

# 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.

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

PRINGLE, BECKY, *vice president*  
VACANT, *confidential assistant*

MOSS, PRINCESS, *secretary-treasurer*  
BRUNNER, NATHANIEL, *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*  
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), *manager*  
GARCÍA, KRISTOFER (KRIS), *manager*  
GARDNER, BONNIE  
FLAHERTY, JOHN  
FRATTINI-ADAMS, KELLI  
HAMMOND, JOSEPH (JOE)  
ICHWANTORO, KRISTINA  
JACKSON, JEANNETTE  
MANCHAK, DOMINIQUE  
MITCHELL-GOODE, KRYSTAL  
PADILLA, DOMINIC  
PREM, UDAYAN  
RANGARAJAN, KAVITA  
ROGERS, JAN  
SENDER, NATE  
SNOW, DOUG  
STEVENS, MARK  
SUDHAKAR, CHAITRA  
WEXLER, NICOLE, *manager*

WILSON, LORRAINE  
YOUMANS, SHARON  
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 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.

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

### **Office of the Chief Financial Officer** 202-822-7000

MCPHERSON, MICHAEL, *chief financial officer*  
POLCHINSKI, GERARD, *associate director*  
ROUSSEAU, LORI, *confidential assistant*  
BARTLEY, DEBORA  
EDGEWORTH, SHERRY  
HARGROVE, TIMOTHY  
LARREA, TAMMY (MIMI)

## **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*

ADAMS, CONSTANCE

ALAM, LUBNA

BROWN, KELLI

DONALDSON, CHAKA

HARRINGTON, ERIC

HOLLAR, KRISTEN

LEHENY, EMMA

RUKEYSER, JACOB

WALTA, JASON

## **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.

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

## **CENTER FOR GREAT PUBLIC SCHOOLS**

The Center for Great Public Schools (CGPS) is the umbrella division for all NEA departments responsible for implementing the research, policy, and professional practice and quality components of NEA's Strategic Plan. Center departments coordinate their work to analyze and craft quality education policy, and research and spread student-centered practices to support advocacy efforts at bargaining tables, in state legislatures, state education departments, and in Congress. In partnership with NEA affiliates, the Center also develops, tests, and advocates for professional quality supports and programs for all NEA members.

CGPS staff are available to provide technical assistance to NEA affiliates and their colleagues in NEA's Field Operations, as well as to Government Relations. The Center champions the criteria for a great public school and administers several grant programs focused on supporting educator professional quality and student-focused innovative affiliate projects, including the Great Public Schools (GPS) Fund grants.

The Center collaborates with George Washington University to support the NEA archives located in the Gelman Library. (GWU Contact: Vakil Smallen (NEA Archivist): 202-334-1371, smallen@gwu.edu).

COONS, ANDY, *senior director*  
BOYD, DAVID, *grants & special projects manager*  
CARTER, JOYCE RENÉ, *affiliate outreach manager*  
JARRETT, JOYCE, *business affairs manager*  
BROOKS, DARLENE  
FINDLAY, CHRIS  
FLOYD, RICHARD  
GRIFFIN HENSON, BRANITA  
HOPKINS, BARBARA  
JOHNSON, CHRISTOPHER  
JOHNSON, KAREN  
SCOTT, SHAWN  
STEPHENSON, ALTAMEADE (MEADIE)  
TENTION, TSHARRE  
THOMAS, CHRISTOPHER  
VU, DOROTHY

## 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 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 parent and community engagement, school climate, learning conditions, testing and accountability, federal funding, and resource equity.

EPP staff also have expertise in the following current issues facing our members: closing opportunity 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 key federal legislation and the associated 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, *director*  
SENER, ELIC, *manager*  
BARNETT, STEPHANIE  
CASTANON, ANGELICA  
DONFRANCESCO, CHRISTINE  
EUBANKS, SHYRELLE  
FOLEY, MARY BETH  
HOLMES, ALEXIS  
MAYVILLE, MELISSA  
NOGAN, SUSAN  
RILEY, JOHN  
SANSBURY, AMBER  
SINGH, BIANCA  
SMITH, MARK  
TATE, ROBERT (BOB)  
ZEMBAR, THOMAS

## Education Support Professional Quality

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

programs and resources to help ESPs become empowered leaders, accomplished professionals, and critical members of a high quality education workforce. Some of these supports include: Paraeducator Institute, community engagement training, ESP Professional Growth Continuum, Leaders for Tomorrow, policy analysis and development, professional development webinars, and resources and publications.

