

New Business Adopted by the 2016 Representative Assembly

LGBTQ Rights and Protections (2016-A)

The National Education Association shall implement an action plan to prevent acts of discrimination and violence targeted at people who are perceived or identify as lesbian, gay, bisexual, transgender or questioning (LGBTQ). This plan will include:

1) Calling upon our members and society to take action to promote a culture of safety, support, affirmation that ensures civil rights and advocacy for LGBTQ members and students;

2) Promoting the full dignity and humanity of all of our students and members; and

3) Addressing the underlying issues that promote a culture of escalating intolerance and acts of violence.

Pursuant to this action plan, NEA will join the national effort to counter the widespread discrimination against individuals who are LGBTQ by:

1) Encouraging and supporting state and local affiliates to join efforts to enact and defend national and state legislation combating discrimination on the basis of sexual orientation or gender identity and expression.

2) Partnering with Civil Rights and LGBTQ Rights organizations to identify, create (as needed), and disseminate resources and materials to address the

unique needs of ethnic minority LGBTQ students and educators.

3) Supporting and promoting Gay, Lesbian and Straight Education Network's (GLSEN) annual Day of Silence to symbolize the silencing effect of anti-LGBTQ bullying and harassment.

4) Supporting the pending legal challenges to newly enacted state laws that purport to license discrimination against LGBTQ individuals including:

i. The pending challenge to North Carolina's H.B. 2, which prohibits access to restrooms in accordance with one's gender identity, prohibits localities from extending protections to LGBTQ individuals, and eliminates a state remedy for discrimination of any type prohibited by state law;

ii. The soon to be brought challenge to Mississippi's H.B. 1523, which purports to license discrimination by public and private actors based on three specific religious beliefs about marriage; and

iii. Other challenges to similar state laws. Such support would consist of joining the cases as an amicus or other appropriate action and publicizing those challenges through existing NEA communication vehicles.

5) Calling on the U.S. Department of Education to enforce Title IX's prohibition against discrimination as it pertains to North Carolina or any other state that

takes similar steps to prohibit restroom access based on gender identity, unless and until those states commit to ensuring that all students, including transgender students, have access to restrooms in accordance with their gender identity.

6) Continuing to raise awareness among NEA members and affiliates of the rights and protections available to LGBTQ staff and students by broadly circulating and publicizing through existing NEA communication vehicles, the guidance developed by the NEA Office of General Counsel on religious exemption laws (including so-called religious freedom restoration acts and religious opt-out bills) as well as the NEA supported “Schools in Transition: A Guide to Support Transgender Students in K–12 Schools,” and further legal guidance on transgender student issues.

7) Ensuring that all contracts for NEA meetings contain explicit requirements that all meeting vendors may not discriminate against any NEA member or attendee based on that individual’s sexual orientation or gender identity.

8) Continuing to work with state affiliates and the LGBTQ community in states and localities impacted by the ongoing backlash in order to raise awareness of, and support ongoing local and state efforts to reverse the backlash.

9) Developing and implementing by October 2016 a comprehensive plan to combat the backlash, which will consist of legal, communications and coordination with state affiliates and partner organizations to support rapid response at the state legislative level to such discriminatory initiatives and continued legal and communications

support for the pending challenges to those initiatives.

Online Membership Form (2016-1)

NEA will develop and implement a secure, digital membership form and an online process for members to join.

Special Education Reform (2016-2)

Using the Legislative Action Center and other appropriate NEA media properties, NEA will involve educators, parents, and students in efforts to bring special education reform to the forefront and advocate for legislation to fully fund the Individuals with Disabilities Education Act (IDEA). NEA will use the Education Insider and other appropriate publications and social media vehicles to highlight supportive legislators and to engage stakeholders in contacting policymakers via Facebook, Twitter, and email.

IDEA Full Funding (2016-3)

NEA will promote a digital campaign to advocate for the full federal funding of the Individuals with Disabilities Education Act (IDEA) while bringing special education reform to the forefront, by collecting written stories via electronic means and creating video clips using the personal stories and experiences of educators, parents, and students to highlight the detrimental impact that inadequate funding and resources has on the achievement of students with disabilities in our schools. NEA will promote the written stories and video clips utilizing Facebook, Twitter, and NEAToday.org with articles outlining steps that stakeholders can

use to lobby their legislators for funding appropriations.

