

New Business Adopted by the 2017 Representative Assembly

NEA Boycotts (2017-1)

That NEA will make available through the NEA website an ongoing updated list of companies and organizations that NEA is boycotting with a brief explanation as to why they are being boycotted.

Online Credit Recovery Programs (2017-2)

NEA will conduct a review of existing research, data, and information about Online Credit Recovery Programs (OCRPs) that were recently being used in various school districts across the nation, noting the following:

- Instructional method (hybrid or blended), or 100% online. If blended or hybrid, what is the percent of in-person curriculum based instruction by a certified teacher?
- Is it based on research? If it is based on research, then is it independently corroborated? The review will be posted on nea.org.

LGBTQ Rights and Protections (2017-3)

The NEA will continue to advance the rights of lesbian, gay, bisexual, transgender, or questioning (LGBTQ) students and educators by taking the following actions to counter the continuing backlash against LGBTQ individuals:

1. Call upon our members and society to promote a culture of safety, support, and affirmation that ensures civil rights and advocacy for LGBTQ members and students, including adopting policies that respect the civil rights of all educators and students, inclusive of transgender students and educators.
2. Provide tools for affiliates and members to use at the state and local level to gain or secure protections for LGBTQ individuals at work and in schools.
3. Convene periodic webinars for state and local affiliates and members (in the fall, winter, and spring) to provide updates as to the current status of state and local protections as well as models for actions that can be taken at the state and local level to increase protections.
4. Provide legislative support and resources to state affiliates and tools for local affiliates to use in advocating for increased LGBTQ protections.
5. Continue to actively participate in the legal efforts to secure full civil rights for LGBTQ individuals by filing amicus curiae briefs in support of challenges to anti-LGBTQ legislative and policy initiatives and in support of ensuring full civil rights protections for LGBTQ individuals.
6. Evaluate eliminating states and cities as acceptable locations for future NEA meetings if the state or city adopts a law

or ordinance that licenses discrimination against students and educators based on their sexual orientation or gender identity/ expression.

Model Legislation (2017-4)

NEA-Retired requests that NEA draft model legislation that can be used in every state to address current concerns such as eliminating gerrymandering, reversing right to work, or preserving pensions.

School to Prison Pipeline (2017-7)

NEA shall, using existing research and available sources, publish an article in the *NEA Today* providing the best available information on connections between the school-to-prison pipeline and the government's practice of privatization of prisons, juvenile detention centers, and immigration detention centers. This article will also share examples of efforts that have successfully reduced, reversed, or ended these privatization schemes.

Trauma-Informed Instruction (2017-9)

I move that NEA create a training module on trauma-informed instruction that can be accessed by state and local affiliates. This module will be based on best practices and utilize the trauma-informed educational efforts current NEA affiliates are practicing.

Student Random Searches (2017-10)

I move that NEA will create articles using existing digital resources to inform members of the detrimental effects of student random searches. That NEA, where

feasible and allowable by NEA policies and guidelines, upon the request of the local and/or state affiliate, provide guidance on student privacy and model school board resolutions to challenge and prevent these degrading actions.

Forced Migration and Deportations (2017-11)

NEA will publish, through its digital media properties, its strong opposition to forced migration and deportations through its digital media properties. In order to educate NEA and community members about the detrimental effects forced migration and deportations have on people, this publication should include, but not be limited to, stories about and histories of:

- Forced migrations and deportations, both past and present.
- How children's lives are detrimentally affected directly and indirectly through forced migration and deportations.
- U.S. military veterans deported after serving in the U.S. military.
- Why people flee their home countries, including war, famine, and imbalanced treaties such as NAFTA.

And statistics on:

- Numbers and ethnicities of deportees over time.
- Crime statistics, including type of crimes committed by the undocumented immigrants vs. citizens.
- Numbers of refugees and migrant patterns worldwide.
- Who is affected by immigration laws and policies and how they are affected.

Community Schools (2017-12)

I move that NEA will have an ongoing series in the *NEA Today* and existing digital resources highlighting examples of community schools across the nation and will create a training module for locals to use with parent and community partners around creating community schools.

Community Schools Policy Statement (2017-13)

I move that NEA Board of Directors consider a new policy statement on public community schools to be presented at the 2018 NEA RA for adoption.

Restorative Justice (2017-15)

NEA will support the implementation of restorative justice practices by sharing with the members through existing NEA communication channels the best practices and guidelines to implement restorative justice practices in states and locals, as well as the cultural and historical context of these practices.

Demographic Data of High-Stakes Assessments (2017-16)

NEA will review the demographic data of high-stakes assessments, like PRAXIS, and other state and national assessments, to ensure that ethnic minority candidates are not adversely impacted when they take the assessments required to become educators. The results of this review should be shared through existing NEA communication channels.

Civil Rights for all Students (2017-17)

NEA stands for all students including immigrant students, students from religious minorities, students of color, and LGBTQ students and will act to ensure that their civil rights are fully protected by:

1. Calling upon our members and society to take action to promote a culture of safety, support, and affirmation that ensures civil rights for all students by adopting policies that respect the civil rights of all students.

2. Providing tools for affiliates and members to use at the state and local level to gain or secure protections for students' civil rights.

3. Issuing legal guidance and model school district policies that spell out the legal rights and provide best practices designed to ensure that students' rights are protected.

