

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.

ESKELSEN GARCÍA, LILY, *president*
KELLY, TERESA, *confidential assistant*

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

MOSS, PRINCESS, *secretary-treasurer*
BRUNNER, NATHANIEL, *confidential assistant*

Office of the Executive Director

202-822-7517

FAX: 202-822-7012

STOCKS, JOHN, *executive director*
WHITE, KAREN, *deputy executive director*
MALLARD, LISA, *confidential assistant*
BILAL-THREATS, DAAIYAH, *special assistant*
CORTEZ, CORINA, *special assistant*
MERKIN, AARON, *special assistant*

Strategic Alliances

The Office of Strategic Alliances strengthens NEA's programs and the progressive movement in order to further NEA's mission. Strategic Alliances houses NEA's development work and oversees our external partnerships. The department collaborates across the entire NEA enterprise to leverage existing relationships and resources as well as to identify opportunities to enhance existing NEA programs with philanthropic investment.

BILAL-THREATS, DAAIYAH, *director*
GALLOWAY, PAIGE
MERKIN, AARON
WICK-BANDER, LIBBY

Enterprise Data and Information Strategy

Driven by a vision of adding value to the practice and professions of our members, the NEA Enterprise Data and Information Strategy (EDIS) department leads the enterprise strategy for the successful application of the new NEA360 technology. The department works in close collaboration with state affiliates and is responsible for the planning, management, and development of the platform. Simultaneously, EDIS leads the

design and implementation of the adoption programs that will support NEA Centers and state and local affiliates in learning how to use the new system and leverage its applications to engage with members. EDIS directs analytics, strategy, and operations providing data analyses for affiliates while evolving the Association's capacity to deeply understand the interests and preferences of members. With input from across the NEA enterprise, EDIS will continually enhance system quality through assessments of system users and through technical improvements. The department also provides training and facilitates dialogue across system users to share the ideas and successes that advance the organization's goals. The department's work covers NEA headquarters, state affiliates, and NEA-related organizations (NEA Member Benefits and the NEA Foundation).

WHITE, KAREN, *deputy executive director*
BURKE, ROBERT (BOB)
GARCÍA, KRISTOFER (KRIS), *manager*
GARDNER, BONNIE
FLAHERTY, JOHN
HAMMOND, JOSEPH (JOE)
JARRETT, JOYCE
MANCHAK, DOMINIQUE
MATTOS, KATE, *MANAGER*
NEPHEW, MAREENA
PADILLA, DOMINIC
SENDER, NATE
SARANAC, PAULA
STEVENS, MARK
TENTION, TSHARRE
WILSON, LORRAINE
ZIMMERMAN, LISA, *manager*

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
EDGEWORTH, SHERRY
HARGROVE, TIMOTHY
LARREA, TAMMY (MIMI)
ROUSSEAU, LORI

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

LEHENY, EMMA

ALAM, LUBNA

PEARSALL, CONSTANCE

WALTA, JASON

Human Resources

202-822-7600

FAX: 202-822-7920

The Human Resources (HR) Department 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, workforce planning, recruitment, classification, the internship program, labor relations, performance management, employee wellness, culture and engagement, staff development, and the administration of NEA's professional development and tuition reimbursement programs. 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.

The Payroll, Benefits and HRIS Team delivers NEA's comprehensive benefits and payroll programs. The team monitors compliance with collective bargaining agreements; all federal, state, and local regulations; and the strategic objectives of the organization. The Benefits area 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 ensures that the organization is in compliance with the laws and regulations. The Payroll area processes paychecks, oversees time reporting, manages leave accrual and balances, and ensures the timely filing and reporting of payroll taxes. The HR Information System (HRIS) leverages technology to support all of HR's business needs with the highest quality of data.

JOHNSON, DERRICK, *director*
ADAMS, CONSTANCE
CHUNG, SOO
DEAN, SARA
DURANT, SHEALA
GROVES, JIM
JACKSON, THERESA
KRISHNA, VIJAYA (VI), *manager*
KUHR, LIESEL
MATTHEWS, HELENE
MULLER, ROXANNE
NORTHCUTT, AUDREY (FAYE)
PANGILINAN, AL
SANGY, JANAINA (JANA)
SLUCHANSKY, STEVE, *associate director/
manager, labor relations*
SMITH, MARQUITA
SMITH, NICOLE
TAYLOR, GLENDA
WALDEN, LOIS
ZIMMERMAN, LISA, *manager of business
affairs*

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*
NATESAN, TONIA, *business manager*
BOYD, DAVID, *project manager*
CARTER, JOYCE RENÉ, *affiliate outreach
manager*
FINDLAY, CHRIS
FLOYD, RICHARD
GRIFFIN HENSON, BRANITA
HILL, TERESITA
JACKSON, JEANNETTE
JOHNSON, KAREN
ROBERTSON, SARA
STEPHENSON, MEADIE

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*
 BARNETT, STEPHANIE
 CASTAÑON, ANGELICA
 EUBANKS, SHYRELLE
 FINUCANE, MATTHEW
 FOLEY, MARY BETH

HOLMES, ALEXIS
 KASPAR, MICHAEL
 MAYVILLE, MELISSA
 NOGAN, SUSAN
 RILEY, JOHN
 SMITH, MARK
 TATE, ROBERT (BOB)
 ZEMBAR, THOMAS

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*
 BARCHAK, TIMOTHY

BRINKLEY, JESSICA
BRISSON, ANTHONY
CONNOR, LISA
HWANG-FRIEDMAN, GRACE
SCOTT, SHAWN
YOUNG, JENNIE

Professional Educator Support

The Professional Educator Support Department (PES) coordinates, markets, and deploys tools, developed programs, and professional development offerings within the Center for Great Public Schools making them readily available to NEA Field Staff and affiliates in support of NEA's Strategic Goals and Core Functions. NEA Professional Educator Support:

- Provides comprehensive support to grant applicants and grant awardees of the Great Public Schools (GPS) Fund Grants and GPS State and Local Project Grants.
- Identifies, documents, and disseminates lessons, models, and products developed by GPS Grantees.
- Serves as the bridge between NEA services and NEA affiliate needs and help match services to identified needs.
- Develops new professional development products and resources that brand NEA, expand NEA's Intellectual Property, and enhance local and state affiliate capacity to serve the professional needs of members.

