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

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.

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

PRINGLE, BECKY, vice president
VACANT, confidential assistant

MOSS, PRINCESS, secretary-treasurer
VACANT, confidential assistant

Office of the Executive Director
202-822-7517

STOCKS, JOHN, executive director
WHITE, KAREN, deputy executive director
MALLARD, LISA, confidential assistant
BILAL-THREATS, DAAIYAH, special assistant

Strategic Alliances
The Office of Strategic Alliances is an office within the Office of the Executive Director. The purpose of this office is to strengthen 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 cultivate new and leverage existing relationships and resources. This office also identifies opportunities to enhance existing NEA programs with philanthropic investment.

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

Office of the Chief Financial Officer
202-822-7000

MCPHERSON, MICHAEL, chief financial officer
POLCHINSKI, GERARD, director
HARGROVE TIMOTHY, manager
ROUSSEAU, LORI, confidential assistant
BARTLEY, DEBORA
EDGEWORTH, SHERRY
LARREA, TAMMY (MIMI)
Business and Financial Services
202-822-7069

Business and Financial Services (BFS) manages all aspects of financial 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. BFS 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.

BFS team members coordinate services for NEA and state and local affiliates in financial matters to enhance the overall business operations, 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 BFS Business Connection newsletter for affiliate financial executives. BFS staff works closely with the Office of the Chief Financial Officer to monitor and analyze the results of the financial operations throughout the year. BFS directs, monitors and.

BFS Procurement Services manage and facilitate the NEA headquarters and the Enterprise’s procurement services in a centralized and strategic way. Wherever practical and strategic, we need to leverage opportunities in order to create efficiencies and to strengthen NEA’s business position.

O’FARRELL, KIM, controller
PURDY, PAULA, manager
BASURTO CESAR, business manager
ZAZAIAN, MICHAEL, procurement manager

AWRICH, HOWARD
GRINDLE, JOCelyn
GROMOVA, SVETLANA
GUEVARA, CHRISTINE
LANZA QUIÑONES, DEBORAH
LE, VI T.
LESTER-JOHNSON, DENISE
LI, CEN
MALETA, ROBERT
MORICE, JOSEPH
PARKER, JANICE
STREY, KULTHIDA R.
TAKACS, JOE
TAYLOR, SOLA
WANG, XIAOXUAN
YANG, JENNY
Office of General Counsel
202-822-7035

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
WALTA, JASON, deputy general counsel
LEHENY, EMMA, senior counsel
ADAMS, CONSTANCE
ALAM, LUBNA
BROWN, KELLI
BURRITT, JEFFREY
HARRINGTON, ERIC
HOLLAR, KRISTEN
MCNETT, KEIRA

HUMAN RESOURCES
202-822-7600

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.
DONALDSON, CHAKA, senior director
KRISHNA, VIJAYA (VJ), manager, payroll, benefits, HRIS
SILLS, KEVIN, manager, labor relations
ZIMMERMAN, LISA, manager, workforce and professional development
ADAMS, CONSTANCE
CHUNG, SOO
DEAN, SARA
DURANT, SHEALA
GROVES, JIM
JACKSON, THERESA
KUHR, LIESEL
MATTHEWS, HELENE
MULLER, ROXANNE
NORTHCUDD, AUDREY (FAYE)
PANGILINAN, AL
SMITH, MARQUITA
SMITH, NICOLE
TAYLOR, GLENGA
WALDEN, LOIS

Conference and Facilities Management
202-822-7680

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.

DONALDSON, CHAKA, senior director
DOMINGUEZ, KIMBERLY, director
VACANCY, facilities manager
BASURTO, CESAR, manager
BRADLEY, ELLEN S., manager
VALENTIN, WILLIAM T., manager
AGUIRRE, MARTIN
ALSTON JR., CHARLES
ASIF, RIZWANA
BROWN, ANTHONY (TONY)
COBLE, DAVID
COOPER, JOHN
DAMALI-CATHIE, NZINGA
DIZON, DANIELLE J.
ENGLISH, TIFFANY
GOODE, JEFFREY L.
GOTIS, ANTONIO
HOWARD, ROBERT, JR.
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

EDUCATION POLICY AND PRACTICE

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 an affordable pathway to higher education, 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, develops student-centered legislative and regulatory proposals, analyzes alternative proposals, as well as provides strategic advice and technical assistance to governance, affiliates, member-leaders, and other departments.

