



REPRESENTATIVE ASSEMBLY

160th Annual Meeting
July 2–6, 2022

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ASSOCIATION

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**National Education Association
160th Annual Meeting
101th Representative Assembly**

McCormick Place
Chicago, IL
July 2 – 6, 2022



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Registration

McCormick Place Convention Center

Registration Check-In

McCormick Place

Hall B Registration

July 2: 8 am–4 pm

July 3: 8 am–5 pm**

July 4–5: 9 am–5 pm

July 6: 9am–Noon

**Note: All Delegates are expected to be registered and checked in no later than noon.

Delegates with Physical Challenges

Hall B, Rear (Services for Physically Challenged Office)

July 2: 8 am–4pm

July 3: 8 am–5 pm**

Hall B Registration

July 4–5: 9 am–5 pm

July 6: 9am–Noon

**Note: All Delegates are expected to be registered and checked in no later than noon.

Caucus and Counsel Table Display Area

Set-up

July 2: 12 noon–5 pm

Show hours

July 3–5: 9 am–5 pm

July 6: 9 am–3 pm

The Caucus and Counsel Table Display Area will be in the Delegate Café, Hall C1.

See McCormick Place Convention Center floor plans at the back of this program.

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160th Annual Meeting

Sunday, July 3, 2022

July 3 - 6, 2022

101st NEA Representative Assembly

Presiding: Rebecca S. Pringle

President, National Education Association

McCormick Place

Chicago, IL

8 am CT Deadline for amendments to NBIs
for debate today

9 am – 5 pm **Caucus and Council Table Display Area;**
Hall C1

10 am **FIRST BUSINESS MEETING**
McCormick Place
Chicago

Call to Order

Rebecca S. Pringle, *President*

Land Acknowledgement

Ron Duff Martin, *NEA Executive Committee*

Color Guard

Air Force Academy High School Cadets

National Anthem

NEA Choir

Pledge of Allegiance

Ethan Garibay, Virginia Heretick, and
Connor Walitsky-Oliver

Sunday, July 3 *(continued)*

NEA Mission Statement

Candace Shivers, *Director*
NEA Board (Higher Ed)

Invocation

Cameo Kendrick, *Chair*
NEA Aspiring Educators

Preliminary Credentials

Committee Report

Brenda Robinson, *Chairperson*

Adoption of the Order of Business

**Approval of the Proceedings of the
2021 Representative Assembly**

Standards of Conduct

**Introduction of Executive Committee
and Senior Staff**

**Introduction of NEA Past Presidents
and Executive Directors**

Keynote Address

Rebecca S. Pringle, *President*

**Presentation and Adoption of Rules
Governing the Meeting**

Tom Brenner, *Chairperson, Committee on
Constitution, Bylaws and Rules*

Preliminary Elections Committee Report

Charles Smith, *Chairperson*

Candidate-Related Announcements

Tom Brenner, *Chairperson, Committee on
Constitution, Bylaws and Rules*

Responses of Candidates

4 pm

**Deadline for Any New Resolutions and
Amendments to Resolutions**

Sunday, July 3 *(continued)*

4 pm **Deadline for Submission of Amendments to the NEA Legislative Program, and Policy Statements**

Afternoon **SECOND BUSINESS MEETING**

Call to Order

Rebecca S. Pringle, *President*

Secretary-Treasurer Report

Noel Candelaria, *Secretary-Treasurer*

Action on New Business (60 minutes)

BREAK

Monday, July 4

8 am CT **Deadline for and Policy Statement and NBI amendments for debate today**

8:30 am – Noon **Polls Open** (Please vote during your state's designated time slot.)

9 am – 5 pm **Caucus and Council Table Display Area; Hall C1**

10 am **THIRD BUSINESS MEETING**

Call to Order

Rebecca S. Pringle, *President*

Action on New Business (90 minutes)

Action on Proposed Amendments to NEA Policy Statements

BREAK

Afternoon **FOURTH BUSINESS MEETING**

Call to Order

Rebecca S. Pringle, *President*

NEA Executive Director

Kim A. Anderson

Action on New Business (90 minutes)

BREAK

Tuesday, July 5

8 am CT **Deadline for Legislative and NBI amendments for debate today**

9 am – 5 pm **Caucus and Council Table Display Area; Hall C1**

10 am **FIFTH BUSINESS MEETING**

Call to Order

Rebecca S. Pringle, *President*

Elections Committee Report

Charles Smith, *Chairperson*

Action on New Business (90 minutes)

BREAK

Afternoon **SIXTH BUSINESS MEETING**

Call to Order

Rebecca S. Pringle, *President*

NEA Friend of Education

Dolly Parton

2022 National Teacher of the Year

Kurt Russell, *Oberlin High School, Oberlin, Ohio*

Tuesday, July 5 *(continued)*

Action on New Business (90 minutes)

Action on NEA Legislative Program

Shannon McCann, *Chairperson*

Reports of the 2021–2022 Committees

**Reports on the Actions of the
2021 Representative Assembly**

BREAK

Wednesday, July 6

8 am CT

**Deadline for Resolutions and
NBI amendments for debate today**

*9 am –
3 pm*

**Caucus and Council Table Display Area;
Hall C1**

10 am

SEVENTH BUSINESS MEETING

Call to Order

Rebecca S. Pringle, *President*

NEA Delegate Engagement

Action on New Business (90 minutes)

**2021 Education Support Professional
of the Year**

Debra Ward-Mitchell, *Paraeducator and
Assistant Director, Infant Care Center District 205
Thornton Township, Illinois*

2022 NCHE Higher Educator of the Year

Bonniejean Alford, *Illinois' College of DuPage*

**Presentation of Resolutions Committee
Report and Action on Resolutions
Amendments**

Miles Carey, *Chairperson*

Wednesday, July 6 *(continued)*

BREAK

Afternoon **EIGHTH BUSINESS MEETING**

Call to Order

Rebecca S. Pringle, *President*

Action on New Business (90 minutes)

**Action on 2022-2024 Strategic Plan
and Budget**

Action on the Standing Rules

Final Credentials Committee Report

Brenda Robinson, *Chairperson*

**Presentation of Proposed Amendments
to NEA Constitution for Vote in 2023
and Candidates for Office in 2023**

Tom Brenner, *Chairperson*

Committee on Constitution, Bylaws, and Rules

at or before **ADJOURNMENT**

6 pm

Orlando, FL

has been named the host city for the

2023 Annual Meeting

July 2-6

Orange County Convention Center

NEA Host Committee

Chair

Mary Ann Rivera
Paraeducator, Retired
Lyons Township High School, IL

Delegate Services

Diane Yarborough
High School Teacher, Retired
Rich Township H.S. District 227, IL

Event Services

Kim Jones
High School Special Education Teacher, Retired
Rich Township H.S. District, IL

Information and Registration

Kristi Griffin
Elementary Teacher
Community Consolidated School District 59, IL

Katrina Anthony
Special Education Teacher, Middle School
Lansing Elementary School District, IL

NEA Fund

John S. Outcalt
NEA Regional AFSE Staff, Retired
National Education Association

R.A. Telephone Network

Vicki Mahrt
Speech/Language Pathologist, Retired
McLean County Unit District #5, IL

Rick Wilkin
School Counselor, Retired
Bureau Valley Elementary, IL

Treasurer

Gary Mielke
Middle School Math Teacher, Retired
Wheaton-Warrenville Schools, IL

Identifying Insignia

Note: Your badge is your official identification, permits admission to the Representative Assembly hall, and should be worn at all times.

Badges

Delegate

Issued to credentialed delegates; permits seating in Delegate areas.

NEA Member

Issued to members of the Association who are not delegates; permits seating in the Guest area.

Guest

Issued to official guests of the Association, friends and family of delegates, staff, and other NEA members; permits seating in the Guest area.

Association Staff

Issued to staff members of NEA and its affiliates; permits seating in the Staff area.

Press

Issued to members of the general news media; permits access to the Newsroom and all press conferences, as well as receipt of official news releases; permits seating in the Press area.

Exhibitor

Issued to exhibitors and their guests; permits seating in the Guest area.

Event Staff

Issued to convention staff assisting with Annual Meeting activities; permits seating in the Guest area.

Host Committee

Issued to individuals from the host state affiliate assisting with Annual Meeting activities; permits seating in the Guest area.

Ribbons

Ribbons identify groups of individuals. They do not permit seating in Delegate areas unless specified.

NEA Board of Directors 2022

Designates members of the NEA Board of Directors; permits access to Representative Assembly floor and stage.

NEA Executive Committee 2022

Designates members of the NEA Executive Committee; permits access to Representative Assembly floor and stage.

Resolutions Committee Member 2022

Designates members of the NEA Resolutions Committee.

Credentials Committee 2022

Designates members of the NEA Credentials Committee.

Constitution, Bylaws, and Rules Committee 2022

Designates members of the NEA Constitution, Bylaws, and Rules Committee; permits access to Representative Assembly floor and stage.

Elections Committee 2022

Designates members of the NEA Elections Committee.

Legislative Committee 2022

Designates members of the NEA Legislation Committee.

State President 2022

Designates Presidents of state associations; permits access to Representative Assembly floor and stage.

NEA-Retired Delegate 2022

Designates NEA-Retired delegates to the Representative Assembly.

NEA Green Delegate

Designates participants who receive electronic rather than printed versions of business documents.

Official 2022

Designates individuals responsible for the conduct of the Annual Meeting; permits access to the Representative Assembly floor and stage.

Convention Management 2022

Designates individuals responsible for Annual Meeting logistics; permits access to the Representative Assembly floor and stage.

Annual Meeting Coordinator 2022

Designates individuals responsible for coordinating Annual Meeting logistics within a state delegation; permits seating in Delegate areas.

Stage 2022

Designates individuals who have access to the Representative Assembly stage.

**The NEA Fund for Children & Public Education
\$50/100/200/250/\$350/500/650/800/\$1000/1500/2000
2022**

Designates individuals who have made contributions to the NEA Fund, the political action committee of NEA.

Host Committee 2022

Designates individuals who have volunteered for the Host Committee.

NCESP

National Council for Education Support Professionals.

NCHE

National Council for Higher Education.

Board Steering Committee 2022

Designates members of the NEA Board Steering Committee.

NEA Life Member

Designates NEA members holding lifetime memberships.

NEA Pre-Retired Subscriber

Designates active professional or ESP who joins as a pre-retired member.

Top Activist

Designates the most politically active delegates in political campaigns and legislative advocacy.

NEA Officers, 2021–2022

Executive Committee

Rebecca S. Pringle, *president*
Princess R. Moss, *vice president*
Noel Candelaria, *secretary-treasurer*
Mark Jewell, North Carolina
Gladys Marquez, Illinois
Ronald Duff Martin, Wisconsin
Robert V. Rodriguez, California
Christine Sampson-Clark, New Jersey
Hanna Vaandering, Oregon

Board of Directors

Alabama	Barbara Cady, Huntsville Nashasta Craig-Pollard, Mobile Mary Beth Tate, Fort Payne
Alaska	Tammy A. Smith, Fairbanks
Arizona	Kelley Fisher, Sun City
Arkansas	Brenda Robinson, Little Rock
California	Maritza Avila, Port Hueneme Robert Becker, Huntington Beach Yurii Camacho, El Centro Angela Der Ramos, Salinas Nichole DeVore, Sacramento Mel House, Pasadena Barbara Jackson, Torrance Tara Jeane, Sacramento Robbie Kreitz, Pleasanton Ruth Luevand, San Dimas Shane Parmely, Bonita Grant Schuster, Long Beach Kelly Villalobos, Keyes Gina Whipple, Quartz Hill VanCedric Williams, Oakland Erika Zamora, Perris Vacant

Colorado	Angela Anderson, Littleton Amanda Prichard, Littleton
Connecticut	Tara Flaherty, Middlebury Katy Gale, Stanford
Delaware	Kimberly Carlson, Dover
Federal	Anita Lang, APO, AE
Florida	Wendy Carey, Tampa Nelly Henjes, Clearwater Brian Kerekes, Orlando Gilda Morgan-Williams, West Palm Beach
Georgia	Deborah Jones, Ellenwood
Hawaii	Aaron Kubo, Keaau
Idaho	Margaret Hoy, Twin Falls
Illinois	Bill Farmer, Chicago Rebecca Gamboa, Naperville Karl Goeke, Bloomington Gina Harris, Oak Park Elizabeth O. Jimenez, Berwyn Karen Moore, Lynnwood Michael B. Williamson, Crystal Lake
Indiana	Julie Hyndman, Fort Wayne John McLaughlin, Jeffersonville
Iowa	Rachella Dravis, Fort Madison Sara Earleywine, Marshalltown
Kansas	Amy Jensen, Wichita Angela Powers, Olathe
Kentucky	Robin Brown, Murray Marshall Tyler Murphy, Lexington
Louisiana	Elizabeth Sullivan, Shreveport
Maine	Rebecca Cole, Windham

Maryland	Michelle Alexander, Columbia Theresa Dudley, Hyattsville Tanya Martin, Pikesville Erika Strauss-Chavarria, Columbia
Massachusetts	Zena Link, Northborough Deborah T. McCarthy, Hull Christine Mulrone, Ashland Betsy Preval, Arlington Candace Shivers, Webster Yan Yii, Stoneham
Michigan	Reed Bretz, Grand Rapids Marcia Mackey, Rosebush Robyn O'Keefe, Birmingham Anthony Pennock, Battle Creek Alfonso Salais, Jr., Lansing
Minnesota	Heather L. Bakke, Winthrop Marty Fridgen, Lake Elmo Marty Scofield, Blaine
Mississippi	Christopher Stevens, Tupelo
Missouri	Paul Guess, Gladstone Andy Slaughter, Saint Charles
Montana	KaCee Ballou, Missoula
Nebraska	Linda Freye, Lincoln Tracy Hartman-Bradley, La Vista
Nevada	Rachel Croft, Carson City
New Hampshire	Terry Burlingame, Gilman Iron Works
New Jersey	Brenda Brathwaite, Absecon James Frazier, Vauxhall Anita Kober, Little Ferry Robert La Morte, Hasbrouck Heights Susan McBride, Paterson Peter Moran, Easton Laurie Gibson-Parker, Willingboro Barbara Rheault, Hammonton Vacant

New Mexico	Denise Sheehan, Dona Ana
New York	Serena Kotch, Cheektowaga Tom McMahon, Mahopac
North Carolina	Turquoise LeJeune Parker, Durham
North Dakota	Brenda Seehafer, Rolla
Ohio	Adrienne Bowden, Pickerington Phyllis Carter-Bell, Liberty Township Daniel Greenberg, Sylvania Dwayne Marshall, Blacklick Kim Richards, Novelty Angela Stewart, Columbus
Oklahoma	Zachary Grimm, Moore
Oregon	Christopher Early, Irrigon Adolfo Garza-Cano, Portland Jennifer Scurlock, Eugene
Pennsylvania	Nancy Behe, Carrolltown Maria Bennett, Levittown Dawn Blaus, Sharon Melissa Constantino-Poruben, Sewickly Kevin T. Deely, East Texas Casey VanWhy, Coudersport Vacant Vacant
Rhode Island	Vin Levcowich, Wood River Junction
South Carolina	Bernadette Hampton, Beaufort
South Dakota	Dana Livermont, Sioux Falls
Tennessee	Tiffany Reed, Memphis Randall Woodard, White House
Texas	Aaron Phillips, Amarillo David Ring, Lubbock
Utah	Michael Harman, Salt Lake City Mindy Layton, Bountiful
Vermont	Mary Bowers, Barre

Virginia	Christina Bohringer, Alexandria Charlotte Hayer, Petersburg
Washington	Jeb Binns, Buriem Swan Eaton, Kennewick Charlotte Lartey, Vancouver Shannon McCann, Federal Way Sobia Sheikh, Lynnwood
West Virginia	Lucinda Burns, Cross Lanes
Wisconsin	Jesse Martinez, Onalaska Nick Sirek, Eau Claire
Wyoming	Dirk Andrews, Casper
Aspiring Educators	Yesse Cano, Hooker, OK Hannah StClair, Eugene, OR Dylan Toth, Norman, IL
Retired	Ed Foglia, Granite Bay, CA Anita Gibson, Rainsville, AL Julie Horwin, Scottsdale, AZ Judy Rohde, Shoreview, MN Barb Schram, Lansing, MI Mae Smith, Aurora, IL
At-Large	Andrea Beeman, Maple Heights, OH Michelle Dennard, Brooklyn Park, MN Gwendolyn Edwards, Dumfries, VA Michael Glabere, Milwaukee, WI Cynthia Henderson, Shreveport, LA Carmen Hill, St. Louis, MO Lisa Jennings, Sioux Falls, SD Vanessa Jimenez, Phoenix, AZ Pamella Johnson, Olympia, WA Temika Langston-Myers, Port Norris, NJ Ellen Olsen, St. Paul, MN Margaret Powell, Cary, NC Loretta A. Ragsdell, Oak Park, IL Saul Ramos, Worcester, MA Ashanti Rankin, Bridgeton, NJ

Ivory Smith, Pittsville, MD
Dennis Tabb, St. Louis, MO
Vacant

Ethnic-Minority Jodi Kunimitsu, Wailuku, HI

Representatives Cherlynn Lee, Kirtland, NM
Cecily Myart-Cruz, Inglewood, CA
Christine Trujillo, Las Cruces, NM

Honorary John Lucas, Durham, NC

Temporary Standing Rules of the National Education Association of the United States

For the 2022 Representative Assembly

Rule 1. Delegates

A. Credentials Committee

1. Composition

The President shall appoint a chairperson and four (4) members of the Credentials Committee for rotating terms of three (3) years. The appointments shall be with the advice and consent of the Board of Directors. No individual shall serve more than two (2) terms as a member of the Credentials Committee.

2. Duties

The committee shall be responsible for the supervision of the accreditation and registration of delegates to the Representative Assembly. Any complaint or question regarding the issuance of credentials shall be submitted in writing to the committee no later than June 1. After June 1, the committee shall not entertain a challenge if it is based on information that was known or that reasonably should have been known prior to that date.

The chairperson of the Credentials Committee shall give a preliminary report at the first meeting of the Representative Assembly. The preliminary report shall include information concerning compliance with all requirements required of delegations. Noncompliance by delegations will be specifically noted and reported. A final report will be given when the registration is complete.

The seating of a delegate, or delegates, may be challenged by means of a motion to amend such report. The action of the Representative Assembly, which has jurisdiction over the seating of its delegates, shall be final.

B. Certification of Delegates

1. Delegate Allocations

The Executive Director shall notify state and local affiliates, and other qualified organizations, of the number of delegates to which they are entitled after January 15 and no later than February 15 of the calendar year in which the Representative Assembly convenes. State affiliates shall be notified of the number of aspiring educator delegates to which they are entitled after March 15 and no later than April 1.

2. Election and Verification of Eligibility

The president of each local affiliate to which delegates have been allocated shall forward to the state affiliate by April 10 a certificate of eligibility for each local delegate and the term for which the delegate was elected on a form provided by the NEA.

By May 15, the president of each state affiliate shall forward to the NEA Executive Director a certificate of eligibility for each state association delegate and for each delegate elected pursuant to Bylaws 3-1.d, e, h, and i in that state, when appropriate, and the term for which the delegate was elected on a form provided by the NEA. The person designated by the President of the NEA to certify delegates pursuant to Bylaw 3-1.f. shall certify each school nurse delegate and the term for which the delegate was elected on a form provided by the NEA. Once certified,

the delegate shall remain certified until the expiration of said delegate's term to fulfill such duties of a delegate as are appropriate between Annual Meetings.

Upon verification of eligibility, the Executive Director shall forward such material as to allow the delegate to effect registration, voting, and official seating.

3. Vacancies

The organization to which delegates have been allocated shall be responsible for filling vacancies that may occur when a delegate does not fulfill the term for which elected. The filling of vacancies must comply with the requirements of the Constitution and Bylaws for the election of delegates.

Successor delegates to fill possible vacancies should be elected at the same time delegates are elected. Those persons filing delegate lists under the provision of B above shall file with the Executive Director, by May 15, lists of successor delegates that may have been elected, and a certificate of eligibility of each such successor delegate. Only those members who are so certified shall be eligible to serve as successor delegates.

A successor delegate shall serve for the remainder of the term of the delegate in whose place the successor delegate is serving. However, if a delegate is unable to attend one or more Annual Meetings by reason of uncontrollable circumstances, that delegate may resume service in the term of office to which the delegate was elected, commencing at the next Annual Meeting, provided that the delegate has submitted a statement to the Credentials Committee (no later than January 15 immediately preceding the Annual Meeting at which the delegate wishes to resume office) certifying that the delegate wishes to resume office and was unable to attend by reason of uncontrollable circumstances and the Credentials Committee concurs that such reason does in fact exist.

If a registered delegate leaves the Representative Assembly for an emergency reason, the elected successor delegate may be registered as a voting delegate during the absence of the originally registered delegate. A successor delegate registered in accordance with this provision shall be credentialed to serve as a voting delegate only until the adjournment of the Representative Assembly.

C. Registration

1. Registration Materials

Registration materials shall be sent by mail to all delegates prior to the time of the Annual Meeting.

2. Registration of Delegates

Registration of delegates, successor delegates, nondelegate members, and guests shall begin on

a date announced in advance to all delegates. Registration of delegates and successor delegates shall be completed on the day prior to the first business meeting of the Representative Assembly. Delegates may opt to attend the Annual Meeting in person or virtually. To ensure the health and safety of all participants, all delegates must comply with the applicable registration deadlines and requirements.

3. Successor Delegates

Successor delegates filling vacancies shall present at registration the permanent credential originally sent to the delegate the successor is replacing and a signed statement from the person filing the original and successor delegate lists under the provision of Rule 1.B.2 identifying the delegate to be replaced.

