NEA Program and Administration

The NEA staffing structure is designed to help realize the Association’s strategic goals, as determined by governance. Most staff are based in program units, with each unit offering expertise in a particular area. Staff from these different program units work regularly together in teams that are assembled to advance the Association’s priorities.

EXECUTIVE OFFICE
202-822-7000
FAX: 202-822-7974
FAX: 202-822-7012

The Executive Office houses the three elected officers (president, vice president, and secretary-treasurer), executive director, and staff who provide support and coordination for NEA-wide concerns.

ESKELESEN GARCÍA, LILY, president
KELLY, TERESA, confidential assistant

PRINGLE, BECKY, vice president
SETTLE, ANGEL, confidential assistant

MOSS, PRINCESS, secretary-treasurer
WILLIAMS, MELLISA, confidential assistant

Office of the Executive Director
202-822-7517
FAX: 202-822-7012

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

Enterprise Data and Information Strategy – NEA360

The Enterprise Data and Information Strategy department is responsible for executing an enterprise-wide NEA360 user adoption strategy. The department supports Centers and State Affiliates in understanding how best to use technology as a catalyst that expedites transformational changes in how the Association relates to and engages its members. Collaborating across the NEA enterprise, the department gathers information and crafts strategies on how best to implement activities necessary for the Association and its affiliates to accomplish the organization’s goals. In addition to working within NEA, the department will work with State Affiliates, and with NEA-related organizations (Member Benefits, NEA Healthy Futures, and the NEA Foundation).

WHITE, KAREN, senior director

Strategy Department

The Strategy Department builds strategic systems to enhance leadership’s ability to make decisions aligned with NEA’s mission, vision, and core values. The department strives to align NEA's
programs and services by engaging staff and managing resources to effectively advance the Association’s strategic goals and core functions. The department conducts on-going Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis to examine the forces that affect NEA and public education to determine organizational opportunities and threats to achieve our vision and priorities. The Strategy Department supports all centers and departments in making strategic decisions and aligning work and resources.

WRIGHT, JOHN, director
WALKER, ANDREA, manager
KENNEDY, LEIGH
LAYE, RANDY
WHITING, BROOKE

Office of the Chief Financial Officer
202-822-7000
FAX: 202-822-7974

MCPHERSON, MICHAEL, chief financial officer
POLCHINSKI, GERARD, associate director
BARTLEY, DEBORA
EGEWORTH, SHERRY
HARGROVE, TIMOTHY
ROUSSEAU, LORI
TALLINGTON, PATRICIA

Office of General Counsel
202-822-7035
FAX: 202-822-7033

The Office of General Counsel provides advice and assistance to NEA governance, staff, and affiliates with regard to labor relations, individual rights, education reform, political activity, and other matters with legal or quasilegal implications. The Office of General Counsel serves as counsel to the Kate Frank/DuShane Unified Legal Services Program and The NEA Fund for Children and Public Education and is responsible for the operation of the National Organization of Lawyers for Education Associations, which is composed of attorneys who represent NEA and its affiliates. Through the Office of General Counsel, NEA participates in test cases and other significant litigation in federal and state courts. The general counsel has primary responsibility for coordinating the legal activities of NEA’s Office of General Counsel.

O’BRIEN, ALICE, general counsel
BROWN, KELLI
DONALDSON, CHAKA
HARRINGTON, ERIC
HOLLAR, KRISTEN
HOSTAK, PHILIP
LUBNA, ALAM
PEARSALL, CONSTANCE
POWELL, LISA
WALTA, JASON

Human Resources
202-822-7600
FAX: 202-822-7920

Human Resources (HR) is dedicated to attracting, developing, aligning, and retaining a high-performing, mission-driven workforce to meet NEA’s strategic goals and core functions in a collaborative environment.

In the area of Employee and Labor Relations, HR develops and implements
programs related to: position control, recruitment and classification, internship program, labor relations, performance management, employee wellness, culture and morale, staff development, and administration of NEA’s professional development program. The department maintains interest-based working relationships with the three recognized employee staff unions, negotiating and administering the collective bargaining agreements. The HR Partners consult with departments on a wide range of personnel issues.

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

JOHNSON, DERRICK, director
AQUINO, MARILYN
CHUNG, SOO
DAISE, ELIZABETH (BETSY), manager
DEAN, SARA

DUPREE, MONTRÉ, manager
GROVES, JIM
GYESIE, NANA
JACKSON, THERESA
KRISHNA, VIJAYA (VJ), manager
KUHR, LIESEL
MATTHEWS, HELENE
MULLER, ROXANNE
NORTHCUTT, AUDREY (FAYE)
PANGILINAN, AL
TAYLOR, GLENDA
WALDEN, LOIS
WRIGHT, BRIDGETTE

STRONG AFFILIATES
In partnership with affiliates, Strong Affiliates promotes strategies designed to enhance public education and assist affiliates in fending off attacks on member rights by providing financial support, technical assistance, field support, member engagement support, communications support, and facilitating the sharing of best practices throughout the Association.

ANDERSON, KIM, senior director

Campaigns and Elections
202-822-7300
FAX: 202-822-7741

Campaigns and Elections (CE), along with other NEA departments, is responsible for fulfilling Strong Affiliates. CE staff, both in the field and at headquarters, works with state affiliates in a variety of ways, including helping to lead statewide coalitions, assisting in strategic and long-term campaign planning, analyzing state survey research results, and collaborating on the development of member
engagement plans and in the development and implementation of strategies to support candidate elections, and legislative and issue campaigns important to NEA. The fulfillment of this work involves updating member and public voting data continually, tracking state-level activity of public education opponents, and providing access to a national collection of polling, cutting-edge campaign tools and research data and practices. It also entails reviewing ballot initiative campaign plans, vetting consultants and vendors, and recruiting, organizing and mobilizing member and non-member activists to advance association priorities.

PUGH, CARRIE, director
ROBILLARD, LISA, manager, business affairs
CHOI, JOANNA, project manager

Strong Affiliates Field Operations/Strategic Operations
Campaign staff works with affiliates on planning for legislative and electoral, state and local efforts, and focuses on strategies that cover multiple election and legislative cycles. They provide expertise and strategic counsel on ballot and candidate campaigns, campaign structure and tools, member engagement, state legislative campaigns, and issue advocacy at the state and federal level. The staff works directly with affiliates and Association members as part of an integrated national team to enhance effectiveness in grassroots political activities and legislative advocacy.

Strong Affiliates Field Operations
PUGH, CARRIE, director
BURKE, BOB
CHAPMAN, AMY
GARRAMONE-MASON, LYNNE
GONZALEZ, GAIL
HEDGEPEITH, LEE
MAHAFFEY, MEAGAN
MENDIOLA, KATRINA
SWEENEY, JACOB (JAKE)

Strategic Operations
VACANT, manager
KAIN, CYNTHIA
MCSURELY, ALLISON
WELKER, DAVID

Data Management, Research and Polling
The data management, research, and polling team maintains and provides member and public data from a national voter file called Catalist for use with NEA member information and member communication tools. The team also serves as the primary link internally (across departments) and externally (with labor organizations, pollsters, progressive, and analytics groups) on improving member and public data important to NEA programs. It provides the central support for data and targeting needs for issue and candidate campaigns. The team can be made available to train staff on data structure and use of tools and to assist state staff to develop strategies for efficiently using data to run more successful engagement efforts. In a fluid and dynamic environment where technological advances are frequent, this team also serves as an important link with
our ITS department and Member Benefits corporation to align the Association’s data infrastructure more efficiently and strategically.