EPP leads the work of NEA’s strategic priority of Increasing Educator Voice, Influence, and Professional Authority, including supporting state and local affiliates and members in the implementation of the federal k–12 education law, the Every Student Succeeds Act. EPP works to support educators by developing resources to support educators, schools, families, and communities to build opportunities for all students to succeed. The independent department also has resources and supports for schools identified for school improvement under ESSA, including a needs assessment and resources to understand the processes of school improvement.

EPP spearheaded the development of the Great Public Schools (GPS) Indicators Framework to help answer the question of how to recognize the critical elements of a great public school. The department has a desk operation that aligns with several of the Great Public Schools criteria, such as school readiness, family and community engagement, learning conditions, testing and accountability, federal funding, and resource equity.

EPP staff have expertise in the following current issues facing our members: closing opportunity, equity, and access gaps for students, instructional leadership, special and gifted education, high school transitions/career technical education, higher education, vouchers/right wing attacks, and alternative public school options (including community schools, magnet schools, charters, magnets, and extended day/year). EPP also drives student-centered policy changes for reauthorizations of federal legislation and the implementation process for relevant statutes and regulations (Elementary and Secondary Education Act, Individuals with Disabilities Education Act, Higher Education Act, and the Perkins Career and Technical Education Act).

HARRIS-AIKENS, DONNA, senior director
SENTER, ELIC, manager
BARNETT, STEPHANIE
CASTANON, ANGELICA
COUNCIL, THAIS
DONFRANCESCO, CHRISTINE
EUBANKS, SHYRELLE
FOLEY, MARY BETH
HOLMES, ALEXIS
MAYVILLE, MELISSA
NOGAN, SUSAN
The Center for Great Public Schools (CGPS) is the umbrella division for all NEA departments and work teams responsible for implementing the professional practice and quality components of NEA’s Strategic Plan. Specifically, the center works to build a system of Association-convened, educator-led professional learning and supports for all educators across their careers. Center departments coordinate their work to develop and test new professional supports, identify and cultivate supports developed by affiliates and external organizations, sustain a system to track and disseminate these supports and partner with affiliates to scale and spread successful programs and resources.

CGPS staff are available to provide technical assistance to NEA affiliates. The Center works with partners to build an education system that values a quality, professionalized educator workforce. The Center administers several grant programs focused on supporting educator professional quality and student-focused innovative affiliate projects, including Great Public Schools (GPS) Fund grants and GPS state and local grants.

CGPS collaborates with George Washington University to support the NEA archives located in the Gelman Library.

Education Support Professional Quality

The Education Support Professional Quality (ESPQ) department is committed to supporting the professional quality and growth of NEA’s nearly 500,000 ESP members.

ESPQ works 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 programs and resources to help ESPs become empowered leaders, accomplished professionals, and critical members of a high quality education workforce.
The department services members and advances the ESP profession by:

- Supporting the implementation of the ESP Professional Growth Continuum (PGC) which defines the standards of professionalism for ESP across all nine career families.
- Developing and sharing programs and resources (e.g. webinars, micro-credentials, trainings and publications) that support ESP learning and professional growth. Important areas of focus include: mentoring, effective paraeducator-teacher teams, leadership, and protecting against privatization.
- Providing resources to state and local affiliates to develop innovative programs that promote ESP as vital partners in student success.
- Offering technical assistance and policy review, and developing new professional learning products and resources that enhance local and state affiliate capacity to serve the professional needs of ESP members.
- Supporting members who serve on standards and policymaking bodies, task forces, and boards that focus on the various segments of the ESP professional growth continuum.

Teacher Quality

The Teacher Quality (TQ) department is committed to the idea that quality teaching is a critical factor that affects student learning and 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 supports.

The department serves members and advances the profession by:

- Providing resources to state and local affiliates to develop innovative programs that promote teacher quality.
- Supporting NEA’s Aspiring Educator program.
- Offering technical assistance and policy review, and developing new professional learning products and resources that enhance local and state affiliate capacity to serve the professional needs of members.
- Working with national partners on the development and promotion of rigorous standards and adequate support for the preparation, licensure, induction, advance certification, teacher leadership, and quality professional learning of teachers.
- Providing access to information on effective practice, promising programs and strategies, teacher quality standards and support systems, and relevant, timely research.

PARKER, AMBER, director
BARCHAK, TIMOTHY
BRINKLEY, JESSICA
CONNOR, LISA
HWANG-FRIEDMAN, GRACE
VU, DOROTHY
YOUNG, JENNIE
• 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 accreditation; induction and mentoring; licensure; National Board Certification; continuing professional learning; teacher evaluation; teacher leadership; and quality educator workforce.
• Supporting local and state affiliates engaged in school improvement models like Community Schools.