4. Continuing to actively participate in the legal efforts to secure full civil rights by joining with other legal advocacy organizations and filing amicus curiae briefs in courts to argue in support of those rights highlighting the commitment of NEA members to the equal and fair treatment of all students.

5. Joining with the civil rights and advocacy community to ensure that the federal civil rights of students continue to be enforced.

6. Pursuing information regarding the extent to which the current U.S. Department of Education has cut back enforcement of federal civil rights.

7. Joining with other allies to challenge where appropriate the U.S.

Department of Education's rollback of civil rights protections for students.

8. Highlighting through NEA communication properties the efforts of NEA members to advocate for their students for these core civil rights issues.

Deportations (2017-18)

NEA will oppose deportations and state that public school staff should decline cooperation with Immigration and Customs Enforcement (ICE) officials or any official seeking immigration information. NEA will further encourage school districts to adopt policies refusing cooperation with ICE officials under the Family Educational Rights and Privacy Act (FERPA) due to the detrimental effects ICE actions have on documented, citizen, and undocumented community members alike. NEA will issue a press release stating its support for the physical, social, and emotional well-being all members of school communities need in order to learn. This press release will also reiterate that school staff should not be encouraged or coerced to provide information about the immigration status of any community member in order to safeguard students' privacy and well-being. NEA will urge local affiliates to publicize local and state policies that protect or potentially harm immigrants in order to inform members.

Questions to Betsy DeVos (2017-19)

NEA will reissue the call to action urging members and the public to join the effort to demand that U.S. Secretary of Education DeVos answer NEA President

Lily Eskelsen García's questions posed in her letter of February 14, 2017.

Aspiring Educator on EMAC (2017-20)

The NEA Student Program Chair will work with the Ethnic Minority Affairs Committee (EMAC) to create a strategy and process for an ethnic-minority aspiring educator to be recommended to the president as a representative on EMAC.

Inclusion of Aspiring Educators (2017-21)

NEA will encourage state affiliates to explore opportunities to include aspiring educators and early career members in NEA and state events. NEA will collect best practices from state leadership and share these with each state affiliate.

In-State College Tuition for Undocumented Students (2017-23)

NEA will use existing legal resources to support state affiliates by providing information regarding existing laws that allow undocumented students to receive in-state college tuition rates in the state in which they reside.

Library Media Programs (2017-24)

NEA shall mount a media campaign in the coming school year advocating the preservation and extension of library media programs in public schools and community college libraries across the country that are staffed by professionally trained librarians. The campaign shall consist of both print and digital media in both print and video formats. Publication

will be made in media outlets curated by the NEA and other organizations supportive of school library programs such as the American Library Association, School Library Journal, and everylibrary.org as well as the related social media pages maintained by the same organizations and through their outlets.

Exit Interview Project (2017-25)

Drawing from the work of state associations and locals that have implemented educational employee exit surveys, the NEA will develop an exit interview tool for locals to use as a guide to exit interview data collection including: leaver demographics, job statuses, years of employment, reason for leaving. This toolkit will advise locals how to use this information to benefit their local and school district.

Students with Mental Health Conditions (2017-26)

NEA will make available, through digital resources, classroom strategies from current research for meeting the needs of students who may be struggling with mental health conditions.

Recruitment and Retention of Minority Educators (2017-27)

NEA will use existing research and resources to publish successful practices used by states and locals to recruit and retain minority educators for K-12 and public higher education institutions. NEA will determine what policies and practices support these efforts. NEA will identify toolkits and resources for locals, schools, school districts, and higher education

institutions to use to recruit and retain teachers of color and encourage minority students to major in education.

Puerto Rican Oversight Management and Economic Stability Act (2017-28)

Through a press release, NEA will state our opposition to the draconian austerity measures and privatization of public services being imposed on the people of Puerto Rico through the Puerto Rican Oversight Management and Economic Stability Act (PROMESA) of 2016, as this debt was not created nor is owned by the Puerto Rican people. In this press release, NEA shall explain how we:

- Support the need for communities to have well-run schools where the people live, and we oppose the closure of more than 130 schools, the cutting of 40 days from the school year, and the non-renewal of the year-to-year teacher contracts of more than 5,000 teachers.
- Support local educators and oppose the corporately-controlled board's plans to freeze teacher salaries that have been stagnant since 2007.
- Support the rights of people to access health care and receive their pensions and oppose expected cuts in both.

NEA will include a written demand to end to these destructive cuts as outlined above and insist that the restructuring plan not be carried out at the expense of the Puerto Rican U.S. citizens who own less than one-third of the debt. The public good must be put first before the lobbying efforts of hedge- and vulture-fund owners.

NEA Aspiring Educators Program (2017-29)

NEA will change the name “NEA Student Program” to “NEA Aspiring Educators,” starting in the 2018–2020 budget cycle.

Discrimination and Bigotry (2017-30)

In partnership with the Southern Poverty Law Center, NAACP, ACLU, GLSEN, National Center for Trans-Equality Human Rights Campaign, and any other legal and human rights groups of related concerns, NEA will track incidents of discrimination, racism, homophobia, and transphobia, as well as anti-Semitism, Islamophobia, and all other forms of religious discrimination, and bigotry in our public schools. The data will be shared with districts to educate and eradicate hate through the development of programs that include, but are not limited to, training on unconscious bias, culturally responsive instruction, and the Anti-Defamation League.