KURTZ, AMY, associate director
FARFAGLIA, RICHARD (RICK)
GARCIA, KRISTOFER (KRIS)
MAYEAUX, LAUREN

Civic Engagement

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

KURTZ, AMY, associate director
LONG, CRYSTAL
LUNDSTAD-VOGT, KARI

NEA Fund for Children and Public Education/PAC

The PAC unit works closely with the campaign and member engagement team to grow and facilitate the voluntary membership and total dollars of The NEA Fund for Children and Public Education (NEA Fund) to ensure that NEA members have a strong voice in Washington, D.C. Additionally, the unit’s online fundraising program, a state-specific collaboration, facilitates greater member involvement and communication, and builds state and local PAC fundraising capacity. The PAC work also encompasses fundraising, PAC Council operations, and candidate recommendations and contributions. The unit will continue to work very closely with the Government Relations lobbying team on federal candidate screening and requests.

KURTZ, AMY, associate director
COOPER, BRETT

Long, crystal

Lundstad-voigt, kari

EducationVotes.org and Social Media Outreach

Education Votes provides one-stop shopping for political and legislative advocacy and serves as a single destination for activism on politics, legislation, and issues that affect public education at the federal and state level. The site’s sister social media properties, the SpeakUp Facebook page and Education Votes Twitter feed, help reach members and the public with national narratives to move
the needle on issues and provide air cover for affiliates, members, and partners.

EducationVotes.org was designed with two goals in mind: to give pro-public education voters a place online where they can find and share news from across the nation about the issues important to education advocates, and to take action. The team places a special emphasis on providing members and public advocates with the tools needed to act quickly and effectively with minimal effort to advocate online and offline, in local newspapers, and with public officials.

VACANT, manager
LITVINOV, AMANDA
PEREZ, FELIX
REED, TIMOTHY (TIM)
WASHINGTON, BRIAN

Ballot Initiatives and Ballot Measure/ Legislative Crises Fund

Staff who coordinate and oversee the work of the Ballot Fund target legislative crisis and ballot measure assistance to support Affiliates, and review and assess campaign plans and budgets as requests arrive. The staff works in coalition with key national partners to provide strategic guidance and national campaign assistance as needed. Staff also regularly engages in strategic coalitions with national and state labor and progressive allies, such as the national state battles table and Ballot Initiative Strategy Center, to leverage resources and address common concerns.

STOLTZ, GAIL, manager
STEINMETZ, RUTH

State Revenue Research

STOLTZ, GAIL, manager
GLENN, ROBERT
HOLMES, DWIGHT
PETKO, MICHAEL
SIMS, RICHARD

Member Engagement and Campaign Planning

This unit recruits, engages, and mobilizes our member activists, enhances NEA campaign infrastructure, and manages campaign planning. Member-to-member engagement, the strategic assessment and application of data and research, cutting-edge campaign tools, and online and offline campaign tactics are tested and measured. The campaign unit stays current with and tests new campaign tools as well as deploys historically proven tactics. It is responsible for strategic and data-driven assessment of member activists. This unit serves as the key team to centralize and build the concept of an activist continuum that moves member activists and prospects along a continuum around key issues and campaigns by measuring the type of action, frequency, and levels of engagement. The team works closely with the Center for Organizing, Government Relations, and the Advocacy Center on long-term campaign planning and member engagement with affiliates.

KURTZ, AMY, associate director
REILLY, DANIEL (DAN)
SALICE, DOMINIQUE
Federal Advocacy Campaigns

Members of the CE team provide strategic counsel and support to implement campaign tactics and support to federal advocacy campaign efforts. Counsel may include overlaying political and legislative goals, leveraging political and partner connections, making data-based recommendations for member engagement, data modeling support, coalition engagement and intelligence, and direct support for online and offline actions.

VACANT, manager

White House Liaison

This team serves as the main point of contact and internal coordinating umbrella for White House engagement and interaction for events, policy communications across the executive branch, and appointments and other White House related requests. The team manages key relationships and ensures NEA priorities and concerns are shared across the executive branch. The team also ensures presidential-related event opportunities are leveraged to further NEA’s agenda, such as national political conventions, presidential inauguration activities, clutches, and other special events and opportunities. This team coordinates closely with Government Relations, Center for Advocacy and Outreach, Center for Governance, and Education Policy and Practice.

STOLTZ, GAIL, manager

Partnerships and Campaign Planning

The Partnerships unit manages the key external political partnerships and funding for our work with allies in the political arena. The team shares information and resources with NEA and affiliate staff provided through national partnerships. The Partnerships staff works with several departments within NEA to ensure collaboration on voting rights, non-partisan civic engagement, and social justice partnership efforts. The team also works to leverage important resources from key partnerships that provide necessary information and vehicles to our State Affiliates, including coordination with organizations such as party committees, Progress Now, Project New America, America Votes, and Atlas. The team helps build infrastructure and assesses the landscape for independent public campaigns.

STOLTZ, GAIL, manager
FARFAGLIA, RICHARD (RICK)

Finance and Administration

The Finance and Administration unit coordinates the financial processing and reporting of all CE activities, including the strategic focus and budget, operational review, campaign spending, and contract administration. The team utilizes the financial management system to gather and report financial information, safeguards the assets of the Association through internal compliance of relevant legal and regulatory requirements, and provides regular financial reporting. In addition, this team provides scheduling,
administrative, travel, and logistical and campaign support to the various units within the department.

ROBILLARD, LISA, manager, business affairs  
FLOYD, DEBORAH  
KNIGHT, LAVERNE  
LONG, CRYSTAL  
ONUKWUBIRI, CHINASA  
SNDER, NATHAN (NATE)

CENTER FOR GREAT PUBLIC SCHOOLS  
FAX: 202-822-7697  
The Center for Great Public Schools is the umbrella division for all NEA departments responsible for content and the implementation of the relevant components of the NEA Strategic Plan. Within the Center, selected NEA departments coordinate their work to craft a quality public policy to advocate at the bargaining table, in state legislatures, state education departments, and in Congress. Staff connected with the Center analyze current and proposed policy and practice, recommend improvements to existing policy and practice, and develop new policy and practice proposals. To assist in this task, staff scans for trends, best practices, and future needs of the public schools. Staff are available to provide technical assistance to state affiliates and their colleagues in NEA’s Field Operations, as well as to Government Relations. The Center incorporates strategic communications planning into its work and project development from the inception, champions the criteria for a Great Public School, and supports the effort of NEA to make access to such a school the basic right of every child.

The Center also collaborates with George Washington University to support the NEA Archives (GWU Contact: Vakil Smallen, 202-994-1371, smallen@email.gwu.edu).