PREJEAN, ANDREA, director
COFFMAN, ANN, manager
BIXLER, BRANDY
CAIN, TIFFANY
DAVIN, LINDA
DORRINGTON, ADRIANE
GIUNTA, ANDREA
GRIFFIN HENSON, BRANITA
HICKS, BARBARA
KHAN-BAKER, AMBEREEN
LOCKE, JENNIFER
MARTINEZ, LUIS-GUSTAVO
PATTERSON, RICHELLE
SERRETTE, KYLE
WEST, BLAKE
YILMAZ, SONIA JASSO

NEA Aspiring Educators Program

IMMERMAN, RACHEL, chairperson

The NEA Aspiring Educators Program operates under three core values: teacher quality, political action, and community service. The program helps NEA affiliates strengthen services to Aspiring Educator members and coordinates efforts to attract diverse students to the teaching profession. Staff provide technical assistance to state affiliate organizers and other NEA departments on student issues as well as organizing Aspiring Educator 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 ORGANIZING
202-822-7710

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 to develop the organizing skills of our staff and leaders.

The Senior 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
ISRAEL, TOM, director, state affiliate growth and strategic field opportunities
ALLEN, NATHAN, associate director, affiliate local growth and strength
SWOBODA, DEBRA, director, national council of state education associations
NENTL-BLOOM, LISA, associate director, state affiliate relations and growth—zone 1
KEE, PHADRA, associate director, state affiliate relations and growth—zone 2
BURNS, JASON, associate director, state affiliate relations and growth—zone 3
CASE, MELISSA, associate director, state affiliate relations and growth—zone 4
BENNET, MATTHEW, local growth manager
SCHOETTLE, MICHAEL, local growth manager
CURTIS, YOLANDA, manager for business affairs

DUPLISEA, BRIAN
ESLINGER, EVAN
FLEMING, DONNA
FOISY, MICHELLE
GUNDERSON, NATHANIEL
GUTIERREZ, MICHELLE
HASSE, CHARLES
HEATH, EMILY
HOLMES, ELLEN
JOHNSON, LATOYA
JULIO, NILKA
KELLER, SHEILA
LILYQUIST, CANDACE
LINN, FRANCES
MALARZ, MARILYN
MANNY, LINDA
MCCLUSKEY, TIMOTHY
NILES, NICHOLAS
O’BRIEN, MARALYN
PADILLA, DOMINIC
Picone, ELIZABETH
RIVERA, JORGE
ROHLFING, PAUL
ROLLO, CAITLIN
ROSENQUIST, ERIC
SETTLE JR., CHRISTOPHER
SIMPSON, AMY
SLEDGE, JAMES
THOMPSON, RHONDA
THORNTON, FRANK
WILBORN, COREY
WILK, VALERIE
WITZLER, PETER

Field Staff

AFI, NAS I.
ANDERSON, KIMBERLY
ANTHONY, CASEY
ARMSTRONG II, ELIJAH
Baldwin, AESHA
Bull, BENJAMIN
BYRD, SHARIZE
BYRNE, KATRINA
CAHOON, CECIL
CARBAJAL, ERICK
CASTANON LUNA, ANTONIO
CONLON, JAMES
COX, FLOYD
CRENSHAW, TODD

Program, Data, Financial, Digital, and Administrative Staff

ABRAHAM, DEBRA
BARKLEY, TOCCARO
BERRIAN, MARIE
BROWN, EVETTE
CONLEY, JUSTIN
EARL, DENARD
HOLBROOK, SHARON
MEDINA, KARLA
MORENO, BARBARA
MONTGOMERY-ROBINSON, MAY
SMITH, KELVIN
SPENCER, ASHLEY
WILLIAMS, MELLISA
ZANDERS, PHILLIP

CENTER FOR ADVOCACY
The Center for Advocacy creates the structures and opportunities for our leaders and members to participate in decision-making about federal, state, and local education policy that advances student-centered teaching and learning, creates equity for students in public education, and elevates the education profession.

Areas of longstanding 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 elect pro-public education leaders and enact policies at the state and local level to strengthen public education; providing legal services and administering the NEA liability insurance programs; and monitoring trends and providing leadership regarding human and civil rights issues facing students of color, 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
HAMILTON, MIKHAIL
KNIGHT, LAVERNE
MAYO, KATRINA
MONTAGUE, CYNTHIA
STEELE, TRICIA

Collective Bargaining and Member Advocacy
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 bargaining for the common good, 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 of 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.

