

NEA Committees

NEA's committee structure provides for committees of the Representative Assembly, strategic committees of the NEA Board that are aligned with the Association's Strategic Plan and Budget and advance at least one of NEA's strategic goals; social justice, and constituency committees that make recommendations to NEA's governing bodies on matters of concern to the constituencies they represent; and other special and ad hoc committees. These committees report to the president, Board of Directors, and Executive Committee between meetings of the Representative Assembly.

Committees of the Representative Assembly

Committee on Constitution, Bylaws, and Rules

The Committee on Constitution, Bylaws, and Rules is authorized in Article III, Section 6 of the Constitution. The composition and duties of the committee are set forth in Standing Rule 2.

The committee initiates proposed amendments to the Constitution, Bylaws, and Standing Rules as appropriate; receives and processes proposed amendments; supervises the submission and processing of new business and legislative amendments; supervises and counts roll call votes at the Representative Assembly; provides advisory opinions on parliamentary questions upon the request of the presiding officer; and performs other duties as specified in the Rules or requested by the president.

Committee on Program and Budget

The Committee on Program and Budget is authorized in Bylaw 11-7. Its composition is described in Bylaw 11-7 and its duties with respect to budget development

are outlined in Bylaw 11-9. The secretary-treasurer of the Association is chairperson of the committee, and the vice president is a member of the committee.

Credentials Committee

The Credentials Committee is authorized in Standing Rule 1, which also describes the committee's composition and duties. The committee is responsible for the supervision of the accreditation of delegates and alternates to the Representative Assembly, the seating of delegates and members, and other appropriate duties as specified in the Standing Rules.

Elections Committee

The Elections Committee is authorized in Standing Rule 11. The committee's composition and duties are set forth in Standing Rule 11. The committee conducts the elections at the Representative Assembly, prepares and checks ballot(s) for accuracy, supervises the voting area, acts as judge and constable of the election(s), and performs

other appropriate duties as specified in the Standing Rules.

Resolutions Committee

The Resolutions Committee is authorized in Standing Rule 7. The committee consists of the five-member Internal Editing Committee appointed by the president, as many additional members and alternates from each state as there are directors for that state, and as many Retired and Student members as there are Retired and Student directors (i.e., six Retired members and alternates and three student members and alternates).

At-large representatives of ethnic minorities, administrators, classroom teachers in higher education, and Active members employed in education support professional positions are appointed by the president as necessary to ensure compliance with the requirements of Article V, Section 1(c), (d), (e), and (f) respectively. The state members and alternates are elected by the state's accredited delegates to the NEA Representative Assembly. The retired and student members and alternates are elected, respectively, by the accredited Retired and Student delegates. The five members of the Internal Editing Committee are members of the full Resolutions Committee.

The committee prepares and presents to the Representative Assembly proposed resolutions for adoption as specified in Standing Rule 7.

Board Strategic Committees

Board Leadership Development

The Board Leadership Development Committee reviews, assesses, and updates the Board curriculum, training model, and schedule to ensure all Board members receive appropriate training throughout their NEA Board service, including making recommendations regarding the integration of addressing institutional racism into the training. The committee also develops an onboarding packet for first-year directors who enter the curriculum track at different times of the year.

Empowered Educators

The Empowered Educators Committee develops models and strategies for state and local affiliates to tap into the expertise of educators, including professional practice and equity leaders, to support implementation of the Every Student Succeeds Act. The committee also provides input regarding strategies to identify and engage professional practice leaders and other empowered educators in NEA edCommunities and other networks to promote professional practice and support early career educators.

ESP Careers

The ESP Careers Committee identifies implementation strategies, resources, and professional learning opportunities aligned to the ESP Professional Growth Continuum. The committee also reviews the nomination submissions and recommends to the Executive Committee a recipient for the ESP of the Year.

Human and Civil Rights Awards

The Human and Civil Rights Awards Committee reviews the nomination submissions and recommends to the Executive Committee recipients for the Human and Civil Rights Awards. The committee also reviews the criteria, process, and forms for nomination of candidates for all Human and Civil Rights awards, and makes changes as needed, assists in the planning and execution of the awards ceremony, and makes recommendations for collaboration with HCR award winners to advance outreach to communities and partners in support of NEA's strategic goals.

Legislation

The Legislative Committee reviews the NEA Legislative Program and gathers feedback from NEA members and leaders. The committee provides recommended modifications to the NEA Legislative Program to the Board of Directors and presents it for approval to the annual Representative Assembly. The committee conducts an open hearing during the Annual Meeting to review the proposed NEA Legislative Program and discuss relevant legislative issues with delegates. In addition, the committee works with staff to review legislative amendment submissions and determine the Committee's recommendation for each submitted amendment.

Local President Release Time Grants

The Local President Release Time Grants Committee selects recipients of Local President Release Time Program (LPRTP) grants, monitors progress of projects, and reviews evaluations of selected

locals. The committee also reviews and makes recommendations as needed related to the LPRTP guidelines, and reviews and reports on the LPRTP's annual training to ensure that grant recipients are provided the tools necessary to accomplish program objectives and advance a culture of organizing within the local.

Member Rights, Compensation and Benefits

The Member Rights, Compensation and Benefits Committee identifies successful strategies for remaining a strong and vibrant union in states that have been severely restricted in their rights to bargain or have lost agency fee rights, and recommends best practices to other state and local affiliates preparing for the loss of such rights.