EUBANKS, SEGUN, *director*
BIXLER, BRANDY
COFFMAN, ANN
HOPKINS, BARBARA
HORSLEY, EDWIN
JOHNSON, CHRISTOPHER

MARTINEZ, LUIS-GUSTAVO
THOMAS, CHRISTOPHER

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 and focus groups.
- Compiles and analyzes data from federal, state, and local 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.

PELIKA, STACEY, *director*
BANERJEE, AMLAN
BLAIS, MARISSA
COSTANZO, REX
HERSHCOFF, MELISSA
LARA, JULIA
TANG, WEIZHONG (TIM)
TAYLOR, ERIKA

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.

PREJEAN, ANDREA, *director*

BROOKS, DARLENE

CAIN, TIFFANY

DAVIN, LINDA

DORRINGTON, ADRIANE

GIUNTA, ANDREA

HICKS, BARBARA

JASSO-YILMAZ, SONIA

LOCKE, JENNIFER

PATTERSON, RICHELLE

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 Educators 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.

Management

TESTERMAN, JIM, *senior director*
FASCIONE, SECKY, *director of local growth and strategic field opportunities*
ISRAEL, TOM, *director of state affiliate growth*
CASE, MELISSA, *campaign director*
BURNS, JASON, *Western regional director*
DAISE, THAD, *Southeast regional director*
DEDMAN, TIM, *Mid-Atlantic and Midwest regional director*
LYONS, KATHLEEN, *Northeast and Pacific regional director*
SWOBODA, DEBRA, *executive director, NCSEA*
CURTIS, YOLANDA, *manager, business affairs and finance*
GARZA, MARTI, *associate director*

Field Staff

AFI, NAS
ALLEN, NATHAN
ANDERSON, KIMBERLY
ARMSTRONG II, ELIJAH
BABARIA, SEJAL
BACON, LINDA
BAUGH, LYNN
BARRAGAN, PAUL
BENNET, MATTHEW

BLAKE JR., DON
CAHOON, CECIL
CARBAJAL, ERICK
CONEY, CHERYL
CONLON, JAMES
COOPER, KENTON
COX, FLOYD
CRENSHAW, TODD
DUPLISEA, BRIAN
ELMORE, CARA
ESLINGER, EVAN
FERNANDEZ, MARIA
FLEMING, DONNA
FOISY, MICHELLE
GUNDERSON, NATE
HASSE, CHARLES
HEATH, EMILY
HUMPHREY JR., MARION
JOHNSON, LATOYA M.
JULIO, NILKA
KELLER, SHEILA R.
LAPENN, HEATHER
LILYQUIST, CANDACE
MALARZ, LYNN
MANNY, LINDA
MCCLUSKEY, TIM
MITCHELL, MELANIE
MORENO, BARBARA
NILES, NICK
ORTON, ALLISON
PADILLA, DOMINIC
PICONE, LIZ
RIVERA, JORGE
ROSENQUIST, ERIC
SCHOETTLE, MICHAEL
SETTLE, CHRISTOPHER
SIMPSON, AMY
SLEDGE, JAMES
STANFORD, ANGEL
THORNTON, FRANK

VALENCIA, TANIA V.
 WARD, MICHAEL BENJAMIN F.
 WEGMANN, MAYROSE
 WILK, VALERIE
 WILLIAMS, PHADRA
 WILSON CARTER, LAUREN C.
 WITZLER, PETER
 WOFFORD, CORY
 WOOD, GRANT

Program, Financial and Administrative Staff

ABRAHAM, DEBRA
 BERRIAN, MARIE
 BROWN, EVETTE
 BUNCH, CARLIN
 COOK, WILLIE
 EARL, DENARD
 HOLBROOK, SHARON
 MEDINA, KARLA
 O'BRIEN, MARALYN
 SMITH, KELVIN
 WILLIAMS, MELLISA L.
 ZANDERS, PHILLIP

NEA Student Program

MUSCARELLA, ASHLEY, *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

The Center for Advocacy 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, and Campaigns and Elections 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.

KUSLER, MARY, *senior director*
ROBILLARD, LISA, *manager for business affairs*

Financial and Administrative Staff

BARNES, SHADÉ
HASKINS, KAREEMA
KNIGHT, LAVERNE
LONG, CRYSTAL
MAYO, KATRINA
MONTAGUE, CYNTHIA
STEELE, TRICIA
VARONA, MARIA
YOUNG, JOHN

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 department also leads the Association's work on student-centered bargaining and advocacy.

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, databases, software applications, publications, and educational programs are provided to assist state affiliates. In addition, state and local grants are available to support student-centered bargaining/advocacy initiatives.

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*
BEALLOR, BRIAN

DOONAN, DAN
 FEAKES, M. LYNN, *manager*
 GRANADOS, ANGELA
 HAIRSTON, MICHAEL
 HOLMES, CHARLES
 JEWELL, ANDY
 KILPATRICK, DAVID
 MAGID, MARCY
 MALONE, CAROL H.
 MUHAMMAD, AARON
 SOLOMON, JOEL
 TEMPLETON, DALE, *manager*

Government Relations

202-822-7300

FAX: 202-822-7741

NEA's Government Relations (GR) Department supports the Association's efforts to strengthen early childhood education, public schools, colleges, and universities through federal and state legislation and policies. Lobbyists work with Congress to advance the NEA Legislative Program and address priorities of NEA members, who also engage Congress digitally and in back home advocacy. The GR team also works with other national organizations that have a stake in the future of public education in order to support greater opportunities for all students regardless of zip code, counter attacks on public education, and influence education and social justice 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 with in 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 policy-makers; 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 policy-makers' website—www.edvotes.org/ncl—that serves as a clearinghouse of NEA

resources and materials to support the creation of pro-public education policy at the state level.

