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.

**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

ESKELEN GARCÍA, LILY, vice president
PRINGLE, BECKY, secretary-treasurer
WILLIAMS, MELLISA, confidential assistant

**Office of the Executive Director**

202-822-7517
FAX: 202-822-7012

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

**Office of the Chief Financial Officer**

202-822-7000
FAX: 202-822-7974

MCPHERSON, MICHAEL, chief financial officer
BARTLEY, DEBORA
EDGEWORTH, SHERRY
FERGUSON, SARAH
LAYE, STEVEN (RANDY)
POLCHINSKI, GERARD
ROUSSEAU, LORI
TALLINGTON, PATRICIA
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.
Program and Administration

of Lawyers for Education Associations, which is composed of attorneys who represen 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
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 providing services to attract, develop, motivate, and retain a diverse workforce within a supportive work environment. The HR team emphasizes customer service to 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 by providing programs, services, and benefits that support the current and future 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 and morale, staff development, 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.

NEA employee benefits, time reporting, payroll, and taxes are administered in HR. The department ensures that NEA benefits and payroll are administered in compliance with collective bargaining agreements and federal/state/local regulations and works with a variety of third-party vendors. In the benefits area, HR designs and manages a broad benefits program for employees, retirees, and some affiliates that includes health and welfare benefits, a defined benefit pension plan, and 401(k). The department ensures timely completion of all benefit audits, compliance, and benefits management. The Payroll area processes paychecks, oversees time reporting, manages leave accrual and balances, and ensures the timely filing and reporting of payroll taxes. Paper and electronic records for all employees and retirees are maintained in HR.

JOHNSON, DERRICK, director
AQUINO, MARILYN
CHUNG, SOO
DAISE, ELIZABETH (BETSY), manager
DEAN, SARA
DUPREE, MONTRÉ, manager
FLYNN, COLLEEN
GROVES, JIM
JACKSON, THERESA
KRISHNA, VIJAYA (VI), manager
MATTHEWS, HELENE
MULLER, ROXANNE
NORTHCUTT, AUDREY (FAYE)
PANGILINAN, AL
TAYLOR, GLENDIA
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
HEDGEPETh, LEE
Program and Administration

MAHAFFEY, MEAGAN
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
CHOI, JOANNA, manager

FARFAGLIA, RICHARD
GARCIA, KRISTOFER
HACKEMAN, PETE
MAYEAUX, LAUREN
MAYHEW, GENIEVE (GENNY)

Civic Engagement
The Civic Engagement team focuses on NEA efforts to remove barriers to civic participation, with a primary focus on voter protection and civic participation within the Rising American Electorate (RAE). The team works with current and potential members and grassroots and community partners to grow the RAE (African American, Asian American, Native American, Latino, Millennial voters), impact elections, increase voter access, promote social justice issues and help facilitate meaningful partnerships at the local or state level to organize around issues outside of elections. The team works on developing and strengthening partnerships with organizations that focus on civic engagement in key communities at the national, state, and local levels. There is a special emphasis on ensuring that the civic engagement work ties into our education agenda, be that electorally, in organizing efforts, member engagement, or in building and strengthening national and local partnerships. Resources are aligned and coordinated with this work for a deeper and more direct impact and with an eye towards strengthening our association and building power in communities.

PUGH, CARRIE, associate director
SHILPA REDDY
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

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
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
FLOYD, DEBORAH
KNIGHT, LAVERNE

LONG, CRYSTAL
ONUKWUBIRI, CHINASA
SENDER, NATHAN

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
ZIMMERMAN, LISA, manager
FINDLAY, CHRIS
FRANK, BARBARA
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).

