

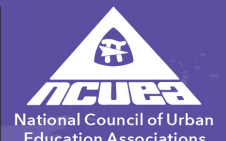
2022 NCUEA SUMMER MEETING



Dissent & Disagreement

Overcoming the Politics of Discord
to Build a Stronger Local Union

6.27-30.2022
CHICAGO, IL



NATIONAL EDUCATION ASSOCIATION

The National Education Association is the nation's largest professional employee organization, representing 3 million elementary and secondary teachers, higher education faculty, education support professionals, school administrators, retired educators, and students preparing to become teachers.

NEA OFFICERS

Rebecca S. Pringle, *President*
Princess R. Moss, *Vice President*
Noel Candelaria, *Secretary-Treasurer*

NEA EXECUTIVE COMMITTEE

Mark Jewell, *North Carolina*
Gladys Fátima Márquez, *Illinois*
Ron "Duff" Martin, *Wisconsin*
Robert Rodriguez, *California*
Christine Sampson-Clark, *New Jersey*
Hanna Vaandering, *Oregon*

OFFICE OF THE EXECUTIVE DIRECTOR

Kim A. Anderson, *Executive Director*
Karen M. White, *Deputy Executive Director*

CENTER FOR ORGANIZING AND AFFILIATE SUPPORT

Jim Testerman, *Interim Senior Director*
Nathan Allen, *Associate Director*
Michael Schoettle, *Field Manager*
Kelvin Smith, *Business Manager*
Alisha Dixon, *Senior Program and Financial Assistant*
Phil Zanders, *Senior Program and Financial Assistant*

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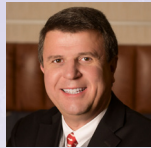
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ABOUT NCUEA

The National Council of Urban Education Associations (NCUEA) is an organizational body of local affiliates within the National Education Association (NEA), dedicated to supporting and empowering member locals to foster equity, opportunity, diversity, and access for all students and educators.

Activities include an Annual Fall Conference and Summer Meeting designed to support its member affiliates to successfully achieve great public schools for every student.

NCUEA EXECUTIVE COMMITTEE 2021-22



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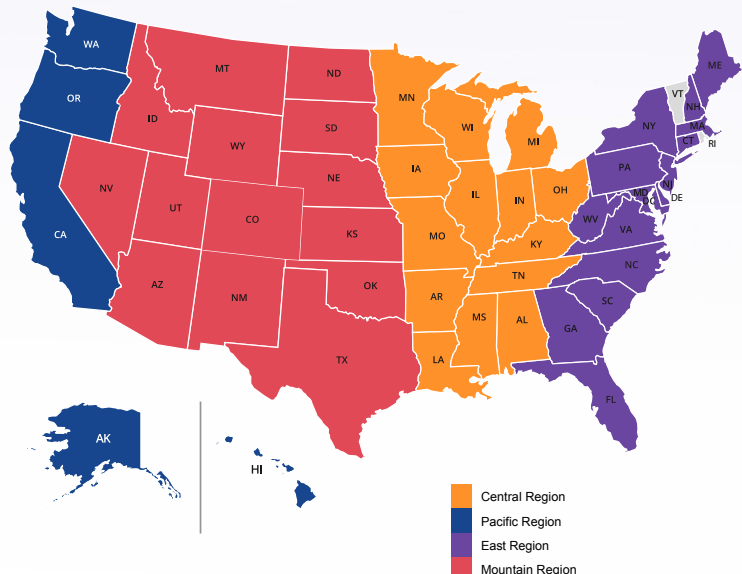
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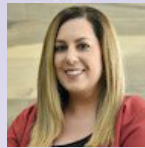
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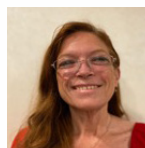
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MESSAGE FROM THE PRESIDENT



Dear NCUEA Leaders and Members,

Welcome to Chicago! It's our second consecutive in-person conference – and it feels like a small miracle that we find ourselves, together, at NCUEA's 2022 Summer Meeting, *Dissent & Disagreement: Overcoming the Politics of Discord to Build a Stronger Local Union*.

This past fall, we met in Hollywood, CA. There we listened to speakers share powerful personal and political narratives that highlighted the different ways our divided nation has undergone transitions and transformations throughout its history. I felt hopeful as I heard these stories and got to reconnect with you. As we gather in the Windy City this summer, however, I worry that we were too optimistic, too rosy in our collective outlook for the future of this country when we were back in Hollywood. Since we gathered last December, we have witnessed continued partisanship and polarization not just at home, but abroad. We have watched the deepening divisions between our political institutions and within them. We have seen venal political actors weaponize anger and agita, to accumulate political power. It's not hard to conclude that the politics of discord seem to be a deeply entrenched feature of contemporary American life.

What happens when we see one another as the obstacle to overcome? When we see partisans, not people? And what happens when the modern tools that promised freedom and connectivity create silos and sow divisions? Can we truly overcome our dissent and disagreement to build a stronger (local) union? I don't have the answers, but I believe that NCUEA has brought the voices into the room that we need to answer the questions that we have:

- ☆ **Ian Haney López** is a law professor at UC Berkeley who studies racism. He co-chaired the AFL-CIO's Advisory Council on Racial and Economic Justice, along with Dorian Warren and Ana Avendaño, and founded the Race-Class Narrative Project, along with Anat Shenker-Orsorio and Heather McGhee. In his latest book, *Merge Left: Fusing Race and Class, Winning Elections, and Saving America* (2019), Ian explains Trump's complex relationship with dog whistling and further develops the race-class response.
- ☆ **Robert Putnam** is the Malkin Research Professor of Public Policy at Harvard University. The author of *Bowling Alone* and *Our Kids*, Putnam's most recent book, *The Upswing: How America Came Together a Century Ago and How We Can Do It Again*, is a study of broad 20th century American economic, social, political, and cultural trends. In 2013 President Barack Obama awarded him the National Humanities Medal, the nation's highest honor for contributions to the humanities, for "deepening our understanding of community in America."

In addition, we are joined by other leaders from Changing the Conversation Together, Teens for Press Freedom, Local Progress, and experts on the politics of school boards and local and state campaigns.

I believe that together these voices will help us build a blueprint for what to do next, together.

In Solidarity,

A handwritten signature in black ink that reads "Brent McKim". The signature is written in a cursive, slightly slanted style.

Brent McKim
NCUEA President

SAVE THE DATE!

2022 NCUEA Fall Conference

Hyatt Regency Salt Lake City

Nov. 30 – Dec. 3, 2022





YOU DESERVE MORE

Like a future worth celebrating




SCAN & GO

You deserve to thrive throughout your retirement, not just make do. NEA Member Benefits provides resources and planning tools that educators like you can use to start choreographing your days ahead — as early as right now.

The first steps start at neamb.com/retirement

 /neamemberbenefits

 @NEABenefits

 800-637-4636

nea Member Benefits

RETIREMENT PLANNING

LEADERSHIP COMPETENCIES



ADVOCACY

Advances the cause of public education through social justice and how it benefits our students and members' professional needs and rights.



COMMUNICATION

Builds an integrated communications strategy that drives the goals of our professions.



GOVERNANCE AND LEADERSHIP

Sets the mission and establishes strategies necessary for a relevant and thriving organization; empowers, motivates, and fosters a pipeline of talent for the future.



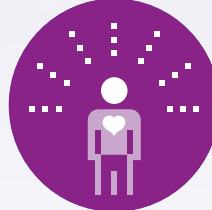
LEADING OUR PROFESSIONS

Advocates for quality inside our professions and promotes our union's role in advancing education transformation and student learning.



ORGANIZING

Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, and membership capacity; recruit and identify new members and potential leaders into the Association.



SOCIAL EMOTIONAL INTELLIGENCE

Understands the knowledge, skills, attitudes, and behaviors that create healthy identities, manage emotions and achieve personal and collective goals; demonstrates ability to feel and show empathy, establish and maintain supportive relationships, and make responsible, caring decisions.



STRATEGY AND FISCAL HEALTH

Builds the brand and accomplishes the goals of the Association through effective financial management and understanding of fiduciary responsibilities.

GUEST SPEAKERS

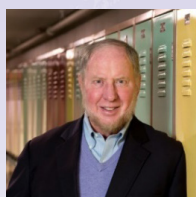


Ian Haney Lopez

Ian is a law professor at UC Berkeley who studies racism. Ian has since actively promoted the idea of a race-class fusion as the basis for a multi-racial progressive majority.

Lopez co-chaired the AFL-CIO's Advisory Council on Racial and Economic Justice, along with Dorian Warren and Ana Avendaño, and founded the Race-Class Narrative Project, along with Anat Shenker-Osorio and Heather McGhee.

His most recent book, *Merge Left: Fusing Race and Class, Winning Elections, and Saving America* (2019), explains how the political manipulation of coded racism has evolved in the Trump era, while also offering an evidence-based approach to neutralizing political racism and building cross-racial solidarity.



Robert Putnam

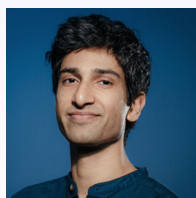
Robert is the Malkin Research Professor of Public Policy at Harvard University, having retired from active teaching in May 2018. The author of *Bowling Alone* and *Our Kids*, Putnam's most recent book, *The Upswing: How America Came Together a Century Ago and How We Can Do It Again*, is a study of broad 20th century American economic, social, political, and cultural trends.

Raised in a small town in Ohio, Putnam was educated at Swarthmore, Oxford, and Yale. He is a member of the National Academy of Sciences, a Fellow of the British Academy, and past president of the American Political Science Association. In 2013 President Barack Obama awarded him the National Humanities Medal, the nation's highest honor for contributions to the humanities, for "deepening our understanding of community in America."



Adam Barbanel-Fried

Adam has over 20 years of leadership in union, community and political organizing experience in multiple cities and regions. His work has resulted in the building of good schools, development of affordable housing, and expansion of health care to thousands of low income and marginalized people. As part of his work, Adam has trained hundreds of leaders in relational organizing, organizational and leadership development, and deep canvassing. In 2017, he and others launched Changing the Conversation Together (CTC), an organization of concerned citizens building a national corps of deep canvassers to grow an American electorate that embraces compassion and inclusion.



Pravin Chottera

Pravin is an experienced Changing the Conversation Together organizer. Chottera began his organizing work in 2018 doing door-to-door canvassing for several organizations. In 2020, Chottera joined CTC as a volunteer on the data and design team, and in 2021, became a volunteer staff member. On the CTC team, Chottera has been a canvasser, coach, recruiter, and of course, an organizer.

Additionally, Chottera is a graphic designer and animator for an advertising agency.



Changing the Conversation Together

CTC was the first Political Action Committee to use deep canvassing in an electoral setting. CTC is known for helping to flip Staten Island in 2018, and Pennsylvania in 2020. They also were invited in to help in the Georgia runoff in 2021. Currently, they're working to engage unlikely Philly area voters in the lead up to the 2022 midterms.

GUEST SPEAKERS



Sarah Johnson

Sarah is the Executive Director of Local Progress. Prior to joining Local Progress, Sarah served as the Managing Director at the Working Families Organization where she helped develop a senior management team to guide organizational strategy and as the Elections Director for the New York Working Families Party where she helped recruit, train and elect progressive elected officials at all levels of government and contributed to doubling the size of the Progressive Caucus of the New York City Council. Sarah got her start as a political organizer for SEIU 32BJ where she managed member-to-member political programs and supported the union's equitable development advocacy work including the passage of the a prevailing wage bill for New York City building service workers.