Full Funding of Special Education (2017-31)

Using existing vehicles, NEA will provide locals and states with methods, tools, and resources to create outreach opportunities and build partnerships with parent and community groups, in order to form coalitions for the purpose of seeking full federal funding for special education.

Parental Leave (2017-32)

Through existing resources, NEA will share sample contract language for fully paid parental leave and highlight states

that have passed parental leave legislation as well.

Wellness Policies (2017-34)

The motion is to move that NEA communicate that all schools have wellness policies in place; that school wellness policies are in the academic and financial plan.

Pro-Public Education State Elected Officials (2017-35)

Utilizing existing resources, NEA will publicize its work with state and local affiliates in order to elect pro-public education governors and state legislators in upcoming state elections.

Hawaiian Occupation (2017-37)

NEA will publish an article that documents the illegal overthrow of the Hawaiian Monarchy in 1893, the prolonged illegal occupation of the United States in the Hawaiian Kingdom, and the harmful effects that this occupation has had on the Hawaiian people and resources of the land.

Boston Teachers Union (2017-39)

That NEA stands in solidarity with the Boston Teachers Union in their struggle for a fair contract that includes pay equity and respect for veteran teachers, full staffing and support for special education and inclusion students, smaller classes for the most vulnerable students, and a contract that is good for students and fair to educators. Further, that NEA stands in solidarity with the members of the Educational Association of Worcester in its fight for a fair contract.

Right to Health Care (2017-41)

NEA will publicize our support of the right to universal health care, and our opposition to assaults on Medicare, Medicaid, educator health insurance plans, and the health care of our students and their families. NEA will publicize our support of efforts in Congress to defend the right to health care; we will publicize these positions in our media and through our actions.

Universal Health Care (2017-42)

NEA will provide a platform to state and local affiliates to create a grassroots movement to demand the U.S. Congress develop a universal health care system for all. This can be done by tweeting, calling, and messaging their representatives over the coming year. NEA will utilize existing resources and draw upon its membership with organizations such as Labor Campaign 4 Single-Payer (LC4SP).

Career Technical Education-Vocational/Trade Programs (2017-44)

NEA will investigate and gather information on the necessity and the implementation of career technical education-vocational/trade programs and will create pre-apprenticeship programs in our schools. NEA will look at:

Are school systems promoting and informing students about CTE-vocational/trade education programs at a fair and equitable level

Are school systems providing funding that allows for the latest technology and equipment for quality CTE-vocational/

trade programs to allow students to be career ready? Explore practical ways for vocational/trade professionals to enter the educational field to allow the highest quality instruction to students.

Are there unnecessary and/or inequitable barriers that limit access for students? Does there need to be a system that creates better awareness of the programs and their economic potential? Is there a need for educational systems to introduce awareness to reduce the stigmas and stereotypes associated with vocational/trade careers? Are there exclusionary barriers that unfairly limit student access to these programs including GPAs, attendance, behavior records, physical and learning disabilities, and English Language Learners?

Are there adequate partnerships to have these programs become a gateway to the workforce?

Unionism (2017-45)

NEA will educate as many members as possible on, and promote the attitudes, values, and goals of, unionism (solidarity, justice, fairness, and the search for the common good). NEA can accomplish this by expanding its existing resources and trainings.

White Supremacists, Nationalists and "Alt-Right" (2017-46)

NEA will develop an online toolkit to assist communities and educators in combating the insidious hate speech and actions of white supremacists, nationalists, and the so-called "Alt-Right." The toolkit will identify the groups behind the propaganda and provide counter-messaging and

techniques to help protect our students, our educators, and our communities.

Charter School Moratoria Resolutions (2017-47)

NEA will develop and promote resolutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state that has legislation authorizing the creation of charter schools.

LGBTQ Youth (2017-49)

NEA shall, using existing digital media, support LGBTQ youth by encouraging state and local affiliates to use valid and existing resources such as the booklet from GLSEN called “Just the Facts About Sexual Orientation and Youth: A Primer for Principals, Educators, and School Personnel” (https://www.glsen.org/sites/default/files/Just_the_facts_O.pdf)

Substance Abuse (2017-51)

NEA shall, using existing digital media, encourage state and local affiliates to promote substance abuse prevention programs, counseling, support groups, and treatment centers that educate students about the dangers of all types of drugs and to help those already addicted.

Betsy DeVos (2017-52)

If the questions asked to the Secretary of Education by the president of the NEA are not answered by 9/1/2017 the NEA will request the resignation of Betsy DeVos as Secretary of Education should she fail to respond to the satisfaction of the NEA

governance regarding the questions posed by President Eskelsen García in her letter.

NEA Vetting Guidelines (2017-53)

The NEA Office of Strategic Alliances (OSA) will review NEA vetting guidelines to determine if they operate in the highest socially responsible manner to include parameters that will protect not only the best interests of public education and labor, but also the best interest of our students, educators, and community members. If found to be lacking, additional guidelines will be added to the vetting process and the new vetting guidelines will be communicated to membership.

Integrated and Designated English Language Development (2017-54)

NEA will use existing communication channels to inform teachers about existing federal laws and requirements for ELLs including the requirements for Integrated and Designated English Language Development models of instruction.