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
CASTAÑON, ANGELICA
EUBANKS, SHYRELLE
FINUCANE, MATTHEW
FLOYD, RICHARD L.
FOLEY, MARY BETH

PELIKA, STACEY, director
PRINCE, CYNTHIA, manager
BLAIS, MARISSA
COMSTI, MARISSA (CHI CHI)

COSTANZO, REX
DETAILLA-PAYNE, BRONWYN
DIAZ-DELGADO, SAMARA
GLENN, ROBERT W.
HERSHCOFP, MELISSA
HILL, TERESITA
HOLMES, DWIGHT
LARIA, JULIA
LESTER-JOHNSON, DENISE
MITCHELL, DEBORAH
PETKO, MICHAEL
SAUCEDO, MOIRA
SIMS, RICHARD
TANG, WEIZHONG (TIM)
TAYLOR, ERIKA
TUCK, KATHY
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.

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.
Program and Administration

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 Council for the Accreditation of Educator Preparation (CAEP); 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 CAEP 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
202-822-7710
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 Educations 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
KETTER, JONI, Midwest regional director
SWOBODA, DEBRA, executive director, NCSEA
CURTIS, YOLANDA, 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
JULIO, NILKA
KIM, MAE
LILYQUIST, CANDACE
MAITLAND, CHRIS
MANNY, LINDA
MARKEY, SARAH
MCCLUSKEY, TIM
MITCHELL, MELANIE
NELSON, CAROL
NENTL-BLOOM, LISA
NILES, NICK
PADILLA, DOMINIC
PICONE, LIZ
RIVERA, JORGE
RIVERA, RAFAEL
SLAUGHTER, DENNIS
SLEDGE, JAMES
STANFORD, ANGEL
STRUNK, BOB
WEGMANN, MAYROSE
WILK, VALERIE
WILLIAMS-TUITT, PHADRA
WOFFORD, CORY
Program, Financial and Administrative Staff

ABRAHAM, DEBRA
BATTIN, JEANNIE
BERRIAN, MARIE
BROWN, EVETTE
COOK, WILLIE
EARN, DENARD
FLAHERTY, JOHN
GARSON, JESSICA
GRANT, RACHELLE
HOLBROOK, SHARON
LEWIS-CARMON, GINA
MARTINEZ, PATRICIA
SANDERSON, BRANTLEY
ZANDERS, PHILLIP

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 pro-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
HAYNES, AISHA
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). Training, consultation, software applications, publications, and educational programs 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
Depp-Tyler, Rita
Earl, Paulissa
Fakes, M. Lynn, manager
Granados, Angela
Haskins, Kareema
Holmes, Charles
Hurley, Edward
Kilpatrick, David D.
Magid, Marcy
Malone, Carol H.
McKenzie, Nancy L.
Muhammad, Aaron
Schlein, David
Smith, Lucille
Solomon, Joel
Templeton, Dale, manager
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. The Federal Advocacy Unit advances the NEA Legislative Program at the federal level. Lobbyists work with Congress to address the concerns of NEA members.

Staff also works with other national organizations that have a stake in the future of public education, and with organizations representing state and local governments. Staff works with these groups to represent NEA members’ interests, develop sound programs, counter attacks on public education, and influence education policy debates.

Federal Advocacy
Through its federal advocacy efforts, GR:

- Proactively lobbies for legislation that advances pro-public education and social justice policies and defends against anti-public education initiatives; works within the Center for Advocacy and Outreach and the Center for Great Public Schools to draft legislation and analyze proposals; develops talking points for use on Capitol Hill; provides written support or opposition for key bills; identifies and helps to prepare pro-public education witnesses for hearings, etc.;
- Works to build and strengthen relationships with key members of Congress on both sides of the aisle;
- Works in coalition with other numerous national organizations that share a stake in the future success of public education;
- Provide updates to and assist NEA members, governance, affiliates, and staff on federal legislative activity impacting educators and public education;
- Crafts annual Legislative Report Card rating members of Congress on their education-related votes and actions.
Support to State Affiliates

In support of NEA's state affiliates, GR:

• Assists in state legislative battles; provides resources to help promote educators and public education with state policymakers; coordinates identification, development, and distribution of model legislation and unique and effective policy reforms at the state level;

• Coordinates with Minority Community Outreach and Partnerships (MCOP) department to educate and provide resources to national intergovernmental organizations on federal issues and NEA’s perspective, and to leverage NEA’s federal legislative policy agenda;

• Develops and updates a state policymakers’ website—www.edvotes.org/ncsl—that serves as a clearinghouse of NEA resources and materials to support the creation of pro-public education policy at the state level.