TEMPLETON, DALE, director
BEALLOR, BRIAN
BREAUX, BRANDON
CROWLEY, SHARON
GRANADOS, ANGELA
HAIRSTON, MICHAEL
HASKINS, KAREEMA
HOLMES, CHARLES
JEWELL, ANDY
MAGID, MARCY
MUHAMMAD, AARON
SOLOMON, JOEL

Government Relations
Government Relations (GR) supports the Association’s efforts to strengthen early childhood education, public schools, colleges, and universities through federal 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 within the Center for Advocacy, Center for Great Public Schools, and the Center for Social Justice 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.
Program and Administration

- 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 assists NEA members, governance, affiliates, and staff on federal legislative activity impacting educators, students, and public education.
- Creates annual Legislative Report Card rating members of Congress on their education-related votes and actions.
- Coordinates with Community Advocacy and Partnership Engagement (CAPE) and Human and Civil Rights (HCR) departments 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.

EGAN, MARC, director
TRINCA, KIMBERLY JOHNSON, manager
DRISCOLL, CHRISTIN
JOHNSON, SYLVIA
LAU, RONNY
MOLDAUER, BARBARA
REDDICK WHITE, PORTIA
STEWART, PHYZELL
WILLIAMS, COREY

Campaigns and Elections

Campaigns and Elections (CE) is responsible for partnering with state affiliates and key allies to help create political conditions for policies that positively impact students, schools, and working families. 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, as well as legislative and issue campaigns important to NEA. CE tracks state-level activity of public education opponents, and providing access to a national collection of polling, cutting-edge campaign tools, and research data. Other staff duties entail reviewing ballot initiative campaign plans, vetting consultants and vendors, and recruiting member and non-member activists to advance Association priorities.

PUGH, CARRIE, director
ROGERS, KIM, manager
STOLTZ, GAIL, manager

Field Operations – Campaigns and Elections

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, Association members, strategic coalitions with national and state labor and progressive allies, as part of an integrated national team to
enhance effectiveness in grassroots political activities and legislative advocacy.

PUGH, CARRIE, director
GARRAMONE-MASON, LYNNE
HEDGEPETH, LEE
HILL, ROB
HOLLAND, AMBER
LEON, JASON
MAHAFFEY, MEAGAN
MENDIOLA, KATRINA
PIROZZI, ANGELIQUE
SALICE, DOMINIQUE
SWEENEY, JAKE

Campaign Planning and Partnerships

The Campaign Planning and Partnerships unit engages in strategic planning and evaluation for campaigns and 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 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 (DNC, DSCC, DCCC, DGA, DAGA, DLCC), Progress Now, For Our Future, The Majority Institute, State Victory Fund, Youth Engagement Fund, Project New America, America Votes, and Atlas. The team helps build infrastructure and assesses the landscape for independent public campaigns.

ROGERS, KIM, manager
STOLTZ, GAIL, manager

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, DC. Additionally, NEA’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, and PAC Council operations including PAC Guidelines, 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.

ROGERS, KIM, manager
COPPERSMITH, KARI

Ballot Measure/Legislative Crises (BMLC) Fund and Affiliate Defense

Staff who coordinate and oversee the work of the BMLC 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
MCINERNEY, RAY
STEINMETZ, RUTH

Member Engagement
This unit engages and builds our member activists and enhances NEA campaign infrastructure. Member-to-member engagement, application of data and research, cutting-edge campaign tools (e.g., Hustle), 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, Center for Communications, Government Relations, and partners with affiliates on member engagement.

ROGERS, KIM, manager
CABRAL, LINDA
COPPERSMITH, KARI
MAYEAUX, LAUREN

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 “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
HOLMES, DWIGHT
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 (HCR) and Community Advocacy and Partnership Engagement (CAPE) departments with that of the Center for Advocacy, Center for Organizing, the Office of General Counsel, and others to support state and local affiliates with advancing local action for social and racial justice to expand opportunity for 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 supports, uplifts, and resources direct member-led advocacy around racial and social justice through our online learning and engagement platform, www.neaedjustice.org.

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, 3) supporting policies that serve marginalized students, their families, and their school communities, and 4) showcasing member engagement with families and organizations in school communities to improve equal access to a quality public education for students of color.