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

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 (Strategic Goal 1) which, in large part, is aimed at fending off attacks on member rights through strategic partnerships between NEA and state affiliates and aiding in building the long term infrastructure to win and build beyond one single fight or campaign. CE staff, both in the field and at headquarters, work with state affiliates in a variety of ways, including 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. They also involve 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. They entail reviewing ballot initiative campaign plans, vetting consultants and vendors, and recruiting member and non-member activists to advance Association priorities.

PUGH, CARRIE, *director*

Strong Affiliates Field 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.

PUGH, CARRIE, *director*
CHAPMAN, AMY
GARRAMONE-MASON, LYNNE
GONZALES, GAIL
HEDGEPEETH, LEE
MAHAFFEY, MEAGAN
MENDIOLA, KATRINA
PIROZZI, ANGELIQUE
SWEENEY, JAKE

Strategic Operations

The work of the Strategic Operations team is intended to understand the who, what, where, how, and why of the various education reform actors: privateers and reformers, utilizing this information to build better offense/defense strategies—nationally and in the states. Strategic Operations staff triage and process requests from affiliates about privatization efforts and NEA opponents, while also planning offensive campaigns that have the potential to strengthen affiliates by engaging members, parents, and other partners.

KAIN, CYNTHIA, *manager*
LOTKE, ERIC

Data Management, Research and Polling

The Data Management, Research, and Polling team provides member and public data from the Catalist voter file for use with NEA member information and member communication tools. The team also serves as a key interface internally (across departments) and externally (with labor organizations, pollsters, and progressive and analytics groups) on improving member and public data important to NEA programs. Their cross-departmental work encompasses NEA 360 design and implementation and work involving the NEA's Activist Continuum. They provide the central support for data and targeting needs for issue and candidate campaigns out of the national office. The team can be made available to train staff and state affiliates 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 data ecosystem more efficiently and strategically where applicable.

VACANT, *associate director*
MARGOLIS, DAVID
MAYEAUX, LAUREN
NUÑEZ, GILBERT

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 work of the team includes fundraising, PAC Council operations, recommendations, and contributions, which are all housed here. The unit also works closely with the Government Relations lobbying team on federal candidate screening and requests.

VACANT, *associate director*
CABRAL, LINDA
COPPERSMITH, KARI
LONG, CRYSTAL

EdVotes.org and Social Media Outreach

The Education Votes website provides a one-stop destination for activism on politics, legislation, and issues that affect students, educators, and public education. Sister social media such as Facebook, SpeakUp, and @EdVotes help reach members and the public with national narratives to move the needle on issues and provide air cover for affiliates, members, and partners. EdVotes.org was designed with two goals in mind: to give educators and pro-public education supporters a place online where they can find and share information about important issues; and to take action. The team also focuses 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 to public officials.

KAIN, CYNTHIA, *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*
HARRIS, ADAM
STEINMETZ, RUTH

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, *associate director*
REILLY, DAN

Member Engagement and Campaign Planning

This unit engages and builds 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 on top of and tests new campaign tools as well as historically proven tactics and is responsible for strategic and data-driven assessment of member activists. This team serves as the key to centralizing and building the concept of

an Activist Continuum that moves member activists and prospects along a continuum around key issues and campaigns by measuring their type of action, frequency, and levels of engagement. The team also works closely with the Center for Organizing, Government Relations, and the Center for Advocacy and Outreach around long-term campaign planning partnerships with affiliates and member engagement.

VACANT, *associate director*

CABRAL, LINDA

COPPERSMITH, KARI

NUÑEZ, GILBERT

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, RICK

State Revenue Research (Tax Policy, Economic Policy, Funding for Education– TEF)

TEF developed as an idea to help state affiliates coordinate three areas of state policy: tax policy, economic policy, and school funding. The purpose of TEF is to help affiliates connect the three areas together for state legislatures and the general public, demonstrating that education funding has a positive impact on state resources, and that tax and economic policy have a direct effect on school funding. The TEF team works with state affiliates in a variety of methods. The primary goal is to help educate affiliates to educate their legislatures, affiliate leaders, and the general public on the TEF language: “Investing tax resources in the state services (education, public service, et al), benefits the economy and the community as a whole.” Such investment comes from strong tax policy decisions and economic policy decisions that do not allow public tax dollars to go into private hands without generating a strong ROI for the state. The TEF team works in a variety of ways. It provides training, research, resources, and other forms of support to state affiliates. The TEF team is available to help analyze tax and economic policies, speak to legislatures and government staff, train affiliates in how to train leaders and others in popular economics, and other projects related to the TEF structure. TEF also produces research and works with outside resources to assist state affiliates.

STOLTZ, GAIL, *manager*

GLENN, ROBERT

HOLMES, DWIGHT

PETKO, MICHAEL

SIMS, RICHARD

CENTER FOR SOCIAL JUSTICE

The Center for Social Justice continues the Association's proud legacy of, and ongoing passion for, advancing social justice advocacy, with a particular focus on racial justice in education. The Center aligns the work of NEA's Human and Civil Rights and Minority Community Organizing departments with that of the Centers for Advocacy and Organizing, the Office of General Counsel, and our state and local affiliates on behalf of our nation's students, their families, and the educators who support them.

The Center for Social Justice focuses on engaging our members, leadership, and community partners on a variety of social justice advocacy issues—including rooting out systemic racism in our society and institutions, upholding LGBTQ rights, dismantling the school-to-prison pipeline, defending voting rights, promoting environmental justice, and advancing culturally relevant education for all students to ensure that students from all backgrounds are equipped with the opportunities and resources they need to learn.