KUSLER, MARY, director
EGAN, MARC, associate director
CAMPOS, AL
DOWD, JACOB
DRISCOLL, CHRISTIN
DUNCAN, ERIN
EVANS, ABIGAIL
HARRIS, AARON
MOLDAUER, BARBARA
ROLAND, PHYZELL
RUBERG, KEN
TRINCA, KIM
VARONA, MARIA
WILLIAMS, COREY

Human and Civil Rights

202-822-7700
FAX: 202-822-7578

NEA Human and Civil Rights (HCR) works to achieve equal opportunity and social justice for all students and public school employees.

Through its training programs, the Human and Civil Rights department:

• Prepares ethnic-minority and women NEA members to assume leadership roles within the Association;

• Delivers bullying and sexual harassment prevention and intervention training for NEA members;

• Expands the capacity of NEA members to serve students from diverse cultural and ethnic backgrounds (cultural competence);

• Provides strategies and resources to NEA members for the education of language minority students, the fastest growing student group;

• Helps NEA members embrace diversity and take full advantage of diversity as an asset in classrooms and schools;

• Teaches NEA members how to address bias based on sexual orientation and gender identity and create a safe school climate for all students and staff;

• Gives NEA members an opportunity to improve their social justice advocacy and fulfillment skills.

NEA Human and Civil Rights provides information and resources to NEA staff and affiliates on key social justice issues for educators, including: immigration reform, school discipline and the school-to-prison pipeline, racial profiling, equity
for English Language Learners, and the impact of poverty on students. The department produces resource guides, training materials, policy briefs, and other content related to these and other social justice issues.

Human and Civil Rights manages NEA’s Bully Free: It Starts With Me campaign, which provides bullying prevention resources to NEA members who take the Bully Free: It Starts With Me pledge.

The department supports the work of four NEA standing committees: Ethnic Minority Affairs (EMAC), Human and Civil Rights, Sexual Orientation and Gender Identification (SOGI), and the Women’s Issues Committee (WIC). In addition, Human and Civil Rights coordinates the NEA Board of Directors’ six observances: American Indian and Alaska Natives, Asian and Pacific Islanders, Black, Hispanic; Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ), and Women’s Observance.

The department also administers the annual NEA Human and Civil Rights Program to honor individuals and affiliates that stand up and support human and civil rights. The department is responsible for producing three events 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 Awards Dinner.

NEA Human and Civil Rights manages the following online resources:

- Educators for Social Justice: www.nea.org/hcr
- Bully Free: It Starts With Me campaign: www.nea.org/bullyfree
- Joint Conference on Concerns of Minorities and Women: www.nea.org/jointconference
- NEA Human and Civil Rights Awards: www.nea.org/hcrawards

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

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
ARRIGO, DORRIE
CAHEE, BRANDON
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 editorial and publications 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 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.

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.

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.
LARA, ISABEL, associate director
BUSSER, CELESTE
Gonzalez, Miguel
Majers, 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
Alvarez, Brenda
Flannery, Mary Ellen
Greene, Judy
Funderburk, Tammy
Leigh, Lisa
Long, Cynthia
Merina, Anita
Rosales, John
Trued, Alice
Walker, Timothy

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
Gardner, Bonnie

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
Blomdahl, Katrina
Campos, Christiana
Griessm, Stacey
Hudgins, Michelle
Wells, Annie
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
TURNER, KIA

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. In developing and executing the 2014–2016 Strategic Plan for this area, we will continue to provide the opportunities to review and improve the overall business operations, to evaluate new concepts and procedures like centralized services, and to realign 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
Program and Administration

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
ZAZAIAIN, MICHAEL, 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 200 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
BRADLEY, ELLEN S., manager
BROWN, ANTHONY (TONY)
COBLE, DAVID
COOPER, JOHN
DAVIS, LORENZO
GOODE, JEFFREY L.
Financial and Membership Services
202-822-7069
FAX: 202-822-7032