COONS, ANDY, senior director  
ZIMMERMAN, LISA, manager  
BOYD, DAVID, project manager  
DETTALLA-PAYNE, BRONWYN  
FINDLAY, CHRIS  
FLOYD, RICHARD  
FRANK, BARBARA  
GRIFFIN HENSON, BRANITA  
HILL, TERESITA  
JACKSON, JEANNETTE  
JOHNSON, KAREN  
NGUYEN, DOMINIQUE  
SAUCEDO, MOIRA  
STEPHENSEN, ALTAMEAD

Research  
FAX: 202-822-7697  
The Research Department serves NEA staff and members by providing them with the data and analytic support necessary to achieve the Association’s goal of ensuring great public schools for all students. Specifically, NEA Research:

• Conducts original research, including surveys, focus groups, and economic analyses;
• Compiles and analyzes data from federal, state, and local education and economic agencies;
• Synthesizes and evaluates research conducted by external organizations and academic scholars;
• Consults with other NEA departments and state/local affiliates around research and data needs;
• Creates and supports online databases, publications, training opportunities, and other resources that ensure data and research are accessible and useful to NEA staff and members.

PELKA, STACEY, director
PRINCE, CYNTHIA, associate director
BLAIS, MARISSA
COSTANZO, REX
HERSHCOPF, MELISSA
LARA, JULIA
LESTER-JOHNSON, DENISE
MITCHELL, DEBORAH
TANG, WEIZHONG (TIM)
TAYLOR, ERIKA
TUCK, KATHY

Education Policy and Practice
FAX: 202-822-7482

Education Policy and Practice (EPP) serves as NEA’s primary policy and practice center on elementary, secondary, career technical, and higher education issues. EPP advocates for students to have great public schools, and for educators to have the resources, tools, and time necessary to support student learning. EPP regularly develops instructional resources related to a variety of issues, analyzes legislative and regulatory proposals, develops alternative proposals, as well as provides strategic advice and technical assistance to governance, affiliates, and other departments.

EPP, part of NEA’s Center for Great Public Schools, spearheaded the development of the GPS Indicators Framework to help answer the question of how to recognize NEA’s Great Public Schools criteria contained in NEA’s Positive Agenda for ESEA Reauthorization. The department has a desk operation that aligns with several of the Great Public Schools criteria, including: school readiness, standards and curriculum, learning conditions, testing and accountability, parent and community engagement, and funding (including resource equity).

EPP staff also have expertise in the following current issues facing our members: opportunity gaps, ESEA reauthorization, special and gifted education, high school transitions/career technical education, higher education, STEM (science, technology, engineering, and mathematics), vouchers/Right Wing attacks, alternative public school options (including charters, magnets, and extended day/year), as well as online and blended learning.

HARRIS-AIKENS, DONNA, director
WISSINK, REBECCA, associate director
BEANE, CATHERINE
CASTAÑON, ANGELICA
EUBANKS, SHYRELLA
FINUCANE, MATTHEW
FOLEY, MARY BETH
HOLMES, ALEXIS
KASPAR, MICHAEL
LOPEZ, CARMEN
MAYVILLE, MELISSA
NOGAN, SUSAN
RILEY, JOHN
SMITH, MARK
TATE, ROBERT (BOB)
ZEMBAR, THOMAS
**Priority Schools**

*FAX: 202-822-7697*

Priority Schools focuses on raising achievement in struggling schools. The Priority Schools work is a mandate from the Association’s Representative Assembly and centers on five research-driven elements that lead to permanent systemic change: leveraging community assets, improving staff capacity and effectiveness, developing family and community partnerships, improving district and local association capacity and collaboration, and improving student achievement and learning.

PREJEAN, ANDREA, *director*
BEANE, CATHERINE
HICKS, BARBARA
HIRSCHFELD, LAILA
HODGE, ROMAINE
HORSLEY, EDWIN
JOHNSON, CHRISTOPHER
LUNARIA, DANilo
SMITH, MARQUITA
YILMAZ, SONIA

**Education Support Professional Quality**

*FAX: 202-822-7838*

Education Support Professional Quality (ESPQ) represents and advocates for the nearly 500,000 NEA ESP members. Our strategic focus is to elevate the ESP professions by developing, implementing, and promoting best practices and policies that enhance ESPs’ effectiveness in meeting the needs of the whole student. ESPs, who make up one-third of the education workforce, meet the needs of the whole student by keeping students healthy, safe, engaged, supported, and challenged, ensuring positive educational outcomes. ESPQ provides the tools, products, programs, and resources to help ESPs become empowered leaders, accomplished professionals, and critical members of a high quality education workforce. Some of these programs and initiatives include but are not limited to: Paraeducator Institute, community engagement training, ESP career advancement, policy analysis and development, professional development webinars and resources, publications, and an ESP virtual career resource center.

DOVE, ROXANNE, *director*
BRINKLEY, JESSICA
CAIN, TIFFANY
COMSTI, MARISSA (CHI CHI)
CONNOR, LISA
FALK, JONATHAN
HWANG-FRIEDMAN, GRACE
JACKSON, JEANETTE
ROBERTSON, SARA
SCOTT, SHAWN
YOUNG, JENNIE

**Teacher Quality**

*FAX: 202-822-7838*

Committed to the view that quality teaching is a critical factor affecting student learning, the Teacher Quality (TQ) department seeks to help teachers achieve high standards of practice and maintain those standards throughout their careers.

Teacher Quality develops policies, products, services, and information that support the professional growth of NEA members, increase the diversity of the teaching workforce, and advance
promising models of teacher recruitment, preparation, licensure, advanced certification, teacher leadership, and other forms of professional development.

The department serves members and advances the profession by:

- Providing resources to state and local affiliates to develop innovative programs that promote teacher quality;
- Offering technical assistance, policy review, and services, including training programs, workshops, and seminars;
- Working with national partners on the development and promotion of rigorous standards and adequate support for the preparation, licensure, induction, advanced certification, teacher leadership, and quality professional development of teachers. Partners include: the Council for the Accreditation of Educator Preparation (CAEP); the National Board for Professional Teaching Standards (NBPTS); and Learning Forward (LF);
- Providing access to information on effective practice, promising programs and strategies, teacher quality standards and support systems, and relevant, timely research;
- Supporting members who serve on standards and policymaking bodies, task forces, and boards that focus on the various segments of the teacher development continuum, such as: new teacher recruitment; preparation and CAEP accreditation; induction and mentoring; licensure; National Board Certification; continuing professional development; teacher evaluation; teacher leadership; and quality educator workforce.

EUBANKS, SEGUN, director

ANDERSON, MARGARET
BROOKS, DARLENE
COFFMAN, ANN
DAVIN, LINDA
DORRINGTON, ADRIANE
GIUNTA, ANDREA
LOCKE, JENNIFER
PATTERSON, RICHELLE
THOMAS, CHRISTOPHER
WEST, BLAKE

CENTER FOR ORGANIZING
202-822-7710
FAX: 202-822-7624

The goal of the NEA Center for Organizing is to partner with affiliates to promote a practice and habit of organizing to engage members and to identify and develop leaders at all levels of the Association to take active roles in advocating for our students and members. The Center is focused on growing membership and building sustainable capacity in local and state affiliates and provides support to the National Council of State Educations Associations as well as the National Council of Urban Education Associations. The Center administers a variety of programs to support state and local affiliates and delivers training and/or conferences to UniServ staff, higher education members, Retired members, and Student members.

