New Business Adopted by the 2018 Representative Assembly

Immigrant Families at the Border (2018-A)

The National Education Association will respond thoughtfully, swiftly, and forcefully in support of and in solidarity with immigrant families who are separated, incarcerated, or refused their legal right to request asylum due to the heartless, racist, and discriminatory zero-tolerance policies of the Trump administration. We will not waiver in our commitment to these families and will take the following actions:

1. Proactively seek opportunities to coordinate and partner with immigration advocates and activists to add our voices to those demanding families be kept together during the immigration process and to prevent families from being incarcerated indefinitely.

2. Inform our members of this racist policy of incarcerating children and families and the physical and emotional trauma that extended fear and stress cause to people, especially children. We will engage members at the local and state levels with resources, alerts, and opportunities to take action on immigration issues and effect positive changes in their schools and communities.

3. Closely monitor legislation on immigration and analyze bills, regulations, and executive orders to determine their impact, intended and unintended. We will prioritize our advocacy for legislation that realizes the DREAM Act, does not separate families, and respects rights to due process. We will fight legislation that harms Dreamers, diminishes asylum claims, violates rights to due process, separates families, or threatens trauma in children.

4. Call for a complete accounting of the children already taken from their families and those who may still be taken.

5. Fight for reunification of children and parents and the immediate placement of families in the least-restrictive environments, including access to free and appropriate public education while awaiting processing.

6. Provide appropriate legal support such as amicus briefs, legal analysis, and consultation with our partners on legal strategy to protect the dignity and human and civil rights of families, many of whom are indigenous natives.

Direct Action at 2019 RA (2018-3)

NEA will investigate developing a direct-action event to take place at the 2019 NEA RA in Houston, TX.

Black Lives Matter Week of Action (2018-4)

NEA will promote the Black Lives Matter Week of Action in schools during Black History month in 2019, using existing communication resources, specifically
calling for clear efforts to demonstrate support for the three demands of the BLM Week of Action in schools:

1. Ending zero-tolerance policies and replacing them with restorative justice practices.
2. Hiring and mentoring Black educators.
3. Mandating that ethnic studies be taught in preK–12 schools in age-appropriate ways.

**Charter School Appeals (2018-5)**

NEA will encourage its state affiliates not to submit appeals to petition state governing authorities for a charter school to remain open once a closure decision has been made due to poor performance prior to conducting a needs assessment and community impact study.

**Common Enrollment Systems (2018-7)**

NEA will create a brochure for our members and parents on common enrollment systems and their impact on urban school communities.

**Suicide Alertness (2018-8)**

NEA will fund training materials and space for two three-hour safeTALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 2019.

**Confederate Leader Names on Public Schools (2018-9)**

The NEA RA directs NEA to support, in ways it finds appropriate and within the budget, the removal of the names of Confederate leaders from public schools.

**International Adoptees (2018-10)**

That NEA, through existing publications, inform members about the issues faced by international adoptees that were not granted citizenship under the Child Citizenship Act (CCA) of 2000.

**Gender Inclusive Schools (2018-11)**

NEA shall, using existing digital media, have all state and local affiliates encourage K–12 teachers to view a series of films called *Creating Gender Inclusive Schools* and use the accompanying study guides of the Youth and Gender Media Project (visit youthandgendermediaproject.org) to create inclusive communities for all youth, regardless of where they fall on the spectrum of gender identity and expression.

**Career Technical Education and the School-to-Prison Pipeline (2018-14)**

NEA will investigate, using existing committees and the National Vocational and Career Technical Education Caucus (V-CTE), the impact and availability of CTE programs in the reduction of the school-to-prison pipeline. These findings will be made available to all members through existing platforms.

**Foundation Donor Agreements (2018-15)**

Using existing communication channels, NEA shall publicize the need for transparency and disclosure of donor agreements and funding from foundations or centers to colleges, universities, and other educational programs.
Certified School Counselors (2018-17)

NEA will communicate, through existing means, the advancement of the role and responsibilities of certified school counselors within their schools.

Moratorium on Standardized Testing (2018-18)

NEA will produce an open letter of support for the Seattle Education Association’s moratorium on standardized testing.