Alliance to Reclaim Our Schools (2016-4)

NEA will support state affiliates and locals with up to/not exceeding \$100,000 in resources to effectively participate in the Alliance to Reclaim Our Schools (AROS) and the nationally coordinated October 6 walk-ins as allies unite around racial justice, full funding and support for community schools, more teaching, less testing, and holding all schools that are publicly funded to the same high standards.

Common Enrollment Systems (2016-5)

1. The NEA oppose “Common Enrollment” systems, that combine publicly governed District schools and privately managed charter schools on a single enrollment application.

2. An article on the effects these common enrollment systems have had on districts where enacted be published digitally.

3. President Eskelsen García write a letter of concern which local associations can submit to local media outlets where a common enrollment system is in place or being considered.

Authentic Language Programs (2016-6)

NEA will work with parent and community organizations to promote student access to high quality educator delivered authentic language programs that lead to literacy in the domains of listening, speaking, reading and writing in multiple languages.

Parental Opt-Out Model Legislative Language (2016-7)

For state and local affiliates who request it, NEA will update and revise the model legislative language (continuing the intent outlined below) to abide by new Every Student Succeeds Act (ESSA) law and policy regarding parental rights to opt their child out of high stakes testing without adverse consequences.

National Retirement Security Advocacy Day (2016-10)

Working with the NEA-Retired Executive Council, the Center for Advocacy will plan and hold a national retirement security advocacy day in the spring of 2017. The purpose of this one day on Capitol Hill would be to focus on effective and beneficial Social Security Reform including the repeal of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), opposition to mandatory coverage of Social Security and opposition to privatization. Activities for this day would include visits to Congressional offices and a national call-in effort. Participants would include (but not be limited to) NEA Board members representing NEA-Retired, NEA-Retired Executive Council members, state-retired presidents/chairs and the NEA-Retired Rapid Response Team.

Alliance to Reclaim Our Schools Walk-in (2016-11)

NEA will encourage its Pre-K–12 and Higher Ed locals to affiliate or participate in AROS-Alliance to Reclaim Our Schools and NEA will support the next major AROS nationally coordinated Walk-in on

October 6 with social media and media support, with internal communications that notify affiliates and locals, and within existing means—budgets, staffing—provide training and support for locals/affiliates choosing to join the event.

Monitoring Water Quality 2016-12)

The NEA will encourage its membership through existing media to advocate for annual monitoring of their school district's water quality. NEA Government Relations will work actively with the EPA to develop national environmental regulations requiring annual monitoring of water quality in all U.S. public school districts, with follow-up remediation plans where needed.

Working Conditions of Early Childhood and Adult Education Members (2016-13)

The NEA will support affiliates interested in organizing campaigns to improve the working conditions of members working in early childhood and adult education and prospective members working with early and adult learners. Support will include addressing professional issue inequities such as gender-based pay disparities, benefits, professional development, license requirements and due process protections. NEA's support would include assisting affiliates in sharing resources and the work of members already engaged in this work.

Government Pension Offset/Windfall Elimination Provision (2016-14)

The NEA shall request that our recommended (primary) candidate, Hillary

Clinton, write a letter directed to NEA members stating that one of her priorities as president will be to work to repeal the GPO/WEP (Government Pension Offset/Windfall Elimination Provision).

Save/Strengthen Social Security (2016-15)

The NEA will present to the 2017 Representative Assembly (RA) an electronic executive summary of the NEA's organizing efforts to save/strengthen Social Security and repeal of the offset provisions of Social Security—the Government Provision Offset (GPO) and the Windfall Elimination Provision (WEP). Included in the presentation will be descriptions about what is being done now, will be ongoing, and proposed for the future.

Blaine Amendments (2016-17)

NEA will use NEA digital media properties to disseminate information detailing the consequences of repealing Blaine Amendments in the 38 states which have them.

Western Governors University (2016-19)

The NEA, through their representation on the NEA Member Benefits Board, will ask the NEA Academy to sever all ties with Western Governors University.

State and Local Educator Evaluation Systems (2016-21)

NEA will publish a survey report of current state and local educator evaluation systems to reflect states and locals with professional development and growth

systems. The survey shall be completed by August 30, 2016. The survey should reflect the state(s) and known locals with professional growth and development plans. The survey will be published to assist in removing standardized test scores from teacher evaluations.