The NEA Center for Organizing includes the NEA Regional Offices (Mid-Atlantic, Midwest, Northeast, Pacific, Southeast, and West).

The Director of the Center for Organizing is responsible for the overall management and coordination of NEA’s organizing and affiliate relationships.
Program and Administration

**Management**

TESTERMAN, JIM, *senior director*
FASCIONE, SECKY, *director of organizing*
POLINSKY, CINDY, *associate director of organizing*
BURNS, JASON, *Western regional director*
CASE, MELISSA, *Pacific regional director*
DAISE, THAD, *Southeast regional director*
DEDMAN, TIM, *Mid-Atlantic regional director*
KETTER, JONI, *Midwest regional director*
LYONS, KATHLEEN, *Northeast regional director*
SWOBODA, DEBRA, *executive director, NCSEA*
CURTIS, YOLANDA, *manager, business affairs and finance*
HAND, DAN, *manager*
GARZA, MARTI, *manager*

**Field Staff**

AFI, NAS
ALLEN, NATHAN
ANDERSON, KIMBERLY
ARREDONDO, MONTSERRAT
ASMUS, MIKE
BABARIA, SEJAL
BACON, LINDA
BAUGH, LYNN
BLAKE, DON
CAHOON, CECIL
CARBAJAL, ERICK
CHASE, SUE
CLEMENTS, RUSSELL
CONEY, CHERYL
CONLON, JAMES
COOPER, KENTON
COX, FLOYD
CRESHAW, TODD
CROWLEY, PATRICK
ELMORE, CARA
ESLINGER, EVAN
FLEMING, DONNA
FLOROS, ALICE
FOISY, MICHELLE
GALL, LORI
GREEN, NICHOLAS
GUNDESON, NATE
HAECKER, RITA
HASSE, CHARLES
HEATH, EMILY
HEWITT, ANGELA
JEUNG, BETTY
JOHNSON, BEVERLY
JORDAN, DARRELL
JULIO, NILKA
KIM, MAE
LILYQUIST, CANDACE
MALARZ, LYNN
MANNY, LINDA
MARKEY, SARAH
MCCLUSKEY, TIM
MITCHELL, MELANIE
NILES, NICK
OWEN, KRISTEN
PADILLA, DOMINIC
Picone, LIZ
RIVERA, JORGE
RIVERA, RAFAEL
SETTLE, CHRISTOPHER
SLAUGHTER, DENNIS
SLEDGE, JAMES
STANFORD, ANGEL
STEARES, LINDSEY
STRUNK, BOB
THORNTON, FRANK
WEGMANN, MAYROSE
WILK, VALERIE
Program and Administration

WILLIAMS, PHADRA
WITZLER, PETER
WOFFORD, CORY

Program, Financial and Administrative Staff
ABRAHAM, DEBRA
BATTIN, JEANNIE
BERRIAN, MARIE
BROWN, EVETTE
COOK, WILLIE
EARL, DENARD
FLAHERTY, JOHN
GARSON, JESSICA
HOLBROOK, SHARON
MARTINEZ, PATRICIA
MEDINA, KARLA
SANDERSON, BRANTLEY
SMITH, KELVIN
ZANDERS, PHILLIP

NEA Student Program
HERRIG, CHELSEY, chairperson

The NEA Student Program operates under three core values: teacher quality, political action, and community service. The program helps NEA affiliates strengthen services to Student members and coordinates efforts to attract diverse students to the teaching profession. Staff provide technical assistance to state student organizers and other NEA departments on student issues as well organizing Student members and developing student leaders. Staff administer the student grant program and deliver a combined Leadership and Professional Development Conference held prior to the NEA Representative Assembly. This conference is designed to build membership, develop leaders, and enhance teacher quality.

CENTER FOR ADVOCACY AND OUTREACH

The Center for Advocacy and Outreach advances NEA’s mission, vision, and core values, particularly by advocating for policies and programs that support students’ and NEA members’ needs. The Center aligns the work of NEA’s Collective Bargaining and Member Advocacy, Government Relations, Human and Civil Rights, and Minority Community Organizing and Partnerships departments, in close coordination with NEA’s Office of General Counsel. The Center’s departments provide technical assistance and advocacy tools to our affiliates and members, as well as direct representational and advocacy services on behalf of NEA members and in furtherance of NEA policies and priorities.

Areas of long-standing NEA advocacy work include supporting and advancing collective bargaining as a positive tool to improve the quality of public education and the respect, dignity, and professional status of NEA members’ lives and livelihoods; advocacy at the state and federal levels to promote retirement and health care security; advocacy at the federal and intergovernmental levels to promote NEA’s Legislative Program; providing advocacy tools to affiliates to enact pro-public education policies at the state and local level; providing legal services and administering the NEA liability insurance programs; and monitoring trends and providing leadership regarding human and civil
rights issues facing minority students, as well as conducting joint advocacy with partner organizations around shared core values and advocacy priorities, particularly those priorities which impact poor students and their families, as well as marginalized student populations.

The Center for Advocacy and Outreach also continues the proud legacy of, and ongoing passion for, working for social justice through leadership development and training for our members, providing them with professional development and opportunities to assume leadership positions within the organization, but also training in several different areas of social justice advocacy as well as professional practice trainings which reflect our commitment to equal opportunity and a just society. NEA leaders trained by NEA’s Human and Civil Rights department have held leadership positions at all levels of the Association, as well as leadership positions within external organizations.

ANDERSON, KIM, senior director
TINES, SABRINA, manager
FLAHERTY, COLLEEN
GALLOWAY, PAIGE
HAYNES, AISHA
MORENO, WILLIAM
RICHARDSON, ALEXANDRIA

**Collective Bargaining and Member Advocacy**
202-822-7080
FAX: 202-822-7833

Collective Bargaining and Member Advocacy delivers programs and services that safeguard members’ employment rights, protect members from professional liability, and support state affiliates on collective bargaining, compensation, health care, and retirement issues.

The Collective Bargaining and Compensation staff provides support to state and local affiliates to preserve and expand collective bargaining rights for education employees and to improve members’ compensation and benefits (including pension and health care benefits). Training, consultation, software applications, publications, and educational programs are provided to assist state affiliates.

Legal Services Programs staff administers the Kate Frank/DuShane Unified Legal Services Program, which provides reimbursement of legal defense services to protect members’ employment rights, and the Educators Employment Liability Program, which provides professional liability insurance for members who are sued for damages due to incidents arising out of their employment. Members may access either of these programs by contacting their local UniServ staff person or the legal services office of their state affiliate. Other legal services programs include the Fidelity Bond Program, which protects the Association at all levels from loss of funds due to theft or employee dishonesty, the Association Professional Liability Program, which protects local, state, and national Association officers and staff from personal financial liability when they are sued as a result of their work for the Association, and the Attorney Referral Program, which assists NEA members in obtaining personal (not
employment-related) legal services at a reduced cost.

