Common Core State Standards (2013-A)

The National Education Association will support and make guidance available to affiliates, parent organizations, and community stakeholders to assist them in advocating for and developing implementation plans to transition to Common Core State Standards and better assessments. These implementation plans should:

• anticipate that educators need adequate time and tools to strengthen new instructional techniques necessitated by the new standards
• be fair to students and understandable to families
• be stewarded by community advisory committees that include the voice of educators, parents and students
• recognize the effects of poverty and student context on a child’s educational success

Federal Benefits for Legally Married People (2013-B)

The NEA shall encourage the Obama administration to ensure all legally married people have equal access to federal benefits regardless of their state of residence.

Person-First Language (2013-1)

NEA will use Person-First Language (ex. “students with special needs” instead of “special needs students”) in all future written and oral communications and/or publications and promote the use of Person-First Language to members and the public via electronic communications and other social media.

Arts Education Standards (2013-2)

NEA will publicly acknowledge its support for the development of national voluntary arts education standards, pre-k-8 drafts of which are available for online review and feedback June 30–July 15, 2013 at http://nccas.wikispaces.com/nccas+June+30th+Public+Review set to be released in early 2014, by the National Coalition for Core Arts Standards (NCCAS).

The NEA will also approach the NCCAS, offering its participation as a member of the Coalition, with the goal of contributing to the NCCAS’s collaborative process in creating Core Arts Standards that will describe what students should know and be able to do as a result of quality curricular arts education programs including dance, media arts, music, theatre, and visual arts - delivered by highly-qualified arts educators - as the NEA did as a member of the author’s committee for the Partnership for 21st Century Skills’ Arts Skills Map.

Common Core Assessments (2013-3)

That NEA calls for a moratorium on using the outcome of the tests associated
with the Common Core standards, except to inform instruction, until states and districts have worked with educators to create authentic, locally-developed curriculum, assessments and professional development related to the Common Core.

**High Stakes Tests (2013-4)**

That NEA develop a comprehensive strategy to affirm our opposition to the excessive and inappropriate use of high stakes tests. This strategy will be accomplished through advocacy to and the education of the public and elected leaders, support of efforts by local and state affiliates and other appropriate actions using existing channels.

**Homeless Veterans (2013-6)**

Using existing resources and publications, the NEA shall educate its members about the problem of homelessness among U.S. military veterans and publicize the work that organizations including “Soldier ON” are doing to combat it. The NEA shall also urge its state and local affiliates to promote the work of “Soldier ON” and other organizations that offer services to prevent homelessness amongst our military veterans.

**Cholera in Haiti (2013-10)**

To end the cholera epidemic in Haiti, the NEA shall:

1. Endorse the petition to the United Nations World Health Organization (WHO)
2. Publish the petition on the NEA website
3. Encourage our members to consider signing the petition online at: http://www.change.org/petitions/to-end-cholera-in-haiti-and-dominican-republic
4. Send this resolution to:
   a. The World Health Organization of the United Nations, 1 Dag Hammarskjold Plaza, New York, NY 10025
   b. endcholera@gmail.com (End Cholera in Haiti Organization)

**State Legislator High-Stakes Tests (2013-12)**

NEA will send a letter to the National Conference of State Legislatures urging legislators of its member states to take the standardized tests of the state in which they live, especially when such tests are required as part of a “high-stakes” environment in which portions of teacher evaluations are based on student test
scores. The letter will emphasize that legislators should take the test under similar conditions as our students, and publish their test scores.

**Workplace Discrimination and Harassment (2013-14)**

NEA will gather stories of members who have been victims of age discrimination and other workplace harassment, share them using existing communication vehicles, and provide members with a toolkit they can use in this situation.

**Common Core Standards Toolkit (2013-15)**

NEA will inform membership through existing communication channels about the NEA Common Core Standards Toolkit and its use to ensure that the needs of English Language Learners and students with special needs are met as the Common Core State Standards are implemented.

**English Language Learners Policy Statement (2013-16)**

The Representative Assembly shall request the NEA Board of Directors to develop a Policy Statement on English Language Learners (ELL) to be presented and adopted by the 2014 Representative Assembly. It shall include, but not be limited to, current NEA policy on English Language Learners, bilingual education, English-Only; definitions for highly qualified ELL teachers and student exit criteria; current research recommendations for best practices and parental involvement. It shall be developed by NEA members with experience and expertise on practice and research.