El Día de la Raza and Indigenous People's Day (2016-24)

NEA shall encourage its members to urge their school districts to celebrate the 2nd Monday of October as El Día de la Raza and Indigenous People's Day. Information shall be disseminated through *NEA Today* and on digital properties.

Anti-Abuse Contract Language (2016-25)

NEA will gather, create, and disseminate contract language to protect education employees from physical or emotional violence, sexual harassment, and abuse against them by students.

American Indian/Alaska Native and Asian, Native Hawaiian, other Pacific Islander and Indigenous Students (2016-26)

NEA will encourage local leaders to share the personal stories of American Indian/Alaska Native and Asian, Native Hawaiian, other Pacific Islander and Indigenous students who have been denied and those that have succeeded in being able to wear symbols of cultural significance at their graduation ceremony to highlight the much needed support of cultural inclusion in their educational career.

These stories will be shared digitally by NEA using existing media resources or in the *NEA Today*.

Local President Release Time Grant Program (2016-28)

That NEA have the appropriate committee explore the expansion of the Local President Release Time Grant Program to provide more grants to fund a larger number of local affiliates.

Racist Stereotypes and Mascots (2016-29)

NEA, using existing resources and reports, will inform our members on the impact of racist stereotypes and mascots on students. They will focus on how racist imagery affects students in their emotional/social growth, stress, brain development, health, educational success and safety issues. NEA will then develop a virtual toolkit of best practices and effective materials for working with students exposed to these racist images. NEA will also develop a training module on how to combat inequalities due to these racist images among our students. This module will be made available to affiliates and community groups as appropriate.

Homeless Students in the Classroom (2016-32)

NEA will publish several articles in existing NEA digital properties informing educators and the community about the plight of homeless students in the classroom.

Complaints Against States that Limit Educator Opinions (2016-33)

Using the successful complaint filed by the American Civil Liberties Union (ACLU) in New Mexico as a model, NEA will collaborate with the ACLU and state member organizations to file complaints against states that limit or prevent educators from openly and freely voicing their opinions on Common Core State Standards (CCSS), Next Generation Science Standards, or other state standards, and/or district/state mandated assessments as these laws/regulations/codes violate the First Amendment rights of educators.

Private Charter/Voucher Schools (2016-36)

NEA will publicize our opposition to the ongoing attack on public education, to the spread of private charter/voucher schools, and to school closures. The NEA will publicize the role of private charter/voucher schools in ultimately closing schools altogether, leaving thousands of young people and families without a school at all, and often creating entire communities where no schools exist. Therefore denying the fundamental right to a public education.

Response to Threats and Violent Incidents (2016-39)

The Conservative Educators Caucus is requesting that instructional material consistent with all NEA governing documents regarding suggested response to threats and violent incidents be provided on all NEA and affiliate websites.

Save Our Schools March for Public Education and Social Justice (2016-41)

NEA will donate \$10,000 to the Save Our Schools March for Public Education and Social Justice Rally and Activist Conference.

Public Access to Quality Water Supplies (2016-43)

NEA will engage, collaborate, and partner with organizations prioritizing the crafting of federal legislation that will ensure public access to quality water supplies that meet EPA standards for public health free of poisons, toxins, and pollutants for all citizens, regardless of race, income, or zip code.

Lead Poisoning (2016-44)

NEA will communicate, through digital media properties, the dangers of lead poisoning to infant, toddler, and child cognitive development, as well as the potential genetic effect on future generations born of our members that are exposed to lead through drinking water and other means.

Qualifications for Secretary of Education (2016-45)

NEA will develop a list of job qualifications to be given to our recommended presidential candidate and members of the U.S. Senate that candidates for Secretary of Education should possess. This should include such things as formal training in education, experience as a public school educator, and no financial, employment, or positions supporting the education privatization industry.

Seal of Biliteracy (2016-46)

NEA, through existing media, will inform members about the “Seal of Biliteracy,” which recognizes graduating high school seniors who have attained proficiency in two or more languages. NEA will encourage states that have not yet adopted the Seal to do so.

Facts and Evidence to Support Claims and Policies (2016-48)

NEA will encourage and empower its members to question, challenge, and demand other stakeholders and themselves to provide facts and evidence to support their claims, ideas, and policies.