Silvia Fabela

Silvia is the Program Director for Local Progress. She oversees the organization's overall program agenda and is primarily responsible for conceiving of and designing member engagement strategy and plan that includes member education, federal advocacy, and identifying new opportunities for member engagement/collective action in collaboration with LP members/team, cross-CPD campaigns teams, and policy partners. Silvia joined the Local Progress team after leading the AFL-CIO's young worker program, NextUp. Prior to that, Silvia was senior staff on the OUR Walmart campaign at the United Food & Commercial Workers Union for eight years where she led an alliance of Walmart associates, union members, and community partners in changing Walmart around solidarity actions. In addition to her community and labor organizing background, she has also done electoral work on multiple presidential and congressional races.



Local Progress

Founded in 2012, Local Progress is a movement of local elected officials advancing a racial and economic justice agenda through all levels of local government. We are elected leaders who build power with underrepresented communities, share bold ideas and policy among our network, and fight to reshape what is possible in our localities all across the country.



Raymond A. Lauk, Ph.D., MBA

Raymond is an assistant professor of educational leadership at Eastern Kentucky University. Dr. Lauk teaches the school superintendency courses and is focusing his research on LGBTQ+ Superintendents, school board politics, Brazilian education, and storytelling as a leadership technique.

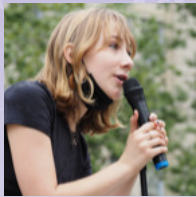
As a speaker, Dr. Lauk has conducted training for the National School Boards Association, state school boards associations in Illinois, Kentucky, Indiana, and Minnesota, superintendent associations in Illinois and Indiana, and for Brazilian educators and policymakers at the National School of Public Administration in Brasilia, Brazil.



Isabel Tribe, Co-Founder, Teens for Press Freedom

Isabel is an incoming freshman at Brown University and co-founder of Teens for Press Freedom from New York City. Teens for Press Freedom (TPF) is a national, youth-led organization to promote press freedom and media literacy among high school students.

GUEST SPEAKERS



Charlotte Hampton, Co-Founder, Teens for Press Freedom

Charlotte is an incoming freshman at Dartmouth College and co-founder of Teens for Press Freedom from New York City.



Isabella Lindsay, Workshop Team Director, Teens for Press Freedom

Isabella is an incoming freshman at Scripps College and director of the Teens for Press Freedom Workshop



Teens for Press Freedom

TPF is a national, youth-led organization to promote press freedom and media literacy among high school students. The leaders of Teens for Press Freedom will discuss how teens are addressing the misinformation and disinformation they confront online and the steps they are taking to tackle these issues through engagement, advocacy, and activism.



Marty Meyer, VP Political Campaigns and Corporate Sales, Toro IP Targeting Company

Marty comes to El Toro with years of experience in politics, public relations and hospitality. He spent more than 20 years in the restaurant and hospitality industry while working in the political realm having grown up in a political family.

Marty transitioned into politics full-time starting with the successful campaign of Congressman John Yarmuth KY-03, where Marty was an integral part of the grassroots effort to elect Yarmuth. Upon Yarmuth's swearing in, he served as District Representative for Yarmuth's first two terms from 2006 through 2010. In 2010, Marty served as Legislative Assistant to newly elected Metro Louisville Councilman David Yates for his first term.

NCUEA SUMMER MEETING AGENDA

Monday, June 27, 2022

3:00 – 6:00 PM

Registration

CRYSTAL FOYER

6:00 – 9:00 PM

URBAN AND MINORITY ISSUES DIALOGUE (UMID):

CRYSTAL BALLROOM

Native Land Acknowledgement & Welcome

Kumar Rashad, *Ethnic Minority Director-at-Large, National Council of Urban Education Associations*

6:05 – 6:15 PM

Introductory Remarks

Brent McKim, *President, National Council of Urban Education Associations*

6:15 – 6:30 PM

Remarks

Kim Anderson, *Executive Director, National Education Association*

6:30 – 7:30 PM

Urban Minorities & Issues Dialogue Keynote

Ian Haney Lopez, *Chief Justice Earl Warren Professor of Public Law, UC Berkeley School of Law*

Becky Pringle, *President, National Education Association*

Kumar Rashad, *Ethnic Minority Director-at-Large, National Council of Urban Education Associations*

7:30 – 8:15 PM

Featured Panel: Equity in Education for New Educators

Featuring Chicago State University Students

8:15 – 8:55 PM

Student Performance

Featuring Mighty Shades of Ebony, *Western Middle School for the Arts, Louisville, KY*

8:55 – 9:00 PM

Closing Remarks

Kumar Rashad, *Ethnic Minority Director-at-Large, National Council of Urban Education Associations*

NCUEA SUMMER MEETING AGENDA

TUESDAY, JUNE 28, 2022

- 8:15 – 8:45 AM** Late Registration CRYSTAL FOYER
- 8:00 – 8:30 AM** New Delegate Orientation CRYSTAL A
Susie Jablinkse, *Past NCUEA President*
Pixie Hayward Schickele, *Past NCUEA President*
- 8:45 – 11:30 AM** **FIRST BUSINESS SESSION** CRYSTAL BALLROOM
- 8:45 – 8:50 AM** Welcome
Brent McKim, *President, National Council of Urban Education Associations*
- 8:50 – 8:55 AM** Adoption of the Agenda
Alfonso Salais, Jr., *Secretary-Treasurer, National Council of Urban Education Associations*
- 9:10 – 9:15 AM** Adoption of the Rules of Order
Brent McKim, *President, National Council of Urban Education Associations*
- 9:15 – 9:30 AM** Elections & Screening Report
Robert Ellis, *Pacific Region Director & Elections and Screening Chair, National Council of Urban Education Associations*
- 9:30 – 10:30 AM** Consideration of NCUEA Positions on NEA RA Issues
Brent McKim, *President, National Council of Urban Education Associations*
- 10:30 – 11:30 AM** Featured Interview
- Introductory Remarks**
Kevin Hickerson, *East Region Director, National Council of Urban Education Associations*
- The Upswing: How America Came Together a Century Ago and How We Can Do It Again**
Robert Putnam, *Malkin Research Professor of Public Policy, Harvard University*
Mary Kusler, *Senior Director, Center for Advocacy, National Education Association*
- *NCUEA New Business Items Due Tomorrow (Wednesday) by 10:45 am CDT***
- 11:30 – 1:00 PM** Lunch ON YOUR OWN
- 1:00 – 1:30 PM** **FIRST BUSINESS SESSION (CONTINUED)**
- 1:00 – 1:30 PM** Civil & Human Rights Briefing: A Changing Landscape
- Introductory Remarks**
Ang Anderson, *Mountain Region Director, National Council of Urban Education Associations*
Rocio Inclan, *Senior Director, Center for Racial & Social Justice, National Education Association*
Merwyn Scott, *Director, Community Advocacy & Partnership Engagement, National Education Association*
- 1:30 – 1:45 PM** Transition to Breakout Session

DEADLINE TO SUBMIT NBI'S – WED. 6/29 @ 10:45 AM CDT

NCUEA SUMMER MEETING AGENDA

1:45 - 3:00 PM **BREAKOUTS – SELECT ONE OF THREE OPTIONS BELOW TO ATTEND**

ADVOCACY



The Radicalization of American Schools Boards

Lori Burris, *Mountain Region Director, National Council of Urban Education Associations*

Raymond Lauk, *Assistant Professor, University of Eastern Kentucky*

School board elections are witnessing increasing political involvement from local community-based and traditional political parties as well as special interest groups, such as QAnon. This research shares the preliminary findings of a qualitative study to understand the motivation, techniques, strategies, interests, and operations of such groups in school board elections. Once viewed as a training ground for future political aspirations, school boards have become the locus of political activism of narrow political agendas.

CRYSTAL A

ADVOCACY



Teens for Press Freedom

Sara Earleywine, *Central Region Director, National Council of Urban Education Associations*

Charlotte Hampton, *Co-Founder, Teens for Press Freedom*

Isabel Tribe, *Co-Founder, Teens for Press Freedom*

Isabella Lindsay, *Director of Workshop Team, Teens for Press Freedom*

Generation Z is arguably the most tech-savvy, hyper-connected generation in human history, able to engage with media in a way previous generations haven't. But this hyper-connectivity can come at a cost: how can students wade through the onslaught of information in a way that accurately informs them about their place in the world? How can young people become more informed about misinformation and employ the skills to challenge it?

Join the student founders from NYC non-profit Teens for Press Freedom as they seek to answer these questions. During this session, they'll explore how younger people engage with the current news cycle, how empathy and social media play a role in students' perceptions of a democracy, and the ways in which younger generations are trailblazing solutions for the social justice issues of today. This discussion will culminate with student-approved, effective strategies for combating rampant misinformation.

COMISKEY

ORGANIZING



Show Us the Money! Leveraging Public Transparency Requirements to Improve District Spending

Doug Hill, *Central Region Director, National Council of Urban Education Associations*

Erica MacDowell, *High School Physics Teacher, NEA-Las Cruces (NEA-NM)*

Amy Simpson, *Organizational Specialist, National Education Association*

This session shares the remarkable story of how one Local used strategic organizing, collective action, community allies, and targeted media around the District's budget approval process to reject a narrative of scarcity, win concrete victories for students and staff, and remove the District's problematic Chief Finance Officer. Session will include a presentation, small group discussions, examples of strategies and tactics with links to resources and materials to adapt for future use.

WRIGLEY

3:00 - 3:15 PM **Transition to NCUEA Regional Meetings**

3:15 - 5:00 PM **NCUEA REGIONAL MEETINGS**

Pacific Region

Mountain Region

Central Region

East Region

CRYSTAL A

COMISKEY

WRIGLEY

WATER TOWER

NCUEA SUMMER MEETING AGENDA

5:00 – 6:00 PM **NCUEA RECEPTION**

CRYSTAL TERRACE

6:00 PM **Dinner**

ON YOUR OWN

WEDNESDAY, JUNE 29, 2022

9:00-11:30 AM **SECOND BUSINESS SESSION**

CRYSTAL BALLROOM

9:00 – 9:05 AM **Welcome**

Shannon Rasmussen, *Vice President, National Council of Urban Education Associations*

9:05 – 9:30 AM **Remarks**

Princess Moss, *Vice President, National Education Association*

9:30 – 9:45 AM **NEA Executive Committee Greetings**

Becca Ritchie, *Pacific Region Director, National Council of Urban Education Associations*

Hanna Vaandering, *Executive Committee Member, National Education Association*

9:45 – 10:45 AM **Featured Panel: Local & Community Organizing for Change**

Deb Gesualdo, *East Region Director, National Council of Urban Education Associations*

Adam Barbanel-Fried, *Organizer, Changing the Conversation Together*

Pravin Chottera, *Organizer, Changing the Conversation Together*

Sarah Johnson, *Executive Director, Local Progress*

Silvia Fabela, *Program Director, Local Progress*

10:45 AM **DEADLINE TO SUBMIT NCUEA NEW BUSINESS ITEMS: WED. 6.29 @ 10:45 AM**

10:45 – 11:30 AM **Consideration of NCUEA Positions on NEA RA Issues (Continued)**

