA departments, is responsible for fulfilling Strong Affiliates. CE staff, both in the field and at headquarters, work with state affiliates in a variety of ways, including helping to lead statewide coalitions, assisting in strategic and long-term campaign planning, analyzing state survey research results, and collaborating on the development of member engagement plans and in the development and implementation of strategies to support candidate elections, and legislative and issue campaigns important to NEA. The fulfillment of this work involves updating member and public voting data continually, tracking state-level activity of public education opponents, and providing access to a national collection of polling, cutting-edge campaign tools and research data and practices. It also entails reviewing ballot initiative campaign plans,

vetting consultants and vendors, and recruiting, organizing and mobilizing member and non-member activists to advance association priorities.

## Strong Affiliates Field Operations/ Strategic Operations

Campaign staff works with affiliates on planning for legislative and electoral, state and local efforts, and focuses on strategies that cover multiple election and legislative cycles. They provide expertise and strategic counsel on ballot and candidate campaigns, campaign structure and tools, member engagement, state legislative campaigns and issue advocacy at the state and federal level. The staff works directly with affiliates and Association members as part of an integrated national team to enhance effectiveness in grassroots political activities and legislative advocacy.

## Strong Affiliates Field Operations

WHITE, KAREN M., *director*  
 BURKE, BOB  
 GONZALES, GAIL  
 HEDGEPEETH, LEE  
 MAHAFFEY, MEAGAN  
 PIROZZI, ANGELIQUE  
 REIFF, JAY  
 SWEENEY, JACOB  
 WELTE, TRISH

## Strategic Operations

DUNN, BRIAN, *manager*  
 KAIN, CYNTHIA  
 LUONGO, STEPHANIE  
 MCSURELY, ALLISON

### **Data Management, Research and Polling**

The data management, research and polling team maintains and provides member and public data from a national voter file called Catalist for use with NEA member information and member communication tools. The team also serves as the primary link internally (across departments) and externally (with labor organizations, pollsters, progressive and analytics groups) on improving member and public data important to NEA programs. It provides the central support for data and targeting needs for issue and candidate campaigns. The team can be made available to train staff on data structure and use of tools and to assist state staff to develop strategies for efficiently using data to run more successful engagement efforts. In a fluid and dynamic environment where technological advances are frequent, this team also serves as an important link with our ITS department and Member Benefits corporation to align the association's data infrastructure more efficiently and strategically.

PUGH, CARRIE, *associate director*  
FARFAGLIA, RICHARD  
GARCIA, KRISTOFER  
GLADDEN, FAITH  
HACKEMAN, PETE  
MAYHEW, GENIEVE (GENNY)

### **NEA Fund for Children and Public Education/PAC**

The PAC Unit works closely with the campaign and member engagement team to grow and facilitate the voluntary

membership and total dollars of The NEA Fund for Children and Public Education (NEA Fund) to ensure that NEA members have a strong voice in Washington, D.C. Additionally, the unit's online fundraising program, a state-specific collaboration, facilitates greater member involvement and communication, and builds state and local PAC fundraising capacity. The PAC work also encompasses fundraising, PAC Council operations, and candidate recommendations and contributions. The unit will continue to work very closely with the Government Relations lobbying team on federal candidate screening and requests.

KURTZ, AMY, *manager*  
LONG, CRYSTAL  
LUNDSTAD-VOGT, KARI

### **EducationVotes.org and Social Media Outreach**

Education Votes provides one-stop shopping for political and legislative advocacy and serves as a single destination for activism on politics, legislation and issues that affect public education at the federal and state level. EdVotes' sister social media properties, SpeakUp Facebook page and Education Votes twitter feed, help reach members and the public with national narratives to move the needle on issues and provide air cover for affiliates, members and partners.

EducationVotes.org was designed with two goals in mind: to give pro-public education voters a place online where they can find and share news from across the nation about the issues important to education advocates, and to take action. The

team places a special emphasis on providing members and public advocates with the tools needed to act quickly and effectively with minimal effort to advocate online and offline, in local newspapers and with public officials.

DUNN, BRIAN, *manager*  
 LITVINOV, AMANDA  
 PEREZ, FELIX  
 REED, TIMOTHY (TIM)  
 WASHINGTON, BRIAN

### **Ballot Initiatives and Ballot Measure/ Legislative Crises Fund**

Staff who are responsible for coordinating and overseeing the work of the Ballot Fund target legislative crisis and ballot measure assistance to support Affiliates, and review and assess campaign plans and budgets as requests arrive. The staff work in coalition with key national partners to provide strategic guidance and national campaign assistance as needed. Staff also regularly engage in strategic coalitions with national and state labor and progressive allies to leverage resources and address common concerns, such as the national state battles table and Ballot Initiative Strategy Center.

WHITE, KAREN M., *director*  
 STOLTZ, GAIL

### **Member Engagement and Campaign Planning**

This unit recruits, engages and mobilizes our member activists, enhances NEA campaign infrastructure and manages campaign planning. Member to

member engagement, the strategic assessment and application of data and research, cutting-edge campaign tools and online and offline campaign tactics are tested and measured. The campaign unit stays current with and tests new campaign tools as well as deploys historically proven tactics. It is responsible for strategic and data driven assessment of member activists. This team serves as the key team to centralize and build the concept of an activist continuum that moves member activists and prospects along a continuum around key issues and campaigns by measuring the type of action, frequency and levels of engagement. The team works closely with the Center for Organizing, Government Relations, and the Advocacy Center on long-term campaign planning and member engagement with affiliates.

PUGH, CARRIE, *associate director*  
 HACKEMAN, PETE  
 MCINERNEY, RAY  
 ROBILLARD, LISA

### **Federal Advocacy Campaigns**

Members of the CE team provide strategic counsel and support to implement campaign tactics and support to federal advocacy campaign efforts. Counsel might include overlaying political and legislative goals, leveraging political and partner connections, making data-based recommendations for member engagement, data modeling support, coalition engagement and intelligence, and direct support for online and offline actions.

PUGH, CARRIE, *associate director*

### **White House Liaison**

This team serves as the main point of contact and internal coordinating umbrella for White House engagement and interaction for events, policy communications across the executive branch, and appointments and other White House related requests. The team manages key relationships and ensures NEA priorities and concerns are shared across the executive branch. The team also ensures presidential-related event opportunities are leveraged to further NEA's agenda, such as national political conventions, presidential inauguration activities, clutches, and other special events and opportunities. This team coordinates closely with Government Relations, Center for Advocacy, Governance, and Education Policy and Practice.

PUGH, CARRIE, *associate director*  
ALLEN, COURTNEY  
ROBILLARD, LISA

### **Partnerships and Campaign Planning**

The Partnerships unit manages the key external political partnerships and funding for our work with allies in the political arena. The team shares information and resources with NEA and affiliate staff provided through national partnerships. The Partnerships staff works with several departments within NEA to ensure collaboration on voting rights, non-partisan civic engagement and social justice partnership efforts. The team also works to leverage important resources from key partnerships that provide necessary

information and vehicles to our State Affiliates, including coordination with organizations such as party committees, Progress Now, Project New America, America Votes, Atlas, etc. The team helps build infrastructure and assesses the landscape for independent public campaigns.