4. Members Other Than Delegates

Members other than delegates shall present evidence of membership and shall be given appropriate badges. Guests shall also be given appropriate badges.

5. Supervision of Registration

Registration for the Annual Meeting shall be under the supervision of the Credentials Committee. Appeals shall be made to the same committee.

D. Seating Arrangements

1. Open to Members

Meetings of the Representative Assembly shall be open to members of the Association insofar as seating arrangements permit.

2. Seating Sections

The auditorium seating plan shall be arranged to provide sections for delegates, nondelegate members, guests, and staff.

3. Admittance to the Auditorium

Admittance to the auditorium shall be by badge. The type of badge will determine admittance to the proper section.

4. News Media

Members of the news media shall be given an appropriate badge and admitted to the area reserved for their use.

5. Staff

Staff members who need access to the floor of the Assembly shall wear an appropriate badge and an “official” ribbon. Staff members of state and local affiliates shall, upon designation by the chairperson of the delegation, be permitted to be seated in the section with their delegation.

6. Access to State Delegation Section

The chairperson and members of each delegation shall assume responsibility for permitting only certified delegates and designated staff to sit in their section.

E. State Delegations

1. First Meeting of State Delegations

The first meeting of state delegations shall take place before the first business meeting of the Representative Assembly with all accredited delegates duly notified.

2. Delegation Chair and Vice-Chair

Each delegation shall elect a chairperson and vice chairperson at its first meeting during the Annual Meeting unless previously elected by the NEA members within the state or the state

representative assembly or the state’s NEA Representative Assembly delegates at the state association’s first caucus session prior to the Annual Meeting. The form certifying the election of the chairperson and vice chairperson shall be submitted to the Committee on Constitution, Bylaws, and Rules by the close of the first business meeting of the Representative Assembly.

3. Parliamentary Authority

Meetings of state delegations shall be governed by Robert’s Rules of Order Newly Revised or such other officially recognized parliamentary authority as the state delegation may recognize.

4. Delegation Spokesperson

The chairperson of each state delegation, or the chairperson's authorized deputy, shall serve as spokesperson for the delegation on the floor of the Representative Assembly. Except when authorized, other members of the delegation may speak only as individuals in the Representative Assembly.

5. Individual Votes

No state delegation shall vote by unit rule in the Representative Assembly. Each individual delegate shall have one (1) vote.

Rule 2. Committee on Constitution, Bylaws, and Rules

A. Composition

The Committee on Constitution, Bylaws, and Rules shall consist of five (5) members appointed by the President with the advice and consent of the Board of Directors. The President shall annually appoint a chairperson of the committee. Members shall serve rotating three (3) year terms beginning September 1. No member shall serve more than two (2) terms.

B. Duties

The committee shall initiate proposed amendments to the Constitution, Bylaws, and Standing Rules as appropriate; receive and process proposed amendments; supervise the submission and processing of new business and amendments to the Legislative Program; supervise and count roll call votes; provide advisory opinions to parliamentary questions upon the request of the presiding officer; and perform such other duties as are set forth in the Standing Rules or are requested by the President.

C. New Business vs. Legislative Program vs. Resolutions

The Committee on Constitution, Bylaws, and Rules shall supervise the submission and processing of items

of new business and amendments to the Legislative Program. The committee shall determine which are items of new business, which are legislative amendments, and which are resolutions.

Rule 3. Order of Business and Debate

A. Adoption of the Order of Business

The adoption of the order of business of the Representative Assembly shall be the first item of business at the first business meeting of the Assembly.

B. Documents Governing Representative Assembly

The annual session of the Representative Assembly shall be conducted in accordance with provisions of the NEA Constitution, Bylaws, and these Standing Rules. Matters not specifically governed in these documents shall be governed by *Robert's Rules of Order Newly Revised*.

C. Advisors to Presiding Officer

There shall be an official parliamentarian, to whom questions may be directed only through the presiding officer. If deemed advisable by the presiding officer, a question may be referred to the Committee on Constitution, Bylaws, and Rules for an advisory interpretation. The presiding officer rules; the parliamentarian and Committee on Constitution, Bylaws, and Rules may advise.

D. Scheduling of New Business Items (NBI)

Items of new business submitted in accordance with these Standing Rules shall be considered for at least one hour at the second business meeting and for at least 90 minutes at each subsequent meeting.

E. Display of Business

The content of debate on any items for debate shall be displayed on all screens, including projection screens, by real-time captioning.

The text of new business items will be shown on the screen. Amendments to new business items will be shown with additions inserted and underlined and deletions with a strikethrough.

F. Delegate Recognition and Speaking Time

Any delegate who is recognized by the chair shall provide name and state before speaking to a point under discussion. No member shall speak and/or be recognized in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, unless permission is granted by majority vote of the Representative Assembly.

With the consent of the Representative Assembly, an NEA member who is not a delegate may address the Assembly.

G. Yielding Speaking Time

A member may yield the microphone or speaking time to another delegate only for the unused portion of the allotted time, and only for the purpose for which the member was recognized.

H. Closing Debate

No member speaking on a question may move to close debate.

A motion to close debate shall apply to no more than the single question immediately before the Representative Assembly.

Before a motion to close debate will be considered, the Chair will recognize at least one speaker in support and one speaker in opposition if speakers have called in on the motion on the floor

I. Roll Call Vote

A roll call vote (the counting of delegates by state delegations) shall be taken only after approval, by a standing vote, of one-third (1/3) of the delegates present. The doors shall be closed while a count is being taken. Supervision and counting of roll call votes shall be in the charge of the Committee on Constitution, Bylaws, and Rules.

If a roll call of state delegations is made in the Representative Assembly, the chairperson of each state delegation shall be responsible for taking an accurate poll of delegates present at the time of the vote and for transmitting a report to the Committee on Constitution, Bylaws, and Rules.

J. Length of Remarks

Except for the keynote address by the President of the Association, and any address by the President of the United States, speakers delivering prepared speeches to the Representative Assembly should be advised that their remarks should be limited to 15 minutes.

K. Motions Submitted in Writing

At the request of the presiding officer and/or a majority of the delegates, any amendment or main motion shall be in writing.

L. Object to Consideration

The object to consideration motion shall be in order only immediately after the maker of the motion has had the opportunity to speak to it. A legislative amendment shall be subject to the motion to object to consideration as if it were a main motion.

M. Motion to Refer

The vote on a motion to refer shall be in order only after the maker of the original motion has been given the opportunity to speak to the referral.

When a motion is made to combine or bundle new business items for referral to committees, the chair shall ask the makers of each NBI if they support referral. The maker of each NBI shall be given one minute to explain whether they support or oppose referral.

N. Suspension of a Standing Rule

By a motion from the floor, a Standing Rule may be suspended or amended without notice by a two-thirds (2/3) vote of those present and voting.

O. Breaks

The NEA President will call for a one hour break on the second and third day of the Representative Assembly.

P. Contact E-Mail Address

Whenever a proposed Representative Assembly action is published, it shall include the name, state, and, with the express written consent of the contact person, the email address of said contact person.

Rule 4. Reports

A. Report Format

Reports of committees shall be in a format, prescribed by the President, which provides for a separation of explanatory, background, or introductory report information from any recommendations the Assembly is to act upon.

B. Availability

Copies of each report by a committee of the Association or of the Representative Assembly shall be made available to each member of the Assembly before or at the time of the presentation of such report.

C. Action

The adoption or acceptance of committee reports does not include approval of any requested appropriation.

D. Report of the Committee on Program and Budget

Appropriation requests shall be considered by the Representative Assembly at the time of the adoption of the budget. The adoption of the budget shall be by vote of the Representative Assembly.

E. Presentation of Report

Any person, chairperson, or member who is presenting a committee report shall not speak more than five (5) minutes unless permission is granted by majority vote of the Representative Assembly.

Rule 5. Amendments to the NEA Constitution, Bylaws, and Standing Rules

A. Amendments to Constitution

Proposed amendments to the Constitution shall be submitted to the Committee on Constitution, Bylaws, and Rules in writing and in accordance with Article IX, Sections 1 and 2 of the Constitution. Documentation of timely submission shall be the responsibility of the contact person for the amendment.

1. Printing and Distribution

The Committee on Constitution, Bylaws, and Rules shall arrange proposed amendments to the Constitution so that they are sequential by article of the Constitution. Titles and texts of proposed amendments to the Constitution along with the name and state of the contact person shall be available upon request to any NEA member no later than ninety (90) days following adjournment of the Representative Assembly. The text of the proposed amendments shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.

B. Amendments to Bylaws

Proposed amendments to the Bylaws shall be submitted to the Committee on Constitution, Bylaws, and Rules in writing and in accordance with Article IX, Sections 1 and 3 of the Constitution. Documentation of timely submission shall be the responsibility of the contact person for the amendment.

1. Printing and Distribution

The Committee on Constitution, Bylaws, and Rules shall arrange proposed amendments to the Bylaws sequentially by bylaw.

The text of proposed amendments to the Bylaws, along with the name and state of the contact person, shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.

2. Bylaw Amendments Contingent on Adoption of Amendments to the Constitution

A proposed amendment to the Bylaws which is dependent upon adoption of a proposed amendment to the Constitution shall be deemed to have failed unless the proposed amendment to the Constitution is adopted.

C. Amendments to Standing Rules

1. Proposal of Standing Rule Amendments

Amendments to the Standing Rules may be proposed to the Representative Assembly by one or more of the following methods:

- (a) **Petition of Delegates** – petition signed by at least fifty (50) certified delegates and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (b) **State Delegation** – a state delegation in the Representative Assembly whose concurrence in the proposed amendment is evidenced either by a majority vote of those delegates present and voting in such delegation at a regularly called meeting of the delegation held in connection with the Annual Meeting or by petition signed by a majority of the members of such delegation. Proposals shall then be submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (c) **NEA Board of Directors** – majority vote of the NEA Board of Directors and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (d) **Committee on Constitution, Bylaws, and Rules** – a majority vote of the Committee on Constitution, Bylaws, and Rules.

2. Time for Submission and Notice

- (a) **Deadline** – a proposed amendment to the Standing Rules shall be presented in writing to the Committee on Constitution, Bylaws, and

Rules, postmarked and/or received by electronic communication, no later than one hundred twenty (120) days preceding the Annual Meeting.

- (b) **Submission Responsibility** – documentation of timely submission shall be the responsibility of the contact person for the amendment.
- (c) **Publication** – the text of the proposed amendment along with the name and state of the contact person shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.
- (d) **Adoption** – the Standing Rules may then be amended by the Representative Assembly by a majority vote of the delegates present and voting, by voice vote.

3. Adoption of a Standing Rule After Vote on Amendments to Constitution and/or Bylaws

Any amendment to the Standing Rules which is dependent upon adoption of a pending amendment to the Constitution and/or Bylaws and which was previously submitted pursuant to Standing Rule 5.C shall be designated for vote following adoption of the contingent amendment to the Constitution and/or Bylaws.

4. Withdrawal of Proposed Amendments to Standing Rules

By motion of the contact person, an amendment to the Standing Rules may be withdrawn. Without objection, the chair shall rule that the amendment is withdrawn. If there is objection, a majority vote of the delegates shall be required for withdrawal of the amendment.

D. Editing, Titles, and Discussion

1. Editing

Amendments to the Constitution and Bylaws shall be reviewed and, if necessary, edited by the Committee on Constitution, Bylaws, and Rules.

The editing responsibilities of this committee shall include:

- (a) combining two or more amendments of a similar intent into a single amendment, if the final amendment is agreed to by the contact person for each group making the original amendments involved;
- (b) printing identical amendments as a single amendment with the contact persons of each listed with the amendments; and
- (c) dividing an amendment at the discretion of the committee and with the consent of the contact person to enable the component parts of an amendment to be voted upon independently of each other.

2. Amendment Titles

Titles of amendments to both the Constitution and Bylaws shall summarize the intent of the amendment, including the significance of the deletions as well as the changes and/or additions. The titles shall be posted outside the voting area on the day the amendments are voted upon.

3. Open Hearing on Amendments to Governing Documents

The Committee on Constitution, Bylaws, and Rules shall hold an open hearing on proposed amendments to the Constitution and Bylaws at a time and place to be announced in the printed program. A representative of the petitioners shall be requested to attend the open hearing to explain the intent of a proposed amendment. The Representative Assembly shall discuss the proposed amendments prior to voting.

Rule 6. New Business Items (NBI)

New business items shall be specific in nature and terminal in application, shall concern issues beyond one affiliate, and shall not call for NEA to do work that is already in progress. New business items that do not meet

these criteria shall be ruled out of order.

The adoption of a new business item shall not include approval of any appropriations.

A. Submission

New business items shall be submitted no later than 4:00pm in the time zone of the host city on June 18 to the Committee on Constitution, Bylaws, and Rules via a process communicated in advance to all delegates. NBIs shall be submitted by:

- (a) **Petition of Delegates** – petition of at least fifty (50) delegates;
- (b) **State Delegation** – a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting;
- (c) **Governance Body** – a governance body of the NEA or a state or local affiliate; or
- (d) **Committee on Constitution, Bylaws, and Rules** – the Committee on Constitution, Bylaws, and Rules pursuant to Rule 7.E.

Revisions by the maker of a new business may be submitted no later than 4:00pm in the time zone of the host city on June 30. Such revisions will replace the original submission and will become the main motion.

Amendments to proposed new business items may be submitted no later than two hours before the opening of the Representative Assembly on the day on which the new business item is to be considered by the body.

B. Format

Each new business item shall be printed accompanied by the name of the submitting NEA, state, or local group and shall be accompanied by the name and state of the contact person. Whenever a proposed Representative Assembly action is published, it shall include the name, state and, with the express written consent of the contact person, the email address of said contact person. New business items may include a separate rationale/background statement of no more than 40 words. Any new business item that contains an

acronym or abbreviated term shall include the complete name for the acronym followed by the acronym in parentheses when it is first used in that new business item.

C. Distribution

New business items submitted prior to May 1 shall be sent to the NEA Board of Directors and the president and executive director of each state affiliate as soon as possible. Those items submitted after May 1 but prior to June 18 shall be posted on the delegate website. Submitted new business items shall also be made available to the chairperson of each delegation each morning prior to the start of the Representative Assembly.

D. Duplicate New Business Items

When a new business item is submitted and the concept or action is being implemented or duplicates previous new business item positions approved by the Representative Assembly, the maker of the motion shall be advised where the duplication exists prior to the introduction on the floor of the Representative Assembly. The decision to submit or withdraw the new business item shall remain with the maker of the motion.

E. Relating to Federal Legislation

Any new business item relating to federal legislation for the consideration of the Representative Assembly shall be treated as an amendment to the Legislative Program and shall be marked in the order received as legislative amendment 1, 2, and so forth.

F. Submitted by the NEA Board of Directors

New business of the Association presented at the direction of the Board of Directors may be debated and acted upon at any business meeting of the Representative Assembly.

G. Boycotts and Sanctions

New business relating to a boycott or sanction shall be referred to the Executive Committee. Prior to

further action, NEA shall communicate with the state affiliate and local affiliate in which the affected company headquarters, organization, or governmental entity is located.

Affected state affiliates that do not concur with the recommendations of the Executive Committee regarding a boycott will be allowed to file a rebuttal position paper that will be circulated to the Board of Directors together with the report of the Executive Committee. Further, the state president of any affected affiliate will be allowed time to address the Board of Directors before a vote is taken.

The Board of Directors shall act on the report of the Executive Committee or transmit it to the Representative Assembly. In making such referral, the Representative Assembly may take a position for or against the action proposed in the new business item. The Board shall implement this position unless, after consideration of legal and other relevant factors, it deems by two-thirds (2/3) vote that such implementation would not be in the best interest of the Association. If the Representative Assembly takes a position on the new business item, the Board of Directors shall act on it at its initial meeting of the new fiscal year. Information and rationale regarding the boycott or sanction shall be provided to the affected affiliate(s) prior to public notification.

H. Cost Estimates

A five (5) member committee shall be established to review new business items prior to and during the Representative Assembly. The committee shall consist of the secretary-treasurer, one (1) member of the Board of Directors elected by and from the Board, and three (3) delegates to the Representative Assembly appointed by the President. The committee shall review each new business item submitted and, without changing or eliminating any, shall (1) make a preliminary estimate of the cost of each item and (2) determine whether the item is covered in the program budget.

I. Duration

A new business item adopted by a Representative Assembly shall remain in effect (1) until a specified expiration date, or (2) until it is implemented, or (3) until it is rescinded by a subsequent Representative Assembly.

J. Editing

The text of a new business item adopted by a Representative Assembly may be edited with the approval of the President provided no substantive changes are made and the final text is approved in writing by the mover and the seconder. This would include replacing references to K-12 or Pre-K- 12 with Pre-K-Graduate School.

K. Implementation

During the program year of implementation, the mover of a new business item adopted by the Representative Assembly shall be advised about the steps being undertaken to accomplish its implementation.

L. Impacting Regional Conferences¹¹

Any proposed new business item that impacts the planning and organizing of an annual regional conference shall automatically be forwarded to the appropriate conference planning committee for consideration. The planning committee shall not be required to implement the new business item.

M. Impacting the Representative Assembly

New business items which impact the conduct of subsequent Annual Meetings shall be processed as follows:

- (a) **Rejected** – if the Representative Assembly rejects the new business item, no further action shall be taken.
- (b) **Adopted** – if the Representative Assembly adopts the new business item, it shall be referred to the

¹¹This section is no longer applicable. Regional conferences were removed from the NEA Strategic Plan and Budget in 2013.

Annual Meeting Review Committee. The Annual Meeting Review Committee shall implement the new business item, unless, after consideration of legal, financial, and other relevant factors, it concludes that such implementation would not be in the best interest of the Association. In that event, the Annual Meeting Review Committee shall make a recommendation to the Board of Directors regarding implementation of the new business item at or before the Board's February meeting, and the Board shall take such action as it deems appropriate. The action taken by the Board with regard to the new business item shall be reported to the next Representative Assembly, and the Representative Assembly shall take such action as it deems appropriate.

- (c) **Referred** – if the Representative Assembly refers the new business item to the Annual Meeting Review Committee without taking a position for or against the new business item, the Annual Meeting Review Committee shall assess the new business item. Following such assessment, the Annual Meeting Review Committee shall make a recommendation to the Board of Directors regarding implementation at or before the Board's February meeting, and the Board shall take such action as it deems appropriate. The action taken by the Board with regard to the new business item shall be reported to the next Representative Assembly, and the Representative Assembly shall take such action as it deems appropriate.

Rule 7. Resolutions Committee and Procedure

A. Definition of Resolutions

Resolutions are formal expressions of opinion, intent, belief, or position of the Association.

They shall set forth general concepts in clear, concise language, shall be broad in nature, shall state the positions of the Association positively and without

ambiguity, and shall be consistent with the goals of the Association as stated in the Preamble of the Constitution.

B. Resolutions Committee

1. Composition

The Resolutions Committee shall consist of an Internal Editing Committee of five (5) members and at least as many additional members from each state affiliate as the affiliate has NEA state directors, from among the retired delegates to the NEA Representative Assembly as the Retired members have NEA directors, and from among the Aspiring Educator members of the Association as the Aspiring Educator members have NEA directors. The chairperson, vice- chairperson, and secretary of the Internal Editing Committee shall serve as chairperson, vice- chairperson, and secretary of the full Resolutions Committee.

2. Duties

The Resolutions Committee shall prepare and present to the Representative Assembly proposed resolutions for adoption. Proposed resolutions shall be printed and made available to delegates before action is scheduled thereon by the Representative Assembly. The form and text of each resolution shall be approved by the majority vote of the Resolutions Committee before presentation to the Representative Assembly provided, however, that a minority report may be presented to the Representative Assembly upon a one-third (1/3) favorable vote of the total Resolutions Committee's eligible voters.

Such minority report shall be printed with the majority report and shall be presented by the chairperson of the Resolutions Committee concurrently with the majority report. The chairperson of the Resolutions Committee shall present the report of the committee, together with any minority report, to the Representative Assembly for consideration at the time and place designated in the official program.

3. Membership on the Resolutions Committee

- (a) **State Delegations** – the registered delegates to the Representative Assembly from each state shall elect as many members and alternates to the Resolutions Committee from among the state and local delegates in the state delegation as each state has NEA state directors.
- (b) **NEA-Retired** – the retired delegates to the NEA Representative Assembly shall elect as many members and alternates to the Resolutions Committee from among the retired delegates as the number of retired directors.
- (c) **NEA Aspiring Educators** – the aspiring educator delegates to the NEA Representative Assembly shall elect as many members and alternates to the Resolutions Committee as the number of aspiring educator directors. Nominations of aspiring educator members to the Resolutions Committee shall be open to all eligible NEA Aspiring Educator members.
- (d) **At-Large** – at-large members of the Resolutions Committee shall be appointed by the President as may be necessary to assure compliance with the requirements set forth in Article V, Section 1(d), (e), and (f) and that ethnic minorities comprise at least twenty (20) percent of the committee.

4. Term of Office

The terms of members of the Resolutions Committee shall commence September 1. The terms of state, at-large, and retired members of the Resolutions Committee shall be for one (1) year, two (2) years, or three (3) years, and no person shall serve more than six (6) years as a state member, as an at-large member, or as a retired member. The terms of aspiring educator members of the Resolutions Committee shall be for one (1) year, and no person shall serve more than two (2) terms as an aspiring educator member. Service as a Resolutions Committee member prior to September 1, 2008, shall count toward the six (6) year and two (2) year

term limits. A state, at-large, or retired member of the Resolutions Committee shall immediately relinquish the Resolutions position when such member ceases to be a delegate to the NEA Representative Assembly.