Membership Organizing

The Membership Organizing Committee reviews and assesses the New Educator Outreach, Engagement and Supports Campaign and recommends strategies to strengthen and enhance future efforts, including strategies for areas that have lost or anticipate losing agency fee/fair share. The committee also conducts an assessment and drafts recommendations on best practices for Early Career Educator affiliate programs to lead growth and strength at the local level, including membership recruitment, engagement, and activism.

Professional Standards and Practice

The Professional Standards and Practice Committee examines the cultural competencies for early career educators that are defined as priorities; analyzes

current programs, services, and activities already offered by the Association that support these priorities; identifies gaps; and, for each priority, defines a sequence of union-led professional learnings that moves educators from awareness to action.

Read Across America

The Read Across America Committee reviews and provides feedback on Read Across America activities, creative materials and web, social media and digital outreach vehicles for Read Across America Day and promotion of year-round literacy. The committee also reviews and makes recommendations for enhancement of Association efforts to promote literacy, particularly among students of color and those who have been historically underserved. Using the focus, “Building a Nation of Diverse Readers,” and the lens of racial justice in education, the committee recommends ways to use Read Across America to educate a broader range of ages, students, and members on the importance of reading and the contributions of a diversity of cultures to the American literary community.

UniServ Advisory

The UniServ Advisory Committee reports to the NEA Board of Directors on the structure, operation, and grants of the UniServ Program to ensure they are aligned to advance NEA’s Strategic Goal 1 (Strong Affiliates for Educator Voice and Empowerment) and Goal 2 (Empowered Educators for Successful Students).

Other Board Committees

Annual Meeting Review

The Annual Meeting Review Committee reviews adopted and referred new business items addressing the conduct of the Representative Assembly and makes recommendations to the NEA Board of Directors on implementation. The committee also recommends to the Board dates and locations for future Annual Meetings.

Executive Officer Compensation

The Executive Officer Compensation Committee reviews the salaries and fringe benefit policies of the Executive Officers and the financial policy package for members of the Executive Committee, and makes recommendations to the Board of Directors as appropriate.

Friend of Education

The Friend of Education Committee reviews the criteria, process, and forms for nomination of candidates for NEA Friend of Education, reviews nomination submissions, and recommends to the Board of Directors a recipient of the Friend of Education award.

Social Justice and Constituency Committees

Aspiring Educators

The Aspiring Educators Committee assists in developing programming and organizing initiatives that support the recruitment and retention of talented individuals into the teaching profession, with a focus

on communities of color and other underserved populations, and on positioning the education profession as an elite career of choice for the next generation of college students. The committee also actively promotes student membership on college campuses and recommends strategies to increase student membership and engagement while creating a seamless path from Student to Active membership; and assists in the planning and delivery of the Student Leadership and Professional Development Conference.

Ethnic Minority Affairs

The Ethnic Minority Affairs Committee (EMAC) identifies systemic patterns of inequity—racism and educational injustice—that impact educators and students and recommends partnerships and strategies to address these specific practices. The committee provides input to the national Racial and Social Justice Conference Planning Committee through the four Caucus Chairs; reviews testimonies from the EMAC hearings and develops recommendations that are aligned with NEA’s two strategic goals: Strong Affiliates for Educator Voice and Empowerment, and Empowered Educators for Successful Students, where appropriate; reviews the goals and strategies for minority representation in the Association, including 3-1(g), the UniServ Affirmative Action Program, and the Minority Leadership Training Program; and makes recommendations for enhancing participation, involvement, and inclusion of ethnic minority members at all levels of the Association.

Sexual Orientation and Gender Identity

The Sexual Orientation and Gender Identity Committee (SOGI) reviews and makes recommendations to enhance NEA’s efforts to raise awareness among NEA members and affiliates of the rights and protections available to LGBTQ students and staff and to counter the widespread backlash against individuals who are lesbian, gay, bisexual, transgender or questioning (LGBTQ). The committee provides input to the national Racial and Social Justice Conference Planning Committee through the SOGI Chair; reviews testimonies from SOGI hearings; and develops recommendations that are aligned with NEA’s two strategic goals: Strong Affiliates for Educator Voice and Empowerment, and Empowered Educators for Successful Student, where appropriate.

Women’s Issues

The Women’s Issues Committee (WIC) analyzes emerging challenges facing women/girls and the intersection of race and recommends strategies for NEA to undertake in addressing these challenges in partnership with allies.. The committee also reviews efforts to address gender equity issues and lack of access to STEM/STEAM opportunities for girls and recommends partnerships and strategies for Association engagement in these specific practices. The committee provides input to the national Racial and Social Justice Conference Planning Committee through the WIC chair; and reviews testimonies from

WIC hearings and develops recommendations that are aligned with NEA's two strategic goals: Strong Affiliates for Educator

Voice and Empowerment, and Empowered Educators for Successful Students, where appropriate.

NEA-Retired Executive Council

The NEA-Retired Executive Council makes recommendations regarding the direction of NEA-Retired in addressing issues of concern to NEA-Retired members and strategies to involve NEA-Retired members in Association activities. It develops recommendations to enhance the recruitment of NEA-Retired members and utilize NEA-Retired members as a resource in advancing NEA strategic priorities.

The NEA-Retired Executive Council is an elective, not an appointive, body.

Symbol of the United Education Profession

This symbol, adopted by the NEA Executive Committee in 1966, combines the legacy of the past (π for $\pi \alpha \delta \epsilon \iota \alpha$, the ancient Greek word for education) with new direction for the future (\blacktriangleright). The spherical triangle serving as the background represents the mutually supportive programs of local, state, and national education associations to advance education. In one sentence, then, the design symbolizes the forward thrust of education through a united profession.