KURTZ, AMY, *manager*  
FARFAGLIA, RICK  
REDDY, SHILPA

### **Finance and Administration**

The Finance and Administration unit coordinates the financial processing and reporting of all Campaigns and Elections activities, including the Strategic Focus and Budget, operational review, campaign spending, and contract administration. The team utilizes the Financial Management System to gather and report financial information, safeguards the assets of the Association through internal compliance of relevant legal and regulatory requirements, and provides regular financial reporting. In addition, this team provides scheduling, administrative, travel, logistical and campaign support to the various units within the department.

CALHOUN, ADRIENNE, *manager, business affairs*  
ALLEN, COURTNEY  
FLOYD, DEBORAH  
KNIGHT, LAVERNE  
LONG, CRYSTAL

## CENTER FOR GREAT PUBLIC SCHOOLS

FAX: 202-822-7697

The Center for Great Public Schools is the umbrella division for all NEA departments responsible for content and the implementation of the relevant components of the NEA Strategic Plan. Within the Center, selected NEA departments coordinate their work to craft a quality public policy to advocate at the bargaining table, in state legislatures, state education departments, and in Congress. Staff connected with the Center are tasked with analyzing current and proposed policy and practice, recommending improvements to existing policy and practice, and developing new policy and practice proposals. To assist in this task, staff scan for trends, best practices, and future needs of the public schools. Staff are available to provide technical assistance to state affiliates and their colleagues in NEA's Field Operations, as well as to Government Relations. The Center incorporates strategic communications planning into its work and project development from the inception, champions the criteria for a Great Public School, and supports the effort of NEA to make access to such a school the basic right of every child.

RAABE, BILL, *senior director*  
 MILLER, SCOTT, *manager*  
 NEPHEW, MAREENA, *manager*  
 BAILEY, MONIQUE  
 FINDLAY, CHRIS  
 FRANK, BARBARA  
 GRIFFIN HENSON, BRANITA  
 JOHNSON, KAREN  
 STEPHENSON, ALTAMEAD

## Research

FAX: 202-822-7697

The Research Department serves NEA staff and members by providing them with the data and analytic support necessary to achieve the Association's goal of ensuring great public schools for all students. Specifically, NEA Research:

- Conducts original research, including surveys, focus groups, and economic analyses;
- Compiles and analyzes data from federal, state, and local education and economic agencies;
- Synthesizes and evaluates research conducted by external organizations and academic scholars;
- Consults with other NEA departments and state/local affiliates around research and data needs;
- Creates and supports online databases, publications, training opportunities, and other resources that ensure data and research are accessible and useful to NEA staff and members.

NEA Research also collaborates with George Washington University to support the NEA Archives (GWU Contact: Vakil Smallen, 202-994-1371, smallen@email.gwu.edu).

PELIKA, STACEY, *director*  
 COMSTI, MARISSA (CHI CHI)  
 COSTANZO, REX  
 DETALLA-PAYNE, BRONWYN  
 DIAZ-DELGADO, SAMARA  
 GLENN, ROBERT W.  
 HERSHCOPF, MELISSA  
 HILL, TERESITA  
 HOLMES, DWIGHT

LESTER-JOHNSON, DENISE  
MITCHELL, DEBORAH  
PETKO, MICHAEL  
PRINCE, CYNTHIA  
SAUCEDO, MOIRA  
SIMS, RICHARD  
TANG, WEIZHONG (TIM)  
TUCK, KATHY

## Education Policy and Practice

FAX: 202-822-7482

The Education Policy and Practice department (EPP) serves as NEA's primary policy and practice center on elementary and secondary education issues. The department is partially organized based on the Great Public Schools (GPS) criteria. There is a staffed desk for each of the seven criteria within the Center for Great Public Schools. GPS desks in EPP include: school readiness, standards/curriculum, testing/accountability, teaching and learning conditions, parent/family involvement, and funding.

HARRIS-AIKENS, DONNA, *director*  
WISSINK, REBECCA, *associate director*  
CASTAÑÓN, ANGELICA  
EUBANKS, SHYRELLE  
FINUCANE, MATTHEW  
FLOYD, RICHARD L.  
FOLEY, MARY BETH  
HOLMES, ALEXIS  
KASPAR, MICHAEL  
LOPEZ, CARMEN  
MAYVILLE, MELISSA  
NOGAN, SUSAN  
RILEY, JOHN  
SMITH, MARK

TATE, ROBERT (BOB)  
ZEMBAR, THOMAS

## Priority Schools

FAX: 202-822-7697

NEA Priority Schools focuses on raising achievement in struggling schools. The Priority Schools work is a mandate from the Association's Representative Assembly and centers on five research-driven elements that lead to permanent systemic change: leveraging community assets, improving staff capacity and effectiveness, developing family and community partnerships, improving district and local association capacity and collaboration, and improving student achievement and learning.

PREJEAN, ANDREA, *director*  
HANTGAN, ROBERTA  
HICKS, BARBARA  
HORSLEY, EDWIN  
JOHNSON, CHRISTOPHER  
LUNARIA, DANILO  
NACSON, JACQUES  
YILMAZ, SONIA

## Education Support Professional Quality

FAX: 202-822-7838

The Education Support Professional Quality (ESPQ) department's strategic focus is to advocate for education support professional (ESP) members and to lead the profession by providing financial and technical assistance in addition to products and programs that allow members to provide invaluable services that directly



impact student learning. ESPQ products provide tools and resources to help ESP address the unique issues, concerns, and needs of ESP members in each of the nine job families. The ESPQ department also assists state affiliates in leading the profession and advancing ESP job skills, their trade, and status by implementing relevant certification, licensing, accreditation policies, and statutes that elevate education support professionals. ESPQ also assists affiliates in the development of comprehensive ESP programs to help deliver needed services to members. In addition, the department offers crisis intervention to assist state affiliates in preventing and reversing trends that threatened education support professionals, including privatization and low wages.

DOVE, ROXANNE, *director*  
 KING, DONOVAN, *associate director*  
 BRINKLEY, JESSICA  
 CAIN, TIFFANY  
 CONNOR, LISA  
 FALK, JONATHAN  
 JACKSON, JEANNETTE  
 OHMANS, KAREN  
 SCOTT, SHAWN

## Teacher Quality

FAX: 202-822-7838

Committed to the view that quality teaching is a critical factor affecting student learning, the Teacher Quality (TQ) department seeks to help teachers achieve high standards of practice and maintain those standards throughout their careers.

Teacher Quality develops policies, products, services, and information that

support the professional growth of NEA members, increase the diversity of the teaching workforce, and advance promising models of teacher recruitment, preparation, licensure, advanced certification, teacher leadership, and other forms of professional development.

The department serves members and advances the profession by:

- Providing resources to state and local affiliates to develop innovative programs that promote teacher quality;
- Offering technical assistance, policy review, and services, including training programs, workshops, and seminars;
- Working with national partners on the development and promotion of rigorous standards and adequate support for the preparation, licensure, induction, advanced certification, teacher leadership, and quality professional development of teachers. Partners include: the National Council for Accreditation of Teacher Education (NCATE); the National Board for Professional Teaching Standards (NBPTS); and Learning Forward (LF);
- Providing access to information on effective practice, promising programs and strategies, teacher quality standards and support systems, and relevant, timely research;
- Supporting members who serve on standards and policymaking bodies, task forces, and boards that focus on the various segments of the teacher development continuum, such as: new teacher recruitment; preparation and NCATE accreditation; induction and mentoring; licensure; National Board Certification; continuing professional development; teacher

evaluation; teacher leadership; and quality educator workforce.