The Financial and Membership Services (FMS) department manages all aspects of Financial and Membership operations for NEA and related entities. Team members are responsible for the receipt, recording and disbursement of NEA General Funds. The team utilizes the Financial Management System to gather and report financial information in support of the Association’s strategic budget. FMS 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 NEA employee benefit plans; all NEA special purpose fund; NEA Council entities; NEA Properties, Inc and the NEA Fund for Children and Public Education. Team members are responsible for assuring compliance with various Federal Election Commission, Internal Revenue Service and the Department of Labor rules and regulations governing NEA and affiliates.

FMS is also the steward of the NEA membership database. The team oversees the Interactive Membership Services system, which is utilized by NEA and state affiliates to create, update, report, and manage information about affiliates and members. The team ensures that the data and systems implement and reflect the by-laws and policies of NEA as they relate to membership, and maintains the applications at a level to meet the evolving business needs of NEA and its affiliates. 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.

FMS 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. The team is also 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. FMS team members coordinate 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 trainings for state business managers and executive directors and publish the monthly NEA FMS Business Connection newsletter for affiliate financial executives. FMS staff work closely with the Office of the Chief Financial Officer in the development of strategic planning and reporting and monitoring actual operational results throughout the year.

CAMPOS, LINDA, director
ADEDIGBA, SOLA
ANDERSON, DAVID, manager
AWRICH, HOWARD
BINER, STAN, manager
GOODE, KRISTAL
GRINDLE, JOCELYN
GROMOVA, SVETLANA
HARGROVE, TIMOTHY, manager
HIRENALLUR, CHAITRA
ICHWANTORO, KRICKET
JOHNSON, LAURIE
LARREA, TAMMY (MIMI)
LE, VI T.
NATESAN, TONIA
PARKER, JANICE
PREM, UDAYAN
RANGARAJAN, KAVITA
ROGERS, JAN
SHANNON, BRIAN
SNOW, DOUGLAS
TAKACS, JOE
VU, THINH
WANG, XIAOXUAN

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
BOPPANA, KRISHNA
BRINKLEY, HENRY
CIFUENTES, CAMILO
CLARK, AARON
COMPTON, STEVE
COTTERILL, PETER
DOBBS, JOHN
DODGE, PETE
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 policy support 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
NEPHEW, MAREENA, manager

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.

EDWARDS, MICHAEL, associate director
BIRKMEIER, PAUL
HERETICK, MARY ALICE
LEWIS, CARRIE
O’BRIEN, NANCY

Governance and Policy Support 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.

**NEPHEW, MAREENA, manager**
**BECK, CYNTHIA**
**BOWMAN, CELESTE**
**HANEY, LOUISA**
**KELLY, TERESA**
**MENDIOLA, CATHY**
**SETTLE, ANGEL**
**THOMAS, CHRIS**
**WHITE, YVONNE**
**WILLIAMS, MELLISA**

**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 speechwriting, scheduling, and also serves as the official correspondence office for the organization.

**BILAL-THREATS, DAAIYAH, senior director**
**ANDERSON, MELINDA**
**BOYD, MICHELE**
**EVANS, THERMAN**
**USSERY, ERNESTINE**
**WALSTON, CHARLES**

**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.

**BILAL-THREATS, DAAIYAH, senior director**
**DURANT, SHEALA**
**GROSS, LAURA**
**WASHINGTON, DONALD**

**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.

**EDWARDS, MICHAEL, associate director**

**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.

BILAL-THREATS, DAAIYAH, senior director
CHRISTIANSON, JILL
LI, HELEN

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). 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. NEA HIN raises most of its operational and program funds from government agencies, corporations, and private foundations.

NEA HIN strives to improve the health and safety of school personnel and students by working with NEA and NEA affiliates to provide school communities with programs, services, and vital and timely information that support teaching and learning. NEA HIN’s work falls into the broad areas of physical, mental, and environmental health, and school and community safety. Its programs and projects are often carried out in collaboration with partners and are supported by diverse funders. Every year, NEA HIN reaches millions of educators, students, parents, and others.