Gender Diversity (2017-55)

NEA shall, using existing digital media, encourage state and local affiliates to foster school environments that affirm the gender diversity of students by using valid and existing resources such as Gender Spectrum’s guide called the “Gender Inclusive Schools Toolkit.” (<http://jasmyn.org/wp-content/uploads/2011/03/Gender-Inclusive-Schools-Toolkit.pdf>)

Charter School Policy (2017-56)

Using existing resources, NEA will support state and local affiliates to

organize and implement the NEA Charter School Policy.

Chronic Absenteeism (2017-57)

Through existing digital channels, NEA will publish an article about research compiled and methods employed to positively address chronic absenteeism.

Safe Haven Resolutions (2017-58)

NEA will encourage state and local affiliates to get local school boards to pass “Safe Haven” resolutions. NEA will provide sample resolutions on the NEAToday.org website and to state and local affiliates through existing communication channels.

Suicide Prevention Policies and Practices (2017-60)

NEA shall, using existing digital media, encourage all state and local affiliates to adopt suicide prevention policies and practices like those found in Palo Alto Unified School Districts “Comprehensive Suicide Prevention Toolkit for Schools” that target high-risk groups (<http://pausd.org/ComprehensiveSuicidePreventionToolkit>)

Travel Ban (2017-62)

NEA will publicize our opposition to the travel ban imposed by the current presidential administration, and will join with other organizations in actions to defeat it.

Union/Worker-Friendly Companies (2017-42)

NEA will make available, through the NEA website, an ongoing up-to-date list of companies and organizations that

manufacture/sell union-made products and/or provide services from worker-friendly employers.

Underfunding Of Public Colleges and Universities (2017-67)

NEA shall, using existing resources, collect and electronically distribute information to states about what each state is doing to combat the chronic underfunding of public colleges and universities.

Scientific Information and Data on Public Websites (2017-68)

NEA will publicize through existing publications the Trump Administration’s efforts to conceal, subvert, or change scientific information and data from public websites including information used by educators to teach about climate change and climate justice.

Project Pipeline Repair (2017-69)

Establish a partnership between NEA and Project Pipeline Repair, an initiative to recruit men of color in high school into the teaching profession.

Student Data Collection (2017-71)

NEA will provide model language for locals seeking to protect members who have a concern about data being collected on students and who wish to voice their concern to parents without retribution from their employer. This language should be created for collective bargaining or other processes for affiliates as needed. This information will be posted on mynea360.org (in the appropriate online community).

Student Data Privacy (2017-73)

NEA will investigate and report findings in *NEA Today* or mynea360.org regarding:

1. What are determined to be the weakest aspects of federal student data privacy laws (e.g. FERPA—Federal Education Records Privacy Act; COPPA—Children’s Online Privacy Protection Rule; PPR—Protection of Pupil Rights Amendment; HIPAA—Health Insurance Portability and Accountability Act) that may allow entities outside the classroom-student-parent-district relationships to collect and use student data (regardless if the data is considered “personally identifiable” or not or if the data is used for “educational purposes”).

2. Specific cases in which student data collected by computerized programs were used in ways parents were unaware of and subsequently opposed.

3. If appropriate, a description of what recourse parents have in various jurisdictions when they learn that their child’s data is misused.

4. Recommendations for how states and school districts can strengthen policies for: student data privacy, parental consent, transparency in data collection, and opt-out provisions for computer-based learning or testing.

5. Which states or local jurisdictions have done an exemplary job disclosing to parents in a coherent and comprehensive format what non-school-based entities receive their students’ data.

6. School districts that provide clear opt-out policies for parents that do not want their child’s data shared outside of the school district community.

7. Ways educators and school systems can provide alternatives to computerized learning when parents request less screen time for their child at school.

Implicit Bias (2017-74)

NEA will release, through existing channels, a statement to encourage the inclusion of training on implicit bias as a component of professional development for all education employees and preparation programs and/or certification requirements.

Homeless Students (2017-75)

NEA will use available communication tools to encourage all state and local affiliates to ask school district and college and university officials to open gyms with showers one hour before school starts to allow homeless students to use the facilities for exercise and showers before school.

Government Pension Offset/ Windfall Elimination Provisions (2017-77)

NEA will educate its members on the continuing efforts of repealing Government Pension Offset/Windfall Elimination Provisions (GPO/WEP) and will encourage members to target every member of Congress on an ongoing basis to support the repeal effort. The 2018 RA delegates will receive an electronic executive summary of the organizational efforts to save and strengthen social security and will include the enhanced member engagement tactics relating to the GPO/WEP.

Standardized Testing (2017-78)

Using existing research and available resources, NEA shall do the following:

1. Publish an article in *NEA Today* on the racist origins of standardized testing.
2. Make policy recommendations on assessment.
3. Communicate findings, policy recommendations, and examples of language in ESSA plans that locals, districts, and states have agreed upon that exemplify educationally just practices for assessment through existing communications channels.

Alliance to Reclaim Our Schools (2017-79)

NEA shall provide direct organizing support to locals and state affiliates who form or expand Alliance to Reclaim Our Schools (AROS), community tables, and coalitions to defeat any voucher plan and organize for the world class public schools all of our students deserve. NEA will provide organizing support up to \$125,000.