EUBANKS, SEGUN, *director*

ANDERSON, MARGARET

BROOKS, DARLENE

COFFMAN, ANN

DAVIN, LINDA

DORRINGTON, ADRIANE

GIUNTA, ANDREA

LOCKE, JENNIFER

PATTERSON, RICHELLE

WRIGHT, JOHN

## **CENTER FOR ORGANIZING**

202-822-7788

FAX: 202-822-7624

The goal of the NEA Center for Organizing is to partner with affiliates to promote a practice and habit of organizing to engage members and to identify and develop leaders at all levels of the association to take active roles in advocating for our students and members. The Center is focused on growing membership and building sustainable capacity in local and state affiliates and provides support to the National Council of State Educators Associations as well as the National Council of Urban Education Associations. The Center administers a variety of programs to support state and local affiliates and delivers training and/or conferences to UniServ staff, higher education members, retired members, and student members.

The NEA Center for Organizing includes the NEA Regional Offices (Mid-Atlantic, Midwest, Northeast, Pacific, Southeast and West).

The Director of the Center for Organizing is responsible for the overall management and coordination of NEA's organizing and affiliate relationships.

### **Management**

TESTERMAN, JIM, *senior director*

FASCIONE, SECKY, *director of organizing*

CASE, MELISSA, *Pacific regional director*

DAISE, THAD, *Southeast regional director*

DEDMAN, TIM, *Mid-Atlantic regional director*

DUVALL, DAVID, *Western regional director*

LYONS, KATHLEEN, *Northeast regional director*

VACANT, *Midwest regional director*

SWOBODA, DEBRA, *executive director, NCSEA*

CHOI, JOANNA, *manager, business affairs and finance*

HAND, DAN, *manager, training, conferences and affiliate support*

RIVERA, DAN, *manager, UniServ program*

### **Field Staff**

ALLEN, NATHAN

AFI, NAS

ANDERSON, KIMBERLY

BACON, LINDA

BAUGH, LYNN

BLAKE, DON

BOSAK, PATRICIA

CAHOON, CECIL

CEDENO, RUBEN

CHASE, SUE

CLEMONS, RUSSELL

CONLON, JAMES

COOPER, KENTON

COX, FLOYD  
CRENSHAW, TODD  
EAGAN, BOB  
ELMORE, CARA  
ESLINGER, EVEN  
FLEMING, DONNA  
GJERDRUM, SARA  
HASSE, CHARLES  
JEUNG, BETTY  
JOHNSON, BEVERLY  
KIM, MAE  
KRIZNER, ANDREA  
LEMON-CUSACK, ARLETHIA  
LILYQUIST, CANDACE  
MAITLAND, CHRIS  
MANNY, LINDA  
MARKEY, SARAH  
MCCLUSKEY, TIM  
MITCHELL, MELANIE  
NELSON, CAROL  
NENTL-BLOOM, LISA  
NILES, NICK  
PADILLA, DOMINIC  
PICONE, LIZ  
RANKIN, TERESA  
RIVERA, JORGE  
RIVERA, RAFAEL  
SHEFFIELD-THOMPSON, CATHIE  
SLAUGHTER, DENNIS  
SLEDGE, JAMES  
STANFORD, ANGEL  
STRUNK, BOB  
THOMPSON, KATRINA  
WEGMANN, MAYROSE  
WILK, VALERIE  
WILLIAMS-TUITT, PHADRA  
WOFFORD, CORY

### **Program, Financial and Administrative Staff**

ABRAHAM, DEBRA  
BATTIN, JEANNIE  
BERRIAN, MARIE  
BROWN, EVETTE  
COOK, WILLIE  
EARL, DENARD  
FLAHERTY, JOHN  
GRANT, RACHELLE  
HOLBROO, SHARON  
HWANG-FRIEDMAN, GRACE  
LEWIS-CARMON, GINA  
MARTINEZ, PATRICIA  
SANDERSON, BRANTLEY  
ZANDERS, PHILLIP  
ZIMMERMAN, LISA

### **NEA Student Program**

TJADEN, DAVID, *chairperson*

The NEA Student Program operates under three core values: teacher quality, political action, and community service. The program helps NEA affiliates strengthen services to preprofessional members and coordinates efforts to attract students to the teaching profession. Program staff provide technical assistance to state student organizers and other NEA departments on student issues.

The Student Program staff administer the CLASS (Community Learning through America's Schools) and SOAR (Student Organizing Assistance and Resources) grant programs, Outreach to Teach, and two national conferences for student members. These conferences include several workshops and activities to

build membership, develop leaders, and enhance teacher quality. Staff coordinate web-enabled membership enrollment and provide direct assistance to members joining the organization. Staff support is also provided to the NEA Advisory Committee of Student Members.

## **CENTER FOR ADVOCACY AND OUTREACH**

The Center for Advocacy and Outreach advances NEA's mission, vision, and core values, particularly by advocating for policies and programs that support students' and NEA members' needs. The Center aligns the work of NEA's Collective Bargaining and Member Advocacy, Government Relations, Human and Civil Rights, and Minority Community Organizing and Partnerships departments, in close coordination with NEA's Office of General Counsel. The Center's departments provide technical assistance and advocacy tools to our affiliates and members, as well as provides direct representational and advocacy services on behalf of NEA members and in furtherance of NEA policies and priorities.

Areas of long-standing NEA advocacy work include supporting and advancing collective bargaining as a positive tool to improve the quality of public education and the respect, dignity, and professional status of NEA members' lives and livelihoods; advocacy at the state and federal levels to promote retirement and health care security; advocacy at the federal and intergovernmental levels to promote NEA's Legislative Program; providing

advocacy tools to affiliates to enact public education policies at the state and local level, providing legal services and administering the NEA liability insurance programs, and monitoring trends and providing leadership regarding human and civil rights issues facing minority students, as well as conducting joint advocacy with partner organizations around shared core values and advocacy priorities, particularly those priorities which impact poor students and their families, as well as marginalized student populations.

The Center for Advocacy and Outreach also continues the proud legacy of, and ongoing passion for, working for social justice through leadership development and training for our members, providing them with professional development and opportunities to assume leadership positions within the organization, but also training in several different areas of social justice advocacy as well as professional practice trainings which reflect our commitment to equal opportunity and a just society. NEA leaders trained by NEA's Human and Civil Rights department have held leadership positions at all levels of the association, as well as leadership positions within external organizations.

ANDERSON, KIM, *senior director*

TINES, SABRINA, *manager*

DEPP-TYLER, RITA

MORENO, WILLIAM

RICHARDSON, ALEXANDRIA

## Collective Bargaining and Member Advocacy

202-822-7080

FAX: 202-822-7833

Collective Bargaining and Member Advocacy delivers programs and services that safeguard members' employment rights, protect members from professional liability, and support state affiliates on collective bargaining, compensation, health care, and retirement issues.

The Collective Bargaining and Compensation staff provide support to state and local affiliates to preserve and expand collective bargaining rights for education employees and to improve members' compensation and benefits (including pension and health care benefits). Grants, training, consultation, software applications, publications, and conferences are provided to assist state affiliates.