Safe Schools (2018-19)

I move that NEA commends and supports the courageous students fighting for safe schools and that NEA, within its existing budget, ensures the safety of our students and school personnel will:

- Encourage State and Local Affiliates to Seek:
  - Separate and additional local and state funding for school districts, colleges and universities that may employ at least one armed or unarmed school resource officer in each school, based upon the local association’s agreement, who will work with students, school personnel, and the community.
  - Separate and additional local and state funding for school counselors (guidance counselors), school social workers, school psychologists, school nurses, mental health providers, school attendance teachers, and similar student support personnel to help students identified as having possible serious mental health problems.
  - The development of state crisis tapelines/apps that provide students with access to crisis counselors and a confidential means of reporting bullying, violence, and threats.
  - Additional local and state funding for school districts to provide a system for training school personnel and parents to detect the early warning signs that a student may become violent.
  - Opposition to arming teachers in schools.
  - Ensure that those identified with severe emotional problems are provided with support and services and that they do not have access to firearms.
  - Support a mandated, comprehensive background check to prevent those found guilty of violent crimes and domestic violence from purchasing or having possession of a gun.

NEA also urges other organizations, schools, school districts, and concerned citizens to join in a national flag-at-half-staff-for-safe-schools movement until they, too, are convinced and sufficient actions (laws, regulations, funding, programs, etc.) have been enacted to provide a safe environment in our schools for our students and school personnel.

Voter Registration (2018-20)

NEA will encourage its locals to advocate for voter registration to take place at all public high schools.

Poor People’s Campaign (2018-21)

NEA endorses (in name only) the Poor People’s Campaign: A National Call for Moral Revival, will investigate developing a partnership with the Campaign, and will publicize, through existing digital publications, our endorsement and campaign actions.
New Business

Business Advertisements (2018-22)
NEA will not accept advertisements from businesses that use profits to privatize public education.

Age Discrimination (2018-23)
NEA will identify strategies to aid states and locals in fighting age discrimination when senior staff members are targeted through denigrating teacher and education support professionals evaluation processes and identify ways to ensure their rights are not violated.

Trauma in the Workplace (2018-24)
I move that NEA, through existing channels, survey state affiliates to determine what resources and practices are in place to support educators experiencing trauma in the workplace. Once the data is compiled, NEA will publish an article in NEA Today, educating members of NEA’s ongoing work on educator trauma. This article will include, but not be limited to, ways members can utilize the Schools Crisis Guide, Healthy Futures, and supports available to educators impacted by trauma in the workplace, as well as highlight work being done in Delaware and Illinois creating trauma sensitive schools.

Graduation Policies for Students with Special Needs (2018-26)
NEA will educate members and stakeholders, through existing resources (including electronic), about the negative consequences of graduation policies for students with special needs and other vulnerable populations.

Flores v. Reno (2018-27)
NEA condemns Donald Trump’s policy of child separation and the indefinite detention of refugee children and families by publicizing the defense of the 1997 federal court decision in Flores v. Reno that strictly prohibits the indefinite detention of children.

Charter School Moratorium (2018-28)
NEA will create a charter schools moratorium toolkit to support state and local associations in implementing the NEA Policy Statement on Charter Schools. The primary focus of the toolkit would be section 1b of the Policy Statement: “Public charter schools should only be authorized by the same local, democratically accountable entity that oversees all district schools.” The toolkit will empower state and local associations in pressing for moratoria on charter school authorizations by bodies other than locally elected school boards.

Standardized Testing for Teacher Certification (2018-29)
NEA will identify and share with affiliates principles and/or regulations that remove barriers like the PRAXIS and other standardized tests that prohibit educators from entering the profession. NEA will also write model legislation and/or regulations that can be used by states and affiliates. NEA will promote through existing outlets the issues of abolishing standardized testing as a primary qualifier of teacher certification.
Struggling Readers (2018-31)

NEA will use existing resources to:
1. Share existing research and finding about struggling readers (students unable to learn to read at an age appropriate rate given appropriate instruction, students considered to be showing pre-dyslexic tendencies, and/or students identified as having dyslexia), their experiences, and the effects of struggling to read on their lives;
2. Promote the use of culturally responsive universal screening and early reading intervention in states not currently doing so;
3. Promote instructional practices that include existing evidence-based, multi-sensory, explicit, and systematic phonics instruction, in the general education classroom, for early struggling readers.