Higher Ed Contingent Faculty (2017-82)

The NEA RA directs NEA to help state affiliate legal staff assist higher education contingent faculty appeal a negative disposition to an unemployment compensation claim by creating guidelines contingents can use to help craft their appeal letters and prepare for hearings. These guidelines would be based on the new U.S. Department of Labor guidance letter 5-17, which acknowledged that contingent faculty do not have reasonable assurance of employment between terms

and are eligible for unemployment insurance compensation when they do not have work between terms.

New Faculty Majority (2017-84)

NEA, working with the Contingent Faculty Caucus, shall communicate and ask state affiliates to communicate with all members about the work of the national organization advocating for contingent (non-tenure-track) faculty, New Faculty Majority (NFM), and about the benefits of NEA's work with NFM, encouraging all members to join or donate to NFM. (newfacultymajority.org; unemployment-foradjuncts.com)

Average Salaries of Education Professionals (2017-85)

NEA shall publicize, through existing communication channels and/or an article in *NEA Today*, a comparison chart and analysis comparing average salaries of education professionals versus comparable (by education, certification, and professional development responsibilities) professions and their gender demographics.

Human Trafficking (2017-87)

NEA will make available on the NEA website information about the complex issue of human trafficking by supporting and encouraging collaboration with child protective services, law enforcement, social services, and community-based service providers.

Migrant Justice Movement (2017-89)

I move that NEA send a letter to Ben & Jerry founders and corporation expressing

strong support for the Migrant Justice Movement in Vermont, demanding safe working conditions for workers at farms in their supply chain. I further move that NEA, through existing communications channels, educate members on the working conditions of migrant farm workers.

Sanctuary Cities (2017-94)

NEA supports sanctuary cities and schools and opposes any attacks and attempts to penalize and prohibit such sanctuaries. NEA will publicize a program of support to help schools institute sanctuary programs for undocumented students and their families. Wherever possible, NEA members and local associations will take an active role in helping to create and defend sanctuary efforts.

Student Deportations (2017-95)

NEA will stand against the deportations of our students and their families, and will publicize its support for legal and collective mass action to defend our families, our student's families, and the tens of thousands of people facing deportation. NEA, our members, and local associations will support efforts to save families' unjustly threatened with deportation, and to bring an end to this cruel policy.

Children in Poverty-Stricken/ Economically Disadvantaged Areas (2017-96)

NEA will develop a toolbox of best practices for educators. The emphasis will be on educating children living in poverty-stricken/economically disadvantaged areas within the United States.

Thirteenth Amendment (2017-97)

NEA shall educate all members, using existing methods of communications, on the clause in the 13th Amendment of the United States Constitution related to crime and punishment and how application of that clause connects the 13th Amendment to the school-to-prison pipeline.

Developmentally Inappropriate State Standards (2017-98)

NEA will advocate for the removal or revision of developmentally inappropriate standards from state standards, including Common Core State Standards and alternative standards.

Teaching Of Ideology and Non- Scientific Alternatives (2017-102)

NEA will support, through existing NEA communication channels, the actions taken by states to fight legislation that encourages the teaching of ideology and non-scientific alternatives to scientifically-accepted topics such as global climate change and evolution.

Watch List of Broad Superintendents (2017-104)

NEA shall develop a "watch list" of Broad superintendents including financial ties and corporate backers. The list shall be made available to state and local affiliates.

Private Colleges and Universities (2017-106)

NEA shall use existing resources to identify states that use state funds to subsidize tuition or otherwise to underwrite

private colleges and universities for courses and/or degree programs that substantially duplicate offerings by that state's public colleges and universities.

Recruitment And Retention Of Potential Educators (2017-109)

NEA will encourage state affiliates to promote the recruitment and retention of potential educators from underrepresented groups by promoting the structure of the NEA Student Program in four-year colleges and universities, community colleges, Tribal colleges, Hispanic Serving Institutions, Historically Black Colleges and Universities and predominantly white Institutions.

"School, Inc." Documentary (2017-113)

I move that NEA adopt an official position of objection to the "documentary" called *School, Inc.*, a 3-hour program which aired in installments on PBS in June of 2017 and was funded by a foundation known to support vouchers and allied with Koch Brothers' Americans for Prosperity and the Richard and Helen DeVos Foundation. And, that the NEA president contact PBS regarding *School, Inc.* to express counter points to this show and propose critical documentaries about the privatization of public education (like *Backpack Full of Cash*). Finally, NEA members should be encouraged to contact PBS voicing their opinions on the showing of *School, Inc.*

Relay Graduate School of Education (2017-114)

NEA will review current research regarding the Relay Graduate School of Education (Relay GSE) as well as the concerns regarding its negative impact on our students and the teaching profession. NEA will also publish the findings of this review in an article in the *NEA Today*, providing the best available information regarding this "independent teacher preparation program."

Replacement of "Teacher" with "Educator" in NEA Documents (2017-115)

In order to more accurately represent our diverse membership, we request a review of NEA's Constitution, Bylaws, Standing Rules, Policy Statements, and Resolutions to search for the words "teacher" and "classroom teacher" in order to replace those words with the more inclusive term of "educator," where appropriate. Then, the results of this review will be presented to the appropriate committees/groups to consider amendments to the documents to replace those words with "educators."

Check-Cashing Services (2017-117)

The NEA President will write a letter to the Inspector General to encourage the U.S. Postal Service to provide check-cashing services.