The Center's departments provide specialized technical assistance and social justice advocacy tools to state and local affiliates through our leadership development programs, community organizing efforts, community partner alliances, member engagement, and professional development training. The Center seeks to support and advance grassroots social justice movements by 1) promoting

individual and collective action, 2) lifting member voices, and 3) supporting policies that serve marginalized students, their families, and their school communities.

INCLÁN, ROCÍO, *senior director*

RICHARDSON, ALEXANDRIA, *manager*

GONZALES, CHRISTINE

HAYNES, AISHA

YOUNG, JOHN

Human and Civil Rights

202-822-7700

FAX: 202-822-7578

Human and Civil Rights (HCR) understands that education advocacy and social justice advocacy go hand in hand as we work to support an increasingly diverse group of students and educators who must feel welcome in our public schools. To advance the call of opportunity for all and create safe and affirming school climates, HCR provides advocacy materials, including an online platform, and classroom resources and trainings for NEA members and affiliates on a range of social justice issues that impact students, communities, and educators. HCR issues include advocacy for English Language Learners, bullying prevention, countering the impact of child poverty, immigration reform, LGBTQ rights, racial justice, environmental justice, and school-to-prison pipeline reform. In partnership with state and local affiliates, HCR identifies and engages emerging leaders and social justice activists within the Association and amplifies their voices via its online member engagement platforms.

Through its training programs, HCR:

- Prepares ethnic-minority and women NEA members to assume leadership roles within the Association.
- Expands the capacity of members to serve students from diverse cultural and ethnic backgrounds (cultural competence).
- Helps members embrace and take full advantage of diversity as an asset in classrooms and schools.
- Engages members in social justice advocacy work.

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 Women's Issues (WIC). In addition, HCR coordinates the Board of Directors' six observances: American Indian and Alaska Native; Asian and Pacific Islander; Black; Hispanic; Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ); and Women.

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 to honor individuals and affiliates that stand up for racial justice and human and civil rights.

NEA Human and Civil Rights manages the following online resources:

- NEA EdJustice: www.neaedjustice.org
- Educators for Social Justice: www.nea.org/hcr
- NEA Human and Civil Rights Awards: www.nea.org/hcrawards

LAWSON, HARRY, *director*
 DORSEY, AARON
 GLYMPH, CASSANDRA
 HOLCOMB, SABRINA
 LUONGO, STEPHANIE
 MANNING, TANISHA
 MORENO, WILLIAM
 NEPHEW, SHANNON
 REDDY, SHILPA
 RIOS, PAMELA
 SATHRUM, PAUL
 SHERIDAN, DAVID

Minority Community Organizing and Partnerships

202-822-7364

FAX: 202-822-7633

The Minority Community Organizing and Partnerships (MCOP) department focuses on fostering strategic partnerships and developing external relationships with communities and community organizations that share a common interest in positively and profoundly impacting public education. Through strategic partnerships, NEA aspires to develop and implement support, at every level (local, state, and national), for students in the public education system. We have many partners at the national level, and we seek to connect those partners to our affiliates in order to pursue Great Public Schools for Every Student as well as enhance the mutual capacity and advocacy effectiveness of our affiliates, members, and our partners. We also provide full profiles and research to affiliates about potential partners, as well as provide technical assistance to affiliates who seek to expand their relationships and engagement with community organizations.

Through coordinated joint actions, MCOP seeks to increase and enhance the Association's rich history of advocacy for public education, racial justice, and social justice. We seek to garner community support for policies and other measures that will provide equal access to a quality public education, improve teaching and learning conditions, attract and retain the most talented and diverse career educators, secure adequate and equitable funding for schools, and advance a more just society through the activism of our members and joint advocacy with our partners. We maintain close working relationships with organizations at the national level that represent ethnic minority constituencies, civil rights organizations, and intergovernmental organizations to jointly advocate policy priorities that are of concern to NEA members and our partners.

Through collective action, MCOP raises the voices of NEA members and communities of color to organize around progressive civic and social justice issues to ensure children of color access to a quality public education. In particular, we work collaboratively with other NEA departments and our Center for Organizing to identify opportunities to help our members and local affiliates engage in community outreach and organizing to improve education opportunities and results for all students. We train NEA members to lead community conversations about education, which often serves as the first step toward communities coming together to collaboratively plan strategies to improve opportunities for students and the

quality of public education in the community. The department awards grants to state and local affiliates who seek to engage the community around raising student achievement and developing school improvement plans, as well as enhance our members' and the communities' social justice activism. We also guide affiliates in conducting community organizing scans to identify potential partners for advocacy efforts.

Additional information on MCOP tools and resources, NEA strategic partnerships, our community advocacy work, as well as information on MCOP Grants can be found at www.nea.org/mcop.

SCOTT, MERWYN, *director*
ARRIGO, DORRIE
CAHEE, BRANDON
ELDRIDGE, SAMANTHA
GARCIA, DELIA
THAMMARATH, MONICA

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: State Affiliate Support and Advocacy Campaigns

Campaigns and initiatives related to politics, elections, legislative and legal issues, and federal, state, and local advocacy.

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

Track 2—Goal 2: Empowered Educators for Successful Students

Campaigns and initiatives related to student success, teaching, and learning as well as professional practice. Particular emphasis is placed on the implementation of the Every Student Succeeds Act, supporting early educators, and educators as they progress along the career continuum.

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 growth and issue organizing; also provides support to

state and local affiliates to expand organizing communications capacity.

HOFTEIG, ERIN, *manager*

Track 5: Social and Economic Justice

Campaign and initiatives related to social justice that provide integrated internal and external communications on awareness, education, and activism around racism and educational injustice. This work supports the Association's strategic initiatives to engage and mobilize members and the public around the systemic patterns of inequity that affect our students.

CHIVERS, STEPHEN, *associate director*

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*

BUSSER, CELESTE

GONZALEZ, MIGUEL

MAIERS, STACI

SMITH, RICHARD ALLEN

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*, *NEA Today for Future Educators* (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

ROSALES, JOHN

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.