PARKER, AMBER, *director*  
BARCHAK, TIMOTHY  
BRINKLEY, JESSICA  
CONNOR, LISA  
HWANG-FRIEDMAN, GRACE  
YOUNG, JENNIE

## Research

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:

- 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 program evaluations and collaborates around the development and tracking of metrics to determine program impacts on Association growth and strength.
  - Develops datasets and models to inform program targeting.
  - 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  
HERSHCOFF, MELISSA  
KASPAR, MICHAEL  
LARA, JULIA  
TANG, TIM  
TAYLOR, ERIKA

## Teacher Quality

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 learning.

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 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. Partners include: the Council for the Accreditation of Educator Preparation (CAEP) and the National Board for Professional Teaching Standards (NBPTS).

- 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 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

HICKS, BARBARA

HORSLEY, EDWIN

KHAN-BAKER, AMBEREEN

LOCKE, JENNIFER

MARTINEZ, LUIS-GUSTAVO

PATTERSON, RICHELLE

SERRETTE, KYLE

WEST, BLAKE

YILMAZ, SONIA JASSO

## **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 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 to develop the organizing skills of our staff and leaders.

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*

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*  
VACANT, *associate director, state affiliate relations and growth-zone 1*  
VACANT, *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*  
VACANT, *local growth manager*  
VACANT, *local growth manager*  
CURTIS, YOLANDA, *manager for business affairs*

**Field Staff**

AFI, NAS I.  
ANDERSON, KIMBERLY  
ARMSTRONG II, ELIJAH  
BENNET, MATTHEW  
CAHOON, CECIL  
CARBAJAL, ERICK  
CASTANON LUNA, ANTONIO  
CONLON, JAMES  
COX, FLOYD  
CRENSHAW, TODD  
DUPLISEA, BRIAN  
ESLINGER, EVAN  
FLEMING, DONNA  
FOISY, MICHELLE  
GRAYSON, PATRICK  
GUNDERSON, NATHANIEL  
HASSE, CHARLES  
HEATH, EMILY  
HOLMES, ELLEN  
HUGHES, SARAH  
HUMPHREY JR., MARION  
JOHNSON, LATOYA  
JULIO, NILKA

KELLER, SHEILA  
LILYQUIST, CANDACE  
MACWHINNIE, ANGELA  
MALARZ, MARILYN  
MANNY, LINDA  
MANSFIELD, ANNE  
MCCLUSKEY, TIMOTHY  
MONTOYA, ANDREW  
NILES, NICHOLAS  
O'BRIEN, MARALYN  
PADILLA, DOMINIC  
PICONE, ELIZABETH  
RIVERA, JORGE  
ROSENQUIST, ERIC  
SCHOETTLE, MICHAEL  
SETTLE JR., CHRISTOPHER  
SIMPSON, AMY  
SLEDGE, JAMES  
TABOR, DENNIS  
THORNTON, FRANK  
WEGMANN, MAYROSE  
WILK, VALERIE  
WILLIAMS, PHADRA  
WITZLER, PETER

**Program, Data, Financial, Digital and Administrative Staff**

ABRAHAM, DEBRA  
BARKLEY, TOCCARO  
BERRIAN, MARIE  
BROWN, EVETTE  
BUNCH, CARLIN  
EARL, DENARD  
FOGARTY, MATTHEW  
HOFFMANN, NATHAN  
HOLBROOK, SHARON  
MEDINA, KARLA  
MORENO, BARBARA  
SMITH, KELVIN



SPENCER, ASHLEY  
WILLIAMS, MELLISA  
ZANDERS, PHILLIP

### **NEA Aspiring Educators Program**

MUSCARELLA, ASHLEY, *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 Student 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 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 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 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 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*

MAYHEW, GENNY

ROBILLARD, LISA, *manager for business affairs*

### **Financial and Administrative Staff**

BARNES, SHADÉ

HASKINS, KAREEMA

KNIGHT, LAVERNE

LONG, CRYSTAL

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 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

DOONAN, DAN

GRANADOS, ANGELA

HAIRSTON, MICHAEL

HOLMES, CHARLES

JEWELL, ANDY

MAGID, MARCY

MALONE, CAROL H.