Post-Traumatic Stress Disorder (2017-118)

NEA, through digital technology, will publicize through existing channels, on the complex issues of Post-Traumatic

Stress Disorder (PTSD) and suicide prevention. Suicide rates are higher in people with PTSD, among those individuals who have suffered traumatic events, this includes our veterans and all students and educators hiding these invisible wounds.

Shaded Spaces on Playgrounds (2017-120)

NEA will partner with other education stakeholders and health organizations to communicate the benefit of and advocate for providing shaded spaces on any and all public school playgrounds to help combat skin cancer. This shall include providing information through *NEA Today* and other appropriate media.

Climate Change (2017-123)

NEA shall, using existing research, resources such as National Center for Science Education (NCSE), and digital resources within *NEA Today*, create and distribute digitally an article delineating climate change as an evidence-based scientifically proven occurrence that is detrimental to our planet. The article will describe the mechanisms leading to climate change, the current state of climate change and possible future impact. It shall link what is known about climate change to the National Education Standards of the National Research Council (NRC) and the Benchmark for Science Literacy of the American Association for the Advancement of Science (AAAS).

Philandro Castile (2017-129)

NEA will urge that individual civil rights are respected in all incidents in

which educators are involved with law enforcement, particularly when educators comply with directives from those authorities. As part of this process, NEA will reach out to law enforcement agencies to encourage a collaboration with educators and community groups. NEA will honor Philandro Castile as an educator. Using available media resources, NEA will express its disappointment with the Philandro Castile case and the apparent disregard of civil rights protections.

Personalized or Competency-Based Learning (2017-135)

NEA will investigate and produce a research analysis of computer-based programs, often wrongly promoted as “personalized” or “competency-based” learning programs, that use learning analytics to simply customize standardized learning and replace human educators with digital training and tracking systems.

Institutional Racism (2017-136)

NEA will prepare and present a detailed report, using existing resources, on the work that has been done thus far on our initiative to eradicate institutional racism. This report shall include, but not be limited to, trainings, programs, policy changes, successes, setbacks, projections, and timelines for current and planned programs/actions.

Flint, Michigan Water Crisis (2017-153)

NEA will address the racial and environmental injustices surrounding the Flint, Michigan water crisis and the

impacts they are having on students, educators, and the community as a whole by taking the following immediate actions to counter this issue:

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

2. Make materials, resources, and trainings available in order to implement restorative justice practices with the Flint school system suffering from the physical and social-emotional impacts of lead-poisoning-based trauma.

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

4. Reach out to existing community organizations to provide support to ensure all student needs are addressed and all schools in the city of Flint, Michigan have clean and safe drinking water.

5. Create an article in edvotes.org, highlighting the continuing lead crisis in Flint, Michigan. The article would include existing videos including “ask me” and “appointment” written by 2017 NEA Social Justice Activist of the Year finalist Jessyca Mathews, to further educate and publicize this issue.

New Business Referred by the 2017 Representative Assembly

New Business Referred To Executive Committee

Labor Community Solidarity (2017-5)

We call upon NEA, as a member of the labor community, to explore how we could use existing funds to promote solidarity amongst all labor communities through actions such as:

- Declaring that an attack on one of our labor groups is an attack on ALL of our labor groups.
- Working together with other organized labor unions, including, but not limited to, United Steelworkers (USW), United Automobile Workers (UAW), American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), American Federation of Teachers (AFT), International Brotherhood of Electrical Workers (IBEW), Service Employees International Union (SEIU), American Federation of State, County and Municipal Employees (AFSCME), Nurses, Firefighters, Peace Officers and many others.
- Standing united against any action that would diminish our rights or the rights of any of our brothers and sisters in the greater labor community.
- Providing support, including but not limited to, walking picket lines, providing crisis funds, and other assistance as needed with all labor unions who are faced

with uncertainty based off of the whims of local, state, and federal governments.

Member Survey on Presidential Preference (2017-22)

The 2017 RA directs the NEA PAC Council to make a plan for surveying the general membership regarding their preference for President of the United States on a quadrennial basis and to include the publication of the results using existing resources starting with the recommendation by the PAC Council for President of the United States in 2020.

Law Enforcement in Schools (2017-36)

NEA will collaborate with the ACLU, the NAACP Legal Defense Fund, and state member organizations to end the routine policing and arresting power of law enforcement in schools for non-violent offenses.

Cost of Teacher Certification Programs (2017-61)

NEA will publish a statement through existing channels about how the prohibitive costs of teacher certification programs are creating barriers for underrepresented pre-service educators.

ELL Module Training (2017-63)

NEA will use existing communication channels to inform members and member locals about the availability of training with the newly developed ELL modules including advocacy for ELLs; assessment for ELLs; standard-based instruction and lesson plans for ELLs; Second Language Acquisition; and Issues of Equity and Culture. The training is available through the NEA professional development and support department.

Educator Evaluation Best Practices (2017-76)

NEA will share with state and local affiliates best practices in moving educator evaluations from reliance on standardized testing and student growth mechanisms to evaluations based on professional practices.

Transgender and Nonbinary Students (2017-81)

Using existing media, NEA will educate members about social and emotional health needs of transgender and nonbinary students and educators.

ICE Sweeping (2017-83)

NEA will use existing media to inform members about the consequences of ICE sweeping.