**English Language Learners Advocacy Toolkit (2013-17)**

NEA will develop a trainer of trainers program to prepare teachers to present the NEA English Language Learners (ELL) Advocacy Toolkit to our members.

**Voting Rights Act (2013-19)**

NEA will support efforts to fully restore and extend to all states the effective protections of the Voting Rights Act, to fight state legislation that assaults voting rights, to support state legislation that expands voting access, to mobilize our members, to partner with other organizations to maximize civic participation, and fight voter suppression.

**FAIR Education Act (2013-21)**

NEA will use existing resources, assist state affiliates in urging policy makers on the district and state level to push for legislation similar to California’s FAIR Education Act (Senate Bill 48) that requires schools to integrate factual information about social movements, current events, and history of LGBTQ people and people with disabilities into existing social studies lessons along with all historically underrepresented groups.

**School-to-Prison Pipeline (2013-22)**

NEA shall disseminate to state and local affiliates best practices and school discipline policy recommendations to eradicate what is metaphorically called the “school-to-prison pipeline” whereby
school districts issue out-of-school suspensions for non-violent and non-dangerous conduct, not solely to, but in particularly higher numbers to, male students of color.

**Firearms in Schools (2013-23)**

The Representative Assembly directs the NEA to publish through existing means, information about the negative implications of the efforts of pro-firearms groups to push for guns and/or weapons training to be required for rank-and-file public educators who are not already authorized to access them in our schools.

**Standardized Assessment Opt-Out (2013-24)**

NEA shall support the rights of parents/guardians to collaborate with teachers in determining appropriate options for assessment of student proficiency if opting out of standardized assessments, and advocate for their right to do so without retaliation.

Furthermore, NEA shall encourage its state and local affiliates to work alongside student and parent leadership groups in promoting opt out options wherever possible.

Lastly, NEA shall inform its members of current student and parent organization effort through existing communication vehicles.

**Physical Education (2013-25)**

The National Education Association will work with the U.S. Department of Education to encourage the individual states to designate physical education as a mandatory subject.

**Sexual Orientation/Gender Identity Employment Discrimination (2013-26)**

NEA will write an article through existing digital communication to elevate awareness around the need for state laws to prohibit employment discrimination on the basis of sexual orientation and gender identity.

**School Staffing Ratios (2013-27)**

NEA will draft model legislation for state affiliates to use with state legislators to have school staffing ratios of specialized instructional support personnel such as certified/licensed school counselors and school social workers at the levels recommended by nationally recognized professional organizations.

**Suicide Prevention Programs (2013-28)**

The National Education Association will encourage its affiliates to lobby their respective legislative bodies and boards of education for the inclusion of suicide prevention, alertness, intervention, and postvention programs in options for educator preparation programs, licensure, and renewal as well as professional development for all employees.

**LGBTQ Instructional Resources (2013-30)**

NEA will encourage all states and NEA Affiliates to use existing means of communication to promote developmentally appropriate instructional resources in order to help all educators integrate lesbian, gay, bisexual, and transgender (LGBT) history, people, and issues into
their instruction such as, but not limited to “Unheard Voices” an oral history and curriculum project for middle and high school students created in collaboration by the Anti-Defamation League (ADL), The Gay, Lesbian and Straight Education Network (GLSEN) and Story Corps.

**National March on Washington for Civil and Immigrant Rights (2013-31)**

The NEA endorses the National March on Washington for Civil and Immigrant Rights on August 28th—the 50th Anniversary of the Martin Luther King’s I Have a Dream speech—and will commit resources to mobilize people around the country to stand and fight for civil and immigrant rights, and for public education and equality.

**Parent Trigger Laws (2013-33)**

NEA will assist state affiliates in working with state boards of education and state legislators to oppose new parent trigger laws and to support inclusion of all stakeholders when school reform models are being considered. In addition, NEA will inform members in existing publications about the aftermath of the parent trigger at Adelanto, 24th Street and Weigand elementary schools in California and at any other schools across the country that are involved with trigger laws.

**Common Core Guidelines (2013-35)**

In states where Common Core State Standards (CCSS) will be implemented, the NEA will support and provide guidance to affiliates in advocating for a commonsense plan for the implementation of CCSS guidelines that respect student learning time, limit the reliance on and investment in high-stakes standardized tests, and decrease the reliance on CCSS-related tests in evaluating teacher performance.