CDC Resources for LGBTQ+ Youth (2018-32)

NEA shall, using existing digital media, share with state and local affiliates a Center for Disease Control and Prevention (CDC) website (visit https://www.cdc.gov/lgbthealth/youth-resources.htm) that lists resources, government agencies, and community organizations for the LGBTQ+ youth, their friends, educators, parents, and family members to support positive environments.

School Communities and Law Enforcement (2018-33)

Using current communication vehicles, NEA will encourage and provide resources to affiliates to help them partner with police unions to encourage training and ethical practices with respect to cultural competency, social justice, and restorative practices, and promote open communication between school communities and law enforcement.

Homeless Epidemic (2018-34)

NEA will use its resources to inform policymakers of the devastating and critical effects of the homeless epidemic plaguing the U.S. NEA will advocate for resources on behalf of students, educators, and families suffering from the impact of homelessness.

National Higher Education Month (2018-35)

NEA will designate October as the National Higher Education Month. NEA will work with the National Council for Higher Education (NCHE) to use existing social and digital channels in celebration of the month that will include materials and activities for the members to use. The materials will be developed in collaboration with NCHE.

Business and Same-Sex Couples/LGBTQ Individuals (2018-36)

NEA shall, using existing digital media, post a list of known individuals with businesses who are committed to refusing services to same-sex couples and/or LGBTQ individuals. NEA can access a list of these individuals and their businesses from organizations such as THINKPROGRESS (thinkprogress.org), Southern Poverty Law Center, and Human Rights Campaign, and share it with all state and local affiliates on nea.org.
Educators of Color (2018-37)
NEA, through its current communication and social media platforms, will address the national need to recruit, develop, and retain diverse and culturally responsive community based educators of color (especially males) to help advance the achievement of all students. NEA will use existing programs to pilot a pipeline for male educators (especially those of color) through preK–12 and higher education.

Supreme Court Justice (2018-38)
NEA will support a strategy of postponing confirmation of a Supreme Court justice until after the mid-term election, holding Congress to the same standards set forth by the Senate after the death of Antonin Scalia in 2016.

#MeToo Movement (2018-39)
NEA will use existing publications to salute the bravery of the many individuals who have come forward in the #MeToo movement and declare our solidarity with the struggle against sexual assault.

Family Acceptance Project (2018-40)
NEA shall, using existing digital media, encourage state and local affiliates to make available a practice brief to families, caretakers, advocates, and providers that provides new research from the Family Acceptance Project (FAP) at San Francisco State University in support of their lesbian, gay, bisexual, transgender, questioning+ (LGBTQ+) children.

Arts Programs (2018-42)
NEA will advocate for the implementation of quality arts programs in preK-higher education (especially those that do not have them) by encouraging states and locals to recruit and retain licensed/credentialed arts educators. NEA will use existing resources to share best practices and strategies with educators, families, and community members.

Affordable Housing (2018-43)
NEA will advocate for lower interest rates and affordable housing programs for educators.

Human Trafficking (2018-44)
The NEA President shall write a letter to all NEA state and local affiliates, state superintendents, and chiefs about the importance of eradicating human trafficking, which, according to the United Nations, is “modern-day slavery.” The letter shall underscore the importance of:
1. Providing training, information, and programs to all educational professionals on the nature and traumatic impact of human trafficking on individuals, students’ education, and our communities in general;
2. Developing local and district or community-wide protocols for reporting/handling actual and/or suspected incidents of human trafficking in schools;
3. Providing parents, guardians, and their students with necessary and appropriate information to help them better understand the nature of and threat that human trafficking poses to them; and
4. Working with community allied organizations to develop community-wide
awareness and protocols for addressing human trafficking.

**Substitute Educators (2018-47)**

Moved that the NEA Center for Organizing actively promote, through existing publications, membership for certified and classified substitute educators in order to form more “wall-to-wall” bargaining units in the aftermath of the Janus decision in the 2018-2019 school year.

**National Campaign of Labor Action (2018-48)**

NEA will build on the great teachers’ union victories in West Virginia, Oklahoma, and struggles breaking out in Arizona and other states, to support a national campaign of labor action, including strike action where practicable, to:

1. save public services
2. fight to improve NEA members’ living and work conditions
3. fight for union rights.