Dyslexia Screening (2017-91)

NEA will use existing vehicles to recommend that all states screen students for dyslexia when a decoding deficit has been identified. In addition, NEA will advocate

for students to receive appropriate evidence-based instruction that addresses their specific learning needs. NEA will also support educators' access to training and ongoing professional development related to evidence-based strategies to teach students with decoding issues including dyslexia.

Dues Structure (2017-101)

The NEA RA directs NEA to examine the economic effect of establishing a dues structure based on income for all members and report the cost effect on members.

Culturally-Proficient Resources for Relocating Teachers (2017-103)

NEA use existing communications to promote opportunities and culturally-proficient resources available to teachers relocating to other states and coming in from other countries regarding the ethnic student population in that state/community.

Contract Bargaining Strategies (2017-110)

Using existing digital properties and media resources, NEA shall publish six articles online to educate members about different contract bargaining strategies. Articles will include, but not be limited to, various negotiation strategies in current use by NEA affiliates, their successes and failures with those strategies, as well as the labor and management environments where successful strategies flourish.

National Board Professional Development (2017-116)

Using the existing media, NEA will highlight National Board Professional Development, including Professional Development Schools.

Organizing Collective Action (2017-119)

We move that NEA use \$1.5 million from contingency funds to hire additional regional- and state-based organizers to support organizing of collective action. The number of organizers should be assigned taking into consideration the number of locals and members in each state and will work under the direction of the state association.

Play-Based Instruction in PreK and Kindergarten (2017-121)

NEA will support, promote, and communicate to members the importance of researched, developmentally appropriate, play-based instruction in kindergarten and pre-kindergarten classrooms. In doing so, NEA will use available research on brain development and reach out to other early education organizations.

Students' Right to Food (2017-126)

Using existing resources and technology, NEA will inform school districts of their obligation to provide food to students during the school day, regardless of any balance due on their food accounts. Additionally, schools will inform parents of students' rights to receive food during the school day.

"Take the Label Off!" Failing Schools Act (2017-127)

Utilizing NEA's existing research, policy, publications, and legislative agenda, NEA will advocate vigorously against the repulsive language used to label our nation's lowest performing public schools.

Professional Development out of Local Union Headquarters (2017-128)

Using existing resources, NEA will encourage state affiliates and local unions to conduct professional development out of the local union headquarters that is not in conjunction with district professional development.

Assassination of Meztli Sarabia Reyna (2017-130)

I move that the NEA President write a letter to the governor of Puebla, Mexico, Jose Antonio Galif Fayad, denouncing the barbaric assassination of Meztli Sarabia Reyna, organizer and leader of Union Popular de Vendedores Ambulantes (UPVA) 28 octubre, Street Vendor Union of Puebla. Furthermore, that NEA purchase space in LaJornada Newspaper and publish this letter to condemn and demand justice on behalf of her family and in support of Meztli's father, Ruben Sarabia, and fellow organizers who continue to receive death threats.

Collaboration Between Administrators and Educators (2017-131)

NEA will publish articles using the *NEA Today* and existing means of communication highlighting best practices

of collaboration between administrators, educators, and ESPs.

Monetary Sponsorship/Affiliation with Reform Movement (2017-132)

NEA will not accept monetary sponsorship or be affiliated with any foundation, corporation, or politician that is linked to the negative public education reform movement and/or has participated in the privatization of public education. A vetting system will be adopted by NEA to determine whether a foundation, corporation, or politician is or is not affiliated with the negative public education reform movement and/or participation in the privatization of public education.

Organization of Charter Schools (2017-133)

I move that NEA develop resources for the organization of existing charter schools in all states where there are laws allowing them. Resources should include, but not be limited to, model contracts, forms, consortia, and a state strategy document that outlining specific steps each state should make in order to reach a goal of full charter unionization.

Video for New Members (2017-134)

The NEA President will make a video(s) promoting national, state, and local involvement in the association welcoming and targeting all new NEA members and describing pathways to engagement. The video will be placed on the NEA website and an email robocall or other form of technology will be utilized

to inform the member of the video and encourage them to view it. The NEA President will encourage state and local presidents to do the same.

School Breakfast and Lunch (2017-138)

NEA will research examples of school districts that provide breakfast and/or lunch programs that avoid or severely limit processed, prepackaged, and frozen foods. These examples will be published in an edition of *NEA Today* and shared on the NEA website and Facebook page.

Republican Members (2017-139)

Through existing digital and organizing work, NEA will engage, listen to, and invite Republican members to participate in the local, state, and national organizing activities around the issues they articulate are priorities for them.

Women's Suffrage (2017-140)

NEA shall provide an information display to celebrate the 100th Anniversary of Women's Suffrage at the 2020 RA.

Participation Rates on State Tests (2017-141)

NEA will publish a statement, through existing channels, denouncing the practice of states withholding federal funding from school districts that do not meet the participation rates required by federal law on state tests.

Office of Civil Rights (2017-142)

NEA will publicize support for the purpose and prior successes of the Office of Civil Rights and publicize opposition to any proposed cuts to that office.

The Color of Law (2017-143)

NEA will publish in *NEA Today* or its online resources two or more articles, outlining the information in Richard Rothstein's book, *The Color of Law*, which tells the history of government policy segregating America, and/or other appropriate resources.