MUHAMMAD, AARON

SOLOMON, JOEL

## Government Relations

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 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 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

DUNCAN, ERIN

HARRIS, AARON

JOHNSON, SYLVIA

MOLDAUER, BARBARA

STEWART, PHYZZELL

VALENTINE, HEATHER

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, and legislative and issue campaigns important to NEA. They also involve 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*

## 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  
HEDGEPEETH, LEE  
HOLLAND, AMBER  
LEON, JASON  
MAHAFFEY, MEAGAN  
MENDIOLA, KATRINA  
PIROZZI, ANGELIQUE  
ROGERS, KIM  
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, 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.

STOLTZ, GAIL, *manager*  
FARFAGLIA, RICK  
HARRIS, ADAM  
MCINERNEY, RAY  
NAVARRO, LUIS  
REILLY, DAN

### **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.

STOLTZ, GAIL, *manager*  
COPPERSMITH, KARI

## Education Votes

The Education Votes provides information on politics, legislation, and issues that affect students, educators, and public education. Sister social media such as Facebook, SpeakUp, Strong Public Schools (SPS), 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. Education Votes 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 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*  
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, Government Relations, and partners with affiliates on member engagement.

KAIN, CYNTHIA, *manager*  
CABRAL, LINDA  
COPPERSMITH, KARI  
MAYEAUX, LAUREN  
NUÑEZ, GILBERT

**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.

KAIN, CYNTHIA, *manager*  
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 (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](http://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, and 3) supporting policies that serve marginalized students, their families, and their school communities.

INCLÁN, ROCÍO, *senior director*  
RICHARDSON, ALEXANDRIA, *manager*  
BUNCH, IRA  
HAYNES, AISHA  
MORENO, WILLIAM  
ZEWDIE, YEABSIRA

## **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 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 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 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 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](http://www.nea.org/mcop).

SCOTT, MERWYN, *director*

ARRIGO, DORRIE

CAHEE, BRANDON

GONZALES, MELODY

GRISSOM, STACEY

LOFTIN, TIFFANY

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 school climates, countering the impact of child poverty, 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](http://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 three events prior to the NEA Representative Assembly: the Ethnic Leaders Meeting, 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](http://www.neaedjustice.org)
- Educators for Social Justice: [www.nea.org/hcr](http://www.nea.org/hcr)
- NEA Human and Civil Rights Awards: [www.nea.org/hcrawards](http://www.nea.org/hcrawards)

LAWSON, HARRY, *director*  
BENZON, HILARIO, *manager*  
BRISSON, ANTHONY  
DORSEY, AARON  
HARRIS, MAKEDA  
JONES, ROBIN  
LUONGO, STEPHANIE  
MANNING, TANISHA  
NEPHEW, SHANNON  
REDDY, SHILPA  
RIOS, PAMELA  
ROBALINO, MARIA  
THOMPSON, CHRISTINA  
VALADEZ, RICARDO

## **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. 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 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*  
ALVAREZ, BRENDA  
FLANNERY, MARY ELLEN  
FUNDERBURK, TAMMY  
LEIGH, LISA  
LONG, CYNTHIA  
ROSALES, JOHN  
ROWE, JUDY  
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](http://nea.org).

KIESA, JESS, *manager*  
CHOVAN, MICHELLE  
EDMONDS, AUDREY  
JORDAN, AMY  
LOGAN, REBECCA  
LOPEZ, CHRISTIAN  
SAMUELS, NATIEKA  
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*  
BYRNE, KATRINA  
CAMPOS, CHRISTIANA  
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  
GREEN, DARRIUS  
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  
LANZA, DEBBIE  
MORICE, JOSEPH

### **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.

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  
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

Financial and Membership Services (FMS) 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. 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 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.

O'FARRELL, KIM, *manager*  
PURDY, PAULA, *manager*  
ADEDIGBA, SOLA  
AWRICH, HOWARD  
GRINDLE, JOCELYN  
GROMOVA, SVETLANA  
LE, VI T.  
LESTER-JOHNSON, DENISE  
LI, CEN  
MALETA, ROBERT  
MARKOFF, DOUG  
PARKER, JANICE  
SHANNON, BRIAN  
STREY, KULTHIDA R.  
TAKACS, JOE  
WANG, XIAOXUAN