Legal Services Programs staff administer the Kate Frank/DuShane Unified Legal Services Program, which provides reimbursement of legal defense services to protect members' employment rights, and the Educators Employment Liability Program, which provides professional liability insurance for members who are sued for damages due to incidents arising out of their employment. Members may access either of these programs by contacting their local UniServ staff person or the legal services office of their state affiliate. Other legal services programs include the Fidelity Bond Program, which protects the Association at all levels from loss of funds due to theft or employee dishonesty, the Association Professional Liability Program, which protects

local, state, and national Association officers and staff from personal financial liability when they are sued as a result of their work for the Association, and the Attorney Referral Program, which assists NEA members in obtaining personal (not employment-related) legal services at a reduced cost.

YORK, CAROLYN, *director*

EARL, PAULISSA

EDGEWORTH, SHERRY

FEAKES, M. LYNN, *manager*

GRANADOS, ANGELA

HASKINS, KAREEMA

HOLMES, CHARLES

HURLEY, EDWARD

KILPATRICK, DAVID D.

MAGID, MARCY

MALONE, CAROL H.

MCKENZIE, NANCY L.

MINNICK, DEBBIE

SCHLEIN, DAVID

SMITH, LUCILLE

SOLOMON, JOEL

YOUNG, JOHN

## Government Relations

202-822-7300

FAX: 202-822-7741

NEA's Government Relations (GR) department supports the Association's efforts to strengthen public schools, colleges, and universities through federal and state legislation and policies.

## Federal Advocacy

Federal Advocacy advances the NEA Legislative Program at the federal level and promotes NEA's positions on public

education with elected officials. NEA lobbyists work with Congress, the President of the United States, and the administration to address the concerns of NEA members. Staff also work with other national organizations with a stake in the future of public education. Additionally it manages NEA's cyber-lobbying program, which allows NEA members to contact elected officials in support of a pro-public education agenda.

### **Intergovernmental Relations**

Intergovernmental Relations advances NEA's legislative agenda with organizations representing governors, state legislators, and city and county officials. Through its work with these groups, it helps shape education policy and counter misinformation about public education. Intergovernmental Relations also supports and develops resources for NEA affiliates, including model legislation and promotional materials.

KUSLER, MARY, *director*  
EGAN, MARC, *associate director*  
CAMPOS, AL  
DOWD, JACOB  
DUNCAN, ERIN  
EVANS, ABIGAIL  
HARRIS, AARON  
MOLDAUER, BARBARA  
O'BRIEN, NANCY  
ROLAND, PHYZZELL  
RUBERG, KEN  
VARONA, MARIA

### **Human and Civil Rights**

202-822-7700

FAX: 202-822-7578

NEA Human and Civil Rights advocates for social justice, equity, and equal access for public school employees and students in order to achieve the goal of a great public school for every student.

The Human and Civil Rights (HCR) department:

- Trains minorities and women to assume leadership roles within the Association;
- Works with NEA affiliates, external organizations and members, to help school employees create learning environments that are both safe and challenging for all students.
- Develops and sponsors workshops, trainings, and conferences for members, leaders, and staff;
- Provides content and technical information to members and affiliates on meeting challenges such as closing the achievement gaps, dropouts, overcoming discrimination and stereotyping based on race, ethnicity, income, gender, language, or sexual orientation, and eliminating bullying and sexual harassment in our schools;
- Produces resource guides, training materials, policy briefs, and other materials related to human and civil rights and improving the education of minorities, girls and young women;
- Administers the annual Human and Civil Rights Awards Program to honor individuals and affiliates that stand up and defend human and civil rights;

In addition, HCR annually conducts three major events just prior to the NEA Representative Assembly: the Ethnic Leaders Meeting, the Joint Conference on Concerns of Minorities and Women, and the Human and Civil Rights Dinner. HCR also conducts a Human and Civil Rights Coordinators Meeting every year.

HCR works with four NEA Standing Committees: the Ethnic Minority Affairs Committee (EMAC), the Human and Civil Rights Committee (HCR), the Sexual Orientation and Gender Identification Committee (SOGI), and the Women's Issues Committee (WIC). HCR also works with the following caucuses: the American Indian/Alaska Native Caucus, the Asian Pacific Islanders Caucus, the Black Caucus, the Hispanic Caucus, and the Gay, Lesbian, Bisexual and Transgender Caucus.

INCLÁN, ROCÍO, *director*  
 LAWSON, HARRY, *associate director*  
 BEANE, CATHERINE  
 GLYMPH, CASSANDRA  
 HAYNES, AISHA  
 HOLCOMB, SABRINA  
 JONES, ROBIN  
 MARTINEZ, LUIS-GUSTAVO  
 MORRIS, CONNIE  
 MORRIS, JOANN SEBASTIAN  
 NEPHEW, SHANNON  
 RIOS-MOBLEY, PAMELA  
 SATHRUM, PAUL  
 SHERIDAN, DAVID  
 WRIGHT, PATRICIA  
 WILLIAMS, ALEX

## Minority Community Organizing and Partnerships

202-822-7364

FAX: 202-822-7633

In an increasingly diverse society where over 100 million Americans are ethnic minorities, the Office of Minority Community Organizing and Partnerships (MCOP) develops and advances national and affiliate relationships, partnerships, coalitions, and joint programs with ethnic minority and civil rights organizations and leaders. Recognizing that these communities view education as the civil rights issue of our time, MCOP works to ensure that NEA is recognized as a committed partner within the community, a source of meaningful information and guidance, and a trusted champion in improving the quality of our nation's public schools. By forging partnerships and alliances and coordinating joint actions, this office seeks to increase visibility and enhance the image of our Association and that of our affiliates, address the threats to public education that are cultivated in our ethnic minority communities, and garner community support for policies and other measures that will provide equal access to a quality public education, close the opportunity and achievement gaps, increase high school graduation rates, improve teaching and learning conditions, attract and retain the most talented and diverse career educators, and secure adequate and equitable funding for schools. MCOP informs and engages communities of color toward a mutual goal of advancing human and civil rights, social justice, equal opportunity, and a great public school for every student.

SCOTT, MERWYN, *director*  
CROSS, TIFFANY  
GARCIA, DELIA  
MASSIE, RUTH  
THAMMARATH, MONICA  
VINCENT, BRENDA

## **CENTER FOR COMMUNICATIONS**

202-822-7200

FAX: 202-822-7292

OLIVER, RAMONA, *senior director*

NEA's Center for Communications provides integrated, full-service communication services that support the work of the Association's strategic initiatives and engage and mobilize members and the public. The Center for Communications' discipline units—media strategy, integrated communications, message and intel, digital engagement, editorial services and publications, creative services, and business operations—work in cross-Center and cross-Association teams to produce effective communication campaigns designed to engage and move key audiences and deliver key messages that resonate with members and external audiences.

### **Media Strategy**

Media Strategy communicates the Association's key messages by building and maintaining strong relationships with earned media including print, online, and broadcast news media, education writers and editors, bloggers and opinion writers. The Media Strategy team also provides media training to Association leaders and spokespersons.

VACANT, *associate director*

BUSSER, CELESTE  
GONZALEZ, MIGUEL  
MAIERS, STACI  
ROBERTSON, SARA

### **Editorial and Publications**

Editorial and Publications publishes *NEA Today*, the nation's largest education magazine (circulation over 3 million) and *NEAToday.org*, the Association's daily news site. Other print and online publications include *This Active Life* (for NEA Retired members), *Tomorrow's Teachers* (for NEA Student Program members), *The Advocate* and *Thought and Action* (for Higher Education members), and *Go!* as well as e-newsletters such as *Works4Me* and *NEA Today Express*.