OLIVER, RAMONA, *senior director*

CHOVAN, MICHELLE

EDMONDS, AUDREY

JORDAN, AMY

LOGAN, REBECCA

LOPEZ, CHRISTIAN

SWIRLING, ROBYN

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*

BARKSDALE, JOYE

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, *associate director*

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 Center-wide 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*
GRIFFIN, HEATHER
OGEDENGBE, JOY
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 2016–2018 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.

SPRINGER, JOHN, *senior director*

BASURTO, CESAR, *manager*

CURRIE, FRANCES, *manager*

ZAZAIAN, MICHAEL, *manager*

ASIF, RIZWANA

DAMALI-CATHIE, NZINGA

GOODE, TORRIE

GREENE, EMMANUELLA

GUEVARA, CHRISTINE

MORICE, JOSEPH

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.

DOMINGUEZ, KIMBERLY, *director*

BALDORADO, VICTOR, *manager*

BRADLEY, ELLEN S., *manager*

VALENTIN, WILLIAM T., *manager*

AGUIRRE, MARTIN

ALSTON JR., CHARLES

BROWN, ANTHONY (TONY)

COBLE, DAVID

COOPER, JOHN

DAVIS, LORENZO

ENGLISH, TIFFANY

GOODE, JEFFREY L.

GOTIS, ANTONIO

HOWARD, ROBERT, JR.

JOSEF, DANIELLE

LAPLACE, REMI

LEE, DANIEL J.

LUCAS, EVERETT B.

MARLETT III, JAMES

MCCOY, SEAN

MONTAJES, EDMON

MOSLEY, CHRISTINE ZEHENDER

OKOCHI, TOSHIE

PEREZ, DANIEL

PRICE, NINA

RAMOS, JOSÉ AGUSTIN
ROLLOCKS, MICHAEL
SPARKS JR., JAMES

Financial and Membership Services

202-822-7069

FAX: 202-822-7032

Financial and Membership Services (FMS) manages all aspects of financial and membership operations for NEA and related entities. Team members are responsible for the receipt, recording, and disbursement of all NEA 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 Councils; NEA Properties, Inc., NEA 360 LLC, NEA Advocacy Fund, and the NEA Fund for Children and Public Education. Team members are responsible for assuring compliance with Federal Election Commission, Internal Revenue Service, Department of Labor, and various state taxing agencies 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, provides 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 affiliate leaders. They also publish the monthly NEA FMS Business Connection newsletter for affiliate financial executives. FMS staff works closely with the Office of the Chief Financial Officer to monitor and analyze the results of the financial operations throughout the year.

ANDERSON, DAVID, *director*
LEE, KIM, *manager*
O'FARRELL, KIM, *manager*
PURDY, PAULA, *manager*
ADEDIGBA, SOLA
AWRICH, HOWARD
FORBES-WHITLEY, LINDA
FRATINI-ADAMS, KELLI
GOODE, KRYSTAL
GRINDLE, JOCELYN
GROMOVA, SVETLANA
ICHWANTORO, KRICKET
JIMINEZ, PIERRE
LE, VI T.
LESTER-JOHNSON, DENISE
LEWIS, DARVYN
LI, CEN
MALETA, ROBERT
MALIK, AISHA
MISHRA, ABHISKEK
PARKER, JANICE
PREM, UDAYAN
RANGARAJAN, KAVITA
ROGERS, JAN
SHANNON, BRIAN
SNOW, DOUGLAS
STREY, KULTHIDA R.
SUDHAKAR, CHAITRA
TAKACS, JOE
WANG, XIAOXUAN
WASHINGTON, ARTENSIA P.
YOUMANS, SHARON

Information Technology Services

202-822-7501

FAX: 202-822-7877

Information Technology Services (ITS) provides state-of-the-art information technology tools that help NEA and affiliates maximize the Association's resources to

promote their agenda, conduct day-to-day business, and leverages 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.

FUTCHKO, ROSE, *director*
HEYER, CHRIS, *associate director*
HARDEY, SUSAN, *manager*
HODGE IV, JOE, *manager*
KILIAN, TOD, *manager*
WILLIAMS, STEVEN J., *manager*
AGALA, ROBERT
BLAKE, RICHARD
BOPANA, KRISHNA
BRINKLEY JR., HENRY
CIFUENTES, CAMILO
CLARK, AARON
COMPTON, STEVE
CONNER III, TROY B.
COTTERILL, PETER
CROWELL, SHARON
DEPP-PURVIS, RITA
DODGE, PETE
GARRETT, SCHALOYN
HUNTER, JAY
HURLBURT, MICHAEL
JOHN, ANIL
JOHNSON, ALFRED
JONES, JIMMY
KALAHASTI, THULASI
KANG, ANDREW
KENDRICK, GORDON
KUZNESOV, ANNA
MARKOFF, DOUG
MAUER, ANDREW
MCCORMICK, ARTHUR (MAC)

MERWIN, TOM
MORENO, LEO
NGUYEN, DON
NICHOLS, HASHIM
PORTER, REUBEN
QUAZI, DHRUVA
RAMAN, RAJAN
RAUL, ROBIN
ROMERO, RENATO
SHREFFLER, TIMOTHY
SIMMONS, PRESTON
TATINENI, JAGDEEP
TAYLOR, VLONEEKA (MIMI)
TRAN, ANDY
VAZQUEZ, MICHAEL
VESELKOVA, OLGA
WEBER, MANNY
WEITZEL, DEREK
WEXLER, NICOLE
WHALEN, KEITH
WILLIAMS, IAN
WILLIAMS, STEVE

CENTER FOR GOVERNANCE

202-822-7000

FAX: 202-822-7012

FAX: 202-822-7974

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.

EDWARDS, MICHAEL, *senior director*
TINES, SABRINA, *associate director*
SCHULTZ, DAVE, *manager*
TALLINGTON, PATRICIA, *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.

EDWARDS, MICHAEL, *senior 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.