Defending Public Education from Privatization (2016-50)

NEA will educate and organize as many of their members to encourage its affiliates to utilize existing materials and programs to defend public education from the privatization process that threatens the existence of America’s democratic school system. NEA will educate its members on how to identify and effectively correct and refute myths, misinformation, fabrications, half-truths, and lies that form the prevalent corporate reformers narrative that is allowing and validating the dismantling and privatizing of America’s public schools system.

Gender Equality and Safety in Schools (2016-54)

NEA will encourage all state and local affiliates to use existing means of communication to promote developmentally appropriate resources that help all educators

support gender equality and safety in our schools such as, but not limited to, “Building a Gender Friendly School Environment: A Toolkit for Educators and Their Union,” from Education International. This resource can be found at: <https://download.ei-ie.org/docs/IRISDocuments/EI%20Campaigns/EFAIDS%20Programme/2007-00169-01-E.pdf>.

National Charter Schools Week (2016-55)

The NEA will petition the President of the United States to remove the “National Charter Schools Week” designation from the week that has traditionally been reserved for “Teacher Appreciation Week.”

Transgender and Gender Nonconforming Awareness Training (2016-57)

NEA will encourage all state and local affiliates to use valid and existing resources to provide transgender and gender nonconforming awareness training for faculty, staff, and administrators such as, but not limited to, “The Teaching Transgender Toolkit: A Facilitator’s Guide to Increasing Knowledge, Decreasing Prejudice & Building Skills.” This resource can be found at: <http://www.teachingtransgender.org>.

Experienced Educators in the Protected Age Category (2016-58)

The NEA will utilize existing resources to publish and promote a position statement stressing contributions made by experienced educators in the protected age category in terms of dedicated service to students and mentorship to new educational

employees. The statement will cite news accounts of experienced educational employees being targeted for harassment and dismissal; will condemn the discriminatory practices that lead to targeting, harassment and forced retirements of members; and will advocate for the support and retention of experienced educational employees.

Model Language on Transgender and Gender Nonconforming Students (2016-60)

NEA will provide all state and local affiliates with existing model language developed jointly by Gay, Lesbian, and Straight Education Network (GLSEN) and the National Center for Transgender Equity focused on district policy on transgender and gender nonconforming students that our school boards can adopt. This resource can be found at: http://www.glsen.org/sites/default/files/GLSEN%20Trans%20Model%20Policy%2016_0.pdf

Association Accessibility to Students in Higher Education (2016-63)

The NEA Executive Committee shall look at the benefits of making the association more accessible to students at colleges, universities, and trade centers by:

1) Identifying best practices of training all education career members with an emphasis on aspiring educators to have the skills and knowledge necessary to promote and recruit NEA membership at all colleges, universities, and trade centers.

2) Include an organizing component that will recruit highly skilled individuals into all of the education careers, (i.e.,

licensed educators, Education Support Professionals (ESP), Specialized Instructional Support Personnel (SISP), and Career and Technical Educators (CTE).

3) Rebranding/naming the program that identifies the program to potential members.

Their findings and recommendations shall be reported to the NEA Board of Directors, state affiliate presidents, and the national councils prior to the 2017 Representative Assembly.

United Nations International Peace Day (2016-64)

The NEA shall inform its members through existing media of the negative correlation between tax dollars spent prosecuting continuous wars and the ongoing lack of public investment in education. The NEA will advocate for peace and, by publicizing online instructional resources, encourage its members to support the United Nations International Peace Day on September 21, 2016.

Undocumented Immigrant Youth and Parents (2016-68)

The NEA will publicize:

1) Our commitment to the right of undocumented immigrant youth and parents to “come out of the shadows” and gain legal status to stay in the U.S. without fear of being deported.

2) Our condemnation of the Supreme Court’s decision allowing states to refuse to comply with the Deferred Action for Childhood Arrivals (DACA) and Deferred Action for Parents of American and Lawful Permanent Residents (DAPA).

3) Our commitment to the passage of a federal DREAM Act, so that undocumented youth can gain a pathway to citizenship.

Cuts and Elimination of Special Education Programs (2016-69)

The NEA will publicize our rejection of the cuts and elimination of special education programs being waged across the country in the name of so-called “reform.” We will educate members and communities about how this policy is leading to the shutdown of successful special education programs.