5. Election Procedure

Elections shall be by secret ballot. Voting shall be by those delegates present and shall take place at the third business meeting of the state delegations and by the retired and aspiring educator delegates at the time and place designated in the annual program by the President of the Association except as may otherwise be approved in advance by the Committee on Constitution, Bylaws, and Rules. If the number of candidates for Resolutions Committee positions is equal to or less than the number of positions to be filled, elections may be waived, and the candidates declared elected to the positions in question. The report of election results shall be submitted on the proper form to the Committee on Constitution, Bylaws, and Rules before the close of the fifth business meeting of the Representative Assembly.

6. Challenge of an Election

A challenge to the election of a Resolutions Committee member shall be made to the Committee on Constitution, Bylaws, and Rules within twenty-four (24) hours after the challenger knew or reasonably should have known the basis for the challenge.

7. Vacancies Between Representative Assemblies

The procedure for filling vacancies on the Resolutions Committee between meetings of the Representative Assembly shall be as follows: If the number of vacancies exceeds the number of alternates elected to fill vacancies, additional alternates shall be appointed by the governing board of the state affiliate or by the NEA Advisory Committee of Aspiring Educators, if feasible, or appointed by the president of the state affiliate or the chairperson of the NEA

Advisory Committee of Aspiring Educators. Retired member vacancies shall be filled as provided in the bylaws of NEA-Retired.

8. Eligibility to Serve

The members elected from each state shall meet the requirements set forth in Article V, Section 1(a). Nominations of such state members shall be open except where limitations are required to comply with the provisions of Article V, Section 1(a). In the event that the first three (3) members from a state or the first three (3) retired members do not include at least one (1) ethnic minority, the fourth member shall be from an ethnic-minority group.

9. Continuing Membership

A member of the Resolutions Committee shall immediately relinquish the position held on the Resolutions Committee when such member ceases to be employed in the category represented.

C. Internal Editing Committee

1. Composition

The Internal Editing Committee shall be appointed by the president with the advice and consent of the Board of Directors for rotating terms of three (3) years. No person shall serve more than two (2) terms as a member of the Internal Editing Committee. The President shall annually appoint a chairperson from the Internal Editing Committee. Members of the Internal Editing Committee shall serve at the pleasure of the President. The Internal Editing Committee shall select annually a vice-chairperson and a secretary from among its own membership. It shall meet prior to the opening meeting of the Representative Assembly to draft proposed resolutions.

2. Duties

The functions of this committee shall be:

- (a) To submit verbatim to the Resolutions Committee the resolutions adopted by the previous

Representative Assembly. Changes or amendments to these resolutions may be offered by this committee. Such changes will appear separately, attached to the original resolution.

- (b) To collect and categorize new resolutions. If clarification of a resolution seems necessary, the committee may make such changes.

The committee shall synthesize related resolutions into a common resolution where possible.

In the event of either of the above procedures, the committee will send the final resolution plus all resolutions from which it was prepared to the Resolutions Committee and the original drafter(s).

Controversial issues may have more than one (1) resolution sent to the full Resolutions Committee.

- (c) To draft new proposed resolutions.
- (d) To apply the definition of resolution set forth in Rule 7.A above to proposed amendments to resolutions and to new resolutions.
- (e) To review regularly the adopted resolutions of the Association to assure, among other things, their timeliness and internal consistency. The committee shall report its recommendations to the full Resolutions Committee for action.
- (f) To make such changes in the adopted resolutions of the Association as may be necessary to accommodate the positions taken in policy statements adopted by the Representative Assembly. Such changes shall be made promptly after the policy statements have been adopted and shall be reported to the Resolutions Committee for information at its winter meeting.

D. Procedures for Submitting Resolutions

Resolutions from delegates or members designated for consideration by the Resolutions Committee at its winter meeting shall be submitted to the Executive Director or the chairperson of the Resolutions Committee or the members of the Resolutions Committee from their states.

The committee shall hold at least one (1) open hearing on proposed resolutions at a time and place to be announced in the printed program. The Resolutions Committee shall meet on a day prior to the open hearing and shall meet following the open hearing to consider any changes (additions, deletions, and/or amendments) it may wish to make in its report to the Representative Assembly.

The Resolutions Committee shall recommend a body of resolutions in its annual report to the Representative Assembly. These resolutions shall be presented for vote en masse.

The submission of all new resolutions and amendments to resolutions shall be submitted to the Committee on Constitution, Bylaws, and Rules no later than 4:00pm in the time zone of the host city on the first day of the Representative Assembly.

After 4:00pm on the first day, only amendments to new resolutions or to resolutions amendments that have been properly submitted to the Committee on Constitution, Bylaws, and Rules shall be in order. Amendments to proposed Resolutions amendments may be submitted no later than two hours before the opening of the Representative Assembly on the day on which the Resolutions are to be considered by the body.

All new resolutions to be submitted from the floor for consideration after timely advance submission to the Committee on Constitution, Bylaws, and Rules must have a majority of the vote to be placed on the agenda (heard) and a two-thirds (2/3) vote to pass.

Resolutions submitted for consideration by the Representative Assembly shall be in writing on the forms provided, signed by the maker and the seconder of the motion.

The consideration of the NEA resolutions shall commence with the goal area containing the final resolution debated at the preceding Representative Assembly. Resolutions adopted by a Representative Assembly shall continue in force until the next Representative Assembly acts upon the report of the Resolutions Committee.

All resolutions adopted by the NEA Representative Assembly shall be publicized as official NEA resolutions.

E. Submission of Resolution as New Business

Between Representative Assemblies, any current resolution in whole or in part that is jointly determined to be a new business item by the Committee on Constitution, Bylaws, and Rules and the Internal Editing Committee shall be submitted for vote to the next Representative Assembly.

Rule 8. Amendments to the Legislative Program

Legislative amendments shall be considered as amendments to the main motion on the Legislative Program and shall be discussed at the time that the Representative Assembly acts on the Legislative Program.

A. Submission

Legislative amendments shall be submitted to the Committee on Constitution, Bylaws, and Rules no later than 4:00pm in the time zone of the host city on the first day of the Representative Assembly, and shall, submitted by:

- 1. Petition of Delegates** – petition of at least fifty (50) delegates;
- 2. State Delegation** – a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting; or
- 3. Governance Body** – a governance body of a state or local affiliate.

Amendments to proposed legislative amendments may be submitted no later than two hours before the opening of the Representative Assembly on the day on which the Legislative Program is to be considered by the body.

B. Format

Each legislative amendment shall be printed accompanied by the name of the submitting state or local group and shall be accompanied by the name and state of the contact person.

C. Distribution

Legislative amendments submitted prior to May 1 shall be sent to the president and executive director of each state affiliate as soon as possible. All amendments submitted prior to 4:00pm in the time zone of the host city on the first day of the RA shall be posted on the delegate website. All amendments shall also be made available to the chairperson of each delegation each morning prior to the beginning of the Representative Assembly.

Rule 9. Policy Statements

A. Purpose

A policy statement shall set forth NEA's positions with regard to a particular subject, and may include expressions of opinion, intent, or belief; may call for actions that are specific in nature and terminal in application; and may indicate support for or opposition to federal legislation.

B. Submission and Consideration of Proposed Policy Statements

A proposed policy statement may be submitted to the Representative Assembly only by the Board of Directors. The proposed policy statement, together with the committee report upon which it is based, shall be sent to delegates in the advance mailing for the Annual Meeting. Committee reports, including proposed policy statements and other recommendations, shall be sent to the Committee on Legislation and the Resolutions Committee at the same time they are sent to the Board of Directors.

A proposed policy statement shall be presented to the

Representative Assembly for consideration at the time designated in the official program.

C. Effect of Adopted Policy Statements

If a policy statement is adopted by the Representative Assembly, any resolution, new business item, or provision in the Legislative Program that deals with the subject addressed in the policy statement shall be editorially changed to accommodate the positions taken in the policy statement. Any resolution, new business item, or provision in the Legislative Program that deals with a subject addressed in an adopted policy statement shall be accompanied by a notation indicating that NEA's position with regard to the subject in question is set forth in full in the policy statement and that the policy statement is controlling and supersedes all other NEA pronouncements dealing with that subject.

An adopted policy statement shall continue in force unless and until further action is taken with regard to that policy statement by a subsequent Representative Assembly.

D. Amending Adopted and Proposed Policy Statements

The Executive Committee shall review all adopted policy statements each year to assure that they continue to serve the contemporary needs and interests of NEA. In conducting this review, the Executive Committee may seek input from NEA members, affiliates, and constituency groups.

The Executive Committee shall report the results of its review, including any recommendations that the Executive Committee may wish to make for amending the adopted policy statements, to the Board of Directors at the Board's May meeting. Any amendments to the adopted policy statements approved by the Board of Directors shall be submitted to the Representative Assembly for action.

The Committee on Legislation and the Resolutions Committee shall submit to the Board of

Directors in advance of the Board's May meeting any

proposed amendments to adopted or proposed policy statements adopted pursuant to their regular committee work, including regular open hearings at which members of the Association may submit proposed amendments to policy statements.

A Preliminary Report on Policy Statements, including a copy of all adopted and proposed policy statements, including any amendments approved by the Board of Directors for submission to the Representative Assembly, shall be sent to delegates in the advance mailing for the Annual Meeting.

Amendments to adopted and proposed policy statements may be submitted to the Committee on Constitution, Bylaws, and Standing Rules no later than 4:00pm in the time zone of the host city on the first day of the Representative Assembly by (1) petition of at least fifty (50) delegates, (2) a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting, (3) a governance body of a state or local affiliate, or (4) the Committee on Legislation and the Resolutions Committee. These amendments will be distributed in writing to the delegates prior to consideration of policy statements by the Representative Assembly. Amendments to proposed Policy Statement amendments may be submitted no later than two hours before the opening of the Representative Assembly on the day on which Policy Statements are to be considered by the body.

If a new business item, an amendment to the Legislative Program, or an amendment to a resolution that is submitted to the Committee on Constitution, Bylaws, and Standing Rules would have the effect of changing a position taken in an adopted or a proposed policy statement, the Committee shall treat the submission as an amendment to the policy statement, and it shall be acted upon when policy statements are being considered by the Representative Assembly.

Amendments to adopted and proposed policy statements shall be considered by the Representative

Assembly at the time designated in the official program. The Representative Assembly shall deal with proposed policy statements first, and then shall deal with amendments to adopted policy statements. In this latter regard, the Representative Assembly shall deal with each adopted policy statement separately, acting first on any amendments to the policy statement in question submitted by the Board of Directors, and then acting on any other amendments to that policy statement.

Rule 10. Elections for State, Retired, and Aspiring Educator Directors

A. Reporting Campaign Expenses

The following procedure shall apply in regard to elections for NEA office that do not take place at the Representative Assembly: Using forms provided by the Committee on Constitution, Bylaws, and Rules, each candidate for state, retired, or aspiring educator director shall file a final report of campaign revenues and expenses with the state association president, the President of NEA-Retired, or the Chairperson of the NEA Advisory Committee of Aspiring Educators, as the case may be, or a designee. Such report must be filed no later than thirty (30) days following certification of the result of the election, and a copy of the report shall be submitted to NEA together with the notice of certification of the result of the election

B. Certification of Election of NEA Director

On a form provided by the NEA, the president of a state affiliate shall certify by May 20 the election of any director elected to assume office the following September 1. The president of a state affiliate shall certify the election of a person elected to complete an unexpired term on the NEA Board of Directors as soon as possible after such election. In the event the certifying officer is in fact the elected NEA Board member, the next ranking state officer shall certify the election report.

Rule 11. Elections Conducted at the Representative Assembly

A. Elections Committee

1. Composition

The Board of Directors, on the basis of recommendations from the state affiliates, shall appoint a chairperson and at least twenty (20) members of an Elections Committee. The chairperson and members shall serve at the pleasure of the Board of Directors.

2. Duties

The committee shall be responsible for the conduct of elections and any other items on which votes are taken by printed ballots.

B. Procedures

1. Filing

Each candidate for election at the Representative Assembly must file with the executive director no later than at the time of nomination a certificate of eligibility, and the executive director shall verify such certification. Distribution and display of campaign literature shall be restricted to the year of the nominee's candidacy.

2. Advance Publicity

Candidates for executive office or membership on the Executive Committee may file their intention in writing with the executive director of the NEA, along with a picture and candidate statement. The executive director of the NEA shall publish in an NEA publication sent to Active members the picture and candidate statement of each candidate who has filed and presented such statement by March 15. The eligibility of such candidates shall be verified prior to publication.

The Association shall mail to all delegates a brochure, no larger than 8 1/2 by 11 inches, for each candidate for executive office or membership on the

Executive Committee with the candidate's approval. Subject to legal requirements, the content of the brochure shall be determined by the candidate, who shall provide the Association with camera-ready art for the brochure. Such artwork shall be received at the NEA headquarters building no later than May 1. The Association shall pay printing, mailing, and handling costs for such brochure.

In the event a candidate chooses to have printed a brochure for distribution to all delegates in the one-time mailing, the brochure shall be one (1) page, no larger than 8 1/2 by 11 inches; shall be supplied in sufficient number for all delegates; and shall be received at NEA Headquarters by May 15. There shall be no charge to such candidates for inclusion in the mailing.

3. Campaign Materials

No campaign materials may be distributed, posted, or displayed within the seating area of the auditorium or where they are visible from the seating area while the Representative Assembly is in session, provided that this prohibition shall not apply to the wearing of T-shirts, hats, pins, buttons, and the like.

No campaign materials or materials promoting passage or defeat of any Constitutional or Bylaw amendment, including T-shirts, hats, pins, buttons, and the like, shall be distributed, posted, or displayed at the polling places or where they are visible from the polling places on election day.

4. Campaign Expenses

- (a) **Prohibitions** – no money or resources of NEA, an NEA affiliate, a labor organization, an employer, or an entity created or controlled by any of the above, shall be used to promote the candidacy of any individual for an NEA office.
- (b) **Reporting** – the following procedure shall apply in regard to elections for NEA office that take place at the Representative Assembly: Using forms provided by the Committee on Constitution, Bylaws, and Rules, each candidate shall file a

preliminary report of campaign revenues and expenses, including projected revenues and expenses, with the committee prior to the opening of nominations at the Representative Assembly. A final report, on the forms provided by the committee, must be filed with the committee no later than thirty (30) days following certification of the election results. The committee shall report to the Representative Assembly, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations. The final report of campaign revenues and expenditures shall be made available for inspection by any member by means of an appropriate NEA electronic or printed publication.

5. Notification of NEA At-Large Director Positions

Prior to June 1, notification of the number and type of at-large positions necessary to fulfill the requirements of Article V, Section 1 of the NEA Constitution shall be sent to the executive officers, Executive Committee, Board of Directors, state presidents, state executive directors, members of the Ethnic Minority Affairs Committee, and individuals who have notified NEA of intention to run for those positions.

6. Nominations

Nominations shall be made in writing, via a form provided by the NEA Center for Governance, no later than 4:00pm in the time zone of the host city on June 15.

- (a) Nominations, as appropriate in each year, shall be announced to the body during the first business session in the following order:
 - i. president;
 - ii. vice president;
 - iii. secretary-treasurer;
 - iv. members of the Executive Committee;
 - v. at-large representatives of classroom teachers in higher education on the Board of Directors;

- vi. at-large representatives of administrators on the Board of Directors;
 - vii. at-large representatives of Active members employed in education support professional positions on the Board of Directors;
 - viii. at-large representatives of ethnic minorities on the Board of Directors. The time of nominations of at-large ethnic-minority candidates, if necessary to achieve twenty (20) percent ethnic-minority representation on the Executive Committee as provided for by Article VI, Section 1(c) of the Constitution, shall be announced by the President contingent upon other nominations and/or balloting for Executive Committee positions.
- (b) Nominations for each category shall be made in an order determined by a drawing by the candidates or their designees.
 - (c) Consistent with the requirements set forth in Rule 11.B.7, each candidate shall be nominated by written motion of a delegate to the Representative Assembly. When all nominations have been announced, each candidate or designee shall have an allotment of time to address the Representative Assembly. Candidates for the office of president shall be given five (5) minutes for this purpose. Candidates for vice-president, secretary-treasurer, and the Executive Committee shall be given three (3) minutes. Candidates for at-large positions on the Board of Directors shall be given two (2) minutes. All candidates shall pre-record their speeches for presentation to the body during the candidate speech time.
 - (d) Candidates or their designees shall speak in an order determined by a drawing by the candidates or their designees.
 - (e) If the number of candidates nominated equals the number of positions to be filled, the chair shall declare such candidates elected.

- (f) The Committee on Constitution, Bylaws, and Rules shall be in charge of timing all speakers. Each speaker shall be given a one (1) minute warning before the time has elapsed, and the timekeeper shall stand at the end of the allotted time.

7. Voting Procedures

Elections shall be by printed ballot by the delegates to the Representative Assembly.

The names of the candidates shall be placed on the first ballot in the order determined by lottery by the candidates or their designees; on subsequent ballots the order also shall be determined by lottery by the candidates or their designees.

The candidates or their designees shall assemble on a date and time designated by the chairperson of the Committee on Constitution, Bylaws, and Rules. The lottery shall be held under the supervision of the chairperson of the Elections Committee and in the presence of the chairperson of the Committee on Constitution, Bylaws, and Rules or designee.

In the event that a candidate or designee fails to appear at the appointed time and place, the chairperson of the Elections Committee shall draw for that candidate.

The order of the lottery shall be as follows: For placement on the first ballot, the candidates shall draw in order determined alphabetically by the states of the candidates. For placement on a runoff ballot, the candidates shall draw in order of the highest number of votes received on the previous ballot.

- (a) Elections on the first ballot shall be on the second day of the Representative Assembly. Polls for voting on the first ballot shall be open from 8:30 a.m. to 12 noon on election day at such place or places as the President may designate. Delegates participating virtually shall vote by secret mail ballot. On the first ballot, delegates shall vote for positions as follows:
 - i. Executive officers (as appropriate for that year);

- ii. Members (as appropriate for that year) to serve on the Executive Committee;
 - iii. Representatives of classroom teachers in higher education, if necessary, on the Board of Directors;
 - iv. Representatives of administrators, if necessary, on the Board of Directors;
 - v. Representatives of Active members employed in education support professional positions, if necessary, on the Board of Directors; and
 - vi. Representatives of ethnic minorities, if necessary, on the Board of Directors.
- (b) Runoff elections shall be held as necessary until there is an election for each position by a majority vote. For purposes of determining a majority, the chairperson of the Elections Committee shall count those who voted in person at the Representative Assembly as well as those who received a mail ballot to vote in the election. Notice of runoff elections shall be given by the chairperson of the Elections Committee from the platform during a regularly scheduled business meeting of the Representative Assembly. The chairperson of the Elections Committee shall set, subject to approval by the Representative Assembly, the hours for all runoff elections. The chairperson of the Elections Committee shall authorize a runoff election by mail ballot of the certified delegates, if it becomes necessary, to assure elections by majority vote. Delegates participating virtually shall vote by secret mail ballot.
- (c) Administrators shall be nominated by administrator delegates and elected by majority vote of all delegates if necessary to achieve administrator representation on the Board of Directors as provided for by Article V, Section 1 of the Constitution.
- (d) Classroom teachers in higher education shall be nominated by such delegates and elected by majority vote of all delegates if necessary to

achieve classroom teachers in higher education representation on the Board of Directors as provided by Article V, Section 1 of the Constitution.

- (e) Active members employed in education support professional positions shall be nominated by such delegates and elected by majority vote of all delegates if necessary to achieve such representation on the Board of Directors as provided for by Article V, Section 1 of the Constitution.
- (f) Ethnic-minority persons shall be elected by majority vote of all delegates if necessary to achieve at least twenty (20) percent ethnic-minority representation on the Board of Directors as provided by Article V, Section 1(c) of the Constitution. The number of positions to be voted upon shall be equal to the number required to assure a minimum of twenty (20) percent ethnic-minority representatives on the Board of Directors (excluding the ex officio members) without counting the number of ethnic-minority persons who may be elected at large in the same year to achieve the required proportion of administrators, classroom teachers in higher education, and Active members employed in education support professional positions on the Board.
- (g) Ethnic-minority persons shall be elected by majority vote of all delegates if necessary to achieve twenty (20) percent ethnic-minority representation on the Executive Committee as provided for by Article VI, Section 1(c) of the Constitution.
- (h) Voting on amendments shall be open on a date and for a window of time as the President shall designate and announce in advance to delegates. Each delegate shall receive a URL linked to their unique ballot at the beginning of the voting window. The chairperson of the Elections Committee shall present the report of each balloting by vote tally to the Representative

Assembly. In the event that each of two or more incompatible amendments receives the required number of votes, the amendment receiving the greatest number of votes shall prevail.

- (i) As soon as the results of an election are certified, all business of the Representative Assembly shall be suspended until the results are reported to the Representative Assembly.
- (j) Following the oral report of the results of balloting to the Representative Assembly, the certified results shall be posted at the voting booths, displayed electronically to the Assembly hall, and printed in the next edition of the Representative Assembly newspaper.
- (k) The Representative Assembly shall not recess until the results of elections concluded during its business meetings are certified and presented to the Assembly on the day of an election.

8. Tenure

Officers chosen shall continue in office through August 31 of the final year of the term for which they were elected, or until their successors are chosen in accordance with the Constitution and Bylaws.

Rule 12. Operating Procedures

A. Distribution of Materials

General distribution of any type of printed material in the auditorium and adjacent lobbies (within one hundred [100] feet) of the auditorium in which the Annual Meeting is held shall require clearance with the chairperson of the Committee on Constitution, Bylaws, and Rules. Identification of source and sponsorship shall be printed on such materials. Clearance is not required for official NEA reports or for distribution of materials by chairpersons of state delegations to their own delegates.