Brent McKim, *President, National Council of Urban Education Associations*

11:30 – 1:00 PM **Lunch**

ON YOUR OWN

1:00 – 2:30 PM **NCUEA REGIONAL MEETINGS**

Pacific Region

CRYSTAL A

Mountain Region

COMISKEY

Central Region

WRIGLEY

East Region

WATER TOWER

2:30 – 3:00 PM **Break**

3:00 – 5:00 PM **THIRD BUSINESS SESSION**

CRYSTAL BALLROOM

Approval of the 2021 NCUEA Fall Conference Minutes

NCUEA Committee Reports

Action on NCUEA Internal Structures Committee Recommendations

NCUEA Floor Strategy

Ang Anderson, *Mountain Region Director, National Council of Urban Education Associations*

NCUEA Summer Meeting Agenda

Consideration of NCUEA NBIs

Consideration of NCUEA Positions on NEA RA Issues (*Continued*)

NCUEA Screening & Elections Committee Report

Robert Ellis, *Pacific Regional Director & Elections and Screening Chair, National Council of Urban Education Associations*

- Speeches for NCUEA Officers' Positions, if needed
- NEA Candidate Campaign Speeches
- Voting for NCUEA Officers at Adjournment, if needed

5:00 PM

Dinner

ON YOUR OWN

THURSDAY, JUNE 30, 2022

7:45 - 8:45 AM

Continental Breakfast

TBD

8:45 - 9:30 AM

FOURTH BUSINESS SESSION

CRYSTAL BALLROOM

8:45 - 8:50 AM

Welcome

Alfonso Salais, Jr., *Secretary-Treasurer, National Council of Urban Education Associations*

8:50 - 9:10 AM

Remarks

Noel Candelaria, *Secretary-Treasurer, National Education Association*

9:10 - 9:30 AM

Remarks: Legal Landscape

Alice O'Brien, *General Counsel, National Education Association*

9:30 - 10:30 AM

BREAKOUTS – SELECT ONE OF THREE OPTIONS BELOW TO ATTEND

ORGANIZING

Using Online Digital Tools to Win School Board Elections, Issue Organize, & Grow Membership

CRYSTAL A



Marty Meyer, *VP Political Campaigns and Corporate Sales, El Toro IP Targeting Company*

Brent McKim, *President, National Council of Urban Education Associations*

Digital tools now exist that allow local affiliates to do things few people realize are even possible and at a surprisingly low cost. Participants will learn how it is possible to place digital ads with a laser focus on the computers and smart phone screens of specific school board members (or legislators), their neighbors, and their campaign contributors... how to use geo-fencing to connect with activists and reach potential members... and how to win school board elections with micro-targeted messaging that even a local affiliate with a very limited budget can afford. Big Brother is a reality. This session will describe how to turn Big Brother into a union ally. (WARNING – Some of the topics participants will learn about may be so creepy and scary that it could impact their ability to sleep for up to two weeks.)

NCUEA Summer Meeting Agenda

STR & FISCAL



NEA Member Benefits: Delivering Value & Empowering Affiliates

Doug Hill, *Central Region Director, National Council of Urban Education Associations*

Kimberly Adams, *Director of Affiliate Relations, NEA Member Benefits*

NEA MB exists to make members' lives better. Local leaders can integrate MB as a tool to demonstrate value, build capacity, and successfully augment their affiliate membership recruiting and retention strategies. Carefully vetted, best-in-class programs help members stretch their paychecks and recoup their dues dollars. This session will expand your knowledge and give you easy-to-use tools and strategies to help you leverage the value of NEA MB to increase your membership and Association loyalty.

COMISKEY

LEADING OUR PROFESSION



The Future of Assessments

Becca Ritchie, *Pacific Region Director, National Council of Urban Education Associations*

Hanna Vaandering, *Executive Committee Member, National Education Association*

Elic Senter, *Manager, Education & Policy Implementation Center, National Education Association*

Over the past year, NEA has begun a deep conversation focused on the issue of the future of how educators assess student learning. One result of this conversation has been the work of the NEA Task Force on the Future of Assessment, which has used member input to create NEA's Principles for the Future of Assessment. With the Principles in place, we are working with a group of local union leaders to take steps to bring those principles to life, in the best interest of students and student learning. Join us for a conversation about the Principles, the local pilot program recently launched, and to learn and discuss what you can do to bring this future-forward vision to life!

WRIGLEY

10:30 - 10:45 AM **Transition to Plenary Session**

10:45 - 12:00 PM **FOURTH BUSINESS SESSION (CONTINUED)**

10:45 - 12:00 PM **NCUEA Committee Reports (Continued)**

Consideration of NCUEA NBIs (Continued)

Consideration of NCUEA Positions on NEA RA Issues (Continued)

NCUEA Floor Strategy

Ang Anderson, *Mountain Region Director, National Council of Urban Education Associations*

NCUEA Elections and Screening Committee Report

Robert Ellis, *Pacific Regional Director, Elections and Screening Chair, National Council of Urban Education Associations*

Special Recognitions

12:00 - 1:30 PM **Lunch**

ON YOUR OWN

Brown Bag Lunch Discussion on Assessing Student Learning (Optional)

WRIGLEY

Interested in taking action to change the future of how we assess student learning? Join NEA leaders and staff for a lunch conversation about the work of the NEA/NCUEA joint pilot program around assessment audits and learn more about steps you can take locally. Bring your lunch for a great conversation and start planning for actions your local can take!

1:30 - 4:30 PM **Consideration of NCUEA NBIs (Continued - If Needed)**

CRYSTAL BALLROOM

Closing Remarks & Adjournment

STANDING RULES, CONSTITUTION & BYLAWS

NCUEA STANDING RULES

1. The President or designee shall preside at all meetings.
2. The NCUEA Standing Rules shall be adopted by a majority vote at the beginning of the first business session of the Council and may be amended or suspended by a two-thirds vote at any time.
3. Voting cards shall be issued to the president or other designated representative of each member association prior to the first business session.
4. All votes of the Council shall be conducted in accordance with the NCUEA Bylaws.
5. A proposed Order of Business shall be developed by the NCUEA President and presented to the Council for adoption.
6. The Order of Business may be changed by a majority vote or by unanimous consent at any business session.
7. Delegates to a meeting of the Council are individuals from dues-paying member locals who have registered and paid applicable registration fees.
8. Only delegates shall be allowed on the floor during General Business Sessions.
9. Visitors will be restricted to the visitors' area unless invited by the Chair to speak or sit with the Council.
10. The Chair will recognize any delegate holding the voting card of his/her local, or member of the NCUEA Executive Committee, to introduce New Business Items, participate in debate, or hold the floor for any other purpose.
11. For the purpose of conducting a fair and orderly debate, a delegate desiring to obtain the floor shall rise, proceed to a microphone, and select the appropriate debate card as follows:
 - a. A checkered card shall be used for a point of order or parliamentary inquiry.
 - b. A yellow card shall be used for a point of information or a point of personal privilege.
 - c. A green card shall be used to speak for a motion, close debate, or make any of the four basic motions (main, subsidiary, privileged, or incidental).
 - d. A red card shall be used to speak against a motion, close debate, or make any of the four basic motions (main, subsidiary, privileged, or incidental).
12. When recognized by the Chair, a delegate shall state his/her name and member association.
13. A motion to close debate will be in order only after two speakers for and two speakers against the motion on the floor have been provided the opportunity to speak.
14. New Business shall be submitted on the designated form and must bear the name and association of both the maker and the seconder of the motion.
15. All motions, and other items of business, shall be presented at the appropriate time according to the adopted Order of Business and shall be acted upon in the order received.
16. No delegate shall speak more than twice to the same motion during the same business session nor shall anyone hold the floor for more than three minutes on any one recognition.
17. Only one yield will be allowed to another delegate per recognition. However, the Chair may permit additional yields upon a majority vote or unanimous consent of the Council.
18. Speakers shall conform to the rulings of the timekeeper who shall be designated by the President.
19. The parliamentarian shall be responsible for interpreting the NCUEA Standing Rules and shall advise the Chair, who shall rule on points of order.
20. If only one candidate has been nominated for an executive office or directorship by the deadline, the candidate shall be declared elected by the Chair of the NCUEA Elections Committee.
21. Smoking is banned at all NCUEA official functions, including meetings, trainings, and banquets.
22. All cell phones, pagers, and other personal electronic devices must be turned off or set in silent mode.
23. The NCUEA Executive Committee must approve the distribution of any materials on the floor.
24. All NCUEA New Business Items proposed at the Fall Conference and Summer Meeting must be submitted by a specific time set in the agenda.

STANDING RULES, CONSTITUTION & BYLAWS

NCUEA CONSTITUTION & BYLAWS

ARTICLE I - NAME

The name of this organization shall be the National Council of Urban Education Associations (NCUEA).

ARTICLE II - PURPOSE

The NCUEA shall be an advocacy organization within NEA and shall have as its general purpose the representation of its members in all matters relating to urban education. In order to accomplish these general purposes, NCUEA shall have, among others, the following specific objectives:

- a. To speak with a common voice on all matters affecting urban education.
- b. To improve the structure of NEA in order to ensure the full and effective participation of all urban members.
- c. To develop programs which, when implemented by NEA, will have a positive impact on the problems faced by urban educators.
- d. To develop and provide appropriate training for urban educators.
- e. To identify and support candidates for NEA offices who will actively work for implementation of NCUEA adopted programs and positions.

ARTICLE III - MEMBERSHIP

Section 1: Criteria

Membership in NCUEA shall be limited to NEA affiliated urban education associations, UniServ Councils, or a coordinating organization in a merged local that represents substantial numbers of NEA local members and which meets the following criteria:

- a. Subscribes to the purpose as outlined in Article II.
- b. Is an equal opportunity employer.

Section 2: Rights and Obligations of Members

Each member association shall be represented by the president and/or a representative appointed by the local association and shall be entitled to one vote, to be cast by its president or designated representative, provided said association is registered at the conference at which a vote is taken. At no time, shall a staff person or a non-NEA member be the designated representative.

Section 3: Observers

An eligible non-member association may send representatives to observe NCUEA conferences, provided that they are sponsored by a member association and that they pay the registration fee. An exception may be made to the eligibility requirements for observers by the NCUEA President.

Section 4: Individual Rights

The member associations shall not deny membership to individuals on the basis of race, religion, creed, age, sex, sexual orientation, or ethnic or cultural heritage. The member associations shall not deny equal opportunity for employment. To this end, each member association pledges its active commitment to being an equal opportunity employer and to actively seek minority candidates for association staff vacancies as they occur.

Section 5: Membership Year

The membership year (fiscal year) shall be from September 1 to August 31.

STANDING RULES, CONSTITUTION & BYLAWS

Section 6: Dues

- a. The annual membership dues of NCUEA shall be equal to 2.25 times the dues for an active professional full-time member of the National Education Association rounded to the nearest dollar unless voting members at the NCUEA Summer Conference adopt an alternate amount through the passage of the annual budget.
- b. Dues are payable September 1 of each year and are delinquent after October 31. Delinquent members shall be denied the right to vote at meetings until dues are paid.

ARTICLE IV - REGIONS

NCUEA shall be divided by states into four regions. Each region shall be as equal in number of member associations as practicable.

ARTICLE V - OFFICERS

Section 1: Officers

The officers of NCUEA shall be a president, vice president, secretary-treasurer, two directors from each region, and an ethnic minority director-at-large.