State Labor Councils (2016-72)

NEA will publicize through existing media the benefits of joining and encouraging state affiliates to become members of their state’s labor council.

Assessment Literacy (2016-73)

NEA will use existing digital resources to promote assessment literacy among its members by publishing information and providing support materials.

Third Grade Retention (2016-75)

NEA will use existing resources to educate members about punitive policies mandating third grade retention on the basis of a single test score.

School Library Programs (2016-76)

Using data and information gathered for NEA RA 2015’s NBI #89 for a report on the state of school libraries in NEA affiliates, along with other relevant information gathered from the American Association of School Librarians and other

sources, NEA will use existing communication channels to educate parents, educators and the public on the continued erosion and elimination of school library programs that are staffed by professionally credentialed library teachers, especially in low-income communities of color. NEA will also advocate for equitable funding for school library programs staffed by professionally credentialed library teachers in these communications.

Substitute Educators (2016-77)

NEA will contact state affiliates to determine the status of substitute educators and to investigate how they can best be involved in their locals, state affiliates, and the NEA, and encouraged to become members where governing documents allow. A report will be produced and made available for downloading from the NEA website to assist affiliates and locals in organizing substitute educators.

Religious Hate Speech (2016-80)

Through NEA existing media, and in collaboration with the NEA Student Program and the NEA Higher Education program, disseminate information on religious hate speech that leads to verbal abuse, violence and intolerance on school campuses focusing on the prejudice toward any world religion such as with anti-Semitism, Islamophobia, and anti-Sikh.

Contingent Faculty Retirement Benefits (2016-81)

NEA, working with the NEA Contingent Faculty Caucus and other contingent Higher Education activists, will advocate

for equal access to retirement benefits by investigating best practices and developing strategies for providing faculty and professional staff employed in part-time positions with appropriately prorated retirement benefits.

Affirmative Consent (2016-82)

NEA will partner with existing organizations working on the issue of affirmative consent, and then use existing communication and publication methods to disseminate information about affirmative consent, including some version of the definition of affirmative consent, such as: “affirmative consent means affirmative, conscious, and voluntary agreement to engage in sexual activity.” It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other or others to engage in sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating or marital relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

Martin Luther King, Jr. National Holiday (2016-83)

The NEA shall support local associations in their ongoing efforts to achieve respect for the Martin Luther King, Jr. National Holiday, guaranteeing that schools will not be in session on this day and all public school employees will be given a

day to reflect upon and honor the important work and life purpose of Dr. Martin Luther King, Jr. The NEA shall encourage state associations to electronically publish a list of school districts that do not fully honor the Martin Luther King, Jr. National Holiday. At the request of local associations, NEA shall provide support for their efforts to achieve respect for Martin Luther King, Jr. Day through changes to contract language and/or district policies. Furthermore, through existing media, the NEA shall highlight the stories of Association members whose fight to achieve respect for the Martin Luther King, Jr. National Holiday have yet to be realized.

Impact of Trauma on Students (2016-85)

NEA will work with existing coalition partners and existing means of communication to increase member awareness of resources and trainings available on the topics of what kinds of experiences are trauma for students, how trauma affects students and their education, and educating students who have experienced traumatic events.

Human and Civil Rights Caucuses (2016-94)

NEA will add a link to each HCR (Human Civil Rights) caucus to easily direct members to the caucus’ home page.

Climate Change (2016-95)

The NEA will, using existing publications, including *NEA Today* publicize the work of NEA members educating students and their communities on issues of anthropogenic (human caused) climate change

using innovative project-based learning and cross-curricular methods.

Gentrification and Housing Displacement (2016-97)

Using existing electronic media vehicles, the NEA will share existing resources and articles that explain the negative impact that gentrification and housing displacement have on urban public schools and their students.

Hearing Loss in Students (2016-98)

The NEA, through existing digital communication vehicles, share current information and resources to enable educators, parents, and community members to recognize symptoms of hearing loss in students.

Early Career Educator Programs (2016-99)

The NEA will encourage all state and local affiliates to create early career educator programs and/or committees through existing media vehicles. These programs will consist of early career educators and will support the goals of the NEA new educator engagement, recruitment, and supports campaign as well as other efforts to engage, support, and recruit new education employee workers to develop the leadership capacity of the young professional members of the NEA.