GRANT, STEVEN, *associate director*

FLANNERY, MARY ELLEN  
GREENE, JUDY  
LONG, CYNTHIA  
MERINA, ANITA  
ROSALES, JOHN  
TRUED, ALICE  
WALKER, TIMOTHY

### **Digital Engagement**

Digital Engagement informs, engages, and mobilizes members and external audiences through digital communication—online, e-mail, social media, and mobile platforms—including the Association's web site, [nea.org](http://nea.org).

THOMPSON, ROBBIE, *associate director*

ALVAREZ, BRENDA  
BUFFENBARGER, AMY



CHOVAN, MICHELLE  
HAMMOND, JOSEPH  
LOGAN, REBECCA  
LOPEZ, CHRISTIAN  
POTTER, WILL

### **Message and Intel**

Message and Intel is responsible for message research (polling, surveys, and focus groups) message development, and message training for the Association. It also provides research and analytics to guide communication strategies.

SPEIGHT, ANITRÁ, *associate director*  
CARTER, RENÉ  
CORTEZ, CORINA  
GARDNER, BONNIE  
HIRSCHFELD, LAILA

### **Integrated Communications**

Integrated Communications produces communication campaigns by managing multiple tactics—such as paid media/advertising, sponsorships, strategic planning and partnerships, special events/projects—in coordination with the Center’s other discipline units.

SPEIGHT, ANITRÁ, *Associate director*  
CAMPOS, CHRISTIANA  
GRISSOM, STACEY  
HUDGINS, MICHELLE

### **Creative Services**

Creative Services provides creative strategies and art direction as well as full-service in-house design, print, digital, video, and audio design and production

services and is responsible for managing the Association’s brand standards.

CHAVERS, STEPHEN, *manager*  
COSENZE, CHRIS  
DOSSETT, DANA  
DUCEY, DAVID  
GREEN, DARRIUS  
JOHNSON, SEWELL  
KEHS, CATY  
LEWIS, ERIC  
PARKS KIRBY, RAMONA  
NUGENT, VANESSA  
ROBERTS, JEFF

### **Business Operations**

Business Operations provides Center-wide management of business operations and administrative services. It is also responsible for the coordination of budget planning and implementation, programmatic work plans, and governance reporting.

SCOTT, TONYA, *manager*  
SPENCE, EARLINE, *manager*  
BARNES, SHADÉ  
GRIFFIN, HEATHER  
SMITH, TONI

The Center for Communications is also responsible for *NEA’s Read Across America*, National Teachers Day, and American Education Week. The Center manages the State Affiliate Advertising Grants Program and provides assistance to NEA state and local affiliate communicators.

## **CENTER FOR BUSINESS OPERATIONS**

202-822-7097

NEA's infrastructure, facility services, technological tools, and financial management reside in this area. The Center also addresses improvement and innovation initiatives, strategy development, business development, financial analyses and risk management, and the integration and leveraging of systems and technology. Developing the 2012–2014 Strategic Plan for this area provided the opportunity to review and improve the overall business operations, to evaluate new concepts and procedures like centralized services, and to change business as usual through innovation, imagination, and synergy. With a focus on supporting NEA's two primary goals and membership development efforts, the Center is designed to provide quality and reliability, and to deliver services when needed in a manner that maximizes results while minimizing resources used.

### **Infrastructure and Organization Support**

This area focuses on managing resources to effectively advance the Association's strategic goals and core functions, while aligning and leveraging resources to promote innovation, adaptability, operational efficiencies, and effectiveness.

### **Facility Services, Logistics and Support**

Key efficiencies here include increasing NEA headquarters' energy efficiency; creating a workplace that supports a 21st

century workforce; and restructuring conferences and consolidating business processes, such as travel and catering, for improved results at reduced costs.

### **Financial Support**

This area focuses on financial analysis and risk management with an emphasis on NEA and affiliate fiscal health. It provides business intelligence, technical support, training, and budget planning and development.

### **Technology**

Technology is a key driving force in changes taking place across the globe and maximizing its use requires attention to aligned policies and procedures, standards, training, data availability/security for NEA, affiliates, and related or allied organizations. Work includes developing cost effective communication alternatives.

Conference and Facilities Services, Financial and Membership Services, and Information Technology Services are the three departments under the Center for Business Operations.

THOMPSON, BILL, *senior director*

BASURTO, CESAR, *manager*

ASIF, RIZWANA

CURRIE, FRANCES

DAMALI-CATHIE, NZINGA

GOODE, TORRIE

GUEVARA, CHRISTINE

LAUFE, MARK

PINKNEY, NIKOLE

RIVERA, DEBBIE

## Conference and Facilities Management

202-822-7680

FAX: 202-822-7767

Conference and Facilities Management (CFM) coordinates the internal and external conference planning of the Association; and oversees building operations, workspace planning, building security, printing and mailing services. Staff also provides administrative oversight of the NEA Café and catering services. Within Conference and Facilities Management, Conference and Travel Services staff schedules and helps plan more than 3,000 Conference Center meetings a year. Staff also arranges for airline and ground transportation, car rentals, and hotel reservations for governance leaders and staff. External Meeting Services staff plans and coordinates approximately 300 meetings and conferences outside NEA, as well as the logistical and facilities coordination of the Annual Meeting. Facilities Services staff are responsible for all areas of building services, safety, maintenance, and appearance. Print Media Production staff provides printing, copying, and mailing services throughout the Association.

DOMINGUEZ, KIMBERLY, *director*

AGUIRRE, MARTIN

BALDORADO, VICTOR, *manager*

BOYLE, TIMOTHY (TIM)

BRADLEY, ELLEN S., *manager*

BROWN, ANTHONY (TONY)

COBLE, DAVID

COOPER, JOHN

DAVIS, LORENZO

GOODE, JEFFREY L.

GOTIS, ANTONIO

HOWARD, ROBERT, JR.

LAPLACE, REMI

LEE, DANIEL J.

LUCAS, EVERETT B.

MARLETT, JAMES

MCCOY, SEAN

MONTAJES, EDMON

MOSLEY, CHRISTINE ZEHENDER

OKOCHI, TOSHIE

PALOMO, MARIA C.

PRICE, NINA

RAMOS, JOSÉ AGUSTIN

ROLAND, JEROME

ROLLOCKS, MICHAEL

VALENTIN, WILLIAM T., *manager*

## Financial and Membership Services

202-822-7069

FAX: 202-822-7032

The Financial and Membership Services (FMS) department includes three teams: the Financial Management Services team, the Membership Management Services team, and the Association Business Assistance Services team.

The Financial Management Services team includes NEA General Fund and Special Purpose Fund accounting, Financial Systems Application Support, and Financial and Regulatory Compliance. The team is responsible for the receipt, record, and disbursement of NEA General Funds. The team utilizes the Financial Management System to gather and report the financial information in support of the Association's strategic budget. The team safeguards the assets of the Association, establishes and maintains effective internal

controls, provides accurate financial reports in conformity with generally accepted accounting principles, collects membership dues, and coordinates the investment of Association funds. Accounting services are also provided for the Employees' Retirement Plan of NEA, NEA Post Retirement Health Care Trust, NEA 401(k) Retirement Savings Plan, NEA Media Fund, NEA Ballot Fund Initiative/Legislative Crisis Fund, NEA-Retired, National Education Employee Assistance Fund, and NEA Council entities. In addition, team members are responsible for the financial reporting for the NEA Fund for Children and Public Education and assuring compliance with various Federal Election Commission, Internal Revenue Service and the Department of Labor rules and regulations governing NEA and affiliates.