YORK, CAROLYN, director
BARCHAK, TIM
DEPP-TYLER, RITA
DOONAN, DAN
EARL, PAULISSA
FEAKES, M. LYNN, manager
GRANADOS, ANGELA
HASKINS, KAREEMA
HOLMES, CHARLES
HURLEY, EDWARD
JEWELL, ANDY
KILPATRICK, DAVID D.
MAGID, MARCY
MALONE, CAROL H.
MUHAMMAD, AARON
SCHLEIN, DAVID
SMITH, LUCILLE
SOLOMON, JOEL
TEMPLETON, DALE, manager
YOUNG, JOHN

Government Relations
202-822-7300
FAX: 202-822-7741

Government Relations (GR) supports the Association’s efforts to strengthen public schools, colleges, and universities through federal and state legislation and policies. The Federal Advocacy Unit advances the NEA Legislative Program at the federal level. Lobbyists work with Congress to address the concerns of NEA members. Staff also works with other national organizations that have a stake in the future of public education, and with organizations representing state and local governments. Staff works with these groups to represent NEA members’ interests, develop sound programs, counter attacks on public education, and influence education policy debates.

Federal Advocacy
Through its federal advocacy efforts, GR:

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

Support to State Affiliates
In support of NEA’s state affiliates, GR:

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

- Coordinates with Minority Community Outreach and Partnerships (MCOP) department to educate and provide resources to national intergovernmental organizations on federal issues and NEA’s perspective, and to leverage NEA’s federal legislative policy agenda;
- Develops and updates a state policymakers’ website—www.edvotes.org/ncsl—that serves as a clearinghouse of NEA resources and materials to support the creation of pro-public education policy at the state level.

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

**Human and Civil Rights**
202-822-7700
*FAX: 202-822-7578*

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

Through its training programs, HCR:
- Prepares ethnic-minority and women NEA members to assume leadership roles within the Association;
- Delivers bullying and sexual harassment prevention and intervention training for NEA members;
- Expands the capacity of NEA members to serve students from diverse cultural and ethnic backgrounds (cultural competence);
- Provides strategies and resources to NEA members for the education of language minority students, the fastest growing student group;
- Helps NEA members embrace diversity and take full advantage of diversity as an asset in classrooms and schools;
- Teaches NEA members how to address bias based on sexual orientation and gender identity and create a safe school climate for all students and staff;
- Gives NEA members an opportunity to improve their social justice advocacy and fulfillment skills.

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

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

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

The department also administers the annual NEA Human and Civil Rights Program to honor individuals and affiliates that stand up and support human and civil rights. The department is responsible for producing three events prior to the NEA Representative Assembly: the Ethnic Leaders Meeting, the Joint Conference on Concerns of Minorities and Women, and the Human and Civil Rights Awards Dinner.

NEA Human and Civil Rights manages the following online resources:

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

**Minority Community Organizing and Partnerships**

**202-822-7364**  
**FAX: 202-822-7633**

In an increasingly diverse society where over 100 million Americans are ethnic minorities, Minority Community Organizing and Partnerships (MCOP) develops and advances national and affiliate relationships, partnerships, coalitions, and joint programs with ethnic minority and civil rights organizations and leaders. Recognizing that these communities view education as the civil rights issue of our time, MCOP works to ensure that NEA is recognized as a committed partner within the community, a source of meaningful information and guidance, and a trusted champion in improving the quality of our nation’s public schools. By forging partnerships and alliances and coordinating joint actions, this office seeks to increase visibility and enhance the image of our Association and that of our affiliates, address the threats to public education that are cultivated in our ethnic minority communities, and garner community support for policies and other measures that will provide equal access to a quality education.
public education, close the opportunity and achievement gaps, increase high school graduation rates, improve teaching and learning conditions, attract and retain the most talented and diverse career educators, and secure adequate and equitable funding for schools. MCOP informs and engages communities of color toward a mutual goal of advancing human and civil rights, social justice, equal opportunity, and a great public school for every student.

SCOTT, MERWYN, director
ARRIGO, DORRIE
CAHEE, BRANDON
CROSS, TIFFANY
ELDRIDGE, SAMANTHA
GARCIA, DELIA
MASSIE, RUTH
THAMMARATH, MONICA
VINCENT, BRENDA

CENTER FOR COMMUNICATIONS
202-822-7200
FAX: 202-822-7292

NEA’s Center for Communications provides integrated, full-service communication services that support the work of the Association’s strategic initiatives and engage and mobilize members and the public. The Center aligns its programmatic work into tracks that support the major initiatives of the Association with key leaders within the Center responsible for driving work related to that goal or center as follows:

OLIVER, RAMONA, senior director

Track 1–Goal 1: Strong Affiliates & Center for Advocacy and Outreach
Campaigns and initiatives related to politics, elections, federal advocacy and social and economic justice.

MISTEREK, MICHAEL, associate director, communications for politics and advocacy

Track 2–Goal 2: United the Nation for Great Public Schools
Campaigns and initiatives related to student success, teaching and learning, improving professional practice and the Raise Your Hand initiative.

SPEIGHT, ANITRÁ, associate director, communications for integrated campaigns

Track 3: Affiliate Engagement and Association-wide Brand Programs
Campaigns and initiatives to support strategic engagement and capacity building for NEA affiliate communications and execution of major Association-wide events.

GRANT, STEVEN, associate director, communications for editorial and publications

Track 4: Center for Organizing
Campaigns and initiatives related to supporting national and local organizing campaigns.

HOFTEIG, ERIN, manager

The Center for Communications’ discipline units—media strategy, editorial
and publications, digital engagement, message and intel, integrated communications, creative services, and business services—drive critical operations of the Association and work in cross-Center and cross-Association program track teams to produce effective communication campaigns designed to engage and move key audiences.

**Media Strategy**

Media Strategy communicates the Association’s key messages by building and maintaining strong relationships with earned media including print, online, and broadcast news media; education writers and editors; bloggers; and opinion writers. The Media Strategy team also provides media training to Association leaders and spokespersons.

OLIVER, RAMONA, senior director
BUSSE, CELESTE
GONZALEZ, MIGUEL
MAIERS, STACI

**Editorial and Publications**

Editorial and Publications publishes *NEA Today*, the nation’s largest education magazine (circulation over 3 million) and *NEAToday.org*, the Association’s daily news site. Other print and online publications include *NEA Today Retired, Tomorrow’s Teachers* (for NEA Student Program members), *The Advocate* and *Thought and Action* (for Higher Education members), and *Go!* as well as e-newsletters such as *Works4Me* and *NEA Today Express*.

GRANT, STEVEN, associate director
SPENCE, EARLINE, manager

ALVAREZ, BRENDA
FLANNERY, MARY ELLEN
FUNDERBURK, TAMMY
GREENE, JUDY
LEIGH, LISA
LONG, CYNTHIA
MERINA, ANITA
ROSALES, JOHN
TRUED, ALICE
WALKER, TIMOTHY

**Digital Engagement**

Digital Engagement informs, engages, and mobilizes members and external audiences through digital communication—online, e-mail, social media, and mobile platforms—including the Association’s website, nea.org.

THOMPSON, ROBBIE, associate director
CHOVAN, MICHELLE
EDMONDS, AUDREY
HAMMOND, JOSEPH
JORDAN, AMY
LOGAN, REBECCA
LOPEZ, CHRISTIAN

**Message and Intel**

Message and Intel is responsible for message research (polling, surveys, and focus groups) message development, and message training for the Association. It also provides research and analytics to guide communication strategies.