Section 2: Qualifications

- a. In order to be eligible to run for office, the candidate's member association must be current with NCUEA dues (in accordance with Article 3, Section 6b). Each candidate for office shall be an active member of his/her local NCUEA member association and shall have attended at least one NCUEA conference prior to his/her nomination.
- b. Each candidate for ethnic minority director-at-large shall be a minority as defined by the U.S. Census Bureau.
- c. State affiliate officers (president, vice president, secretary, and/or treasurer) are not eligible to hold NCUEA office.
- d. Staff are not eligible to hold NCUEA office.

Section 3: Terms of Office

- a. The president, vice president, and secretary-treasurer shall be elected to two-year terms. They may be reelected, but may not serve more than three terms.
- b. The directors, regional and ethnic minority director-at-large, shall be elected to two-year terms, but may not serve more than three terms.
- c. One director from each region shall be elected each year.
- d. A partial term will not be considered in determining the maximum number of terms allowed a president, a vice president, a secretary-treasurer, an ethnic minority director-at-large, or a regional director.
- e. The terms of office shall begin at the close of the NEA Representative Assembly in the year elected.
- f. If an officer's or director's member association discontinues its membership in NCUEA, that individual's eligibility to hold office ceases and the NCUEA President shall declare that a vacancy exists.
- g. A director who changes member association affiliation, within his/her region, needs to obtain a letter of support from his/her new NCUEA member association to continue the current term. An officer or ethnic minority director-at-large who changes member association affiliation needs to obtain a letter of support to continue his/her current term. If a director or officer is unable to obtain the support of his/her new member association, or moves to a non-member association, the NCUEA President shall declare that a vacancy exists. If a director changes regions, that individual's eligibility to hold office ceases and the NCUEA President shall declare that a vacancy exists.
- h. When a member of the Executive Committee changes his/her employment status or membership status during the term of office, said member shall resign his/her seat effective immediately. At the time such a vacancy occurs, it shall be filled in the manner prescribed in the Bylaws, Article V, Section 4c.

STANDING RULES, CONSTITUTION & BYLAWS

Section 4: Succession and Vacancies

- a. The vice president shall act in the absence of the president and, in case of resignation of the president shall succeed for the unexpired terms. If for any reason the vice president cannot fulfill the succession, an interim successor shall be elected from and by the Executive Committee until a successor can be elected at the next regular meeting of NCUEA.
- b. In the event of a vacancy in the office of vice president and/or secretary-treasurer, an interim officer shall be elected from and by the Executive Committee until a successor can be elected at the next regular meeting of NCUEA.
- c. In the event of a vacancy in the office of regional or ethnic minority-at-large director, the NCUEA President shall appoint an interim director. The interim director must obtain a letter of support from his/her NCUEA member association and shall hold the position until the next summer NCUEA meeting when the affected region shall elect a director to fill the unexpired term.

Section 5: Powers and Duties of the Officers

- a. Powers and Duties of the President
 1. The president shall be the chief executive officer of NCUEA.
 2. The president may call and shall preside at all meetings of the Executive Committee and at all general meetings of NCUEA.
 3. The president shall sign contracts and other legal documents connected with the business affairs and professional activities of NCUEA in its name.
 4. The president shall appoint all committees and task forces.
 5. The president shall be one of the authorized signatures for all NCUEA accounts.
 6. The president shall be the official representative and spokesperson for the NCUEA except in such cases in which this function is specifically designated to another.
 7. The president may rescind appointments of chairpersons and members of committees and task forces.
 8. The president may recommend NCUEA members to outside organizations.
 9. The president shall be a full-time released officer, reimbursed by NCUEA, if funded by the budget.
 10. The president or his/her designee shall approve all vouchers.
 11. The NCUEA President shall provide the NEA President with a list of qualified candidates from NCUEA member associations and actively promote the appointment of those members to appointed bodies.
- b. Powers and Duties of the Vice President
 1. The vice president shall assume the duties of the president in the absence of the president.
 2. The vice president shall perform any other duties and tasks assigned by the president.
 3. The vice president shall coordinate the annual membership plan of NCUEA, including the sending of a statement notifying each member on or before September 1 of each year that dues are payable.
- c. Powers and Duties of the Secretary-Treasurer
 1. The secretary-treasurer shall keep the official minutes of all meetings and maintain the official files.
 2. The secretary-treasurer shall ensure that accurate accounts of receipts and disbursements are kept and shall prepare periodic reports for both the Executive Committee and the general membership.
 3. The secretary-treasurer shall oversee registration at NCUEA conferences.
 4. The secretary-treasurer shall chair the Budget Committee.
 5. The secretary-treasurer shall perform any other duties or tasks assigned by the president.
 6. The secretary-treasurer shall be bonded.

STANDING RULES, CONSTITUTION & BYLAWS

- d. Powers and Duties of the Regional Directors
 1. The regional directors shall represent their regions at all NCUEA meetings.
 2. The regional directors shall maintain regular communication with member associations within their region.
 3. The regional directors shall facilitate the annual membership drive within their region.
 4. The regional directors shall perform other duties as assigned by the president or the Executive Committee.
- e. Powers and Duties of the Ethnic Minority Director-at-Large
 1. The ethnic minority director-at-large shall represent ethnic minorities at all NCUEA meetings.
 2. The ethnic minority director-at-large shall maintain regular communication with all appropriate ethnic caucuses.
 3. The ethnic minority director-at-large will facilitate the annual membership drive within targeted locals.
 4. The ethnic minority director-at-large will perform other duties as assigned by the president or the Executive Committee.

Section 6: Recall

- a. Recall of Officers: Recall of President, Vice President, Secretary-Treasurer, or Ethnic Minority Director-at-Large. Officers of the Association may be recalled for violation of the NEA Code of Ethics of the Education Profession for misfeasance, malfeasance, or nonfeasance in office.
 1. Recall proceedings against an officer may be initiated by written petition submitted to the Executive Committee by at least twenty percent (20%) of the currently certified locals. Copies of the petition should be sent to all members of the Executive Committee.
 2. Notice of the recall petition will be sent to all currently certified members no later than 10 days prior to a hearing on the recall.
 3. A hearing will be held on the first day of the first NCUEA conference following the submission of an eligible petition.
 4. In any action taken under the provisions of this procedure, no officer shall be denied the right to state his/her position in person or in writing to the electorate.
 5. Ballots shall be distributed to the certified locals registered at the same NCUEA conference as the hearing stated in Section 6 a3 above.
 6. Ballots shall be returned to the Executive Committee or its designee. A two-thirds (2/3rds) vote in favor of recall by those voting shall sustain the recall action. The office shall be deemed vacant immediately and the vacancy shall be filled in the manner prescribed in the Bylaws, Article V, Section 4c.
- b. Recall of Regional Directors: Directors may be recalled for violation of the NEA Code of Ethics of the Education Profession for misfeasance, malfeasance, or nonfeasance in office.
 1. Recall proceedings against a director may be initiated by written petition submitted to the Executive Committee by at least twenty percent (20%) of the currently certified delegates of the Represented Region.
 2. Notice of the recall petition will be sent to all currently certified members no later than 10 days prior to a hearing on the recall.
 3. A hearing will be held on the first day of the first NCUEA conference following the submission of an eligible petition.
 4. In any action taken under the provisions of this procedure, no director shall be denied the right to state his/her position in person or in writing to the electorate.
 5. Ballots shall be distributed to the certified delegates representing the Region at the same NCUEA conference as the hearing stated in Section 6 b3 above.
 6. Ballots shall be returned to the Executive Committee or its designee. A two-thirds (2/3rds) vote in favor of recall by those voting shall sustain the recall action. The office shall be deemed vacant immediately and the vacancy shall be filled in the manner prescribed in the Bylaws, Article V, Section 4c.
- c. Hearing Committee: A committee shall be established of two members from each region, appointed by the Executive Committee. The Committee will be presided over by the President or Vice President if the President is the recalled party.

STANDING RULES, CONSTITUTION & BYLAWS

ARTICLE VI - EXECUTIVE COMMITTEE

Section 1: Membership

Members of the Executive Committee shall be the President, Vice President, Secretary-Treasurer, Regional Directors, and Ethnic Minority Director-at-Large.

Section 2: Powers and Duties of the Executive Committee

- a. The Executive Committee shall assist the President in identifying members for committees and task forces. It shall review committee plans, receive committee reports, and act upon committee recommendations.
- b. The Executive Committee shall review all appointments to committees and task forces and shall have the right to request rescission of any appointment.
- c. The Executive Committee shall implement programs adopted at all official meetings of NCUEA.
- d. The Executive Committee shall determine policy between official meetings of NCUEA.
- e. The Executive Committee shall carry out all policies and programs in accordance with NCUEA Bylaws.
- f. The Executive Committee shall act upon recommendations for membership that are proposed by member associations as provided in Article III, Section 1.
- g. The Executive Committee shall assign the member locals to a region. The Executive Committee shall periodically review the alignment of the regions and make adjustments as necessary.
- h. The Executive Committee shall submit a proposed budget to the membership at an NCUEA general meeting held in conjunction with the NEA Representative Assembly.
- i. The Executive Committee shall fill vacancies occurring in the offices of vice president, secretary-treasurer, and/or ethnic minority director-at-large.
- j. The Executive Committee shall determine the date and site of the first NCUEA general meeting.
- k. The Executive Committee shall report its actions to the members.

ARTICLE VII - MEETINGS OF THE COUNCIL

Section 1: Membership

The Council shall consist of one voting member from each member association.

Section 2: Powers and Duties of the Council

The Council shall be the policymaking body of NCUEA. It shall approve the budget and shall be the final judge of the qualification and election of officers. Powers not specifically delegated to the officers or Executive Committee shall be vested in the Council.

Section 3: Meetings

The Council shall meet twice yearly. The date and site for the first meeting shall be determined by the Executive Committee. The second meeting shall be held in conjunction with the NEA Representative Assembly.

STANDING RULES, CONSTITUTION & BYLAWS

ARTICLE VIII - COMMITTEES

Section 1: Purpose

Committees or task forces may be appointed by the President, with the approval of the Executive Committee, to study issues and recommend action.

Section 2: President

The President shall be an ex officio member of all committees and task forces, except the elections committee.

Section 3: Chairpersons

The President shall designate the chairperson of each committee or task force.

Section 4: Reports

The chairperson shall give reports to the President and/or Executive Committee as requested.

ARTICLE IX - NOMINATIONS, BALLOTING, AND ELECTIONS

Section 1: Elections Committee

The President shall appoint six members to the Elections Committee at the Executive Committee meeting held in conjunction with the first Council meeting. Two of the appointments shall be from member locals. The Executive Committee shall approve the appointments.

Section 2: Nominations

Each candidate must submit a letter of nomination from his/her member association to the elections chairperson. The letter of nomination must state when the official action of support was taken by the NCUEA member association board of directors and must be signed by the chair of said action or the NCUEA member association's president. The letter of nomination must be emailed (date-stamped) or postmarked by May 1 prior to the election.

Section 3: Balloting

The Elections Committee shall conduct the balloting for officers and endorsement of NEA candidates under procedures established by the Council.