TALLINGTON, PATRICIA, *manager*
BOWMAN, CELESTE
BRUNNER, NATHANIEL
JONES, ROBIN
KELLY, TERESA

MENDIOLA, CATHY
PADEN, TINA
SETTLE, ANGEL
WHITE, YVONNE

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.

EDWARDS, MICHAEL, *senior director*
ANDERSON, MELINDA
BOYD, MICHELE
EVANS, THERMAN
USSERY, ERNESTINE
WALSTON, CHARLES

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.

EDWARDS, MICHAEL, *senior director*
TINES, SABRINA, *associate director*
SCHULTZ, DAVE, *manager*
BOYD, MICHELE
DONALDSON, DAVID
GROSS, LAURA
HANEY, LOUISA

USSERY, ERNESTINE
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, *senior 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
 CHRISTIANSON, JILL
 LI, HELEN

RELATED NEA ORGANIZATIONS

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. 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 an 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. What founded us continues to drive our work today.

As an independent philanthropic entity, the NEA Foundation brings the voice of the educator to public education policy and reform, ensuring that teachers are the makers of change, not its objects, treated as professionals who are capable of both self-regulation and accountability. In 2016, Charity Navigator, the nation's largest and most-utilized evaluator of charities, awarded us a perfect, 100% score for our fiscal responsibility, accountability, and transparency, and ranked us as the highest-rated charity in education policy and reform. During the 2015–2016 school year, the Foundation reached almost three quarters

of a million students through our combined grants to educator programs and systemic initiatives that support union–district collaboration—a reach that has surpassed the vision of its founders.

During the 2016–2017 school year, our work includes the following program areas.

Global Learning Initiative

The NEA Foundation's Global Learning Initiative seeks to respond to the major forces: globalization; the intensification of economic, political, social, and cultural relations across international boundaries; and demographic changes that are causing a shift in the knowledge and skills students need. This work expands on the NEA Foundation's mission to advance student achievement by investing in public education that will prepare students to learn and thrive in a rapidly changing world.

The NEA Foundation recognizes that in order for students to prepare for the global age, the educator must first be equipped with the knowledge, skills, and disposition needed to teach in the global age. Our Global Learning Fellowship program, available by application to NEA Active members who are active K–12 classroom teachers, provides educators with the opportunity to lead the profession by acquiring the necessary skills to integrate global competence into their daily classroom instruction, advance pedagogy in their school/district, prepare students to thrive in the flattened global age, and thus contribute to the closing of the global achievement gap.

Fellows are offered 12 months of professional development as they cultivate global competence skills and build global

lesson plans that are shared with educators around the world. Over the course of one year, they are supported by the NEA Foundation staff, partners, and other field experts as they work through the following:

1. Online coursework on effectively integrating global content into core instruction.

2. Online resource guide and webinars comprised of country-specific concepts.

3. A fall professional development workshop including sessions led by leaders in global competency and country-specific knowledge.

4. An international field study to focus on the themes of global competence, education (both practice and issues of international, national, and state policy), and economics.

The NEA Foundation's Global Learning Fellowship is dedicated to ensuring applicant diversity (geographic, location, subject/grade-levels taught, global experience, duration of teaching career, gender, race, etc.). Ideal applicants are those educators who have expertise and/or a deep-seated passion for advancing global competency and preparing students to thrive in the flattened global age.

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

Grants to Educators

Over the past three years, the NEA Foundation has invested nearly \$1.4 million to fund close to 400 grant projects to enhance teaching and learning, impacting more than 425,000 students and 27,000 educators. Grants are available to NEA members only, and funding preference

is given to projects that incorporate STEM and/or global learning. The NEA Foundation also strongly encourages education support professionals to apply for funding in any area. Applications are due Feb. 1, June 1, and October 15.

As educators continue to deal with shrinking budgets and smaller resource pools, it is more important than ever that the NEA Foundation continues to provide grants to educators for innovative classroom projects and professional development endeavors.

Student Achievement Grants

The NEA Foundation provides grants of \$2,000 and \$5,000 to improve the academic achievement of students in U.S. public schools and public higher education institutions in any subject area(s). The proposed work should engage students in critical thinking and problem solving that deepen their knowledge of standards-based subject matter. The work should also improve students' habits of inquiry, self-directed learning, and critical reflection.

Learning & Leadership Grants

The NEA Foundation provides grants of \$2,000 and \$5,000 to support public school teachers, public education support professionals, and/or faculty and staff in public institutions of higher education for one of the following two purposes: Grants to individuals to fund participation in high-quality professional development experiences, such as summer institutes or action research; or grants to groups to fund collegial study, including study groups,

action research, lesson study, or mentoring experiences for faculty or staff new to an assignment.

Find more details at: www.neafoundation.org/pages/grants-to-educators

STEM

The NEA Foundation has developed a body of knowledge around how to successfully implement hands-on, experiential STEM learning for students while also providing robust professional learning for educators. Through grant-funded work, the Foundation has supported six school-based initiatives over the last seven years. In partnership with AT&T, we have supported two public school systems and their partners—Milwaukee Public Schools and New York City Public Schools—in strengthening STEM learning by getting students interested in school farming and aquaponics, and supporting educators in the process. The Foundation is expanding this work to ensure that students—especially minority, female, and from low-income backgrounds—are provided with high-quality, life-changing STEM learning experiences.

Find more details at: 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. The 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 and the nomination deadline is May 1.

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

Breakfast in the Classroom

The NEA Foundation understands that hungry students cannot learn. That is why we accepted NEA's invitation to take over a national partnership program that delivers nutritious breakfasts to fuel learning and good health among children in high-need schools and school districts. During the 2016–2017 school year, the NEA Foundation is funding grants in 10 states (Idaho, Louisiana, Mississippi, Missouri, Nebraska, North Carolina, Ohio, Oklahoma, Texas, and Utah) so that every student starts the day ready to learn.