B. Exhibit and Fundraising Areas

The following rules shall apply to the use of exhibit and fundraising areas at the NEA Annual Meeting:

- (a) NEA affiliates, delegates, and caucuses shall be permitted to use the exhibit and fundraising areas to distribute material or disseminate information related to the Association's agenda, including material or information that is contrary to or advocates a change in NEA policy. The material distributed or information disseminated may be prepared by the affiliates, delegates, and caucuses themselves, or the affiliates, delegates, and caucuses may distribute material or disseminate information prepared by groups external to the Association.
- (b) Groups external to the Association shall be permitted to use the exhibit area to distribute material or disseminate information related to the Association's agenda, provided that such material is not contrary to or does not advocate a change in NEA policy.
- (c) Groups that do not adhere to NEA policies and resolutions on nondiscrimination shall not be permitted to use the exhibit area to distribute material or disseminate information of any kind.
- (d) The Association may prohibit the distribution of any material or the dissemination of any information that is disruptive or offensive (i.e., obscene or in bad taste).

C. Prohibitions

1. Smoking

There shall be no smoking in the Representative Assembly or in any area or line where delegates are required to be in order to carry out their responsibilities.

2. Alcoholic Beverages

There shall be no consumption of alcoholic beverages in the Representative Assembly.

3. Drawings or Giveaways

There shall be no drawings or giveaways conducted during the Annual Meeting in which delegates must be present to win except for those designed to motivate delegates to attend business meetings or properly scheduled caucuses.

Rule 13. Definition of Terms

The following terms, when used in the Constitution, Bylaws, and/or Standing Rules, shall have these definitions:

A. Open Nomination Procedure

Open nomination procedure shall mean a procedure by which every eligible NEA member shall have the opportunity to nominate any NEA member who meets the qualifications for the elective position; subject, however, to any limitations required in the NEA Constitution and Bylaws and also to any other reasonable restrictions uniformly imposed.

B. Secret Ballot

Secret ballot shall mean a procedure for voting on slips of paper (or via a voting machine or a secure electronic system that protects the secrecy of an individual's vote) on which the voter may mark the vote in secrecy.

C. One-Person—One-Vote

One-person–one-vote principle shall mean a voting procedure by which the vote of each member of the constituency has equal weight, so that in the elected governing body each delegate represents approximately the same number of constituents as each and every other delegate.

D. Election by Secret Ballot by Individual Position

Election by secret ballot for each individual position shall mean that slate voting shall not be permitted.

E. Runoff Elections

Runoff elections shall mean a voting procedure as follows: In an election by the Representative Assembly, if a sufficient number of candidates has not achieved a majority of the valid ballots cast,

another election shall be held and the runoff ballot shall list those unsuccessful candidates who, arranged in decreasing order of votes received, obtained a majority of the votes cast in the previous election. In the event that this procedure would not provide at least one more candidate than the number of remaining positions to be filled, then the runoff ballot shall list those candidates who, in descending order, received the highest number of votes on the previous ballot (though not elected), listing one more candidate than the number of positions to be filled.

F. Valid Ballot

In the case of elections at the Representative Assembly, a valid ballot shall be a ballot (1) cast by a credentialed delegate for a person nominated for the office, (2) cast for no more than the maximum number of positions to be filled, and (3) cast in a manner that clearly indicates the voter's choice. In the case of a vote by the Representative Assembly on any issue placed on a ballot, a valid ballot shall be a ballot clearly cast for or against this issue.

G. Campaign Materials

Campaign materials shall mean any document, electronic transmission, object, or other material that has the purpose or effect of promoting the candidacy of an individual for NEA office, and shall include, by way of illustration and without limitation, billboards, newspaper advertisements, audio-visual materials, emails, brochures, position papers, buttons, pins, articles of clothing, candy, posters, banners, signs, fans, pens, announcements, and invitations.

Regular Standing Rules of the NEA Representative Assembly

Rule 1. Delegates

A. Credentials Committee

1. Composition

The President shall appoint a chairperson and four (4) members of the Credentials Committee for rotating terms of three (3) years. The appointments shall be with the advice and consent of the Board of Directors. No individual shall serve more than two (2) terms as a member of the Credentials Committee.

2. Duties

The committee shall be responsible for the supervision of the accreditation and registration of delegates to the Representative Assembly. Any complaint or question regarding the issuance of credentials shall be submitted in writing to the committee no later than June 1. After June 1, the committee shall not entertain a challenge if it is based on information that was known or that reasonably should have been known prior to that date.

The chairperson of the Credentials Committee shall give a preliminary report at the first meeting of the Representative Assembly. The preliminary report shall include information concerning compliance with all requirements required of delegations. Noncompliance by delegations will be specifically noted and reported. A final report will be given when the registration is complete.

The seating of a delegate, or delegates, may be challenged by means of a motion to amend such report. The action of the Representative Assembly, which has jurisdiction over the seating of its delegates, shall be final.

B. Certification of Delegates

1. Delegate Allocations

The Executive Director shall notify state and local affiliates, and other qualified organizations, of the

number of delegates to which they are entitled after January 15 and no later than February 15 of the calendar year in which the Representative Assembly convenes. State affiliates shall be notified of the number of aspiring educator delegates to which they are entitled after March 15 and no later than April 1.

2. Election and Verification of Eligibility

The president of each local affiliate to which delegates have been allocated shall forward to the state affiliate by April 10 a certificate of eligibility for each local delegate and the term for which the delegate was elected on a form provided by the NEA.

By May 15, the president of each state affiliate shall forward to the NEA Executive Director a certificate of eligibility for each state association delegate and for each delegate elected pursuant to Bylaws 3-1.d, e, h, and i in that state, when appropriate, and the term for which the delegate was elected on a form provided by the NEA. The person designated by the President of the NEA to certify delegates pursuant to Bylaw 3-1.f. shall certify each school nurse delegate and the term for which the delegate was elected on a form provided by the NEA. Once certified, the delegate shall remain certified until the expiration of said delegate's term to fulfill such duties of a delegate as are appropriate between Annual Meetings.

Upon verification of eligibility, the Executive Director shall forward such material as to allow the delegate to effect registration, voting, and official seating.

3. Vacancies

The organization to which delegates have been allocated shall be responsible for filling vacancies that may occur when a delegate does not fulfill the term for which elected. The filling of vacancies must comply with the requirements of the Constitution and Bylaws for the election of delegates.

Successor delegates to fill possible vacancies should be elected at the same time delegates are elected. Those persons filing delegate lists under the provision of B above shall file with the Executive Director, by May

15, lists of successor delegates that may have been elected, and a certificate of eligibility of each such successor delegate. Only those members who are so certified shall be eligible to serve as successor delegates.

A successor delegate shall serve for the remainder of the term of the delegate in whose place the successor delegate is serving. However, if a delegate is unable to attend one or more Annual Meetings by reason of uncontrollable circumstances, that delegate may resume service in the term of office to which the delegate was elected, commencing at the next Annual Meeting, provided that the delegate has submitted a statement to the Credentials Committee (no later than January 15 immediately preceding the Annual Meeting at which the delegate wishes to resume office) certifying that the delegate wishes to resume office and was unable to attend by reason of uncontrollable circumstances and the Credentials Committee concurs that such reason does in fact exist.

If a registered delegate leaves the Representative Assembly for an emergency reason, the elected successor delegate may be registered as a voting delegate during the absence of the originally registered delegate. A successor delegate registered in accordance with this provision shall be credentialed to serve as a voting delegate only until the adjournment of the Representative Assembly.

C. Registration

1. Registration Materials

Registration materials shall be sent by mail to all delegates prior to the time of the Annual Meeting.

2. Registration of Delegates

Registration of delegates, successor delegates, nondelegate members, and guests shall begin on the first day of the Annual Meeting. Registration of delegates and successor delegates shall be completed on the day prior to the first business meeting of the Representative Assembly.

3. Successor Delegates

Successor delegates filling vacancies shall present at registration the permanent credential originally sent to the delegate the successor is replacing and a signed statement from the person filing the original and successor delegate lists under the provision of Rule 1.B.2 identifying the delegate to be replaced.

4. Members Other Than Delegates

Members other than delegates shall present evidence of membership and shall be given appropriate badges. Guests shall also be given appropriate badges.

5. Supervision of Registration

Registration for the Annual Meeting shall be under the supervision of the Credentials Committee. Appeals shall be made to the same committee.

D. Seating Arrangements

1. Open to Members

Meetings of the Representative Assembly shall be open to members of the Association insofar as seating arrangements permit.

2. Seating Sections

The auditorium seating plan shall be arranged to provide sections for delegates, nondelegate members, guests, and staff.

3. Admittance to the Auditorium

Admittance to the auditorium shall be by badge. The type of badge will determine admittance to the proper section.

4. News Media

Members of the news media shall be given an appropriate badge and admitted to the area reserved for their use.

5. Staff

Staff members who need access to the floor of the Assembly shall wear an appropriate badge and an "official" ribbon. Staff members of state and local

affiliates shall, upon designation by the chairperson of the delegation, be permitted to be seated in the section with their delegation.

6. Access to State Delegation Section

The chairperson and members of each delegation shall assume responsibility for permitting only certified delegates and designated staff to sit in their section.

E. State Delegations

1. First Meeting of State Delegations

The first meeting of state delegations shall take place before the first business meeting of the Representative Assembly with all accredited delegates duly notified.

2. Delegation Chair and Vice-Chair

Each delegation shall elect a chairperson and vice chairperson at its first meeting during the Annual Meeting unless previously elected by the NEA members within the state or the state representative assembly or the state's NEA Representative Assembly delegates at the state association's first caucus session prior to the Annual Meeting. The form certifying the election of the chairperson and vice chairperson shall be submitted to the Committee on Constitution, Bylaws, and Rules by the close of the first business meeting of the Representative Assembly.

3. Parliamentary Authority

Meetings of state delegations shall be governed by Robert's Rules of Order Newly Revised or such other officially recognized parliamentary authority as the state delegation may recognize.

4. Delegation Spokesperson

The chairperson of each state delegation, or the chairperson's authorized deputy, shall serve as spokesperson for the delegation on the floor of the Representative Assembly. Except when authorized, other members of the delegation may speak only as individuals in the Representative Assembly.

5. Individual Votes

No state delegation shall vote by unit rule in the Representative Assembly. Each individual delegate shall have one (1) vote.

Rule 2. Committee on Constitution, Bylaws, and Rules

A. Composition

The Committee on Constitution, Bylaws, and Rules shall consist of five (5) members appointed by the President with the advice and consent of the Board of Directors. The President shall annually appoint a chairperson of the committee. Members shall serve rotating three (3) year terms beginning September 1. No member shall serve more than two (2) terms.

B. Duties

The committee shall initiate proposed amendments to the Constitution, Bylaws, and Standing Rules as appropriate; receive and process proposed amendments; supervise the submission and processing of new business and amendments to the Legislative Program; supervise and count roll call votes; provide advisory opinions to parliamentary questions upon the request of the presiding officer; and perform such other duties as are set forth in the Standing Rules or are requested by the President.

C. New Business vs. Legislative Program vs. Resolutions

The Committee on Constitution, Bylaws, and Rules shall supervise the submission and processing of items of new business and amendments to the Legislative Program. The committee shall determine which are items of new business, which are legislative amendments, and which are resolutions.

Rule 3. Order of Business and Debate

A. Adoption of the Order of Business

The adoption of the order of business of the Representative Assembly shall be the first item of business at the first business meeting of the Assembly.

B. Documents Governing Representative Assembly

The annual session of the Representative Assembly shall be conducted in accordance with provisions of the NEA Constitution, Bylaws, and these Standing Rules. Matters not specifically governed in these documents shall be governed by *Robert's Rules of Order Newly Revised*.

C. Advisors to Presiding Officer

There shall be an official parliamentarian, to whom questions may be directed only through the presiding officer. If deemed advisable by the presiding officer, a question may be referred to the Committee on Constitution, Bylaws, and Rules for an advisory interpretation. The presiding officer rules; the parliamentarian and Committee on Constitution, Bylaws, and Rules may advise.

D. Scheduling of New Business Items (NBI)

Items of new business submitted in accordance with these Standing Rules shall be considered for at least one hour at the second business meeting and for at least 90 minutes at each subsequent meeting.

E. Display of Business

The content of debate on any items for debate shall be displayed on all screens, including projection screens, by real-time captioning.

The text of new business items will be shown on the screen. Amendments to new business items will be shown with additions inserted and underlined and deletions with a strikethrough.

F. Delegate Recognition and Speaking Time

Any delegate who is recognized by the chair shall

provide name and state before speaking to a point under discussion. No member shall speak and/or be recognized in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, unless permission is granted by majority vote of the Representative Assembly.

With the consent of the Representative Assembly, an NEA member who is not a delegate may address the Assembly.

G. Yielding Speaking Time

A member may yield the microphone or speaking time to another delegate only for the unused portion of the allotted time, and only for the purpose for which the member was recognized.

H. Closing Debate

No member speaking on a question may move to close debate.

A motion to close debate shall apply to no more than the single question immediately before the Representative Assembly.

Before a motion to close debate will be considered, the Chair will recognize at least one speaker in support and one speaker in opposition if speakers have called in on the motion on the floor.

I. Roll Call Vote

A roll call vote (the counting of delegates by state delegations) shall be taken only after approval, by a standing vote, of one-third (1/3) of the delegates present. The doors shall be closed while a count is being taken. Supervision and counting of roll call votes shall be in the charge of the Committee on Constitution, Bylaws, and Rules.

If a roll call of state delegations is made in the Representative Assembly, the chairperson of each state delegation shall be responsible for taking an accurate poll of delegates present at the time of the vote and for transmitting a report to the Committee on Constitution, Bylaws, and Rules.

J. Length of Remarks

Except for the keynote address by the President of the Association, and any address by the President of the United States, speakers delivering prepared speeches to the Representative Assembly should be advised that their remarks should be limited to 15 minutes.

K. Motions Submitted in Writing

At the request of the presiding officer and/or a majority of the delegates, any amendment or main motion shall be in writing.

L. Object to Consideration

The object to consideration motion shall be in order only immediately after the maker of the motion has had the opportunity to speak to it. A legislative amendment shall be subject to the motion to object to consideration as if it were a main motion.

M. Motion to Refer

The vote on a motion to refer shall be in order only after the maker of the original motion has been given the opportunity to speak to the referral.

When a motion is made to combine or bundle new business items for referral to committees, the chair shall ask the makers of each NBI if they support referral. The maker of each NBI shall be given one minute to explain whether they support or oppose referral.

N. Suspension of a Standing Rule

By a motion from the floor, a Standing Rule may be suspended or amended without notice by a two-thirds (2/3) vote of those present and voting.

O. Breaks

The NEA President will call for a one hour break on the second and third day of the Representative Assembly.

P. Contact E-Mail Address

Whenever a proposed Representative Assembly action is published, it shall include the name, state, and, with the express written consent of the contact person, the email address of said contact person.

Rule 4. Reports

A. Report Format

Reports of committees shall be in a format, prescribed by the President, which provides for a separation of explanatory, background, or introductory report information from any recommendations the Assembly is to act upon.

B. Availability

Copies of each report by a committee of the Association or of the Representative Assembly shall be made available to each member of the Assembly before or at the time of the presentation of such report.

C. Action

The adoption or acceptance of committee reports does not include approval of any requested appropriation.

D. Report of the Committee on Program and Budget

Appropriation requests shall be considered by the Representative Assembly at the time of the adoption of the budget. The adoption of the budget shall be by vote of the Representative Assembly.

E. Presentation of Report

Any person, chairperson, or member who is presenting a committee report shall not speak more than five (5) minutes unless permission is granted by majority vote of the Representative Assembly.

Rule 5. Amendments to the NEA Constitution, Bylaws, and Standing Rules

A. Amendments to Constitution

Proposed amendments to the Constitution shall be submitted to the Committee on Constitution, Bylaws, and Rules in writing and in accordance with Article IX, Sections 1 and 2 of the Constitution. Documentation of timely submission shall be the responsibility of the contact person for the amendment.

1. Printing and Distribution

The Committee on Constitution, Bylaws, and Rules shall arrange proposed amendments to the Constitution so that they are sequential by article of the Constitution. Titles and texts of proposed amendments to the Constitution along with the name and state of the contact person shall be available upon request to any NEA member no later than ninety (90) days following adjournment of the Representative Assembly. The text of the proposed amendments shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.

B. Amendments to Bylaws

Proposed amendments to the Bylaws shall be submitted to the Committee on Constitution, Bylaws, and Rules in writing and in accordance with Article IX, Sections 1 and 3 of the Constitution. Documentation of timely submission shall be the responsibility of the contact person for the amendment.

1. Printing and Distribution

The Committee on Constitution, Bylaws, and Rules shall arrange proposed amendments to the Bylaws sequentially by bylaw.

The text of proposed amendments to the Bylaws, along with the name and state of the contact person, shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.

2. Bylaw Amendments Contingent on Adoption of Amendments to the Constitution

A proposed amendment to the Bylaws which is dependent upon adoption of a proposed amendment to the Constitution shall be deemed to have failed unless the proposed amendment to the Constitution is adopted.

C. Amendments to Standing Rules

1. Proposal of Standing Rule Amendments

Amendments to the Standing Rules may be proposed to the Representative Assembly by one or more of the following methods:

- (a) **Petition of Delegates** – petition signed by at least fifty (50) certified delegates and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (b) **State Delegation** – a state delegation in the Representative Assembly whose concurrence in the proposed amendment is evidenced either by a majority vote of those delegates present and voting in such delegation at a regularly called meeting of the delegation held in connection with the Annual Meeting or by petition signed by a majority of the members of such delegation. Proposals shall then be submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (c) **NEA Board of Directors** – majority vote of the NEA Board of Directors and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (d) **Committee on Constitution, Bylaws, and Rules** – a majority vote of the Committee on Constitution, Bylaws, and Rules.

2. Time for Submission and Notice

- (a) **Deadline** – a proposed amendment to the Standing Rules shall be presented in writing to the Committee on Constitution, Bylaws, and Rules, postmarked and/or received by electronic communication, no later than one hundred twenty (120) days preceding the Annual Meeting.
- (b) **Submission Responsibility** – documentation of timely submission shall be the responsibility of the contact person for the amendment.
- (c) **Publication** – the text of the proposed amendment along with the name and state of the contact person shall be printed in an official

publication sent to all members at least sixty (60) days prior to its consideration.

- (d) **Adoption** – the Standing Rules may then be amended by the Representative Assembly by a majority vote of the delegates present and voting, by voice vote.

3. Adoption of a Standing Rule

After Vote on Amendments to Constitution and/or Bylaws

Any amendment to the Standing Rules which is dependent upon adoption of a pending amendment to the Constitution and/or Bylaws and which was previously submitted pursuant to Standing Rule 5.C shall be designated for vote following adoption of the contingent amendment to the Constitution and/or Bylaws.

4. Withdrawal of Proposed Amendments to Standing Rules

By motion of the contact person, an amendment to the Standing Rules may be withdrawn. Without objection, the chair shall rule that the amendment is withdrawn. If there is objection, a majority vote of the delegates shall be required for withdrawal of the amendment.

D. Editing, Titles, and Discussion

1. Editing

Amendments to the Constitution and Bylaws shall be reviewed and, if necessary, edited by the Committee on Constitution, Bylaws, and Rules.

The editing responsibilities of this committee shall include:

- (a) combining two or more amendments of a similar intent into a single amendment, if the final amendment is agreed to by the contact person for each group making the original amendments involved;
- (b) printing identical amendments as a single amendment with the contact persons of each

- listed with the amendments; and
- (c) dividing an amendment at the discretion of the committee and with the consent of the contact person to enable the component parts of an amendment to be voted upon independently of each other.

2. Amendment Titles

Titles of amendments to both the Constitution and Bylaws shall summarize the intent of the amendment, including the significance of the deletions as well as the changes and/or additions. The titles shall be posted outside the voting area on the day the amendments are voted upon.

3. Open Hearing on Amendments to Governing Documents

The Committee on Constitution, Bylaws, and Rules shall hold an open hearing on proposed amendments to the Constitution and Bylaws at a time and place to be announced in the printed program. A representative of the petitioners shall be requested to attend the open hearing to explain the intent of a proposed amendment. The Representative Assembly shall discuss the proposed amendments prior to voting.

Rule 6. New Business Items (NBI)

New business relating to substantive policies or programs for the Association shall be specific in nature and terminal in application.

The adoption of a new business item shall not include approval of any appropriations.

A. Submission

New business items shall be submitted to the Committee on Constitution, Bylaws, and Rules no later than 12 noon on the second day of the Representative Assembly and shall be submitted by:

- (a) **Petition of Delegates** – petition of at least fifty (50) delegates;

- (b) **State Delegation** – a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting;
- (c) **Governance Body** – a governance body of the NEA or a state or local affiliate; or
- (d) **Committee on Constitution, Bylaws, and Rules** – the Committee on Constitution, Bylaws, and Rules pursuant to Rule 7.E.

B. Format

Each new business item shall be printed accompanied by the name of the submitting NEA, state, or local group and shall be accompanied by the name and state of the contact person.

Whenever a proposed Representative Assembly action is published, it shall include the name, state and, with the express written consent of the contact person, the email address of said contact person. New business items may include a separate rationale/background statement of no more than 40 words. Any new business item that contains an acronym or abbreviated term shall include the complete name for the acronym followed by the acronym in parentheses when it is first used in that new business item.

C. Distribution

1. Submitted Before the Representative Assembly

New business items submitted prior to May 1 shall be sent to the president and executive director of each state affiliate as soon as possible. Those items submitted after May 1 but prior to June 15 shall be included in the delegate packets given to delegates at registration.

2. Submitted at the Representative Assembly

Submitted new business items shall be made available to the chairperson of each delegation on the following morning prior to the beginning of the Representative Assembly. Such material shall include a brief written rationale for each new business item.