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

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Assembly on School-Based Health
Care, Washington, DC
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of Applied Health Science, Indiana
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PETER MAZONSON, M.D., MBA, CEO,
ClearCost Health, Menlo Park, CA
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Gaithersburg, MD
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National Education Association,
Washington, DC
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Dean of Clinical Affiliates, Dept. of
Pediatrics, Meharry Medical College,
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CHRIS TURNER, Executive Director,
Georgia Association of Educators,
Tucker, GA
DENNIS VAN ROEKELE, President, National
Education Association, Washington,
DC

ALMERAS, BETHE, senior program
manager
SIMPSON, BETTE, principal development
manager

Program and Administration
ANDERSON, JENEEN
COHON, ANNELISE
CREIGHTON, LISA
GOODMAN, JAMILA
KOLSKY, ZAK
MONTAGUE, CYNTHIA
YOUNG, JENNIE

The NEA Foundation
202-822-7840
Fax: 202-822-2229
Neafoundation.org

The NEA Foundation is a public charity founded in 1969 and 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.

In 1987, Mary Hatwood Futrell, then president of the National Education Association (NEA), drove home the goals for the NEA Foundation as it evolved from a simple independent charity to an endowed national philanthropy advancing the educator’s voice and vision for change. The NEA Foundation “will be able to reach tens of thousands of unachieved children with innovative, school-based programs” designed and implemented by educators. That focus brings the voice of educators to both an innovative classroom and changes in public education, working to ensure highest-quality student learning.
What founded us continues to drive our work. In 2013, the Foundation is reaching, yearly, almost three quarters of a million students through its combined grants to educators programs and systemic initiatives that support union-district collaboration, a reach that has surpassed the vision of its founders. As an independent philanthropic entity, we bring the voice of the educator to public education policy and reform, ensuring that teachers are the makers of change, not just its objects, treated as professionals who are capable of both self-regulation and accountability.

Our work is divided into four focus areas.

**Unions and Districts: Closing the Achievement Gap Initiative**

We believe that developing and strengthening partnerships among local education unions, school districts, and community organizations, is a powerful force for improving student performance and a vehicle for systemic reform. This work highlights the importance of engaging not only the teachers who provide instruction, but the principals who lead buildings, the superintendent who runs the district, the families who send their children to school and the teacher union leaders who negotiate the working contract for public school employees. Together, these groups are shaping learning environments and opportunities for all students to achieve at higher levels.

Our theory of change and corresponding local interventions are based on recent research on effective schools, district redesign, external agent engagement, association capacity, curriculum and instruction, among other related areas.

We provide up to $1.25M in grant funding to our sites over a five-year period to support their collaboratively and locally-defined strategies to close the achievement gaps in their community. Grants are awarded to district-based teams composed of the school district, the teacher’s union and at least one community organization. Together, these partners focus on their community’s most pressing achievement gaps and develop a strategy to address them. The joint planning ensures that the implementation effort is owned by all parties—increasing its effectiveness and chances for success.

Current (marked with *) and past district partnerships are: Lee County, FL*; Springfield, MA*; Omaha, NE*; Columbus, OH*; Hamilton County, TN; Seattle, WA; and Milwaukee, WI.

**The Institute for Innovation in Teaching and Learning**

We support local unions and school district leaders’ collaborative efforts to improve education by focusing on a single issue and providing a dedicated coach, connecting leaders to a larger community of practice, and sharing online curriculum on issues of labor-management, and how to lead change and reform. The Institute is comprised of labor-management teams from across the country. These teams include local union, district administration, and community members. Each has identified issues most critical to their students and has made a commitment to work together toward a common goal: to improve the quality of education for their students.
Current (marked with a *) and past Institute district partnerships are: San Juan, CA*; Durango, CO* Jefferson County, CO*; Escambia, FL*; Elgin, IL; Peoria, IL Springfield, IL; Fayette County, KY*; Jefferson County, KY; St. John the Baptist Parish, LA*; Cambridge, MA; West Springfield, MA*; Montgomery County, MD; Portland, ME; Clark County, NV*; Columbus, OH; Oregon City, OR*; San Antonio, TX*; Fond du Lac, WI; and Milwaukee, WI