Through this program the NEA Foundation supports state and local affiliate leadership, schoolteachers, and education support professionals with training programs for school employees. Grants also assist schools with purchasing large/small equipment, marketing and communication efforts, training for school building staff, and short-term food and nutrition services staffing.

Find details about the grant project and application at: www.breakfastintheclassroom.org

NEA Foundation Board of Directors

SHARON GALLAGHER-FISHBAUGH, *Chair*,
Former President, Utah Education
Association, Salt Lake City, UT

CRYSTAL BROWN, *Immediate Past Chair*,
Chief Communications Officer,
University of Maryland, College Park,
MD

DONNA MEACHAM BLACKMAN, CPA,
Secretary-Treasurer, Senior Vice
President of Finance and Controller,
BET Networks, Washington, DC

KEVIN A. ANDERSON, Senior Vice
President, National Partnerships,
EverFi, Inc., Washington, DC

NICK ARCHULETA, President;
Representative, North Dakota United;
National Council of State Education
Associations, Bismarck, ND

DÁAIYAH BILAL-THREATS, Special
Assistant to the Executive Director
and Senior Advisor for Strategic
Initiatives, National Education
Association, Washington, DC

KATIE BLOT, Senior Vice President,
Corporate Strategy and Industry
Relations, Blackboard, Washington,
DC

SEAN PATRICK CORCORAN, Associate
Professor of Educational Economics,
NYU Steinhardt School of Culture,
Education, and Human Development,
New York, NY

PEDRO DEJESÚS, Executive Vice
President, General Counsel, and
Corporate Secretary, Tampico
Beverages, Inc., Chicago, IL

CHRISTIAN L. DUFFUS, Founder and
Managing Director, LEAF College
Savings, LLC, Washington, DC

JEFF FREUND, Member, Bredhoff &
Kaiser, PLLC, Washington, DC

LILY ESKELSEN GARCÍA, President,
National Education Association,
Washington, DC

PETER HECKMAN, Former President and
CEO, The Horace Mann Companies,
Springfield, IL

JULIAN VASQUEZ HEILIG, Professor and
Director of Educational Leadership
and Policy Studies, California State
University Sacramento, Sacramento,
CA

JONI L. HENDERSON, Vice President of
Corporate Partnerships, Discovery
Education, Annandale, VA

STACEY A. HERNDON, Vice President
and Senior Portfolio Manager,
PNC Institutional Investments,
Washington, DC

PAIGE JOHNSON, K12 Solutions, Amazon,
Portland, OR

VALERIA LASSITER, CEO, Lassiter &
Associates, LLC, Chevy Chase, MD

CARMEN ORTIZ-MCGHEE, Senior Vice President and Resident Sales Director, Aon Risk Solutions—The Capitol, Woodbridge, VA

HARRIET SANFORD, President and CEO, The NEA Foundation, Washington, DC

KATHERINE UNDERWOOD, President and Representative, National Council of Urban Education Associations, Moreno Valley, CA

SÄNDRA WALKER, Physical Education Teacher, Representative, National Education Association Board of Directors, Topeka, KS

MARYANN WOODS-MURPHY, Gifted and Talented Specialist, Nutley Public Schools, Nutley, NJ

CATHY D. ZIER, Education Technology Consultant, Atlanta, GA

NEA Foundation Staff

ROBERT ADAMS, Strategic Leadership and Change Manager

MEGHAN BERKA, Program Assistant

MEGAN BERRY, Development Associate

SUSAN BURK, Special Projects Director

ANNELISE COHEN, Senior Program Coordinator

BONNIE CULLISON, Vice President of Programs

LIZ DUNNING, Senior Vice President of Programs

JESSE GRAYTOCK, Grants Manager

CARRIE MCCLOUD, Communications Associate

NANCY MOLL, Senior Vice President of Finance

MEG PORTA, Senior Vice President of Partnerships

KRISTEN SHANNON, Innovation Associate

ANNA SMITH, Database Coordinator

JESSICA WECHTER, Special Assistant to the President & CEO

EDITH WOOTEN, Senior Vice President of Communications

ZHEN XIAO, Finance Associate

NEA Member Benefits

900 Clopper Rd., Suite 300

Gaithersburg, MD 20878

800-637-4636

301-251-9600

FAX: 301-527-8210

neamb.com

NEA's Member Benefits Corporation (NEA Member Benefits), a wholly owned subsidiary of the NEA, adds value to membership every day with resources that enrich all aspects of a member's personal and professional life. NEA Member Benefits helps more than a quarter of million members each year through calls (800-637-4636), email, and online chat (*neamb.com/contact*), and through attending in-person presentations and training sessions given by Affiliate Relations specialists.

In addition, members can have the resources conveniently delivered through e-newsletters (*neamb.com/newsletters*) and by following NEA Member Benefits on social media (*facebook.com/neadeals* and *twitter.com/neadeals*).

Becoming a Wise Money Manager

Whether buying a home, financing a college education, or managing debt, members look to NEA Member Benefits for money management strategies that

will increase their buying power. *neamb.com/finance*

Planning for Retirement

In all phases of their life, members turn to NEA Member Benefits for guidance on retirement planning. The Online Retirement Center and online retirement calculator have helped many members determine how to wisely save. *neamb.com/retire*

Protecting Your Loved Ones

Members find the best ways to protect their families, their homes, their property, even their pets by using the numerous insurance programs offered through NEA Member Benefits. *neamb.com/insurance*

Getting the Most out of Life

Members know that the key to a happy life is through work-life balance, and often seek ways to enjoy their personal time through the discounts offered through NEA Member Benefits. From saving on clothing, books, tax preparation, weekend getaways, or longer well-deserved vacations, members stretch their money with the discount programs. *neamb.com/discounts* and *neamb.com/travel*

When the Unexpected Occurs

Members who experience non-renewals, job layoffs, and other financial challenges can find support through the Member Assistance Program (MAP). MAP provides information and tools, including a Job Layoff Checklist and job search advice. In addition, members who participate in NEA Member Benefit programs and who have been impacted by a major catastrophic

disaster can look to NEA Member Benefits for special financial accommodations and personal assistance to members. *neamb.com/assistance*