**Special Education Workload Analysis Model (2018-49)**

NEA will inform members and staff, through existing NEA media platforms/publications (e.g., *NEA Today*) of the Special Education Workload Analysis Model developed by NEA after direction from the 2017 RA. This will raise awareness and assist guiding collective bargaining teams, disability rights, ESP and Specialized Instructional Support Personnel (SISP) organizations.

**Ethnic/Racial Bullying (2018-50)**

NEA shall create and maintain a web page containing resources and strategies to support educators when they become aware of ethnic/racial bullying. NEA will, furthermore, publish an article in *NEA Today* informing educators of the existence of this resource.

**English Language Learners Blended Learning (2018-52)**

NEA will use existing publications and electronic media to make members aware of the existence of the NEA’s new English language learners (ELL) blended learning courses (i.e., Assessing ELLs, Second Language Acquisition Strategies for ELLs, Advocacy Strategies for ELLs, Standards-Based Instruction, and Lesson Development for ELLs) combining traditional face-to-face meetings with the greatest efficiencies and flexibility of online learning tools.

**Privatization of Jails (2018-53)**

Using existing digital media, NEA will encourage state and local associations to join coalitions prohibiting the privatization of jails, prisons, and immigration detention centers. NEA will urge state and local associations to report their efforts to NEA, local associations, and state leadership.

**Rights and Equality of Women (2018-54)**

NEA will add a new category on the NEA EdJustice website (neaedjustice.org) with links to resources that specifically address issues that impact the rights and
equality of women so that members may use these tools to advocate for educators, students, families, and communities.

**Human Rights (2018-55)**

NEA will encourage and support the leadership of women and youth, including NEA members, their families, and friends, in building the mass movement to defend human rights, including union rights, and all human progress.

**NEA Vision, Mission, and Values (2018-59)**

The NEA president will solicit from the membership at a variety of venues changes to the document, “The NEA Vision, Mission and Values.” Prior to the 2019 RA, the president or her appointees will report in writing to the NEA Board on proposed changes to the document and provide recommendations for the Board to consider. The NEA Board will recommend changes to the document to be voted on by the RA delegates.

**Immigration and Customs Enforcement (ICE) on Campuses (2018-60)**

NEA will support state and local affiliates as they contend with state and federal legislation that requires districts to comply with U.S. Immigration and Customs Enforcement (ICE) on campuses. NEA will continue to protect immigrant students on public school campuses by providing updated resources and information through existing avenues of digital communication.

**Unionism, Solidarity, Justice, and Fairness (2018-64)**

Using existing resources, NEA will educate its members on—and promote the attitudes, values, and goals of—unionism, solidarity, justice, fairness, and the search for the common good by leaders devoting time in their meetings to show and explain recent and relevant examples of unionism.

**Co-Location of Charter and Traditional Public Schools (2018-65)**

NEA will use existing media to educate members about the perils of co-location of privately managed charter schools and traditional public schools. In states where there are laws that require co-location, NEA will use existing legislative staff to lobby against it.

**Seniority (2018-67)**

NEA will educate members about the importance of seniority using existing media. Years of work experience and years in the classroom count, and seniority should be taken into consideration in transfers, reassignments, and layoffs.

**School Counselors and Professional Mental Health Practitioners (2018-69)**

Using available resources, data, and the American School Counselors Association national model for school counseling, NEA will promote and advocate for the hiring of school counselors and professional mental health practitioners to support all students in preK–higher education.
schools through existing print and electronic resources.

**Equal Rights Amendment (2018-70)**

NEA will contact equalrightsamendment.org and have NEA added to the list of organizations supporting the Equal Rights Amendment as it is published on the website.

**Standardized Assessments Opt-Out (2018-71)**

NEA will provide state associations information for families, parents, and students on how to opt out of state-wide Common Core and other state-wide high-stakes assessments. NEA will publicize this information via its online publications.

**Equal Rights Amendment Call to Action (2018-72)**

NEA will use existing digital and social media accounts to issue a call to action in states where bills are introduced to ratify the Equal Rights Amendment. This call to action will consist of encouragement to contact state legislators and urge their support or thank them for their commitment to support the bill; NEA may include a link to do so via the existing Action Network account.