Section 4: Elections

- a. Officers of NCUEA shall be elected at the meeting held in conjunction with the NEA Representative Assembly and shall assume office at the close of the NEA Representative Assembly.
- b. Each member association shall have one vote, provided said association is registered at the conference at which a vote is taken. The president, vice president, secretary-treasurer and ethnic minority director-at-large shall be elected by all member associations present and voting. Regional directors shall be elected by member associations present and voting from the appropriate region.
- c. All candidates for each office receiving a majority vote of those registered member associations present and voting shall be declared elected. When necessary, a runoff election between the two candidates receiving the most votes shall be conducted.
- d. The election committee shall count the votes. The results shall be reported immediately to the President and to all candidates.

STANDING RULES, CONSTITUTION & BYLAWS

ARTICLE X - QUORUM

Section 1: Definition

A quorum shall consist of a majority of the member associations registered at an official meeting.

Section 2: Executive Committee

A quorum of the Executive Committee shall be a majority of its members present.

ARTICLE XI - RULES OF ORDER

Section 1: Standing Rules

The Executive Committee shall submit standing rules at the first business session of all Council meetings. Adoption shall require a majority vote of those member associations present and voting.

Section 2: Parliamentary Authority

The current revision of *Robert's Rules of Order* shall be the parliamentary authority of the Council, subject to the Bylaws and such special rules that have been or may be adopted.

ARTICLE XII - GOVERNING DOCUMENTS

A review of the NCUEA Governing Documents by the Executive Committee will occur on a rotating basis, one document per year:

- ☆ Year One: Constitution and Bylaws
- ☆ Year Two: Election Guidelines and NCUEA Endorsements for Candidates for NEA Executive Committee
- ☆ Year Three: Standing Rules

This review will not preclude nor prohibit any proposed amendments on any Governing Document coming forward in accordance with the filing deadlines for such proposed amendments.

ARTICLE XIII - AMENDMENTS

Section 1: Voting on Amendments

This Constitution and Bylaws may be amended only at the Council meeting held in conjunction with the NEA Representative Assembly by a majority vote of the member associations present and voting. Approved amendments shall take effect upon adjournment of the Council meeting unless otherwise specified.

Section 2: Proposed Amendments

Any proposed amendment to these Bylaws shall be sent to the President of NCUEA in writing by May 15.

ARTICLE XIV - DISSOLUTION

In the event of the dissolution of the Council, any assets remaining after payment of all debts of the Council shall be transferred to the National Foundation for the Improvement of Education (NFIE).

AMENDED JUNE 2019 - HOUSTON, TX

PROCEDURES FOR NCUEA ENDORSEMENT OF CANDIDATES FOR NEA OFFICE

PROCEDURES FOR NCUEA ENDORSEMENT OF CANDIDATES FOR NEA OFFICE

The following procedures shall be used for NCUEA endorsement of candidates for NEA offices:

I. Selection of Screening Committee

- A. The President of NCUEA shall appoint a Chairperson and, with the approval of the NCUEA Executive Committee, representatives from eight separate NCUEA locals to serve as a Screening Committee for the purpose of interviewing candidates for NEA offices and recommend endorsement to the participating member locals at the NCUEA Fall Conference. With the exception of the Chair, who shall be a non-voting member of the committee, appointment of the committee members shall conform to the following norms:
 1. No two voting committee members may come from the same state.
 2. No more than four of the voting committee members may come from the NCUEA Executive Committee.
 3. No more than two of the voting committee members may come from the same NCUEA region.
 4. No committee member may come from the state of any of the candidates scheduled for interviews.
 5. NCUEA members who have publicly endorsed, participated in the campaign of, or contributed to the campaign of any of the candidates scheduled for interviews will not be eligible for appointment to the Screening Committee.
- B. In the event a member of the Screening Committee is unable to participate in the screening process, the NCUEA President may appoint a replacement. Every effort shall be made to appoint a replacement from the same state or region.
- C. In the event that a Screening Committee member is found to be in violation of the confidentiality of the Screening Interview Process, he/she will be subject to review by the NCUEA President, including his/her NCUEA committee appointments, and subject to the terms of Recall, if deemed necessary.

II. Requirement for Eligibility to Interview with the NCUEA Screening Committee

- A. Candidates who meet NEA requirements for candidacy prior to October 15 will be notified in writing of the interview date and will be asked to complete a written questionnaire. Previously endorsed incumbents, seeking reelection to the same position, will be asked to respond in writing only to those questions not included on their previous questionnaire. All candidates will be asked to participate in an oral interview.
- B. In the event that the number of candidates equals the number of positions and the candidate(s) are incumbents previously endorsed for the same office, the NCUEA Executive Committee shall decide whether to consider the candidate(s) for a continuing endorsement recommendation to the Council, in lieu of the normal interview process.
- C. Candidates who meet NEA requirements for candidacy after October 15 may be interviewed if they notify the President of NCUEA before the final interview deadline.
- D. Interviews shall be completed by the beginning of the Third General Business Session of the NCUEA Fall Conference.
- E. Interview sessions will be posted and open to the general membership of NCUEA for observation.
- F. In no event shall a candidate be interviewed unless he/she is an official candidate for NEA office.
- G. In the event of an unanticipated vacancy (resignation, death) following the Fall Conference, arrangements can be made through the NCUEA President for an endorsement procedure at the Summer Conference.
- H. In the event any candidate for NEA office announces his/her candidacy following the NCUEA Fall Conference, (s)he may make arrangements through the NCUEA President for an endorsement procedure at the Summer Conference, if NCUEA has endorsed fewer candidates than there are vacancies.

III. Courtesies Extended to all Candidates for NEA Office

- A. All candidates for NEA office will be invited to the no-host reception at the NCUEA banquet.
- B. All candidates will be encouraged to attend the NCUEA banquet at their own expense.
- C. NEA candidate campaign committees are fully responsible for the arrangements for their own campaign activities during the NCUEA Conferences.

PROCEDURES FOR NCUEA ENDORSEMENT OF CANDIDATES FOR NEA OFFICE

- D. All candidates for NEA office will be allowed to distribute campaign literature. Any candidate who is unable to attend the NCUEA Conference and wants written materials distributed will contact the NCUEA President. Neither candidates for NEA office nor their supporters may campaign on any official NCUEA social media site, including but not limited to Facebook, Twitter, NEA360, edCommunities, etc.
- E. All candidates for the NEA offices of President, Vice President, Secretary-Treasurer, or Executive Committee will be allowed to address a general session of the NCUEA for a period of five minutes, and all other candidates for a period of two minutes.
- F. A copy of these procedures will be provided to each candidate for NEA office.
- G. All candidates for NEA office will be provided the appropriate contact information for conference participants by the President of NCUEA, if requested in writing by the candidate.

IV. Candidate Interviews

- A. The Executive Committee of NCUEA shall prepare a written questionnaire that includes NCUEA's current concerns regarding specific issues, as well as general issues and proposed changes in the NEA Standing Rules and Bylaws.
- B. The questionnaire will be mailed to each candidate early enough to get a written response prior to the Fall Conference of NCUEA. Questionnaires returned by the designated date to the Chair of the Screening Committee will be forwarded to members of the Screening Committee before the interviews. Candidates may duplicate their responses for distribution to delegates to the NCUEA Fall Conference.
- C. Candidates may be asked to elaborate on any or all issues at the personal interview.
- D. Following this basic interview, the members of the Screening Committee may ask individual questions.

V. Screening Committee Recommendation Procedures

- A. A member of the Screening Committee must witness the interviews of all candidates who are interviewed for an office in order to be eligible to cast a ballot on the endorsement recommendation for that office.
- B. Following the completion of all interviews, the Screening Committee shall meet in Executive Session and vote by secret ballot on the candidates interviewed.
- C. An affirmative vote of 60% of those committee members eligible to vote on each office shall be required in order for the committee to recommend the membership of NCUEA endorsement of a candidate for NEA office.
- D. The President of NCUEA or his/her designee and the Chairperson of the Screening Committee shall count the ballots and announce the results.
- E. Committee ballots shall be held by the President of NCUEA for audit until the end of the Fall Conference.
- F. There shall be no minority reports of the committee.
- G. The Screening Committee recommendations shall be considered privileged information and shall not be revealed to anyone prior to the announcement at a general session by the Screening Committee Chairperson.

VI. Voting by Delegates to Endorse Candidates for NEA Office

- A. Delegates to the NCUEA Fall Conference will vote on the endorsement of candidates for NEA office upon recess of the general business session at which the Screening Committee's report and recommendations have been made.
- B. Voting will occur in the same manner as NCUEA officer elections.
- C. Voting shall be by secret ballot.
- D. 60% of those casting legal ballots shall be required for an endorsement.
- E. The ballot shall include the names of all candidates.

VII. Amendments to the Procedures of NCUEA Endorsement of Candidates for NEA Office

Amendments to this document may be made either at the Fall Conference business meeting or at the Council meeting held in conjunction with the NEA Representative Assembly. Approved amendments shall take effect upon adjournment of the Council meeting at which they were approved, unless otherwise specified.

Amended, June 2017, Boston, MA

NCUEA ELECTION GUIDELINES

NCUEA ELECTION GUIDELINES

- I. The NCUEA Election Guidelines may be changed by a vote of the Council, with all guidelines and voting bodies being consistent with the NCUEA Constitution and Bylaws and membership requirements.
- II. Any member of the NCUEA Elections Committee who is or becomes a candidate for an NCUEA or NEA office may not serve on the Election Committee. Such committee member shall be replaced per the original committee assignment process/designation.
- III. Any candidate submitting a letter of endorsement from their local association shall have their candidacy announced in the NCUEA Newsletter. Regional Newsletters and/or official NCUEA social media sites may also include this information. The nominee shall be sent acknowledgment of receipt of an endorsement letter from the Elections Committee chairperson.
- IV. Candidates submitting their letter of endorsement by the appropriate deadline to the Elections Committee shall be provided a copy of campaign procedures as per the Constitution and Bylaws.
- V. All campaign expenses shall be borne by the individual candidate and/or his/her campaign committee. No local or state association shall contribute funding or in-kind services for an NCUEA candidate.
- VI. Campaign speeches for executive officers and ethnic minority director-at-large shall be limited to five minutes and shall be given at a general business session prior to the election.
- VII. Campaign speeches for regional director shall be limited to three minutes and shall take place at the second regional business meeting. Elections will follow immediately with ballots designed by the Election Committee.
- VIII. Campaign posters may be placed in the hotel, following the hotel rules.
- IX. While campaign materials may be placed on tables prior to business sessions, there shall be no campaign activities during a business session.
- X. Neither candidates for NCUEA office nor their supporters may campaign on any official NCUEA social media site, including but not limited to Facebook, Twitter, NEA 360, edCommunities, etc.
- XI. The appropriate contact information for conference participants will be provided to any candidate for NCUEA office, if requested by the candidate through the Elections Chair. Contact information for the region will be provided to candidates for the office of regional director. Contact information for the entire membership will be provided to candidates for the office of president, vice president, secretary-treasurer, and ethnic minority director-at-large.
- XII. Candidates for the office of president, vice president, secretary-treasurer, and ethnic minority director-at-large will be provided a campaign table near the general session location, following hotel rules and with any costs covered by the campaigns.
- XIII. Election Committee members shall meet in an appropriate place to count the ballots for all elections. Candidates may name an observer to monitor the counting of ballots.
- XIV. Alleged violations of the above procedure and/or election bylaws shall be submitted to the Elections Committee chair. A ruling will be rendered by the committee. Such ruling may be appealed to the Council.