### **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*  
HODGE IV, JOE, *manager*  
KILIAN, TOD, *manager*  
WILLIAMS, STEVEN J., *manager*  
AGALA, ROBERT  
BLAKE, RICHARD  
BOPANA, KRISHNA  
BRINKLEY JR., HENRY  
COMPTON, STEVE  
CONNER III, TROY B.  
COTTERILL, PETER  
CROWELL, SHARON  
DEPP-PURVIS, RITA  
GARRETT, SCHALOYN  
HUNTER, JAY  
HURLBURT, MICHAEL  
JOHN, ANIL  
JOHNSON, ALFRED  
JONES, JIMMY  
KALAHASTI, THULASI  
KANG, ANDREW  
KENDRICK, GORDON  
KUZNESOV, ANNA  
LIKAMBI, BISMARCK  
MAUER, ANDREW  
MCCORMICK, ARTHUR (MAC)  
MERWIN, TOM  
MORENO, LEO  
NGUYEN, DON  
NICHOLS, HASHIM  
RAMAN, RAJAN  
RAUL, ROBIN

ROMERO, RENATO  
SHREFFLER, TIMOTHY  
TATINENI, JAGDEEP  
TAYLOR, VLONEEKA (MIMI)  
TRAN, ANDY  
VAZQUEZ, MICHAEL  
VESELKOVA, OLGA  
WEBER, MANNY  
WEITZEL, DEREK  
WEXLER, NICOLE  
WHALEN, KEITH  
WILLIAMS, IAN

## **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.

EDWARDS, MICHAEL, *senior director*  
TINES, SABRINA, *associate 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.

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*  
BARKER, CORRISA  
BOWMAN, CELESTE  
BRUNNER, NATHANIEL  
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 speech-writing, scheduling, and also serves as the official correspondence office for the organization.

EDWARDS, MICHAEL, *senior director*  
ANDERSON, MELINDA  
EVANS, THERMAN  
USSERY, ERNESTINE

### **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*  
WOFFORD, CORY, *manager*  
BOYD, MICHELE  
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.

EDWARDS, MICHAEL, *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](http://neafoundation.org)

The NEA Foundation is a public charity founded by educators for educators to improve public education for all students. Since our beginning in 1969, the Foundation has served as a laboratory of learning, offering funding and other resources to



public school educators, their schools, and districts to solve complex teaching and learning challenges. 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 eight 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 course 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 2012, we have awarded more than \$2.4 million in grants, reaching more than 35,000 educators and 512,000 students in 49 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. Fellows share what they learn with educators around the country and world by posting free, adaptable, globally-focused lesson plans online. More than 130 global learning lesson plans are now available, and we are cultivating a growing network of global education leaders and advocates.

**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 2018, we celebrated 38 exemplary educators, all from different states.

**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 are awarding two \$300,000, multiyear grants in Colorado and Tennessee to increase student engagement and motivation around STEM. Additionally, the Foundation is funding the Connecticut STEM Academy, an out-of-school-time initiative in Wallingford, CT created and led by educators. Each of these sites will share best practices to inform educators in other communities.

**Expand the publication and distribution of multicultural children's literature to ensure all students see themselves and our diverse world reflected in the books they read.** Together with First Book, we helped print and distribute more than 20,000 diverse books to high-needs schools. These resources support educators building lesson plans around critical social-emotional learning concepts, such as empathy, respect, and self-awareness, and encourage students to become avid readers and lifelong learners.

**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 2016-17 school year, together with our Partners for Breakfast in the Classroom, we invested in 57 schools to provide breakfast to more than 16,000 underserved students.

**NEA Foundation Board of Directors**

SHARON GALLAGHER-FISHBAUGH, *Chair*,

Former President, Utah Education Association

KEVIN ANDERSON, *Vice-Chair*, SVP,  
National Partnerships, Everfi

DONNA BLACKMAN, *Secretary-Treasurer*,  
Senior Vice President of Business Operations, BET Networks

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)