**Substitute Educators (2013-37)**

When the NEA asks members for their membership category on NEA forms, the list should specifically include substitute teachers and substitute ESPs among those listed. This will go into effect as NEA prints new forms.

**National School Safety Week (2013-38)**

NEA supports National School Safety Week, which was established in 1984 by the National School Safety Center.

**High-Quality Preschool (2013-39)**

NEA publish in their usual and customary vehicles an article highlighting the state affiliates where state legislation was passed that provides funding for high quality, developmentally appropriate preschool accessibility.

**Texas State Senator Wendy Davis (2013-40)**

The NEA RA commends Texas State Senator Wendy Davis for her courageous filibuster to protect women’s rights and her continued ongoing advocacy on behalf of students and staff who serve in great public education.
**Public Service Loan Forgiveness (2013-41)**

NEA will collaborate with the NEA Contingent Faculty Caucus (CFC) to ask the Department of Education (DOE) to advocate that the number of work hours required to be eligible for the Federal Public Service Loan Forgiveness program (PSLF) be set below the number of work hours considered full-time under the Affordable Care Act (ACA) for employer penalty purposes.

**Foreign-Born Educators (2013-42)**

NEA will use its existing communication systems, its state and local affiliates to:

- Encourage and influence national, state, and local school systems to strongly advocate for and publicize its concerns for some foreign born educators and other school personnel who are victimized in various ways because of their accent, culture and country of origin.
- Develop a resource that includes data and information in support of and helpful to these foreign born members in our schools.
- Disseminate this information to national, state and local school systems through its existing communication systems.

**Affordable Care Act (2013-45)**

The NEA will continue its analysis to identify the effects of the Affordable Care Act (ACA) on members’ working hour and benefits.

The NEA will work with state affiliates to identify the impact of the ACA implementation in schools and higher education institutions.

The NEA, through electronic means, will publicize and provide the necessary information and assistance to help education employees access coverage and how to apply for available health care cost subsidies.

**Executive Committee Bonuses (2013-47)**

When any part of the Executive Committee receives a bonus, the rationale for the bonus is provided in the NEA Strategic Plan and Budget book (or modified) provided at the Representative Assembly.

**Prescription Drug Abuse (2013-48)**

Using existing resources and publications, the NEA will notify members and all state leaders about the resources available that increase awareness of the dangers of prescription drug abuse and misuse.

**Winter Resolutions Meeting (2013-51)**

The NEA consider altering the current structure of the NEA Resolution’s Winter Meeting. The options include but are not limited to constructing a virtual Winter Meeting format that will allow discussion and debate to take place.

**School Libraries (2013-54)**

The NEA will assist the American Association of School Librarians with public support of its lobbying efforts, in the passage of the Title IV, Part A, Subpart 2 (Improving Literacy and
College and Career Readiness Through Effective School Library Programs) under the Strengthening America’s School Act. This act includes the dedicated funding for:
• staffing of all school libraries with state certified or licensed school librarians
• up-to-date books, materials, equipment and technology (including broadband)
• the development of information, digital and research literacy.

Genetically Modified Organisms (2013-55)
The NEA shall inform members, through web resources, about the current debate regarding labeling of food produced by genetically modified organisms (GMOs) and the relationship these food products have to school meal programs and the general nutrition of our students. Claims shall be supported with references to valid, peer-review studies or, if applicable, an indication that no such studies are currently available.

Lead Contamination (2013-56)
Using existing resources and publications, the NEA shall educate its members about the causes and effects of lead contamination to which our students are exposed.

Online Virtual Classes (2013-57)
The NEA will support hands-on learning experiences and against the trend for states and districts to require students to participate in “totally online” virtual classes.

Calls to Congress (2013-59)
By the end of the this RA, NEA will put up on the screen toll free numbers for delegates to call Congress during one or two breaks, to advocate for the following bills.
1. NEA’s message on ESEA reauthorization
2. Keep Student Loans Affordable Act

Lower Cost Student Loans (2013-62)
NEA will organize a campaign to help members advocate for lower cost loans for students within the current NEA budget structure.