INCLÁN, ROCÍO, senior director
RICHARDSON, ALEXANDRIA, manager
BAIRES, ELIZABETH
HAYNES, AISHA
PÉREZ, FÉLIX

Community Advocacy and Partnership Engagement
202-822-7364

The Community Advocacy and Partnership Engagement Department (CAPE) 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 to pursue Great Public Schools for Every Student, as well as enhance the mutual capacity and advocacy effectiveness of our affiliates, members, and partners. We also provide full profiles and research to affiliates about potential partners, as well as provide technical assistance to affiliates that seek to expand their relationships and engagement with community organizations.

Through coordinated joint actions, CAPE 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, CAPE 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 engagement and organizing about public 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 that 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 CAPE tools and resources, NEA strategic partnerships, our community advocacy work, as well as information on CAPE Grants can be found at www.nea.org/mcop.

SCOTT, MERWYN, director
ARRIGO, DORRIE
CAHEE, BRANDON
GONZALES, MELODY
GRISSOM, STACEY
OLSSON, ELIZABETH
OSAHWEE, SEDELTA
THAMMARATH, MONICA

Human and Civil Rights
202-822-7700

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

HCR also serves as the lead department to provide technical assistance and support to state and local affiliates as they engage on racial justice issues in education through training, strategic planning, and guidance.

Through its training programs, HCR:
- Focuses on members of color and women to prepare and support them on their journey 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 racial and 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).

The department is responsible for coordinating and producing two events prior to the NEA Representative Assembly: the Conference on Racial and Social Justice and the Human and Civil Rights Awards Program to honor individuals and affiliates that stand up for racial and social 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
- NEA Conference on Racial and Social Justice: www.nea.org/racialsocialjustice
- CSJ Professional Development Website: www.neacsjpd.org

LAWSON, HARRY, director
BENZON, HILARIO, manager
BRISSON, ANTHONY
DORSEY, AARON
HARRIS, MAKEDA
JONES, ROBIN
LUONGO, STEPHANIE
MANNING, TANISHA
NEPHEW, SHANNON
REDDY, SHILPA
RIOS, PAMELA
CENTER FOR COMMUNICATIONS  
202-822-7200  
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 to serve the Association’s mission. The Center aligns its programmatic work into tracks that support the major initiatives of the Association.

OLIVER, RAMONA, *senior director*

**Track 1 – CFA Comms: Political and Advocacy Campaigns**  
Campaigns and initiatives related to politics, elections, legislative and legal issues, and federal, state, and local advocacy.

MISTEREK, MICHAEL, *associate director*  
MAIERS, STACI

**Track 2 – GPS Comms: Empowered Educators for Successful Students**  
Campaigns and initiatives related to the Every Student Succeeds Act, ensuring members are aware and active in developing policies and programs that best help students succeed. This track promotes NEA and affiliate resources and programs that prepare members to be able to reach, teach, and inspire their students at every stage of members’ careers.

SPEIGHT, ANITRÁ, *associate director*  
BUSSE, CELESTE  
CAMPOS, CHRISTIANA

**Track 3 - SaGE Comms: State Affiliate and Governance Engagement**  
Campaigns and initiatives to support strategic engagement and capacity building for NEA affiliate and governance leadership development.

CARTER, RENÉ, *manager*  
ALVAREZ, BRENDA  
BUSSE, CELESTE  
CHOVAN, MICHELLE  
JORDAN, AMY

**Track 4 - Organizing Comms: Communications for Growth and Strength 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*  
ALVAREZ, BRENDA  
CONLEY, JUSTIN  
MORENO, BARBARA  
SMITH, ALLEN RICHARD  
WASHINGTON, BRIAN

**Track 5 – CSJ Comms: Racial and Social Justice Communications Campaigns**  
Campaign and initiatives related to racial and social justice that provide integrated internal and external communications on awareness, education, and activism around racism and educational injustice.

CHAVERS, STEPHEN, *associate director*  
GONZALEZ, MIGUEL
In addition to the strategic campaigns the Center for Communications operates several key operational teams that provide core enterprise communication services.

**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

**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
Green, Darrius
Kehs, Caty
Kirby, Parks Ramona
Lewis, Eric
Powell, Ashley
Nugent, Vanessa
Roberts, Jeff

**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.

Kiesa, Jess, manager
Jordan, Amy
Logan, Rebecca
Lopez, Christian
Reed, Tim
Samuels, Natieka
Wagner, Erin

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

Grant, Steven, associate director
Spence, Earline, manager
Chovan, Michelle
Flannery, Michelle
Funderburk, Tammy
Leigh, Lisa
Litvinov, Amanda
Long, Cindy
Rosales, John
Rowe, Judy
Walker, Tim
Public Brand & Engagement

Public Brand and Engagement is responsible for message research (polling, surveys, and focus groups) message development, and message training for the Association. It also manages paid advertising for the association including the national brand campaign.