D. Duplicate New Business Items

When a new business item is submitted and the concept or action is being implemented or duplicates previous new business item positions approved by the Representative Assembly, the maker of the motion shall be advised where the duplication exists prior to the introduction on the floor of the Representative Assembly. The decision to submit or withdraw the new business item shall remain with the maker of the motion.

E. Relating to Federal Legislation

Any new business item relating to federal legislation for the consideration of the Representative Assembly shall be treated as an amendment to the Legislative Program and shall be marked in the order received as legislative amendment 1, 2, and so forth.

F. Submitted by the NEA Board of Directors

New business of the Association presented at the direction of the Board of Directors may be debated and acted upon at any business meeting of the Representative Assembly.

G. Boycotts and Sanctions

New business relating to a boycott or sanction shall be referred to the Executive Committee. Prior to further action, NEA shall communicate with the state affiliate and local affiliate in which the affected company headquarters, organization, or governmental entity is located.

Affected state affiliates that do not concur with the recommendations of the Executive Committee regarding a boycott will be allowed to file a rebuttal position paper that will be circulated to the Board of Directors together with the report of the Executive Committee. Further, the state president of any affected affiliate will be allowed time to address the Board of Directors before a vote is taken.

The Board of Directors shall act on the report of the Executive Committee or transmit it to the

Representative Assembly. In making such referral, the Representative Assembly may take a position for or against the action proposed in the new business item. The Board shall implement this position unless, after consideration of legal and other relevant factors, it deems by two-thirds (2/3) vote that such implementation would not be in the best interest of the Association. If the Representative Assembly takes a position on the new business item, the Board of Directors shall act on it at its initial meeting of the new fiscal year. Information and rationale regarding the boycott or sanction shall be provided to the affected affiliate(s) prior to public notification.

H. Cost Estimates

A five (5) member committee shall be established to review new business items prior to and during the Representative Assembly. The committee shall consist of the secretary-treasurer, one (1) member of the Board of Directors elected by and from the Board, and three (3) delegates to the Representative Assembly appointed by the President. The committee shall review each new business item submitted and, without changing or eliminating any, shall (1) make a preliminary estimate of the cost of each item and (2) determine whether the item is covered in the program budget.

I. Duration

A new business item adopted by a Representative Assembly shall remain in effect (1) until a specified expiration date, or (2) until it is implemented, or (3) until it is rescinded by a subsequent Representative Assembly.

J. Editing

The text of a new business item adopted by a Representative Assembly may be edited with the approval of the President provided no substantive changes are made and the final text is approved in writing by the mover and the seconder. This would include replacing references to K-12 or Pre-K- 12 with Pre-K-Graduate School.

K. Implementation

During the program year of implementation, the mover of a new business item adopted by the Representative Assembly shall be advised about the steps being undertaken to accomplish its implementation.

L. Impacting Regional Conferences¹¹

Any proposed new business item that impacts the planning and organizing of an annual regional conference shall automatically be forwarded to the appropriate conference planning committee for consideration. The planning committee shall not be required to implement the new business item.

M. Impacting the Representative Assembly

New business items which impact the conduct of subsequent Annual Meetings shall be processed as follows:

- (a) **Rejected** – if the Representative Assembly rejects the new business item, no further action shall be taken.
- (b) **Adopted** – if the Representative Assembly adopts the new business item, it shall be referred to the Annual Meeting Review Committee. The Annual Meeting Review Committee shall implement the new business item, unless, after consideration of legal, financial, and other relevant factors, it concludes that such implementation would not be in the best interest of the Association. In that event, the Annual Meeting Review Committee shall make a recommendation to the Board of Directors regarding implementation of the new business item at or before the Board's February meeting, and the Board shall take such action as it deems appropriate. The action taken by the Board with regard to the new business item shall be reported to the next Representative Assembly, and the Representative Assembly shall take such action as it deems appropriate.

¹¹This section is no longer applicable. Regional conferences were removed from the NEA Strategic Plan and Budget in 2013.

- (c) **Referred** – if the Representative Assembly refers the new business item to the Annual Meeting Review Committee without taking a position for or against the new business item, the Annual Meeting Review Committee shall assess the new business item. Following such assessment, the Annual Meeting Review Committee shall make a recommendation to the Board of Directors regarding implementation at or before the Board’s February meeting, and the Board shall take such action as it deems appropriate. The action taken by the Board with regard to the new business item shall be reported to the next Representative Assembly, and the Representative Assembly shall take such action as it deems appropriate

Rule 7. Resolutions Committee and Procedure

A. Definition of Resolutions

Resolutions are formal expressions of opinion, intent, belief, or position of the Association.

They shall set forth general concepts in clear, concise language, shall be broad in nature, shall state the positions of the Association positively and without ambiguity, and shall be consistent with the goals of the Association as stated in the Preamble of the Constitution.

B. Resolutions Committee

1. Composition

The Resolutions Committee shall consist of an Internal Editing Committee of five (5) members and at least as many additional members from each state affiliate as the affiliate has NEA state directors, from among the retired delegates to the NEA Representative Assembly as the Retired members have NEA directors, and from among the Aspiring Educator members of the Association as the Aspiring Educator members have NEA directors.

The chairperson, vice- chairperson, and secretary of the Internal Editing Committee shall serve as chairperson, vice- chairperson, and secretary of the full Resolutions Committee.

2. Duties

The Resolutions Committee shall prepare and present to the Representative Assembly proposed resolutions for adoption. Proposed resolutions shall be printed and made available to delegates before action is scheduled thereon by the Representative Assembly. The form and text of each resolution shall be approved by the majority vote of the Resolutions Committee before presentation to the Representative Assembly provided, however, that a minority report may be presented to the Representative Assembly upon a one-third (1/3) favorable vote of the total Resolutions Committee's eligible voters.

Such minority report shall be printed with the majority report and shall be presented by the chairperson of the Resolutions Committee concurrently with the majority report. The chairperson of the Resolutions Committee shall present the report of the committee, together with any minority report, to the Representative Assembly for consideration at the time and place designated in the official program.

3. Membership on the Resolutions Committee

- (a) **State Delegations** – the registered delegates to the Representative Assembly from each state shall elect as many members and alternates to the Resolutions Committee from among the state and local delegates in the state delegation as each state has NEA state directors.
- (b) **NEA-Retired** – the retired delegates to the NEA Representative Assembly shall elect as many members and alternates to the Resolutions Committee from among the retired delegates as the number of retired directors.
- (c) **NEA Aspiring Educators** – the aspiring educator delegates to the NEA Representative Assembly

shall elect as many members and alternates to the Resolutions Committee as the number of aspiring educator directors. Nominations of aspiring educator members to the Resolutions Committee shall be open to all eligible NEA Aspiring Educator members.

- (d) **At-Large** – at-large members of the Resolutions Committee shall be appointed by the President as may be necessary to assure compliance with the requirements set forth in Article V, Section 1(d), (e), and (f) and that ethnic minorities comprise at least twenty (20) percent of the committee.

4. Term of Office

The terms of members of the Resolutions Committee shall commence September 1. The terms of state, at-large, and retired members of the Resolutions Committee shall be for one (1) year, two (2) years, or three (3) years, and no person shall serve more than six (6) years as a state member, as an at-large member, or as a retired member. The terms of aspiring educator members of the Resolutions Committee shall be for one (1) year, and no person shall serve more than two (2) terms as an aspiring educator member. Service as a Resolutions Committee member prior to September 1, 2008, shall count toward the six (6) year and two (2) year term limits. A state, at-large, or retired member of the Resolutions Committee shall immediately relinquish the Resolutions position when such member ceases to be a delegate to the NEA Representative Assembly.

5. Election Procedure

Elections shall be by secret ballot. Voting shall be by those delegates present and shall take place at the third business meeting of the state delegations and by the retired and aspiring educator delegates at the time and place designated in the annual program by the President of the Association except as may otherwise be approved in advance by the Committee on Constitution, Bylaws, and Rules. If the number of candidates for Resolutions Committee positions

is equal to or less than the number of positions to be filled, elections may be waived, and the candidates declared elected to the positions in question. The report of election results shall be submitted on the proper form to the Committee on Constitution, Bylaws, and Rules before the close of the fifth business meeting of the Representative Assembly.

6. Challenge of an Election

A challenge to the election of a Resolutions Committee member shall be made to the Committee on Constitution, Bylaws, and Rules within twenty-four (24) hours after the challenger knew or reasonably should have known the basis for the challenge.

7. Vacancies Between Representative Assemblies

The procedure for filling vacancies on the Resolutions Committee between meetings of the Representative Assembly shall be as follows: If the number of vacancies exceeds the number of alternates elected to fill vacancies, additional alternates shall be appointed by the governing board of the state affiliate or by the NEA Advisory Committee of Aspiring Educators, if feasible, or appointed by the president of the state affiliate or the chairperson of the NEA Advisory Committee of Aspiring Educators. Retired member vacancies shall be filled as provided in the bylaws of NEA-Retired.

8. Eligibility to Serve

The members elected from each state shall meet the requirements set forth in Article V, Section 1(a). Nominations of such state members shall be open except where limitations are required to comply with the provisions of Article V, Section 1(a). In the event that the first three (3) members from a state or the first three (3) retired members do not include at least one (1) ethnic minority, the fourth member shall be from an ethnic-minority group.

9. Continuing Membership

A member of the Resolutions Committee shall immediately relinquish the position held on the Resolutions Committee when such member ceases to be employed in the category represented.

C. Internal Editing Committee

1. Composition

The Internal Editing Committee shall be appointed by the president with the advice and consent of the Board of Directors for rotating terms of three (3) years. No person shall serve more than two (2) terms as a member of the Internal Editing Committee. The President shall annually appoint a chairperson from the Internal Editing Committee. Members of the Internal Editing Committee shall serve at the pleasure of the President. The Internal Editing Committee shall select annually a vice-chairperson and a secretary from among its own membership. It shall meet prior to the opening meeting of the Representative Assembly to draft proposed resolutions.

2. Duties

The functions of this committee shall be:

- (a) To submit verbatim to the Resolutions Committee the resolutions adopted by the previous Representative Assembly. Changes or amendments to these resolutions may be offered by this committee. Such changes will appear separately, attached to the original resolution.
- (b) To collect and categorize new resolutions. If clarification of a resolution seems necessary, the committee may make such changes.

The committee shall synthesize related resolutions into a common resolution where possible.

In the event of either of the above procedures, the committee will send the final resolution plus all resolutions from which it was prepared to the Resolutions Committee and the original drafter(s).

Controversial issues may have more than one (1)

- resolution sent to the full Resolutions Committee.
- (c) To draft new proposed resolutions.
 - (d) To apply the definition of resolution set forth in Rule 7.A above to proposed amendments to resolutions and to new resolutions.
 - (e) To review regularly the adopted resolutions of the Association to assure, among other things, their timeliness and internal consistency. The committee shall report its recommendations to the full Resolutions Committee for action.
 - (f) To make such changes in the adopted resolutions of the Association as may be necessary to accommodate the positions taken in policy statements adopted by the Representative Assembly. Such changes shall be made promptly after the policy statements have been adopted and shall be reported to the Resolutions Committee for information at its winter meeting.

D. Procedures for Submitting Resolutions

Resolutions from delegates or members designated for consideration by the Resolutions Committee at its winter meeting shall be submitted to the Executive Director or the chairperson of the Resolutions Committee or the members of the Resolutions Committee from their states.

The committee shall hold at least one (1) open hearing on proposed resolutions at a time and place to be announced in the printed program. The Resolutions Committee shall meet on a day prior to the open hearing and shall meet following the open hearing to consider any changes (additions, deletions, and/or amendments) it may wish to make in its report to the Representative Assembly.

The Resolutions Committee shall recommend a body of resolutions in its annual report to the Representative Assembly. These resolutions shall be presented for vote en masse.

The submission of all new resolutions and amendments to resolutions shall be submitted to the Committee on Constitution, Bylaws, and Rules no later than 12:00 noon on the second day of the

Representative Assembly. After 12:00 noon on the second day, only amendments to new resolutions or to resolutions amendments that have been properly submitted to the Committee on Constitution, Bylaws, and Rules shall be in order.

All new resolutions to be submitted from the floor for consideration after timely advance submission to the Committee on Constitution, Bylaws, and Rules must have a majority of the vote to be placed on the agenda (heard) and a two-thirds (2/3) vote to pass.

Resolutions submitted for consideration by the Representative Assembly shall be in writing on the forms provided, signed by the maker and the seconder of the motion.

The consideration of the NEA resolutions shall commence with the goal area containing the final resolution debated at the preceding Representative Assembly. Resolutions adopted by a Representative Assembly shall continue in force until the next Representative Assembly acts upon the report of the Resolutions Committee.

All resolutions adopted by the NEA Representative Assembly shall be publicized as official NEA resolutions.

E. Submission of Resolution as New Business

Between Representative Assemblies, any current resolution in whole or in part that is jointly determined to be a new business item by the Committee on Constitution, Bylaws, and Rules and the Internal Editing Committee shall be submitted for vote to the next Representative Assembly.

Rule 8. Amendments to the Legislative Program

Legislative amendments shall be considered as amendments to the main motion on the Legislative Program and shall be discussed at the time that the Representative Assembly acts on the Legislative Program.

A. Submission

Legislative amendments shall be submitted to the Committee on Constitution, Bylaws, and Rules no later than 12 noon on the second day of the Representative Assembly and shall be submitted by:

- 1. Petition of Delegates** – petition of at least fifty (50) delegates;
- 2. State Delegation** – a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting; or
- 3. Governance Body** – a governance body of a state or local affiliate.

B. Format

Each legislative amendment shall be printed accompanied by the name of the submitting state or local group and shall be accompanied by the name and state of the contact person.

C. Distribution

1. Submitted Before the Representative Assembly – legislative amendments submitted prior to May 1 shall be sent to the president and executive director of each state affiliate as soon as possible. Those amendments submitted after May 1 but prior to June 15 shall be included in the delegate packets given to delegates at registration.

2. Submitted at the Representative Assembly – submitted legislative amendment material shall be made available to the chairperson of each delegation on the following morning prior to the beginning of the Representative Assembly. Such material shall include a brief written rationale for each legislative amendment.

Rule 9. Policy Statements

A. Purpose

A policy statement shall set forth NEA's positions with regard to a particular subject, and may include

expressions of opinion, intent, or belief; may call for actions that are specific in nature and terminal in application; and may indicate support for or opposition to federal legislation.

B. Submission and Consideration of Proposed Policy Statements

A proposed policy statement may be submitted to the Representative Assembly only by the Board of Directors. The proposed policy statement, together with the committee report upon which it is based, shall be sent to delegates in the advance mailing for the Annual Meeting. Committee reports, including proposed policy statements and other recommendations, shall be sent to the Committee on Legislation and the Resolutions Committee at the same time they are sent to the Board of Directors.

A proposed policy statement shall be presented to the Representative Assembly for consideration at the time designated in the official program.

C. Effect of Adopted Policy Statements

If a policy statement is adopted by the Representative Assembly, any resolution, new business item, or provision in the Legislative Program that deals with the subject addressed in the policy statement shall be editorially changed to accommodate the positions taken in the policy statement. Any resolution, new business item, or provision in the Legislative Program that deals with a subject addressed in an adopted policy statement shall be accompanied by a notation indicating that NEA's position with regard to the subject in question is set forth in full in the policy statement and that the policy statement is controlling and supersedes all other NEA pronouncements dealing with that subject.

An adopted policy statement shall continue in force unless and until further action is taken with regard to that policy statement by a subsequent Representative Assembly.

D. Amending Adopted and Proposed Policy Statements

The Executive Committee shall review all adopted policy statements each year to assure that they continue to serve the contemporary needs and interests of NEA. In conducting this review, the Executive Committee may seek input from NEA members, affiliates, and constituency groups.

The Executive Committee shall report the results of its review, including any recommendations that the Executive Committee may wish to make for amending the adopted policy statements, to the Board of Directors at the Board's May meeting. Any amendments to the adopted policy statements approved by the Board of Directors shall be submitted to the Representative Assembly for action.

The Committee on Legislation and the Resolutions Committee shall submit to the Board of

Directors in advance of the Board's May meeting any proposed amendments to adopted or proposed policy statements adopted pursuant to their regular committee work, including regular open hearings at which members of the Association may submit proposed amendments to policy statements.

A Preliminary Report on Policy Statements, including a copy of all adopted and proposed policy statements, including any amendments approved by the Board of Directors for submission to the Representative Assembly, shall be sent to delegates in the advance mailing for the Annual Meeting.

Amendments to adopted and proposed policy statements may be submitted to the Committee on Constitution, Bylaws, and Standing Rules after the opening of the Representative Assembly until noon on the second day of the Representative Assembly by (1) petition of at least fifty (50) delegates, (2) a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting, (3) a governance body of a state or local affiliate, or (4) the Committee

on Legislation and the Resolutions Committee. These amendments will be distributed in writing to the delegates prior to consideration of policy statements by the Representative Assembly.

If a new business item, an amendment to the Legislative Program, or an amendment to a resolution that is submitted to the Committee on Constitution, Bylaws, and Standing Rules would have the effect of changing a position taken in an adopted or a proposed policy statement, the Committee shall treat the submission as an amendment to the policy statement, and it shall be acted upon when policy statements are being considered by the Representative Assembly.

Amendments to adopted and proposed policy statements shall be considered by the Representative Assembly at the time designated in the official program. The Representative Assembly shall deal with proposed policy statements first, and then shall deal with amendments to adopted policy statements. In this latter regard, the Representative Assembly shall deal with each adopted policy statement separately, acting first on any amendments to the policy statement in question submitted by the Board of Directors, and then acting on any other amendments to that policy statement.

Rule 10. Elections for State, Retired, and Aspiring Educator Directors

A. Reporting Campaign Expenses

The following procedure shall apply in regard to elections for NEA office that do not take place at the Representative Assembly: Using forms provided by the Committee on Constitution, Bylaws, and Rules, each candidate for state, retired, or aspiring educator director shall file a final report of campaign revenues and expenses with the state association president, the President of NEA-Retired, or the Chairperson of the NEA Advisory Committee of Aspiring Educators, as the case may be, or a designee. Such report must be filed no later than thirty (30) days following certification

of the result of the election, and a copy of the report shall be submitted to NEA together with the notice of certification of the result of the election.

B. Certification of Election of NEA Director

On a form provided by the NEA, the president of a state affiliate shall certify by May 20 the election of any director elected to assume office the following September 1. The president of a state affiliate shall certify the election of a person elected to complete an unexpired term on the NEA Board of Directors as soon as possible after such election. In the event the certifying officer is in fact the elected NEA Board member, the next ranking state officer shall certify the election report.

Rule 11. Elections Conducted at the Representative Assembly

A. Elections Committee

1. Composition

The Board of Directors, on the basis of recommendations from the state affiliates, shall appoint a chairperson and at least twenty (20) members of an Elections Committee. The chairperson and members shall serve at the pleasure of the Board of Directors.

2. Duties

The committee shall be responsible for the conduct of elections and any other items on which votes are taken by printed ballots.

B. Procedures

1. Filing

Each candidate for election at the Representative Assembly must file with the executive director no later than at the time of nomination a certificate of eligibility, and the executive director shall verify such certification. Distribution and display of campaign literature shall be restricted to the year of the

nominee's candidacy.

2. Advance Publicity

Candidates for executive office or membership on the Executive Committee may file their intention in writing with the executive director of the NEA, along with a picture and candidate statement. The executive director of the NEA shall publish in an NEA publication sent to Active members the picture and candidate statement of each candidate who has filed and presented such statement by March 15. The eligibility of such candidates shall be verified prior to publication.

The Association shall mail to all delegates a brochure, no larger than 8 1/2 by 11 inches, for each candidate for executive office or membership on the Executive Committee with the

candidate's approval. Subject to legal requirements, the content of the brochure shall be determined by the candidate, who shall provide the Association with camera-ready art for the brochure. Such artwork shall be received at the NEA headquarters building no later than May 1. The Association shall pay printing, mailing, and handling costs for such brochure.

In the event a candidate chooses to have printed a brochure for distribution to all delegates in the one-time mailing, the brochure shall be one (1) page, no larger than 8 1/2 by 11 inches; shall be supplied in sufficient number for all delegates; and shall be received at NEA Headquarters by May 15. There shall be no charge to such candidates for inclusion in the mailing.

3. Campaign Materials

No campaign materials may be distributed, posted, or displayed within the seating area of the auditorium or where they are visible from the seating area while the Representative Assembly is in session, provided that this prohibition shall not apply to the wearing of T-shirts, hats, pins, buttons, and the like.

No campaign materials or materials promoting

passage or defeat of any Constitutional or Bylaw amendment, including T-shirts, hats, pins, buttons, and the like, shall be distributed, posted, or displayed at the polling places or where they are visible from the polling places on election day.

4. Campaign Expenses

- (a) Prohibitions – no money or resources of NEA, an NEA affiliate, a labor organization, an employer, or an entity created or controlled by any of the above, shall be used to promote the candidacy of any individual for an NEA office.
- (b) Reporting – the following procedure shall apply in regard to elections for NEA office that take place at the Representative Assembly: Using forms provided by the Committee on Constitution, Bylaws, and Rules, each candidate shall file a preliminary report of campaign revenues and expenses, including projected revenues and expenses, with the committee prior to the opening of nominations at the Representative Assembly. A final report, on the forms provided by the committee, must be filed with the committee no later than thirty (30) days following certification of the election results. The committee shall report to the Representative Assembly, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations. The final report of campaign revenues and expenditures shall be made available for inspection by any member by means of an appropriate NEA electronic or printed publication.