Interscholastic School Athletic Competitions (2013-64)
The NEA will publically acknowledge the need for certified or licensed medical professionals to be present at interscholastic school athletic competitions by way of its existing NEA publications.

Institutional Racism (2013-65)
NEA shall, in conjunction with its existing national civil rights partners, raise awareness of the reality of institutional racism within our society and its impact upon students and members. NEA shall provide state contact information for these partners to be used as a resource for state and local affiliates.

National Budgetary Strategy (2013-71)
That the NEA publicly, in its existing publications and media network, call for a change in the nation’s course and priorities by endorsing a national budgetary
strategy that increases tax revenues from the wealthy and large corporations, emphasizes conversion from military spending to peace time employment, creating stable jobs at living wages, linking such a program to public education, and preserving the integrity of social security, Medicare, Medicaid and other social network programs, essential to the elderly, children, disabled and others in need.


In an effort to organize and unite ALL stakeholders in public education, NEA will promote a wear red for Public Ed Day the second Tuesday of each month. NEA will use existing resources to inform members who, in turn, will invite other educators, administrators, school board members, parents, students, and friends of public education to participate.

**Parental Opt-Out (2013-75)**

The NEA will use existing communication methods to encourage the accurate reporting of “Parental Opt Out” on “High Stakes” tests. Further, NEA should encourage states to exclude this data as a factor in teacher evaluations and school rating systems.

**Hearing Aids (2013-78)**

To promote, enhance, and prolong continued health of our membership & our families, NEA will lobby insurance providers to include coverage for the purchase of hearing aids.

**Social Sciences (2013-80)**

The NEA will work with the National Council for the Social Studies to appeal to the states, to designate Social Sciences (geography, history, civics, economics, etc.,) as a mandatory subject.

**Ethnic Minority Male Students (2013-82)**

The NEA shall support, and encourage concerned and interested NEA members and caucuses, affiliated organizations, parent organizations, and community stakeholders to engage in an examination and discussion of the factors that impact the educational progress and advancement of ethnic minority male students using NEA publication, Race Against Time: Educating Black Boys, as a framework for dialogue.

**After School Programs For Preschool Children (2013-83)**

The NEA President will write a letter to all state legislators promoting equitable access to after school programs for preschool children.

**Partnerships on Non-Mandated Curriculum Areas (2013-87)**

NEA shall use existing electronic publications to establish new and expand upon existing partnerships with professional organizations that support curriculum content areas that are not mandated.

**Living Wage (2013-88)**

NEA will continue to support a living wage by encouraging state and local
affiliates to educate members, through existing means of communication, about the pressing need for members to advocate for legislation that raises the federal minimum wage for all workers to ease the effects of poverty on our students, their families, and our communities.

**Africa in Antiquity in the Curriculum (2013-89)**

NEA will encourage all states and NEA affiliates to use valid and existing resources to help educators integrate and include Africa in Antiquity in the curriculum for awareness of Africa’s role in creating math, science, philosophy, literature, maritime travel. These resources will radically reverse the stereotyped projection of Africa and Africans that begins with the Middle Passage. This will ensure a more diverse, inclusive, and factual historical truth.

**DREAM Activists (2013-90)**

Through existing NEA media, the NEA will inform its members of the struggle of “DREAM Activists” (undocumented immigrant students who see equal access to education), including personal stories and organized action(s) to advocate for their basic human rights regarding education.
New Business Referred by the 2013 Representative Assembly

Referred to NEA President

Bay Area Rapid Transit Workers (2013-43)

NEA stands in solidarity with striking Bay Area Rapid Transit Workers. NEA supports Service Employees International Union 1021 and Amalgamated Transit Union Local 1555 now on strike against Bay Area Rapid Transit Management and will send a letter of support to them acknowledging the just demands of striking workers:

- Fair compensation and benefits
- A fair pension
- Safety measures
- Improved service for Bart passengers and workers

“mandated reporter” suspects that the child/children is/are in imminent danger. The legislation to be titled “Gabriel’s Law.”

Referred to Executive Committee

Common Core Standards and Students with Special Needs (2013-52)

In its advocacy on implementing the common core standards, the NEA will work to assure that sufficient accommodations are available to enable students with special needs to appropriately meet common core standards at their developmental/ability levels.