**Muslim Ban (2018-73)**

NEA condemns the Supreme Court decision upholding Trump’s Muslim ban and demands its reversal as soon as possible.

**Education Services at Immigration Detention Centers (2018-77)**

NEA will use existing NEA resources and publications to advocate for quality educational services to be administered, in their first language, by qualified, certified educators for children detained at immigration detention centers.

**Section 504 of the Rehabilitation Act (2018-80)**

NEA will publish, through existing resources (including electronic), information detailing the rights and due process procedures for educators in regard to Section 504 of the Rehabilitation Act.


NEA will encourage, through appropriate communications, state and local affiliates to develop a timely endorsement process so that dues-paying members who are running for political office are given the consideration of an interview and an endorsement decision prior to their primary.

**Arming Teachers (2018-85)**

To ensure that no educator, against their will, shall be required to carry or be expected to use a firearm as part of their official duty. NEA will create model contract language that will prevent this from happening. This model contract language will be made available to state and local affiliates.
World Religious Holidays (2018-88)
NEA will advise its state affiliates, through existing resources, to inform and educate their local school districts to recognize world religious holidays so that our students are not only excused from school, but are also eligible for attendance awards. In addition, staff that needs to fulfill religious obligations are allowed to take the day off without loss of personal time, sick time, and pay.

Teaching Tolerance (2018-90)
Given NEA’s policy of fighting racism, and the current state of racial affairs within this great nation, it is imperative that NEA actively support and promote, using existing resources, such as Teaching Tolerance, Facing History and Ourselves, and Rethinking Schools, that describe and deconstruct the systemic proliferation of a White supremacy culture and its constituent elements of White privilege and institutional racism, in order to create equitable outcomes for people of all colors, languages, and ethnic backgrounds. Additionally, the NEA will encourage its affiliates to do the same.

Potential Teachers (2018-93)
NEA will create an online toolkit promoted through existing resources that explores new ways to help members identify and support students, as identified by the NEA Great Teaching and Learning report, in the “potential teacher” phase, to encourage educators to support ethnically diverse preK–12 students to consider education as an elite career choice.

Administration of Medication to Students (2018-96)
NEA will be the lead author of a letter to the Department of Education to advocate for a simple student identification system to ensure safe administration of medication to students while they are in school. The system should include, at a minimum, a photo ID with the student’s name, date of birth, drug allergies, and a parent’s or guardian’s name and contact information. NEA will seek co-signatures from appropriate groups such as the Center for Disease Control, National Institute of Health, and the National Association of School Nurses.

Trauma-Sensitive Education (2018-99)
NEA shall add trauma-sensitive education to the existing NEA Social Justice initiative. Efforts shall combine communication and training for social justice with the associated needs of resiliency to trauma.

Journalism Courses (2018-101)
NEA will publish an article, through existing communications channels that substantiates the importance of journalism courses in schools. The article will highlight the importance of journalism in recording history, how journalists have shaped and changed history, and finally, the danger of allowing journalism programs to be taken out of schools. The article could be used to cultivate discussions in legislatures to add or retain a requirement for journalism courses in schools.
Puerto Rican Student Rights (2018-102)

I move that NEA form an alliance/partnership with AFT to help protect Puerto Rican students’ constitutional rights by denouncing the school closures and under funding public schools in Puerto Rico so that families will not have to be separated, and children do not lose their legal right to an education.

Aspiring Educators of Color (2018-106)

NEA will complete an internal audit of how NEA is supporting Aspiring Educators of color, specifically at Minority Serving Institutions—Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), Tribal Colleges, Asian American and Native American Pacific Islander Serving institutions (AANAPIS)—and communicate the results to all Aspiring Educators, Ethnic Minority Affairs Committee (EMAC) leaders, and state affiliate leaders.

U.S. Census (2018-107)

NEA will work with partner organizations to ensure individuals living within the U.S. and its respective territories be counted in the U.S. Census regardless of their citizenship status and ensure that it is done in a manner that does not endanger members.

Aspiring Educators Program (2018-108)

NEA will compile information that shows the benefits of full-time state student organizers to grow the Aspiring Educators Program and promote the findings to state affiliates through existing resources.