5. Notification of NEA At-Large Director Positions

Prior to June 1, notification of the number and type of at-large positions necessary to fulfill the requirements of Article V, Section 1 of the NEA Constitution shall be sent to the executive officers, Executive Committee, Board of Directors, state presidents, state executive directors, members of the

Ethnic Minority Affairs Committee, and individuals who have notified NEA of intention to run for those positions.

6. Nominations

At the first business meeting of the Representative Assembly, nominations shall take place, as appropriate in each year, for the elections provided for by Article IV, Section 3; Article V, Section 1; and Article VI, Section 1 of the Constitution.

- (a) Nominations, as appropriate in each year, shall be made in the following order:
- i. president;
 - ii. vice president;
 - iii. secretary-treasurer;
 - iv. members of the Executive Committee;
 - v. at-large representatives of classroom teachers in higher education on the Board of Directors;
 - vi. at-large representatives of administrators on the Board of Directors;
 - vii. at-large representatives of Active members employed in education support professional positions on the Board of Directors;
 - viii. at-large representatives of ethnic minorities on the Board of Directors. The time of nominations of at-large ethnic-minority candidates, if necessary to achieve twenty (20) percent ethnic-minority representation on the Executive Committee as provided for by Article VI, Section 1(c) of the Constitution, shall be announced by the President contingent upon other nominations and/or balloting for Executive Committee positions.
- (b) Nominations for each category shall be made in an order determined by a drawing by the candidates or their designees.
- (c) Consistent with the requirements set forth in Rule 11.B.7, each candidate shall be nominated from the floor by motion of a delegate to the

Representative Assembly. When all nominations have been made, each candidate or designee shall have an allotment of time to address the Representative Assembly. Candidates for the office of president shall be given five (5) minutes for this purpose. Candidates for vice-president, secretary-treasurer, and the Executive Committee shall be given three (3) minutes. Candidates for at-large positions on the Board of Directors shall be given two (2) minutes.

- (d) Candidates or their designees shall speak in an order determined by a drawing by the candidates or their designees.
- (e) If the number of candidates nominated equals the number of positions to be filled, the chair shall declare such candidates elected.
- (f) The Committee on Constitution, Bylaws, and Rules shall be in charge of timing all speakers. Each speaker shall be given a one (1) minute warning before the time has elapsed, and the timekeeper shall stand at the end of the allotted time.

7. Voting Procedures

Elections shall be by printed ballot by the delegates to the Representative Assembly.

- (a) The names of the candidates shall be placed on the first ballot in the order determined by lottery by the candidates or their designees immediately following the close of nominations at the Representative Assembly; on subsequent ballots the order also shall be determined by lottery by the candidates or their designees.

The candidates or their designees, no later than thirty (30) minutes after the nomination and acceptance speeches have concluded, shall assemble at a place designated by the chairperson of the Committee on Constitution, Bylaws, and Rules. The lottery shall be held under the supervision of the chairperson of the Elections Committee and in the presence of the chairperson

of the Committee on Constitution, Bylaws, and Rules or designee.

In the event that a candidate or designee fails to appear at the appointed time and place, the chairperson of the Elections Committee shall draw for that candidate.

The order of the lottery shall be as follows: For placement on the first ballot, the candidates shall draw in order determined alphabetically by the states of the candidates. For placement on a runoff ballot, the candidates shall draw in order of the highest number of votes received on the previous ballot.

- (b) Elections on the first ballot shall be on the second day of the Representative Assembly. Polls for voting on the first ballot shall be open from 8:30 a.m. to 12 noon on election day at such place or places as the President may designate.

On the first ballot, delegates shall vote for positions as follows:

- i. Executive officers (as appropriate for that year);
 - ii. Members (as appropriate for that year) to serve on the Executive Committee;
 - iii. Representatives of classroom teachers in higher education, if necessary, on the Board of Directors;
 - iv. Representatives of administrators, if necessary, on the Board of Directors;
 - v. Representatives of Active members employed in education support professional positions, if necessary, on the Board of Directors; and
 - vi. Representatives of ethnic minorities, if necessary, on the Board of Directors.
- (c) Runoff elections shall be held as necessary until there is an election for each position by a majority vote. Notice of runoff elections shall be given by the chairperson of the Elections Committee from the platform during a regularly scheduled business meeting of the Representative Assembly. The chairperson of the Elections Committee shall set, subject to approval by the Representative Assembly, the hours for all runoff elections. The

chairperson of the Elections Committee shall authorize a runoff election by mail ballot of the certified delegates, if it becomes necessary, to assure elections by majority vote.

- (d) Administrators shall be nominated by administrator delegates and elected by majority vote of all delegates if necessary to achieve administrator representation on the Board of Directors as provided for by Article V, Section 1 of the Constitution.
- (e) Classroom teachers in higher education shall be nominated by such delegates and elected by majority vote of all delegates if necessary to achieve classroom teachers in higher education representation on the Board of Directors as provided by Article V, Section 1 of the Constitution.
- (f) Active members employed in education support professional positions shall be nominated by such delegates and elected by majority vote of all delegates if necessary to achieve such representation on the Board of Directors as provided for by Article V, Section 1 of the Constitution.
- (g) Ethnic-minority persons shall be elected by majority vote of all delegates if necessary to achieve at least twenty (20) percent ethnic-minority representation on the Board of Directors as provided by Article V, Section 1(c) of the Constitution. The number of positions to be voted upon shall be equal to the number required to assure a minimum of twenty (20) percent ethnic-minority representatives on the Board of Directors (excluding the ex officio members) without counting the number of ethnic-minority persons who may be elected at large in the same year to achieve the required proportion of administrators, classroom teachers in higher education, and Active members employed in education support professional positions on the Board.

- (h) Ethnic-minority persons shall be elected by majority vote of all delegates if necessary to achieve twenty (20) percent ethnic-minority representation on the Executive Committee as provided for by Article VI, Section 1(c) of the Constitution.
- (i) Polls for voting on amendments shall be open from 8:30 a.m. to 12 noon on the day and at such place or places as the President shall designate.
- (j) The chairperson of the Elections Committee shall present the report of each balloting by vote tally to the Representative Assembly. In the event that each of two or more incompatible amendments receives the required number of votes, the amendment receiving the greatest number of votes shall prevail.
- (k) As soon as the results of an election are certified, all business of the Representative Assembly shall be suspended until the results are reported to the Representative Assembly.
- (l) Following the oral report of the results of balloting to the Representative Assembly, the certified results shall be posted at the voting booths, displayed electronically to the Assembly hall, and printed in the next edition of the Representative Assembly newspaper.
- (m) The Representative Assembly shall not recess until the results of the election are certified and presented to the Assembly on the day of an election.

8. Tenure

Officers chosen shall continue in office through August 31 of the final year of the term for which they were elected, or until their successors are chosen in accordance with the Constitution and Bylaws.

Rule 12. Operating Procedures

A. Distribution of Materials

General distribution of any type of printed material in the auditorium and adjacent lobbies (within one hundred [100] feet) of the auditorium in which the Annual Meeting is held shall require clearance with the chairperson of the Committee on Constitution, Bylaws, and Rules. Identification of source and sponsorship shall be printed on such materials. Clearance is not required for official NEA reports or for distribution of materials by chairpersons of state delegations to their own delegates.

B. Exhibit and Fundraising Areas

The following rules shall apply to the use of exhibit and fundraising areas at the NEA Annual Meeting:

- (a) NEA affiliates, delegates, and caucuses shall be permitted to use the exhibit and fundraising areas to distribute material or disseminate information related to the Association's agenda, including material or information that is contrary to or advocates a change in NEA policy. The material distributed or information disseminated may be prepared by the affiliates, delegates, and caucuses themselves, or the affiliates, delegates, and caucuses may distribute material or disseminate information prepared by groups external to the Association.
- (b) Groups external to the Association shall be permitted to use the exhibit area to distribute material or disseminate information related to the Association's agenda, provided that such material is not contrary to or does not advocate a change in NEA policy.
- (c) Groups that do not adhere to NEA policies and resolutions on nondiscrimination shall not be permitted to use the exhibit area to distribute material or disseminate information of any kind.
- (d) The Association may prohibit the distribution of any material or the dissemination of any

information that is disruptive or offensive (i.e., obscene or in bad taste).

C. Prohibitions

1. Smoking

There shall be no smoking in the Representative Assembly or in any area or line where delegates are required to be in order to carry out their responsibilities.

2. Alcoholic Beverages

There shall be no consumption of alcoholic beverages in the Representative Assembly.

3. Drawings or Giveaways

There shall be no drawings or giveaways conducted during the Annual Meeting in which delegates must be present to win except for those designed to motivate delegates to attend business meetings or properly scheduled caucuses.

Rule 13. Definition of Terms

The following terms, when used in the Constitution, Bylaws, and/or Standing Rules, shall have these definitions:

A. Open Nomination Procedure

Open nomination procedure shall mean a procedure by which every eligible NEA member shall have the opportunity to nominate any NEA member who meets the qualifications for the elective position; subject, however, to any limitations required in the NEA Constitution and Bylaws and also to any other reasonable restrictions uniformly imposed.

B. Secret Ballot

Secret ballot shall mean a procedure for voting on slips of paper (or via a voting machine) on which the voter may mark the vote in secrecy.

C. One-Person—One-Vote

One-person–one-vote principle shall mean a voting procedure by which the vote of each member of the constituency has equal weight, so that in the elected governing body each delegate represents approximately the same number of constituents as each and every other delegate.

D. Election by Secret Ballot by Individual Position

Election by secret ballot for each individual position shall mean that slate voting shall not be permitted.

E. Runoff Elections

Runoff elections shall mean a voting procedure as follows: In an election by the Representative Assembly, if a sufficient number of candidates has not achieved a majority of the valid ballots cast, another election shall be held and the runoff ballot shall list those unsuccessful candidates who, arranged in decreasing order of votes received, obtained a majority of the votes cast in the previous election. In the event that this procedure would not provide at least one more candidate than the number of remaining positions to be filled, then the runoff ballot shall list those candidates who, in descending order, received the highest number of votes on the previous ballot (though not elected), listing one more candidate than the number of positions to be filled.

F. Valid Ballot

In the case of elections at the Representative Assembly, a valid ballot shall be a ballot (1) cast by a credentialed delegate for a person nominated for the office, (2) cast for no more than the maximum number of positions to be filled, and (3) cast in a manner that clearly indicates the voter's choice. In the case of a vote by the Representative Assembly on any issue placed on a ballot, a valid ballot shall be a ballot clearly cast for or against this issue.

G. Campaign Materials

Campaign materials shall mean any document, electronic transmission, object, or other material that has the purpose or effect of promoting the candidacy of an individual for NEA office, and shall include, by way of illustration and without limitation, billboards, newspaper advertisements, audio-visual materials, emails, brochures, position papers, buttons, pins, articles of clothing, candy,

Voting for Officers

I. General Information

II. Election of Executive Officers

This year, the Representative Assembly will elect two members of the Executive Committee for three year terms. The following candidates have filed for the two Executive Committee seats (listed in order of filing).

NEA Executive Committee, two positions

Christine Sampson-Clark

Robert Rodriguez

Mark Airgood

Tania Kappner

Voting on amendments to the Constitution and Bylaws will take place via a secure online system as described on next page.

Constitutional Amendments (Requiring a 2/3 Majority Vote for Adoption)

	YES	NO
No. 1	<input type="checkbox"/>	<input type="checkbox"/>

Bylaw Amendments (Requiring a Majority Vote for Adoption)

	YES	NO
No. 1	<input type="checkbox"/>	<input type="checkbox"/>
No. 2	<input type="checkbox"/>	<input type="checkbox"/>

Voting on amendments

Voting on amendments to the NEA Constitution and Bylaws will take place via a secure online system. Following floor debate on the amendments, each voting delegate will receive an email with a unique link to access the ballot. Delegates will simply click the link, mark the ballot, and submit the ballot electronically. The ballot will remain open for 24 hours.

Candidates for NEA Office

NEA is publishing and distributing the candidate statements for candidates for Executive Committee seats as a service to its members in order to ensure a fully informed electorate. All candidates were provided with an equal opportunity to submit statements to NEA for publication. Each of these statements was prepared by the candidate and solely reflects the views and opinions of the candidate, and not those of NEA or its affiliates. The candidate is solely responsible for his or her statement.

Candidates appear in the order in which they filed for office.

Candidates for Executive Committee (Two Positions)

Christine Sampson-Clark

My name is Christine Sampson-Clark. I am asking for your vote for re-election to the NEA Executive Committee. For my first term, I was able to support working for safe, just, and equitable schools for all students no matter where they live, their socio-economic status, or their racial and social identities. ALL students deserve access to great public schools. And the work is not done. I am asking for your vote to continue the work to ensure that our members in every membership category are protected and respected. As a member of the Executive Committee, I work diligently to provide space so that member voices are uplifted and included in decisions made at the national level while supporting members at all levels of the association.

Robert V. Rodriguez

My name is Robert Varela Rodriguez, I am a middle school special education teacher, a proud UNION member from California and a candidate for re-election to the NEA Executive Committee. As a passionate educator and longtime union activist, I have always advocated for Member Organizing, Collective Action and Advancing Racial, Social and Economic Justice in public education. I am committed to ensuring that every student regardless of race, zip code or economic status has access to quality public education. I believe in ensuring that our union advocates for the rights of our members, our communities and our students and that they have a voice in our democracy! As your candidate, I will also fight to protect your voice and our union!!!

Mark Airgood

Vote EON/BAMN

Elect Mark Airgood for NEA Executive Committee

Build the Independent Mass Integrated Labor and Civil Right Movement to Defend Public Education

I'm proud to be at the forefront of the new civil rights movement and fighting to protect our communities from Covid-19 infections and deaths. EON/BAMN candidates are the only ones demanding that masks and vaccines be mandatory and that families who want virtual education get it. I'll lead the NEA to build the politically independent civil rights and labor movement to fight for immigrant rights, women's rights, LGBT rights, youth rights, and all struggles of oppressed and working people. Our movement defeated Donald Trump and protected American democracy from an authoritarian coup. It's imperative that we fight to win now.

Tania Kappner

I'm a civil rights and union leader who is committed to telling the truth about the ongoing nature of the Covid-19 pandemic, and is fighting for the policies key to save students' and members' lives. We must demand continued mask mandates, and vaccination for all. I'm fighting for the rights of all families who want continued virtual education for safety. NEA can be key in defending democracy in this country if we look to own power and take independent action to build the movement. I'll continue to take on the Trump movement by fighting against racism, for immigrant rights, LGBT rights, and women's rights.. I mobilize intransigently to defend public education against privatization and union busting. Stand up for a strong union. Vote EON/BAMN!

Annual Meeting Committees

Constitution, Bylaws, and Rules

Tom Brenner, *Chair*, Farmington Hills, Michigan

Kathleen Axtell, Shelton, Washington

Rudy Burruss, Pennsylvania

Teresa Meredith, *Indiana*

Elizabeth Nahl, Hillsboro, Oregon

Sabrina Tines-Morris, *NEA staff liaison*

Carrie Lewis, *NEA staff liaison*

The Committee on Constitution, Bylaws, and Rules is seated at the front of the hall during all business meetings of the Representative Assembly. The committee receives and processes proposed amendments to the Constitution, Bylaws, and Standing Rules; supervises the submission and processing of new business; supervises the timing of speeches and roll call votes; consults with delegates who wish to present amendments to the governing documents or to submit new business items; and issues advisory interpretations upon request of the chair on questions arising from the floor. Prior to the Representative Assembly, the committee holds an open hearing for discussion of proposed amendments and briefs the candidates for office.

Credentials

Brenda Robinson, Little Rock Arkansas, *chairperson*

Iona Holloway, La Place, Louisiana

Vanessa Jimenez, Phoenix, Arizona

Doug Lea, Columbia, Maryland

Laura Warren, Lebanon, Oregon

Keira McNett, *NEA staff liaison*

Elections

Charles Smith, Kansas City, Missouri, *chairperson*

Therman Evans, *NEA staff liaison*

The Elections Committee, composed of at least 20 members and a chairperson appointed by the Board of

Directors on the basis of recommendations from the state affiliates, is responsible for conducting the annual election of officers and any other items on which votes are taken by printed ballot.

Resolutions

EDITING COMMITTEE

Miles Carey, Washington, DC (VEA), *chairperson*

Jeremy Bort, Renton, Washington

Theresa Flood, Collegeville, Pennsylvania

James Henderson, Windsor Mill, Maryland

Ruth Luevand, San Dimas, California

Sabrina Tines-Morris, *NEA staff liaison*

Paul Birkmeier, *NEA staff liaison*

Resolutions are formal expressions of opinion, intent, belief, or position of the Association. They shall set forth general concepts in clear, concise language, shall be broad in nature, shall state the positions of the Association positively and without ambiguity, and shall be consistent with the goals of the Association as stated in the Preamble of the Constitution. NEA resolutions—organized in goal areas lettered A through J—are adopted by the Representative Assembly.

The *Summary of Winter Committee Meeting Actions* is posted on www.nea.org/ra in advance of the Representative Assembly. This summary includes all committee recommendations it has made through its winter meeting on March 5–6.

Delegates wishing to submit a new resolution or an amendment to a resolution may do so by visiting the 2022 RA Business Submission Site on www.nea.org/ra.

The Resolutions Committee conducts a virtual open hearing for delegates on Wednesday, June 22 to discuss the development of its final report and receive for its consideration any additional proposals submitted by delegates. The committee will contact delegates regarding any proposed changes received on the 2022 RA Business Submission Site prior to the open hearing.

After the hearing the committee convenes on Friday–Saturday, July 1–2 to prepare the *Report of the NEA Resolutions Committee* which contains all proposed amendments it has approved for consideration at the Representative Assembly. The report is posted on www.nea.org/ra and distributed to delegates on the morning of the first day of the RA. Resolutions contained in the committee’s final report represent all recommendations of the committee.

After the Resolutions Committee has conducted its open hearing and published its report, delegates wishing to submit a new resolution or an amendment to a resolution through the RA Submission Site must do so no later than 4:00 pm CDT on the first day of the Representative Assembly (Sunday, July 3). A delegate may propose an amendment to a resolution contained in the committee’s final report, or to any existing resolution contained in the 2021–2022 NEA Resolutions document. A delegate may also propose a new resolution. A new resolution submitted by a delegate from the floor of the Representative Assembly must have a majority of the vote to be placed on the agenda (heard) and a two-thirds (2/3) vote to pass. Submissions are posted on www.nea.org/ra. After 4:00 pm CDT on the first day of the Representative Assembly, floor amendments to new resolutions and floor amendments to resolutions amendments posted on www.nea.org/ra must be submitted not later than two hours before the opening of the Representative Assembly on the day on which resolutions are to be considered by delegates. All items must be submitted electronically as instructed on the online platform provided.

Proposed amendments will be considered beginning with the goal area containing the final resolution debated at the last Representative Assembly during which resolutions were considered. The committee’s report to the 2022 Representative Assembly will begin with Goal Area C and proceed through D, E, F, G, and so forth. The definition of an NEA resolution; composition, election, and duties of the Resolutions Committee; and procedures for submitting resolutions are set forth in NEA Standing Rule 7.

State Delegations

Delegation Meetings

Alabama Education Association

In-person (Swisstotel) w/virtual option
July 2–6: 7:30–9 am

Alaska–NEA

In-person (Hyatt Regency McCormick) w/virtual option
July 2: 10 am–2 pm; July 3–6: 7–9 am

Arizona Education Association

In-Person (W City Center)
July 2: 8 am–12 noon; July 3–6: 7–9 am

Arkansas Education Association

In-Person (Drake)
July 2–6: 7:30–8:30 am

California Teachers Association

In-Person (Sheraon Grand)
July 2: 10 am–2 pm; July 3–6: 7–9 am

Colorado Education Association

In-person (Renaissance Chicago) w/virtual option
July 2: 9 am–2 pm; July 3–6: 7–9 am

Connecticut Education Association

In-person (Drake) w/virtual option
July 2: 9 am–12 noon; July 3–6: 7–9 am

Delaware State Education Association

In-person (W City Center)
July 3–6: 7:30–9:15 am

Federal Education Association

In-person (Loews)
July 2: 8–9:30 am; July 3–6: 7–9 am

Florida Education Association

In-person (Hyatt Regency Downtown) w/virtual option
July 2–3, 5: 7:30–9 am; July 4: 7–9 am

Georgia Association of Educators

In-person (Hyatt Regency Downtown) w/virtual option
July 2: 1–4 pm; July 3–6: 7–9 am

Hawaii State Teachers Association

In-person (Swisstotel) w/virtual option
July 2: 9–10:30 am; July 3–6: 7–9 am

Idaho Education Association

In-person (Palmer House Hotel)
July 2: 8–10:45 am; July 3–6: 7–9 am

Illinois Education Association

In-person (Hyatt Regency Downtown) w/virtual option
July 2: 7–11 am; July 3–6: 7–9 am

Indiana State Teachers Association

In-person (Intercontinental) w/virtual option
July 2–6: Please check RA website for confirmed times.