The Institute for Innovation in Teaching and Learning provides the following services to participants:
- Coaching and Technical Support for Team Action Plan
- Supportive Online Courses and Resources
- Opportunities for Networking

We support new ideas and practices to strengthen teaching and learning. Our goal is to fund and share successful strategies to educate and prepare students for bright and rewarding futures. We have learned that the best teaching methods come from our greatest assets: educators. That is why, over the past decade, we have awarded nearly $7.1 million over the past decade to fund more than 4,500 grants to public school educators to enhance teaching and learning. To build our knowledge base and to uncover new, great practices in public education we invite all eligible educational professionals to apply for our grants.

DonorsChoose.org

To combat the trend that forces educators to spend upwards of $500 of their own money each year on classroom materials, the NEA Foundation matches public donations made to NEA member projects posted on DonorsChoose.org. Last year, we matched public donations to 1,500 NEA member projects, reaching 120,000 public school students. Beginning in September, 2014, with your help, we hope to reach even more.

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 Global Learning Fellowship Program

The NEA Foundation Global Learning Fellowship Program seeks to respond to the major forces: automation of jobs, globalization, corporate restructuring of how work gets accomplished and demographic changes which are causing a shift in the knowledge and skills students need. This work expands on the NEA Foundation’s mission to advance student achievement by investing in public education that will prepare students to learn and thrive in a rapidly changing world.

The program builds a structured and collaborative learning experience that supports educators as they acquire global competence skills. Over the course of one year, Fellows are supported by NEA Foundation staff, partners, and other field experts.
At the conclusion of the Fellowship, educators create a lesson plan, unit plan, or full curriculum integrated with global competency skills.

**Awards**

Our Awards for Teaching Excellence recognize educators whose professional practice and advocacy for the profession are exemplary. They are shining examples of the millions of educators who work in America’s public schools and are celebrated at our annual Salute to Excellence in Education Gala held in Washington, DC in February.

**Nominate an Educator**

Each spring, we invite all NEA state, federal, and direct affiliates to nominate one outstanding educator for the NEA Foundation Awards for Teaching Excellence. Participation in the prestigious awards program, which is open to NEA members only, provides NEA state affiliate ample opportunities to promote their state association and the profession.

**Online Curriculum**

The NEA Foundation’s free online courses were initially developed to support district and union leadership – and the field as a whole. We are now expanding them to include issues of grant seeking for educators as well as global learning.

The courses are:

- Open to anyone with Internet access
- Designed for both groups to take together and individuals to take at their own pace
- Developed by content experts in the field

**The NEA Foundation Board of Directors**

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MEG PORTA, Vice President of Development
DANIELLE SLEEPER, Innovation Associate
ANNA D. SMITH, Database Coordinator
NICOLE SMITH, Finance Associate
JANICE WARD, Vice President of Innovation & Special Assistant to the President
EDITH WOOTEN, 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 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.

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

- Visiting www.neamb.com
- Subscribing to NEAchieve!, the member monthly e-newsletter
- Connecting through Facebook at www.facebook.com/neadeals and Twitter at www.twitter.com/neadeals
- Calling the Member Service Center Representatives free at 1-800-637-4636 or emailing them through www.neamb.com/contact
- Attending in-person presentations and training given by knowledgeable NEA Member Benefits Affiliate Relations Specialists at www.neamb.com/ar

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 Online Retirement Center provides assistance to members in planning their future and offers a monthly newsletter containing relevant retirement articles and tools. Visit www.neamb.com/retire.

Insurance Programs

NEA Member Benefits offers members the opportunity for members to protect themselves, their families, and the possessions they value. 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. Visit www.neamb.com/insurance.