Red4Ed Wednesday (2018-116)

NEA will use its digital resources to promote “wear #red4ed Wednesday” nationally.

Task Force on Recruitment of Educators of Color (2018-117)

NEA will create a task force that consists of Aspiring Educators from HBCUs, HSIs, MSIs, Tribal Colleges, Asian American and Native American Pacific Islander-Serving Institutions to make recommendations to the Board of Directors regarding the recruitment of educators of color and the resources they need to become lifelong active educators and union leaders.

Flint Water Crisis (2018-118)

NEA will continue to address the impacts of the Flint water crisis on students, educators, and the community by taking the following actions to counter this continuing issue:

1. Continue to make tools and resources available for identifying the signs and symptoms of students with possible lead poisoning to all NEA members. These materials should be dispersible to classrooms and communities of those impacted by lead poisoning.

2. Continue to make materials, resources, and trainings available in order to implement restorative justice practices with students, educators, and community members suffering from the physical and
social emotional impacts of lead poisoning-based trauma.

3. Continue to make materials and resources available including lessons and activities to discuss and acknowledge the impact of this crisis.

4. Continue to reach out to already existing community organizations to provide support to ensure all student needs are addressed and all schools in the Flint Public School System have clean and safe drinking water.

Mascot Imagery (2018-120)

The NEA RA directs NEA to support, in ways it finds appropriate and within the budget, the removal of “R-skins, Braves, Indians, and Warriors” mascots and the imagery associated with each from public schools.

Conversion Therapy (2018-121)

Using existing resources, NEA will release a public statement in opposition to conversion therapy, reparative therapy, reorientation, or any other process to alter a student’s orientation or identity.

Voluntary Donation for Statewide Work Actions (2018-122)

The RA directs NEA to establish a voluntary $3.00 (or more) membership donation to establish a fund to support statewide work actions and/or strikes such as in West Virginia, Oklahoma, Kentucky, Arizona, and North Carolina. NEA will work with local and state affiliates to develop and promote a process to transmit these funds to NEA for disbursement.
New Business Items Referred to Executive Committee

**Educator Advocacy Strategies (2018-2)**

I move that NEA encourage state affiliates to listen to members regarding recent educator advocacy strategies and techniques.


Using existing online resources, NEA will support a national week of action, January 2019, for school safety with particular attention toward securing appropriate gun legislation and comprehensive student mental health care. State and local affiliates will be encouraged to discuss these issues with local, state, and national legislators.

**Corporate Sponsorship of Teacher of the Year (2018-63)**

NEA will write a letter to the Council of Chief State Schools Officers, which is in charge of the National Teacher of the Year Program, to seek corporate sponsorship or implement mechanisms to fully fund individuals who do not have the ability to pay thousands of dollars to attend events such as “Washington Week” and other obligations that the position requires.

**Biliteracy (2018-74)**

NEA will use digital media to inform members regarding the language learning opportunities and programs that will best serve as pathways to biliteracy in our global society. These programs include dual immersion, one-way immersion, transitional bilingual education, developmental or maintenance bilingual/biliteracy, heritage language, Foreign Language Elementary Experience (FLEX), Foreign Language in Elementary Schools (FLES), and Native Speaker courses. Included in this communication should be an article posted online.

**Public Banks (2018-78)**

NEA will use existing data to help inform local and state affiliates who would like information about public banks, helping members learn how these institutions may better support our schools, communities, infrastructure, and those seeking student loans.

**ELL Students (2018-81)**

NEA will encourage its state affiliates, through direct curricular consulting, to support policies and programs to move ELL-identified students who have been continuously enrolled in an American school district and ELL program from kindergarten through 6th grade, to alternate programs of support (i.e., special
education, vocational, response to inter-
vention, literacy, speech) for long-term 
ELL students by the start of 7th grade.

**Science Education (2018-100)**

NEA will work with the National 
Center for Science Education and/ 
or the American Association for the 
Advancement of Science to increase 
access to resources for teachers who are 
criticized when teaching required sci-
entific concepts such as evolution or Big 
Bang cosmology. This could include 
linking existing resources in appropriate 
NEA channels, compiling existing re-
sources in a central location, or other ap-
propriate efforts.