The Membership Management Services team is the steward of the NEA membership database. The team oversees the Interactive Membership Services and Individuals and Affiliates systems that create, update, report, and manage information about NEA affiliates and members. The team ensures that the data and systems implement and reflect the bylaws and policies of NEA as they relate to membership. The team verifies the integrity of the data, provides mailing extracts for NEA publications, provides membership and obligation trend analysis, and defines systems enhancements required to implement changes to NEA bylaws or policy.

The team works closely with NEA and state affiliate staff providing analysis and assistance to program area projects,

evaluates state membership processing procedures and develops and provides training to NEA and state affiliate staff.

Membership Management Services is responsible for allocating and registering delegates to the annual Representative Assembly and maintaining the NEA Convention system. The team responds to membership policy inquiries and assures compliance with the NEA Constitution, Bylaws, and Standing Rules.

The Association Business Assistance Services team coordinates services for NEA and state and local affiliates in financial matters to enhance the overall business operations and improve awareness and knowledge of pending issues and implement best business/policy practices. They organize the annual state affiliate Business Management Executives Meeting, monthly Financial Managers' meetings, periodic Large and Small States meetings, new Business Management Executives' orientations, and new Executive Directors financial orientations. The team produces the monthly NEA FMS Business Connection newsletter for affiliate financial executives. They work closely with the Chief Financial Officer and Human Resources in the development of personnel benefits cost projections, strategic planning and reporting and monitoring actual operational results throughout the year.

CAMPOS, LINDA, *director*  
ADEDIGBA, SOLA  
AWRICH, HOWARD  
BINDER, STAN, *manager*  
GOODE, KRYSTAL  
GRINDLE, JOCELYN

HARGROVE, TIMOTHY, *manager*  
 HIRENALLUR, CHAITRA  
 JOHNSON, LAURIE  
 LARREA, TAMMY (MIMI)  
 LE, VI T.  
 MAN, MICHAEL  
 NATESAN, TONIA  
 PREM, UDAYAN  
 RANGARAJAN, KAVITA  
 ROBERTS, TAMARA (TAMI)  
 ROUSSEAU, LORI  
 SHANNON, BRIAN  
 SNOW, DOUGLAS  
 TAKACS, JOE  
 TATINENI, JAGDEEP  
 VU, THINH  
 WANG, XIAOXUAN  
 WILLIAMS, CATHY

## Information Technology Services

202-822-7501

FAX: 202-822-7877

Information Technology Services (ITS) provides state-of-the-art information technology tools that helps NEA and affiliates maximize the Association's resources to promote their agenda, conduct day-to-day business, and leveraging the Internet to recruit and serve members efficiently and effectively. ITS maintains a technical infrastructure of networks, servers, security, databases, systems software, Internet connectivity, and disaster recovery plans to support the operation of the information systems. ITS provides a coordinated approach to technology for both NEA and the affiliates through a continually updated technology plan, the Information Technology Conference, and ongoing consultations. ITS conducts

research to assess the impact of new technology and changes in service upon NEA and its affiliates.

FUTCKO, ROSE, *director*  
 AGALA, ROBERT  
 BLAKE, RICHARD  
 BOPANA, KRISHNA  
 BRINKLEY, HENRY  
 CIFUENTES, CAMILO  
 CLARK, AARON  
 COMPTON, STEVE  
 COTTERILL, PETER  
 DOBBS, JOHN  
 DODGE, PETE  
 DUNNE, SEBASTIAN, *manager*  
 GARRETT, SCHALOYN  
 HEYER, CHRIS, *manager*  
 HUNTER, JAY  
 JOHN, ANIL  
 JONES, JIMMY  
 KALAHASTI, THULASI  
 KANG, ANDREW  
 KAPUSTIK, JOHN  
 KENDALL, JOHN W.  
 KENDRICK, GORDON  
 KUZNESOV, ANNA  
 MANAS, BRUCE  
 MARKOFF, DOUG  
 MCCORMICK, ARTHUR (MAC)  
 MERWIN, TOM  
 MITCHELL, JANET  
 NGUYEN, DON  
 NICHOLS, HASHIM  
 NYANTAKYI, MANNY  
 PORTER, REUBEN  
 QUAZI, DHURVA  
 RAMAN, RAJAN  
 RAUL, ROBIN  
 ROYSTONE, JOHN

TRAN, ANDY  
VAZQUEZ, MICHAEL  
WEBER, MANNY  
WEITZEL, DEREK  
WEXLER, NICOLE  
WHALEN, KEITH  
WILLIAMS, IAN  
WILLIAMS, STEVE  
WILSON, LORRAINE

## **CENTER FOR GOVERNANCE**

202-822-7000

FAX: 202-822-7012

FAX: 202-822-7974

The Center for Governance coordinates and supports a diverse array of Association programmatic and operational concerns and provides strategic counsel to leaders on priority initiatives as well as organization policies and protocols. The Center's six major areas of work include: policy development and implementation; governance and council business administration; executive correspondence, writing, and strategic scheduling; leadership development; national labor relations; and international relations.

BILAL-THREATS, DAAIYAH, *senior director*

EDWARDS, MICHAEL, *associate director*  
TALLINGTON, PATRICIA, *manager*  
SETTLE, ANGEL, *confidential assistant*

### **Policy Development and Implementation**

This unit facilitates governance policy-making and supports the deliberative work of the Representative Assembly, Board of Directors, Executive Committee, as well

as standing and ad hoc committees. This unit also tracks and reports on governance actions; develops and implements official policy; and communicates Association policies and protocols through technical guidance and official publications.

### **Governance and Council Business Administration**

This unit provides confidential, financial, and administrative services in support of the NEA officers and Executive Committee. Additionally, this unit supports meetings of the Executive Committee, Board of Directors, and NEA's Representative Assembly, and provides business support to three constituent councils.

### **Executive Correspondence, Writing, and Strategic Scheduling**

With the goal of facilitating strong and strategic Association leadership engagement, this unit coordinates and generates content and logistics support for NEA's executive leaders in the areas of speech-writing, scheduling, and also serves as the official correspondence office for the organization.

### **Leadership Development**

This unit is responsible for supporting NEA's strategy to identify members with the potential to become organizational and education leaders; identifying appropriate orientation and skill development for NEA leaders; developing and maintaining NEA's leadership competency models; and for the design and convening of NEA's National Leadership Summits.

## National Labor Relations

The Labor Outreach program advances the interests of NEA and its affiliates through outreach and collaboration with other labor organizations. To this end, it coordinates relationships with labor organizations on behalf of NEA and its affiliates; builds partnerships with other unions and organizations representing working men and women in order to advance NEA and affiliate interests; helps position NEA as a central force in the American labor movement; and assists in addressing the unique structure and circumstances of NEA's merged state and local affiliates.

## International Relations

202-822-7488

FAX: 202-822-7023

The Office of International Relations manages NEA membership in Education International (EI), articulates NEA policy in international forums, and maintains communication with EI-affiliated national education unions around the world. The office analyzes international education experiences and incorporates learning relevant to NEA's strategic priorities. The office also monitors and works with the United Nations, intergovernmental agencies, and international nongovernmental organizations (NGOs) on issues that affect children, education, the education profession, women, and human and trade union rights.