SPEIGHT, ANITRÁ, *associate director*
SEIFERT, ERICA
WELLS, ANNIE

**CENTER FOR INNOVATION AND TECHNOLOGY**

NEA’s Center for Innovation and Technology (CIT) provides critical services and member support to NEA and its affiliates. CIT’s general areas of responsibilities and critical services include, but are not limited to:

- Partnering with NEA leadership, determining long-term technology strategies and policies.
- Consulting with NEA Centers, affiliates, and departmental units to evaluate their IT requirements, capabilities, and requests.
- Strategic planning, management, and oversight of the IT infrastructure, resources, and services.
- Assisting NEA units and affiliates in the adoption, learning, and implementation of CIT-supported systems.
- Providing ongoing customer service support for Association systems.
- Supporting members through information technology, state affiliate business offices, and other NEA organizations regarding business process flow analysis, system design, and business (including financial) applications software.

Enterprise Data and Information Strategies and Information Technology Services are the two departments within the Center for Innovation and Technology.

WHITE, KAREN, *deputy executive director*
GREENE, EMMANUELLA, *business operations manager*
WILLIAMS, RO’CHELLE, *executive confidential assistant*
GOODE, TORRIE
JACKSON, JEANNETTE

**Enterprise Data and Information Strategies**

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).

GARCÍA, KRISTOFER (KRS), director
BURKE, ROBERT (BOB), manager
SNOW, DOUGLAS (DOUG), manager
WEXLER, NICOLE, manager
BERTOCCI, KIMBERLY
CHOI, JOANNA
DEPP PURVIS, RITA
FLAHERTY, JOHN
FRATTINI-ADAMS, KELLI
GARDNER, BONNIE
HAMMOND, JOSEPH
ICHWANTORO, KRISTINA (KRICKET)
JONES, JAMES
LEMUS CHAVARRIA, LINDA
MITCHELL-GOOSE, KRISTAL
PREM, UDAYAN
RANGARAJAN, KAVITA
ROGERS, JAN
SARANAC, PAULA
SENDER, NATHAN
SUDHAKAR, CHAITRA
YOUMANS, SHARON

Information Technology Services
202-822-7501

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
HARDEY, SUSAN, manager
KILIAN, TOD, manager
WILLIAMS, STEVEN, manager
AGALA, ROBERT
ASI, NASSER
BLAKE, RICHARD
BOPPANA, KRISHNA
BRINKLEY JR., HENRY
CLARK, AARON
COMPTON, STEVEN
CONNER III, TROY
COTTERILL, PETER
GARRETT, SCHALOYN
HUNTER, ALVIN
HURLBURT, MICHAEL
JIMENEZ, PIERRE
JOHN, ANIL
JOHNSON JR., ALFRED
KALAHASTI, THULASI
KANG, ANDREW
KENDRICK, GORDON
KOTHANDARAMAN, RAJAN
KUZNESOV, ANNA
LEWIS, DARVYN
LIKAMBI, BISMARCK
MAUER, ANDREW
MCCORMICK, ARTHUR (MAC)
MERWIN, THOMAS
MORENO, LEONARDO
NGUYEN, DANH K.
The Center for Enterprise Strategy (CES) is the newly created Center encompassing information gathering, analytics, and application. The Center more closely aligns data and research in the analysis, articulation, and advancement of organizational strategy. CES also brings together the existing Strategy and Research departments to meet NEA’s organizational needs for research and information-based strategy development and execution, and to continue to advance enterprise-wide innovation efforts. CES is focused on Association-wide integration efforts and leadership in using good information to make smart decisions.

Data and Analytics
The Data and Analytics Team is made up of data experts previously assigned to other Centers now coming together in the interests of alignment, cohesion, and efficiencies to meet data and analytical needs for the entire enterprise.

BUNCH, IRA, manager
HOFFMAN, NATHAN
LANDEROS, JULIETTA (JULIE)
MAYHEW, GENEVIEVE (GENNY)

Research
The Research Department serves NEA and its affiliates by providing the research and analytic support necessary to inform strategic decision-making and achieve growth and strength. Specifically, NEA Research:

- Compiles, analyzes, and disseminates data from federal, state, and local agencies, including producing Rankings & Estimates and data products specific to ESP and higher education.
- Conducts surveys and develops data-sets and models to inform program development and educator engagement strategies.
- Conducts program evaluations and collaborates around the development and tracking of metrics to determine program impacts on Association growth and strength.
- Synthesizes and evaluates education research conducted by external organizations and academic scholars.
- Supports local affiliates in conducting member surveys through the OpScan program.
• Consults with other NEA departments and state/local affiliates around research and data needs.