NCUEA 2021 FALL CONFERENCE MEETING MINUTES

NCUEA FALL CONFERENCE MEETING MINUTES

LOS ANGELES, CALIFORNIA | DECEMBER 1 – DECEMBER 4, 2021

Wednesday, December 1:

Students Deserve opened our Urban & Minority Issues Dialogue (UMID) with a land acknowledgment. President Becky Pringle spoke passionately about the victories we've had as a union, and she outlined the challenges we face ahead. UTLA President Cecily Myart-Cruz shared the importance of checking our biases and to create quality community schools. Kumar led us with a poem he wrote in which he expresses the frustration of POC in White Supremest structures. Keynotes Student Deserve from LAUSD spoke about the successes they've had in funding community schools with money taken from police in schools' budgets. Kumar also led an energetic dialogue discussion that allowed participants to share their personal stories regarding equity. The UMID session ended with an emotionally powerful slam poetry presentation by a member of Students Deserve.

Thursday, December 2:

Call to Order – President McKim called the meeting to order at 8:51am, December 2, 2021.

Welcoming Remarks – (Brent McKim)

President McKim recognized the fabulous UMID presentation along with spectacular welcoming remarks from NEA President Becky Pringle and UTLA President Cecily Myart-Cruz. He also recognized the NCUEA Executive Committee (EC) members along with a brief overview of the conference. He shared with the participants a few housekeeping rules related to our COVID procedures. Along with information regarding NCUEA New Business Items (NBIs). After the Flag Salute, Vice President Shannon Rasmussen shared information about Hybrid options.

Flag Salute – Shannon Rasmussen led the group in the Pledge of Allegiance.

Adoption of Agenda – The agenda was approved with flexibility.

(Williams/Binns)

(carried)

Adoption of Standing Rules of Order – The NCUEA Standing Rules of Order were adopted.

(Delfosse/Van Nostran)

(carried)

Elections and Screening Committee Report – (Robert Ellis)

Robert Ellis spoke about the adopted NCUEA Procedures for Endorsements of NEA candidates. He introduced the appointed committee: Deborah Jones and Kevin Hickerson, East Region, Eriece Colbert and Kumar Rashad, Central Region, Steven Kelly and Lori Burris, Mountain Region, Sandi Ryan and Becca Ritchie, Pacific Region.

There are two NEA officially declared candidates, Christine Sampson-Clark, New Jersey and Robert V. Rodriguez, California, both incumbents. They each completed the written questionnaire and returned it in a timely manner. Oral interviews were held virtually on November 13, 2021, and the members voted by secret ballot as to whether to make recommendations to the council for endorsement.

Ellis reminded the delegates that a candidate must receive 60% of the committee members' votes to be recommended to the Council for endorsement. On Friday, the Council will hear the report of the recommendations from the Election and Screening Committee and the candidate speeches. The Council members with voting cards will have the opportunity to vote for endorsement of candidates at adjournment.

NCUEA 2021 Fall Conference Meeting Minutes

Greetings and Remarks – (Brent McKim, President of NCUEA, and Kim Anderson, Executive Director of NEA)

President McKim recognized Elizabeth Schneider from NEA Foundation to share some information regarding grant opportunities available to our members, Grants to Educators. He also highlighted important NCUEA Standing Rules to assist in a smooth transition of our business sessions.

Brent introduced NEA Executive Director Kim Anderson. Kim thanked everyone involved in setting up the conference and their extraordinary leadership. She shared with the members the importance of NEA's strategic vision. She challenged participants to write down what resonates with them regarding the strategic vision. She reminded participants that the vision takes an entire union aligned and fueled by passion and the expertise of our members. She added that partnerships in the Nation, State and Local levels are helping advance the vision, i.e., raise educator compensation, union culture of professional excellence, expand educator voice, rights, and autonomy, ensure excellent safe, just, and equitable education. She also mentioned that there are entities purposefully fueling division and hate that makes the vision difficult to achieve. She reminded the members that our passion should fuel our perseverance. She shared the importance of passing the Build Back Better Act and the Voting Rights Act.

Kim added that nothing happens unless we organize and continue to strengthen the bond of members to each other and to the union (Belonging and Value) i.e., keep increasing member organizer program, create safe spaces to learn, and expand leadership roles and opportunities. She states that the vision requires our professional excellence, our organizing, our voice, our movement-building, our solutions, and our votes for everyone. She finished with a quote by Alice Walker, "The most common way people give up their power is by thinking they don't have any." She challenged members to investigate the filing deadlines for school board races so that we can have educator friendly candidates representing our values, our profession, and our students. After her presentation she entertained questions from the members.

Membership Report – (Shannon Rasmussen)

Shannon shared a report of current membership numbers. At this time, we have 143 member locals and she reminded members to connect with other leaders to remind them of the benefits NCUEA membership has for local leaders. Shannon encouraged member locals to recruit other locals, and thanked state leaders who support NCUEA membership and activities. Additionally, she shared that the Fall Conference registration goal was 320 participants, we have exceeded our goal of 360 registered conference participants.

Featured Interview – (Mary Kusler, Senior Director, NEA Center for Advocacy and Political Action, and Eli Saslow, Journalist and Author, *The Washington Post & Rising Out of Hatred*)

Brent introduced Mary Kusler who energized the crowd and introduced Eli Saslow, author of *Rising Out of Hatred*. Eli shared how he started to learn about the information readily available to people to promote hate and division. Mary asked questions for Eli to share how he found information about these sites that promoted the presidency of Donald Trump. Mr. Saslow gave additional historical information regarding how these White Supremacy movements added to the fuel of division in politics and in the nation. He also shared that White Nationalists believe their ideology is the correct way the world should be and that POC are inferior and not capable of stabilizing our country. They believe that all races in this country should live in specific islands. He shared his thoughts about how the media adds to the confirmation bias we all have. He talked about an experience in a school in Florida, New College, where students found out that one of their classmates was a rising White Nationalist and how the community dealt with the information. The students in New College were able to organize a protest and create a safe place for students of color. He added that the power of relationships added to a safer environment for all students in the school. He gave a more than interesting overview of the radical information that exists to continue dividing this country, our profession, and our communities. Eli's information added an extended awareness regarding the White Supremacy movement. The conversation ended with questions from members for Mr. Saslow.

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Remarks – (Karen White, Deputy Executive Director, NEA)

Shannon Rasmussen, NCUEA Vice President, introduced NEA Deputy Executive Director Karen White and Katrina Mendiola, NEA National Political Director. Karen joined us on a zoom call and talked about how we will build strategies to secure the future that our students deserve. She shared the successes we've had historically in the political arena because of our work. She shared the new online organizing membership infrastructure called Join Now. She mentioned how members are using this platform to increase membership. Karen highlighted the locals and states that have increased their membership with the online portal. Karen shared her time with Katrina who added to the historic achievements and defining moments in our political landscape. Katrina added that the importance of continued success needs to happen with our members telling their stories. She added that 36 gubernatorial races along with major Senate races will impact the landscape of our profession. She shared that the ongoing threat of disinformation and propaganda will constantly hurt our profession and our communities. She spoke about the importance of school board races and how the NEA and other partners are creating programs to help members interested in school board candidacy. She added how important parent outreach and partnerships are crucial at this time. Katrina finished her presentation with three asks: Run for office or recruit a candidate, recruit participants for Ed Activists, and fuel the PAC.

Remarks – (Alice O'Brien, General Counsel, NEA)

Brent welcomed participants back from lunch and their breakout sessions. He gave a wonderful introduction of NEA General Counsel, Alice O'Brien. Alice gave a historical overview of how far we've come from the previous presidency. The current administration focuses on the need to protect students, public education, and educators. She shared that so much has changed but core issues remain. She added information regarding state's Anti-Honesty in Ed measures i.e., non-discrimination, anti-shaming, and censorship. She mentions how NEA is working with its affiliates to narrow measures. She added information where states are passing substantive laws into budget bills. Alice asked the members to share and contact her at aobrien@nea.org if they are in a state with an Anti-Honesty in Education law. She challenges members to speak up about the importance of Honesty in Education and remember your speech is most protected outside of school talking to the Public. She also informed the members of different measures where Public Education remains under attack. She adds how attacks on educators on social media and other platforms have increased. She shared some strategies to respond to educator harassment i.e., track threats, educate members and leaders about using social media, signing petitions, Project Veritas, and protect personal information. She highlights those states have an obligation to protect educators under the law and she adds the importance to have anti-harassment laws in CBAs and school board policy. She finished her presentation with a heartfelt appreciation for the work our members have contributed throughout the years.

Featured Interview – (Lindsay Peifer, Senior Program/ Policy Analyst, Community Advocacy and Partnership Engagement, NEA and Charles Yu, Author, *Interior Chinatown*)

Alfonso Salais, Jr, NCUEA Secretary/Treasurer, welcomed and introduced Lindsay Peifer, Senior Program/Policy Analyst, who led the discussion with Charles Yu, author of *Interior Chinatown*. Lindsay added additional information regarding Charles' additional works and accomplishments. Charles shared some historical background along with his involvement in Public Education as a member of UTLA. He added his experience as a screenwriter and as a freelance protagonist. Mr. Yu shared that many places of his book are personal aha moments. Lindsay also asked questions about the meaning of personal development moments in his book. He reflected on how he wrote pieces in his book that highlighted his thoughts of belonging in a black and white society and being accepted. The conversation ended with questions from members for Mr. Yu.

Closing Remarks – (Brent McKim, President of NCUEA)

President McKim reminded the participants of the next day's morning events and recognized the NEA Member Benefits and their support for our evening reception.

Meeting Recessed – 6:07 pm

NCUEA 2021 Fall Conference Meeting Minutes

Friday, December 3

Welcome and Remarks – (Shannon Rasmussen, NCUEA Vice President and Princess, NEA Vice President)

Shannon welcomed the participants to the second day of the conference, along with a brief overview of the day. She reminded participants to continue wearing their badges for safety and to be recognized by NEA staff and event coordinators of the hotel. She thanked NEA Member Benefits for their generosity for providing and evening reception for participants. Shannon introduced NEA Vice President, Princess Moss, longtime supporter of NCUEA.

Princess energetically welcomed participants and expressed her gratitude for the multitude of leaders at the local, the state, and the national level working to protect and advance public education despite the ongoing attacks. She highlighted the work educators are doing to support and to help each other despite the challenges COVID has caused communities and schools. She asked members to contact her and to share with her their wins and their stories so that she can continue advocating and sharing their stories with members across the nation at pmoss@nea.org. She highlighted NCUEA locals that lobbied their state legislature to prevent cuts to school budgets and for preservation of collective bargaining rights. Princess added the important work that the many designed NEA task force are purposely created to support members across the nation. She asked members to reach out to the leaders of the task force at futueofschools@nea.org so that the leaders can have the information needed for their important work.