Shopping and Discounts

Through NEA Member Benefits discount programs, members save money on the things their families need and the classroom supplies they cannot do without. 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

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 members
to continue their education with professional development and degree granting programs. NEA Academy courses are peer-approved to ensure they meet quality standards. 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.neaacademy.org.

Member Assistance Program

Members who experience non-renewals, job layoffs, salary cuts, and other financial challenges can receive support through NEA Member Benefits’ Member Assistance Program (MAP). MAP provides personal assistance, information, and tools including a Job Layoff Checklist, a job search service, development courses and degree programs, special financial accommodations for participants in NEA Member Benefit programs, personal assistance to members via the Member Service Center, and Affiliate Relations team resources to provide educational seminars and advocacy for affiliates and members at the state and local levels. Visit www.neamb.com/assistance.

Disaster Relief Program

NEA Member Benefits provides a Disaster Relief Program to support affiliates and members who have experienced devastating effects caused by a U.S. Federal Emergency Management Agency (FEMA)-declared catastrophic event or natural disaster. Key components of the Disaster Relief Program include: coordination with other Association resources, special financial accommodations for participants in NEA Member Benefit programs, special event-specific avenues of assistance to affected members, personal assistance to members via the Member Service Center, and Affiliate Relations team to assist “on the ground” with affiliate leaders, staff and members. In the event that an insured member resides in an area that is adversely affected by a major FEMA declared disaster, the NEA MIT will waive the member’s insurance premiums for one year at the member’s request. Visit www.neamb.com/assistance.

Board of Directors

NEA Member Benefits is governed by an eight-person Board of Directors:
REBECCA S. PRINGLE, Chairperson, Secretary-Treasurer, National Education Association, (202-822-7057) bpringle@nea.org
LILY ESKELEN GARCÍA, Vice Chairperson, Vice President, National Education Association, (202-822-7479) LEskelsen@nea.org
WILLIAM BJORK, (Designee for Dennis Van Roekel) (907-479-3479) bill.bjork@yahoo.com
LESLIE DAKE, (712-251-2720) Leslie4esps@yahoo.com
RODNEY ELLIS, President, North Carolina Association of Educators, (800-662-7924 ext. 200) rodney.ellis@ncae.org
CLAUDETTE JOHNS, Executive Director, Kansas NEA, (785-691-6352) claudette.johns@knea.org
ANDREW POLICASTRO, Vice President, Bergen County Education Association, NJ, (201-833-9166) apolicastro@gmail.com
FRANK YATES, Executive Director, Mississippi Association of Educators, (601-354-4463) fyates@nea.org

NEA Members Insurance Trust
The NEA Members Insurance Trust (NEA MIT) exists solely for the benefit of NEA members and their dependents. NEA MIT provides a variety of high quality, low cost Life Insurance, Accidental Death and Dismemberment Insurance and Medicare Supplement Insurance plans to NEA members. NEA MIT 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. Visit www.neamb.com/complife. In addition, NEA MIT provides the NEA Introductory Life Plan at no cost to new members who are in their first year of membership. This plan provides $15,000 of term life insurance with a guaranteed issue conversion at the end of the first year. Visit www.neamb.com/introlife.

Trustees
REBECCA S. PRINGLE, Chairperson, Secretary/Treasurer, National Education Association, (202-822-7057) bpringle@nea.org
ROBERT H. CHANIN, Secretary, (301-622-7676) bobchanin@verizon.net, bchanin@neamit.org
MARY ANN BLANKENSHIP, Executive Director, Kentucky Education Association, (502-875-2889) mary.blankenship@kea.org
KAY BRILLIANT, (505-469-3317) Kay.brilliant@gmail.com

KERRIE DALLMAN, President, Colorado Education Association, (303-837-1500) kdallman@coloradoea.org
GAIL RASMUSSEN, President, Oregon Education Association, (541-840-1083) myoldkyhome1949@gmail.com; grasmussen@neamit.org
JUDY L. SCHAUBACH, (763-444-0252) jschaubach@neamit.org

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