SPEIGHT, ANITRÁ, associate director
CARTER, RENÉ
GARDNER, BONNIE
SEIFERT, ERICA
Integrated Communications

Integrated Communications produces communication campaigns by managing multiple tactics—such as paid media/advertising, sponsorships, strategic planning and partnerships, special events/projects—in coordination with the Center’s other discipline units.

SPEIGHT, ANITRÁ, associate director
BLOMDAHL, KATRINA
CAMPOS, CHRISTIANA
GRISSOM, STACEY
HUDGINS, MICHELLE
WELLS, ANNE

Creative Services

Creative Services provides creative strategies and art direction as well as full-service in-house design, print, digital, video, and audio design and production services and is responsible for managing the Association’s brand standards.

CHAVERS, STEPHEN, manager
COSENZE, CHRIS
DUCEY, DAVID
GREEN, DARRIUS
JOHNSON, SEWELL
KEHS, CATY
LEWIS, ERIC
NUGENT, VANESSA
PARKS KIRBY, RAMONA
POWELL, ASHLEY
ROBERTS, JEFF

Business Operations

Business Operations provides Centerwide management of business operations and administrative services. It is also responsible for the coordination of budget planning and implementation, programmatic work plans, and governance reporting.

SCOTT, TONYA, manager
BARNES, SHADÉ
GRIFFIN, HEATHER
SMITH, TONI
TURNER, KIA

CENTER FOR BUSINESS OPERATIONS
202-822-7097

NEA’s infrastructure, facility services, technological tools, and financial management reside in this area. The Center addresses improvement and innovation initiatives, strategy development, business development, financial analyses and risk management, and the integration and leveraging of systems and technology. In developing and executing the 2014–2016 Strategic Plan for this area, we continue to provide the opportunities to review and improve the overall business operations, to evaluate new concepts and procedures like centralized services, and to realign business as usual through innovation, imagination, and synergy. With a focus on supporting NEA’s two primary goals and membership development efforts, the Center is designed to provide quality and reliability, and to deliver services when needed in a manner that maximizes results while minimizing resources used.

Infrastructure and Organization Support

This area focuses on managing resources to effectively advance the Association’s
strategic goals and core functions, while aligning and leveraging resources to promote innovation, adaptability, operational efficiencies, and effectiveness.

**Facility Services, Logistics and Support**

Key efficiencies here include increasing NEA headquarters’ energy efficiency; creating a workplace that supports a 21st century workforce; and restructuring conferences and consolidating business processes, such as travel and catering, for improved results at reduced costs.

**Financial Support**

This area focuses on financial analysis and risk management with an emphasis on NEA and affiliate fiscal health. It provides business intelligence, technical support, training, and budget planning and development.

**Technology**

Technology is a key driving force in changes taking place across the globe and maximizing its use requires attention to aligned policies and procedures, standards, training, and data availability/security for NEA, affiliates, and related or allied organizations. Work includes developing cost effective communication alternatives.

Conference and Facilities Services, Financial and Membership Services, and Information Technology Services are the three departments under the Center for Business Operations.

THOMPSON, BILL, senior director
BASURTO, CESAR, manager
CURRIE, FRANCES, manager
ZAZAIAN, MICHAEL, manager
ASIF, RIZWANA
DAMALI-CATHIE, NZINGA
GOODE, TORRIE
GUEVARA, CHRISTINE
LAUFE, MARK
PINKNEY, NIKOLE
RIVERA, DEBBIE

**Conference and Facilities Management**

202-822-7680
FAX: 202-822-7767

Conference and Facilities Management (CFM) coordinates the internal and external conference planning of the Association; and oversees building operations, workspace planning, building security, and printing and mailing services. Staff also provides administrative oversight of the NEA café and catering services. Within Conference and Facilities Management, Conference and Travel Services staff schedules and helps plan more than 3,000 Conference Center meetings a year. Staff also arranges for airline and ground transportation, car rentals, and hotel reservations for governance leaders and staff. External Meeting Services staff plans and coordinates approximately 200 meetings and conferences outside NEA, as well as the logistical and facilities coordination of the Annual Meeting. Facilities Services staff are responsible for all areas of building services, safety, maintenance, and appearance. Print Media Production staff provides printing, copying, and mailing services throughout the Association.
Financial and Membership Services

202-822-7069
FAX: 202-822-7032

The Financial and Membership Services (FMS) department manages all aspects of Financial and Membership operations for NEA and related entities. Team members are responsible for the receipt, recording and disbursement of NEA General Funds. The team utilizes the Financial Management System to gather and report financial information in support of the Association’s strategic budget. FMS safeguards the assets of the Association, establishes and maintains effective internal controls, provides accurate financial reports in conformity with generally accepted accounting principles, collects membership dues, and coordinates the investment of Association funds. Accounting services are also provided for the NEA employee benefit plans; all NEA special purpose fund; NEA Council entities; NEA Properties, Inc and the NEA Fund for Children and Public Education. Team members are responsible for assuring compliance with various Federal Election Commission, Internal Revenue Service and the Department of Labor rules and regulations governing NEA and affiliates.

FMS is also the steward of the NEA membership database. The team oversees the Interactive Membership Services system, which is utilized by NEA and state affiliates to create, update, report, and manage information about affiliates and members. The team ensures that the data and systems implement and reflect the by-laws and policies of NEA as they relate to membership, and maintains the applications at a level to meet the evolving business needs of NEA and its affiliates. The team verifies the integrity of the data, provides mailing extracts for NEA publications, provides membership and obligation trend analysis, and defines systems enhancements required to implement changes to NEA bylaws or policy.

FMS works closely with NEA and state affiliate staff providing analysis and assistance to program area projects, evaluates
state membership processing procedures and develops and provides training to NEA and state affiliate staff. The team is also responsible for allocating and registering delegates to the annual Representative Assembly and maintaining the NEA Convention system. The team responds to membership policy inquiries and assures compliance with the NEA Constitution, Bylaws, and Standing Rules. FMS team members coordinate services for NEA and state and local affiliates in financial matters to enhance the overall business operations and improve awareness and knowledge of pending issues and implement best business/policy practices. They organize trainings for state business managers and executive directors and publish the monthly NEA FMS Business Connection newsletter for affiliate financial executives. FMS staff work closely with the Office of the Chief Financial Officer in the development of strategic planning and reporting and monitoring actual operational results throughout the year.

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

Information Technology Services  
202-822-7501  
FAX: 202-822-7877

Information Technology Services (ITS) provides state-of-the-art information technology tools that helps NEA and affiliates maximize the Association's resources to promote their agenda, conduct day-to-day business, and leveraging the Internet to recruit and serve members efficiently and effectively. ITS maintains a technical infrastructure of networks, servers, security, databases, systems software, Internet connectivity, and disaster recovery plans to support the operation of the information systems. ITS publishes the quarterly newsletter TechTalk for affiliate technology coordinators and they assess the impact of new technology and changes in service upon NEA and its affiliates.