Read Across America (2013-53)

That NEA President Dennis Van Roekel ask First Lady Michelle Obama to lead a national Read Across America, read with a child, and that all education employees read at the same time on March 3, 2014.

Educator Support Groups (2013-58)

The NEA will encourage its state and local affiliates to organize Educator Support Groups in which rank-and-file members can volunteer to meet with, and provide supports to members who are faced with the extreme stress of being placed on plans of improvement and probation.

Gabriel’s Law (2013-73)

NEA send letters to all state governors and all U.S. territories strongly urging them to enter legislation that would authorize “mandated reporters” the ability to turn over a child suspected of being abused to the proper authorities when the

Bullying of Educators (2013-60)

Utilizing the U.S. Dept. of Education automated statewide system of accountability for public schools, NEA shall demand the U.S. Dept. of Education
compile data from all 50 states on how often teachers and support staff are bullied and/or assaulted by students.

**Moratorium on School Closings (2013-61)**

NEA shall encourage and support each state affiliate to call for a moratorium on district school closings when a Federal Impact Study has been initiated within the state until the study has been completed.

**Sponsors and Corporate Partners (2013-63)**

The process for NEA’s approval of sponsors of major giveaways and corporate partners of the NEA shall include a preference for companies who have an active union presence among their workforce unless labor unions are not actively organized in an industry.

**Organizations Recognizing Excellence in Education (2013-69)**

NEA will only ask state affiliates to recognize and support organizations established to recognize excellence in education if the requesting organization is inclusive for all educators, or agrees to change their charter to include all educators.

**Revoking Charters (2013-72)**

NEA will publish an article regarding the effectiveness of the criteria being used to “revoke” a charter school’s charter, particularly in defending the good use of public funding.

**NEA-Retired Life Dues for ESPs (2013-79)**

The NEA shall conduct a feasibility study to explore adjusting the NEA-Retired life dues for ESP members. The study should consider adjusting the ESP retired life dues to reflect the current ratio of active ESP dues to active classroom teacher dues. The results of the study shall be reported back to the 2014 NEA RA.

**Constitutional Amendment on Right to Vote (2013-81)**

Using existing resources and publications, the NEA shall share and promote colorofchange.org’s online petition for a U.S. Constitutional Amendment guaranteeing the right to vote for all U.S. citizens.

**Referred to Committee on Constitution, Bylaws, and Rules**

**Conflict of Interest (2013-44)**

In order to achieve maximum transparency with regards to new business items, all NEA persons with a conflict of interest (i.e., persons who receive or plan to receive compensation/benefits from a business or non-profit agency for the purpose of advancing or suppressing a topic) must verbalize their affiliation(s) at the opening of their address to the Representative Assembly.
Referr ed to Committee on Legislation

Pathways to Citizenship (2013-49)

The NEA will publicize its support for the following demands through all of its existing publications and media outlets:

• Make all young people brought by their parents full citizens now.
• Stop long probationary periods for people to gain citizenship. Create a quick and cheap pathway to citizenship for all undocumented people.
• Pass the federal DREAM Act Now.

Referr ed to Annual Meeting Review Committee

Political Candidates at RA (2013-18)

NEA will request all national political candidates who wish to address the NEA-RA (whether in person or by electronic means) to agree to a town hall forum at that same NEA RA, using the model used when Governor Clinton spoke to the NEA RA.

Scanner Technology (2013-67)

The NEA will add a scanner and/or similar technology to each microphone area. This would allow RA speaker request forms to be transmitted directly to stage for processing.

Wi-Fi Access (2013-68)

The NEA will ensure that all facilities used to host an NEA-RA can support the demand on Wi-Fi on the convention floor for the group of 10,000 plus delegates.

Advertisers and Vendors (2013-76)

The NEA will require all for-profit sponsors, advertisers and vendors to display in booths and/or publish in advertisements four statistics: 1) number of U.S. employees, 2) percentage of unionized U.S. workforce, 3) number of worldwide employees, 4) percentage of unionized worldwide workforce.

Voting Schedule (2013-85)

That the assigned times within the voting schedule for each state delegation are rotated each year.

Online Voting (2013-91)

That the Representative Assembly direct the NEA Executive Committee to study the feasibility of developing a safe and secure method of online voting at the RA.
New Business—
Continuing Responsibility

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.

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-25 and I-22, 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

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.

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

Resolutions B-14 (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.