PELIKA, STACEY, director
BANERJEE, AMLAN
BLAIS, MARISSA
COSTANZO, REX
HERSHCOPF, MELISSA
KASPAR, MICHAEL
LARA, JULIA
TANG, TIM
TAYLOR, ERIKA

Strategy
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 goals and strategic objectives. The department conducts ongoing 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.

WALKER, ANDREA, associate director
BUNCH, CARLIN
KENNEDY, LEIGH
WHITING, BROOKE

CENTER FOR GOVERNANCE
202-822-7000
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.

TINES, SABRINA, senior director
TALLINGTON, PATRICIA, manager
WOFFORD, CORY, 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.

TINES, SABRINA, 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.

TINES, SABRINA, senior director
TALLINGTON, PATRICIA, manager
BARKER, CORRISA
BOWMAN, CELESTE
ELLIS, DONYE’
KELLY, TERESA
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.

TINES, SABRINA, senior director
EVANS, THERMAN
USSERY, ERNESTINE

Leadership Development

This unit is responsible for developing and driving a strategy to create a distinctive leadership brand for NEA that supports the development of members to lead in the Association and in their professions, which includes partnership with state and local affiliates; identifying appropriate orientation and skill development for NEA leaders at all levels; developing and maintaining NEA’s leadership competency framework; and for the design and convening of NEA’s National Leadership Summit.

TINES, SABRINA, senior director
WOFFORD, CORY, manager
BOYD, MICHELE
DAVIS-CALDWELL, KISHA
HANEY, LOUISA
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.

TINES, SABRINA, senior director
HERETICK, MARY ALICE
International Relations
202-822-7488

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 by educators for educators to improve public education for all students. For 50 years, the NEA Foundation has been keeping the promise of public education by providing programs and resources to improve public education for all students. We believe that when educators unleash their own power, ideas, and voices, communities, schools, and students all benefit.

The NEA Foundation receives contributions from corporations, foundations, and individuals, including educators. We take seriously our commitment to the public school educators and students we serve and our stewardship of the donors who contribute to our work. We are proud that we have received Charity Navigator’s highest four-star rating on financial health, accountability, and transparency for the past nine years, a record that places us in the top two percent of all rated charities.

A dynamic public education system is more important than ever—students from all backgrounds rely on it to prepare for college, career, and beyond. Everything the NEA Foundation does is in service to students to provide them the excellent public education they deserve. We accomplish this through grants to improve classroom instruction, by supporting educators’ professional growth, and by collaborating with groups, including unions, who share our goals.

To achieve our mission we invest in initiatives that support high-quality instruction and provide critical resources to boost student learning.

Award grants to educators. To improve student learning we provide grants to individual and teams of educators to support instructional practice and professional development across all subject areas and grade levels. By directly funding educator-conceived and led projects, the Foundation enables educators to chart their own courses to solve teaching and learning challenges. The Foundation gleans knowledge from these grants to share what works with the field and to inform our broader body of work. Since 2013, we have awarded more than $2.2 million in grants,
reaching more than 39,000 educators and 627,000 students in 47 states.

**Broaden educators’ and students’ perspectives by offering our Global Learning Fellowship.** We lead an annual, cohort-based professional development program to provide educators with a blend of online, peer, and field-based learning opportunities to prepare themselves and their students for global citizenship. In fall 2018, we published *12 Lessons to Open Classrooms and Minds to the World*, a book with educator-tested, global lesson plans collaboratively developed by our 2018 Global Learning Fellows.

**Recognize the extraordinary in public education.** We present the Awards for Teaching Excellence at our annual gala to honor the critical work that public school educators do every day. In 2019, we celebrated 46 exemplary educators, all from different states, the kind of educators we want every student to have.

**Grow high-quality STEM learning.** Our grants increase access to and improve the quality of STEM education in underserved communities. The NEA Foundation invests in educator-led and union-supported STEM programming that encourages students to incorporate STEM learning in their daily lives, academic careers, and professional endeavors. We awarded two $300,000 multi-year grants in Colorado and Tennessee to increase student engagement and motivation around STEM.

In Hamilton County, TN, the district is investing in the skills of educators through three interrelated initiatives that emphasize project-based STEM learning. These initiatives are enabling a cohort of educators to act as leaders in schools that are expanding the use of maker spaces.