Featured Panel: Community Schools – (Moderator, Cecily Myart-Cruz, President of United Teachers of Los Angeles, Kampala Taiz Ransifer, Board Member, Oakland Education Association (CA), Lisa Guerrero, Parent, Kenosha Education Association (WI) and Alejandra Lopez, President of San Antonio Alliance (TX))

Kumar introduced the panel and welcomed first time participants. Cecily Myart-Cruz, NCUEA member and local president of UTLA, gave the participants a brief overview of the Community Schools Model (CSM). She emphatically states that “the Community Schools Model is the answer to privatization built on communication, collaboration, and drive.” She adds that the pillars of community schools are integrated student supports, expanded learning time and opportunities, family and community engagement, and collaborative leadership and practices. Panelist Lisa Guerrero shared her story of how the CSM opened the dialogue with parents and school board members to move the momentum forward for students. Panelist Kampala Taiz Ransifer expressed how CSM can be a way to impact the long legacy of harm that institutional racism has caused communities. She states that “equitable schools needed to be a pillar of its own.” Her community was able to change three of the school board seats with the involvement of families and educators in the area. Panelist Alejandra Lopez thanked the members for their time and shared her experience what it was like when the CSM did not exist in her community. She shared that their CSM centers on democratic decision making and racial and social justice. She highlighted that the purpose of their CSM is to establish a progressive coalition of organization in her district. Their CSM also focused on internal organizing. Cecily shared with the participants that “nothing about us without us” can be accomplished if we aren’t moving together to provide for our students and our communities. Cecily also reminded the crowd that parents need to know the power they have and the importance of creating spaces of hope for our students. She added that students need to be heard and invested in and we need to create environments that support our students of marginalized communities so that they see themselves in that space of hope.

Remarks – (Noel Candelaria, NEA Secretary-Treasurer)

Alfonso warmly greeted participants and energetically introduced NEA Secretary-Treasurer Noel Candelaria. Noel empathically shared his gratitude of the work that our members doing in their locals. He highlighted the work that members are doing to organize, mobilize, engage, and grow throughout the nation. He also shared with the participants the reason our budget is centered around the needs and wants of our members. He added the importance to listen to and to understand what our members are asking for so that we can continue to focus on the issues that matter the most to our members.

Additional Remarks – President McKim shared additional housekeeping suggestions and other miscellaneous announcements.

Meeting Recessed at 10:46 am

Call to Order – President McKim called the meeting to order at 3:48 pm, December 3, 2021.

NCUEA 2021 FALL CONFERENCE MEETING MINUTES

Adoption of Minutes from 2021 Virtual Summer Conference via Zoom

Minutes from the 2021 Virtual Summer Conference Meeting adopted.

(Leone/Binns)

(carried)

NCUEA Committee Reports

UMID Report – (Kumar Rashad)

Kumar shared with the members an overview of the opening UMID session. He added the excitement that the student group, Students Deserve, created in our opening session. He mentioned the lifting presentation that NEA President Becky Pringle gave. She spoke passionately about the victories we've had as a union, and she outlined the challenges we face ahead. He also stated that UTLA President Cecily Myart-Cruz spoke about the importance of checking our biases and to create quality community schools. The UMID session ended with an emotionally powerful slam poetry presentation by a member of Students Deserve. He finished by recognizing the members of the committee and expressed his appreciation of all those that have attended.

Budget Report – (Alfonso Salais)

Alfonso reported on the 2020-2021 NCUEA budget and provided an update on the current 2021-22 budget. He shared that our Virtual Summer Conference expenditures exceeded our summer revenue. He added that our partnerships with many NEA Centers and organizations have assisted in supporting our goals and programs. The Executive Committee is continuously working to stay within our means of our proposed budget and hoping that the registration fees for the Fall and Summer Conferences along with the savings in the Full Time Release Reimbursement will benefit the organization. The Executive Committee will also continue to explore cost-saving measures with other partnering organizations.

Public Policy & Organizing Report – (Ang Anderson)

Ang Anderson shared NCUEA's opportunities to help local leaders connect during COVID with ideas, resources, advice, and support. She then shared some of the topics the Public Policy and Organizing Committee are working on for this year. Those topics include social-emotional supports, partnerships with student groups working for education change, learn about NEA assessment work, assessment work, and support leading up to the RA. Ang looks forward to receiving input from members to add to our topics to our webinars.

NCUEA Elections and Screening Committee Report – (Robert Ellis)

Elections and Screening Committee Chair Robert Ellis introduced the candidates for NEA Executive Committee, Christine Sampson-Clark and Robert V. Rodriguez who both gave their campaign speeches. Committee Vice Chair Kevin Hickerson was the timekeeper. Robert then reported that the following candidates received the necessary 60% vote in order to be recommended to the Council for endorsement. Robert V. Rodriguez, Candidate for NEA Executive Committee received 100%. Christine Sampson-Clark, Candidate for NEA Executive Committee received 87.5%. He then reported that the Council will, at adjournment of the session, have 15 minutes to cast their ballots for endorsement of candidates. He explained the procedures for voting.

NEA Candidate Speeches

- ☆ Robert V. Rodriguez – running for NEA Executive Committee
- ☆ Christine Sampson-Clark – running for NEA Executive Committee

In-Depth Briefing on NEA's Potential Member Opinion Research (Nathan Allen, Associate Director, NEA Center for Organizing and Affiliate Support and Katrina Byrne, Organizational Specialist, Center for Organizing and Affiliate Support) –

Nathan shared information the role potential members have in our organization. He also talked about the importance of having informed conversations with current and potential members. He asked that we begin by gathering organizers' experiences through In-Depth Interviews, we explore potential members' attitudes and begin to test messaging and verify and hone our findings with an online survey. Nathan shared information about potential certified member recruitment targets. He also added the misinformation that potential members believe that unions are *not allowed*- a belief we need to correct. Potential members are interested in a stronger voice to improve their daily lives and their profession is a good investment.

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Katrina shared the concept of the messaging used towards potential members. She shared that voice is such an important characteristic that should be used when approaching potential members. She also stated that educators are concerned about protecting their time so that they can do their job well and need proof through existing wins through legally protected right to bargain. Katrina also shared recommendations for messaging based on the research, the focus groups, online journals, and in-depth interviews. Nathan and Katrina entertained questions after their presentation.

Featured Speaker – (Ronny Lau, NEA Federal Lobbyist and Joshua Mitchell, Journalist and Author, *The Wall Street Journal* & *The Debt Trap*) –

Shannon introduced Ronny Lau and Joshua Mitchell. Ronny gave an update of the work NEA is doing with partners to help reduce student debt. Joshua explained his take on why he calls the student debt a crisis. He shared the astronomical numbers associated with student debt and how individuals must make the difficult decision of paying their student loan or paying their required bills. He also mentions how student debt has risen in each race, specifically in black households. He claims that policymakers know this information and its harming communities of color more than it is helping. Joshua added the historical role stock markets played in the student debt crisis. Questions were entertained after the presentation.

NEA Member Benefits: Working Together to Provide Value & Increase Association Loyalty –

(Carolyn Messitte, Chief Member Experience Officer, Kimberly S. Adams, Director, Affiliate Relations, and Jason Long, Manager, Affiliate Relations)

Brent introduced our guest speakers from NEA Member Benefits for the evening. Kimberly S. Adams started the presentation with a very impactful story about a member from New Jersey who attended a National Student Debt webinar. She also talked about meeting the needs of not just our members, but their families too. She states, "It's what we do to help bring to life our mission." She shared the values that guides the NEA Member Benefits mission which are to advocate for educators, to instill trust, to deliver value, to provide knowledge, and to offer support for members. This mission had been amplified during the COVID-19 pandemic. Carolyn Messitte added the additional benefits available to our members during the pandemic. She shared information about the *sanvello* app that helped members improve in mental health areas through the NEA Mental Health and Wellness Program. She highlighted programs that catered to the needs of members that taught virtually and continuously provide value to them as well. She shared the NEA Member Benefit microsite so that our members are aware of the additional programs offered www.neamb.com/StrongerTogether.

Closing Remarks – Shannon Rasmussen reminded participants of the next day's events and thanked our participants for all the great questions and discussions that they have had for our guest speakers and in regional meetings

Meeting Recessed – 6:36 pm. Voting for NCUEA endorsement of NEA Candidates immediately upon recess.

Saturday, December 4

NEA Resolutions & Legislative Program Updates – (Brent McKim, NCUEA President)

Brent introduced Shannon McCann (WA) and Alan Young (KY) to share and update our members with an overview of NEA Resolutions and the NEA Legislative program.

NEA Executive Committee Greetings – (Hanna Vaandering, NEA Executive Committee Member and Liaison to NCUEA)

Brent introduced NEA Executive Committee Member Hanna Vaandering. She addressed the members with welcoming remarks and stories how class size matters, the trauma of assessments, and other topics that are in the best interest of our students. She shared additional information with our members that reminded us that with our expertise we can build the schools that our students deserve.

Featured Speaker – (Merwyn Scott, Director, Community Advocacy & Partnership Engagement (CAPE), National Education Association, and Morgan Jerkins, Author, *Wandering in Strange Lands*)–

Alfonso introduced Merwyn Scott and Morgan Jerkins who shared additional information regarding Morgan's book, *Wandering in Strange Lands*. Her book was one of TIME magazine's 100 Must Read Books of 2020. She shared her journey and her thoughts about how her personal stories in her book unpack the political situations that exist in our communities today. Ms. Jerkins entertained questions at the end of the presentation.

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Remarks – (Cameo Kendrick, Chair, NEA Aspiring Educators)

Alfonso warmly greeted participants and energetically introduced Cameo Kendrick. Cameo highlighted the Aspiring Educators Program and shared her stories of her journey and the journey of other aspiring educators. She asked participants to also reflect on their journey and their important role of support they give to aspiring educators. She empathically expressed her gratitude of the work that our members doing for all students in their locals.

Featured Panel: Transforming Teaching and Learning – (Moderator, Shannon Rasmussen, NCUEA Vice-President, Gary Chapin, Consultant, Education for Good, Adam Rubin, Founder & Partner, 2Revolutions LLC, Devin Vodicka, Chief Executive Officer, Learner-Centered Collaborative, Eric Chagala, Principal, Vista Innovations and Design Academy (VIDA)

Brent expressed the importance of the panelists discussion and how they can be resources for our members. He introduced the panelist and along with our moderator Shannon Rasmussen. Shannon expressed her gratitude and the work the panelist do in their communities for diversity and inclusion. She states, "their work feeds my soul." Devin Vodicka, Adam Rubin, Gary Chapin, Eric Chagala introduced themselves and shared some of their backgrounds. They shared their ideas and beliefs that schools have the power to change our neighborhoods and generational poverty. They expressed the importance to engage the people that inspire educators to move people into action to make the changes that we need. They also talked about the ongoing need for teacher development and retention by allowing teachers flexibility, time, and real professional learning opportunities to continue to create educators as leaders in communities. The panelist entertained questions from the audience. Brent thanked the panelist for their time and highlighted additional work that the panelist did for many communities.

NCUEA Business

NCUEA Elections and Screening Report – (Robert Ellis)

Chair Robert Ellis introduced the Elections and Screening Committee: Deborah Jones and Kevin Hickerson, East Region, Eriec Colbert and Kumar Rashad, Central Region, Steven Kelly and Lori Burris, Mountain Region, Sandi Ryan and Becca Ritchie, Pacific Region, and thanked them for their hard work. He announced the results of the endorsement election as follows: 60 legal ballots were cast. 36 votes were needed for the 60% threshold to endorse.

For NEA Executive Committee the results of the NCUEA endorsement election were as follows:

- ☆ Robert V. Rodriguez received 59 votes for 98.3%.
- ☆ Christine Sampson-Clark received 57 votes for 95%.

The NCUEA body endorsed Robert V. Rodriguez and Christine Sampson-Clark for the office of NEA Executive Committee.