Iowa State Education Association

In person (Royal Sonesta Chicago Downtown)
w/virtual option
July 2: 8:30–10 am; July 3–6: 7–9 am

Kansas NEA

In-person (Loews)
July 2: 9 am–12 noon; July 3–6: 7–9 am

**Kentucky Education Association–New
Delegate Orientation**

In-person (Fairmont Hotel) w/virtual option
July 2: 9–10 am

Kentucky Education Association

In-person (Fairmont) w/virtual option
July 2: 10–11 am; July 3–6: 7–9 am

Louisiana Association of Educators

In-Person (Royal Sonesta Chicago Downtown)
July 3–6: 7–9 am

Maine Education Association

In-Person (Hyatt Regency McCormick)
July 2: 10 am–12 noon; July 3–6: 7–9 am

Maryland Education Association

In-Person (Fairmont) w/virtual option
July 2–6: 7–9 am

Massachusetts Teacher Association

In-Person (JW Marriott) w/virtual option
July 2: 9–1:30 am; July 3: 9–10:30 am;
July 4–6: 7:30–9 am

Michigan Education Association

In-Person (Swissotel) w/virtual option
July 2: 8–11 am; July 3–6: 7–9 am

Minnesota Education Association

In-Person (Westin Michigan Avenue)
July 2–6: 7–9 am

Mississippi Association of Educators

In-Person (Renaissance Chicago)
July 2–6: 7–9 am

Missouri NEA

In-Person (Omni Hotel)
July 2, 4–6: 7–9 am

Montana Federation of Public Employees

Virtually
July 2: 11 am–1 pm
In- person (Omni Hotel)
July 5: 1–5 pm

Nebraska State Education Association

In-Person (W Lakeshore) w/virtual option
July 2: 7 am–12 noon; July 3: 6–9 am;
July 4–6: 6–9 am

Nevada State Education Association

In-Person (Hyatt Regency McCormick)
July 2: 7–11 am; July 3–6: 7–9 am

New Jersey Education Association

In-Person (Chicago Hilton) w/virtual option
July 2: 8 am–12 noon; July 3–6: 7–9 am

New Hampshire–NEA

In-Person (Hyatt Regency McCormick) w/virtual option
July 2–6: 7–9 am

New Mexico–NEA

In-Person (Hilton Tri-Plex/Hilton Garden Inn
McCormick Place) w/virtual option
July 2: 9 am–12 noon; July 3–6 : 7–9:30 am

New York State Education Association

In-Person (Hyatt Regency McCormick) w/virtual option
Please check RA website for confirmed times.

North Carolina Association of Educators

In-Person (JW Marriott) w/virtual option
July 3–6: 7–9 am

North Dakota United

In-Person (Palmer House Hotel)
July 2–6: 7–9 am

Ohio Education Association

In-Person (Palmer House Hilton) w/virtual option
July 2: 8–9 am; July 3–6: 7–9 am

Oklahoma Education Association

In-Person (Palmer House Hilton)
July 2: 7:30–9:30 am; July 3–6: 7–9 am

Oregon Education Association

In-Person (JW Marriott)

July 2: 8–11:30 am; July 3–6: 7–9 am

Pennsylvania State Education Association

In-Person (Westin Michigan Avenue) w/virtual option

July 2: 8–10 am; July 3–6: 7–9 am

Rhode Island–NEA

In-Person (Hyatt Regency McCormick)

July 2: 9–10 am; July 3–6: 7:30–9 am

South Carolina Education Association

In-Person (W Lakeshore) w/virtual option

July 2–6: 7–9 am

South Dakota Education Association

In-Person (Palmer House Hilton)

July 3–6: Please check RA website for confirmed times.

Tennessee Education Association

In-Person (Intercontinental) w/virtual option

July 2: 8–10:30 am; July 3–6: 7–9 am

Texas State Teachers Association

In-Person (Doubletree Meg Mile)

July 3–6: Please check RA website for confirmed times.

Utah Education Association

In-Person (Renaissance Chicago) w/virtual option

July 2: 10–12 noon; July 3: 8–9:15 am;

July 4–6: 8–9:15 am

Vermont NEA

In-Person (Hyatt Regency McCormick)

July 3–6: 7–9 am

Virginia Education Association

In-Person (Westin Chicago)

July 3–4, 6: 7:30–9 am; July 5: 7:30–9 am

Washington Education Association

In-Person (Intercontinental)

July 2: 9 am–3 pm; July 3–6: 7 am–9 am

West Virginia Education Association

In-Person (Hilton Tri-Plex/Hilton Garden Inn
McCormick Place)

July 3–6: 7–9 am

Wisconsin Education Association Council

In-Person (W Lakeshore) w/virtual option

July 2: 11:30 am–1:30 pm

July 3–6: 7–9 am

Wyoming Education Association

In-Person (Palmer House Hilton)

July 2: 8–10:45 am; July 3–6: 7–9 am

Annual Meeting Services

McCormick Place Convention Center

Caucus Information *(Special Interest)*

Information on caucus meetings and activities is posted on caucus announcement boards and on NEA's Digital Signage located around the convention center.

Child Care Center/Camp NEA *(ages 6 months to 9 years)*

Room N426C (Child Care–School Age)

Room N426B (Child Care–Pre-School)

Room N426A (Child Care–Infants & Toddlers)

June 30–July 2: 8:30 am–5:30 pm

July 3–6: 6:30 am until 30 minutes after the close of
each day's Representative Assembly meetings

Club NEA *(ages 10–16 years)*

Room N427A

June 30–July 2: 8:30 am–5:30 pm

July 3–6: 6:30 am until 30 minutes after the close of
each day's Representative Assembly meetings

First Aid

Mezzanine; Level 2.5

Delegate Experience & Cafe

Hall C: July 3–6

The NEA Delegate Café, located in Hall C, will serve as a hub to network, refresh, and learn. The Café includes an Art Wall, concessions, and tables for Caucuses and Councils to interact with delegates. Be sure to check it out and return each day.

Emergency Hotline Phones

Located in the various corners of the Representative Assembly. In an emergency or if there is a problem in the Representative Assembly, use the hotline emergency phones. Problems or emergencies include air conditioning malfunction, exposed wires, smoking, and individuals needing medical assistance.

Digital Signage

Free-standing screens located at various locations in the convention center provide updated information and announcements. They are a handy resource for all attendees.

Help for the Local Community

Hall C1

July 3–6: 9 am–5 pm

NEA has chosen the Chicago Hope Food Pantry for Help the Local Community. The Chicago Hope Food Pantry serves as a central donation point to support local communities. Delegates have the opportunity to make a monetary donation by going to the website <https://www.chicagosfoodbank.org/locations/chicago-hope-food-pantry/> or by scanning the QR code. For the QR Code, please visit us in Hall C1 in the Delegate Café.

The Chicago Hope Food Pantry is located at:

2505 N Kedzie Blvd, Chicago, IL 60647

773-499-9763

Host Committee

Room N228

Information Booth

South Hall Lobby; Gate 3

Lost & Found

Information Booth, South Hall Lobby; Gate 3
July 3–6

NEA Annual Meeting Office

Room N226

This office coordinates logistical arrangements for the Annual Meeting.

The office hours are: July 2: 8 am–5 pm

July 3–6: 8 am to 30 minutes after the close of the RA

Production & Materials Distribution

Hall C1, Rear

Registration and Check In

Hall B; Grand Concourse Lobby

July 2: 8 am–4 pm

July 3: 8 am–5 pm

July 4–5: 9 am–5 pm

July 6: 9 am–Noon

Registration for Delegates with Physical Challenges

Physically Challenged Office Hall B, Rear

July 2: 8 am–4 pm

July 3: 8 am–5 pm

Hall B Registration

July 4–5: 9 am–5 pm

July 6: 9 am–Noon

Services for Delegates with Physical Challenges

July 3–6: Hall B, Rear

Voting

Hall C2

Food Services

July 2–6, 2022

Cashless Convention!

In support of our health and safety protocols at the 2022 RA, all points of sale at the McCormick Place campus – which includes the Hyatt McCormick, Marriott Marquis, and Hilton Tri-Plex – will be cashless. So debit or credit cards will be needed to make purchases at food outlets, gift shops, FedEx business centers, and parking terminals. These locations also do not accept mobile payment apps such as Apple Pay, Google Pay, Venmo, or PayPal. If you do not carry or prefer not to use your credit or debit card when visiting any of these cashless locations, a suggested solution is to consider purchasing a Visa gift card before traveling to Chicago, or purchase at Chicago-area CVS, Walgreens, or other local pharmacies.

Food Services can be found in the following areas for your convenience:

NORTH BUILDING LEVEL 1

Hall C1 – Delegates Café

NORTH BUILDING LEVEL 2, LOBBY

McDonald's, Connie's Pizza, Dunkin' Donuts (Cart)

NORTH BUILDING, LEVEL 3 CONCOURSE

23rd Street Café, Starbucks (North)

SOUTH BUILDING, LEVEL 1 GATE 4

Third Coast Coffee

SOUTH BUILDING, LEVEL 2.5

Starbucks (South)

Note: McCormick Place Convention Center campus is a completely cash-free facility; each vendor accepts most major credit and debit cards (no e-payment available). Most of the concession stands offer healthy food options and alternatives. There are Gluten-Free, Vegetarian, and Vegan options at some concepts, and options will be marked on their menu boards. Those with dietary medical restrictions should contact their State Coordinator. Concession schedules are subject to change without notice. Opening and closing times from July 2–6 will be based on business. *Closing times for July 6 are TBD.

July 2, 2022

Starbucks (North)	North, Level 3 Concourse 8:00 AM – 4:00 PM
23rd Street Café	North, Level 3 Concourse 8:00 AM – 4:00 PM
Dunkin' Donuts	North, Level 2 Lobby 8:00 AM – 4:00 PM
Starbucks (South)	South, Level 2.5 8:00 AM – 4:00 PM
Third Coast Coffee	South, Level 1 Gate 4 8:00 AM – 4:00 PM
McDonald's	North, Level 2 Lobby 8:00 AM – 4:00 PM
Connie's Pizza	North, Level 2 Lobby 11:00 AM – 4:00 PM
Third Coast Coffee	North, Delegates Café 11:00 AM – 4:00 PM
Kosher	North, Delegates Café 11:00 AM – 4:00 PM
Robinson's Rib	North, Delegates Café 11:00 AM – 4:00 PM
Connie's Pizza	North, Delegates Café 11:00 AM – 4:00 PM
Ambrosia Café	North, Delegates Café 11:00 AM – 4:00 PM
Luzita's Burrito Bowl	North, Delegates Café 11:00 AM – 4:00 PM
Heartland Burger	North, Delegates Café 11:00 AM – 4:00 PM
23rd Street Grab n' Go	North, Delegates Café 11:00 AM – 4:00 PM
Mimi's Churros	North, Delegates Café 11:00 AM – 4:00 PM

July 3–6, 2022

Starbucks (North)	North, Level 3 Concourse 7:00 AM – 5:00 PM/TBD*
23rd Street Café	North, Level 3 Concourse 7:00 AM – 5:00 PM/TBD*
Dunkin' Donuts	North, Level 2 Lobby 7:00 AM – 5:00 PM/TBD*
Starbucks (South)	South, Level 2.5 7:00 AM – 5:00 PM/TBD*
Third Coast Coffee	South, Level 1 Gate 4 7:00 AM – 5:00 PM/TBD*
McDonald's	North, Level 2 Lobby 7:00 AM – 5:00 PM/TBD*
Connie's Pizza	North, Level 2 Lobby 10:00 AM – 5:00 PM/TBD*
Third Coast Coffee	North, Delegates Café 10:00 AM – 5:00 PM/TBD*
Kosher	North, Delegates Café 10:00 AM – 5:00 PM/TBD*
Robinson's Rib	North, Delegates Café 10:00 AM – 5:00 PM/TBD*
Connie's Pizza	North, Delegates Café 10:00 AM – 5:00 PM/TBD*
Ambrosia Café	North, Delegates Café 10:00 AM – 5:00 PM/TBD*
Luzita's Burrito Bowl	North, Delegates Café 10:00 AM – 5:00 PM/TBD*
Heartland Burger	North, Delegates Café 10:00 AM – 5:00 PM/TBD*
23rd Street Grab n' Go	North, Delegates Café 10:00 AM – 5:00 PM/TBD*
Mimi's Churros	North, Delegates Café 10:00 AM – 5:00 PM/TBD*

NEA Strategic Plan and Budget for 2022–2024

*Basis for NEA Program and Budget Development
Fiscal Year 2022–2024*

Statement of Vision and Mission

THE NATIONAL EDUCATION ASSOCIATION

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation, and we accept the profound trust placed in us.

OUR VISION

Our Vision is a great public school for every student.

OUR MISSION

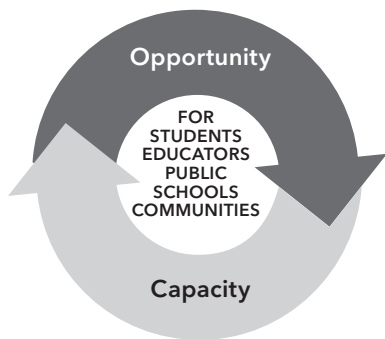
Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

2022–2024 Strategic Framework

Strategic Goals

To achieve our mission and to grow and strengthen our association to promote quality public education for students, educators, and America’s schools, we the NEA will:

1. Enhance the well-being of America’s students, their families, and their communities by **advancing opportunities** that will transform public education into a just, equitable, and excellent system.
2. Ensure the success of the public education system, our members, and those they serve by developing the structures, processes, and practices that **strengthen our organizational capacity** across the enterprise.



Strategic Objectives

In partnership with our Affiliates, NEA will:

- **Build Safe, Healthy, Inclusive, and Future-Focused Learning Environments:** Support the development of modern, safe, and supportive learning environments that are affirming to all students and employees and resourced to meet the academic and developmental needs of today's students.
- **Support Professional Excellence and Respect:** Enhance and maintain an enterprise-wide system of Association-convened, member-led professional learning and supports for all educators across their career continua to ensure student success, to diversify the professions, to continuously improve their professional skills, and to secure professional authority, collective autonomy, and compensation.
- **Advance Racial Justice and Social Justice:** Support members in advancing racial justice and social justice in education and improving conditions for all students, families, and communities through awareness, capacity-building, partnership, and individual and collective action.
- **Strengthen Public Education as the Cornerstone of Democracy:** Use all available means, including organizing, collective action, policy, legal, legislative, and electoral, to safeguard the rights of students, communities, and educators; to advance economic justice; to protect the future of public education; and to ensure that students are prepared in a learner centered environment to participate fully in our democratic society.
- **Enhance Professional and Organizational Regard:** Enhance member and public recognition of the positive contributions of the NEA, its affiliates, and its members; demonstrate the value that the organization provides to educators, students, and communities; and the positive outcomes to the public education system when professionals are in union with one another.

Enhance Organizational Capacity

Develop and leverage the collective organizational proficiencies across our association to advance the mission of the NEA and its Affiliates, with particular focus on Member Engagement, Organizing & Connectedness; Educator Voice, Autonomy & Leadership; Racial Justice Culture; Coalitions & Partnerships; Dynamic Alignment; and Enterprise/Affiliate Health.

Enterprise Operations

Ongoing functions across the enterprise that support the Strategic Objectives, build lasting strength, and sustain the organizational infrastructure.

Organizational Capacity: 2022-2024 Areas of Focus

Develop and leverage the collective organizational proficiencies across our association to advance the mission of the NEA and its Affiliates, with particular focus on:

- **Member Engagement, Organizing & Connectedness:** Our ability to sponsor a cause and promote participation around that cause, and our ability to provide our members with the opportunities and support they need to engage in meaningful by-member-for-member activities, connect with other professionals, and remain loyal members of their professions and their association
- **Educator Voice, Autonomy & Leadership:** Our ability to empower educators and other members with opportunities to exercise voice, decide, and lead in classrooms, schools, and districts
- **Racial Justice Culture:** Our ability to develop and implement a racial justice lens through which we conduct all our actions
- **Coalitions & Partnerships:** Our ability to work with others to achieve member, student, and association goals
- **Dynamic Alignment:** Our ability to engage affiliates and members in shared goals and to disperse work across the enterprise to achieve effective and efficient results by using resources and skills where best suited

- **Enterprise/Affiliate Health:** Our ability to support strong fiscal management, risk mitigation, data management, strategic use of data and information, and organizational learning processes across the enterprise

Enterprise Operations

Ongoing functions across the enterprise that support the Strategic Objectives, build lasting strength, and sustain the organizational infrastructure.

- Leadership & Governance Supports
- Business, HR & Financial Services
- Enterprise Technology Services
- Enterprise Communications Services
- Human Resources
- Legal
- Strategy, Data, & Research

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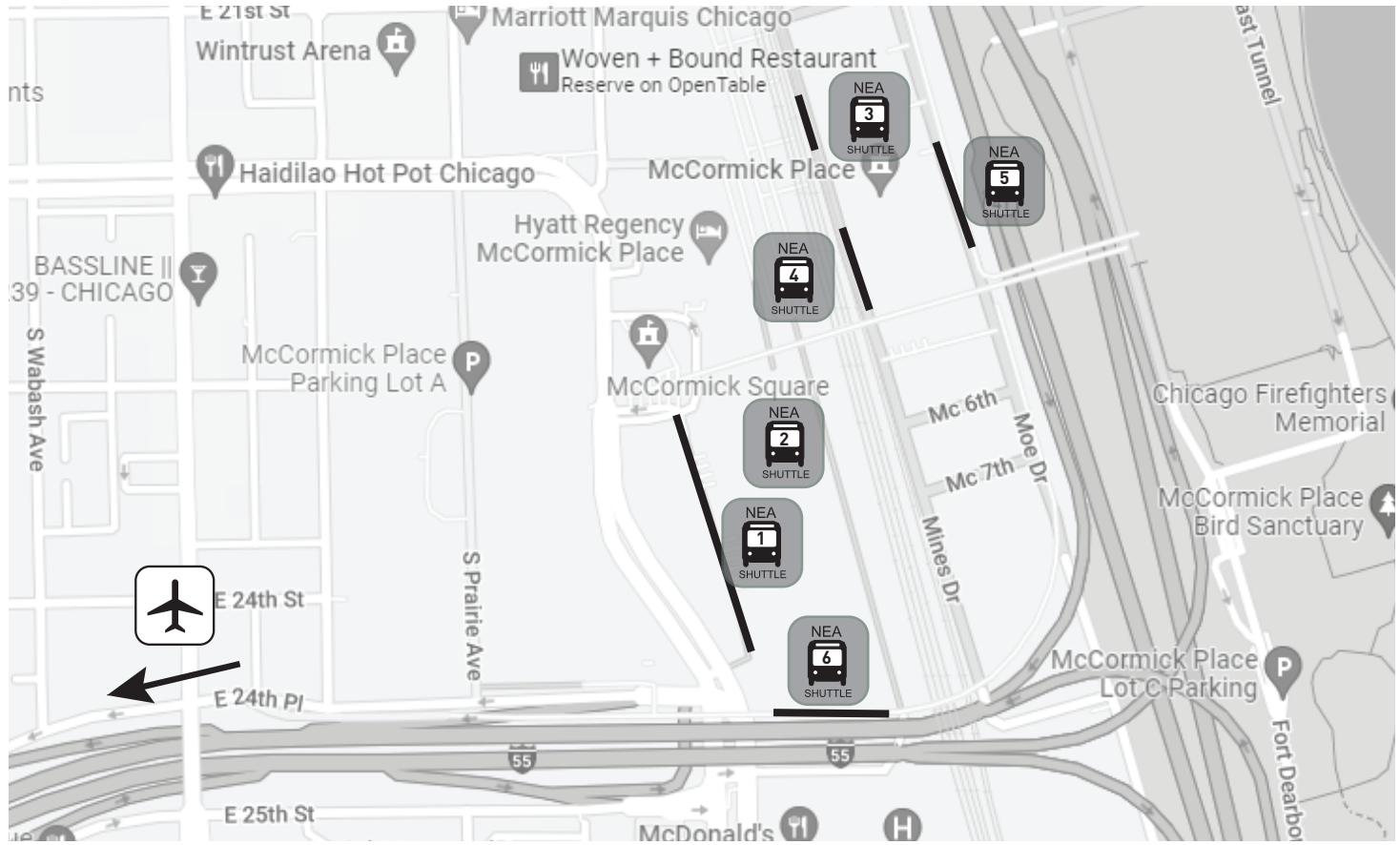
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- SATELLITE PC EQUIPMENT
- DELEGATE CAFE
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- MEETING RMS. 200s