FUTCHKO, ROSE, director  
HEYER, CHRIS, manager  
HODGE, JOE, manager  
AGALA, ROBERT  
BLAKE, RICHARD  
BOPPANA, KRISHNA
The Center for Governance coordinates and supports a diverse array of Association programmatic and operational concerns and provides strategic counsel to leaders on priority initiatives as well as organization policies and protocols. The Center’s six major areas of work include: policy development and implementation; governance and policy support and council business administration; executive correspondence, writing, and strategic scheduling; leadership development; national labor relations; and international relations.

BILAL-THREATS, DAAIYAH, senior director
EDWARDS, MICHAEL, associate director
NEPHEW, MAREENA, manager
SCHULTZ, DAVE, manager

**Policy Development and Implementation**

This unit facilitates governance policy-making and supports the deliberative work of the Representative Assembly, Board of Directors, Executive Committee, as well as standing and ad hoc committees. This unit also tracks and reports on governance actions; develops and implements official policy; and communicates Association policies and protocols through technical guidance and official publications.
Program and Administration

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

**Governance and Policy Support and Council Business Administration**

This unit provides confidential, financial, and administrative services in support of the NEA officers and Executive Committee. Additionally, this unit supports meetings of the Executive Committee, Board of Directors, and NEA’s Representative Assembly, and provides business support to three constituent councils.

NEPHEW, MAREENA, *manager*
BECK, CYNTHIA
BOWMAN, CELESTE
HANEY, LOUISA
KELLY, TERESA
MENDIOLA, CATHY
PAHEN, TINA
SETTLE, ANGEL
SHARPE, BLAKELEE
WHITE, YVONNE
WILLIAMS, MELLISA

**Leadership Development**

This unit is responsible for supporting NEA’s strategy to identify members with the potential to become organizational and education leaders; identifying appropriate orientation and skill development for NEA leaders; developing and maintaining NEA’s leadership competency models; and for the design and convening of NEA’s National Leadership Summits.

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

**Executive Correspondence, Writing, and Strategic Scheduling**

With the goal of facilitating strong and strategic Association leadership engagement, this unit coordinates and generates content and logistics support for NEA’s executive leaders in the areas of speechwriting, scheduling, and also serves as the official correspondence office for the organization.

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

**National Labor Relations**

The Labor Outreach program advances the interests of NEA and its affiliates through outreach and collaboration with other labor organizations. To this end, it coordinates relationships with labor organizations on behalf of NEA and its affiliates; builds partnerships with other unions and organizations representing working men and women in order to advance NEA and affiliate interests; helps position NEA as a central force in the American labor movement; and assists in addressing the unique structure and circumstances of NEA’s merged state and local affiliates.
EDWARDS, MICHAEL, *associate director*
HERETICK, MARY ALICE

**International Relations**
202-822-7488  
*FAX: 202-822-7023*

The Office of International Relations manages NEA membership in Education International (EI), articulates NEA policy in international forums, and maintains communication with EI-affiliated national education unions around the world. The office analyzes international education experiences and incorporates learning relevant to NEA’s strategic priorities. The office also monitors and works with the United Nations, intergovernmental agencies, and international nongovernmental organizations (NGOs) on issues that affect children, education, the education profession, women, and human and trade union rights.

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

**RELATED NEA ORGANIZATIONS**

**NEA Healthy Futures**
202-822-7570  
*FAX: 202-822-7775*
*neahealthyfutures.org*

Established by the National Education Association in 1987, NEA Healthy Futures (formerly NEA Health Information Network) is an independent section 501(c) (3) tax-exempt organization. NEA Healthy Futures is committed to student health and safety, and we believe that healthy students, healthy educators, and healthy learning environments are essential to great public schools. We support the “whole child,” and we believe that all students deserve the academic and non-academic supports required to succeed in school and in life.

**Our Vision**
Every student and educator is healthy, safe, and ready to succeed.

**Our Mission**
Our mission is to empower educators to champion safe and healthy schools where students thrive. To support learning we address critical health and safety needs, bringing together the best in:
- public health and health care practice,
- active partnerships, and
- insights and actions of a national network of NEA members.

We work with educator leaders to build school-based solutions that improve the health and safety of students, educators, and school environments.

**Goals**
1. An engaged and active NEA member network that provides leadership and works with community partners to advocate for the health and safety of students, educators, and the school environment;
2. Improved student, educator, and school health and safety.

**Board of Directors**
CARY SENNETT, M.D., Ph.D., President  
and CEO, Asthma and Allergy Foundation of America (AAFA),  
Landover, MD
The NEA Foundation
202-822-7840
neafoundation.org

The NEA Foundation is a public charity founded in 1969 and supported by contributions from educators’ dues, corporations, foundations, and others. We support student success by helping public school educators work with key partners to build strong systems of shared responsibility.

In 1987, Mary Hatwood Futrell, then president of the National Education Association (NEA), drove home the goals for the NEA Foundation as it evolved from a simple independent charity to an endowed national philanthropy advancing the educator’s voice and vision for change. The NEA Foundation “will be able to reach tens of thousands of unreached children with innovative, school-based programs” designed and implemented by educators. That focus brings the voice of educators to both an innovative classroom and changes in public education, working to ensure highest-quality student learning.

What founded us continues to drive our work. In 2014–2015 the Foundation reaches almost three quarters of a million students
through our combined grants to educator’s programs and systemic initiatives that sup-
port union-district collaboration, a reach that has surpassed the vision of its found-
ers. As an independent philanthropic entity, we bring the voice of the educator to
public education policy and reform, ensuring that teachers are the makers of change,
not just its objects, treated as professionals who are capable of both self-regulation and
accountability.

Unions and Districts: The Closing the
Achievement Gap Initiative

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

Our theory of change and correspond-
ing local interventions are based on re-
cent research on effective schools, district redesign, external agent engagement,
Association capacity, curriculum and in-
struction, among other related areas.

We provide up to $1.25 million in
grant funding to all of our sites over a
five-year period to support their collabor-
atively and locally-defined strategies to
close the achievement gaps in their com-

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

Find a profile of each site’s work at:
http://www.neafoundation.org/pages/clos-
ing-the-achievement-gaps-initiative-sites/

The Institute for Innovation in Teaching
and Learning

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

The Institute for Innovation in Teaching and Learning provides the following services to participants:

- Coaching and technical support for team action plan
- Supportive online courses and resources
- Opportunities for networking.

Find a profile of each site’s work at: http://www.neafoundation.org/pages/institute-for-innovation-in-teaching-learning

State Affiliate Capacity Building

The NEA Foundation initiative, Building State Affiliate Capacity, supports the growth and development of NEA state affiliate skill and capacity around teaching and learning issues helping to make the participating affiliates more resilient, nimble, and relevant to the future of public education in their state. For many state and local union organizations, this type of work represents a significant shift in organizational mission, vision, and capability. Participating state affiliates are: Colorado, Kentucky, Illinois, and Utah.