Refugees (2016-101)

Through existing media, NEA will educate members about the conditions and plight of refugees attempting to enter the United States.

Educators Employment Liability Insurance (2016-102)

NEA will investigate to identify gaps in the Educators Employment Liability (EEL) insurance with regard to accidents in personal and/or district-owned vehicles during work-related activities and recommend changes if necessary.

Social Emotional Learning Curriculum (2016-103)

NEA will communicate using existing digital media with school districts to help ensure the social emotional learning curriculum—that process that helps students acquire knowledge and attitudes to help manage emotions—is implemented.

Literacy in Multiple Languages (2016-106)

The NEA shall, through existing digital media, encourage members, state and local affiliates to advocate for all students to have equal access to programs that lead to literacy in multiple languages.

Alternate Assessments for Students with Disabilities (2016-108)

NEA will compile critical information from state work groups who are designing alternate assessments for students with disabilities. As states draft plans with intent to comply with ESSA guidelines and regulations, this information will be posted quarterly on nea.org. NEA will provide an opportunity for members to comment and respond to this compilation of information on existing NEA online forums.

Climate Literacy Resolutions (2016-113)

NEA will encourage state and local affiliates to create climate literacy resolutions using as a model the Portland, Oregon School Board climate resolution, which was passed with the support of climate activists, members of Portland Association of Teachers, and Rethinking Schools magazine.

Selective Mutism (2016-115)

The NEA will provide information through existing vehicles of digital media to teachers and education support professionals via the NEA IDEA Cadre Informational and Educational Resources for students affected by selective mutism that hinders their ability to be successful learners.

Integration and Adjustment for Refugee Families and Children (2016-119)

In response to student mental health issues associated with war trauma, the NEA will identify existing resources that provide culturally responsive resources that address integration and adjustment for the whole child and partner with community organizations that work with refugee families and children. This list of resources will be made available to NEA members via the NEA website.

Full-Time State Affiliate Student Organizers (2016-120)

NEA will convene a virtual task force to develop a report of the benefits of having a full-time state affiliate student organizer. The virtual task force will consist of past and current student leaders.

Student Program Engagement in Budget Discussion (2016-121)

The NEA leadership will engage the NEA Student Program leadership and members in a budget discussion prior to the board adopting the program and budget.

Trauma-Informed Practices (2016-122)

NEA will publish an article through NEA digital media about Trauma-Informed Practices and their impact on educators.

Curriculum on Ethnic Minorities' History, Culture, and Cultural Contributions (2016-124)

The NEA will compile sample language to assist members in the development of curriculum that accurately portrays the history, culture, and cultural contributions of ethnic minorities in the United States. This curriculum would be taught from Pre-K through college.

Asian and Pacific Islander Student Data Disaggregation (2016-125)

The NEA will identify those states in which Asian and Pacific Islander (API) student data disaggregation has been successfully implemented to create a list of best practices. Disaggregating data among smaller subpopulations is important to help identify support services needed for at-risk API students. In order to interrupt institutional racism that leads to school-to-prison pipeline, lower high school graduation rates, and higher mental health issues, we need to be able to create targeted outreach programs. In order to do this, educators need accurate disaggregated information for API students.

New Business Referred by the 2016 Representative Assembly

Referred to Executive Committee

Applied Suicide Intervention Skills Training (2016-23)

NEA will offer a two-day, credentialed, member-led “Applied Suicide Intervention Skills Training” for up to 1 representative per delegation as a pre-RA option at the 2017 RA. Participants should represent a cross-section of NEA members, including teachers and support personnel. States will bear the cost of travel and lodging.

High School Transition Programs for Students with Disabilities (2016-31)

NEA will establish/identify best practices for high school transition programs for students with disabilities and publicize examples of exemplary approaches throughout the country.

H1b Visas in Public Schools (2016-37)

NEA will compile data from existing sources and report on the use and abuses of H1b visas in public schools. Report shall include but not be limited to:

- 1) the use of H1b visas by publicly financed charter schools,
- 2) the use of H1b visas by public school districts to fill “shortage areas” including the extent that districts attempt to recruit legal residents and citizens and
- 3) NEA will share with state and local affiliates the Teachers’ Code for Ethical

International Recruitment and Employment Practices to ensure NEA members on H1b visas are able to utilize their rights to advocate for themselves, their students and colleagues, and to assist those members seeking permanent resident status.