**Healthy Breakfasts (2018-104)**

NEA will advocate for passing the 
Healthy Breakfasts Help Kids Learn Act 
(H.R. 3738) by promoting the bill on the 
NEA Legislation Action Center urging 
NEA members to contact their members 
of Congress and writing letters of support 
to Congress.

**Administrator Membership 
(2018-110)**

NEA, through pre-existing means and 
channels, will seek to increase adminis-
trator membership in NEA. NEA also 
will provide affiliates with information 
and support, where appropriate, to con-
sider constitutional or Bylaw amendments 
to allow for administrator membership 
and participation.

**Under Representation in 
Administrative Positions (2018-111)**

NEA will advocate, by providing in-
formation to state and local affiliates, to 
address the overall under representation 
of women, people of color, and non-het-
ero or non-cisgender-presenting people in 
administrative positions.

**Union Solidarity (2018-114)**

The NEA president will convene with 
the national leaders of AFSCME, SEIU, 
and AFT for the purpose of:

1. Improving and enhancing solidarity 
among unions;
2. Devising and carrying out a plan for 
changing the climate and culture to a col-
laborative mission of union solidarity.

**New Voices Act (2018-115)**

NEA will urge state affiliates and locals 
to support the New Voices Act, or similar 
legislation in their state, through existing 
communication channels and properties. 
The Act protects student publications from 
censorship by school officials and protects 
publications by teachers from discipline 
from school officials because of what stu-
dents publish. New Voices would protect 
students and teachers from the *Hazelwood 
v. Kuhlmeier* (1988) SCOTUS decision 
and reinstate the standard set by *Tinker v. 

**Endorsement of Political 
Candidates (2018-119)**

The RA directs NEA to make endorse-
ments for political candidates at the na-
tional level through direct membership 
vote only.
Survivors of Sexual Assault and Violence (2018-123)

NEA will, using existing digital media, provide resources to all state and local affiliates to support survivors of sexual assault and violence within the public school community by providing links to national resources such as the Rape, Abuse and Incest National Network (RAINN) rainn.org.

Standards-Based Health Education (2018-125)

NEA will use existing print and digital resources to promote the need for state and local affiliates to advocate for consistent, dedicated time (at least once a month) throughout the academic school year for K-12 educators to teach standards-based health education, which is classroom instruction aligned to the National Health Education Standards.

Special Education Training (2018-127)

NEA will advocate and support higher education teaching programs to make mandatory special education training to regular education teachers, and mandatory practicum experience with special education as part of teacher training. Every teacher will have the resources to educate all students. Professional development for existing teachers will be also mandated.

Active Shooter Drills (2018-128)

NEA will promote the safety of all schools by advocating for active shooter drills to be outlined and planned with all faculty and staff prior to the beginning of the school year. Faculty and students will perform these drills during the first 30 days of school and the policies and procedures communicated with parents within reason. This shall be done through all forms of existing publications and digital media, as well as any other avenues found to be appropriate by NEA.

Note: Maker requests that the following language be submitted to the appropriate committee – language includes friendly amendments maker would have accepted if she had not voluntarily referred the item:

NEA will promote the safety of all schools by advocating for active shooter plans to developed with input from all faculty, staff, and emergency professional. The plan should include adequate training for faculty and staff conducted prior to the beginning of the school year. All faculty and students should perform, or at least discuss, active shooter drills during the first 30 days of school, and continue this on a quarterly basis with as limited strategic information being shared with students and stakeholders as possible to ensure the safety of all students. This shall be done through all forms of existing publications and digital media, as well as any other avenues found to be appropriate by NEA.
New Business Items Referred to Annual Meeting Review Committee

Voting for NBIs (2018-12)
NEA will study the feasibility of delegates voting for NBIs with smartphones or tablets.

Delegate Accomplishments (2018-87)
In an effort to celebrate the education and/or accomplishment of delegates to the Representative Assembly, NEA will allow delegates to volunteer details about special certifications or advanced degrees they hold. Through the NEA registration process, NEA will ask, “Would you like to add any specific credentials or certifications to your badge?” Menu options would include PhD, EdD, MA, MS, ESP, MEd, MLS, RN, LVN, NBCT, other________.