In service of that goal, state affiliate leaders receive the following kinds of support from the Foundation and its team of consultants and staff:

- Support from an organizational development and change consultancy, resulting in a preliminary organizational assessment of the affiliate, including but not limited to its structure, human capital, and service delivery models. The assessment will identify areas of strength and challenge, and prioritize recommendations for how to improve.
- Coaching and consulting support to author an implementation plan for a subset of the organizational recommendations—and grant funding to execute it.
- Grant funding and technical support for the state affiliate to develop its own capacity to local work on teaching and learning issues and provide richer support to its local affiliates, similar to the Foundation’s Institute for Innovation in Teaching and Learning. NEA Foundation-affiliated locals have collaborated with their local districts to, for example, co-construct a teacher evaluation system, launch a peer assistance and review program, or partner on the content and delivery of professional development to fully implement the Common Core State Standards.
- A learning community of like-minded state leaders. The Foundation designs and develops meetings for state affiliate leaders throughout the two years to hear new voices and share new knowledge around issues of organization transformation and capacity-building in education, discuss commonly-held areas of interest and challenge, and create space for leaders
to work together on their own organization’s transformation.

**Grants to Educators**

We support new ideas and practices to strengthen teaching and learning. Our goal is to fund and share successful strategies to educate and prepare students for bright and rewarding futures. We have learned that the best teaching methods come from our greatest assets: educators. That is why we have awarded roughly $7.5 million over the past decade to fund more than 4,500 grants to public school educators to enhance teaching and learning. To build our knowledge base and to uncover new, great practices in public education we invite all eligible education professionals to apply for these grants. Applications are due February 1, June 1, and October 15. Our DonorsChoose.org match funding begins in September and runs for a limited period.

Find the application, funded projects, tips, and grant requirements at: http://www.neafoundation.org/pages/grants-to-educators

**Innovation**

The NEA Foundation supports educators as they pioneer creative and innovative classroom approaches designed to prepare students for college, work, and life. The Foundation’s innovation work identifies new opportunities and tests approaches in public education aimed towards preparing all students to learn and thrive in a rapidly changing world.

**Global Learning Fellowship Program**

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

The program builds a structured and collaborative learning experience that supports educators as they acquire global competence skills. Over the course of one year, Fellows are supported by Foundation staff, partners, and other field experts.

Global Learning Fellows are required to submit and share lesson plans, unit plans, or full curriculum integrated with global competency skills. By creating these plans, and then sharing with educators around the world via an open source platform, Fellows are contributing to an increasing field of knowledge on this topic. Furthermore, the Fellows become positioned to lead the profession by becoming advocates for global learning and global competence within their schools, associations, and districts.

Find more details at: http://www.neafoundation.org/pages/global-learning-fellowship

**STEM Urban Farming Grants**

In partnership with AT&T, the Foundation supports popular urban farming programs in Milwaukee, WI and New York
City, NY to increase inner city students’ interest in STEM (Science, Technology, Engineering, and Mathematics) through a two-year total contribution of $300,000 for Fall 2013 through Fall of 2015. The goal: provide more students with the skills and knowledge they’ll need for 21st century jobs and develop curriculum and instructional content that educators can use to build similar programs nationwide. Research indicates that underperformance in STEM education arises from systemic issues: teachers with little professional support; inadequate alignment of standards and curriculum; and insufficient understanding of the relevance to students’ lives about the need to learn these subjects. The Urban Schools Aquaponics (USA) Initiative in Milwaukee Public Schools and the Active Citizen Project’s Project EATs program in New York City Public Schools focus on providing more personal, engaging, coordinated, and consistent STEM learning by. With new grant funding, both projects will expand their programs to new school sites, thereby reaching more students; develop comprehensive and fully standardized curriculum; and provide educator support and professional development opportunities.

Find more details at: https://www.neafoundation.org/pages/other-innovation-initiatives

**Awards for Teaching Excellence**

Our Awards for Teaching Excellence recognize educators whose professional practice and advocacy for the profession are exemplary.

Each year, we encourage all NEA state, federal, and direct affiliates to nominate one outstanding educator for the Awards for Teaching Excellence. These prestigious awards recognize and promote excellence in teaching and advocacy for the profession. They also honor public education and the dedicated members of the National Education Association. The online nomination system opens in September. The nomination deadline is May 1.

Find more details at: http://www.neafoundation.org/pages/nea-foundation-awards

**Salute to Excellence in Education Gala**

The NEA Foundation’s Salute to Excellence in Education Gala is an annual celebration of the men and women who work in America’s public schools and of the unique bonds that educators and students share. All recipients of the Awards for Teaching Excellence are honored at the event. In addition, the Award for Outstanding Service to Public Education is presented to an individual or organization that has significantly helped to advance public education, educators, or students.

Find more details at: http://www.neafoundation.org/pages/nea-foundation-awards-gala

**Online Learning**

The NEA Foundation’s free online courses were developed to support district and union leadership—and the field as a whole. Our goal is to increase the education community’s ability to design and implement reform projects collaboratively. We believe that these online courses
can help to achieve this goal by building skill and capacity in labor-management relations, change management, and leadership. We have developed 17 courses—with more to come in subsequent years.

Find more details at: http://www.nea-foundation.org/pages/enroll-in-online-courses

Global Learning Fellows’ Open Sourced Lessons

The NEA Foundation Global Learning Fellows share their project lessons and curriculum via open-sourced platforms, strengthening the field and becoming advocates for their topic.

Find more details at:http://betterlesson.com/community/course/58960/nea-foundation-global-learning-fellows-lesson-plans

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When NEA members want to buy a home, obtain a student loan, consolidate
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NEA Member Benefits offers members the opportunity to protect themselves, their families, and the possessions they value. Members can find a variety of insurance programs, such as life insurance, auto and home insurance, health and disability coverage, dental, vision, and pet insurance. Visit www.neamb.com/insurance

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Through NEA Member Benefits discount programs, members save money on the things their families need and the classroom supplies they cannot do without. Members can find exceptional discounts on clothing, electronics, books, tax preparation services, and more when they take advantage of exclusive offers available at www.neamb.com/discount

**Travel**  
Members can enjoy weekend getaways and longer relaxing vacations through travel discounts offered by NEA Member Benefits. Whether it is saving money on a minivan rental or a family vacation complete with airfare, hotel and entertainment, members will find fantastic savings and exciting deals through www.neamb.com/travel

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Online courses through the NEA Academy offer a convenient way for members to continue their education with professional development and degree granting programs. NEA Academy courses are peer-approved to ensure they meet quality standards. Members receive the lowest rates available on the courses and earn continuing education units or graduate credits for license renewal or salary schedule advancement. Visit www.neaacademy.org

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

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

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The NEA Members Insurance Trust (NEA MIT) exists solely for the benefit of NEA members and their dependents. NEA MIT provides a variety of high quality, low cost Life Insurance, Accidental Death and Dismemberment Insurance, and Medicare Supplement Insurance plans to NEA members. NEA MIT also provides the NEA Complimentary Life Insurance Plan at no cost to eligible members. This plan offers, among other benefits, a special $150,000 unlawful homicide benefit for deaths that occur on the job. Visit [www.neamb.com/complife](http://www.neamb.com/complife). In addition, NEA MIT provides the NEA Introductory Life Plan at no cost to new members who are in their first year of membership. This plan provides $15,000 of term life insurance with a guaranteed issue conversion at the end of the first year. Visit [www.neamb.com/introlife](http://www.neamb.com/introlife)
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