NEA Grassroots Activist of the Year (2016-42)

NEA will use voting procedures already in place at the RA to allow for the nomination and election of an “NEA Grassroots Activist of the Year.”

Bernie Sanders (2016-56)

NEA President Eskelsen-García will write a letter to Bernie Sanders, thanking him for increasing the democratization of the presidential campaign, and engaging more young Americans than ever in peaceful assembly, and participatory democratic process.

Oaxaca, Mexico (2016-61)

NEA President Lily Eskelsen García will write a letter to the Mexican Consulate/Government Officials condemning the incidents in Oaxaca where Mexican teachers lost their lives while protesting against the corporate reforms and the unjust arrest of two of their leaders, and a message to the teachers of the Coordinadora Nacional De Trabajadores De La Educación (CNTE) expressing that NEA stands in support and

solidarity with our Mexican brothers and sisters in their rightful and courageous defense of public education, their members, their schools, and their students.

Dues Structure for ESP Retirees (2016-62)

The NEA Board of Directors will consider implementation of a 1/2 dues structure for both annual and lifetime ESP retirees.

Electronic Access to Projected and Actual Amounts Spent on NBIs (2016-66)

NEA RA delegates will have electronic access to projected and actual amounts spent on each 2016–2017 NBI, with a breakdown of what costs were incurred (i.e., staff time, research, materials, media). If costs vary by 10+%, an explanation would be included.

Code of Ethics (2016-67)

The NEA Board of Directors, with input from state presidents, will develop a new Code of Ethics for the NEA to be presented at the 2017 Representative Assembly for potential adoption.

Relay Graduate School of Education (2016-78)

1) NEA will, by way of its various forms of communication, inform members nationwide about the Relay Graduate School of Education, its programs and practices, and the potentially negative impact it can have on our students and our profession.

2) President Lily Eskelsen García will offer an explanation to members as to why

NEA is now a partner with the Relay Graduate School of Education.

Secure Rural Schools and Communities Self-Determination Act (2016-86)

NEA write a letter to all state affiliates asking for help in identifying NEA members living in federal forest communities/counties that could help the NEA in advocating for the renewal of the Secure Rural Schools and Communities Self-Determination Act.

Public Education in Mexico (2016-87)

The NEA will take three specific actions in support of striking teachers and communities defending public education in Mexico. First, the NEA will immediately provide \$7,500 to the legal representatives chosen by union leaders Rubén Nuñez and Francisco Villalobos, the two highest ranking imprisoned leaders of the Mexican teachers' union in Oaxaca known as Coordinadora Nacional de Trabajadores de la Educación (CNTE) Section 22 who are currently incarcerated far from their homes and families for organizing protests against corporate-driven education reforms. These monies must be quickly sent directly to the lawyers chosen by these leaders of CNTE-Section 22, because the Mexican government has frozen, and apparently seized, all the bank accounts of the teachers' union in Oaxaca, Mexico. Second, news (including photos if possible) of this NEA solidarity donation will be included in all NEA digital properties when NEA President Lily Eskelsen García's letter demanding an end to violence against

educators and the oppression in Oaxaca, Mexico, is released. Third, at some time during this 2016 RA, this body will grant our president a moment of special privilege to explain why she was moved to write this blog about the violence in Oaxaca, Mexico and to urge everyone at the RA to add their names to her powerful letter now available at: <http://lilysblackboard.org/2016/06/condemn-violence-educators-oxacaresiste/>.

State Use of High-Stakes Testing in Accountability Systems (2016-88)

Working with its state affiliates, NEA will research and inform its members about the variety of ways states are using high-stakes testing in their accountability systems.

Framework for Physical Education Programs (2016-90)

The NEA will develop a framework for elementary, middle, and high school students, setting time and frequency for physical education programs. This framework will be based on available scientific information intended to keep our students fit, healthy, and ready to learn. The NEA will publish the framework on the NEA website.

Links to Documents Created in Carrying Out NBIs (2016-93)

NEA will include in the NEA RA Report on the Implementation of Actions of the 2016 RA, a listing and links to documents created in carrying out NBIs.