ANDERSON, MELINDA

BECK, CYNTHIA

BIRKMEIER, PAUL

BOWMAN, CELESTE  
BOYD, MICHELE  
CHRISTIANSON, JILL  
DURANT, SHEALA  
EVANS, THERMAN  
GROSS, LAURA  
HANEY, LOUISA  
HERETICK, MARY ALICE  
KELLY, TERESA  
LEWIS, CARRIE  
LI, HELEN  
MENDIOLA, CATHERINE  
MUHAMMAD, AARON  
THOMAS, CHRISTOPHER  
USSERY, ERNESTINE  
WALSTON, CHARLES  
WASHINGTON, DONALD  
WILLIAMS, MELLISA

## RELATED NEA ORGANIZATIONS

### Health Information Network

202-822-7570

FAX: 202-822-7775

*neahin.org*

The NEA Health Information Network (NEA HIN) is a non-profit health and safety organization closely aligned with the National Education Association (NEA). Aiming to help students be ready to learn and thrive, NEA HIN advances information, programs, services, and policies that improve the health and safety of NEA members and the students they serve. Within NEA, NEA HIN serves as the "go to" place on issues of health and safety.

Established by the NEA in 1987, NEA HIN has its own Board of Directors, comprising NEA officials, corporate officers, private citizens, and members of

the medical community. It raises most of its operational and program funds from government agencies, corporations, and private foundations.

NEA HIN works to improve the health and safety of school personnel and students by working with NEA and NEA affiliates to provide school communities with vital and timely information that supports teaching, other educational services, and student achievement. NEA HIN implements an average of six major program activities each year, often carried out in collaboration with partners, and supported by diverse funders. Every year, NEA HIN reaches millions of educators, students, and parents.

NEA HIN advocates for adequate safety and health protections in the workplace and a safe school environment. NEA HIN develops training and technical assistance materials to address safety issues and to empower education employees and students to practice healthy behaviors and make healthy decisions, inside and outside the school environment.

### **Board of Directors**

SUSANNE TROPEZ-SIMS, MD, Associate Dean of Clinical Affiliates, Dept. of Pediatrics, Meharry Medical College, Nashville, TN

JOHN STOCKS, *Secretary Treasurer*; Executive Director, National Education Association, Washington, DC

GILLIAN R. BARCLAY, DDS, PhD, Vice President, Programs, Aetna Foundation, Inc., Hartford, CT

ERIC BROWN, Director, Illinois Education Association, Chicago, IL

ROSANNA M. FISKE, APR, EVP & Chief Strategy Officer, Republica

GEORGE GUIDO, Vice President, Cullari Communications Group

LINDA JUSZCZAK, PhD, Executive Director, National Assembly on School-Based Health Care, Washington, DC

LLOYD KOLBE, PhD, Emeritus Professor of Applied Health Science, Indiana University, Chincoteague Island, VA

PETER MAZONSON, Principal and Co-Founder ClearCost Health, Menlo Park, CA

SUZANNE ROSS MCDOWELL, JD, Partner, Steptoe & Johnson, Washington, DC

GARY PHOEBUS, President & CEO, NEA Member Benefits, Gaithersburg, MD

JOYCE POWELL, Executive Committee, National Education Association, Washington, DC

CARY SENNETT, MD, PhD, *President*; President, IMPAQ International, LLC

CHRIS TURNER, Executive Director, Georgia Association of Educators, Tucker, GA

DENNIS VAN ROEKEL, *President*, National Education Association, Washington, DC

### **Staff**

NEWBERRY, JERALD, *executive director*  
KUHR, LIESEL, *business and finance manager*

HOWLEY, NORA, *manager of programs*  
SIMPSON, BETTE, *principal development manager*

BODDIE, JAMILA



COHON, ANNELISE  
 CREIGHTON, LISA  
 KOLSKY, ZAK  
 MONTAGUE, CYNTHIA  
 YOUNG, JENNIE

## The NEA Foundation

202-822-7840  
 FAX: 202-822-7779  
[neafoundation.org](http://neafoundation.org)

The NEA Foundation is a public charity supported by contributions from educators' dues, corporate sponsors, and others. We support student success by helping public school educators work with key partners to build strong systems of shared responsibility.

Whether it is providing educators with funding, best-practice ideas, support, or accolades, everything we do is designed to help students achieve more. After all, students who are better engaged are more likely to succeed, and students who succeed are more likely to go on to do great things. The way we see it, together with our partners, our funders, the educators, and the communities and students we serve, we're investing in a brighter future.

## Union-District Collaboration

We believe that developing and strengthening partnerships among local unions, school districts, and community organizations creates a powerful force for improving student performance and a vehicle for shared accountability and systemic reform.

Through our Closing the Achievement Gaps Initiative, we've invested \$10 million to help union-district-community

partnerships create plans to accelerate the achievement rate for under-achieving low income and minority students. Current partnerships are: Lee County, FL; Springfield, MA; Omaha, NE; and Columbus, OH.

## Institute for Innovation in Teaching and Learning

We created the Institute for Innovation in Teaching and Learning to provide technical support and coaching to the collaborative efforts of 15 union-district teams to change collective bargaining agreements and education policies and practices in ways that improve teaching and student learning.

Institute partnerships are: San Juan, CA; Jefferson County, CO; Escambia, FL; Fayette County (Lexington), KY; Elgin, IL; Peoria, IL; Springfield, IL; Jefferson County (Louisville), KY; Cambridge, MA; Montgomery County, MD; Portland, ME; Columbus, OH; Oregon City, OR; Fond du Lac, WI; and Milwaukee, WI.

In 2013, the NEA Foundation began beta testing its first set of online courses, which are designed to build the capacity of our sites, and all interested communities, to collaborate on reform projects.

## Grants to Educators

Along with promoting best practices and shared knowledge, we fund and support educator solutions to improve student performance. Educators can apply for Student Achievement Grants, which provide opportunities to improve student achievement in any subject area. We also offer Learning & Leadership Grants,

which support high-quality professional development that is shared with colleagues. Since 1999, we've invested more than \$8.6 million in grants to educators, which has directly impacted the learning of nearly a million students. Applications and detailed instructions can be found on the NEA Foundation website. Deadlines are Feb. 1, June 1, and Oct. 15.

### **Innovation**

The NEA Foundation supports educators as they pioneer creative and innovative classroom approaches designed to prepare students for college, work, and life. The Foundation's innovation work identifies new opportunities and tests approaches in public education aimed towards preparing all students to learn and thrive in a rapidly changing world.

The NEA Foundation recognizes that in order for students to prepare for the global age, the educator must first be equipped with the knowledge, skills and disposition needed to teach in the global age. By participating in the NEA Foundation's Pearson Foundation Global Learning Fellowship program, educators have an opportunity to lead the profession by acquiring the necessary skills to integrate global competence into their daily classroom instruction, advance pedagogy in their school/district, prepare students to thrive in the flattened global age, and contribute to the closing of the global achievement gap.

Also, to combat the trend that forces educators to spend upwards of \$500 of their own money each year on classroom materials, we match donations made to

DonorsChoose.org for innovative projects designed to inspire and engage students.