At the NCUEA Summer Meeting, elections will be held for the following NCUEA offices:

- ☆ NCUEA President
- ☆ NCUEA Vice President
- ☆ NCUEA Secretary-Treasurer
- ☆ One East Region Director
- ☆ One Central Region Director
- ☆ One Mountain Region Director
- ☆ One Pacific Region Director

In order to run for NCUEA Office, the candidate must submit a letter of endorsement from their local association to the NCUEA Elections Chairperson by the May 1, 2022 deadline.

There will be an announcement of the upcoming elections in the NCUEA Newsletter that will be sent to all NCUEA member locals.

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Action on NCUEA New Business

NBI #1: The NCUEA President and the NCUEA Vice President will collaborate with the NEA President to educate and inform members on how and when to provide broad effective support for workers involved in a labor action during which the employer hires strike-breaking, non-union, replacement workers, as is currently being done by Kellogg's.

(Ergun/Binns)

(Carried)

NBI #2: NCUEA will explore parliamentary processes that are more inclusive of all voices and will report out at the 2022 Fall Conference.

(Rasmussen/Ellis)

(Carried)

Closing Remarks – (Brent McKim)

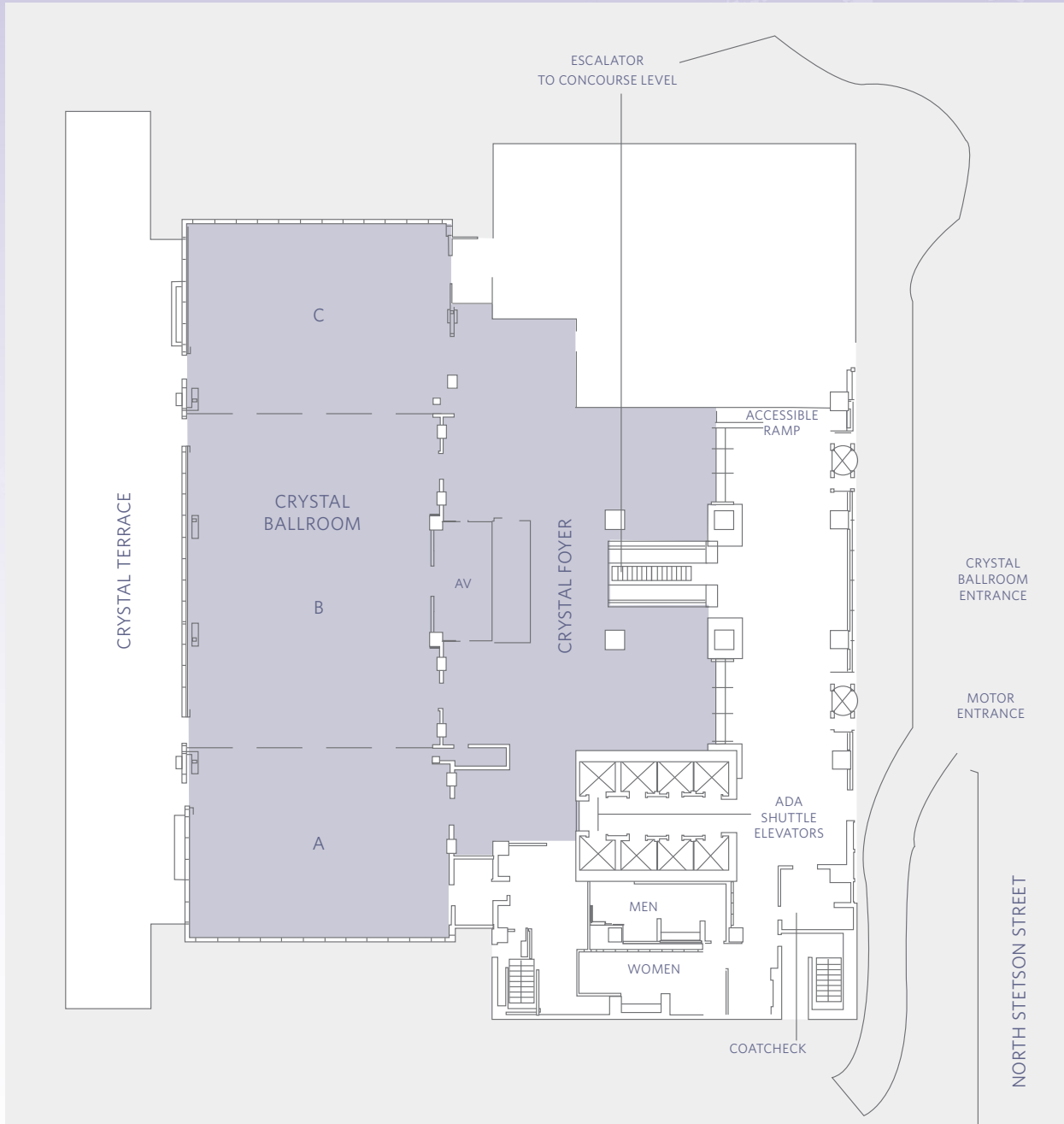
Brent allowed for points of personal privilege from participants. He also all highlighted the entire NEA Staff that helped put on a fabulous NCUEA Fall Conference in California and thanked all participants for following all the COVID safety protocols in place.

Adjournment – President McKim adjourned the meeting at 11:58 pm December 4, 2021.

NOTES

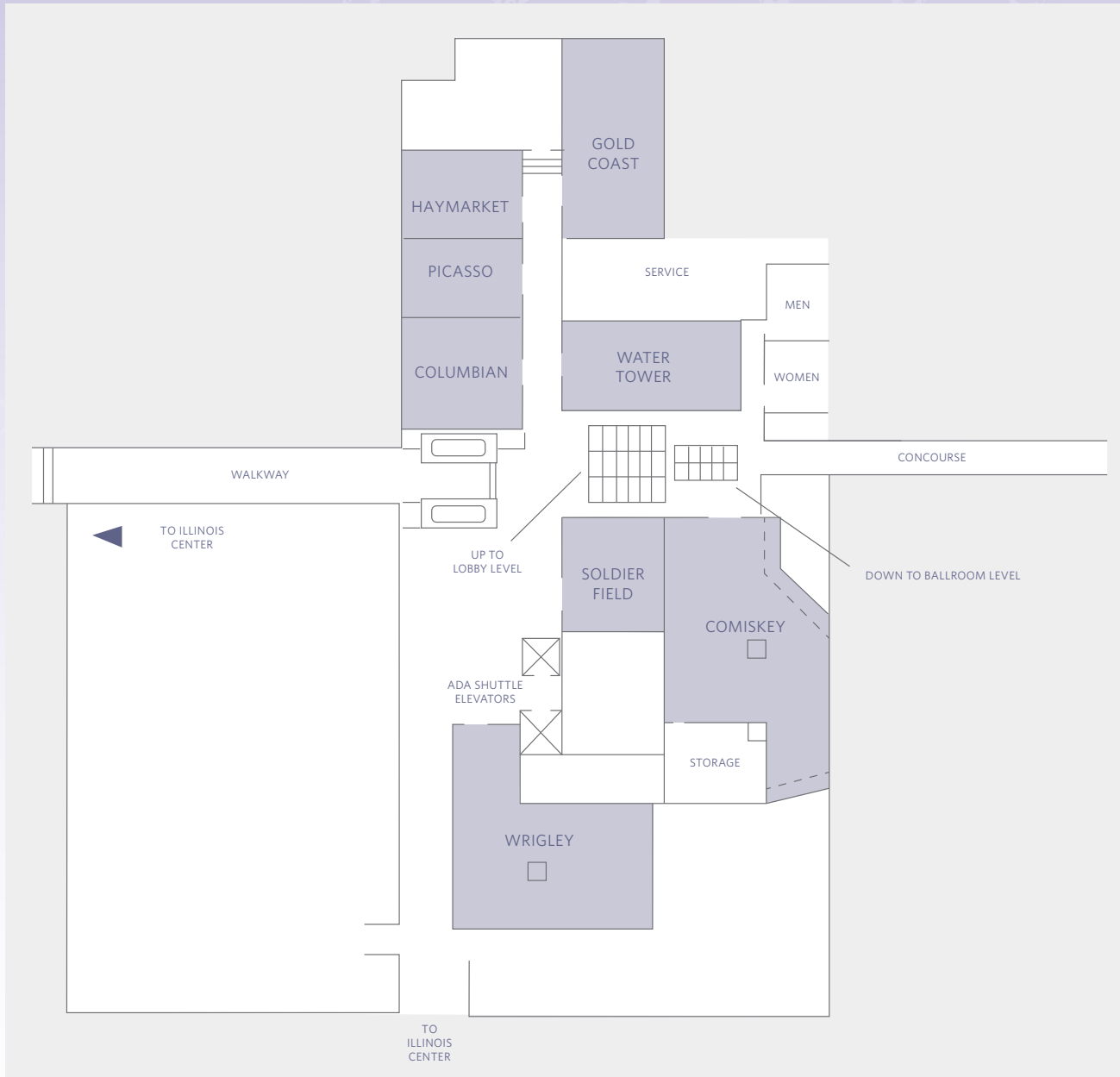
CHICAGO HYATT REGENCY HOTEL MAP

LOBBY LEVEL (WEST TOWER) — CRYSTAL



CHICAGO HYATT REGENCY HOTEL MAP

CONCOURSE LEVEL (WEST TOWER) — LANDMARK SUITES



SCHEDULE AT-A-GLANCE

MONDAY, JUNE 27, 2022

3:00 – 6:00 pm	Registration	CRYSTAL FOYER
6:00 – 9:00 pm	NCUEA Urban Minorities & Issues Dialogue	CRYSTAL BALLROOM

TUESDAY, JUNE 28, 2022

8:15 – 8:45 am	Late Registration	CRYSTAL FOYER
8:00 – 8:30 am	New Delegate Orientation	CRYSTAL A
8:45 – 11:30 am	First Business Session	CRYSTAL BALLROOM
11:30 – 1:00 pm	Lunch	(ON YOUR OWN)
1:00 – 1:30 pm	First Business Session (<i>Continued</i>)	CRYSTAL BALLROOM
1:45 – 3:00 pm	Breakouts	
3:15 – 5:00 pm	NCUEA Regional Meetings	
5:00 – 6:00 pm	NCUEA Reception	CRYSTAL TERRACE
6:00 pm	Dinner	(ON YOUR OWN)

WEDNESDAY, JUNE 29, 2022

9:00 – 11:30 am	Second Business Session	CRYSTAL BALLROOM
11:30 – 1:00 pm	Lunch	(ON YOUR OWN)
1:00 – 2:30 pm	NCUEA Regional Meetings	
3:00 – 5:00 pm	Third Business Session	CRYSTAL BALLROOM
5:00 pm	Dinner	(ON YOUR OWN)

THURSDAY, JUNE 30, 2022

7:45 – 8:45 am	Continental Breakfast	TBD
8:45 – 9:03 am	Fourth Business Session	CRYSTAL BALLROOM
9:30 – 10:30 am	Breakouts	
10:45 – 12:00 pm	Fourth Business Session (<i>Continued</i>)	CRYSTAL BALLROOM
12:00 – 1:30 pm	Lunch	(ON YOUR OWN)
1:30 – 4:30 pm	Consideration of NCUEA NBIs (<i>Continued</i>) Closing Remarks & Adjournment	

SAVE THE DATE!
2022 NCUEA FALL CONFERENCE
HYATT REGENCY SALT LAKE CITY
11.30-12.03.22



NCUEA/NEA
1201 16th Street, N.W. | Washington, DC 20036
www.nea.org/ncuea