Elective Courses (2016-104)

NEA President shall compose and send a letter via email to all U.S. Chief State

School Officers to promote the funding of elective courses, taught by live teachers (such as drama, art, music, world languages, etc.). The letter shall include an explanation of the benefits students receive by taking such courses.

Mérida Initiative (2016-105)

NEA will send a letter to the U.S. President and Congress urging the U.S. government to end support of the Mérida Initiative and all entailed forms of institutional violence and, instead, invest our tax monies on education here at home. The letter should further specify how U.S. money for military equipment, training, and support is actually being used to attack teachers, student teachers, students, and indigenous peoples throughout Mexico. The letter would augment our voice to ensure that our own government hears from us as well.

Public Goods (2016-107)

The NEA President will write a letter to the appropriate parties at the Executive, Legislative, and Judicial Branches of government to readjust their fiscal priorities to appropriately maintain our “public goods,” so that they are available for posterity. This letter should be made available to the membership through existing NEA electronic media.

Sponsorship or Affiliation with Public Education Reform Movement/ Privatization of Public Education (2016-109)

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.

National Boycott of Walton-Owned Businesses (2016-116)

The NEA will call for a national boycott of all Walton-owned businesses, including Wal-Mart, Sam's Club and Arvest Bank, until they cease to seek profit by investing in the creation of competitive charter schools and the takeover of traditional public schools through the Walton Family Foundation.

Republican Candidates (2016-117)

The NEA and NEA affiliates will make every effort to identify and reach out through digital media to pro-public education Republican candidates, educate them about our endorsement process, and encourage them to participate.

Political Action Committees Endorsements (2016-123)

NEA will encourage its affiliates' Political Action Committees not to endorse any candidate for local or state office who accepts Charter School PAC money.

Referred to the Annual Meeting Review Committee

Additional Background for NBIs (2016-53)

The NEA shall investigate the cost and logistical feasibility of allowing the makers of New Business Items to submit an additional 100 words of background

information or rationale that would be made available to delegates only in digital form. Such material could be made available to delegates interested in such additional material when they are accessing RA delegate materials online.

Pre-Conference Child Care (2017-70)

NEA will extend free childcare to the pre-conferences, such as the Joint Conference on the Concerns of Minorities and Women, directly prior to the RA.

Online Availability of Amendments (2016-89)

When amendments to NEA RA items are made in advance, they will be made available online in real time to the delegates. Moreover, amendments made from the floor will be made available online in real time whenever possible.

Online Forum for New Delegates (2016-91)

NEA will establish a digital means of communication for new delegates attending the NEA Conventions; *e.g.*, a private Facebook page, conference call and a forum for Q&A and concerns.

Interview Rooms for At-Large Candidates (2016-96)

The NEA will provide interview rooms/spaces for state affiliates that conduct these interviews for At-Large Board of Director candidates. The interviews will be conducted prior to the RA.

Accessibility for Physically Challenged Delegates (2016-110)

NEA will work with individuals with physical challenges and the state affiliates to ensure that the NEA RA is accessible to all delegates in a nondiscriminatory manner. NEA will coordinate physically challenged registration between the state affiliates and NEA in order to provide seating and transportation as identified on the registration form. NEA will provide point of contact information before and during RA to those delegates registered as physically challenged.

Referred to the Charter Schools Task Force

Impact on Funds for Traditional Public Schools (2016-74)

1) NEA will gather evidence and inform its members of the impact that charters have had on funds available for traditional public schools.

2) NEA will urge its members to not use the term “public charter schools” and NEA will cease to refer to them as such.

Informational Report on Privatization (2016-92)

NEA shall create an informational report by collating existing information published in reputable sources on the extent, avenues, trends and impacts of privatization in public education. For the purpose of this informational report, “privatization” is defined as ways in which public education dollars are spent on private products, services, and organizations, as well as commonly noticeable ideological impacts of corporate interests on public perception and political landscape in education. Results shall be published to state and local affiliates using existing communication channels as well as in a press release.

Referred to the Human and Civil Rights Committee

Human and Civil Rights Annual Awards Dinner (2016-65)

Move to bifurcate the Human and Civil Rights Annual Awards Dinner so that they are presented on a biennial basis.