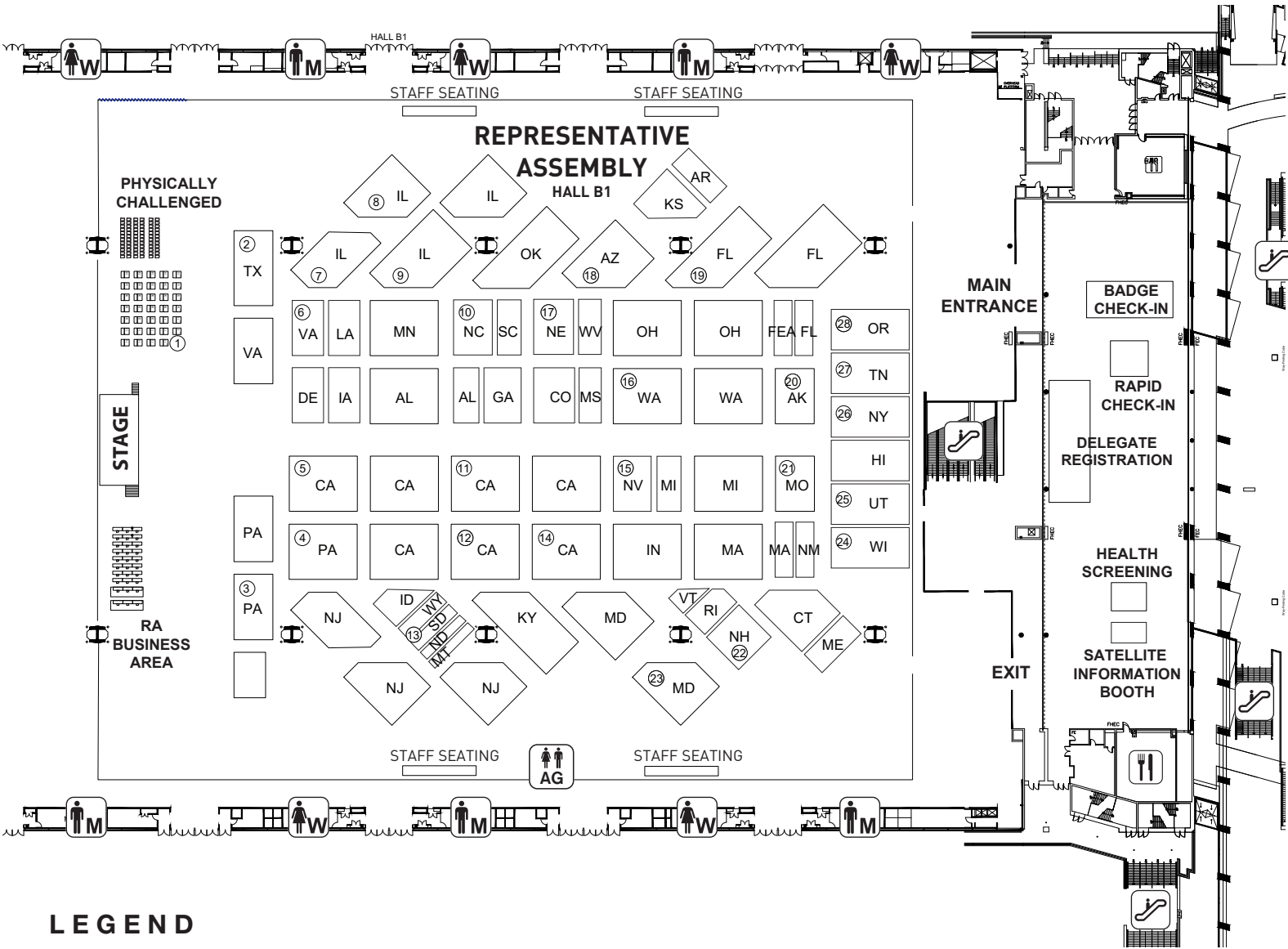
- LEVEL 3**
- REPRESENTATIVE ASSEMBLY
- REGISTRATION

- LEVEL 4**
- CHILD CARE

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-  NEA SHUTTLE STOP
-  AIRPORT
-  BUSES

NORTH BUILDING EXHIBIT LEVEL 3- Registration and Representative Assembly

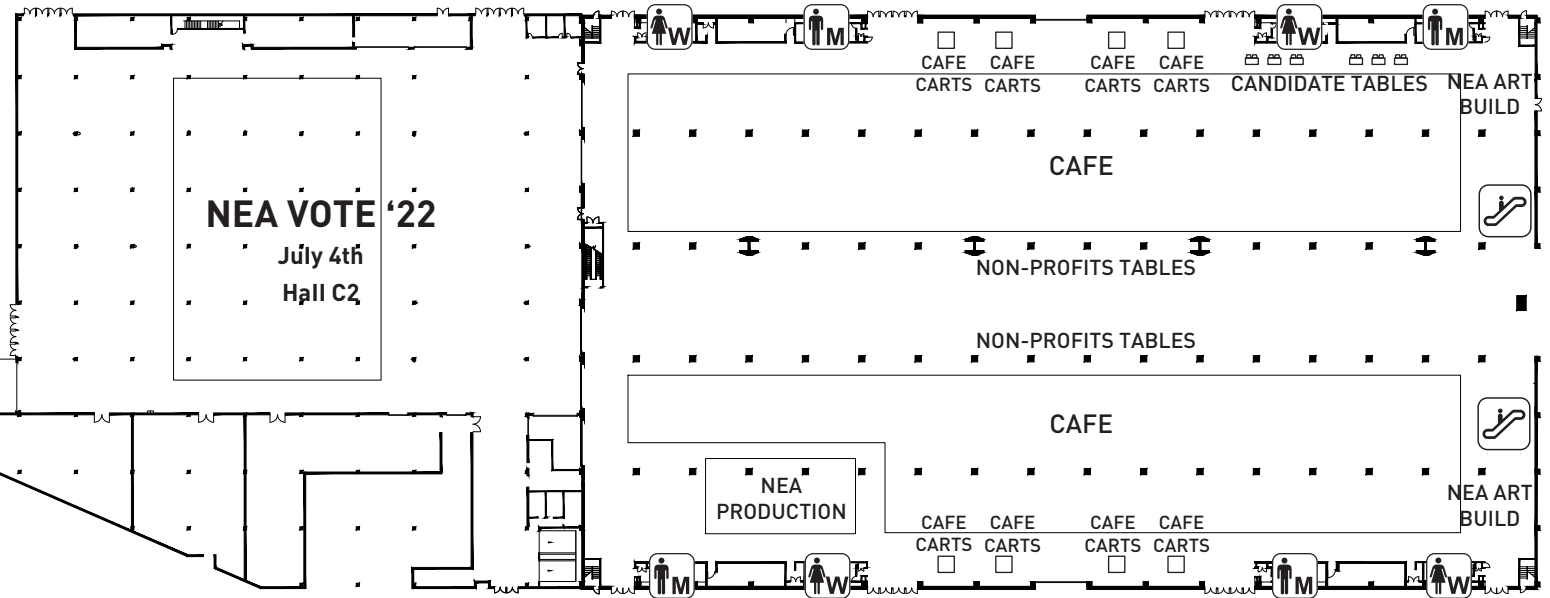


LEGEND

- ALL GENDER RESTROOMS
- MEN RESTROOMS
- WOMEN RESTROOMS
- FOOD/ CAFE
- ESCALATOR

NORTH BUILDING

EXHIBIT LEVEL 1 - Voting, Non-Profit and Delegate Cafe



LEGEND

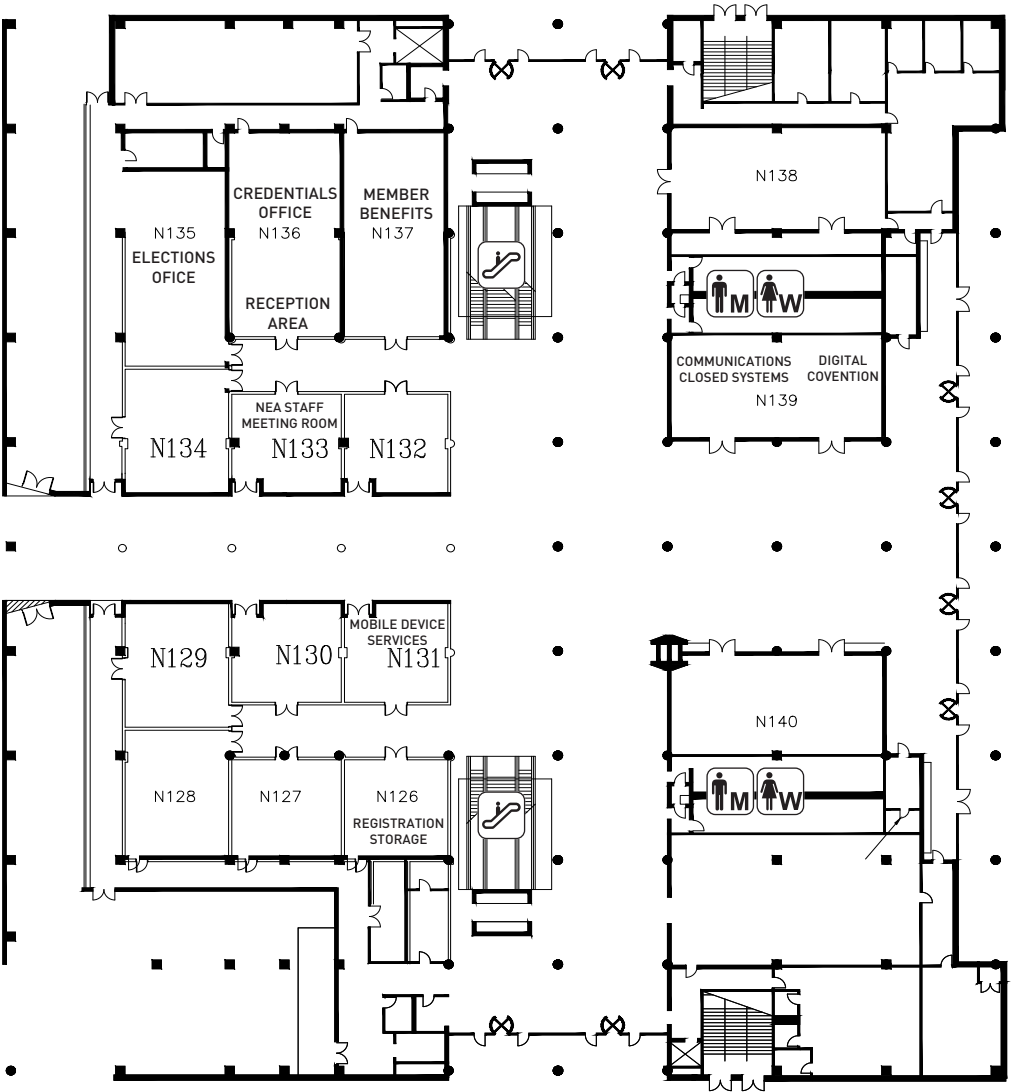
 MEN RESTROOMS

 WOMEN RESTROOMS

 ESCALATOR

NORTH BUILDINGS

LEVEL 2 N100 Meeting Rooms



LEGEND

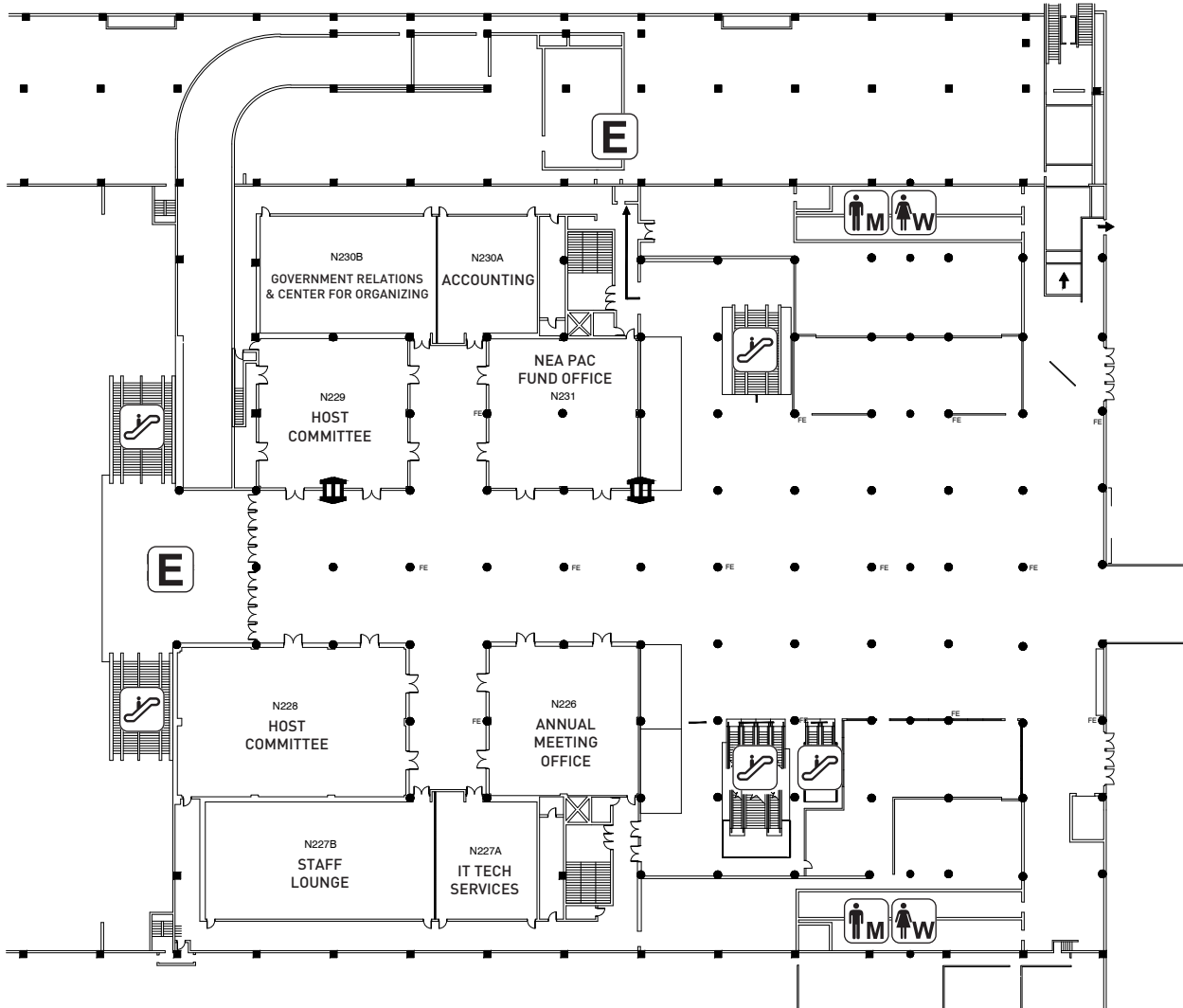
 MEN RESTROOMS

 WOMEN RESTROOMS

 ESCALATOR

NORTH BUILDINGS

LEVEL 2 N200 Meeting Rooms



LEGEND

 MEN RESTROOMS

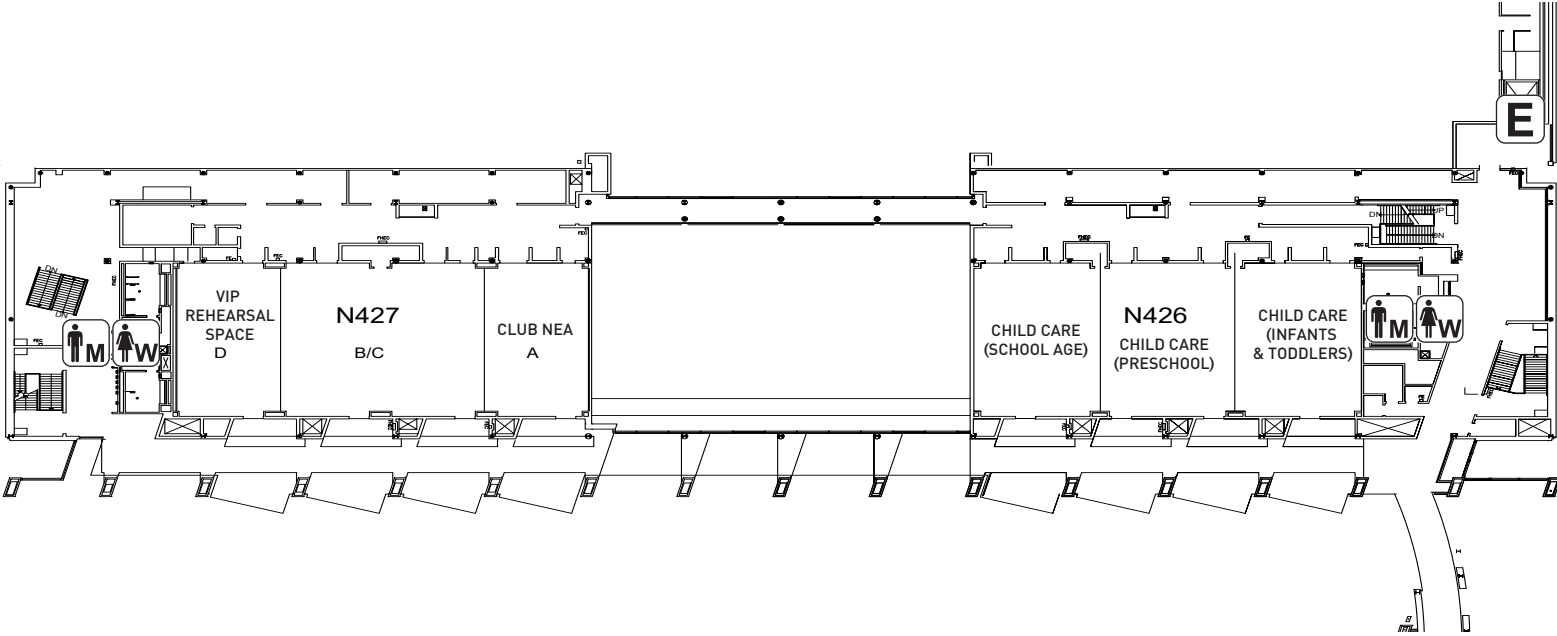
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 ESCALATOR

NORTH BUILDINGS

LEVEL 4 N400 Meeting Rooms



LEGEND

 MEN RESTROOMS




 WOMEN RESTROOMS

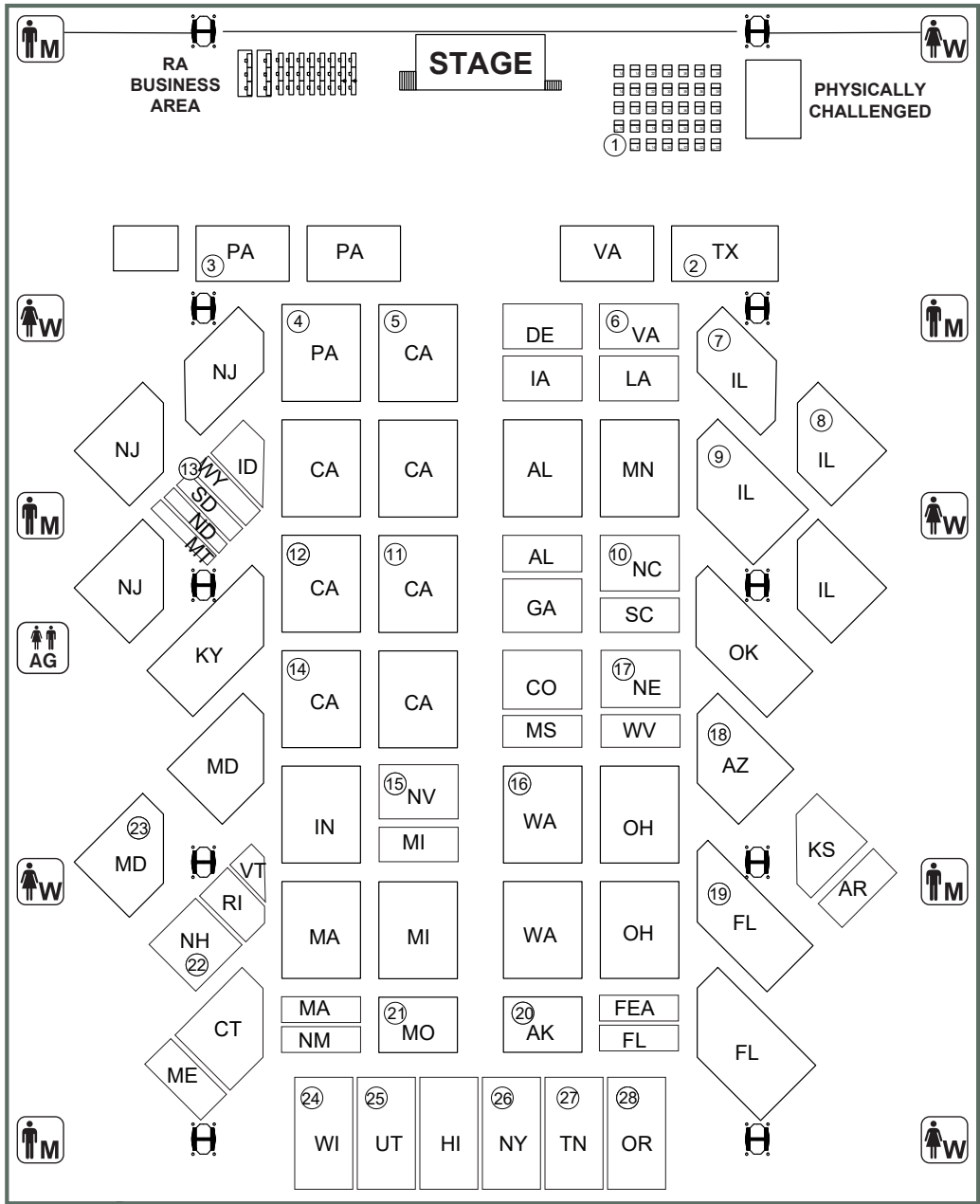
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EXHIBIT LEVEL - 101th Representative Assembly

- | | |
|-----------------------------------|-------------------|
| AL ALABAMA | MS MISSISSIPPI |
| AK ALASKA | MO MISSOURI |
| AZ ARIZONA | MT MONTANA |
| AR ARKANSAS | NE NEBRASKA |
| CA CALIFORNIA | NV NEVADA |
| CO COLORADO | |
| CT CONNECTICUT | NJ NEW JERSEY |
| DE DELAWARE | NM NEW MEXICO |
| DC DISTRICT OF COLUMBIA | NY NEW YORK |
| FEA FEDERAL EDUCATION ASSOCIATION | NC NORTH CAROLINA |
| FL FLORIDA | ND NORTH DAKOTA |
| GA GEORGIA | OH OHIO |
| HI HAWAII | OK OKLAHOMA |
| ID IDAHO | OR OREGON |
| IL ILLINOIS | PA PENNSYLVANIA |
| IN INDIANA | RI RHODE ISLAND |
| IA IOWA | SC SOUTH CAROLINA |
| KS KANSAS | SD SOUTH DAKOTA |
| KY KENTUCKY | TN TENNESSEE |
| LA LOUISIANA | TX TEXAS |
| ME MAINE | UT UTAH |
| MD MARYLAND | VT VERMONT |
| MA MASSACHUSETTS | VA VIRGINIA |
| MI MICHIGAN | WA WASHINGTON |
| MN MINNESOTA | WV WEST VIRGINIA |
| | WI WISCONSIN |
| | WY WYOMING |

LEGEND

-  ALL GENDER RESTROOMS
-  MEN RESTROOMS
-  WOMEN RESTROOMS



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