In Greeley, CO, educators have developed a K–12 framework for instruction, aligned to Next Generation Science Standards, to bring coherence to the way STEM is taught within and across schools. With the support of dedicated STEM teacher leaders, they are piloting this approach in eight schools, with the goal to scale it across the district. A local team of educators, principals, and district administrators designed the framework, which serves as a guide for educators seeking to develop cross-content collaborative lessons. Each of these sites will share best practices to inform educators in other communities.

**Provide breakfast to students so they are nourished and ready to learn.** We boost students’ academic performance, health, and behavior by supporting the Breakfast in the Classroom initiative. During the 2017–18 school year, together with our Partners for Breakfast in the Classroom, we invested in 178 schools to provide breakfast to more than 22,734 underserved students.

**Address the unique challenges of equity and access faced by educators and students in rural and remote communities.** The **Rural and Remote Opportunity Project** is our emerging work in North Dakota, South Dakota, and Wyoming. With Foundation support, NEA State Affiliates are designing and implementing programs that improve rural and remote students’ access to high-quality teaching and learning experiences.

**Support a newly established coalition, the Education Civil Rights (ECR)**
Alliance, working to ensure schools serve, educate, empower and are safe for all students. The National Center for Youth Law houses the ECR Alliance. The Foundation’s investment is being used to engage more educators as informants of the Alliance’s work, and to develop resources and tools to help educators protect students’ civil rights.

NEA Foundation Board of Directors

SHARON GALLAGHER-FISHBAUGH, Chair, Former President, Utah Education Association
KEVIN ANDERSON, Vice-Chair, SVP, National Partnerships, Everfi
JOY WHITLOW, Secretary-Treasurer, Chief Financial Officer, Association of Motor Vehicle Administrators
NICK ARCHULETA, Representative, National Council of State Education Associations (NCSEA), and President, North Dakota United
DAAIYAH BILAL-THREATS, Special Assistant to the Executive Director and Senior Advisor for Strategic Initiatives, National Education Association (NEA)
DONNA BLACKMAN, Financial and Strategic Planning Executive
CRYSTAL BROWN, Vice President of Communications and Chief Communications Officer, Howard University
SEAN PATRICK CORCORAN, Associate Professor of Economics and Education Policy, New York University
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CHRISTIAN DUFFUS, Founder and Managing Director, LEAF College Savings, LLC
JEFFREY FREUND, Senior Counsel, Bredhoff & Kaiser, PLLC
LILY ESKELESEN GARCÍA, President, National Education Association
PETER H. HECKMAN, Former President & CEO, Horace Mann Educators Corporation
JULIAN VASQUEZ HEILIG, Professor, Educational Leadership and Policy Studies and Director, Doctorate in Educational Leadership, California State University Sacramento
STACEY A. HERNDON, Senior Vice President and Senior Institutional Client Advisor, PNC Institutional Asset Management
PAIGE JOHNSON, K12 Solutions, Amazon
VALERIA LASSITER, Founder and CEO, Lassiter & Associates, LLC
SARA SNEED, President & CEO, The NEA Foundation
KATHERINE UNDERWOOD, Representative, National Council of Urban Education Associations (NCUEA), and Educator, Moreno Valley (CA) Unified School District
SÄNDRÅ WALKER, Representative, NEA Board of Directors, and Educator, Lawrence, Kansas Public Schools
ERIC WAYNE, Vice President and Chief Financial Officer, Consumer Reports
MARYANN WOODS-MURPHY, Gifted and Talented Specialist (retired), Nutley Public Schools, and Education Consultant
CATHY D. ZIER, Executive Vice President, Education, CareDox, Inc.
Program and Administration

NEA Foundation Staff
SARA SNEED, President and CEO
ROBERT ADAMS, Senior Vice President of Programs
MEGHAN BERKA, Program Assistant
ANNELISE COHON, Program Manager
LIZ DUNNING, Senior Vice President of Programs
JESSE GRAYTOCK, Program Manager
ERIC JAMES, Chief Financial Officer
ALISSA PLATZ, Development Associate
MEG PORTA, Chief Operating Officer
KRISTEN SHANNON, Program Manager
MELISSA SLAUGHTER, Vice President of Development
ANNA SMITH, Database Coordinator
JESSICA WECHTER, Special Assistant to the President and CEO

NEA Member Benefits
900 Clopper Rd., Suite 300
Gaithersburg, MD 20878
800-637-4636
301-251-9600
neamb.com

NEA’s Member Benefits Corporation (NEA Member Benefits), a wholly owned subsidiary of 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 a 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,
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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.

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