Government-created Segregation (2017-144)

The NEA Executive Committee will use its resources to craft possible solutions to begin to disassemble government-created segregation of our communities and our schools. The possible solutions may include NEA direct action, legislation to propose or support, and governmental policy to change or institute. The report will be available to RA delegates before the 2018 RA so that proposals may be ready to be presented to the delegates for action.

Compensation Models for Specialized Instructional Support Personnel (2017-145)

NEA will collect data and electronically publish findings to members regarding compensation models for Specialized Instructional Support Personnel (SISP) including speech-language pathologists, audiologists, physical therapists, occupational therapists, psychologists, counselors,

social workers, and nurses. These specialists are not covered by certification from the Nation Board for Professional Teaching Standards (NBPTS); however, many are nationally board certified public school employees in their respective fields.

Student-on-Student Crimes (2017-146)

Through existing media, NEA will bring awareness and provide resources to students, parents, and all school staff regarding "student-on-student" crimes of sexual assault, sexual harassment, student domestic violence, and other crimes, and the rights of victims to seek justice.

ELL Virtual Coaches (2017-147)

NEA will have NEA English Language Learner (ELL) virtual coaches attend and facilitate the initial, one-time, on-site session of each ELL blended learning course taught. The virtual ELL coach will lead subsequent blended learning professional development sessions online using video conference platforms.

New Faculty Majority Unemployment Compensation Initiative (2017-148)

NEA shall support the New Faculty Majority-Unemployment Compensation Initiative (NFM-UCI) (unemployment-foradjuncts.com) by: continuing its partnership with NFM in this effort; sharing information about the effects of the recent Department of Labor (DOL) letter establishing unemployment benefit rights for non-tenure-track higher education faculty; and by contributing to the NFM-UCI

for the production of an updated guide to collecting unemployment benefits in light of the DOL letter.

Linked RA Registration (2017-151)

NEA will explore the feasibility of a streamlined, consolidated process linking state and national registration for delegates attending the annual meeting.

Graduation Attire (2017-152)

NEA informs and encourages all educational institutions to offer freedom of choice in graduation attire without any limitation based on discrimination and stereotyping such as race, gender, sexual orientation, gender identity, disability, ethnicity, immigration status, occupation, or religion.

Sex Education Curriculum (2017-155)

NEA will use existing media to publicize school districts implementing inclusive sex education curriculum that reflects the beliefs of NEA Resolution B-53 (Sex Education, b. Diversity of culture and diversity of sexual orientation and gender identity).

Professional Development Content (2017-156)

NEA will use existing print and digital resources to promote the use of professional development content that NEA currently has available to help teachers build upon knowledge of effective teaching practices. NEA will also develop a plan to inform members of any online resources being developed for professional practice. NEA will strongly encourage state and local affiliates to incorporate

these opportunities to retain current members in their new educator outreach campaigns.

Teacher of the Year Ceremony (2017-157)

NEA will send a letter to the White House sharing our dismay at the disrespectful treatment shown to the state and national teachers of the year at this year's Oval Office ceremony.

Civics/Government Credits (2017-158)

NEA will encourage its state affiliates to advocate that all states require civics/governments credits for graduation.

Preferred Presidential Candidates (2017-159)

NEA shall hold an advisory vote at the RA during regular voting for NEA officers to indicate member choices for preferred presidential candidates in presidential primaries. Ballots would list candidates from all parties and members would have the option of choosing one candidate or choosing one preferred candidate from each party. (During the RA 16 months previous to the upcoming presidential elections.)

New Business Referred to Annual Meeting Review Committee

Charter Buses for the RA (2017-6)

I move that NEA investigate the feasibility of using otherwise empty charter buses that are being contracted for RA use from outside of the host city to transport

local and state delegates along the buses' routes to the RA site.

SafeTALK Suicide Alertness (2017-59)

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 2018.

RA Exhibitors (2017-86)

For the 2018 RA, NEA will thoroughly review and evaluate RA exhibitors' materials for information that is offensive, obscene, or in bad taste. Based on the findings of the review, NEA will enforce Standing Rules 12.B(b) and 12.B(d) as they relate to exhibitors found in violation of the aforementioned rules. Because of concerns brought by 2017 RA delegates, special scrutiny will be made to the following exhibitors:

1. NEA Ex-Gay Educators
2. Creation Truth Outreach
3. Creation Science Educators

Wi-Fi at the RA (2017-105)

We call upon the President of NEA to form an ad hoc committee of the Board of Directors to investigate ways to enhance Wi-Fi capacity and better use technology at the NEA RA. This committee will recommend improvements to the RA website

and app with the goal of an improved digital experience for delegates.

Seating for NBI Submission (2017-107)

NEA shall provide adequate seating in a waiting area or another option to accommodate delegates wanting to submit NBIs after the start of the NEA RA.

2022 Representative Assembly (2017-112)

NEA will find an alternate site for the 2022 RA scheduled to be held in Dallas, TX.

Nonprofit Area (2017-122)

NEA will provide video monitors in the nonprofit area during the NEA Representative Assembly to display the RA while in session.

Virtual Formats for RAs (2017-137)

The NEA Annual Meeting Review Committee will investigate the feasibility of utilizing virtual and/or other formats for all or a portion of future RAs.

RA Exhibitors (2017-150)

NEA will not accept exhibitors whose messaging is in conflict with Resolution B-55. Science Education.