### **Awards**

Our Awards for Teaching Excellence recognize and promote excellence in teaching and advocacy for the profession. Our awardees are shining examples of the millions of educators who work in America's public schools. Educators are selected by their NEA state affiliate and are honored at our awards gala, held in Washington, DC. We also pay tribute to organizations, corporations, or individuals that support and advance public education through philanthropy and public service.

To learn more about our programs or to make a tax-deductible donation, please visit our website, [neafoundation.org](http://neafoundation.org).

### **The NEA Foundation Board of Directors**

MARK H. CHICHESTER, JD, *Chair*,

Co-founder and President, Atlas Research, Washington, DC

JOHN STOCKS, *Secretary-Treasurer*,

Executive Director, National Education Association, Washington, DC

ELIZABETH OLIVER-FARROW, *Immediate*

*Past Chair*, Chairman and Chief Executive Officer, The Oliver Group, Inc., Washington, DC

ROBERT LEE ADAMS, JR., *Independent*

Consultant & Researcher, Battle Creek, MI

DONNA MEACHAM BLACKMAN, CPA,

Vice President, Development Asset Management, Marriott International, Inc., Bethesda, MD

CRYSTAL BROWN, Chief Communications Officer and Executive Director of Communications, The University of Maryland, College Park, College Park, MD

KIMBERLY OLIVER BURNIM, Reading Intervention Teacher & 2006 National Teacher of the Year, Silver Spring, MD

JEREMIAH A. COLLINS, Member, Bredhoff & Kaiser, PLLC, Washington, DC

SHARON GALLAGHER-FISHBAUGH, President, Utah Education Association, Murray, UT

JERRY L. JOHNSON, Vice President, RLJ Equity Partners, Washington, DC

PAIGE JOHNSON, Education Strategist, Intel, Portland, OR

LOLA KELLY, Teacher and NEA Board of Directors Representative, Rochester, NY

HERB LEVITT, National Council of Urban Education Associations Representative, Edison, NJ

LORI MCFARLING, Chief Marketing Officer, Discovery Communications, Silver Spring, MD

PETE ROMERO, CEO, Experior Advisory, LLC, Washington, DC

HARRIET SANFORD, President and CEO, The NEA Foundation, Washington, DC

DENNIS VAN ROEKEL, *President*, National Education Association, Washington, DC

KEVIN G. WELNER, Professor, School of Education, University of Colorado at Boulder, Jamestown, CO

LAUREN WOODMAN, General Manager Partners in Learning Worldwide Public Sector, Microsoft, Redmond, WA

CATHY ZIER, VP Strategic Alliances, Promethean, Alpharetta, Georgia

### **Staff**

SANFORD, HARRIET, President and CEO

BURK, SUSAN, Special Projects Director

CAREAGA, RODOLFO, Vice President of Programs

CULLISON, BONNIE, Vice President of Programs

DONALDSON, DAVID, Vice President of Programs

DOYLE, CHRISTOPHER, Development Assistant

DUNNING, LIZ, Senior Vice President of Programs

GRAYTOCK, JESSE, Grants Manager

MCCLOUD, CARRIE, communications associate

MOLL, NANCY, Senior Vice President of Finance

OUGH, JANICE, Program Assistant

SLEEPER, DANIELLE, Innovation Associate

SMITH, ANNA D., Database Coordinator

SMITH, NICOLE, Finance Associate

WARD, JANICE, Vice President of Innovation & Special Assistant to the President

WOOTEN, EDITH, Senior Vice President of Communications

## **NEA Member Benefits**

900 Clopper Rd., Suite 300  
Gaithersburg, MD 20878  
800-637-4636  
301-251-9600  
FAX: 301-527-8210  
*neamb.com*

### **NEA's Member Benefits Corporation**

NEA's Member Benefits Corporation (NEA Member Benefits), is a wholly owned subsidiary of the NEA. NEA Member Benefits is committed to addressing the personal and professional needs of NEA members, and in doing so, develops personal and professional consumer products that enrich the value of NEA membership. An overview of the programs and services offered to NEA members and their families include:

#### **Financial Programs**

Whether NEA members want to buy a home, obtain a student loan, consolidate debt or save money on credit card interest, they will find reliable information and superb programs available through NEA Member Benefits at *www.neamb.com/finance*.

#### **Investment Programs**

NEA Member Benefits offers investment and savings programs with fewer risks and more rewards than interest-bearing checking or savings accounts. The NEA Member Benefits online retirement center provides assistance to members in planning for their future at *www.neamb.com/investment*.

#### **Insurance Programs**

NEA Member Benefits offers members the opportunity to begin building a portfolio of insurance coverage that protects themselves, their families and the possessions they value. NEA members can find a variety of insurance programs, such as life insurance, auto and home insurance, health and disability coverage, dental, vision, and pet insurance, through *www.neamb.com/insurance*.

#### **Shopping and Discounts**

Through NEA Member Benefits discount programs, NEA members save money on the things their families need and the classroom supplies they cannot do without. NEA members can find exceptional discounts on clothing, electronics, books, tax preparation services, and more, when they take advantage of exclusive offers available at *www.neamb.com/discount*.

#### **Travel**

NEA members can enjoy weekend getaways and longer relaxing vacations through travel discounts offered by NEA Member Benefits. Whether it is saving money on a minivan rental or a family vacation complete with airfare, hotel and entertainment, members will find fantastic savings and exciting deals through *www.neamb.com/travel*.

#### **Professional Development Programs**

Online courses through the NEA Academy offer a convenient way for NEA members to continue their education with professional development and degree

granting programs. NEA Academy courses are peer-approved to ensure they meet quality standards. NEA members receive the lowest rates available on the courses and earn continuing education units or graduate credits for license renewal or salary schedule advancement. Visit [www.neacademy.org](http://www.neacademy.org).

### Member Assistance

NEA Member Benefits offers members a wealth of consumer information plus tips and tools for helping NEA members make the best decisions for themselves and their families. Members can access this valuable benefit by staying connected to NEA Member Benefits:

- By visiting [www.neamb.com](http://www.neamb.com) and subscribing to NEAchieve!, the member monthly e-newsletter
- Through Facebook ([www.facebook/neadeals](http://www.facebook/neadeals)) and Twitter ([www.twitter.com/neadeals](http://www.twitter.com/neadeals))
- Calling the helpful Member Service Center Representatives toll-free at 1-800-637-4636 or emailing them through ([www.neamb.com/contact](http://www.neamb.com/contact))
- Attending in-person presentations and training given by knowledgeable NEA Member Benefits Affiliate Relations Specialists. [www.neamb.com/ar](http://www.neamb.com/ar)

### Board of Directors

NEA Member Benefits is governed by an eight-person Board of Directors:

REBECCA S. PRINGLE, Chairperson,  
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### NEA Members Insurance Trust

The NEA Members Insurance Trust exists solely for the benefit of NEA members. The Trust provides a variety of high quality, low cost Life Insurance, Accidental Death and Dismemberment Insurance, and Medicare Supplement Insurance plans to NEA members. The NEA Members Insurance Trust also provides the NEA Complimentary Life Insurance Plan at no cost to eligible members. This plan offers, among other benefits, a special \$150,000 unlawful homicide benefit for deaths that occur on the job. In addition, the Trust provides the NEA Introductory Life Plan to new members in their first year of membership. This is also at no cost to new members and provides \$15,000 of term life insurance with a guaranteed

issue conversion at the end of the first year. Detailed information on these NEA Members Insurance Trust programs can be found by visiting [neamb.com](http://neamb.com).

*Trustees*

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