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

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

CHRISTIAN DUFFUS, Founder and Managing Director, LEAF College Savings, LLC

JEFFREY FREUND, Senior Counsel, Bredhoff & Kaiser, PLLC

LILY ESKELSEN 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, Vice President & Senior Investment Advisor, PNC Institutional Asset Management  
PAIGE JOHNSON, K12 Solutions, Amazon  
VALERIA LASSITER, Founder and CEO, Lassiter & Associates, LLC  
CARMEN ORTIZ-MCGHEE, Senior Vice President and Resident Sales Director, Aon Cornerstone Innovation Solutions–The Capital  
HARRIET SANFORD, President & CEO, The NEA Foundation  
KATHERINE UNDERWOOD, *Representative*, National Council of Urban Education Associations (NCUEA), and Educator, Moreno Valley (CA) Unified School District  
SÁNDRA WALKER, *Representative*, NEA Board of Directors, and Educator, Lawrence, Kansas Public Schools  
ERIC WAYNE, Vice President and Chief Financial Officer, Consumer Reports  
JOY WHITLOW, Chief Financial Officer, Association of Motor Vehicle Administrators  
MARYANN WOODS-MURPHY, Gifted and Talented Specialist, Nutley, New Jersey Public Schools  
CATHY D. ZIER, Executive Vice President, Education, CareDox, Inc.

### **NEA Foundation Staff**

HARRIET SANFORD, President and CEO  
ROBERT ADAMS, Senior Vice President of Programs  
JULIANA AVERY, Communications Manager  
MEGHAN BERKA, Program Assistant  
MEGAN BERRY, Development Associate  
ANNELISE COHON, Program Manager

LIZ DUNNING, Senior Vice President of Programs  
JESSE GRAYTOCK, Program Manager  
ERIC JAMES, Chief Financial Officer  
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  
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  
[neamb.com](http://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](http://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](http://neamb.com/newsletters)) and by following NEA Member Benefits on social media ([facebook.com/neadeals](https://www.facebook.com/neadeals) and [twitter.com/neadeals](https://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*

AMI PRICHARD, NEA Director, Colorado Education Association, *amiprichard@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](http://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](http://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](mailto:pmoss@nea.org)

ROBERT H. CHANIN, Secretary, [bobchanin@verizon.net](mailto:bobchanin@verizon.net), [bchanin@neamit.org](mailto:bchanin@neamit.org)

MARY ANN BLANKENSHIP, [mablankenship625@gmail.com](mailto:mablankenship625@gmail.com)

KERRIE DALLMAN, President, Colorado Education Association, [kdallman@coloradoea.org](mailto:kdallman@coloradoea.org)

GRETCHEN DZIADOSZ, Executive Director, Michigan Education Association, [gdziadosz@mea.org](mailto:gdziadosz@mea.org)

DEBRA E. GOLDBERG, [dgoldberg50@nyc.rr.com](mailto:dgoldberg50@nyc.rr.com)

SUSAN HUSSAR, [sthussar@gmail.com](mailto:sthussar@gmail.com)

JUDY L. SCHAUBACH, [jschaubach@neamit.org](mailto:jschaubach@neamit.org)

DENNIS VAN ROEKEL, former chairperson; former NEA president, [dennisvr@aol.com](mailto:dennisvr@aol.com)

### **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

CUNNINGHAM, LEE

CUPOLO, KATHY

DISK, JENNIFER  
DRERUP, AMY  
EDMONDS, VALENTINA  
EDWARDS, GREG  
EFFROSS, HOPE  
ESCOBAR, WILLIAM  
EUGENE, STEVE  
FELL, LEISA  
FORDE, JACQUELYN  
GALINDO, ANTONIO  
GANN, DINA  
GAVIN, MICHAEL  
GLENN, DAVID  
GOLDEN, JILL  
GREENWALD, GRECIA  
GULATI, AVEDESH  
HARDWICK, CHAD  
HOU, JULIA  
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  
MARTIN, RANDY  
MATAMOROS, ERIKA  
MELVILLE, HOLLY  
MESSITTE, CAROLYN  
MITCHUAL, NORBERT

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  
ROSALLES-ESMIEU, NINA  
ROZGA, STEFAN  
RUTHERFORD-ESTES, SUSAN  
SALAZAR, TONY  
SAVAGE, BRITTNEE  
SCOTT, CHARLENE  
SEPP, DIEM  
SHAW, THELMA  
SHEWANI, VIKRAM  
SHODIYA, ZAC  
SOLOMON, MARIAN  
SOTIR, LISA  
ST. CLAIR, CATHY  
STEVENS, MARK  
TERWILLIGER, DOUG  
THAGGARD, SHARON  
TURNER, ARMOND  
TURNER, EDWARD  
URBINA, OSCAR J.  
WALKER-WILLIAMS, TERESA  
WARD, KRISTEN  
WARNER, AARON  
WATKINS, LA'VOURNA  
WEAVER, MAUREEN  
WILDER, FELECIA  
WILLIAMS, TERRI  
ZHANG, WENLU