Board of Directors

NEA Member Benefits is governed by an eight-person Board of Directors:

REBECCA S. PRINGLE, Chairperson,
Vice President, National Education Association, *bpringle@nea.org*

PRINCESS R. MOSS, Vice Chairperson,
Secretary-Treasurer, National Education Association, *pmoss@nea.org*

NOEL CANDELARIA, President, Texas State Teachers Association, *noelc@tsta.org*

LINDA ESTRADA, NEA Director, Texas State Teachers Association,
lestrada45_78537@yahoo.com

BRENT MCKIM (designee for Lily Eskelsen Garcia) Jefferson County Teachers Association *brent.mckim@jcta.org*

ANDREW POLICASTRO, Vice President, Bergen County Education Association, NJ, *apolicaastro@gmail.com*

ED RICHARDSON, Executive Director, New Jersey Education Association *erichardson@njea.org*

MARK J. SIMONS, Executive Director, Arizona Education Association *mark.simons@arizonaaea.org*

NEA Members Insurance Trust

The NEA Members Insurance Trust (NEA MIT), which exists solely for the benefit of NEA, provides a variety of high

quality, low cost Life Insurance, Accidental Death and Dismemberment Insurance, Medicare Supplement and Group Part D (Pharmacy) Insurance to NEA members.

NEA MIT also provides the NEA Complimentary Life Insurance Plan at no cost to eligible members. Among other benefits, the Complimentary Life Plan offers a special \$150,000 unlawful homicide benefit for deaths that occur on the job. Members can register their beneficiary at neamb.com/complife.

In addition, new members who are in their first year of membership receive the NEA Introductory Life Plan at no cost. This plan provides \$15,000 of Term Life Insurance with a guaranteed issue conversion at the end of the first year. neamb.com/introlife

Members insured under a life or AD&D program and who reside in an area that has been adversely affected by a major FEMA-declared disaster may request to have their insurance premiums waived for one year.

Trustees

PRINCESS R. MOSS, Chairperson, Secretary-Treasurer, National Education Association pmoss@nea.org

ROBERT H. CHANIN, Secretary, bobchanin@verizon.net, bchanin@neamit.org

MARY ANN BLANKENSHIP, mablankenship625@gmail.com

KERRIE DALLMAN, President, Colorado Education Association, kdallman@coloradoea.org

GRETCHEN DZIADOSZ, Executive Director, Michigan Education Association, gdziadosz@mea.org

DEBRA E. GOLDBERG, dgoldberg50@nyc.rr.com

STEVE MCNANNAY, steve.mcnannay@gmail.com

GAIL RASMUSSEN, myoldkyhome1949@gmail.com

JUDY L. SCHAUBACH, jschaubach@neamit.org

NEA Member Benefits Staff

PHOEBUS, GARY, *President and Chief Executive Officer*

EVANS, CECILIA, *Chief Financial Officer*

ADAMS, KIMBERLEY S.

ADAMSON, KEVIN

AKPAN, MFON

ALFARO, KATHY

AUSTIN, GARY

BACON, ANISHIA

BAGGOTT, PAT

BARNES, CANDY

BENSKIN CORBETT, CONNIE

BHATTACHARYA, MOUMITA

BOONE, ROBIN

BOSWELL, BRYAN

BOWMAN, JOHN

BOYD, DARBY

BRADLEY, KARLA

BRENSIKE, DOREEN

CHANG, JOANNE

CHMIELEWSKI, CYNTHIA

COLEMAN, TAREN

COOKE, ELLEN

COOPER, SLOANE

CUNNINGHAM, LEE

CUPOLO, KATHY

DISK, JENNIFER

DRERUP, AMY

EDWARDS, GREG

EFFROSS, HOPE

ESCOBAR, WILLIAM
EUGENE, STEVE
FELL, LEISA
FORDE, JACQUELYN
GALINDO, ANTONIO
GANN, DINA
GAVIN, MICHAEL
GLENN, DAVID
GOLDEN, JILL
GULATI, AVEDESH
HARDWICK, CHAD
HOU, JULIA
JACKSON, LISA
JIANG, JENNY
JIANG, QING
KEEFE, ANDY
KENDALL-FREAS, GUY
KISH, SCOTT
LEE, RICK
LI, DANIEL
LINDNER, LEONA
LINDSEY, KIMBERLY
LIU, MANNY
LONG, JASON
LOWELL, CHRIS
LYONS, VALERIE
MABEY, SEAN
MALDONADO, SYRA
MANCUSO, MARIE
MARQUES, BOB
MARTIN, RANDY
MATAMOROS, ERIKA
MELVILLE, HOLLY
MESSITTE, CAROLYN
MUENCH, TERESA
OSTERLING, BRIAN

PARAMBIL, JOE
PATTERSON JONES, GLENDA
PAYNE, SAMANTHA
PENT, JOHN
PROFITT, BEN
REID, ZACH
REILLY, MIKE
REMPE, MARK
ROBINSON, CHERYL
ROBINSON, SIS
ROSALES-ESMIEU, NINA
ROZGA, STEFAN
RUTHERFORD-ESTES, SUSAN
SALAZAR, TONY
SCOTT, CHARLENE
SEPP, DIEM
SHAW, THELMA
SHEWANI, VIKRAM
SHODIYA, ZAC
SOLOMON, MARIAN
SOTIR, LISA
ST. CLAIR, CATHY
STEVENS, MARK
TERWILLIGER, DOUG
THAGGARD, SHARON
THOMPSON, WILFRED, JR.
TURNER, ARMOND
TURNER, EDWARD
URBINA, OSCAR J.
VANDEGRIFT, MAVIS
WALKER-WILLIAMS, TERESA
WARNER, AARON
WEAVER, MAUREEN
WILDER, FELECIA
WILLIAMS, TERRI